







## Department of Learning & Innovation

Updates: February 2025

## Gratitude



## **Building Instructional Leadership Teams**

### **BILT Approach**

"There's been a shift in my district thanks to the development of a positive, collaborative culture driven by shared leadership with a collective purpose."

excerpt from written reflection

Harvard Instructional Coaching through Change Course



## RAS BILT





### **JANUARY**

ISSUE 1

#### **ALL BILTS**

- · Reviewed Evals from December
- Previewed work through end of the year including
  - o Q Comp Program updates
  - Calendar
- Continued PD & PLC Planning
  - 1/20 Rocket Camp
  - o 3/21 Half PD Day
- · Considered 25-26 calendar

#### INSTRUCTIONAL INSPIRATION

A TEACHER'S INFLUENCE DOESN'T STAY IN SCHOOL IT GOES OUT INTO THE WORLD AND CANNOT TRULY EVER BE MEASURED. EVERY STUDENT YOU INSPIRE TO DO SOMETHING GREAT GOES ON TO INSPIRE OTHERS. THERE IS NO LIMIT TO YOUR IMPACT.

George Couros

#BecauseofaTeacher

Questions?

Contact a <u>BILT member</u>, <u>Kathy Mattson</u> or <u>Jeff Ridlehoover</u>.

#### **MEETING SNAPSHOTS**

### **REAMS**

- Discussed literacy curriculum review process and timeline
- Reviewed ideas and timeline for grade level data retreats
- Considered approach for building systems around testing, conferences, instruction
- Next meeting: 2/4

### **RMS**

- Discussed technology and instruction (Infinite Campus and Google Classroom)
- . Shared ideas about the Baker field trip
- Decided to gather team input about how to balance PLC time for the rest of the year
- · Next meeting: 2/4

### **RHS**

- Discussed professional development avenues related to relicensure
- Reflected on PLCs connected to student achievement evidence
- Considered approaches for RHS work to come (college credits, graduation honors)
- Next meeting: 1/21, 2/18

### **Keeping it in Perspective**

### This data is

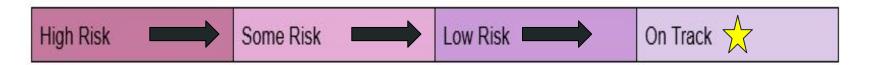
- a part of the story not the whole story.
- a way to understand student achievement and growth.
- a shared responsibility.
- not the complete measure of a student.
- not an evaluation of a teacher.
- an opportunity to reflect on instruction so we can grow as teachers.

### Reminder

We're building systems that will allow us to do this work in a meaningful, structured way. It's new. It will take time. It's a process.

### **New Goal Structure**

Students will show growth by decreasing their risk level from Fall 2024 to Spring 2025 on the aReading and aMath FAST test.



This empowers teachers to focus on student growth--moving individual students to the right to *decrease* their risk level.

This data is available in FastBridge and Infinite Campus.

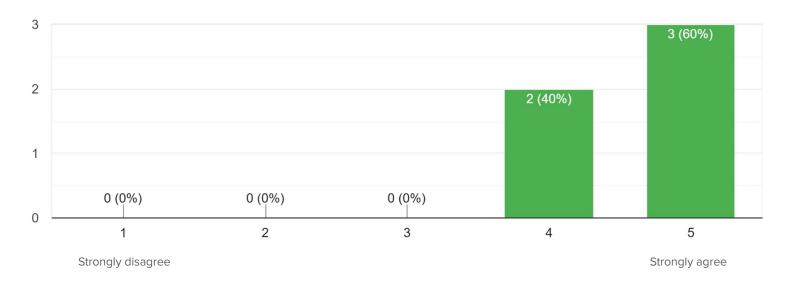
More accessible, more concrete.

Data for each student can be tracked over time.

### **REAMS Data Retreats**

The data retreat provided our team an opportunity to express thoughts and ideas concerning literacy instruction.

5 responses

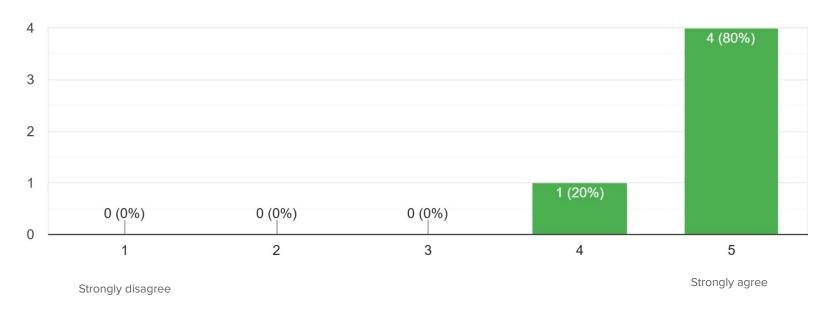


Rachel Yakesh creating, leading BILT input shaping, guiding

### **REAMS Data Retreats**

Our team feels it would be beneficial to offer data retreats in the future.

5 responses



### **Curriculum Review**

### **Timeline**

- September-November
  - Department of Learning & Innovation drafting a process for adopting curriculum
  - b. Department of Learning & Innovation shares process with Literacy leads
- December
  - Meet with representatives of possible curriculum
  - Share the draft process with REAMS BILT
- 3. January-March
  - Share the process plan with REAMS (January)
  - Review Materials
  - BILT facilitates the process and all grade-levels are engaged
- April
  - a. Initial recommendation
- May
  - a. Order materials
  - b. Outline support for summer
  - Implementation plan for 25-26 shared

### RMS: Excellence in Environmental Education PD Grant

#### **B.** Designing Investigations

Learners design environmental investigations to answer specific questions—often their own questions.

Plan and select lines of inquiry appropriate to their questions. For example, working collaboratively, plan an investigation comparing their school's environmental impact to other schools in the district. Determine how data related to environmental quality (energy use, recycling rates), health (indoor air quality/asthmas rates), and/or economics (dollars spent on energy use and waste management) can be collected.

Define the scope of an inquiry, identifying the main variables and phenomena to be studied.

Choose appropriate methods of observation and measurement for an environmental investigation. For example, design an investigation of energy use across schools in their district that involves interviewing facilities managers.

Select the appropriate tools for environmental investigations based on the question asked and the type of information sought. For example, use a spreadsheet and a simple journal to track telephone interviews with school facilities managers about energy use.

#### C. Collecting Information

Learners locate and collect quantitative and qualitative information about the environment and environmental topics, using a range of methods and sources. They explain why they used selected information collection methods.

Use field study skills to systematically observe, accurately measure, and keep thorough and accurate records of firsthand information about their own community.

Use technology to access, collect, and store written notes, data tables, graphs, sketches, and photographs.

Use various methods of measurement, including derived measurements such as rates of change.

Assess, choose, and synthesize information collected about their environmental topic or question from resources such as aerial photographs, topographic maps, and satellite images; library and museum collections, historical documents, and eyewitness accounts; computerized databases and spreadsheets; and government records.

Jamie Madson creating, leading BILT input shaping, guiding

## **Professional Development**

### PD & PLCs

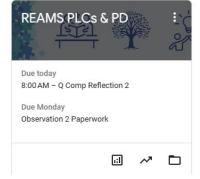




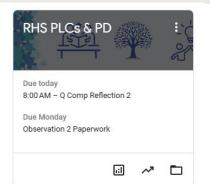












## Professional Development Days



## PROFESSIONAL DEVELOPMENT DAY OCTOBER 16, 2024 ROCKFORD AREA SCHOOLS

īme	REAMS	RMS-CES	RHS
3	Classroom Teachers	7:20-8:20am	7:20-8:20am
	7:20-9:20am, Classrooms	RMS-CES Media Center	RHS Media Center
	☐ Complete ADSIS SAEBRS surveys	All staff	All staff
	(directions)	☐ School Improvement Plan (SIP)	☐ Note-Taking follow-up
		☐ District issued curriculum survey	☐ School Improvement Plan (SIP)
	9:30-9:50am, Theater Room	☐ Survey Reflection- Student	☐ Curricular Map & Learning Scale
	<ul> <li>Curricular Map &amp; Learning Scale Intro</li> </ul>	Connectedness	Q&A
	Nowach de st	8:30-9:15am	8:30-11:05am
	10:00-11:05am, PLC Meeting Locations	RMS-CES Media Center	PLC Meeting Locations
	<ul> <li>Curricular Map Work with PLCs (see</li> </ul>	All staff	
	ongoing PLC agenda/notes)	☐ Curricular Map & Learning Scale	Classroom Teachers
7:20am	93. 1 5.00 80 80 80 80 80 80 80 80 80 80 80 80 8	Intro	<ul> <li>Curricular Map Work with PLCs (see</li> </ul>
1:05am	Interventionists/Specialists	572239730	ongoing PLC agenda/notes)
	7:20-11:05am, PLC Meeting Location	9:25-11:05am	2 10 11 10 11 2
	☐ Data review & format for distribution	RMS-CES Media Center	Specialists, Interventionists, Special Education
	Special Education	Classroom Teachers	☐ Continue PLC Goal 1
	7:20-11:05am, PLC Meeting Location	☐ Curricular Map Work with PLCs (see	TUTT REPORT OF WITH 28 NORMAN AND STOCK AND ST
	Continue PLC Goal 1 (Fast Progress monitoring)	ongoing PLC agenda/notes)	
	124-10-1920/2015 (100-100)	Special Education	
	REAMS/RHS Shared Staff	☐ Continue PLC Goal 1 (Fast progress	
	7:20-8:20am, RHS Meeting, RHS Media Center	monitoring)	
	8:30-11:05am, REAMS/RHS Classrooms	5395	
	☐ Curricular Map Work		

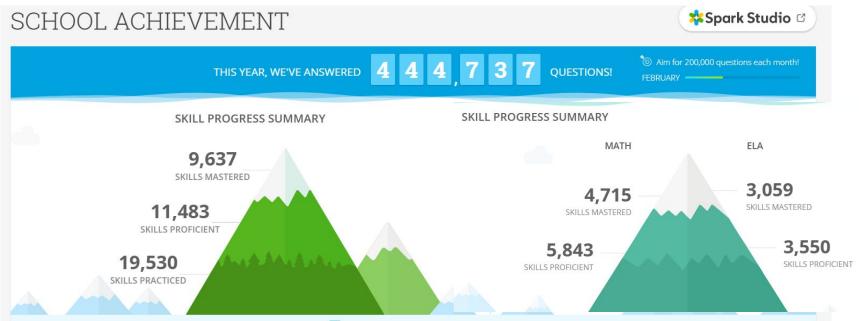
## Professional Development Days



## PROFESSIONAL DEVELOPMENT DAY NOVEMBER 4, 2024 ROCKFORD AREA SCHOOLS

Time	REAMS	RMS-CES	RHS	Special Education
7:20am 11:05am	Classroom Teachers 7:20-8:50am PLC Meeting Locations Curriculum Mapping Work with PLCs  Interventionists 7:20-8:50am PLC Meeting Locations Continued PLC Goal: Systems of Support  Classroom Teachers 9:00-10:00am Theater Room, with computers IXL Training (info)  Specialists 9:00-10:00am Curriculum Mapping Work  All Staff 10:10-11:05am	7:20-8:50am  RMS Media Center All Staff, with computers  Curriculum Mapping Work with PLCs  9:00-10:00am  RMS-CES Media Center All Staff, with computers  IXL Training (info)  10:10-11:05am  RMS-CES Media Center All Staff  IXL Implementation Follow-Up Quarter Follow-Up New Quarter Sharing Parent Communication	7:20-8:50am RHS Media Center  Classroom Teachers Curriculum Mapping Work with PLCs  District Groups Continue PLC Goal 1  9:00-10:00am Know Where to Go IXL Training (info) New Staff Meeting Curriculum Mapping  10:10-11:05am RHS Media Center to start IB Big Picture IB: MYP/DP	7:20-8:50am RMS-CES Room 121 Science of Reading & IEPS Session Info Teachers involved received invite 7:20-8:50am RMS-CES Program Transition Teachers involved will be emailed 9:00-11:00am Join the work in your respective buildings or continue Program Transition.  Note If the sessions above don't apply to you, follow your building's schedule instead.

### **IXL**

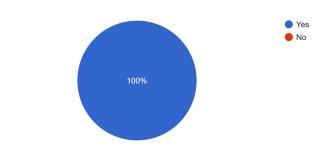


## Professional Development Days

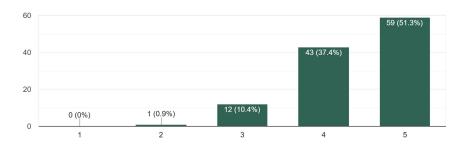
Rocket Camp Overview

Session Title	Audience	Session Leader	Location	Time Offered		
				8:00	9:05	10:1
American Indian History & Culture (fulfills license renewal requirement)	EC -12	Debra Bently Brian Triplett	Auditorium*	х		
Craft Wellness Together	EC -12	Jenn DesMarais-Holland	108	х	(2 S)	
Curricular Map Workshop	K-12	Kathy Mattson	400	х		
EdPuzzle 101: Make Video Interactive	K-12	Megan Childs	400		х	
EdPuzzle 102: Level Up Video in your Classroom	K-12	Megan Childs	400			х
Exploring College Credit and Career Pathway Opportunities	EC -12	Jill Gordee	109		х	
FAST Data Collaboration & Action	EC -12	Kevin Neff	406	х	90 - VC	
Instructional Design Support	K-12	Caroline Young	101	Х		
IXL Basics	1-12	Kristy Diedrich	405		Х	
IXL: Using the Data and Analytics	1-12	Kristy Diedrich	405			Х
Make and Take Student Books	K-8	Dawn Engebretson	206	Х	3 5 3 5	
Making Cross-Curricular Connections with Fine Arts	K-12	Jenna Scheevel	108		х	
Native Enough: The Complexity of American Indian Identity (fulfills license renewal requirement)	EC -12	Nina O'Leary	Media Center		х	Х
PBIS (fulfills license renewal requirement)	EC-12	Debra Bently	Choir Room*			х
Renewing Your License: No Vision Test Required	EC-12	Kevin Neff	406			Х
Student Mental Health (fulfills license renewal requirement)	EC-12	Susan Chwalek Debra Bently	West Commons* Choir Room*		х	
Using AI to Create IEPs	Special Education	Chrissy Andring	404			х

### Do you like the Rocket Camp format for professional development? 115 responses



### Overall, how would you rate this year's Rocket Camp? 115 responses



<sup>\*</sup> indicates a space that changed to accommodate the large group that registered.

## **PLCs**

### Acknowledgements

- 1. This is a part of a larger sequence. Take it one step at a time.
- 2. This work has been done in various ways over the last 20 years. This is not the process it was in the past. Trust the new process.
- 3. This work will be the foundation for ongoing instructional work to support students in achievement and growth--not just this year, but also in years to come.
- 4. Knowing where you are and what you have right now helps start this process.
- 5. Be real as you go through this process.
- 6. Wherever you are is ok.
- We're going to get stronger together through the process that will come step-by-step.
- 8. Your voice, suggestions, reflections, and questions are welcome throughout the process.

## Purpose

Strategic Direction: Student Achievement and Growth

	Standards						
	from District Professional Learning Plan	What this looks like when complete/end in view:					
	Align instruction to standards that are clearly communicated and documented.	<ul> <li>essential standards identified</li> <li>universal structure</li> <li>enables effective alignment conversations</li> <li>enables continuity of practice even with staff changes</li> </ul>					
100	Learning Targets						
	from District Professional Learning Plan	What this looks like when complete/end in view:					
	Integrate learning targets as a part of the learning process using a universal, consistent structure.	<ul> <li>□ wording consistent across classrooms, buildings (I can)</li> <li>□ targets align to standards</li> <li>□ integrated beginning, middle, end of lesson</li> </ul>					
20000000	Assessments						
	from District Professional Learning Plan	What this looks like when complete/end in view:					
	Use assessments that are standards-aligned, varied, and purposefully used to continuously monitor student progress and achievement.	□ assessments align to standards □ common assessments where applicable □ structure of assessments vary					
		assessment reflection practice					

### **Process & Product**



### **BUILDING**

### Class/Department, Subject/Grade

**Contributing Teachers** 

RAS Learning Scales
Guide to the Curricular Map

Link to syllabus/course outline if applicable

Unit	Time	Power Standards	Learning Targets	Assessments	Instructional Materials

Guide to the Curricular Map						
Unit	Time	Power Standards	Learning Targets	Assessments	Instructional Materials	
Put the unit name or unit number here. This should be sequenced in the same order the material is delivered instructionally.	Indicate how long the unit takes. Days Weeks	For Science, ELA, Math: Use Test Specs, Achievement Descriptors (Reading, Math, Reading/Math/Science) to identify Power Standards  For other subject areas: REAL Criteria  District Example  K-8 Power Standards (bundled and power standards)	Formulate statements with "I can"  You can create a document for each unit and link to it here rather than listing them if you prefer.  Learning targets should be aligned to the power standards.  Eden Prairie Example	You can link to assessment docs or describe the structure.  Indicate if its a common assessment.  Be sure the assessment aligns to the standards identified for the unit.	May include: Link to student materials  Google Classroom share classwork (video support)  Teacher instructional materials, existing maps (resources, slides, deliverables, etc.)  Name of curriculum (where applicable), digital/print	
Trust the process You may be draw These document purposes. For th teams. These document Add to the document New standards of	As time allows in 24-25					

The learning scales (next slide or here) will be used to monitor individual/team progress.

### Core Subjects/Grade Level Classroom Teachers

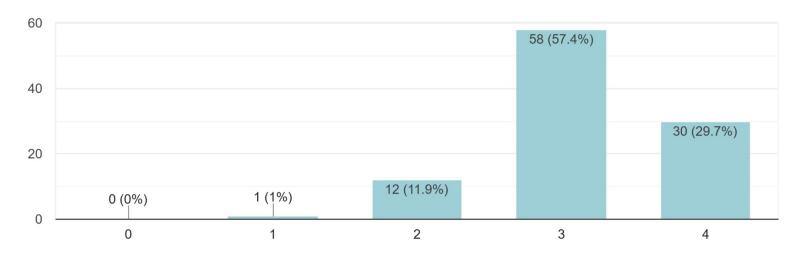
	No Evidence	Beginning	Progressing	Mastering	Excelling
	0	1	2	3	4
Standards	are not linked to the class, documented, or used/referenced.	are linked to the class and teachers are aware of what they are.	are aligned to class instruction, and documented in the RAS curricular map.	are aligned, documented and include power/essential standards along with standards bundles.	regularly referenced in monitoring, adjusting instruction both within teams and across teams (vertically). Documents are go-to for new staff.
Learning Targets	are not linked to the class, documented, or used/referenced.	are linked to the class and teachers are aware of what they are.	are aligned to standards, constructed in the RAS format, and documented in the RAS curricular map.	are aligned, constructed effectively, documented and communicated to students reliably in a predictable structure.	are referenced throughout the lesson such that student achievement and growth is impacted.
Assessments	are not aligned to the standards.	are aligned to the standards.	are aligned to the standards, documented clearly, and implemented as common assessments where applicable.	are aligned, documented, and implemented effectively as a way to monitor student achievement and growth on an ongoing basis.	are aligned, documented, and implemented effectively as a way to monitor student achievement and growth on an ongoing basis. Assessments are also varied to support student achievement with different assessment structures.

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Broadly Applicable Learning Scale (Interventionists, SLPs, District Attendance Group)						
*	No Evidence	Beginning	Progressing	Mastering	Excelling	
	0	1	2	3	4	
Team-identified Goal	is not linked to the context, documented, or used/referenced.	is linked to the context and the relevant audience is aware, some documentation.	is aligned to achievement/growth, and documented clearly.	is aligned, documented and includes communication and structures to support the process.	is aligned, documented, structured such that it is now a standard practice that is sustainable and transferable.	

## Q Comp (PD & PLCs Reflection)

Rate the overall effectiveness of the Q Comp/PLC program. 101 responses



Ineffective

Highly effective

## Q Comp (PD & PLCs Reflection)

### Most Valuable Component

What component did you find most valuable from our Q Comp work this year?

Category	1st	2nd	3rd	Total	
Job-embedded PLC	31	24	18	73	
Individual Goal	26	23	27	76	
Observations	19	18	22	59	
Building Goals	2	4	9	15	
Staff Development Days	23	32	25	80	

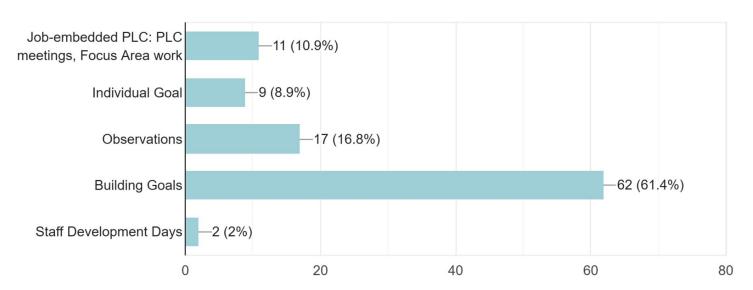
### Teacher Voice

- I think QComp forces teachers to have a framework and a focus to the work they do. It requires teachers to have accountability and provides coaching and collaboration to meet individual and district goals.
- Our Q Comp/PLC program has evolved in such a positive direction! I
  believe that its value and effectiveness has been impacted by BILT, by
  Dept. of Innovation & Learning, and by allowing teachers to have a voice
  that seems to be heard.
- I am pleased with how we're doing more **collaborating** when working towards finding ways to meet the students needs, breaking down barriers and finding **interventions** that will help students to be **successful**.
- I love QCOMP and the opportunity to grow as an educator and work with my colleagues on common goals.

## Q Comp (PD & PLCs Reflection)

What component do you find least valuable from the Q Comp work?

101 responses



## **Using Data: RHS Pilot**

### Purpose, Process, Product + Plan, Do, Study, Act

Date	August	September October	November December	January February	March April	May
Purpose	Know Your Students	Test (September) Plan	Cycle 1	Cycle 2	Cycle 3	Reflect Create
Process	Review Fast & MCAs	Distribute and teacher/team plan	Teacher teams do, act	Do, act Study new results New plan	Do, act new plan  MCA Test Continue do act	FAST Test
Goal/ Product	Data & Student Understanding	Review new data Tier I & Tier II Plans Tier III as needed	Progress Monitor (Tiers I, II, III) Adjust Plans	Review new data Progress Monitor Adjust Plans	Progress Monitor Adjust Plans Summer school recommendations	Reflection on instruction effectiveness Landing page

Samantha Bloom creating, leading BILT input shaping, guiding 30

### **Student Testing Reflection**

What did you notice as far as your reading and math Fast results?

90 responses

I noticed that as the years progressed, the percentiles all increased, and it does match with the changes I've noticed.

it looks fine to me

i failed them all except like two bruh

I noticed that I am better at math than reading because I am in a higher percentile in math. They both match because I did good and understood math last year and reading I did okay in but was a little bit of a struggle.

It shows that I'm better at math than reading. This makes sense because I've always felt more confident about math and tend to try harder on those tests.

### **Student Testing Reflection**

If you have questions about your scores or how to use this or support for growing, share them here. Otherwise, leave it blank.

20 responses

How does the scale score work?

Swimmer is to goggles as pilot is to flying is that right

no

How did I get a 100 in 2019 spring math. How is that possible???

I would like to understand how I can use these to support my growth and I'd also like to understand what it means by some risk as I get that it means I need some help but I am confused on what kind of help that means. Thank you:)

no. Wonder why I am always at somerisk

There are a few years missing, like 3rd and 5th grade, would you have any idea why?

I am a little confused about it since I only took the Fall FAST testing and the Spring and Winter are not taken

### **Department Discussion**

- 1. What barrier (or problem) is getting in the way of student achievement?
- 2. What instructional strategies will effectively support achievement given the identified barriers?
- How will those strategies help increase student achievement (decrease risk)?

## **Reflection & Follow Up**

### 1. Identifying the Barrier: Behavior as Communication

С		D	E	
Can you identify the problem	m?	Explain column C	Responsive Action/Intervention	
Unsure	~			
Behavior Academic Skills	~			
Academic Skills	~			
Behavior Academic Skills	~			
Academic Skills	~			
Academic Skills	~			
Academic Skills	*			
Behavior	~			
Academic Skills	~			
Unsure	*			
Academic Skills	~			
Academic Skills Behavior	*			
Unsure	~			
Academic Skills	~			
Academic Skills Behavior	*			
Behavior Academic Skills	~			

### Data-Based Decision Making & Problem-Solving

PDSA Step	Tier I	Team Action Steps
Problem Identification  Identify the problem and the objectives	What is the discrepancy between expected outcomes and what is occurring?	<ul><li>Assessment data</li><li>Class grades</li></ul>
Plan  Develop a plan for instruction and assessment	What is it that we expect our students to learn?	Curricular maps:
Do Implement instruction and assessment	What evidenced-based strategies are we using to deliver instruction? What evidence is telling us if they are learning it?	Implement, Instruct, Assess  Communicate standards and related learning targets  Share rubrics Gather data
Study Collaboratively analyze data	What does the data tell us about who has learned it and who has not?  What are the common misconceptions for those who have not?	<ul> <li>Reflect on data</li> <li>Create responsive plan</li> </ul>
Act Use Informed Team Action Planning	What is our response when some students do not learn?	<ul> <li>Celebrate success</li> <li>Plan for students who did not achieve expected outcomes</li> </ul>



### **Student Achievement Action Plan**

RHS

Student Name  Date  Student Achievement, Engagement Evidence		Responsive	Action (Classroon	n Level)completed by Classroom Teachers		
FAST Testing	Class Grades	Using the information from the student data landing page as a starting point, begin a respon action plan to support the student in achievement/growth.				
aMath     aReading     o	<ol> <li>Block 1:</li> <li>Block 2:</li> <li>Block 3:</li> <li>Block 4:</li> <li>Block 5:</li> <li>Block 6:</li> <li>Block 7:</li> </ol>	Context	Evidence	Responsive Action (Instructional Level) What does this look like in your class?		
Concern Context  Assessment Results	Concern Context  Class Grades					
Identify the Barrier  Academic skills  Rehavior (approximant offert methystics)	Identify the Barrier  Academic skills  Attendance					
☐ Behavior (engagement, effort, motivation)	☐ Behavior (engagement, effort, motivation)	3				
		Team Collab	oration in Implem	entation		
Responsive Action (Systems Level)—completed by  Context Evidence Responsive Action	vel)—completed by Counseling Office  Responsive Action		1. Communication  Student Counselors Family Progress Monitoring Real Adjustments			

### Student Achievement, Engagement Evidence

FAST Testing		Class Grades			
aMath Fall - 220! Some Risk Winter - 220! Some Risk Spring	aReading Fall - 530! Some Risk Winter - 518!! High Risk Spring -	S1 Final English World Hist Geometry Chem Conc. Intro to Bus Read+/Math+ AVID	F	S2 In Progress English World Hist Geometry Chem Conc. Phy Ed Read+/Math+ AVID	F A F F
Concern Context  Assessment Results  Identify the Barrier  Academic skills  Behavior (engagement, effort, motivation)		Concern Context  ☑ Class Grades  Identify the Barrier ☑ Academic skills ☐ Attendance ☑ Behavior (engagement, effort, motivation)			

### Responsive Action (Systems Level)-completed by Counseling Office

Context	Evidence	ce Responsive Action		
Test Scores	FAST	Math & Reading ADSIS Supports via Math+/Read+		
Counselor	N/A	Weekly check-ins to discuss missing work and understanding of what he needs to do.		

#### Responsive Action (Classroom Level)--completed by Classroom Teachers

Context	Evidence	Responsive Action (Instructional Level) What does this look like in your class? <u>Tier 1 Guidance</u>	
Teacher A	Assignments turned in but needs to take the test.	Check in and see if he knows how to get started, any questions, and in the right spot to achieve success?  Have him pull up the note packet key to make sure he sees.	
Teacher B	8% Missing a LOT	How are you going to get started, what questions do you have, are y in a good space for achieving  Skeleton notes	
Teacher C	Often off task and disengaged	Check his skeleton notes and all notes in general for completion,	
Teacher D	Getting caught up after absences	How are you going to get started, what questions do you have, are in a good space for achieving  Skeleton notes	
Teacher E	Missing a lot, often off-task (socializing)	Skeleton notes, video resources for reteaching (absence), preview assessment (practice quiz)	
Formative/Sur	mmative Work Spec	ifics	
Classroom work time	Struggles to complete coursework	Desk touch check ins for pretty much everything - BUT be careful of overwhelm, give space	
Assignments and projects	Struggles to complete assignments	Benefits from intentional and deliberate scaffolds - sentence starters and slide skeletons	
exams	Overwhelmed by unit assessments	Chunk, extended time	
Team Collabo	ration in Implement	ation	
	Student Counselors Family ss Monitoring		

## **Multi-Tiered System of Support**

### MTSS: Strengthen and Update



## Questions





# Thank you!



