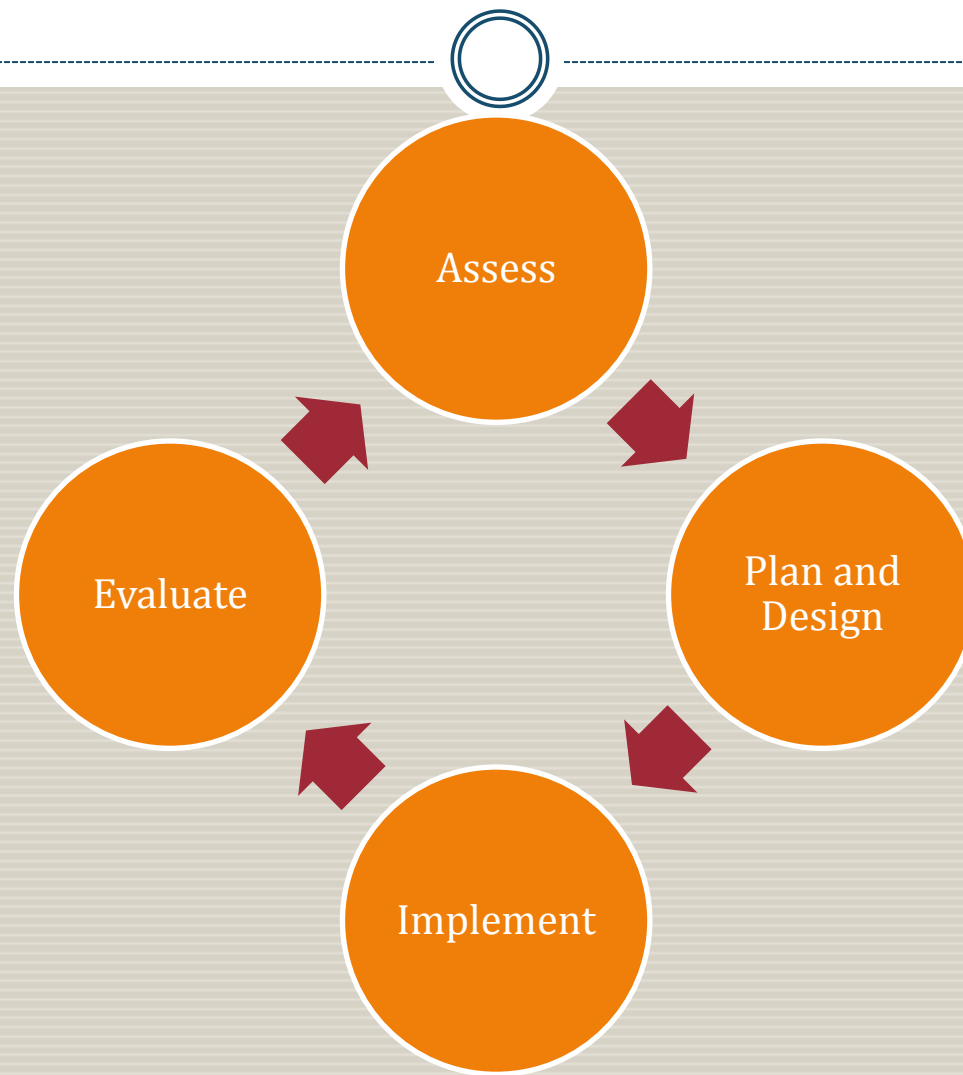


Continuous Improvement Process



DULUTH PUBLIC SCHOOLS
2010-2011

Continuous Improvement Process



Assess



- Sites receive data in July-August
- Data is reviewed by site teams
- Data is shared with staff

Plan and Design



- After data is reviewed, site teams develop goals and action plans
 - Goals are developed, based on data
 - Action plans may be developed by each department, grade level, teacher

Plan and Design



- Principals meet with Director of Assessment, Evaluation and Performance to review and refine plans

- Plans are shared with district-level staff
 - Superintendent/Assistant Superintendent
 - Director of Assessment, Evaluation, and Performance
 - Director of Special Education
 - Curriculum Coordinator
 - Supervisor of the Office of Education Equity
 - Federal Programs Supervisor

Implement



- Schools implement their action plans

Evaluate



- Sites evaluate the effectiveness of their plans continually using a variety of data sources (early release days, site team meetings, staff meetings)
- Sites may refine action plans based on data
- Final site plan evaluation takes place at following year's site team meeting(s)

Then and Now



Site plans were written independently

- Goals did not reflect the direction of the district as a system
- Not all sites had site plans
- Site plans did not address the district's three aims
- Goals were not consistently measurable
- Plans were not consistently reviewed; results were not evaluated

Site plans are written with district support

- Site plans are written in alignment with district initiatives
- All sites have site plans
- Site plans focus on district's three aims
- Goals are SMART
- Plans are regularly reviewed and used to drive staff development
- Results are reviewed as a part of the continuous improvement process

Board Packet Contents



- **Site Plan Summaries**
 - Last year's goals, measures, and results
 - This year's goals and measures

- **MDE Report Cards**
 - Demographics
 - AYP Status
 - Achievement Results

- **Site Plan Details**
 - This year's goals and measures
 - Detailed action plans

Common Themes



- High Achievement for All
 - Improve reading and math proficiency through the use of district-wide academic interventions

- Safe and Welcoming Environment
 - Define and reduce bullying

- Effective and Efficient Systems
 - Improve communication
 - Develop systems to assist in transitions

Key Points



Continuous improvement is a process,
not an event

Key Points



Succeeding at sustained quality improvement requires commitment from the entire organization, particularly from top-level management