

## Action Team Report

*Indicators of Community Involvement, Strategies, Action Plans, and Highlights*

### Indicators of Community Involvement:

- Strategic Planning Team: 32 people x 751 hours over 3.5 days
- Action Team Leader Training: 21 people x 63 hours
- Action Teams: 182 people x 2,673 hours from September 18 – November 17, 2017

**TOTAL HOURS = 3,487**

- 55 Action Team Meetings + 4 Strategic Planning Team Meetings
- Dozens of Small Group Action Team Meetings
- Estimated Small Group/Research Hours = 450+
- Student Involvement:
  - 4 Strategic Planning Team Members      4 Action Team members
  - 12 elementary, junior high and senior high school students collaboratively interpreted and developed a video presenting the Equity Team Action Plan.

### Strategy 1 CAREER PLANNING:

Develop and implement education and career pathways so that each student graduates with viable plan and relevant skill set for his or her future.

### Indicators of Community Involvement:

**30 Team Members • 8 Meetings • 15 Meeting Hours (450) • 20+ Total Research Hours**

*7 Specific Result Statements/Action Plans with 29 Action Steps*

**Result 1:** Create and implement a comprehensive K-12 career pathways program with specific grade-level requirements.

**Result 2:** Develop and require a one-semester Keystone class.

**Result 3:** Ensure adequate personnel are appropriately distributed among campuses to support career exploration, development and course selection to meet students' career success plan outcomes.

**Result 4:** Review the current list of CTE Board of Advisors and adjust as needed to guide the program and achieve the strategy.

**Result 5:** Build and expand partnerships with regional businesses to allow for competitive, on-site learning opportunities, including mentorships, internships, job shadowing, and apprenticeships.

**Result 6:** Build partnerships with additional institutions of higher learning in our region to complement our relationship with UAFS.

**Result 7:** Determine the feasibility of a dedicated Career/Tech facility.

## **Strategy 2 EQUITY:**

Develop and implement a system-wide plan to provide all students with the resources they need to optimize their learning.

Indicators of Community Involvement:

**26 people • 14 Meetings • 14 Meeting Hours (364) • 130 Total Research Hours**

*8 Specific Result Statements with 21 Action Steps*

**Result 1:** Assemble an Equity Leadership Task Force to foster a culture of equity to enable our students, staff, and community to thrive.

**Result 2:** Provide professional development focusing on equity issues and host cultural events that will prepare students to understand each other, develop a stronger sense of community, celebrate diversity, exhibit empathy, encourage curiosity, seek new experiences, and appreciate social harmony.

**Result 3:** Broaden the Partners in Education Program to include non-traditional stakeholders within each school's domain to develop a more democratic reflection of the community it serves.

**Result 4:** Expand the Pre-K Program to include every elementary school to support the foundational needs and to correct disparity in basic skill sets.

**Result 5:** Determine the feasibility of grade-level reconfiguration and attendance zone adjustments, particularly in elementary, to promote equity in teacher collaboration to ensure increased student learning.

**Result 6:** Implement the Professional Learning Community (PLC) Process district-wide to ensure guaranteed, viable curriculum for higher level of student learning and guaranteed, focused teacher collaboration.

**Result 7:** Ensure that technology across the district fosters the conditions in which all students have access to all available learning opportunities.

**Result 8:** Assign a district grant writer to seek funding toward increased equity initiatives in the district.

### **Strategy 3 INSTRUCTION:**

Design, develop and implement programs to promote rigor, relevance, collaboration, critical-thinking skills and learning environments designed to meet each student's unique needs and aspirations.

Indicators of Community Involvement:

**40 people • 6 Whole Group Meetings • 20 Whole Group Meeting Hours (800) • 9 Small Groups • 50+ Research Hours**

*13 Specific Result Statements/Action Plans with 46 action steps*

**Result 1:** Develop a Standard-Based Report Card.

**Result 2:** Develop capacity for differentiated, student centered instruction informed by curriculum objectives, performance data, and formative assessment using examples like Early College High School and Pre-AP/Honors classes in Grades 9-12.

**Result 3:** Ensure all students have access to specific accelerations to achieve grade-level standards and beyond.

**Result 4:** Provide skilled occupational training, combining practical work experience with related academic and technical instruction through high school apprenticeships.

**Result 5:** Create an organizational structure to maximize benefits of Professional Learning Communities (PLCs) for teachers to ensure that teachers gain resources, insight, and strategies to improve instruction districtwide.

**Result 6:** Implement full-day, school based prekindergarten programming to ensure students enter kindergarten with more fully developed social, emotional and pre-academic abilities.

**Result 7:** Ensure students receive instructional support using Response to Intervention (RTI) and/or supplemental services.

**Result 8:** Ensure students graduate with an Associate Degree or Technical Certification.

**Result 9:** Determine the feasibility of reconfiguration of grade levels and attendance boundaries in the district.

**Result 10:** Determine the feasibility of all secondary students having access to the same electives offered at all secondary schools.

**Result 11:** Enhance current English Language Learner (ELL) program to improve student outcomes and success, foster a growth mindset for students and staff and ensure implementation of effective instruction.

**Result 12:** Create and support best practices to increase student engagement in order to increase student achievement.

**Result 13:** Create, administer, and analyze formative/interim assessments that drive student enrichment and interventions throughout the school year.

#### **Strategy 4 LEARNING ENVIRONMENTS/FACILITIES:**

Align resources, facilities and technology strategically and equitably across the district to maximize security and enhance the learning environment.

Indicators of Community Involvement:

**26 people • 6 Meetings • 13.5 Meeting Hours (351) • 76 Total Research Hours**

*11 Specific Result Statements/Action Plans with 22 action steps*

**Result 1:** Ensure all FSPS buildings have secure sign-in for Wi-Fi access

**Result 2:** Place a fulltime School Resource Officer or security officer in all secondary campuses with responsibility for feeder schools.

**Result 3:** Install a District Duress and Emergency Mass Notification System in all schools.

**Result 4:** Build secure entrances (secure vestibules) in all buildings with students.

**Result 5:** Ensure that all facilities have the electrical capacity necessary to charge 1:1 devices in classrooms.

**Result 6:** Determine the feasibility of creating a centralized enrollment center.

**Result 7:** Ensure equal access to current technology in all classrooms.

**Result 8:** Create 21<sup>st</sup> Century learning environments in all buildings that is light filled and includes flexible layout furniture with wheels and current technology.

**Result 9:** Determine the feasibility of adding an arena and performing arts center on each high school campus.

**Result 10:** Determine the feasibility of grade-level reconfiguration and attendance zone adjustments.

**Result 11:** Determine the feasibility of a dedicated Career/Tech facility.

## Strategy 5 STAFFING

Recruit and retain highly-qualified faculty, staff and administration.

Indicators of Community Involvement:

**18 people • 8 Meetings • 16 Meeting Hours (288) • 88+ Total Research Hours**

*4 Specific Result Statements/Action Plans with 37 action steps*

**Result 1:** Evaluate certifications/qualifications of all certified staff, determine the adequacy of staffing formulas, align staff placement to campus needs, and ensure that the diversity of staff corresponds to student populations. Areas of concern include Assistant Principals, Testing Coordinators, Counselors, Interventionists, Instructional Facilitators, SPED/Speech Language Pathologists, positions split between campuses, and the roles and responsibilities of classified staff.

**Result 2:** Ensure that each building has adequate staffing: assess split (itinerant) certified and classified staffing assignments; clarify needs and roles of classified staff.

**Result 3:** Evaluate the recruitment and retention of certified and non-certified staff; research types of incentives to achieve increase recruitment and retention with an emphasis on recruitment of minority educators and special education teachers.

**Result 4:** Evaluate the professional development needs of staff, review compensation options for staff provided professional development and recruitment of staff to provide content-specific professional development.

The Staffing Action Team recommends a Staffing Assessment to assess needs related to the plans submitted by one or more action teams:

Action Team	Result Statement Cross Reference	Roles Recommended for Needs Assessment
Learning Environments	Result 3	School Resource Officers
Wellness	Result 4	Social Worker
Wellness	Result 6	Nurse
Wellness	Result 8	Test Coordinators
Wellness	Result 7	Contracted Mental Health Providers
Technology	Result 2	Technicians/Technology Specialists
Technology	Result 4	Instructional Technology Educators
Career Planning	Result 3	Career Development Educators
Instruction	Result 6	Pre-K Teachers
Instruction	Result 11	English Language Learners Educators
Equity	Result 8	Grant writer

## Strategy 6 TECHNOLOGY:

Provide appropriate technology that is consistently available, effectively supported and equitably distributed for group and individual instruction.

Indicators of Community Involvement:

**14 people • 6 Meetings • 12 Meeting Hours (168) • 28+ Total Research Hours**

*4 Strategic Results/Action Plans with 37 Action Steps*

**Result 1:** Provide technology that is equitably distributed for group/individual instruction

- a. Implement current 1:1 student initiative
- b. Establish and fully implement 1:1 refresh cycle by 2020-2021
- c. Explore the feasibility of providing wireless access/hotspots in partnership with community
- d. Provide wireless access on every school bus
- e. Provide comprehensive Help Desk support
- f. Complete Technology Needs Assessment

**Result 2:** Provide technology that is effectively supported.

*Each of the technology result statements recommends that the District strategically align human and financial resources to maximize impact of instructional technology throughout the district.*

**Result 3:** Provide technology that is consistently available.

- a. Assess needs and update equipment using industry standards
- b. Expand network to support exterior door access control
- c. Replace the District's obsolete phone system with Voice Over Internet Protocol (VOIP).

**Result 4:** Technology use will be aligned with instructional best practices.

- a. Adopt International Society for Technology Standards (ISTE) for Students, Educators, Coaches and Administrators
- b. Provide appropriate instructional technology professional development driven by assessment data at all levels.
- c. Build campus level curriculum/technology teams
- d. Include the implementation of instructional technology in school improvement plans
- e. Annually review effectiveness of technology in the classroom

## **Strategy 7 Wellness:**

Develop and train empathetic and nurturing employees to be sensitive to and supportive of the needs of all children and families.

Indicators of Community Involvement:

**28 people • 5 Meetings • 9 Whole Group Meeting Hours (252) • 32 Small Group Hours • 58+ Total Research Hours**

*9 Specific Results/Action Plans with 31 Action Steps*

**Result 1:** Ensure professional development includes mental health training.

**Result 2:** Ensure all grades receive personal hygiene education.

**Result 3:** Provide students with opportunities to learn about and practice healthy eating behaviors.

**Result 4:** Determine the feasibility of hiring one social worker per building for home to school connection.

**Result 5:** Determine the feasibility of school-based clinics in elementary schools to access telemedicine.

**Result 6** Determine the feasibility of increasing staffing formula to include one nurse per campus.

**Result 7:** Provide a support system for teachers and personnel.

**Result 8:** Determine the feasibility of hiring one testing coordinator for each school.

**Result 9:** Determine the feasibility of using innovative scheduling and available resources to provide students with appropriately-timed, unstructured, activity breaks (recess) and promote social engagement with peers during common times.