

DULUTH PUBLIC SCHOOLS

CONTINUOUS IMPROVEMENT TEAMS

INITIATIVE UPDATE

Committee of the Whole Meeting
March 7, 2023

Tawnyea Lake, PhD, NCSP
Director of Assessment and Evaluation



FOOD FOR THOUGHT...

“Every system is perfectly designed to get the results that it gets.”

-W. Edwards Deming

PRESENTATION OVERVIEW

Background and Context

- History of CITs in the Duluth Public Schools
- CIT Overview: The Who, What, Why, How

Status Update: School Improvement Plans

- SIP Overview
- School Plans At-A-Glance
- Meet the Principals

Questions?

WHERE WE'VE BEEN

Key Milestones - Pre-2021

- Spring 2016 - Shared vision with principals, gathered feedback
- Summer 2016 - Provided all schools with predictable funding to support CIT membership
- Fall 2016 - Fall 2018 - Teams received training and support
- January 2018 - District experienced deep mid-year budget cuts, funding for initiative was eliminated

WHERE WE'VE BEEN

Primary Foci of 2021-2022: Developed infrastructure, updated processes and procedures

Key Milestones

- Re-committed to CIT structure/initiative
- Identified new leader of initiative
- Renewed partnerships with Regional Center of Excellence (RCE)
- Updated processes and procedures to align with RCE and MN Dept of Ed (MDE) expectations and timelines

WHERE WE'VE BEEN

Key Milestones (cont.)

- Developed tools and resources to support the initiative launch (ex: [22-23 Updated CIT Handbook](#))
- Communicated with principals updates and proposed roadmap
- Provided funding to support additional CIT members
- Assessed needs of leadership teams using pre/post rubric
- Paused plan in Dec due to COVID and initiative overload
- Proposed new district leadership teaming structure to support school-level continuous improvement

WHERE WE ARE

Primary Focus of 2022-2023: Provide training and support on updated processes and procedures

Key Milestones

- Provide training and support on updated processes
- Monitor use of updated processes
- Gather feedback on training, processes, and support
- Prepare to make enhancements/improvements
- Continue to collaborate regularly with RCE staff

WHERE WE ARE GOING

Primary Focus of 2023 and beyond: Improve processes, obtain system-wide visible improvements in student achievement

Initiative Road Map:

[Action Card - Continuous Improvement Teams](#)

CITs: THE WHAT AND THE WHO

Purpose - The What

Continuous Improvement Teams (CITs) provide a leadership structure to improve student achievement.

Team Membership - The Who

Under Every Student Succeeds Act (ESSA), the district or charter—in partnership with stakeholders —must locally develop and implement a school improvement plan to improve student outcomes.

The Why - Why Now?

Our data suggests an urgent need to improve student outcomes. To do so, we will need to take a systems approach, working together to address the increasingly complex needs.

CITs: THE HOW

Three-Step School Improvement Process



Conduct a Comprehensive Needs Assessment

1

- Review Data
- Identify Root Cause
- Complete CNA Report

Develop a School Improvement Plan

2

- Select Strategy
- Set Goals
- Develop a Communication Plan
- Create an Action Plan
- Complete SIP Report

Implement, Monitor, Evaluate, and Refine the School Improvement Plan

3

- Implement Action Plan
- Review Implementation Data & Make Adjustments
- Record Progress within the SIP

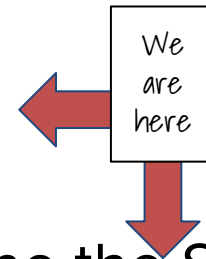
WHERE WE ARE IN THE PROCESS

Step 1: Conduct a Comprehensive Needs Assessment

Step 2: Develop a School Improvement Plan

Step 3: Implement, Monitor, Evaluate, and Refine the School Improvement Plan

- Implement action plan
- Monitor implementation of action plan, review data, make adjustments
- Record progress



Note: Although teams will be reviewing data and assessing needs on an ongoing basis, a full CNA is completed every 3 years in alignment with North Star Accountability identification cycle

THE SCHOOL IMPROVEMENT PLAN

What is it?

- A written plan to achieve the vision of the school
- It answers the question, “How are we going to get to where we want to be?”
- Its primary purpose is to identify the research-based strategies, practices, or programs that will address the root cause – strategies that the system can implement with the highest likelihood of success

THE SCHOOL IMPROVEMENT PLAN

What's new? How is it different from previous years' school plans?

- Increased collaboration and tighter alignment with expectations from RCE and MDE
- Greater standardization in school improvement processes and expectations across schools
- Enhanced transparency - plans posted on schools' websites
- Ongoing guidance, support, and oversight of the processes

THE SCHOOL IMPROVEMENT PLAN

What's new? How is it different from previous years' school plans?

- Wider range of representatives on teams
- Improved consistency in coordination of strategies across the district (ex: MTSS SEB)
- Sharper focus - plans include no more than three strategies or evidence-based interventions to implement and monitor
- Heavier emphasis on monitoring the fidelity of the strategy
- Deeper commitment and follow-through - plans are written on a 3-year cycle (updated annually)

OVERVIEW OF SIPs ACROSS THE DISTRICT

District SIPs At-A-Glance

MEET THE PRINCIPALS

Introduce yourself (name and school)

1-2 things you are particularly proud of this related to your school's continuous improvement work

Optional: Something you want the SB to know about you, your CIT, or your school

QUESTIONS



FINAL THOUGHTS

**"School improvement is not a mystery.
Incremental, even dramatic improvement, is not
only possible but probable under the right
conditions."**

-Michael Schmoker

CONTACT INFO

Tawnyea Lake, PhD, NCSP

Director of Assessment and Evaluation

Department of Teaching, Learning, and Equity

tawnyea.lake@isd709.org

218.336.8700 x1027

