2015 – 2016 District Goals

Year-End Update

District 97 helps its students achieve optimal intellectual growth, contributes to their social, emotional, and physical development, and prepares them to pursue college and career opportunities through purposeful and respectful learning experiences.

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2015 - 2016 District Goals:
It's All Connected to Equity & Excellence

Goal 1:
Build Teacher & School Leadership Capacity

Increase Quantity of Feedback

Build upon our Effectiveness as Instructional Leaders

Improve Quality and Consistency of Feedback we Provide

Teaching is the #1 factor for impacting student outcomes; school leadership is second only to classroom teaching in terms of its influence on student learning.

Why Does this Matter?

Teaching is the #1 factor for impacting student outcomes; School leadership is second only to classroom teaching in terms of its influence on student learning.

How does this address our PoP?: Increases our use of quality feedback as a tool to improve professional practice.

SMART Objective: By the end of trimester 1, we will develop capacity for observations and feedback to improve professional practice through the use of a strong monitoring tool that gives a quantitative way of looking at professional practice.

2015 - 2016 District Goal Area 1:
Build Teacher & School Leadership Capacity

Standard, Indicator, Descriptor

Domain 2: School Culture and Instructional Program:

- **Culture (a,b)**

  (Attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)

- **Capacity Building (a, b)**

  (Developing potential and tapping existing internal expertise to promote learning and improve practice)

- **Instructional Program (b)**

  (Design and delivery of high quality curriculum that produces clear evidence of learning.)

Goal 1:
Build Teacher & School Leadership Capacity

Interim Indicator 1 (by 9/21): *[Domain 2, Culture, a, b; Domain 2, Instructional Program, b; Domain 2, Capacity Building, a & b; Domain 5, Culture a]*

- Principals create schedule & mechanism to monitor their visits to classrooms (visit every classroom at least once per week) Principals articulate progress of visit frequency to Ad Leadership Team

Goal 1:
Build Teacher & School Leadership Capacity

Results for Interim Indicator 1 (by 9/21): *[Domain 2, Culture, a, b; Domain 2, Instructional Program b; Domain 2, Capacity Building a, b]*

- 100% principals have schedule and tracking tool **[MET]**

- We provided opportunities for principals to share progress of frequency & quality of visits **[MET, PLC began mid-year]**

Goal 1:
Build Teacher & School Leadership Capacity

Interim Indicator 2 (by 10/19): *[Domain 2, Culture, a & b; Domain 2, Instructional Program, b; Domain 2, Capacity Building, a & b; Domain 5, Culture a]*

- Create "look-fors" for classroom visits with school teams *(Owners: Principals)*

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Goal 1:

Build Teacher & School Leadership Capacity

Results for Interim Indicator 2 (by 10/19):

[Domain 2, Culture, a & b; Domain 2, Instructional Program b; Domain 2, Capacity Building a & b; Domain 5, Culture a]

- Each principal has monitoring tool (with unique 'look-fors') for classroom visits **[MET]**

Goal 1:
Build Teacher & School Leadership Capacity

Interim Indicator 3 (by 2/8): *: [Domain 2, Culture, a & b; Domain 2, Instructional Program b; Domain 2, Capacity Building a & b; Domain 5, Culture a]*

- Identify walk-through team (Principals)

Goal 1:
Build Teacher & School Leadership Capacity

Results for Interim Indicator 3 (by 2/8): *[Domain 2, Culture, a & b; Domain 2, Instructional Program b; Domain 2, Capacity Building, a & b]*

- Principals are working on identifying school teams for informal classroom walkthrough **[MET]**

Goal 1:
Build Teacher & School Leadership Capacity

Interim Indicator 4 (by 4/30): *[Domain 2, Culture, a & b; Domain 2, Instructional Program b; Domain 2, Capacity Building, a & b; Domain 5, Culture, a]*

- Create schedule for school-teams *(Owners: Principals, School Team)*

Goal 1:
Build Teacher & School Leadership Capacity

Results for Interim Indicator 4 (by 4/30): *[Domain 2, Culture, a & b; Domain 2, Instructional Program, b; Domain 2, Capacity Building, a & b]*

- Looking ahead, we want 100% of schools to have a schedule for conducting informal classroom visits (walkthroughs) that will be conducted by school-team. **[MET]**

Goal 1:
Build Teacher & School Leadership Capacity

Interim Indicator 5 (by 4/30): *[Domain 2, Culture, a & b; Domain 2, Instructional Program b; Domain 2, Capacity Building, a & b; Domain 5, Culture, a]*

- Ground the team in a common professional text to create common language *(Owners: Goal Area District Team)*

Goal 1:
Build Teacher & School Leadership Capacity

Results for Interim Indicator 5 (by 4/30): *[Domain 2, Culture, a & b; Domain 2, Instructional Program, b; Domain 2, Capacity Building, a & b]*

- <u>Leverage Leadership</u> was distributed to each member of Ad Leadership team in September **[MET]**

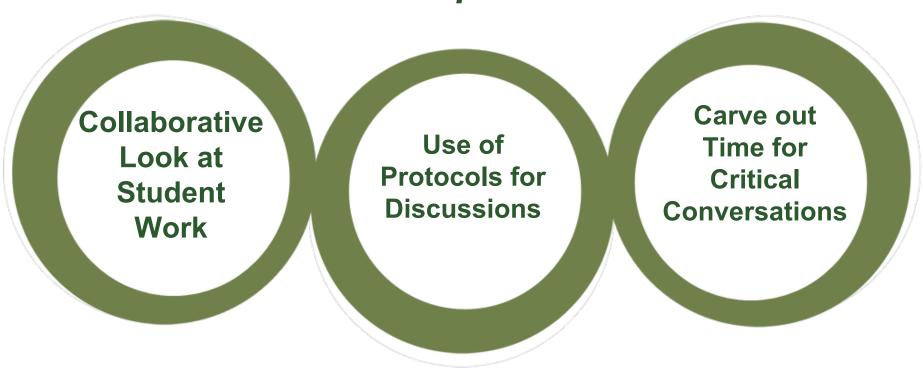- Opportunities for collegial conversations have occurred **[MET]**

<u>Goal 1:</u>
Build Teacher & School Leadership Capacity

Ultimate Indicator (by 6/9): *[Domain 2, Culture, a & b; Domain 2, Instructional Program, b; Domain 2, Capacity Building, a & b; Domain 5, Culture, a]*

- School Teams shares trends with school; leads to action plan/next steps for following school year *(Owners: Principals, School Team)* **[MET]**

2015 - 2016 District Goal Area 2:
Build Collaborative Expertise

Why Does this Matter?
Collective efforts influence the outcomes for all students. If we work as a team, we are four times as likely of helping all students achieve; each of us bears responsibility for the achievement of all learners.

How does this address our PoP?: Meeting all students' needs at all levels; Monitoring student growth/timely; Intervention programs/results we seek.

SMART Objective: Analyze and discuss data (various forms) at administrative level, building level, grade level, to inform teacher instruction and improve student achievement.

2015 - 2016 District Goal Area 2: *Build Collaborative Expertise*

Standard (Domain), Indicator, Descriptor
Domain 2: School Culture and Instructional Program:

- **Culture (a,b, c)**

  (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)

- **Capacity Building (a)**

  (developing potential and tapping existing internal expertise to promote learning and improve practice)

- **Strategic Planning (a)**

  (gather and analyze data to monitor effects of actions and decisions on goal attainment and enable mid-course adjustments as needed to better enable success)

- **Instructional Program (b)**

  (design and delivery of high quality curriculum that produces clear evidence of learning.)

Domain 3: Safe, Efficient Learning Environment

- **Capacity Building (b)**

Goal 2:
Build Collaborative Expertise

Interim Indicator 1 (by 9/29): *[Domain 2, Culture, a & b; Domain 2, Instructional Program b; Domain 2, Capacity Building, a; Domain 3, Capacity Building, b; Domain 5, Culture, a]*

- Begin 3rd Research for Better Teaching (RBT) cohort *(Owner: Sr. Director of Administration)*

Goal 2:
Build Collaborative Expertise

Results for Interim Indicator 1 (by 9/29): *[Domain 2, Culture, a; Domain 2, Instructional Program b; Domain 2, Capacity Building, a & b]*

- 40 participants were selected **[MET]**

- To date, training sessions to learn RBT strategies have been held on 9/29, 10/27, 11/17, 12/8. **[MET]**

- During these sessions, participants have been provided collaborative work time to create materials for their classroom **[MET]**

Goal 2:
Build Collaborative Expertise

Interim Indicator 2 (beginning 10/6): *[Domain 2, Culture, a & b; Domain 2, Instructional Program, b; Domain 2, Capacity Building, a; Domain 3, Capacity Building, b; Domain 5, Culture, a]*

- Continue to support 1st and 2nd Research for Better Teaching cohort participants *(Owner: Sr. Director of Administration)*

Goal 2:
Build Collaborative Expertise

Results for Interim Indicator 2 (beginning 10/6): *[Domain 2, Culture, a & b; Domain 2, Instructional Program, b; Domain 2, Capacity Building, a]*

- 40 participants were selected to receive quarterly, full day training **[MET]**

- Volunteer participants have begun to video tape lessons to reflect on practices **[PENDING]**

- Participants will collect data related to student achievement **[MET]**

- On January 21st, administration & OPTA leadership will observe "training" aligned to RBT **[MET]**

Goal 2:
Build Collaborative Expertise

Interim Indicator 3 (by 9/16): *[Domain 2, Strategic Planning PROGRESS, a]*

- Create consistency around formative and summative assessments *(Owner: Directors of Curriculum)*

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Goal 2:
Build Collaborative Expertise

Results for Interim Indicator 3 (by 9/16): *[Domain 2, Strategic Planning PROGRESS, a]*

- Common math assessment calendars were provided to Grades K-5 and Middle School staff at the beginning of the school year **[IN PROGRESS]**

- We introduced common ELA assessment calendars and materials for Grades K-5 and Middle School **[IN PROGRESS]**

Goal 2:
Build Collaborative Expertise

Interim Indicator 4 (by 10/15): *[Domain 2, Sustainability a; Strategic Planning PROGRESS, a]*

- Reflect on performance of prior year and potential performance of upcoming year to select students to monitor for academic growth *(Owner: Ad Leadership)*

Goal 2:
Build Collaborative Expertise

Results for Interim Indicator 4 (by 10/15):
[Domain 2, Sustainability a; Strategic Planning PROGRESS, a]

- During our ECRA planning session on August 11th, each principal identified the group of students their leadership team would monitor for academic growth **[MET]**

- ECRA growth data was also used to create principal-level and school-level goals. **[MET]**

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Goal 2:
Build Collaborative Expertise

Interim Indicator 5 (beginning mid-October):
[Domain 2, Sustainability, a; Domain 3, Capacity Building, b]

- Establish specific action plans to put support systems in place for identified students. *(Owner: RtI Leaders, Data Coaches, Administration)*

Goal 2:
Build Collaborative Expertise

Results for Interim Indicator 5 (beginning mid-October): *[Domain 2, Sustainability, a; Domain 3, Capacity Building, b]*

- *By 10/19, Ad Leadership will review specific action plans developed by schools for each identified group (September 21st, January 11th)* **[MET]**

- *Selected "Peel the Onion" protocol for data conversations* **[MET]**

- *By the end of October, RtI leaders will begin to conduct 'data chat' conversations with grade level teams to analyze benchmark academic (K-5) and behavioral (6-8) assessment data (e.g., MAP, PBIS data) each trimester.* **[MET]**

- *Beginning in November, RtI leaders will support the facilitation of grade level conversations related to student progress/monitoring.* **[MET?]**

Goal 2:
Build Collaborative Expertise

Interim Indicator 6 (by 11/15): *[Domain 2, Sustainability, a; Domain 2, Culture c; Domain 3, Capacity Building, b]*

- Provide materials for collaborative teams to conduct discussions about students' learning during identified collaborative team time. *(Owner: Ad Leadership, Professional Learning Committee, RtI Leaders)*

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Goal 2:

Build Collaborative Expertise

Results for Interim Indicator 6 (by 11/15): *[Domain 2, Sustainability, a; Domain 2, Culture, c; Domain 3, Capacity Building, b]*

- Admin selected "Peel the Onion" protocol for use by district SIT and other collaborative learning teams' use (laser-like focus on students' learning growth so that no child goes unnoticed) **[MET]**

- By 11/15, monthly "data chats" began to take place at school level (supported by RtI leaders). **[MET]**

- Conversations have been used to inform the Professional Learning Committee's planning PROGRESS (for district PD topics) **[ONLY AT SCHOOL LEVEL, YET STILL NOT MET CONSISTENTLY ACROSS DISTRICT]**

- Monthly "data chats" at school level will be used to identify supports/instructional strategies for students (use of Tier 1 instructional strategies in classroom setting) **[NOT MET CONSISTENTLY ACROSS DISTRICT]**

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Goal 2:
Build Collaborative Expertise

Interim Indicator 7 (by 11/15): *[Domain 2, Sustainability, a; Domain 2, Capacity Building, a]*

- Provide instructional leadership & monitoring function to look at if schools are implementing student supports & interventions *(Owner: Goal Area 2 District Work Team)*

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Goal 2:

Build Collaborative Expertise

Results for Interim Indicator 7 (by 11/15): *[Domain 2, Sustainability, a; Domain 2, Capacity Building, a]*

- We have created a district calendar for Data Discussions at all levels (i.e. admin, building, teams, grade level/departments, etc..) **[MET]**

- Ad Leadership has conducted "data chats" of key "district" data to monitor progress **[MET]**

- Beginning in 11/15, monthly check-ins of meetings (along with PD needs) will be shared during Ed Council meetings ➔**[DID NOT MEET]**

Goal 2:
Build Collaborative Expertise

Interim Indicator 8 (by 10/19): *[Domain 2, Sustainability, a; Domain 2, Capacity Building, a]*

- Build capacity of Ad Leadership team to lead student data conversations. *(Owner: Goal Area 2 District Work Team)*

Goal 2:
Build Collaborative Expertise

Results for Indicator 8 (by 10/19): *[Domain 2, Sustainability, a; Domain 2, Capacity Building, a]*

- Ad Leadership has received PD support from ECRA (for goal setting and monitoring student growth) **[MET]**
  – August 11th, October 19th, February 22nd

Goal 3:
Engage with Families & Community

Co-define "Engagement"

Parent Workshop Series *(RBT)*

Partner with Community Agencies

Parent aspirations and expectations have a profound and lasting impact on student achievement. Fostering meaningful partnerships with families and the community is one of the key components of our mission.

Why Does this Matter?

Meaningful partnerships with families and the community is a component of our mission. Also, we know parent aspirations and expectations have a strong, meaningful impact on student achievement.

How does this address our PoP?: Lack of diversity in parent engagement (looking for ways to engage parents in a variety of ways).

SMART Objective: Build stronger connection between home to school by identifying the top 2 challenges and developing a plan for effectively addressing them.

Standard (Domain) , Indicator, Descriptor

Domain 4: Community

- **Culture (a)**

  (attitudes, knowledge, behaviors and beliefs that characterize the school environment and are shared by its stakeholders)

- **Sustainability (a)**

  (a focus on continuance and meaning beyond the present moment, contextualizing today's successes and improvements as the legacy of the future)

Domain 3: Safe, Efficient Learning Environment

- **Capacity Building (b)**

  (developing potential and tapping existing internal expertise to promote learning and improve practice)

Goal 3:
Engage with Families and Community

Interim Indicator 1 (by 6/8): *[Domain 4, Sustainability, a; Domain 4, Culture, a]*

- Form a diverse stakeholder group to co-define *"What is parent engagement?" (Owner: Goal Area 3 District Work Team)*

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Goal 3:
Engage with Families and Community

Results for Interim Indicator 1 (by 6/8): *[Domain 4, Sustainability, a; Domain 4, Culture, a]*

- On December 4th, we will schedule our first meeting with community agencies and OPRFHS. **[MET]**

- Group will meet again on March 11th   **[MET]**

- Ultimately, the goal this year is for this team to publish a shared definition of "what is parent engagement" and disseminate this shared definition to Ad Leadership. **[NOT MET]**

Goal 3:

Engage with Families and Community

Interim Indicator 2 (by 6/8): *[Domain 3, Capacity Building, b; Domain 4, Culture, a; Domain 4, Sustainability, a]*

- Conduct a series (three, one-hour sessions led by trained teachers and hosted by building principals) of parent workshops at each school exploring topics such as Growth Mindset Language, Effective Effort, and Learning Strategies *(Owner: Goal Area 3 District Work Team)*

<u>Goal 3:</u>
Engage with Families and Community

Results for Interim Indicator 2 (by 6/8): *[Domain 3, Capacity Building, b; Domain 4, Culture, a; Domain 4, Sustainability, a]*

- Invitations to our school's RBT parent workshops have gone out, and to date the response has been very positive. The first session is scheduled to take place this month. **[MET]**

2015 - 2016 District Goals:
It's All Connected to Equity & Excellence

GOAL 1
Strengthen Teacher & School Leadership Capacity

GOAL 2
Build Collaborative Expertise

GOAL 3
Engage with Families & Community

Goal 4: Resource Stewards

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Standard (Domain) , Indicator, Descriptor

Domain 3: Safe, Efficient Learning Environment

- **Capacity Building (b)**

  (developing potential and tapping existing internal expertise to promote learning and improve practice)

- **Sustainability (a)**

  (a focus on continuance and meaning beyond the present moment, contextualizing today's successes and improvements as the legacy of the future)

Goal 4:
Resource Stewardship

Interim Indicator 1 (by November): *[Domain 3, Capacity Building, a; Domain 3, Sustainability, a]*

- Identify what back-office tasks are needed to be completed this year and share those with the Board. *(Owner: Superintendent)*

Goal 4:
Resource Stewardship

Results for Interim Indicator 1 (by November):
[Domain 3, Capacity Building, a; Domain 3, Sustainability, a]

– Superintendent shared back-office tasks needing to be completed this school year with the Board. **[MET]**

(Evidence: 11/6/15 weekly update; 11/9/15 Superintendent 's Report]

Goal 4:
Resource Stewardship

Interim Indicator 2 (by 5/31/16): *[Domain 3, Capacity Building, a; Domain 3, Sustainability, a]*

- Identify key non-instructional areas to address and provide reflection on a long-term plan, including the financial requirements (in one, two, and three years) *(Owner: Goal Area 4 District Work Team)*

Goal 4: Resource Stewardship

Results for Interim Interim Indicator 2 (by 5/31/16):

[Domain 3, Capacity Building, a; Domain 3, Sustainability, a]

- Superintendent shared update during December 15th Board meeting, which included the following highlights:
  - During the Ad Leadership meeting on December 14th, the committee (*Goal Area 4 District Work Team*) shared a 40-page PowerPoint presentation, which was based upon the completed survey of non-instructional needs. **[MET]**

- ***Next Steps:***
  - The committee is hoping to present highlight recommendations from this report to the Board in February. **[IN PROGRESS]**
  - The committee will communicate PROGRESS to achieve fund balance compliant with the State. **[IN PROGRESS]**

(Evidence: 12/15/15 Superintendent's Report]

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Goal 4:

Resource Stewardship

Interim Indicator 3 (by 4/17/16): *[Domain 3, Capacity Building, a; Domain 3, Sustainability, a]*

- Outline a clear plan to conduct a district strategic planning PROGRESS. *(Owner: Superintendent)*

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Goal 4: Resource Stewardship

Results for Indicator 3 (by 4/17/16): *[Domain 3, Capacity Building, a; Domain 3, Sustainability, a]*

- During Superintendent's Report on December 15th, Dr. Kelley outline for conducting the 'strategic' planning PROGRESS, which included the following highlights: **[MET, D97 VISION PLANNING IN PROCESS]**