Continuous School Improvement Planning

Presenters:
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Paul Domer, Principal of Concord Elementary

Overview

Mission/Vision, Strategic Initiatives

CSIP Process

Sample Goal and Action Plan

Monitoring of Site plans

Edina Vision & Mission

For Each and Every Student to Discover their Possibilities and Thrive.

Edina Public Schools is a dynamic learning community delivering educational excellence and preparing all students to realize their full potential.

Through academics, activities, and opportunities, we encourage creativity, foster curiosity, and develop critical thinking skills. We support every student's educational journey by creating a caring and inclusive school culture that supports the whole student.

Edina Strategic Initiatives

Strategy A: Advance Academic Excellence, Growth and Readiness

1. Design and deliver curriculum, instruction and assessment focused on content rigor, critical thinking, student engagement and continuous improvement to assure academic achievement and student growth.

2. Provide a coherent and differentiated educational experience that effectively engages, appropriately challenges every student academically.

3. Provide expanded, timely and effective interventions for students based on data and individual needs, through all school phases, PreK-12 and throughout the school year.

Edina Strategic Initiatives

Strategy B: Ensure an Equitable and Inclusive School Culture

2. Create a school culture that enhances learning and fosters a sense of belonging for all students through our values of Integrity, Compassion, Courage, Commitment, Appreciation and Responsibility.

3. Support equity by identifying and eliminating structural barriers to success.

Edina Strategic Initiatives

Strategy C: Foster Positive Learning Environment and Whole Student Support

4. Create environments that are conducive to learning and facilitate constructive student interaction.

Edina Strategic Initiatives

Strategy D: Develop Leadership Throughout the District

4. Develop and maintain a culture of continuous improvement based on evidence.

Edina Strategic Initiatives

Strategy E: Engage Parents, Schools and Community

1. Provide engagement opportunities and information about Edina Public Schools to the community so that all community members feel connected and know how to contribute to our collective success.

4. Develop and maintain a culture of continuous improvement based on evidence.

Continuous School Improvement Planning Process

This is a detailed method for improving academic, social-emotional and culture/climate outcomes in a school setting. The word "Continuous" is especially important as it signifies the responsive and adaptive nature of these plans.

Continuous School Improvement Planning Process

District Data Metrics Plan

C-SIP and C-DIP

PLC Goals

Student Learning Goals
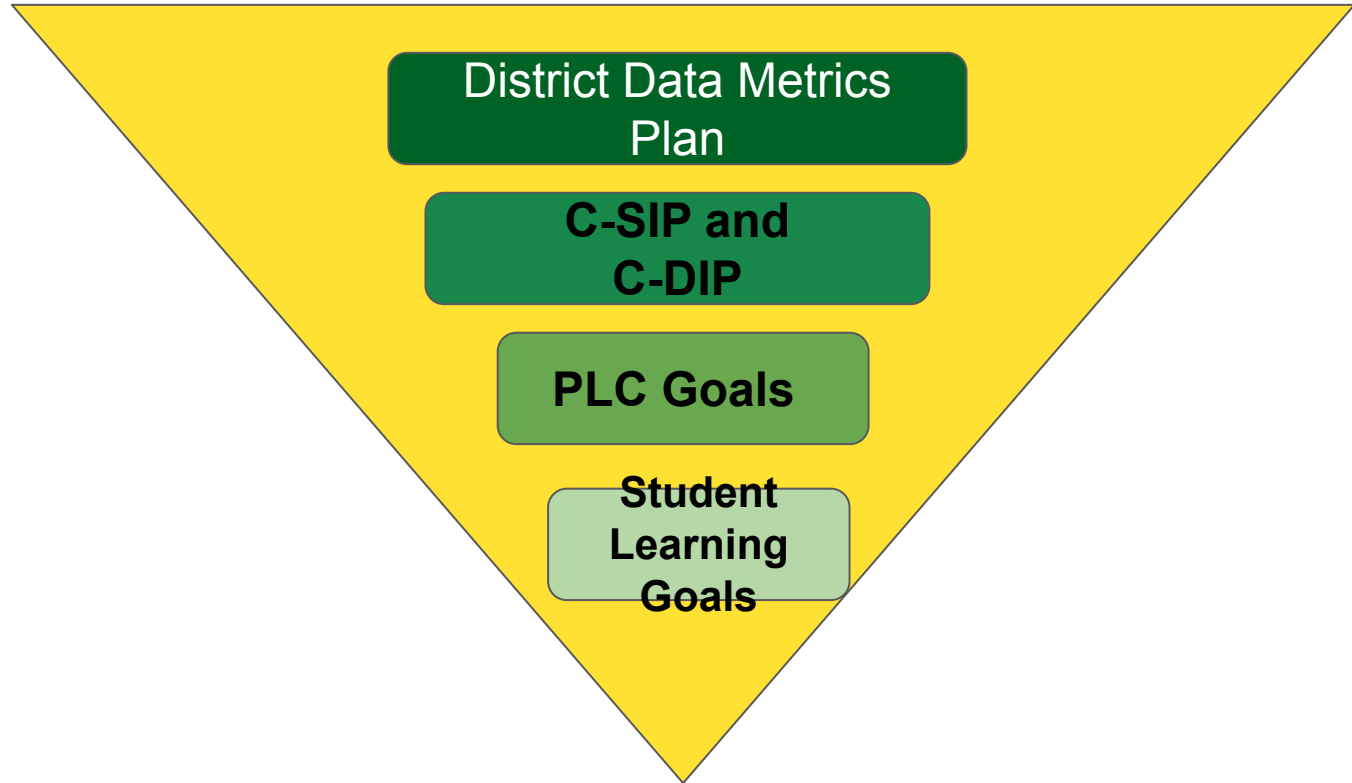
Site Plans

- SMART Goals
  - Action Plans
    - Key Indicators of Progress
      - Metrics of Performance

To create the plan, the site level teams will:

Review
- Previous year site CSIP
- Data Metrics and Goals
- Site Data

Analysis of root cause for persistent barriers to outcomes

Draft CSIP

Solicit and receive feedback

Continue to adapt and refine plan

Which is more culturally competent approach?

A. Continuous school improvement plan is created primarily by building leader.

OR

B. Continuous school improvement plan is collaboratively created with staff, students and families, adopted by every staff member.

ThoughtExchange Engagements

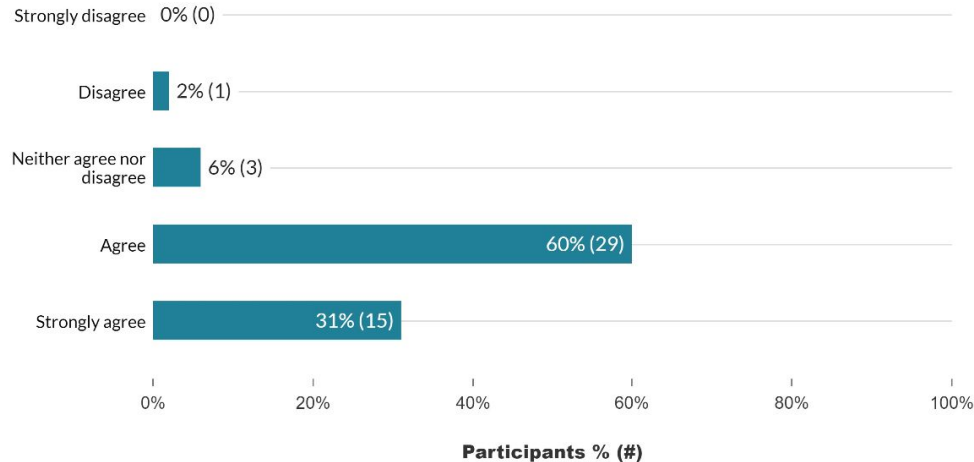**Part I: Six to Ten Survey Questions**

Staff Responses

Q1 | **I believe this improvement plan is connected to the district vision of "Each & Every Student to Discover their Possibilities and Thrive."**

Answered: 48
Not answered: 2

BAR | **PIE**

Favorability score ⓘ

Out of 48 people, this is how many participants voted for **Agree** and **Strongly agree**.

60% (Agree) + 31% (Strongly agree) = 91% (Favorability score)

Strongly disagree — 0% (0)
Disagree — 2% (1)
Neither agree nor disagree — 6% (3)
Agree — 60% (29)
Strongly agree — 31% (15)

0%   20%   40%   60%   80%   100%

Participants % (#)

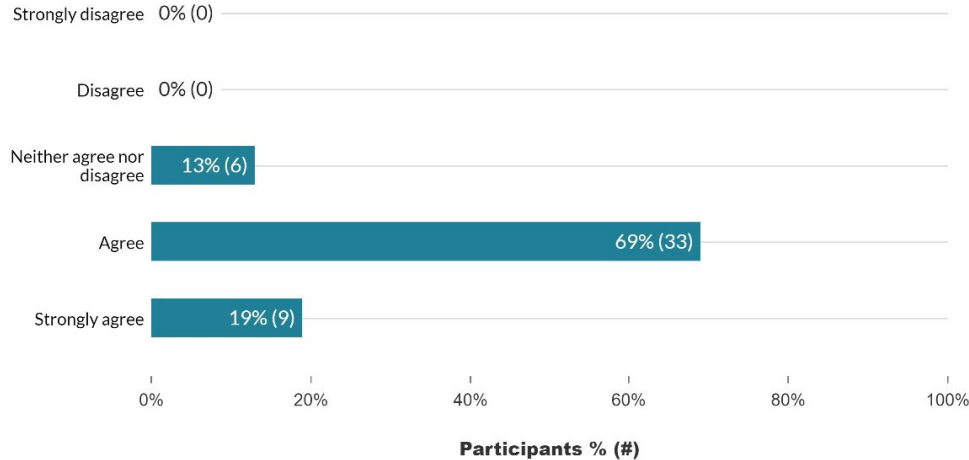0%   **91%**   100%

Agree, Strongly agree ⌄

Staff Responses

Likert Scale

Q3 | **I feel that the school's goals align with what I believe is important for student success.**

Answered: 48
Not answered: 2

BAR **PIE**

Favorability score ⓘ

Out of 48 people, this is how many participants voted for **Agree** and **Strongly agree**.

69% (Agree) + 19% (Strongly agree) = 88% (Favorability score)

Strongly disagree	0% (0)
Disagree	0% (0)
Neither agree nor disagree	13% (6)
Agree	69% (33)
Strongly agree	19% (9)

Participants % (#)

88%

0%   100%

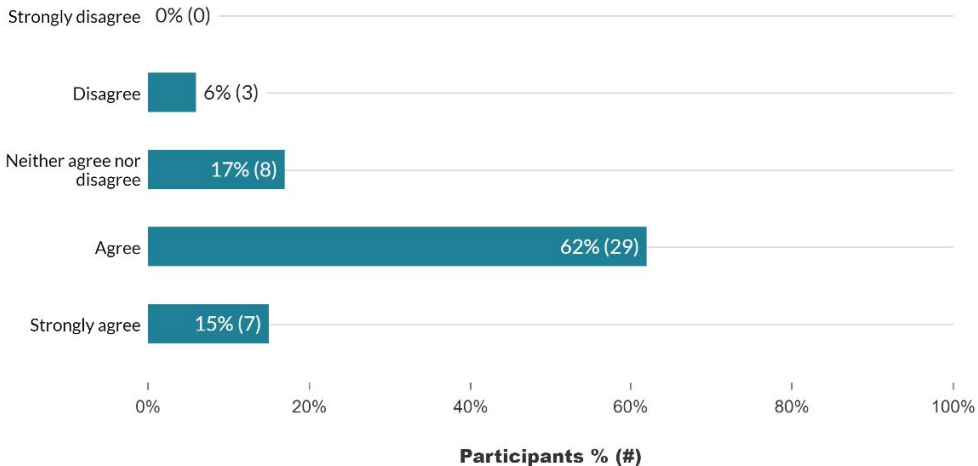Agree, Strongly agree ⌄

Staff Responses

Q4 | **The action plans of our CSIP seem doable if we roll them out one at a time.**

Answered: 47
Not answered: 3

≡ BAR | ⊕ PIE

Favorability score ⓘ

Out of 47 people, this is how many participants voted for **Agree** and **Strongly agree**.

62% (Agree) + 15% (Strongly agree) = 77% (Favorability score)

	Participants % (#)
Strongly disagree	0% (0)
Disagree	6% (3)
Neither agree nor disagree	17% (8)
Agree	62% (29)
Strongly agree	15% (7)

Participants % (#)

77%

0%   100%

Agree, Strongly agree ⌄
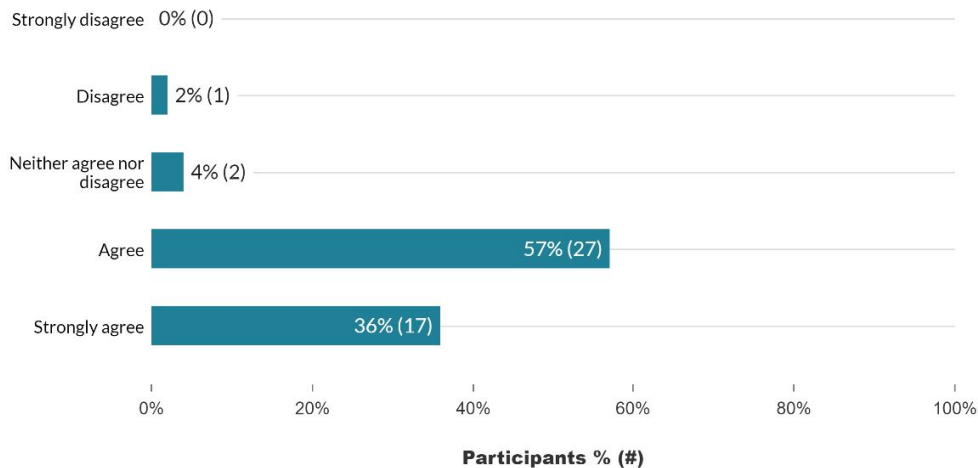
Staff Responses

Likert Scale

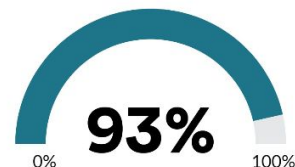Q5 | **I feel welcome in our school.**

Answered: 47
Not answered: 3

Favorability score ⓘ

Out of 47 people, this is how many participants voted for **Agree** and **Strongly agree**.

57% (Agree) + 36% (Strongly agree) = 93% (Favorability score)

	Participants % (#)
Strongly disagree	0% (0)
Disagree	2% (1)
Neither agree nor disagree	4% (2)
Agree	57% (27)
Strongly agree	36% (17)

Participants % (#)

93%

0%   100%

Agree, Strongly agree

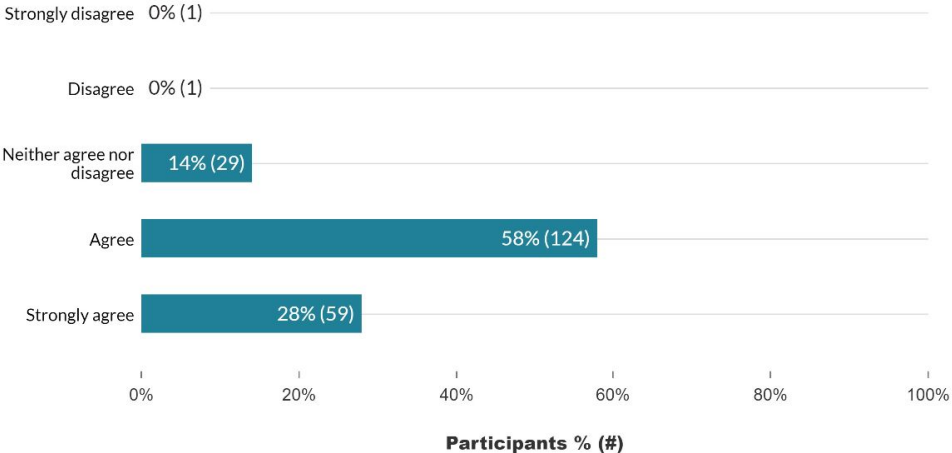# Student Responses

Likert Scale [1 filter applied]

Q7 | **My overall learning experience at the school has been positive.**
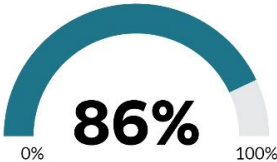
Answered: 214
Not answered: 3

[▬ BAR] [⊕ PIE]

Favorability score ⓘ

Out of 214 people, this is how many participants voted for **Agree** and **Strongly agree**.

58% (Agree) + 28% (Strongly agree) = 86% (Favorability score)

Strongly disagree — 0% (1)
Disagree — 0% (1)
Neither agree nor disagree — 14% (29)
Agree — 58% (124)
Strongly agree — 28% (59)

Participants % (#)

86%

0%   100%

[Agree, Strongly agree ⌄]

Student Responses

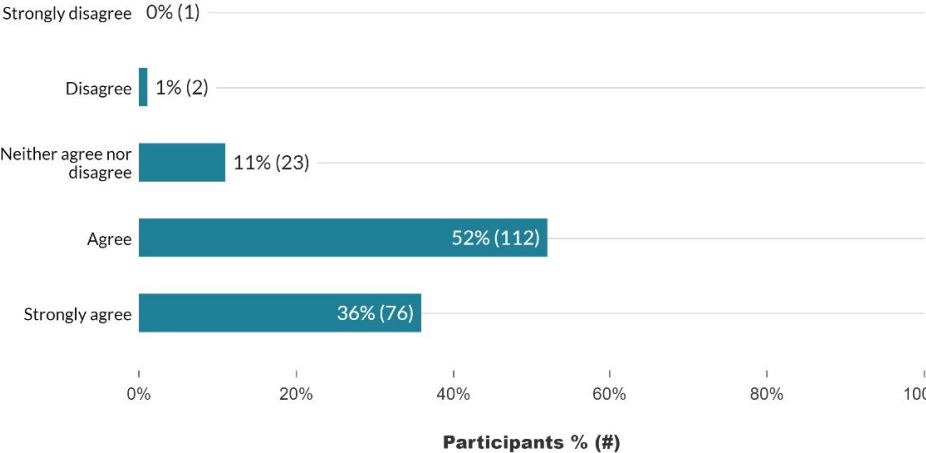Likert Scale   1 filter applied

Q10 | **The school provides me with the support I need in reading.**

Answered: 214
Not answered: 3

BAR   PIE

Strongly disagree	0% (1)
Disagree	1% (2)
Neither agree nor disagree	11% (23)
Agree	52% (112)
Strongly agree	36% (76)

0% 20% 40% 60% 80% 100%

Participants % (#)

Favorability score ⓘ

Out of 214 people, this is how many participants voted for **Agree** and **Strongly agree**.

52% (Agree) + 36% (Strongly agree) = 88% (Favorability score)

88%

0% 100%
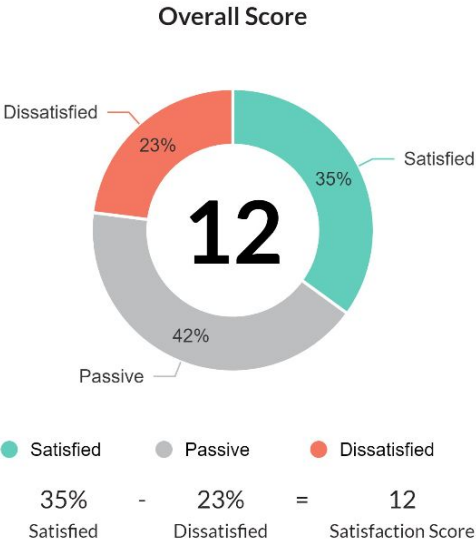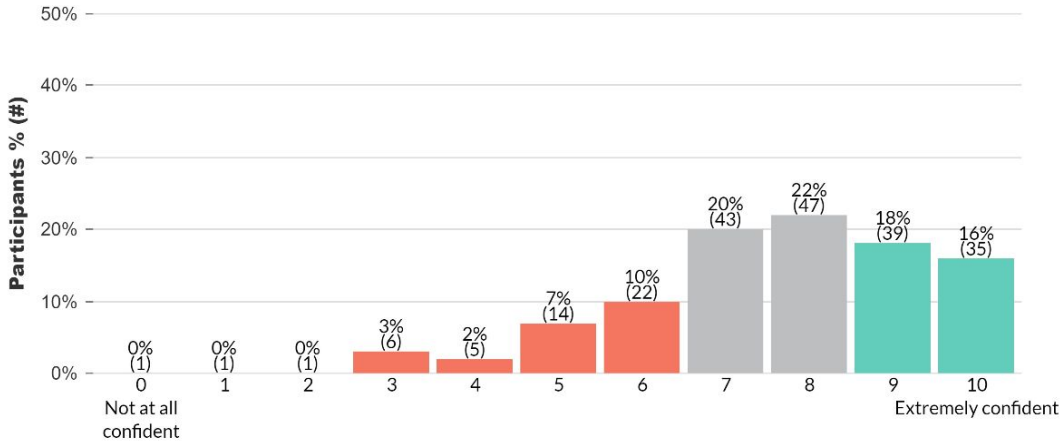
Agree, Strongly agree ⌄

Student Responses

⚡ 1 filter applied

Q9 | **On a scale from 0-10, how confident are you in your math skills?**

Answered: 214
Not answered: 3

Overall Score

Dissatisfied
23%

Satisfied
35%

12

Passive
42%

● Satisfied   ● Passive   ● Dissatisfied

35%	-	23%	=	12
Satisfied		Dissatisfied		Satisfaction Score

Score Distribution

Participants % (#)

50%
40%
30%
20%
10%
0%

- 0% (1) — 0 Not at all confident
- 0% (1) — 1
- 0% (1) — 2
- 3% (6) — 3
- 2% (5) — 4
- 7% (14) — 5
- 10% (22) — 6
- 20% (43) — 7
- 22% (47) — 8
- 18% (39) — 9
- 16% (35) — 10 Extremely confident

Parent/Guardian Responses
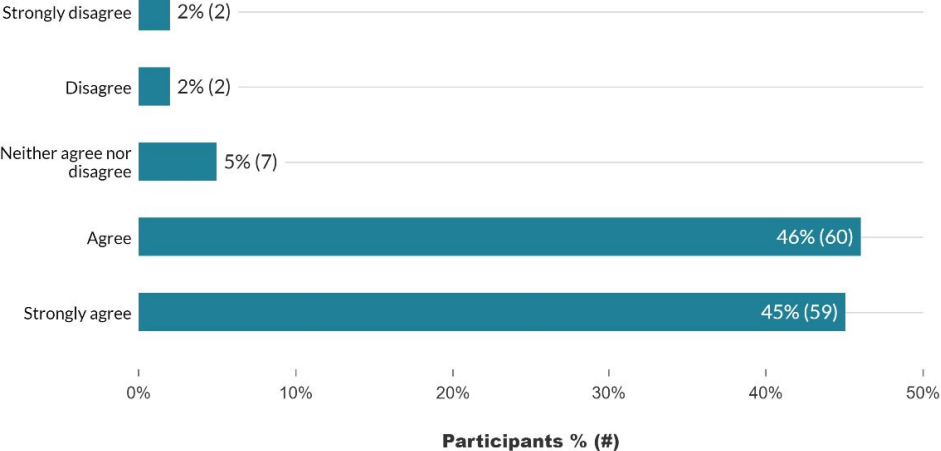
Likert Scale   ⚙ 1 filter applied

Q12 | **My child(ren)'s overall learning experience at the school has been positive. (If you have more than one student in the school, respond about their experience collectively.)**
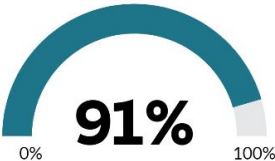
Answered: 130
Not answered: 23

[≡ BAR] [◑ PIE]

Strongly disagree	2% (2)
Disagree	2% (2)
Neither agree nor disagree	5% (7)
Agree	46% (60)
Strongly agree	45% (59)

0%   10%   20%   30%   40%   50%

Participants % (#)

Favorability score ⓘ

Out of 130 people, this is how many participants voted for **Agree** and **Strongly agree**.

46% (Agree) + 45% (Strongly agree) = 91% (Favorability score)

91%

0%   100%

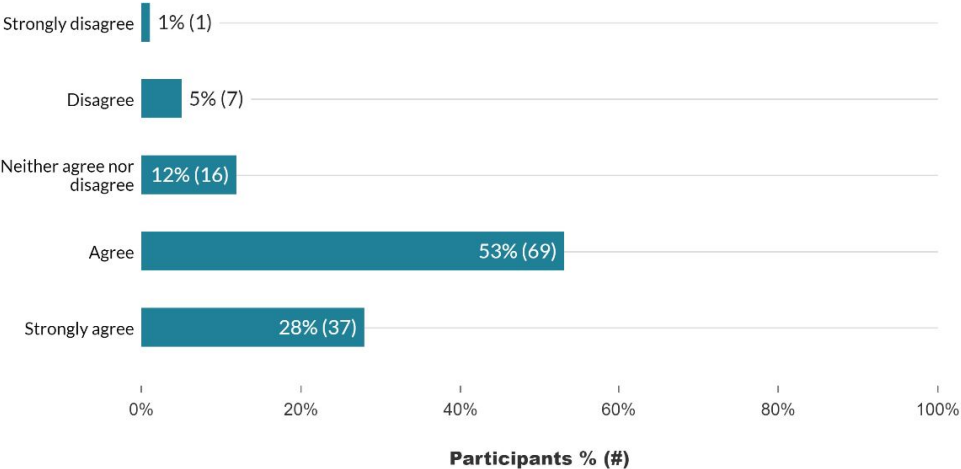Agree, Strongly agree ⌄

Parent/Guardian Responses

Likert Scale   ⚏ 1 filter applied

Q13 | **The school supports my child's social-emotional needs.**
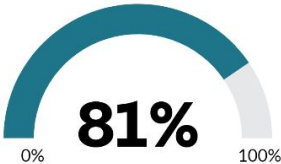
Answered: 130
Not answered: 23

≡ BAR   ⊕ PIE

Strongly disagree — 1% (1)
Disagree — 5% (7)
Neither agree nor disagree — 12% (16)
Agree — 53% (69)
Strongly agree — 28% (37)

Participants % (#)

Favorability score ⓘ

Out of 130 people, this is how many participants voted for **Agree** and **Strongly agree**.

53% (Agree) + 28% (Strongly agree) = 81% (Favorability score)

81%

0%   100%

Agree, Strongly agree ⌄

Part I: Six to Ten Survey Questions

Part II: One Thought Exchange Question:

What are your best ideas for improving our school? (Focus on ideas related to the school goals of Literacy, Math and School Climate.)

Small Ro

Search

<u>View archived</u>

Title	Last edited	Status	Participation
Concord (Elementary...Families and Students) What are your best ideas for improving our school? (Focus on ideas related to the school...	Sep 15, 2023	● Complete	👤 375 💬 327 ★ 9k
Concord Elementary (Staff) What are your best ideas for improving our school? (Focus on ideas related to the school...	Sep 15, 2023	● Complete	👤 50 💬 41 ★ 899

Highest rated thoughts ★ ★ ★ ★

Families

Participants suggested various ideas for improving the school, focusing on literacy, math, and school climate. These ideas include providing additional support for teachers in kindergarten classrooms, reducing the use of tablets and videos to encourage social interaction, and emphasizing character development. Other suggestions involve creating connections between different grade levels, exploring alternative methods of measuring student progress, and offering additional help through Reading Corps. Participants also recommended increasing support for paraprofessionals, involving parent volunteers in reading activities, and integrating more science into the curriculum to enhance literacy and math skills.

Highest rated thoughts ★ ★ ★ ★

Students

Participants suggested various ideas for improving their school, focusing on literacy, math, and school climate. Some of the ideas included having more field trips, longer recess periods, and better school lunches to keep students engaged and healthy. Additionally, participants expressed a desire for more water fountains, a buddy system for younger students, and more staff to help with students with anger issues and disabilities. Other suggestions included brain breaks, longer lunch periods, and allowing students to vote on school lunches. Overall, the participants emphasized the importance of a positive school environment and providing opportunities for students to learn and grow.

ThoughtExchange Engagements

Participation to date across all schools with staff, students and families

1790 people

Generated 1519 Thoughts or Ideas

And each Thought was rated about 25 times

Which means that there were 39,027 ratings in total.

Sample Goals

Literacy: The % of students who are in the "low risk" and "exceeds" categories on FAST reading assessments will increase from:

- 74.0% in the fall of 2023 to 76.0% in the spring 2024 for K-1

83.0% in the fall of 2023 to 85.0% in the spring of 2024 for Grades 2-5

Sample Elem Goal

Sample Action Steps

Staff: Ensure alignment of Sonday, LETRS, FAST, BAR

Students: Increase IDR time, improve question-answering skills

Parents/Guardians: More integration with science

	Action Plans	Key Indicators of Progress:	Metrics
Complete?	**Literacy**		
☐	Purchase and implement Heggerty: K-1, ML, SPED	Classroom teachers will begin WIN Time interventions by October 1	FAST screeners 3x/year (K-1 Early Reading; 2-5 aReading)
☐	Continue with Sonday, FAST interventions based on Screening to Intervention report: K-2, ML, SPED	Biweekly FAST progress monitoring starting the week of October 16	Biweekly FAST progress monitoring according to our MTSS/PLC schedule
☐	Align the differences between Sonday, LETRS, FAST, BAR: K-2, ML, SPED; Time in staff meetings for teachers to collaborate around their LETRS/ASPIRE learning and make it actionable	K-2, SPED: Daily Sonday lessons	
☐	Implement Sound Walls: K-1, ML, SPED	K-1, ML, SPED: Daily Heggerty Lessons	
☐	Increase comprehension strategies and rigor: add rigor to existing strategies/materials and introduce a limited number of new strategies and materials (e.g., look at current Talent Development resources). Better align everything with the rigor of our state standards.	K-2: Weekly BAR lessons by October 9	
☐	SPED uses FAST interventions and progress monitoring	K-5: Weekly MM lessons	
☐	Support independent reading at home	K-3, ML, SPED: Implementation of LETRS Strategies (phoneme/grapheme instruction cards, mirrors, sound wall)	
☐	Explore cross-grade book buddies, a literacy night, and Lexia for independent practice of foundational skills	4-5: Initial acquisition of ASPIRE concepts	
☐	Student ideas: Increase IDR time, create classes for students between advanced and normal levels, more field trips, improve question-answering skills, reduced homework, quieter spaces, more parent interaction	Explore comprehension/vocabulary strategies and support independent reading at home beginning in October	
☐	Family idea: More integration with science		

Monitoring

- Key Indicators of Progress: Are we on the trajectory to hit our goals?
- Quarterly CSIP review with superintendent and assistant superintendent
- Monthly one on one with assistant superintendent
- Peer Coaches meet with teachers three times per year on Student Learning Goals
- Building staff meetings
- Monthly principal meetings
- Formative and summative assessments, surveys, Thought Exchange

Edina Leadership Frameworks

- Continuous School Improvement Template
- Culturally Proficient Schools Systems
- Culture/Dignity Model by Lencioni
- Seven Norms of Collaboration
- Decision Making Framework (IROD)
- Change Management Framework (Bridges Transition)
- Workflow: Working Genius by Lencioni

What questions do you have?