



DATE: June 2024

TITLE: Academics and Administrative Services

TYPE: Information

PRESENTER(S): Katie Baskin, Executive Director of Academics and Administrative Services

BACKGROUND:

The Office of Teaching and Learning oversees curriculum, instruction, staff development, and Federal Title programs for the district.

The Human Resources Office is responsible for employee recruitment and orientation, contract negotiations for all bargaining units, employee relations, student and employee data practices, and staffing with building/program administrators.

Support and resources to ensure a safe and welcoming learning environment

- Principal Professional Development: We have begun planning for our summer retreats. One area that we will continue to discuss is evaluations systems and procedures and PLCs.
- Leadership Professional Development: Katie
- Teacher Mentorship: We ended the year with our May meeting where all year 1, 2, and 3 teachers met together. We started the time discussing our successes from the year. We reflected by writing a letter to our first day teacher self and shared out how much we have grown this year or in our career. Feedback is an important tool to make sure that we seek to continue to make the mentorship program meaningful. Teachers were asked to share their experiences about what was helpful and what they would like to see changed. A couple of great ideas were meeting in different buildings so they get to see other schools in the district and create a team or file where they could go back and access resources and not have to search for emails. We ended our time together grounding in the why we teach. Inspired by the Teacher of the Year celebration, teachers were asked to share "I teach because..." It is inspiring to understand our why and to recognize the difference an educator can make! As we end this year, we are already thinking about next year. Welcome letters have been sent to our new hires and we look to welcome them to onboarding on either July 8 or 22.
- Strengths Development: Next school year, we will bring all staff together three times to continue our professional development journey focused on recognizing and building on strengths. Bethany von Steinbergs will partner with our district to guide this work, helping us deepen our understanding of how strengths show up in ourselves, our colleagues, and our students.
- Human Resources Dept. Audit Implementation: The HR department remains committed to listening to staff by conducting thoughtful and confidential exit interviews. These conversations provide valuable insights into the employee experience and help identify areas for growth and improvement. By analyzing this feedback, HR supports continuous development of a positive and responsive workplace culture.

Packer Profile for all learners

- Grow Your Own: The year ended strong with our Future Teacher Signing Event. We recognized students who are looking to go into the field of education and also gave them an opportunity to recognize an educator who made a difference in their school experience. This summer we will be completing our data report to MDE and look to the future of the grant which will include student scholarships. Thank you to Colleen Owens the GYO

Coordinator and to Monica Ocampo, Future Teacher Club Leader for their work supporting the students and the program.

- Grading and Reporting Committee of Practice Update:

During the 2024–2025 school year, the Grading and Reporting Committee of Practice has been actively engaged in reviewing the practices for reporting Life Skills within APS. This team has explored ways to improve consistency, transparency, and impact on teacher time. Through regular meetings and input from educators and stakeholders, the committee has developed key recommendations aimed at enhancing grading practices to better support student learning and achievement.

K-6 Life Skills

- All students' grades K-6 will receive Life Skills Grades on a rubric (4,3,2,1) from their classroom teacher.
- Students grade K-4 will have the same Life Skills rubric based on the following skills:
 - Accepts responsibility for own behaviors
 - Follows school rules
 - Listens attentively
 - Interacts well with others
 - Uses organizational skills
- Students grades 5-6 will have the same Life Skills rubric based on the following skills:
 - Behavior
 - Effort
 - Timeliness
- Life Skills will be shared with students and families at reporting periods.
- Students will be coached on these expectations through the school year and families will understand the expectations in the fall.

7-12 Life Skills

- Teachers in grades 7-12 will use canned comments on grades in Infinite Campus to replace Life Skills grades. Comments in Infinite Campus will be in both English and Spanish.
- All students will have the opportunity to receive comments on their reporting period grades to help students and families better understand the reason for the grade. Staff will use their professional judgement in providing these comments.
- Staff will continue to provide comments on student assignments and test scores to support communication as well.

District-wide multi-tiered systems of support for all learners

- MTSS Implementation: Katie/Andrea/Sheila – With the implementation of BARR, a team of 5-12 teachers, counselors, and administrators have been working together to align the meeting structures. Aligning these structures will help us meet the needs of our students and also help as we continue to outline our decision-making rules.
- READ Act: Instructional Coach, Jes Carlson will attend the Paraprofessional Train the Trainer session and then take the lead on supporting the paras during their required READ Act training during 25-26. Katie Keller, instructional coach at Sumner, will be the trainer for any additional Phase I staff that need the training during 25-26. The second Literary Plan report is due on 6/15 which this year will include data from our benchmark assessments and staff training information. The K-6 Instructional Coaches will be guiding the next steps to help staff take their learning from OL&LA and make application in their classrooms. The Professional Development days during the upcoming school year will include time to devote to making the bridge to practice for staff.
- EL Program Review: Preliminary data from ACCESS testing was shared in May. We had 106 K-12 Students exit from EL this year. We had 275 more students enrolled and tested this year as compared to a year ago. Our district results showed 7.8% of EL students exited. I appreciate all of the staff that worked diligently to support testing of our ML students each year.
- Math Program Review: Teaching and Learning and our math coach have been attending COMPASS trainings to learn about the new math standards and tools that we might use to unpack the standards. There are continued learning opportunities throughout the summer. Over the next 2 years we will unpack and align standards to

courses as we move toward a curriculum adoption. Our elementary grade level leaders have completed the updates to our unit assessments for next year. Work will begin in 25-26 to align our current curriculum and assessments to the new math standards, which is a foundation for our Math curriculum review cycle.

Excellence in Resource Management

- Teaching and Learning: We are working with the Phy. Ed., Health, Art, and Music department to make curriculum purchases for the upcoming school year. We have been working with Spend Bridge to ensure that we are getting the best prices on the products we are purchasing. Final orders will be submitted after July 1. We are also in the process of setting up professional learning to support the curriculum purchases.