

DISTRICT IMPROVEMENT PLAN

ACTION PLAN 2018-2019

STRATEGIC OBJECTIVE 1:
<p>High Quality Instructional Practices</p> <p>Build capacity at all District levels to ensure that every educator and administrator are utilizing high-leverage practices to support outstanding teaching and learning experiences for ALL students, every day.</p>

STRATEGIC PRIORITY 1.1:
Build capacity through a reflective cycle of inquiry.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
ELEVATE Team DELTA Team Time	Define criteria, guidelines and procedures for effective cycles of inquiry.	By March 2019, the ELEVATE team members have developed the criteria, guidelines and procedures to support establishing the practice of effective cycles of inquiry.
ELEVATE Team Survey Time Research and Accountability Specialist	Evaluate the needs of the ELEVATE members to promote a cycle of continuous feedback and inquiry during educator evaluation, classroom visits, CPTs, Department meetings, and Professional Development Days.	By April 2019, the ELEVATE team members will complete a survey relative to members' capacity to implement the criteria, guidelines and procedures described above.
ELEVATE Team Time Research and Accountability Specialist	Identify method(s) that ELEVATE members will use to promote a reflective cycle of inquiry within the district.	By May 2019, the ELEVATE team members have agreed upon the method(s) being utilized to promote effective cycles of inquiry across the district.
Professional Development Time	Provide targeted professional development training to ELEVATE members to support their needs and to improve their effectiveness in promoting a reflective cycle of inquiry.	By August 2019, the members of the ELEVATE team will receive professional development training on method(s) of execution of effective cycles of inquiry.

DISTRICT IMPROVEMENT PLAN

STRATEGIC PRIORITY 1.2:
Build experiences that demonstrate diverse student-centered instructional practices.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
ILT Time Data	Establish a functional Instructional Leadership Team (ILT) to oversee the instructional practices at each building.	By June 2019, the ILT will have developed mechanisms to oversee the instructional practices at their particular building.
ILT Time Data	Assess each school's current instructional practices and evaluate its impact on student achievement.	By January 2019, each school will assess their current instructional practices.
ILT Time Data	Develop an Instructional Focus for each school through the Instructional Leadership Team (ILT).	By January 2019, each school will develop their instructional focus.
ILT Curriculum Directors Time Data	Identify best practices, based on research, to be adopted school-wide.	By February/March 2019, each school will identify best practices to be adopted school-wide
ILT Time Professional Training	Identify areas for professional growth and develop professional learning opportunities for teachers and support staff.	By March/April 2019, each school will identify areas for professional growth and opportunities for learning.

DISTRICT IMPROVEMENT PLAN

STRATEGIC PRIORITY 1.3:
Increase the effective use of data.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
ELEVATE Team DELTA Team Data Research and Accountability Specialist	Examine how data is used at the classroom, school, and District levels (e.g. CPT, Department Meetings, Principal’s Meetings, professional development days, ILTs, DELTA, ELEVATE.)	By December 2018, ELEVATE members, in conjunction with teachers and support personnel, will identify how data is used by stakeholder groups.
Curriculum Directors ELEVATE Team DELTA Team Research and Accountability Specialist	Identify data points needed for each group and establish effective use of data to inform instructional practices.	By January 2019, Principals, Curriculum Directors, and the Research and Accountability Specialist will identify types of data needed for each stakeholder group to function effectively.
ELEVATE Team DELTA Team Curriculum Directors Research and Accountability Specialist	Build a positive culture of data inquiry.	By August 2019, ELEVATE team members will provide evidence (quantitative and qualitative) of progress toward building a positive culture of data inquiry.

DISTRICT IMPROVEMENT PLAN

ACTION PLAN 2018-2019

STRATEGIC OBJECTIVE 2:
Educating the Whole Child
Provide rigorous, inclusive academic and social emotional learning experiences to ensure ALL students succeed academically.

STRATEGIC PRIORITY 2.1:
Establish a social-emotional curriculum to ensure a positive learning community at each school.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
Administration	Select a point person to facilitate SEL work.	By November 2018, the administration has identified the person who will facilitate the implementation of SEL work in the District.
SEL Committee Time Research and Accountability Specialist	Establish a Social, Emotional Learning (SEL) Committee, representative of all schools, to evaluate the District's current capacity to support all students.	By December 2018, a district-wide committee has been created to evaluate the district's capacity to support all students.
SEL Committee Time Self-Assessment Tool	Complete a self-assessment protocol to identify each school's needs.	By January 2019, each school has completed their self-assessment.
SEL Committee Principals Time	Identify research-based curriculum and practices suitable for each school to support all grade levels.	By March 2019, the committee and building principals have identified research-based curriculum and practices to support all grade levels.

DISTRICT IMPROVEMENT PLAN

STRATEGIC PRIORITY 2.2:

Implement the District's MTSS Framework to support the academic success of all students.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
ILT Building Staff Time Self-assessment tool	Complete a self-assessment protocol to identify each school's current practices related to each tier of intervention identified in the MTSS Framework.	By December 2018, each school has completed the self-assessment to identify current best practices in relation to the MTSS Framework.
ILT Time	Evaluate self-assessment findings and map out available resources.	By January 2019, the self-assessment results has produced available resources and resources needed.
Principal Support Staff Time	Evaluate and revise, as appropriate, the IST protocols and practices at each building.	By January 2019, each school has evaluated its current IST protocols and practices and will revise it as appropriate.

DISTRICT IMPROVEMENT PLAN

ACTION PLAN 2018-2019

STRATEGIC OBJECTIVE 3:
Innovative Educational Practices
Ensure that ALL students are exposed to and engaged in innovative and challenging academic courses and programs.

STRATEGIC PRIORITY 3.1:
Define and expand K-12 pathways that ensure rigorous learning experiences for all students.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
Curriculum Directors Guidance Principals Time/Data	Conduct an inventory of existing K-12 courses by subject area.	By December 2018, the Curriculum Directors and Guidance Department have completed an inventory of the existing K-12 courses by subject area.
Curriculum Directors Guidance Principals Time/Data	Assess and identify current course offerings/ pathways and learning opportunities available, at all levels, that provide advanced and rigorous standards for student engagement and learning.	By January 2019, the Curriculum Directors have assessed and identified potential pathways based on existing course offerings.
DELTA Team Time/Data	Analyze data relative to student's current level of access and participation in advanced courses.	By March 2019, the DELTA Team have analyzed student data and provided action steps to increase student access and participation in advanced courses.
Principals Assistant Superintendent Survey	Survey secondary students and parents about their interests and potential academic pathways in the future.	By April 2019, the administration has surveyed students and parents regarding their interest for future courses and pathways.
DELTA Team Time/Data	Evaluate District's protocol for course referral/offerings and student scheduling.	By May 2019, the DELTA Team have evaluated the District's protocol and offered suggestions if necessary.
Curriculum Directors Guidance Principals Time	Update program of studies at all levels and create a document to clearly define the pathways available for 2020-2021.	By June 2019, the Curriculum Directors and Guidance Department have updated the program of studies to include the pathways available.

DISTRICT IMPROVEMENT PLAN

STRATEGIC PRIORITY 3.2:
Expand availability and application of the District-wide 1:1 technology.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
1:1 Technology Task Force DELTA Time	Evaluate survey responses from students, parents, and staff to determine current strengths and areas for development.	By December 2018, the 1:1 Technology Task Force and DELTA have evaluated the survey responses.
1:1 Technology Task Force Time	Research and identify leveled modules of instruction on the appropriate use of Digital Citizenship to accommodate students, parents, and staff needs.	By February 2019, the 1:1 Technology Task Force have researched and identified modules of instruction to be adopted by the District.
1:1 Technology Task Force Curriculum Directors Principals Time Professional Development	Identify effective instructional practices that infuses the core elements of Digital Literacy across content areas.	By March 2019, the Task Force, Curriculum Directors, and Principals have identified effective instructional practices that infuses Digital Literacy across content areas and developed action steps for implementation and training.

DISTRICT IMPROVEMENT PLAN

STRATEGIC PRIORITY 3.3:
Engage in a cycle of curriculum refinement.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
Curriculum Directors Assistant Superintendent	Complete the Year-at-a-Glance documents for grades K-12.	By December 2018, the Curriculum Directors and the Assistant Superintendent have completed the Year-at-a-Glance documents.
Curriculum Directors Assistant Superintendent Teachers Time Funding	Define and complete curriculum mapping with established goals, transfer, meaning and acquisition skills, assessment evidence and lesson objectives.	By August 2019, The Curriculum Directors, with the assistance from teaching staff have defined and completed curriculum mapping of units (homegrown and purchased curriculums) with established goals, transfer, meaning and acquisition skills, assessment evidence and lesson objectives.
Curriculum Directors Assistant Superintendent Teachers Time Funding	Examine completed curriculum maps to identify existing and potential research-based practices for diverse learners.	By August 2019, the Curriculum Directors and Assistant Superintendent will be able to demonstrate quantifiable progress toward refining the completed curriculum maps to ensure its best practices addresses the needs of our diverse learners.

DISTRICT IMPROVEMENT PLAN

ACTION PLAN 2018-2019

STRATEGIC OBJECTIVE 4:
Climate and Culture Develop a culture that promotes equity, eliminates opportunity gaps, and empowers students and adults to build strong relationships, psychological safety, and mutual accountability.

STRATEGIC PRIORITY 4.1:
Build a strong community among all stakeholders.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
DELTA Team ELEVATE Team Time	Identify gaps in communication and develop communication protocols with identified internal and external stakeholders to promote consistency.	By January 2019, the District Leadership Team has developed a communication protocol to ensure consistent and accurate communication to reach all stakeholders.
DELTA Team ELEVATE Team Time	Build and enhance family partnerships through existing groups (SEPAC, HSA, School Councils, ELPAC).	Demonstrate yearly evidence of communication and participation in events and meeting with various stakeholder groups.
DELTA Team Time	Create partnerships with area businesses and higher education institutions for internships, service learning, sponsorships, and articulation agreement opportunities.	Demonstrate yearly evidence of growth in partnerships with businesses and higher education institutions.

DISTRICT IMPROVEMENT PLAN

STRATEGIC PRIORITY 4.2:
Ensure an environment where students engage in age-appropriate social-emotional learning.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
DELTA Team Time Self-Assessment Protocol Research and Accountability Specialist	Analyze SEL self-assessment results identified in Priority 2.1 and develop norms and protocols for building and classroom behavior expectations, for both staff and students.	By March 2019, the DELTA Team has analyzed the SEL self-assessment results and have developed norms and protocols for buildings and classrooms.
DELTA Team Guidance Time Funding	Provide education and promote awareness of Social Emotional Learning practices to key (internal and external) stakeholders.	By June 2019, the DELTA Team has created demonstrable opportunities for Social Emotional Learning education and awareness.

DISTRICT IMPROVEMENT PLAN

STRATEGIC PRIORITY 4.3:
Strengthen the effectiveness of the district’s Leadership Team.

INPUTS	OUTPUTS	OUTCOMES
Resources	Action Steps	Early Evidence of Change
DELTA Team ELEVATE Team Survey	Develop a culture of mutual accountability among members of the Leadership Team by focusing on the execution of the agreed upon Norms of Collaboration and the District’s identified values.	By November 2018, the ELEVATE Team has completed a survey assessing the effectiveness of the District Leadership Team. By August 2019, the ELEVATE Team has completed the survey assessing the effectiveness of the District Leadership Team.
Superintendent Assistant Superintendent	Devote time on Principals, DELTA, Curriculum, and ELEVATE agendas to seek answers to the following questions: <ol style="list-style-type: none"> 1. What are the key takeaways from this meeting? 2. What decisions were made? 3. What are our next steps? 	For each leadership team meeting in 2018-2019 school year, the Superintendent and Assistant Superintendent have devoted time on the agenda for Team participants to respond to each question.