



Partnership for
Leaders in Education
Darden School of Business
Curry School of Education



The Warrior Way - Everyday

District: Anadarko

Date: 12/15/17

DISTRICT NEXT STEPS ACTION PLAN –SUSTAINABILITY INITIATIVE

PURPOSE

In a few sentences, describe the overarching purpose of your turnaround initiative.

Create a school system where no barriers exist to prohibit student achievement. The district will focus heavily on maintaining what each stakeholder’s responsibility is in achieving the district’s vision and mission and in turn will provide differentiated support as needed for each one in the process of achieving ownership of the turnaround initiative.

CRITICAL SYSTEM ACTIVITIES – Describe below activities most critical to take place during the semester, building on the work completed during the past year.

LEADERSHIP LEVER - EXECUTING THE LEADERSHIP VISION

In a few sentences, describe how your district leadership will demonstrate its will and commitment to ensure the initiative’s vision for change is well understood, success are celebrated, challenges are discussed and the needed urgency across stakeholders exists.

Building upon the foundation already in place from prior 90 day action plans, the district leadership will continue to model the set of district expectations in relation to the roles and responsibilities of each stakeholder. The district will utilize the APS district expectations monitoring system that will help to ensure the level of urgency exists to achieve the district mission.

INSTRUCTIONAL INFRASTRUCTURE - LEVERAGING INTERIM ASSESSMENTS & RESPONSIVE DATA STRUCTURES

In a few sentences, describe how your district will refine the curriculum, assessment and data infrastructure to enhance data-driven instruction and ensure teachers understand how to use data and how to unpack standards.

Each site will utilize their weekly PLC Meetings to focus on student achievement data, response to intervention, professional development, and instructional delivery. Each site will follow the district assessment calendar for 2017-2018, including the scheduled “deep data dig” days which will help eliminate achievement gaps, provide evidence to support validity of the deep data digs through current gains in student achievement, and result in teacher application of data results into their instruction. The district leadership team will monitor the administrators’ and instructional coaches’ use of the TLE aligned coaching continuum and the usage of the APS online walkthrough system. All monitoring will be based on the district’s expectations as cited on the APS district expectations monitoring form.

DIFFERENTIATED SUPPORT & ACCOUNTABILITY LEVER – FOCUS AREAS, EXPECTATIONS, ACTION PLANS AND ALIGNMENT

In a few sentences, describe how your district will refine focus areas, common expectations, principal leadership goals and flexibility clarity to ensure alignment across district and school leaders on this year’s focus while raising the bar.

The District Shepherd Team will continue to utilize The District Expectations Monitoring form which includes six components of how the sites will be monitored beginning the week of August 14, 2017. This tool clearly defines a set of district expectations that focus on the areas of student achievement data, response to intervention, professional learning communities, professional development, and instructional delivery.

DIFFERENTIATED SUPPORT & ACCOUNTABILITY LEVER – EXECUTING EMBEDDED CAPACITY-BUILDING STRUCTURE

In a few sentences, describe what your district will enhance this year your intensive strategy to conduct meaningful regular visits, support schools with their priority needs, build capacity of principals, ensure meaningful collaboration and increase principal accountability.

The District Shepherd Team will meet with each building leader to review and provide feedback on each site’s current 90 Day Action Plan. The plans are also reviewed for alignment with the district expectations and the principal’s self-selected improvement goal.

TALENT MANAGEMENT LEVER – FINALIZING STAFFING AT SCHOOLS

In a few sentences, describe any final steps your district will take to ensure turnaround schools are well-staffed, all necessary district staff is in place and any underperforming teachers already identified understand the growth and practice expected for 2017-18.

The District Shepherd Team will continue to strengthen the Warrior Way Talent Management Plan (WWTMP) by monitoring the Instructional Coaching program, including new teacher induction and support, and by further developing leadership skills across both teachers and administrators, which includes Behavior Event Interviews, peer mentoring, and leadership coaching.

CRITICAL DELIVERABLES for Upcoming Semester

Identify TWO deliverables most critical for your district to ensure an effective launch to this year’s turnaround initiative. In identifying deliverables, please keep in mind what district leaders can do to raise their level of effectiveness in creating conditions for schools to succeed. These deliverables may already be summarized above, but given their importance articulating a more detailed project plan will help the district stay on task.

DELIVERABLE #1: The DST will continue to build upon the system of sustainability work that has been done in the turnaround process.			
Specific Actions Needed	Completion Date	Person Responsible	Notes, Next Steps, Progress
Once each month, the District PLC agenda will have an item to report on each site’s implementation of the 90 Day Action Plans and to share progress to date	5/18/18	C. Hackney, J. Hudson, D. Sullivan, D. Pittman, L. Grubb	Report will consist of monthly summaries on relevant action steps addressed/ completed during the previous month
The DST will continue to hold quarterly Leadership Team Meetings. This will include principals, instructional coaches, two teachers from each site, and the DST. Other will be included as relevant.	4/30/18	C. Hackney, J. Hudson, D. Sullivan, D. Pittman, L. Grubb	1 st Meeting on October 30, 2017 2 nd Meeting on January 29, 2018 3 rd Meeting on April 30, 2018
The DST will hold “APS current events” luncheon meetings with student representatives at each site once each semester.	5/18/18	C. Hackney, J. Hudson, D. Sullivan, D. Pittman, L. Grubb	Determine day of week, time, etc.
Monthly Counselor Meetings to discuss relevant issues and possible solutions, resources, etc. to address issues discussed.	5/15/18	J. Hudson, D. Sullivan, M. Fuller, L. Grubb, D. Pittman	Final Meeting on May 15, 2018

DELIVERABLE #2:

The DST will continue to monitor the effectiveness of school practices and their impact on student learning.

Specific Actions Needed	Completion Date	Person Responsible	Notes, Next Steps, Progress
DST will monitor evidence during weekly site visits for the use of relevant data and completed action steps as stated on 90 Day Action Plans.	5/18/18	C. Hackney, J. Hudson, D. Sullivan, L. Grubb	Site visit evidence will support weekly District PLC activities.
Monitor meeting system for teacher interaction among grade levels and buildings where longitudinal data is shared during regularly scheduled vertical alignment meetings	3/28/18	C. Hackney, J. Hudson, D. Sullivan, L. Grubb, Instructional Coaches, Principals	1st VAM on August 29, 2017 2 nd VAM on September 26, 2017 3 rd VAM on November 28, 2017 4 th VAM on January 30, 2018 5 th VAM on February 27, 2018
To increase instructional effectiveness the DST will monitor the Principal and Instructional Coach walk through forms to look for trends or patterns of success or concern that can be addressed at individual sites or across the district.	5/18/18	C. Hackney, J. Hudson, D. Sullivan, L. Grubb, Instructional Coaches, Principals	This will take place during weekly DST meetings
Instructional Leadership Coach will conduct weekly visits with the Instructional Coach at each site to conduct walk throughs, observe lesson planning, modeling and co-teaching. Visits will be followed with written feedback	5/18/18	L. Grubb	Use google calendar to schedule visits, Create feedback form