



DISTRICT NEXT STEPS ACTION PLAN - FALL 2013

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 identifying 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.

TURNAROUND INITIATIVE ORGANIZATION DESIGN

Building on your conversations at the summer program and your work since boot camp, describe the most significant change or improvement you still need to make to your organizational design to achieve your turnaround purpose

Major Learning: Communication is key to the process.

Major Obstacle: Lack of clarity of purpose.

Overcome: Define our purpose (Promote the brand); Consistency across the district

FOR EACH TOPIC BELOW, CONSIDER THE ACTIONS OR DELIVERABLES YOUR DISTRICT WILL PRIORITIZE FOLLOWING THE SUMMER PROGRAM TO ACHIEVE SUCCESS DURING FALL 2013. PLEASE REMEMBER THE MOST CRITICAL LEVERS THIS TIME OF YEAR ARE TIGHTENING SUPPORT & ACCOUNTABILITY AND INSTRUCTIONAL INFRASTRUCTURE.

INSTRUCTIONAL INFRASTRUCTURE LEVER

In a few sentences, describe how your district will update the curriculum and data infrastructure to support turnaround (including finalizing assessment strategy and providing opportunities for school leaders and teachers to leverage student data to ensure an effective opening)

Each site will utilize the two district-designated professional development days on July 30 & 31, 2013, to a Rededication Commitment Agreement to the district mission, including a focus on student achievement data, response to intervention, professional learning communities, professional development, and instructional delivery. Each site will follow the approved district assessment calendar for 2013-2014, including the five 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.

List up to 3 specific actions or deliverables necessary to make this happen

1	2	3
On July 29, provide approved district assessment calendar to each staff member; signing of Rededication Commitment Agreement.	On July 29 -30, discussion of assessment calendar dates and purpose for data dig days will be an agenda item for each site's PLC meeting.	Data discussions at each weekly Site PLC meeting to delve into individual teacher assessment data and to plan for instruction based upon that data.

DIFFERENTIATED SUPPORT & ACCOUNTABILITY LEVER

In a few sentences, describe how your district will finalize structure to provide intensive support and accountability to schools (including actions necessary to implement purposeful school visits, establish clear expectations, provide capacity-building and pursue initiative-wide learning)

The district has formulated an Action Plan for School Monitoring by the District Shepherd and District-Level Team, which includes eight components of how the sites will be monitored beginning the week of July 22, 2013. There is also a clearly defined set of district expectations that focus on the areas of student achievement data, response to intervention, professional learning communities, professional development, and instructional delivery.

List up to 3 specific actions or deliverables necessary to make this happen, including providing feedback on 90-day plans

1	2	3
On July 22, 2013, implementation of the Action Plan for School Monitoring by District Shepherd and District-Level Team begins. Expectations, accountability, and feedback required are defined within each step of the monitoring plan.	Beginning Monday, August 5, 2013, the set of district expectations will be a discussion item on the weekly district PLC meeting agendas. Progress toward the set of district expectations and goals will be discussed in depth.	Beginning Monday, August 5, 2013, weekly site level PLC/grade level meeting agendas will include agenda items defined in the district set of expectations and other topics agreed upon at the weekly district PLC meetings as deemed necessary by the District Team. Weekly PLC meeting agendas will be emailed to the District Shepherd.

LEADERSHIP LEVER

In a few sentences, describe how district leadership will leverage its will and capacity to ensure the initiative’s vision for change is well-understood and the needed urgency exists

In addition to the foundation already in place from the initial 90 day action plan, the district leadership will continue to model the set of district expectations in relation to the roles and responsibilities of each stakeholder. The district has a written school monitoring system that will help to ensure the level of urgency exists to achieve the district mission.

List up to 3 specific actions necessary to make this happen, including efforts to build on communications from last spring or to support school-level retreats

1	2	3
1. Beginning the week of July 22, 2013, the District Shepherd will provide assistance to the principals and instructional coaches in planning and writing explicit agendas, and accompanying sign in sheets, for each weekly PLC meeting to ensure the inclusion of data discussions, involvement of teacher leader teams, and a weekly discussion on relevant educational topics, such as Common Core State Standards, the new Blooms Taxonomy, instructional strategies, and research on teaching and learning. Strategies from Laura Lipton’s Learning	2. Beginning the week of August 1, 2013, the District Shepherd will hold monthly meetings with the five site instructional coaches on the third Tuesday of each month through May 20, 2014, to provide support and to discuss the progress being made on the coaches’ roles and responsibilities.	3. Beginning the week of August 5, 2013, the District Shepherd will make weekly visits to each of the five school sites to assist and support with implementation of 90 day action plan, and to monitor ongoing progress toward meeting district goals and expectations and the principal’s evaluation goals within the McRel system.

<p>Focused Supervision and Data Driven Discussions will be utilized to guide the activities during the weekly PLC meetings. The principal will email the weekly agenda to the District Shepherd at least two days prior to the scheduled PLC Meeting for the purpose of assessing progress made and/or support needed in completing the current cycle of UVA 90 Day Principal Action Plan.</p>		
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TALENT MANAGEMENT LEVER & OTHER CRITICAL NEXT STEPS

What other critical next steps will your district take to fulfill the implementation plan, finalize personnel needs and prioritize the initiative?

1	2	3
<p>Monitor Site Level Leadership Team meetings during weekly District Level Team visits to observe the involvement of all stakeholders during job-embedded professional development opportunities.</p>	<p>Continue to build in-district leadership capacity, as evidenced in the Behavior Event Interviews, to build and encourage the interest in district leadership teams and positions.</p>	<p>Continue to contract with outside expert literacy instruction consultants to support the teachers, site instructional coaches, and principals in the district expectation component of providing clear expectations regarding planning and instructional delivery; which includes Anatomy of a Lesson, assessment data and curriculum mapping.</p>