



DISTRICT NEXT STEPS ACTION PLAN – SECOND SEMESTER 2014-15

FOR EACH TOPIC BELOW, CONSIDER THE ACTIONS OR DELIVERABLES YOUR DISTRICT WILL PRIORITIZE FOLLOWING THE WINTER PROGRAM TO ACHIEVE TURNAROUND INITIATIVE SUCCESS DURING SPRING 2015. PLEASE SUBMIT THESE PLANS TO PLE BY WEDNESDAY, JANUARY 28TH.

INSTRUCTIONAL INFRASTRUCTURE LEVER

In a few sentences, describe how your district will update or refine the curriculum and data infrastructure to support turnaround (including refining your assessment strategy, ensuring strong planning from standards and helping staff richly leverage student data)

The district leadership team identified 5 Vital Behaviors of a highly effective teacher. Those 5 behaviors have set the standard by which we assess our progress in all areas of curriculum, assessment, and data-driven instruction. All monitoring of curriculum, assessments, and planning will be based on the district’s expectations from the framework of the 5 Vital Behaviors and each site’s 90 Day Action Plan.

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

1	2	3
The DST will set regular checkpoint dates to review site longitudinal data with the site leadership team.	The DST will formulate a plan to monitor student goal setting based on data at each site.	The DST will set up a schedule, based on designated data days, to monitor Teacher 6 Week Action Plans.

DIFFERENTIATED SUPPORT & ACCOUNTABILITY LEVER

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

The District Shepherd Team will continue to meet with each building principal and coach to review and provide ongoing feedback on the site’s 90 Day Action Plan and the site Intervention Plan. Prior to the formulation of each site’s plan, the district has asked each to assess their “current reality” by identifying past successes, challenges that weren’t quite met on the previous action plan, and areas that have been identified as priorities from student data and staff perception data that can be turned into opportunities for growth on the action plans. The plans are also reviewed for alignment with the district expectations and the principal’s self-selected improvement goal.

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

1	2	3

The District Shepherd Team will continue to utilize the weekly District PLC meetings as professional development opportunities to support the work being carried out in each site.	The DST will continue to meet weekly to discuss observation data in order to identify areas of opportunity and areas of strength to drive the following week's District PLC agenda.	The weekly District PLC PD activities provided will be based on observation data gathered by the DST during weekly walkthroughs and attendance at site PLC meetings.
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TALENT MANAGEMENT LEVER

In a few sentences, describe how your district will strengthen talent management for the turnaround initiative. How will your district enhance support for targeted teachers and ensure high expectations and accountability for all staff involved? In preparation for next school year, how will staffing in turnaround schools be prioritized and what actions will take place to embolden strong teachers and strengthen a bench of talent for the future?

We will continue to develop the instructional coach role in regard to in-depth new teacher induction training and additional support to both the teachers and the principals. The district will continue to utilize the "Tiered Teacher" process that provides opportunities for growth and/or support for each tier. Each site has identified the level each teacher is on with a plan on how the instructional coach and principal can support them.

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

1	2	3
The DST will update the Talent Management Plan to include a hiring format process for the positions of teachers, instructional coaches, and principals.	The DST will continue to increase the level of support for Tier 2 and 3 teachers and new teacher development, including step by step guidelines with frequency of support by instructional coaches.	The DST will work with district leadership team in developing others, particularly the teacher leader role. We will replicate the UVA winter retreat model to hold meetings with the district-wide leadership team to continue work on the sustainability plan.

LEADERSHIP LEVER & OTHER CRITICAL NEXT STEPS

What critical next steps will your district leadership take to ensure the initiative's vision for change is well-understood, the needed urgency and optimism exists, needed stakeholders are on board and other needs not captured in the previous three levers are accomplished.

1	2	3
The DST will begin work to build a system of sustainability for the work that has been done in the turnaround process.	The DST will coordinate calendars to ensure the site 90 Day Plans are monitored, with feedback given, on a consistent basis.	The DST will begin work to ensure longitudinal data is part of each site's PD planning for the beginning of 2015-16.

CRITICAL DELIVERABLES for 2nd Semester

Based on the deliverables completed and learning that has taken place during 1st semester, the PLE would like the district to identify TWO deliverables most critical for your district to deepen the turnaround initiative to ensure success in prioritized schools and learning

for the district. These deliverables may already be summarized in your answers above, but given their importance articulating a more detailed project plan will help ensure success. The PLE team will be in communication with the district to support these deliverables.

DELIVERABLE #1: The DST will begin work to build a system of sustainability for the work that has been done in the turnaround process.			
Specific Actions Needed	Completion Date	Person Responsible	Notes, Next Steps, Progress
Begin the process to build online library of district turnaround work to date	5-21-15	Cindy Hackney JoWanna Hudson David Sullivan Gregg Hackney Shelby Jones	Plan to include where to locate online library, who will have access to add documents, etc.
Weekly District PLC agenda will have item to report on each site's implementation of the 90 Day action Plans and to share progress to date.	5-18-15 Weekly	Cindy Hackney JoWanna Hudson David Sullivan Lynn Bellamy	Report will consist of weekly summaries on relevant action steps addressed/ completed during the previous week.
The DST will begin the process to replicate the workshops utilized in the UVA Mid-Year retreat to have quarterly District Leadership Team Meetings. This will include the principals, instructional coaches, two teachers from each site, and the DST team. Others will be included as relevant.	5-21-15	Cindy Hackney JoWanna Hudson David Sullivan Lynn Bellamy	Goal is to have this process started to have a first meeting prior to Data Day, March 25 th .

DELIVERABLE #2: The DST will 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 for the use of relevant data on 90 Day Action Plans, Teacher Action Plans, and student reflection/goal setting during weekly site visits.	5-21-15	Cindy Hackney JoWanna Hudson David Sullivan	Site visits will support weekly District PLC reports with evidence of 90 DAP implementation, TAP implementation and Student Reflection Data
DST will look into types of PD available for developing relationships with others (Peer to Peer, Principal to Teacher, Teacher/Principal to Parent, Teacher to Student).	5-21-15	Cindy Hackney JoWanna Hudson David Sullivan Lynn Bellamy	Goal is to set the first implementation of relationship based PD during 3 Professional Days in August 2015.
Begin building a system for teacher interaction among grade levels and buildings where longitudinal data is shared during regularly scheduled vertical alignment meetings.	5-21-15	Cindy Hackney JoWanna Hudson David Sullivan Building Principals	Goal is to set a calendar of alignment meetings for Spring semester and 2015-2016 School Year.
Begin designing a process within the Warrior Way Talent	5-21-15	Cindy Hackney	Goal is to finalize process and

Management Plan that allows for broader use of Peer Mentors, which will include identified checkpoints for instructional coach interaction with new teachers and Tier II and Tier III teachers.

**JoWanna Hudson
David Sullivan
Building Principals**

**implementation plan by 5/21/15.
Implementation will begin 2015-2016
School Year.**