



LISTEN LEARN LEAD IMPLEMENTATION PLAN

UPDATED September 12, 2023



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STUDENT ENGAGEMENT RECOMMENDATIONS

ELEVATE STUDENT VOICE IN THE OPERATION OF THE DISTRICT

Goal: To engage a diverse group of students from all levels in a dialogue to identify appropriate and effective ways for students ideas and feedback to be systematically gathered and used.

Primary responsibility: Teaching and learning department

Support/collaboration responsibility: All departments and schools

Identified steps	Status	Notes
Hold focus groups for students at all levels to gather ideas on best ways to continually gather student ideas and feedback	Ongoing	Profile of an Engaged Learner and Listen Learn Lead focus groups have been a first step in this process.
Form subcommittee of the well-being committee to focus on gathering student voice on well-being programs	Completed - December 2022	Work for this committee is ongoing and will obtain further direction after the Insight Audit has been completed.
Well-being subcommittee will meet regularly and develop methods to gather student feedback	In process	Subcommittee continues to meet and will work to align their process with other student feedback opportunities. Our first meeting of the year is September 14, 2023.
Hold student focus groups to gather feedback and student voice in the development of the Profile of an Engaged Learner	Completed - second semester of the 2022-2023 school year	
Engage student voice in next strategic	Targeted for 2024	

planning process		
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Additional information: The Teaching and Learning Department will also research the best practices for gathering student voice that are in place in other school districts and educational institutions (e.g. Toledo Public Schools).

**STRENGTHEN MULTI-TIERED SYSTEM OF SUPPORT (MTSS)
ACROSS ALL GRADE LEVELS**

Goal: To more deeply embed processes at the elementary level, and solidify initial processes at middle and high school. Provide increased communication about MTSS to families.

Primary responsibility: Teaching and Learning department

Support/collaboration responsibility: Principals and communications department

Identified steps	Status	Notes
Define common language at each tier of support	Completed - Elementary In process - Secondary	Targeted completion of secondary draft language: January 2024 While elementary language is complete, there will be ongoing changes.
Multi-step process for student support meetings	Completed - Elementary In process - Secondary	On track for completion as we are working with middle school and high school to finalize the approach of a multi-step process in the first semester.
Put in place high-quality universal screening and baseline assessment tools	Completed*	* We will always review the effectiveness of the assessment tools. On track and currently implementing dyslexia screener (Star CBM)
Utilization of data as an early warning system at the secondary level	Completed - high school Piloting - middle school MTSS teams	Abre data expanded to middle school and beginning expansion with MTSS teams at middle school
Enhance utilization of BranchingMinds	Ongoing	Reviewing tool

/ MTSS dashboard at the elementary level		effectiveness *Elementary Building MTSS team health check meetings
Test MTSS dashboard at the secondary level	In process / Piloting	Abre data expanded to middle school and beginning expansion with MTSS teams at middle school
Math-specific tier 3 supports at the secondary level	Ongoing	Students received this support during the 2nd semester of the 2022-2023 school year ESSER funds supporting high school tier 3 supports Middle school providing common tier 3 supports
ELA-specific tier 3 supports at the secondary level	Ongoing	ESSER funds supporting high school tier 3 supports Middle school providing common tier 3 supports
Elementary MTSS video series for website	Completed	Rolled out with the Quality Profile in March 2023

BUILD ON STEM EXPERIENCE FOR STUDENTS, K-12

Goal: To bring tighter alignment and clarity to standards connections in the STEM areas as well as the arts and well-being. Additionally, enhance STEM opportunities by shifting budgetary resources that will support the work needed to vertically articulate STEM learning from grades 6-12.

Primary responsibility: Teaching and Learning department

Support/collaboration responsibility: Building leadership and treasurer's office

Identified steps	Status	Notes
K-12 Computer Science Committee to articulate opportunities and experiences	In process	Committee meetings completed, and recommendations are being processed. Recommendations are divided into immediate implementation / items to consider when expansion is possible. Targeted completion: fall of 2023 On track to have recommendations by grade span from committee in October
Align middle school and high school engineering experiences	In process	Target completion: December 2023
Identify and implement K-12 resources needed for common experiences in STEM	In process	On track to have recommendations by grade span from committee in October
Implement/expand problem-based learning and design thinking training for teachers	Ongoing Authentic Learning and Leadership	Continued work with staff and TLT
Embed characteristics outlined in the Profile of an Engaged Learner throughout STEM experiences	Ongoing	Continued work with staff including TLT and the May 2nd professional learning day

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**REINFORCE USE OF DISTRICT LEARNING MANAGEMENT SYSTEMS,
SEESAW (K-3) AND CANVAS**

Goal: To ensure students and families have easy access to pertinent class-related information.

Primary responsibility: Teaching and Learning and Technology departments

Support/collaboration responsibility: Building principals

Identified steps	Status	Notes
Remind teachers of the expectation to use the district-selected LMS (Canvas or Seesaw) as the primary means of communication	Completed - fall 2022	Will continue to be reinforced with staff during the 2023-2024 school year
Chief Technology Officer (CTO) work with Canvas lead teachers and students to develop a better navigation experience in Canvas for families.	Completed - January 2023	CanvasObserverCorner Module designed for families and support for implementation provided. Will continue to reinforce with staff during the 2023-2024 school year.
CTO work with Seesaw lead teachers and students to develop a better navigation experience in Seesaw for families.	Completed - December 2022	SeeSaw plan developed. Will continue to reinforce parent account creation during the 2023-2024 school year.
Gather student and teacher feedback on outcomes.	Target a semester and end of year process in the 2023-2024 school year	<p>Will continue to monitor the number of Observer and Parent/Guardian accounts created in Seesaw and Canvas.</p> <p>May 15, 2023 Data Snapshot —</p> <p><i>Canvas Observers:</i> 2,438</p> <p><i>Seesaw Observers:</i></p> <ul style="list-style-type: none"> ● Barrington: 486 ● Greensview: 325 ● Tremont: 427 ● Wickliffe: 722

		<ul style="list-style-type: none"> • Windermere: 379
Gather feedback from PTO leadership	Completed - February 2023 - share results of Canvas/Seesaw teacher and student feedback	
Manage My UA Students' Experience OneStop tool: Family ClassLink Portal	Completed	<p>May 15, 2023 Data Snapshot —</p> <ul style="list-style-type: none"> • Active Family Accounts: 313 <p>Goal is to support buildings in fall at back to school events in advertising.</p> <p>Tech attended one back to school event for each building to encourage parents to sign up for Family portal</p>

PROVIDE EASIER ACCESS TO ACADEMIC SUPPORTS

Goal: To better inform students and families of the academic supports available in the district.

Primary responsibility: Teaching and Learning

Support/collaboration responsibility: Communications department

Identified steps	Status	Notes
Elementary MTSS process clearly aligning supports and goals across all four tiers	Completed/ongoing	While elementary is complete, there will be ongoing changes.
Middle school MTSS process to clearly identify supports and goals across all four tiers	In process	On track for target completion for secondary: January 2024
High school MTSS process to clearly identify supports and goals across all four tiers	In process	On track for target completion for secondary: January 2024
Implementing specific tier three supports at the secondary level	In process	ESSER funds supporting high school tier 3 supports
Peer tutoring program at the high school level	Completed/ongoing	
Flex support time at middle school	Completed/ongoing	
Academic Labs with adjustment for tier three	In process	ESSER funds supporting high school tier 3 supports

Additional information: Information for accessing these supports will be consolidated and included in family updates for secondary schools beginning second semester.

FINANCIAL ACCOUNTABILITY RECOMMENDATIONS

RE-ESTABLISH THE TREASURER'S FINANCIAL ADVISORY COMMITTEE

Goal: To utilize the expertise in our community to provide feedback, insight and guidance on financial practices.

Primary responsibility: Treasurer's office

Support/collaboration responsibility: Operations and communications departments

Identified steps	Status	Notes
Fill the 6-8 spots on the committee	Completed	8 residents on committee
Hold first meeting	Completed	April 2023
Meet quarterly	Ongoing	Next meeting June 2023

Additional information: The treasurer's financial advisory committee will provide input/advice of various financial aspects of the district based on expertise in the private sector. This committee will meet on a quarterly basis. Duties of this committee will include: learning and understanding various financial issues that impact the district, provide feedback on the five year forecast and related assumptions, review efficiencies and/or inefficiencies of the district, and any other duties that may become necessary related to the finances of the district. This committee will be strictly advisory in nature.

INCREASE AWARENESS OF ANNUAL FINANCIAL UPDATE AND OTHER FINANCIAL DOCUMENTS

Goal: To ensure that community members are aware of the information available to them in the Annual Financial Update and the other financial reports posted online.

Primary responsibility: Treasurer’s office

Support/collaboration responsibility: Communications department

Identified steps	Status	Notes
Issue the Annual Financial Report	Completed	Published March 2023 and available at www.uaschools.org/treasurer.aspx
Include information in the Quality Profile, which is mailed to all UA residents	Completed	Mailed to all UA households in March 2023; also available at www.uaschools.org/QualityProfile.aspx
Periodically include information in UAiNSIGHT, which is mailed to all UA homes	Ongoing	Recent issues have included: <ul style="list-style-type: none"> ● Financial Update preview ● Financial Update overview ● Updated five year forecast
Periodically include information in the monthly e-newsletter, which is sent to all staff members, families and others who have subscribed	Ongoing	Recent e-newsletters have included: <ul style="list-style-type: none"> ● clean audit ● Financial Update overview ● Summer construction projects ● Franklin County property revaluation
Periodically share information on district social media platforms	Ongoing	

INCREASE AWARENESS OF DISTRICT'S EFFICIENCY EFFORTS

Goal: To better communicate district efficiency, sustainability and cost-avoidance efforts.

Primary responsibility: Treasurer's office

Support/collaboration responsibility: Operations and communications departments

Identified steps	Status	Notes
Create a specific webpage related to efficiencies/sustainability	Completed	Available at www.uaschools.org/EfficiencyCommitment.aspx
Create graphics for the webpage sharing annual cost savings and efficiency measures, including a running total	In progress	
Share various cost savings and efficiency measures through easy to read snippets	Ongoing	Snippets included in the Annual Financial Report and Treasurer webpage.
Include cost savings and efficiency snippets in the UAiNSIGHT community newsletter	Ongoing	Included in May/June 2023 UAiNSIGHT

Additional information: The district remains focused on financial efficiency and the responsible use of taxpayer dollars. This will enhance the district's continued transparency of various district activities.

COMMUNICATIONS RECOMMENDATIONS

ENHANCE DISTRICT WEBSITE

Goal: To continuously review and update the district website to make information easily accessible in support of the district's commitment to clear and transparent communication.

Primary responsibility: Communications department

Support/collaboration responsibility: All departments

Identified steps	Status	Notes
Expand information on academic rankings	Completed	
Expand information on curriculum standards	Completed	
Expand information on academic resources	Completed	
Enhance English-language learners page to ease use of translation tool	Completed	
Clarify and reorganize gifted and special education information	Completed	
Create a student and staff well-being page	Completed	
Create a community calendar for performing arts events across the district	Completed	
Provide video resources for Multi-Tiered System of Support (MTSS) page	Completed	Released in conjunction with the Quality Profile
Reorganize the Upper Arlington High School section of the site	Completed	
Gather feedback from students and families on updates	In process	Website survey currently available at www.uaschools.org to gather feedback in advance of a website vendor selection

		process and redesign, to launch in summer 2024.
Continuously review website content for updates and enhancements	Ongoing	Continuous improvement focus Recently completed updates include: Family Links section on elementary websites. Pending updates include: middle school pages.

Additional information: The district website is one of our most important communication tools with students, families and community members. While many updates have been identified and completed, the work to continuously improve the website will be ongoing.

OFFER NEW OPPORTUNITIES FOR DIGITAL ENGAGEMENT

Goal: To create additional opportunities for community members without students in school to keep up with events, information and opportunities within the school district.

Primary responsibility: Communications department

Support/collaboration responsibility: All departments

Identified steps	Status	Notes
Create a way for community members and other interested parties to sign up for electronic communication from the district	Completed	
Create monthly e-newsletter for distribution to staff, families community members and other interested parties	Completed	
Advertise the opportunity to sign up for electronic communication with community members, alumni and other interested parties without students in school	Ongoing	Numbers continue to increase as we have shared via district and alumni association social media, UAiNSIGHT print newsletter, and the Quality Profile.

Additional information: While the website is a great communication tool, it requires stakeholders to seek out information. Creating additional ways for district information to be shared with stakeholders digitally is a cost-effective way to push out information to these important groups.

HOLD ANNUAL LISTEN LEARN LEAD ROUNDTABLE DISCUSSIONS

Goal: To continue to emphasize the importance of bringing community members together to share perspectives in a positive and future-focused way in support of our students and schools.

Primary responsibility: Communications department

Support/collaboration responsibility: All departments and Board of Education

Identified steps	Status	Notes
Identify and advertise a set of dates for 2023 LLL events that provides flexibility for a wide variety of schedules	Completed	Listen Learn Lead sessions were held in May 2023.
Update process and procedures for 2023 events and secure facilitator	Completed	
Report back to the community on the information gathered and use it to inform future discussions, including the design of the upcoming strategic planning process	Completed	Recommendations from the May 2023 Listen Learn Lead process with Dr. Robert Hunt were presented to the Board of Education at their August 8, 2023, regular meeting and are available at www.uaschools.org/ListenLearnLead.aspx.