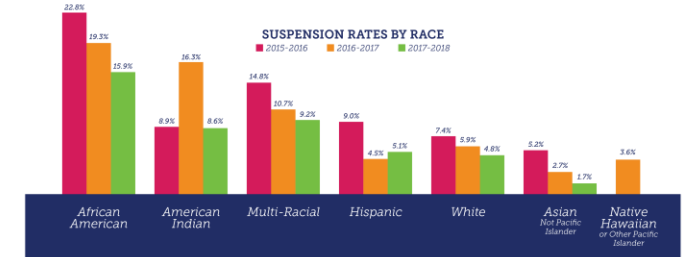
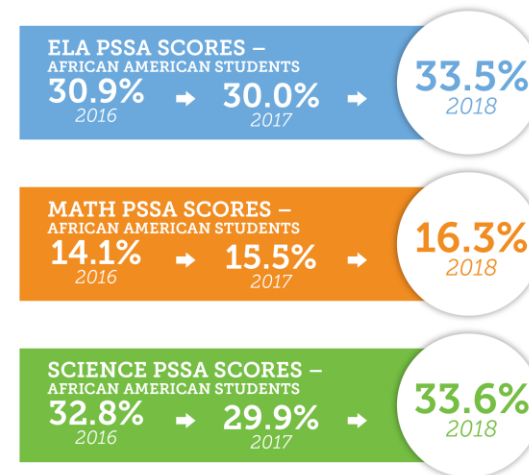
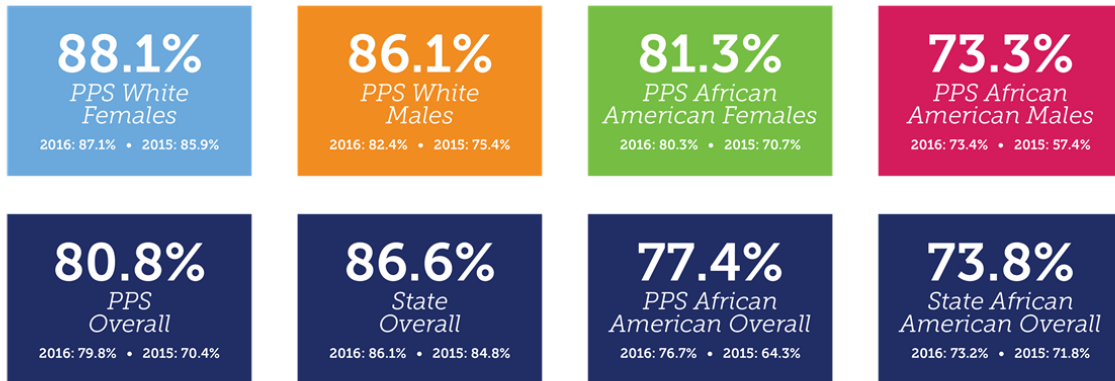
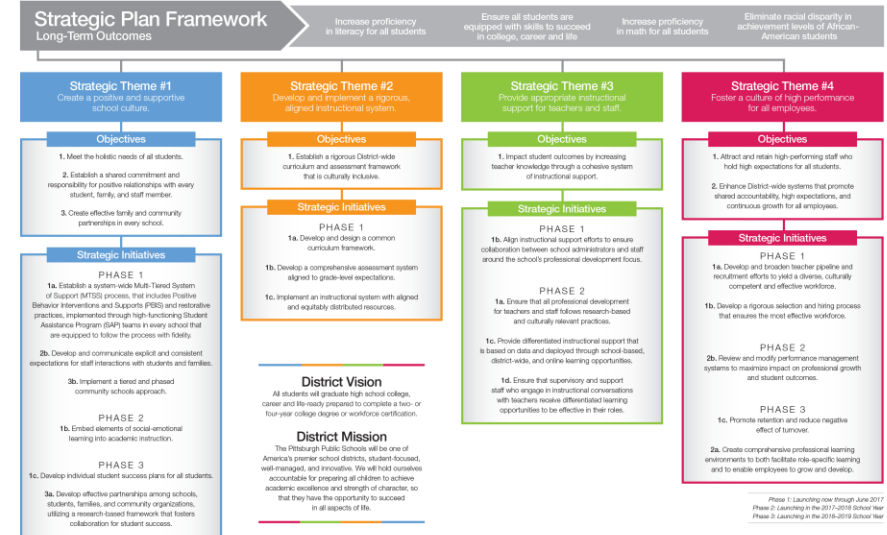


# Update on the Comprehensive Plan



# State of the District on the Road







**Our system is perfectly designed  
to get the results we are  
currently getting.**



# Strengthening the Strategic Plan

Enhancing five key areas:

- Early Childhood Education
- Gifted Education
- Aligned Instructional Systems
- New Teacher Induction
- Job-Embedded Professional Development

# Facilitated Intimate Table Top Discussion: Where?



- 11 Sessions
- Students, Parents, Teachers (PFT), Principals, Community and Staff
- Over 600 People



# Facilitated Intimate Table Top Discussion: Who?

- Kevin Bivins
- Pam Capretta
- Susan Chersky
- Ted Dwyer
- Melissa Friez
- Kashif Henderson
- Lynett Hookfin
- Minika Jenkins
- Ronald Joseph
- Asia Mason
- David May-Stein
- Larry Meadows
- Ebony Pugh
- Lenell Reid
- Jamilla Rice
- Monté Robinson
- Kelly Skweres
- Wayne Walters

# Facilitated Intimate Table Top Discussion: What?



## **Note Taker: |**

Thank you for your attendance at today's State of the District presentation. In addition to providing you an update on the 2017-2022 Strategic Plan; Expect Great Things, we are also seeking your feedback in five areas where we would like to strengthen the strategic plan. The five areas include:

- **Early Childhood Education**
- **Gifted Education**
- **Aligned Instructional Systems**
- **New Teacher Induction**
- **Job-Embedded Professional Development**

Please take some time to review the abstract descriptions and use this document to take notes. To help capture your thinking, please answer the following questions for each of the five areas.

**1) What resonated with you?**

**2) What wonderings do you have?**



# Table Top Discussion: Early Childhood

The Importance of Early Education

Good for working parents

What does Birth to 8 transition look like – level to level

Outreach and recruitment strategy

Timeline

Focus on Social Emotional skills development

Partnerships with Parents and Community

Can childcare be provided free?

Pre and post natal care

Breaking down the ages according to development

Meet children where they are

Self-awareness and self-management are good habits long term

Wide variance of child development years

Transportation

How will we work with the ESL Families?

What will it look like?

# Table Top Discussion: Gifted Education

All Students...  
Demonstrate  
their Gifts and  
Talents

We will ensure that  
high-quality  
instruction is present  
every day, in every  
school

How do you  
know who is  
gifted and what  
if you miss a  
kid?

What is the  
training for  
enrichment?

The point of  
gifted  
education

Equip teachers  
with tools to  
identify all  
learner's gifts and  
talents...

Why that  
name... it  
implies  
superiority

How can the  
teachers  
accommodate every  
student without  
making it a pull out?

Details of the  
training

Culturally  
relevant  
instruction

Focusing on  
preparing  
student for  
global society

Why does the  
abstract only call  
out student  
expectations?

How will it  
occur every  
day?

Non-Traditional  
method to  
identify students

Improvements to the  
testing environment

■ Resonated ■ Wondering ■ Missing

# Table Top Discussion: Align Instructional Systems

All students ... will leave with the same quality education regardless of zip code

How do we measure academic grit

What additional resources will be put into place?

Standards based report card

Parents

Globally

Grit

How do we get the budget to make sure that this happens?

Call out Career and Technical Education

Culturally Responsive Curriculum

We

High Expectations

Why are schools different?

Technology

Equitable learning for all students

Aligning the Instructional System

Schools are different, how can we have a common curriculum?

How will it be operationalized?

Life Skills

■ Resonated ■ Wondering ■ Missing



# Table Top Discussion: New Teacher Induction

The Importance of Early Education

Good for working parents

Focus on Social Emotional skills development

Partnerships with Parents and Community

Self-awareness and self-management are good habits long term

Will they have behavior, inclusion, PBIS training?

Do new teachers get training on classroom management?

What are the requirements for mentor selection?

Can we have re-introduction for current teachers?

How do we ensure/assess effective mentoring?

Parent engagement with new teachers.

What support resources do new teacher mentors receive?

Mental health/ special education protocols for new teachers.

Understanding community culture of each school.

# Table Top Discussion: Job Embedded Prof. Learning

The Importance of Early Education

Good for working parents

How do you get teachers to realize that Prof. Learning is a professional responsibility?

Where is equity within Prof. Learning?

Lack of highly qualified substitutes to support teachers at PD.

Culturally relevant Pedagogy.

Focus on Social Emotional skills development

Partnerships with Parents and Community

Can students be involved in Prof. Learning for teachers?

Gender identity training in Prof. Learning.

Self-awareness and self-management are good habits long term

How do we differentiate PD levels for different levels of teachers?

How will schools receive daily support for Prof. Learning?

How is the District assessing that PD is working?

**Incremental District and  
School Improvement**

**District and School  
Transformation**

# Continuum of School Change

## **First- Order Change**

Refining Tuning –  
Incremental  
Revising  
Adjusting and Adapting  
Enhancing Culture  
Small Steps to Change

## **Second-Order Change**

Altering the System  
Inventing Processes  
Recreating  
Shifting Philosophy  
Rebuilding Culture  
Wholesale Change



# What's next?

- Design the Plan
- Presented at the March Education Committee Meeting
- District Pilot – Timeline has been moved to March 29, 2018



"What if we don't change at all ...  
and something magical just happens?"