

OAKES PUBLIC SCHOOL DISTRICT

# SUPERINTENDENT GUARDRAILS

PM 2.1, 2.2, 2.3



**FEBRUARY 2025**

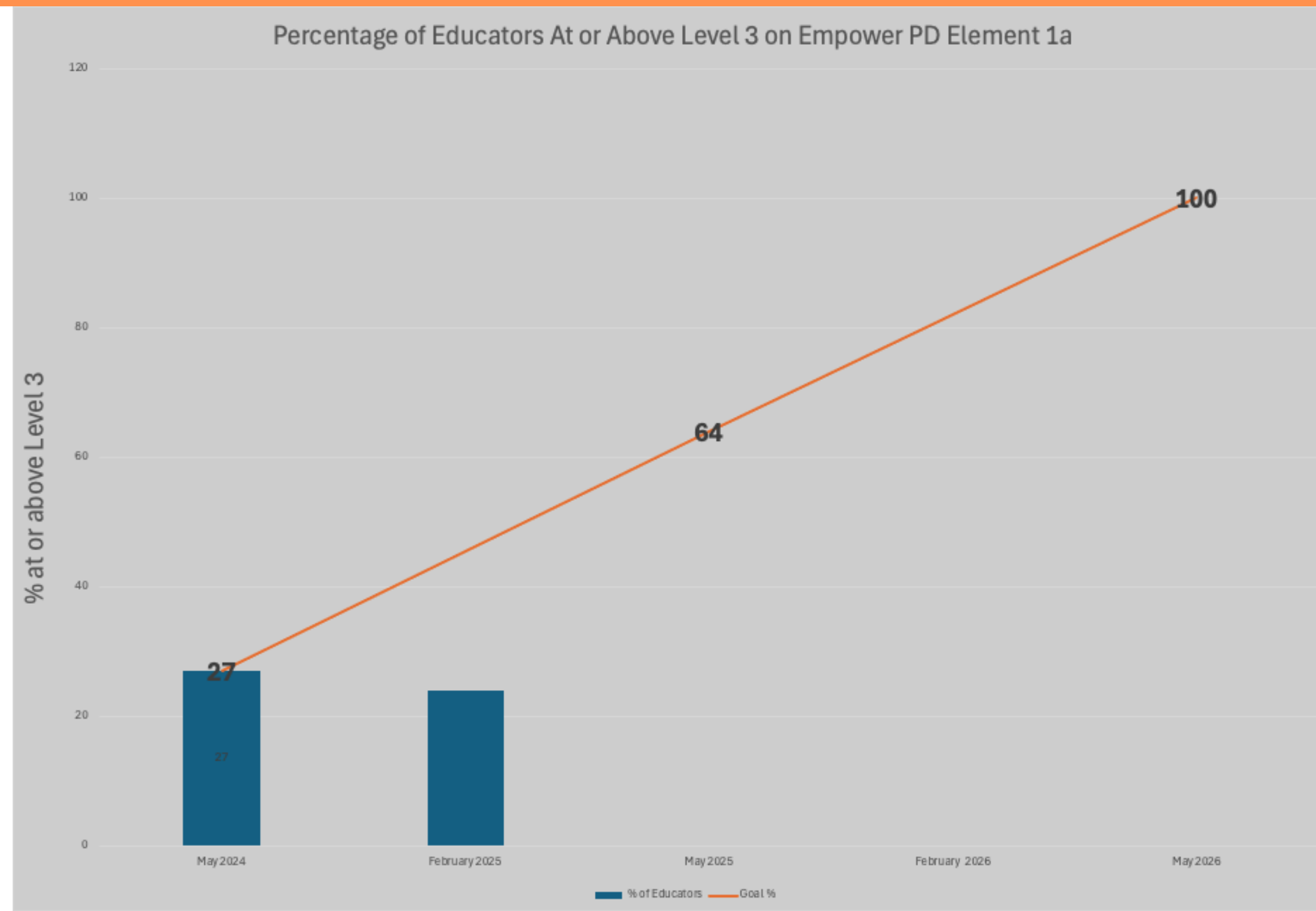




# Superintendent Guardrail #1

**THE SUPERINTENDENT SHALL NOT ALLOW THE DISTRICT  
TO OPERATE WITHOUT EFFECTIVE INSTRUCTION  
ANCHORED IN PCBL PRACTICES**

Guardrail PM 2.1: The percentage of educators that score at a level 3 or above on the Empower PD Element 1a will increase from 27% in May 2024 to 100% in May 2026.



# Guardrail PM 2.1

## SUPERINTENDENT'S RESPONSE

\*\*OUR BASELINE THAT WAS ESTABLISHED IN MAY WAS SELF-REPORTED BY OUR EDUCATORS. THIS CURRENT PROGRESS MONITORING DATA POINT IS BEING REPORTED BY THE PRINCIPALS AND IS BASED ON THEIR OBSERVATIONS AND CONVERSATIONS WITH THE EDUCATORS IN THEIR INDIVIDUAL SCHOOL.

\*\*WE HAVE FOCUSED MOST OF OUR PROFESSIONAL LEARNING THIS YEAR ON PROFICIENCY SCALES. OUR TEACHERS NOW HAVE A DEEPER UNDERSTANDING OF THIS ELEMENT, THUS CREATING A KNOWLEDGE BASE LEADING TO BETTER REFLECTION AND REALIZATION OF ALL THAT IS REQUIRED TO **EMBED** SCALES IN THE CLASSROOM....WHICH IS NEEDED FOR LEVEL 3 ATTAINMENT. DUE TO THIS NEW LEVEL OF UNDERSTANDING, OUR LEVEL 3 ATTAINMENT PERCENTAGE HAS DROPPED.

\*\*12% OF THE ELEMENTARY EDUCATORS ARE AT A LEVEL 3.

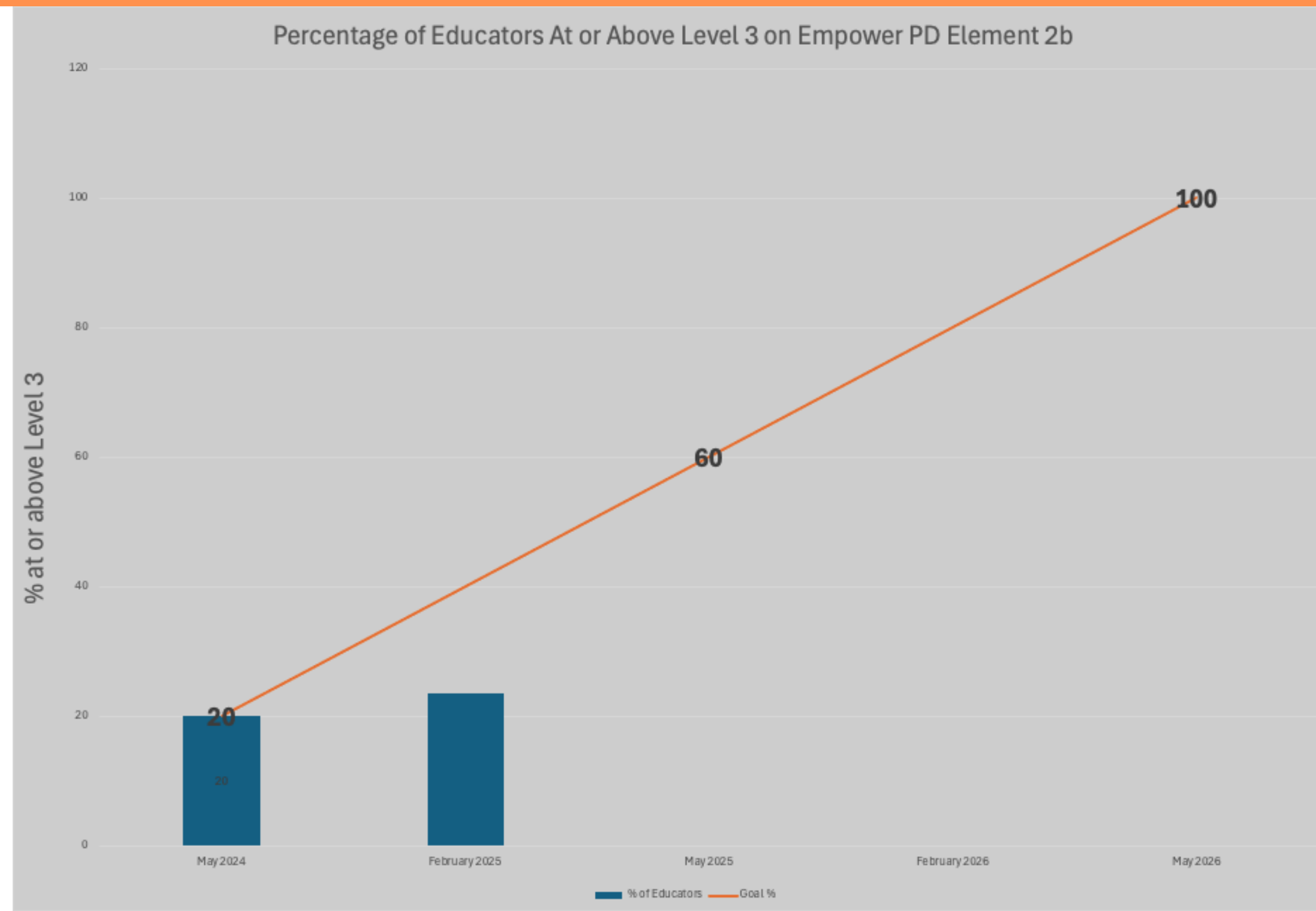
\*\*36% OF THE JH/HS EDUCATORS ARE AT A LEVEL 3.

## WHAT'S NEXT

\*\*WE WILL CONTINUE TO OFFER PROFESSIONAL LEARNING ON PROFICIENCY SCALES THROUGHOUT THE 2024-2025 SCHOOL YEAR.

\*\*AS WE MOVE INTO THE 2025-2026 YEAR WE WILL BE OFFERING MORE PERSONALIZED PROFESSIONAL LEARNING TO ALLOW INDIVIDUALS TO CHOOSE THE AREA OF SKILL GROWTH THEY WANT TO FOCUS ON TO CONTINUE TO MOVE TO A LEVEL 3.

Guardrail PM 2.2: The percentage of educators that score at a level 3 or above on the Empower PD Element 2b will increase from 20% in May 2024 to 100% in May 2026.



## Guardrail PM 2.2

### SUPERINTENDENT'S RESPONSE

\*\*OUR BASELINE THAT WAS ESTABLISHED IN MAY WAS SELF-REPORTED BY OUR EDUCATORS. THIS CURRENT PROGRESS MONITORING DATA POINT IS BEING REPORTED BY THE PRINCIPALS AND IS BASED ON THEIR OBSERVATIONS AND CONVERSATIONS WITH THE EDUCATORS IN THEIR INDIVIDUAL SCHOOL.

\*\*WE HAVE JUST BEGUN TO SWITCH OUR PROFESSIONAL LEARNING TO LEARNER-CENTERED ASSESSMENTS. MANY OF OUR EDUCATORS ARE JUST ENTERING INTO A LEVEL 2 ON THIS ELEMENT.

\*\*47% OF THE ELEMENTARY EDUCATORS ARE AT A LEVEL 3.

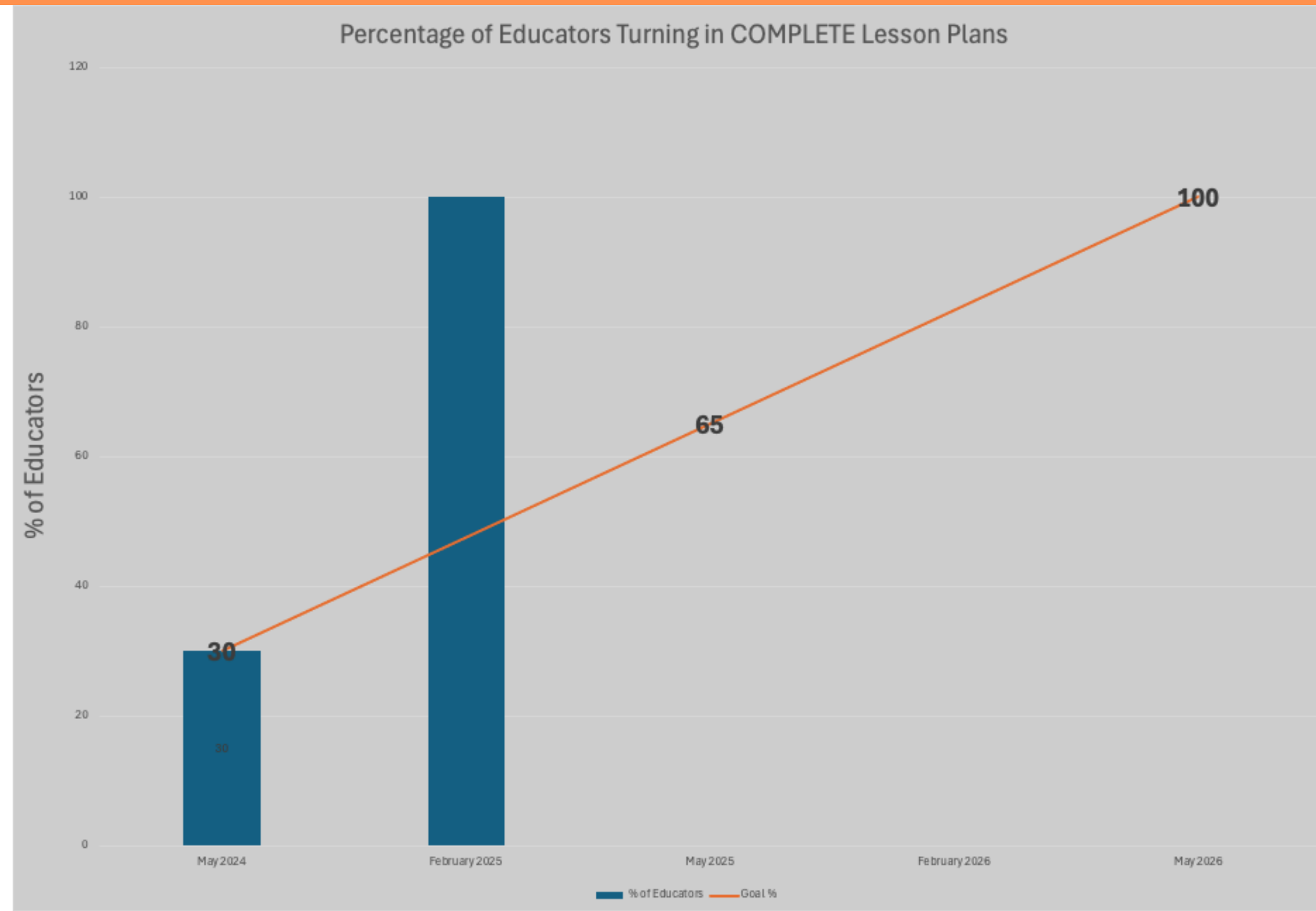
\*\*0% OF THE JH/HS EDUCATORS ARE AT A LEVEL 3.

### WHAT'S NEXT

\*\*WE WILL CONTINUE TO OFFER PROFESSIONAL LEARNING ON LEARNER-CENTERED ASSESSMENT THROUGHOUT THE 2024-2025 SCHOOL YEAR.

\*\*AS WE MOVE INTO THE 2025-2026 YEAR WE WILL BE OFFERING MORE PERSONALIZED PROFESSIONAL LEARNING TO ALLOW INDIVIDUALS TO CHOOSE THE AREA OF SKILL GROWTH THEY WANT TO FOCUS ON TO CONTINUE TO MOVE TO A LEVEL 3.

Guardrail PM 2.3: The percentage of educators that turn in completed lesson plans meeting all requirements, including: standards, level of rigor, and learner-centered assessment will increase from 0% in January 2024 to 100% in May 2026.



# Guardrail PM 2.3

## SUPERINTENDENT’S RESPONSE

\*\*100% OF OUR EDUCATORS ARE USING EMPOWER TO CREATE THEIR LESSON PLANS THAT INCLUDE ALL OF THE REQUIRED ELEMENTS.

## WHAT’S NEXT

\*\*PRINCIPALS WILL CONTINUE TO WORK WITH THEIR EDUCATORS TO ENSURE THAT THEY ARE TURNING IN LESSON PLANS THAT MEET ALL OF THE REQUIREMENTS SET FORTH IN THIS GUARDRAIL.