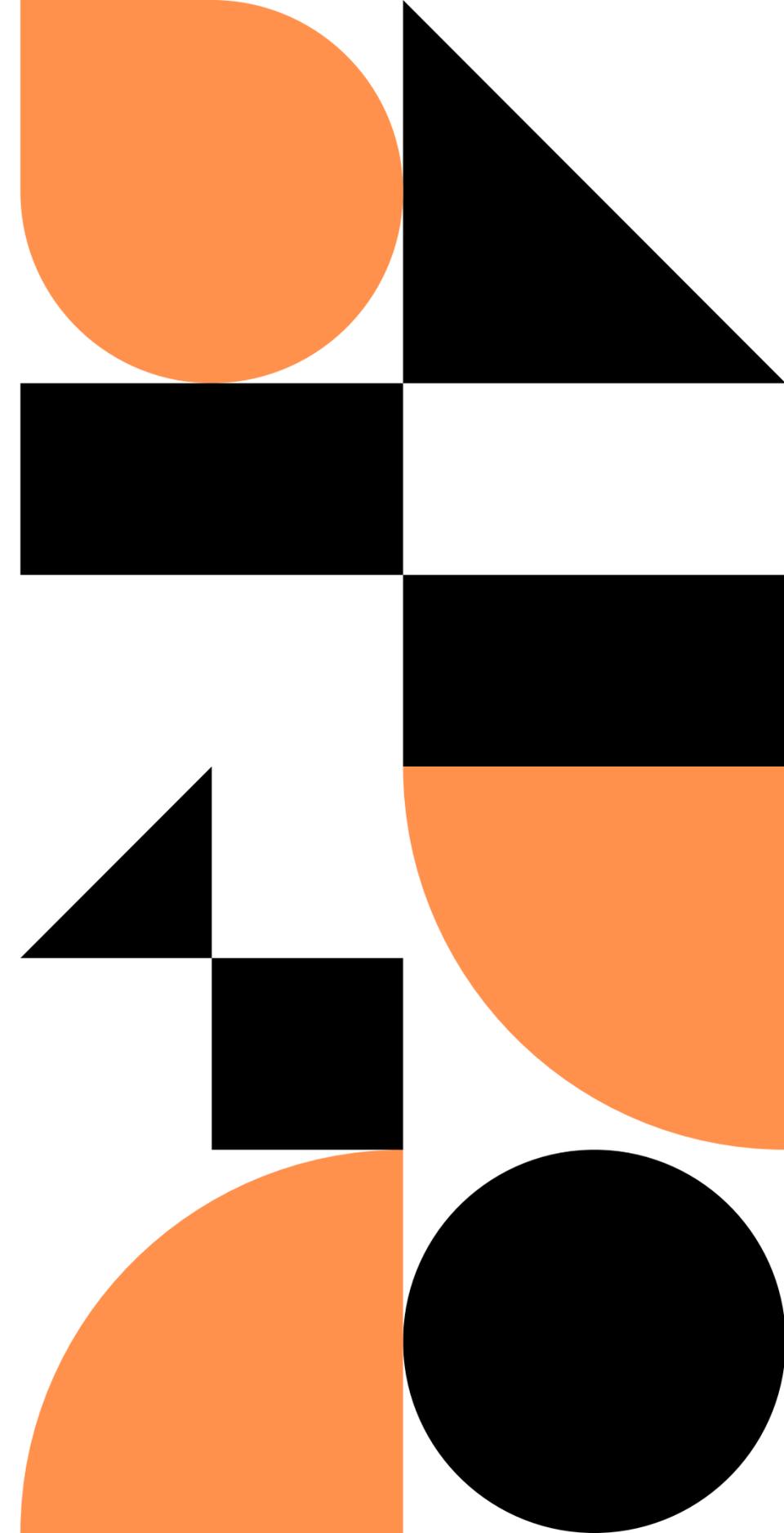


# SUPERINTENDENT GUARDRAILS

PM 2.1, 2.2, 2.3



**JULY 2025**

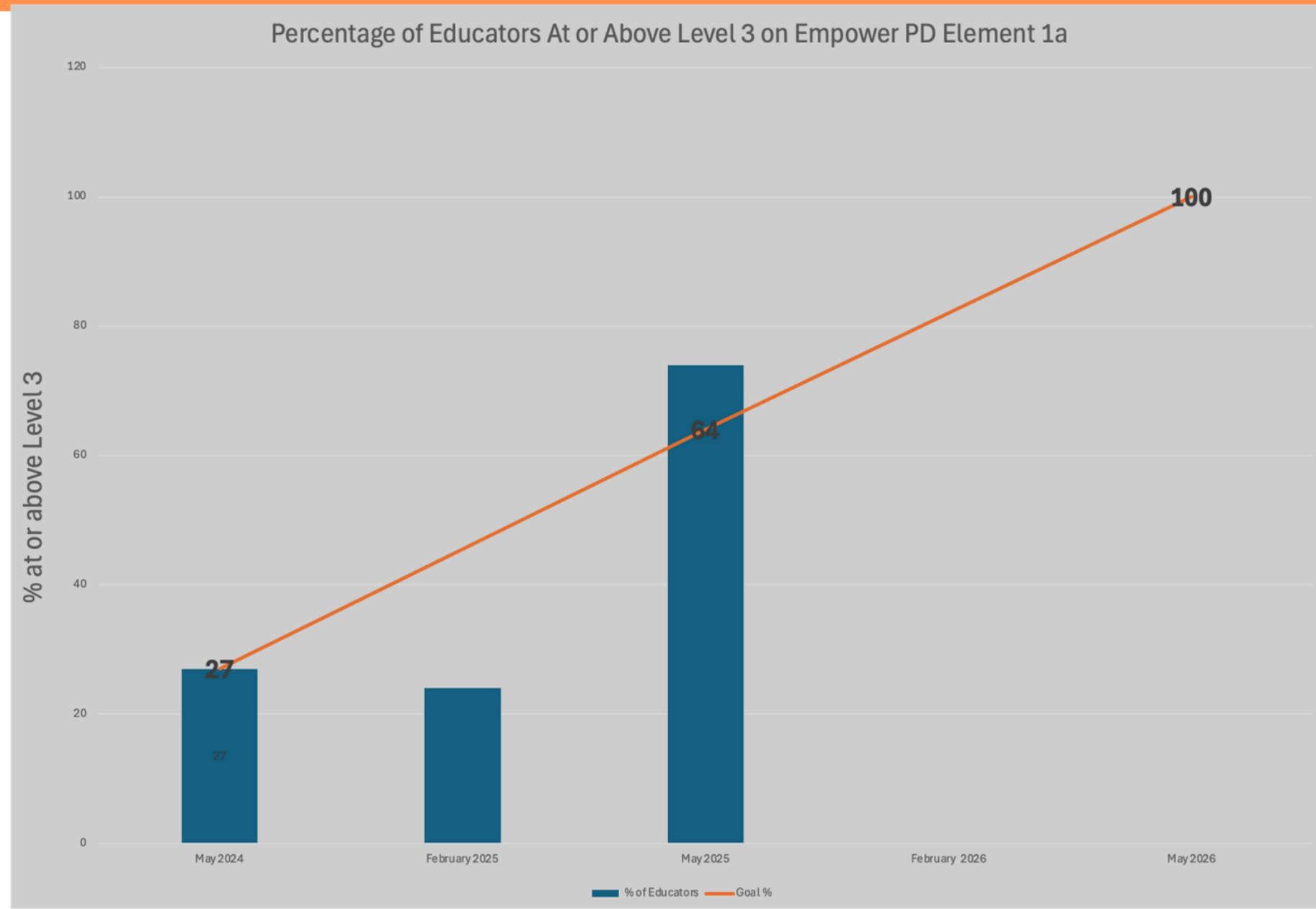




# Superintendent Guardrail #1

**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

\*\* THIS PROGRESS MONITORING DATA POINT IS REPORTED BY THE PRINCIPALS. THE DATA IS GARNERED FROM THEIR OBSERVATIONS AND CONVERSATIONS WITH THE EDUCATORS IN THEIR INDIVIDUAL SCHOOL.

\*\*WE DEDICATED A LARGE PART OF OUR PROFESSIONAL LEARNING TIME DURING THE 2024-2025 SCHOOL YEAR TO REFINING AND IMPLEMENTING PROFICIENCY SCALES IN OUR CLASSROOMS. THE GROWTH WE EXPERIENCED ON THIS ELEMENT IS A DIRECT RESULT OF THE TIME WE HAVE DEDICATED TO **ENSURING** ALL EDUCATORS HAVE THE KNOWLEDGE NEEDED TO ATTAIN A LEVEL 3.

\*\*ALTHOUGH WE STILL EXPERIENCE PUSHBACK ON THE IMPLEMENTATION OF STANDARDS-BASED REPORTING IN THE JH/HS, MOVING TO THIS WAS ESSENTIAL TO SOLIDIFY OUR USE OF PROFICIENCY SCALES TO GUIDE INSTRUCTION...AND ASSESSMENT...AND OUR ULTIMATE GOAL OF PERSONALIZATION.

\*\*78% OF THE ELEMENTARY EDUCATORS ARE AT A LEVEL 3.

\*\*70% OF THE JH/HS EDUCATORS ARE AT A LEVEL 3.

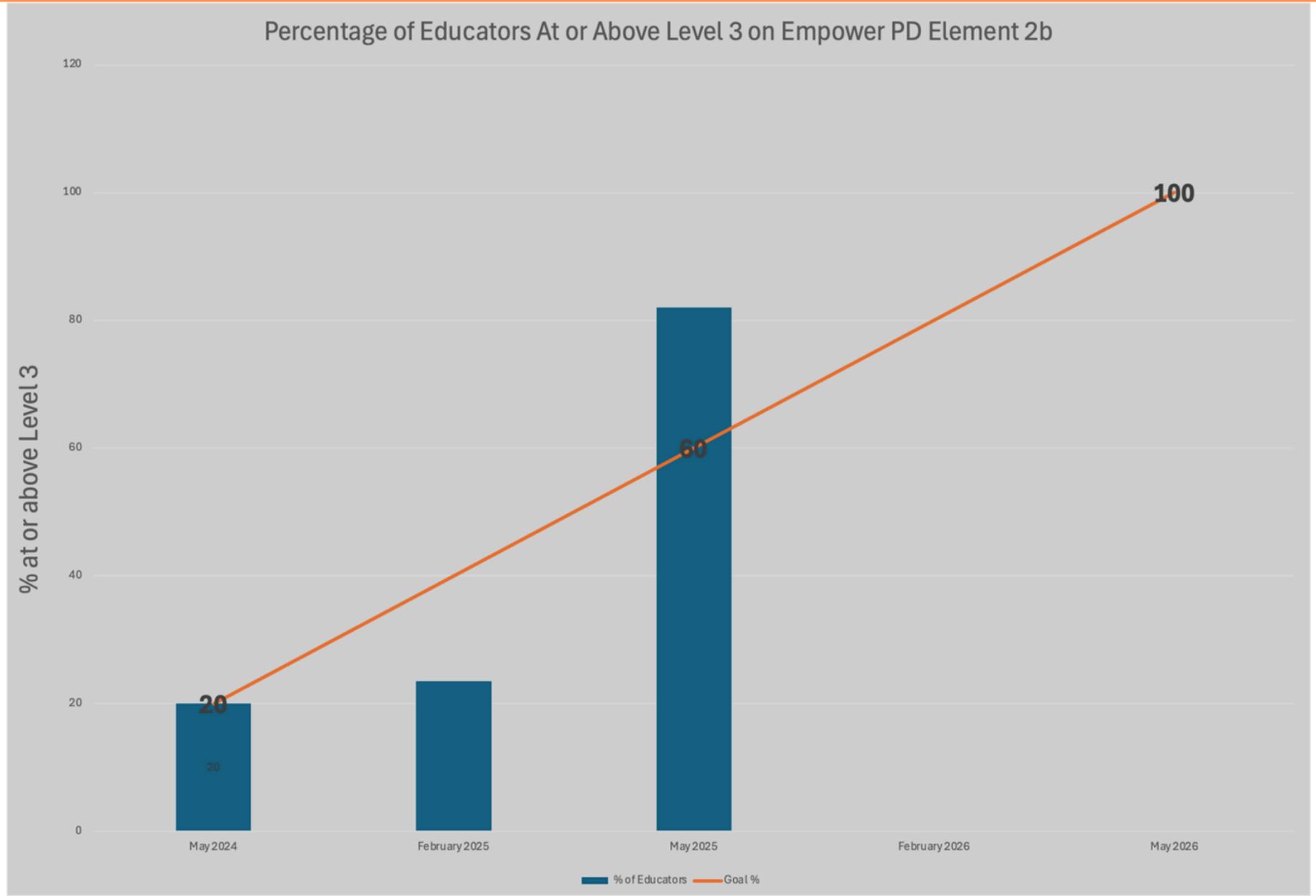
## WHAT'S NEXT

\*\*OUR EDUCATORS NOW HAVE THE RESPONSIBILITY TO ENSURE THAT LEARNERS HAVE THE SCALES AND ARE USING THEM IN THE CLASSROOM TO GUIDE PERSONALIZATION.

\*\*DURING THE 2025-2026 YEAR WE WILL BE OFFERING PERSONALIZED PROFESSIONAL LEARNING FOR OUR EDUCATORS USING THE **AVANTI** LEARNING PLATFORM. THIS APPROACH TO PROFESSIONAL LEARNING WILL ALLOW INDIVIDUAL EDUCATORS VOICE AND CHOICE IN EXPANDING THEIR PRACTICE.

\*\*AS ADMINSTRATORS WE WILL TURN OUR FOCUS ON ONBOARDING OUR NEW EDUCATORS AND ALSO ENSURING THAT WE ARE CONTINUING TO REQUIRE OUR EDUCATORS TO GROW IN THIS ELEMENT.

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

\*\*AS WITH PM 2.1, THIS PROGRESS MONITORING DATA POINT IS REPORTED BY THE PRINCIPALS. THE DATA IS GARNERED FROM THEIR OBSERVATIONS AND CONVERSATIONS WITH THE EDUCATORS IN THEIR INDIVIDUAL SCHOOL.

\*\*ANOTHER LARGE PART OF OUR PROFESSIONAL LEARNING TIME DURING THE 2024-2025 SCHOOL YEAR WAS DEDICATED TO USING OUR PROFICIENCY SCALES TO CREATE AND PROVIDE LEARNER-CENTERED ASSESSMENTS.

\*\*THIS IS AN AREA THAT OUR TEACHERS HAVE MADE BIG GROWTH IN AS EVIDENCED BY OUR DATA.

\*\*94% OF THE ELEMENTARY EDUCATORS ARE AT A LEVEL 3.

\*\*70% OF THE JH/HS EDUCATORS ARE AT A LEVEL 3.

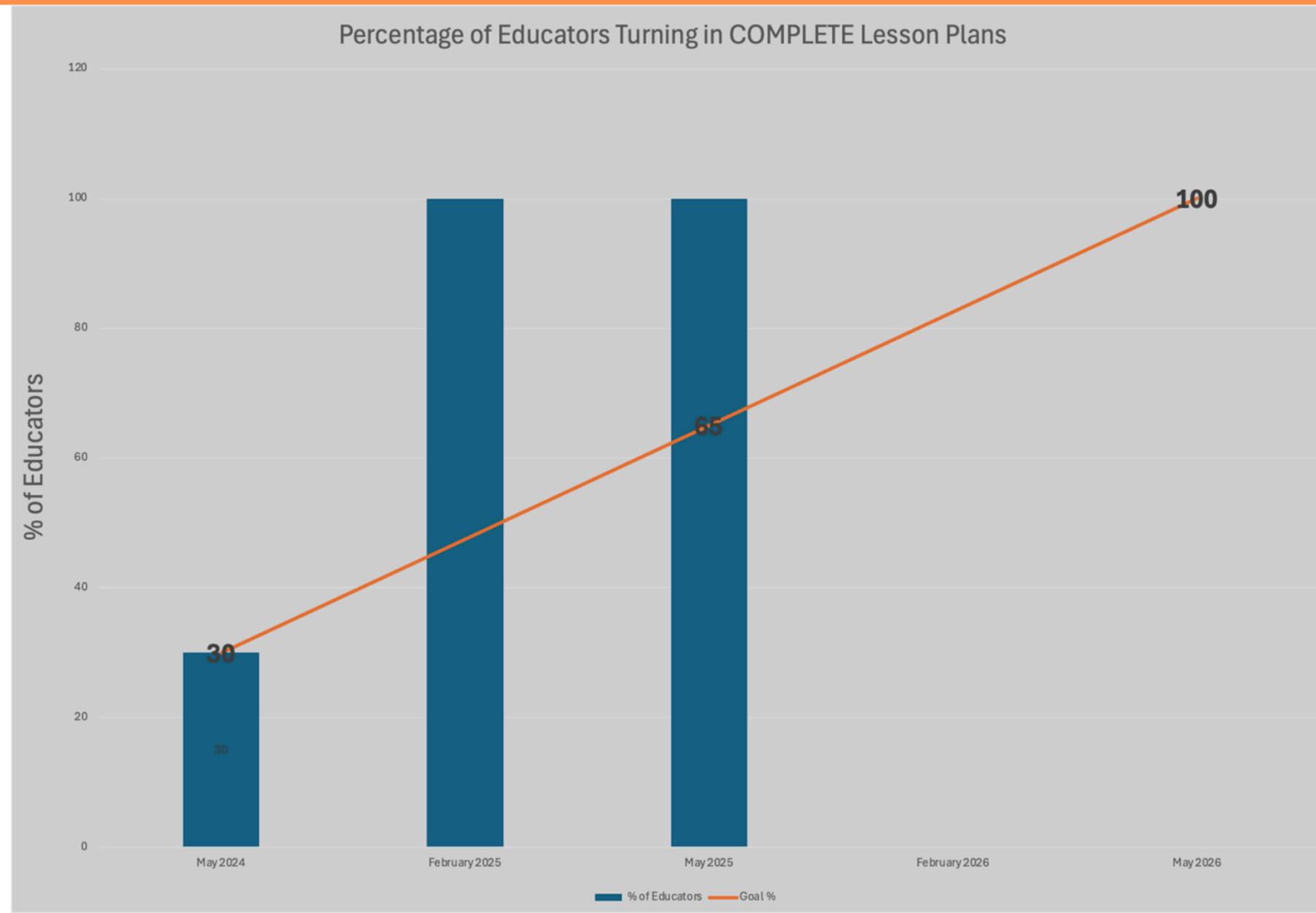
### WHAT'S NEXT

\*\*DESIGNING LEARNER-CENTERED ASSESSMENTS IS A BIG LIFT FOR EDUCATORS...IT TAKES TIME AND FULL UNDERSTANDING OF THEIR SCALES. SO, WE REALIZE THAT WE WILL NEED TO ALLOW SPACE AND TIME FOR CONTINUED WORK.

\*\*DURING THE 2025-2026 YEAR WE WILL BE OFFERING PERSONALIZED PROFESSIONAL LEARNING FOR OUR EDUCATORS USING THE AVANTI LEARNING PLATFORM. THIS APPROACH TO PROFESSIONAL LEARNING WILL ALLOW INDIVIDUAL EDUCATORS VOICE AND CHOICE IN EXPANDING THEIR PRACTICE. WE HAVE EDUCATORS ALL ACROSS THE SPAN OF THE LEARNING CONTINUUM ON THIS ELEMENT...SO PERSONALIZATION IS NECESSARY.

\*\*AS ADMINSTRATORS WE WILL TURN OUR FOCUS ON ONBOARDING OUR NEW EDUCATORS AND ALSO ENSURING THAT WE ARE CONTINUING TO REQUIRE OUR EDUCATORS TO GROW IN THIS ELEMENT.

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 CLASSROOM EDUCATORS ARE USING EMPOWER TO CREATE THEIR LESSON PLANS THAT INCLUDE ALL OF THE REQUIRED ELEMENTS.

\*\*THE INFORMATION INCLUDED IN THEIR LESSON PLANS CONTINUES TO IMPROVE AS DEEPER UNDERSTANDING OF THE REQUIRED ELEMENTS IS ATTAINED.

### **WHAT'S NEXT**

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

\*\*AFTER A YEAR OF USING EMPOWER OUR EDUCATOR'S PROFICIENCY HAS GROWN SIGNIFICANTLY AS WE FULLY EXPECT THIS TO CONTINUE.