

DIVISION OF
SCHOOL & DISTRICT
EFFECTIVENESS
ADVANCING LEADERSHIP | TRANSFORMING SCHOOLS

Monitoring the School Improvement Plan

Principal-to-Principal Webinar Series
April 13, 2016

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Purpose:

To support educational leaders in their school improvement efforts and to address the expressed needs of principals in Georgia.

Principals from throughout the state will share how they have effectively implemented the best practices related to each topic.

Date and Time	Topic and Related Georgia School Performance Standard
April 13, 2016 10:00 A.M.	Monitoring implementation of the school improvement plan (Planning and Organization Standard 3)
May 11, 2016 10:00 A.M.	Evaluating and improving school culture (School Culture Standards 1-5)
June 8, 2016 10:00 A.M.	Summer Planning: How do effective principals use their summers to prepare for the upcoming school year?

Georgia School Performance Standard: Planning and Organization 3

- **Monitors implementation of the school improvement plan and makes adjustments as needed**
 - The goals and strategies of the school improvement plan are continually monitored by administrators, the school leadership team, and teacher leaders to evaluate the impact on student performance.
 - Ongoing adjustments are made based on various performance, process, and perception data.

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Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Georgia School Performance Standards:

<http://www.gadoe.org/School-Improvement/School-Improvement-Services/Documents/School%20and%20District%20Effectiveness/GA%20School%20Performance%20Standards.pdf>

SDE Professional Learning:

<http://www.gadoe.org/School-Improvement/School-Improvement-Services/Pages/Professional-Learning.aspx>

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PRINCIPAL-TO- PRINCIPAL WEBINAR SERIES:

MONITORING IMPLEMENTATION OF THE SCHOOL IMPROVEMENT PLAN

Presented by: Dr. Julia Mitcham Daniely,
Principal of Westside Pre-Engineering Magnet High School, Macon, Georgia

Who are we?

Beliefs, Mission , Vision

How will we know when we have arrived?

Performance Objectives, Measures & Targets



Where are we now?

Performance Data, Financial Data, Stakeholder Input, SWOT

How do we plan to get there?

Initiatives, Action Steps

Where do we want to go?

Strategic Goals, Strategic Priority

WHO ARE WE?

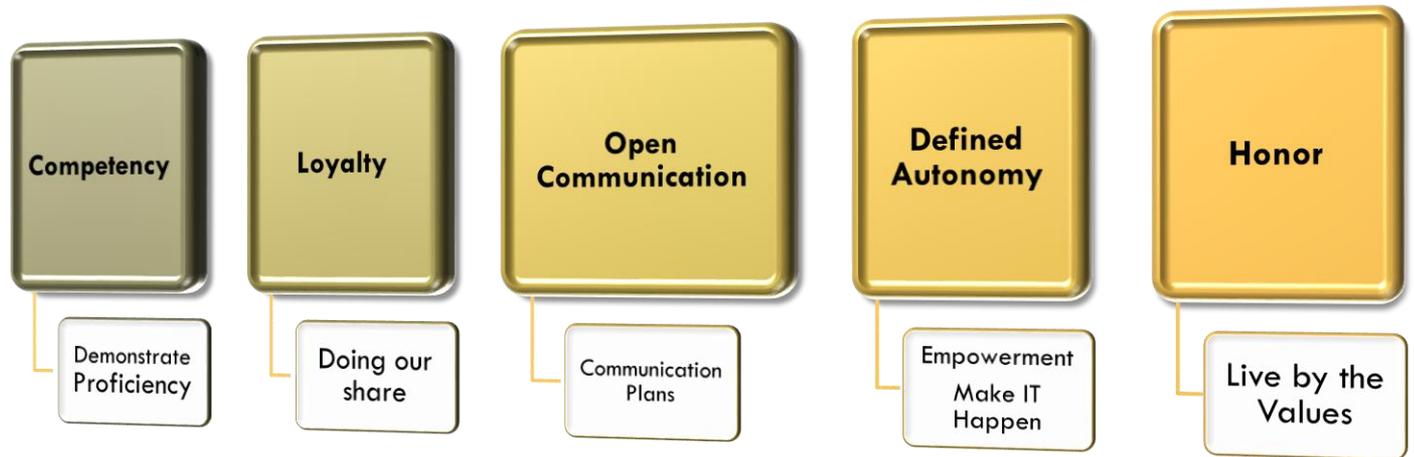
Beliefs

Mission

Vision



CORE VALUES



MISSION

Develop a highly trained **Flexible High School** staff and an engaged community dedicated to educating each WHS student in **STEAM** for a 21st century, multi-ethnic, global society.



Develop a highly trained staff and an engaged community dedicated to educating each student for a 21st century, multi-ethnic, global society.



WESTSIDE FLEXIBLE HIGH SCHOOL
STEAM MAGNET

Noles



BIBB COUNTY SCHOOL DISTRICT
STRENGTH OF CHARACTER AND COLLEGE OR CAREER READY

VISION



Each student demonstrates strength of character and is college or career ready



WESTSIDE FLEXIBLE HIGH SCHOOL

Notes

STEAM MAGNET

Each WHS student demonstrates strength of character and is college or career ready in a STEAM field.

WFHS ENROLLMENT DATA

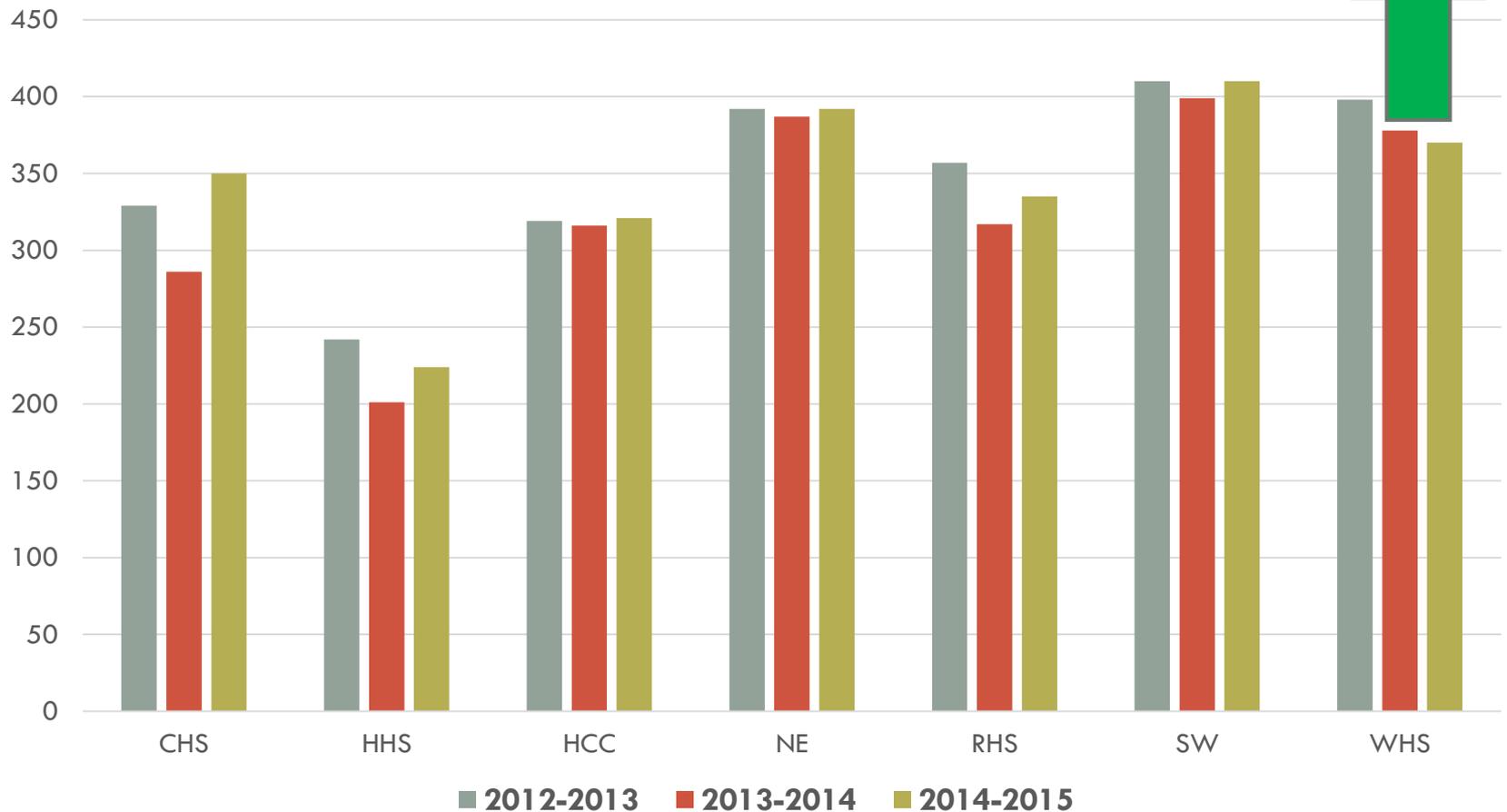
- Increasing overall enrollment, female enrollment, and diversity enrollment through STEAM magnet and Flexible High School program.
- Making progress on grade-level cohort retention rate as evidenced by graduation rate.

	Total Enrolled				Economically Disadvantaged			
Number	1025				1025			
Percentage	/				100%			
Gender/Ethnicity	Male	Female	African American	Caucasian/ White	Hispanic/ Latino	Asian	Native American	Other
Number	499	526	907	69	24	7	1	17
Percentage	48.7%	51.3%	88.4%	6.7	2.3%	.68%	.09%	1.6%
Grade Level	Grade 9		Grade 10		Grade 11		Grade 12	
Number	312		287		215		211	
Percentage	30.4%		28%		20.1%		20.5%	

A Glance at School Digger

WHS has moved 28 spots over a 3-year period

Bibb Trend Ranking Data



WFHS MILESTONES DATA

GLOW

- In four of eight content areas, at least 50% of students are Developing Learners.
- Exceeded the district in mean scale score, proficiency rate, and Developing Learners in EOC Biology and Physical Science.

GR0W

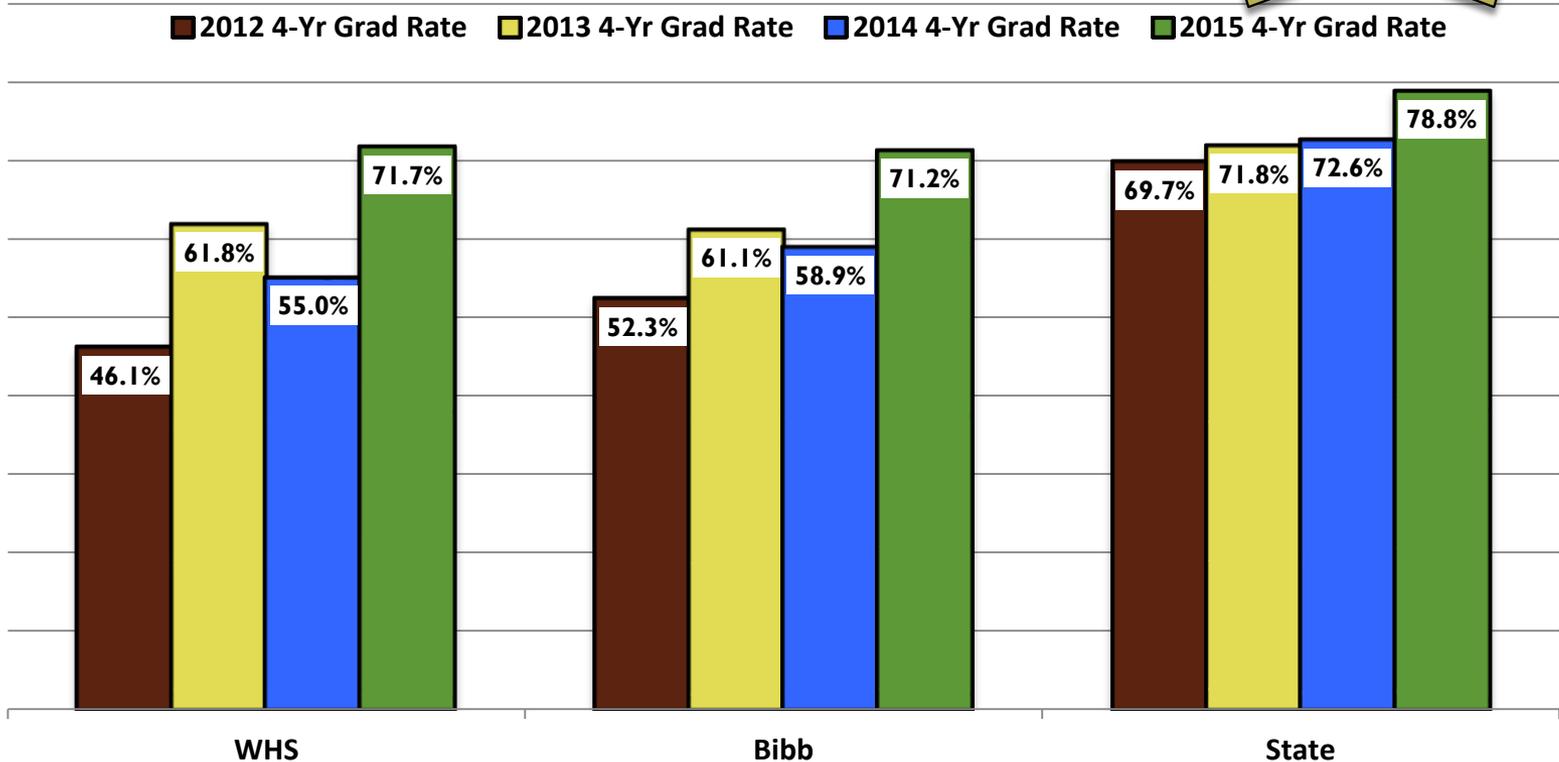
- Four of eight EOC content areas have 50% or greater designated Beginning Learners.
- At least 70% of students require remediate learning in the majority of Math, Science, and Social Studies content-area domains.

Milestones	Mean Scale	Beginning L1 (140-474)	Developing L2 (475-524)	Proficient L3 (525)	Distinguished L4 (555-610)	All Students Levels II - IV	Proficient Levels III - IV
9 th English Lit.	482	44	36	19	1	56	20
American Lit.	471	49	42	8	0	50	8
Algebra	466	66	28	5	0	33	5
Anal. Geometry	471	61	30	8	1	39	9
Phys. Science	462	65	25	10	0	35	10
Biology	484	49	29	19	3	51	22
US History	480	50	36	14	0	50	14
Economics	475	53	36	11	0	47	11

WFHS GRAD RATE DATA

2014 to 2015
+16.7 ppt gain
2012 to 2015
+25.6 ppt gain

2012-2015 4-YEAR GRADUATION RATE TREND DATA



WFHS CCRPI DATA

GLSMWS

- Trend data show WHS made significant gains, increasing the CCRPI score by 15.3 % pts. exceeding the district and performing within range of the state.
- WHS increased each CCRPI component.

GRSMW

- While achievement data is within range of the district, it is significantly lower than the state's and gains are increasing at a slower rate compared to the other components.

	State				District				WHS			
	12	13	14	15	12	13	14	15	12	13	14	15
CCRPI Score	72.8	71.8	68.4		51.9	56.9	61.2		46.5	54.1	61.8	63.1
Achievement	43.1	43.6	43.6		32.7	34.8	35.7		30.1	32.3	33.7	23.3
Progress	16.3	16.3	15.7		13.8	14.6	15.5		13.9	13.8	16.5	33.4
Achievement Gap	11.3	8.7	7.5		5.0	7.5	10.0		2.5	7.5	10	5.8
Challenge	2.1	3.2	1.6		0.4	0	0		0.0	0.5	1.6	0

School Highlights

- ❑ National Beta School of Distinction
- ❑ AP STEM Honor School
- ❑ SSTAGE Rising Star School
- ❑ Principal of the Year 2016 Finalist
- ❑ Twilight School & Noles Nation Programs
- ❑ GOSA Innovation Fund Grant Recipient (\$700,000)
- ❑ Highest SIG Award 5.3 million dollars
- ❑ LifeChanger of the Year Award for Graduation Coach
- ❑ College Ready Athletic Program

Division of School and District Effectiveness

Vision

- *Our Future:* Quality leadership resulting in effective instruction and learning for all students in every Georgia district, school, and classroom

Mission

- *Our Strategy:* To provide a superior system of statewide support to districts and schools in Georgia to advance school improvement efforts that positively influence student learning

Division of School and District Effectiveness

Purpose

- *Our Function:* To increase collective leadership capacity to understand what effective schools and districts know and do, and to support the leaders to own their improvement processes

Learning Target

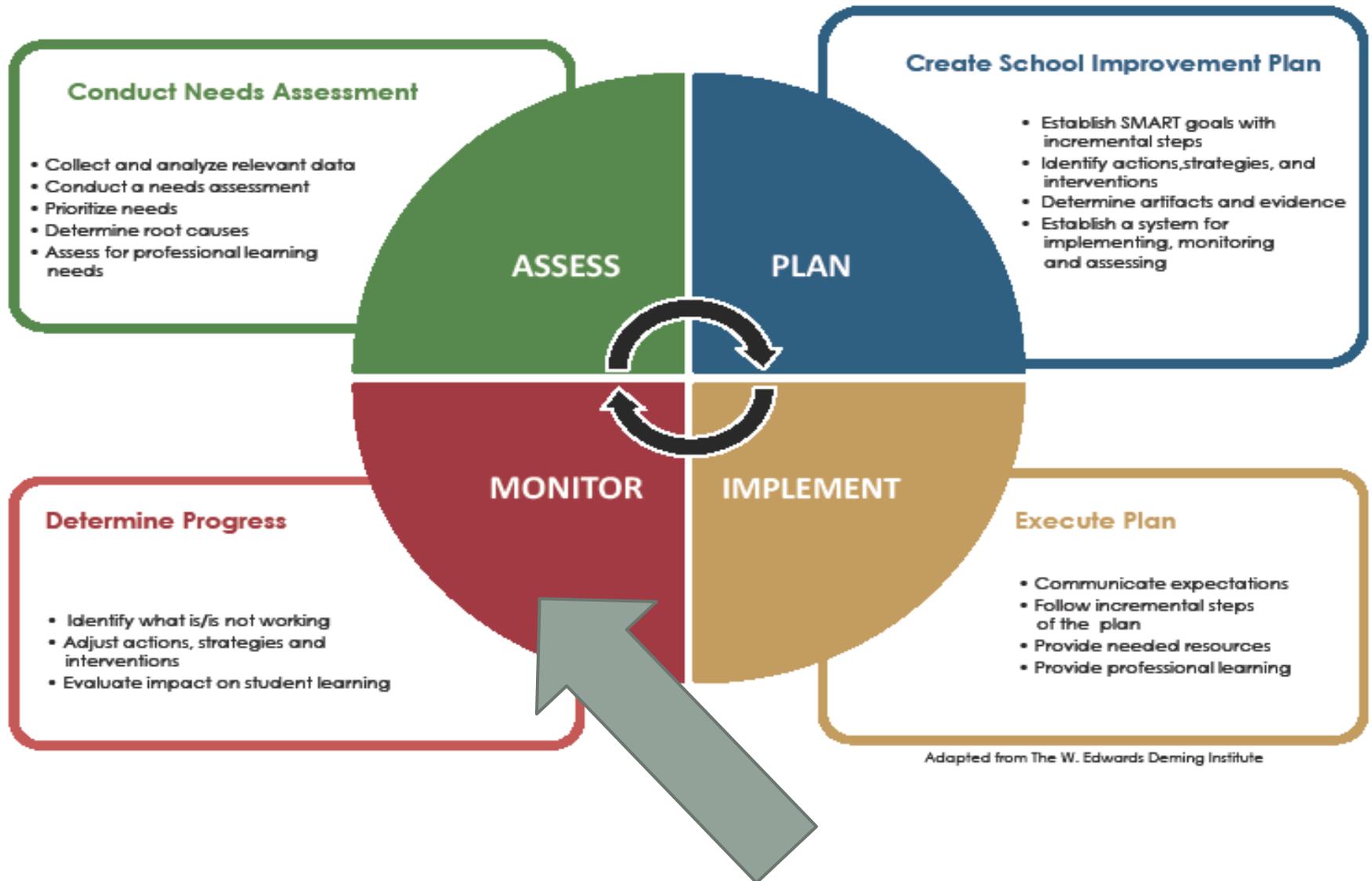
- I can identify strategies to effectively monitor the implementation and impact of the school improvement process on adult practice, student practice, and student learning.
- I can develop effective monitoring strategies to assess the impact of practice on teacher behavior, student behavior, and student learning.

School Improvement Plan

As delineated in the 2004 U.S. Department of Education guidance:

“The purpose of the school improvement plan is to improve the quality of teaching and learning in the school, so that greater numbers of students achieve proficiency in the core academics. The school improvement plan provides a framework for analyzing problems and addressing instructional issues in a school that has not made sufficient progress in students’ achievement....

School Improvement Process



What is monitoring?

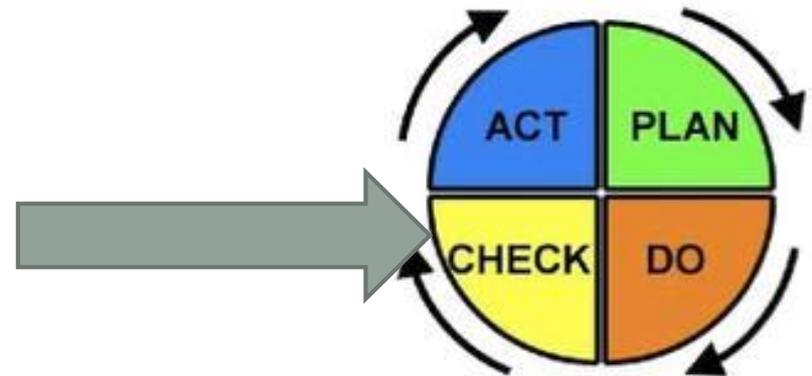
*“The act of observing something and keeping a record of it.
Taking a patient look.”*

-- Visual Thesaurus



School Improvement Process

- *Create a School Improvement Plan*
- *Execute Plan*
- **Determine Progress (Check)**
- *Conduct Needs Assessment*



Westside High School Monitoring: Determining Progress

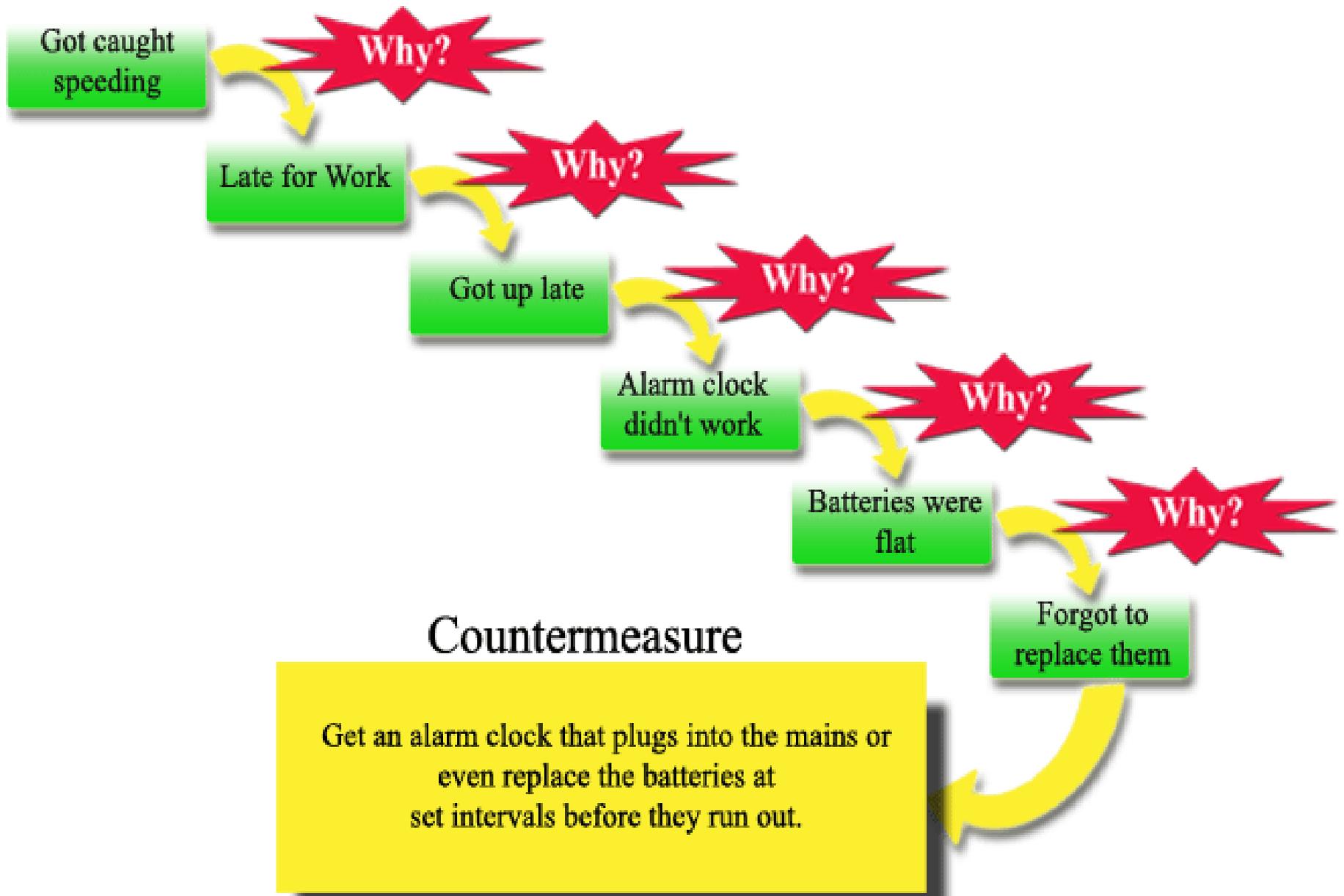
- Identify what is/not working
- Adjust strategies, actions, and interventions
- Evaluate impact on student learning

How do we identify what is/not working?

- Conduct quarterly evaluations of programs
- Review all data sources each quarter (demographic, achievement, process, and perception)
- Use protocols for analyzing data
 1. Notice-Wonder (See handout)
 2. Five Why Protocol
 3. SWOT Analysis

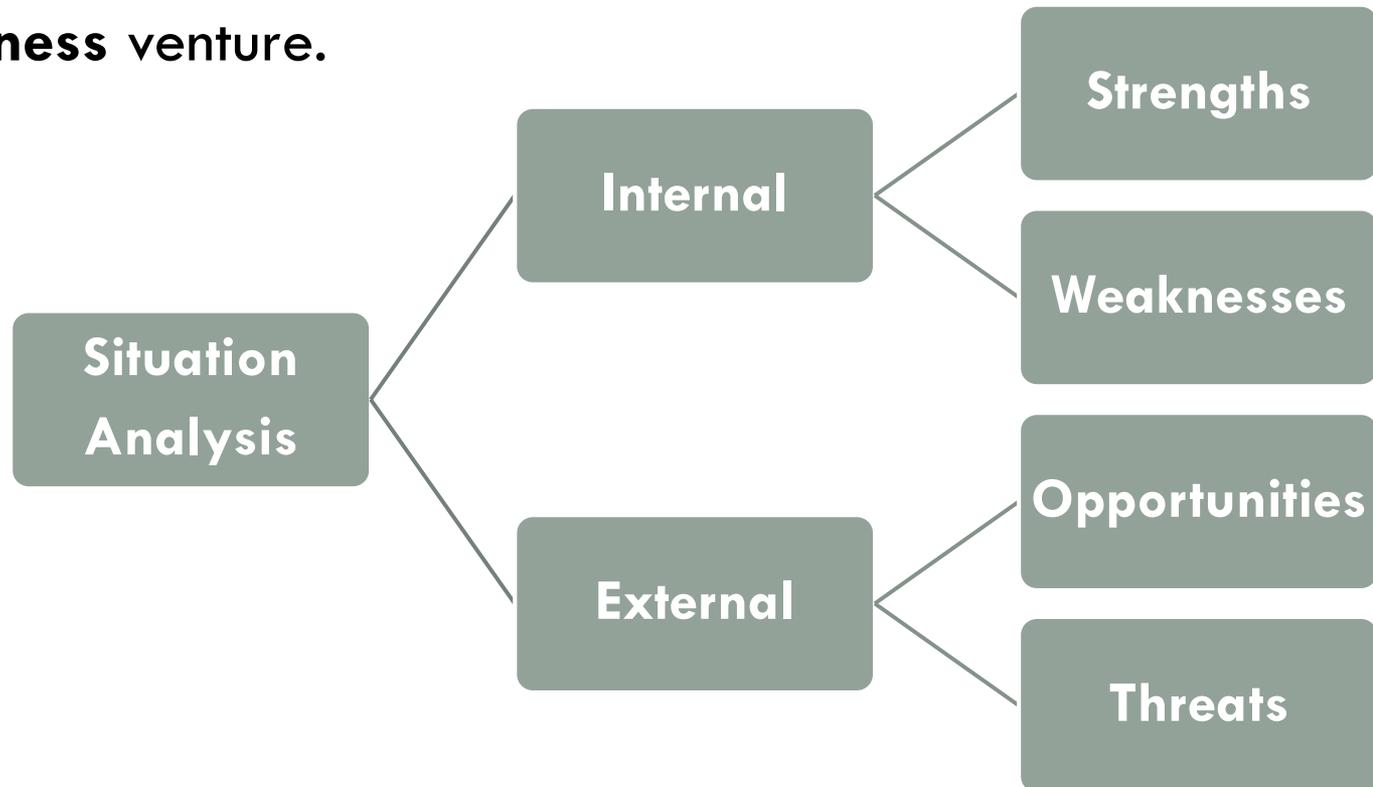
5-Why Protocol

- It's important to note that the purpose of the 5 whys isn't to place blame, but rather to uncover the root cause of why something unexpected occurred. Additionally, it helps a team create small, incremental steps so that the same issue doesn't happen again (to anyone).
- *“Five Whys involve holding meetings immediately following the resolution of problems the institution is facing.” Eric Ries*



What is a SWOT Analysis?

- A **SWOT analysis** (alternatively **SWOT matrix**) is a structured planning method used to evaluate the strengths, weaknesses, opportunities and threats involved in a project or in a **business** venture.



Adjust strategies, actions, and interventions

- Strategies are practices to change teacher and student behaviors.
- Actions are decisions and structures to meet school improvement goals.
- Interventions are support systems that address the needs of all learners.

How do we evaluate impact on student learning?



- What data will we collect?
- How will data be gathered?
- What will we “look for” to determine quality?
- How will we determine impact on student learning?
- How will we revise our plan?

School Improvement Monitoring

Artifacts and Evidence

Artifacts	Evidence
<p>Represent compliance, which is the first step to effective implementation.</p> <ul style="list-style-type: none">-Agendas-Meeting minutes-Contact logs-Learning logs-Lesson plans-Assessment blueprint-Action plan-Professional learning plan-Anecdotal notes-Sign-in sheets-Copy of presentation-Communication plan	<p>Represents depth of effective implementation.</p> <p>Points to teachers' and students' understanding of the purpose for implementation of an instructional strategy.</p> <p>Provides proof that the instructional strategy goes beyond compliance and impacts teacher behaviors, student behaviors, and, ultimately, student learning.</p>

Monitoring SIP by Using Professional Learning Communities and Online Platforms

Meeting Structures

- Morning Stand-up Meeting- instructional school leaders/operational leaders
- School Leadership PLC- Teachers, department chairs, admin, LEA, SEA, and student support
- Instructional Team PLC- Academic Coaches/Admin
- Administrative PLC- APs/School Admin. Manager
- Stakeholder Meetings- students/parents

Electronic Platforms

- Using QCIS/Indistar to guide the School Improvement Process (weekly)
- Using eBoard's Strategic Planning Tool (weekly)

Using QCIS/INDISTAR to Guide the School Improvement Process

- A tool that helps us guide the school improvement process
- A list of research-based indicators to guide the school improvement process
- A system to keep the school focused on key indicators that affect the school improvement process

Using eBOARD Solutions

Strategic Improvement Planning

- GSBA's strategic improvement planning process begins with a community engagement component to get input from stakeholders BEFORE the plan is developed. From there, the process provides a comprehensive structure to assist in developing a strategic improvement plan that is aligned from the district level to the school level.
- Don't let your long-range plans become a SPOT (strategic plan on the shelf). Let GSBA guide you through the process to develop an effective and well-aligned plan.

QUESTIONS.....

