Partnering in Student Success

Leadership Launch for Schools
August 2017

Welcome

Dr. Zelphine Smith-Dixon, State Special Education Director

Agenda

- Welcome
- SSIP and Georgia's Systems of Continuous Improvement
- Priorities
- Making the Connection
- Student Success Implementation Guide
- Reminders
- Calendar
- Questions
- Closing

Student Success: Imagine the Possibilities and Georgia's Systems of Continuous Improvement

Georgia's Systems of Continuous Improvement	Student Success: Imagine the Possibilities
Identifying Needs Planning and Preparation	Engage stakeholders
Identifying Needs Data Collection and Analysis	Examine district/school capacity and infrastructure
Needs Identification and Root Cause Analysis	Review strengths and weaknesses Analyze salient data trends Use data to identify local barriers
Selecting Interventions	Identify evidence-based practices
Plan Implementation	Develop short-term and long-term actionable steps
Implement Plan	Implement evidence-based practices Provide implementation supports
Examine Progress	Monitor process and outcomes

"Student Success: Imagine the Possibilities"

- State identified three main barriers to student success that ultimately impact school completion:
  - Access to the General Curriculum
  - Access to Positive School Climate
  - Access to Specially Designed Instruction

Priorities for 2017-2018

Priorities for 2017-2018

- IEP Development and Implementation

- Eligibility Determination Process

- Parent Procedural Safeguards

Making the Connection: Coaching for Student Success

Dr. Deshonda Stringer, SSIP Area Coach

"*Coaching for Student Success*" and the Work of School Teams

"Complexity of Helping"

- Change
- Identity
- Thinking
- Motivation
- Status

Partnership Principles

- Equality
- Choice
- Voice
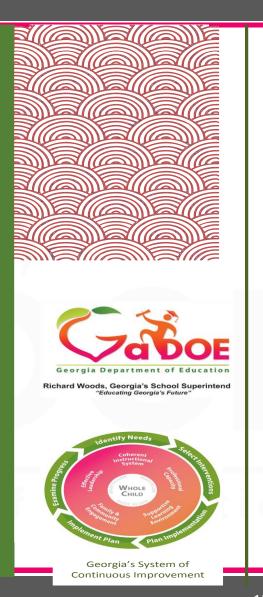- Dialogue
- Reflection
- Praxis/Practice
- Reciprocity

Change
"If there is no struggle, there is no progress." – Frederick Douglass

RECIPROCITY

Reflection

Student Success Implementation Manual

Dr. Laura Brown, SSIP Project Director

Student Success Implementation Guide

Student Success:
Imagine the Possibilities

CLASS OF 2019

2017 - 2018

Georgia's System of
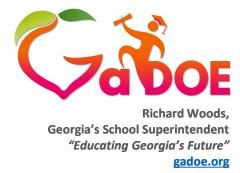Continuous Improvement

Student Success Implementation Guide Table of Contents

- Section 1: Student Success Introduction

- Section 2: Effective Teams for Student Success

- Section 3: Coaching for Student Success

- Section 4: Implementing Student Success

- Section 5: Monitoring Implementation for Student Success

- Section 6: Resources for Student Success

Student Success Introduction

- Introduction

- Creating a Statewide Scalable and Sustainable System of Supports

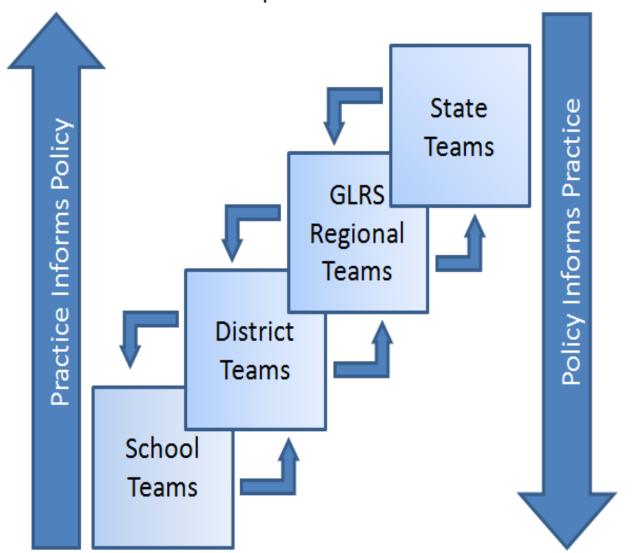- Integration of GA's Systems of Continuous Improvement and Student Success

GA's Systems of Continuous Improvement & Student Success

Georgia's Systems of Continuous Improvement	Student Success: Imagine the Possibilities
Identifying Needs Planning and Preparation	Engage stakeholders
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Feedback Loops in Student Success

Responsibilities & Tasks

School Team

Purpose: Ensure school implementation capacity for the Student Success process

Responsibilities	Tasks
• Support school implementation of the Student Success process • Analyze data (i.e., stakeholder engagement, capacity, resources, infrastructure, general supervision, equity gaps strengths/weaknesses, & barriers and leverage points) • Work closely with the District Team to develop knowledge, skills, and abilities related to increasing implementation capacity within the school • Create and implement an action plan with critical next steps, pro-active strategies, school-wide/ universal strategies, targeted strategies, and evidence-based practices for targeted students • Ensure Student Success goals and actions are included in the School Plan • Provide leadership for improvement practices and organizational change • Monitor the implementation of the School Plan's goals, actions, and strategies • Analyze data regularly and make adjustments as needed using a problem-solving model to improve student outcomes • Align roles, functions, and structures with implementation supports necessary for effective use of evidence-based practices • Establish formalized feedback loops between the Regional Team, District Team, and School Team • Convene stakeholders for opportunities for action planning, sharing information/progress, and celebrating success at established checkpoints • Provide professional learning and coaching to build and sustain evidence-based practices • Monitor the impact of universal, targeted, and intensive supports and evidence-based practices • Monitor and report fidelity of implementation and student outcomes to District Coach and other stakeholders	• Establish regularly scheduled meetings with executive leadership participation • Document regularly scheduled team meetings with agenda, minutes, and sign-in sheets • Participate in Student Success trainings and technical assistance including coaching • Complete and submit School Implementation Fidelity Rubric and targeted student outcome data • Participate in Student Success trainings and technical assistance • Monitor the impact of implementation of evidence-based practices and strategies on student outcomes • Assess student outcomes including the outcomes resulting from support for a targeted group of 50 students • Share assessment results from implementation measures and student outcomes with the School Team, the District Team, and other stakeholders

Coaching for Student Success

- Coaching for Student Success

- Student Success Area Coach

- Student Success Regional Coach

- Student Success District Coach

Tiered System of Coaching
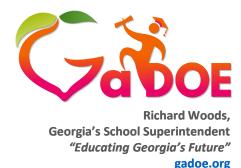
Area Coach

Regional Coach

District Coach

School Leader

Implementing Student Success

- Implementing the Student Success Process

- Integration of GA's Systems of Continuous Improvement and Student Success

- District and School Process Timeline and Benchmarks

Georgia Department of Education

Suggested School Process Timeline and Benchmarks

- Complete School Review

- Engage School Team

- Implement the Plan

- Provide Implementation Supports

- Monitor Implementation

Suggested School Process Timeline/Benchmarks

COMPLETE SCHOOL REVIEW												
TASK DESCRIPTION	**JULY**	**AUG**	**SEPT**	**OCT**	**NOV**	**DEC**	**JAN**	**FEB**	**MAR**	**APR**	**MAY**	**JUNE**
1. Engage stakeholders.												
2. Examine school capacity and infrastructure.												
3. Review strengths and weaknesses.												
4. Analyze salient data trends.												
5. Use data to identify local barriers.												

| ENGAGE SCHOOL TEAM												
TASK DESCRIPTION	**JULY**	**AUG**	**SEPT**	**OCT**	**NOV**	**DEC**	**JAN**	**FEB**	**MAR**	**APR**	**MAY**	**JUNE**
1. Identify school team members including members with key decision making authority and members from general and special education.												
2. Establish clearly defined roles and responsibilities for team members including the School Leader.												
3. Determine and publish school team meeting dates.												
4. Document monthly meetings with agenda, minutes, and sign-in sheets.												
5. Engage other key stakeholders as needed.												
6. Meet 2X monthly with the school team												

School Implementation Fidelity Rubric
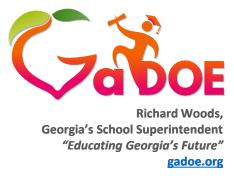
- School Team

- Implementing the Plan

- School Implementation Supports

- Monitoring Implementation

School Implementation Fidelity Rubric

School Team

- Team Structure

- Roles & Responsibilities of Team Members

- Documentation of Meetings

- Strategies for Keeping Stakeholders Involved

Implementation of the Plan

- Implementing the Plan

- Implementation of a Multi-tiered System of Supports

- Alignment of Improvement Strategies

- Communication Feedback Loops

School Implementation Fidelity Rubric

School Implementation Supports

- Professional Learning
- Technical Assistance including Coaching for All Staff
- Technical Assistance including Coaching for Targeted Staff
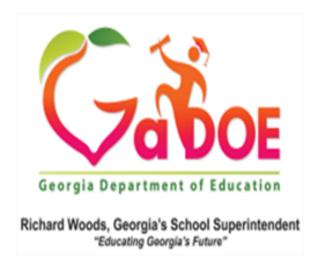- Supporting Targeted Students
- Resources

Monitoring Implementation

- Monitoring Fidelity of Implementation of Evidence-based Practices <u>and</u> School Supports

- Monitoring Outcomes of Evidence-based Practices <u>and</u> School Support

Student Success District Implementation Fidelity Rubric

District Name:	
Date Completed:	☐ Fall Administration ☐ Spring Administration
District Student Success Coach:	Regional Student Success Coach:
Other District Personnel	
Name	Position

School Team

	Exemplary 4	Operational 3	Emerging 2	Not Evident 1
Strategies for Keeping Stakeholders Involved	Stakeholders routinely participate in district team meetings to support implementation of the district plan. Strategies are in place to involve stakeholders in plan implementation between meetings (e.g. email, phone calls, webinars, etc.).	Stakeholders routinely participate in district team meetings to support implementation of the district plan.	Stakeholders sometimes participate in district implementation team meetings to support implementation of the district plan, but they are not consistently included.	Stakeholders are not included in district implementation team meetings.

Implementing the Plan

	Exemplary 4	Operational 3	Emerging 2	Not Evident 1
Implementation of Plan	The district plan is consistently used to guide implementation of improvement strategies including implementation of evidence-based practices. The district always revises the district plan, as needed, based on on-going monitoring. The district establishes procedures and guidance documents to support the implementation of improvement strategies included in the district plan.	The district plan is consistently used to guide implementation of improvement strategies including implementation of evidence-based practices. The district generally adjusts the district plan, as needed, based on on-going monitoring.	The district plan is inconsistently used to guide implementation of improvement strategies including implementation of evidence-based practices. The district rarely adjusts the district plan when needed based on on-going monitoring.	The district plan is not used to guide implementation of improvement strategies including implementation of evidence-based practices. The district sometimes adjusts the district plan when needed.

School Implementation Supports

	Exemplary 4	Operational 3	Emerging 2	Not Evident 1
Supporting Targeted Students	The school has consistently implemented intensive supports and evidence-based practices for targeted students. Intensive supports and evidence-based practices for targeted students are based on student need and are implemented with fidelity. Weekly progress monitoring data for the intensive supports and evidence-based practices are discussed at school team meetings 2x/monthly. Adjustments in the intensive supports and evidence-based practices are made based on data.	The school has consistently implemented intensive supports and evidence-based practices for targeted students. Intensive supports and evidence-based practices for targeted students are based on student need and are implemented with fidelity. Progress monitoring data for the intensive supports and evidence-based practices are discussed at school team meetings monthly.	The school has identified intensive supports and evidence based practices for the targeted students, but the supports and practices are not being implemented consistently and with fidelity. Weekly progress monitoring data are being collected but are not being discussed at school team meetings.	The school has not implemented intensive supports or evidence-based practices for targeted students.

Scoring Form with Examples of Evidence

Student Success School Implementation Fidelity Rubric Scoring Form
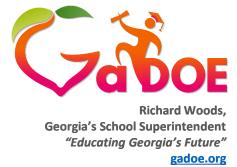
School Name	District Name
Date Completed	
School Student Success Coach	**District Student Success Coach**

Please indicate the evidence reviewed that supports each rating, and place an X in the column that corresponds to your team's rating for each component.

School Team	Exemplary 4	Operational 3	Emerging 2	Not Evident 1
Team Structure Evidence: __Roster of team members & roles __Meeting invitations __Sign-in sheets for team meetings __Meeting minutes __Other_____				
Roles & Responsibilities of Team Members Evidence: __Roles & responsibilities of team members __Written procedures for team structure __Team member reports __Sign-in sheets for team meetings __Meeting minutes __Other_____				
Meeting Schedule Evidence: __Annual and/or monthly calendars __Written procedures for meeting schedule __Meeting invitations __Agenda __Meeting minutes __Other_____				

Question to Ponder

- How can your school use the information provided in this guide to build implementation capacity of Student Success?

Reminders

Reminders

- Determine executive leadership to serve on SSIP School Teams

- Determine and publish meeting dates for school teams (minimum one meeting per month)

- Review and rate the School Implementation Fidelity Rubric (begin collection of evidence to document ratings)

- Update targeted student list by August 31, 2017 (50 students per school)

- Based on a review of data, consider the following:
  - When considering the 50 students to receive evidence-based practices in each targeted school, all data should be reviewed carefully prior to making any decisions.
  - If another high school is selected, the team may want to give priority to 9th graders, and if a middle school is selected, the team may want to give priority to 8th graders.

Reminders

- Collect and analyze targeted student data to assess the effectiveness of the interventions, celebrate, address barriers and to determine next steps

- Plan and implement interventions/evidence-based practices for the targeted students

- Monitor interventions for implementation fidelity

- Document dates published on calendar for leadership launches, state-level professional learnings, and rubric/evidence submissions

- Adhere to the feedback loop to adjust implementation and policies based on barriers and success

State Teams

GLRS Regional Teams

District Teams

School Teams

Calendar

Vickie Cleveland, Program Specialist

Calendar

	Meetings
August 2017	Leadership Launch (District) – Webinar - August 15, 2017 – 1:00 pm Leadership Launch (Schools) – Webinar –August 15, 2017 – 3:00 pm
September 2017	Area Coach Meetings with Regional Coaches –TBD Regional Coaches Meeting with District Coaches –TBD
October 2017	Statewide Partnering for Student Success Face-to-face Meeting for Districts and Schools (5 per district to include school administrator from each school). Be sure to include panel/showcase of district personnel. October 26, 2017 Location: Macon
November 2017	G-CASE
December 2017	Leadership Launch (District) –Webinar –December 5, 2017 – 1:00 pm Leadership Launch (Schools)- Webinar – December 5, 2017 - 3:00 pm
January 2018	Area Coach Meetings with Regional Coaches -TBD Regional Coaches Meeting with District Coaches –TBD
February 2018	Student Success Best Practices Forum- Showcase best practices *or* other PL if another topic emerges – February 27, 2018 – Macon
March 2018	Leadership Launch (District) –Webinar – March 20, 2018 – 1:00 pm Leadership Launch (Schools) – Webinar – March 20, 2018 – 3:00 pm
April 2018	
May 2018	Area Coach Meetings with Regional Coaches –TBD Regional Coaches Meeting with District Coaches –TBD
June 2018	IDEAS Conference –June 2018 Federal Conference –June 2018

Questions

Closing

Kachelle White, Program Manager Senior