

Advancing School Leadership for Continuous Improvement

Lenses of School Improvement

Winter Instructional Leadership Conference

February 26, 2020

Dr. Elizabeth Greer Crawford

Session Norms

- Place electronics on silence/vibrate.
- Remain engaged in learning.
- Respectfully share opinions.
- Ask questions for clarification to avoid making assumptions.

Sessions Goals

- Understand each lens of school improvement
- Understand that the basis for school improvement is data
- Have a starting place in mind when session is over

About the Presenter

- Mother of a senior
- Data nerd
- Love to read
- Love to cook when I have time
- Recently taken up hog hunting

About the Presenter

- 26 years in education
 - 19 years – elementary teacher
 - All grades with the exception of Pre – K; mainly 3rd, 4th, & 5th grade math
 - 5 years – central office
 - Main Focus – Scheduling & FTE coding / reporting
 - 2 years – elementary principal
 - In my first year, CCRPI made a 20-point gain
 - State – average gain 6 points
 - South GA – average gain 22 points

Lenses of School Improvement

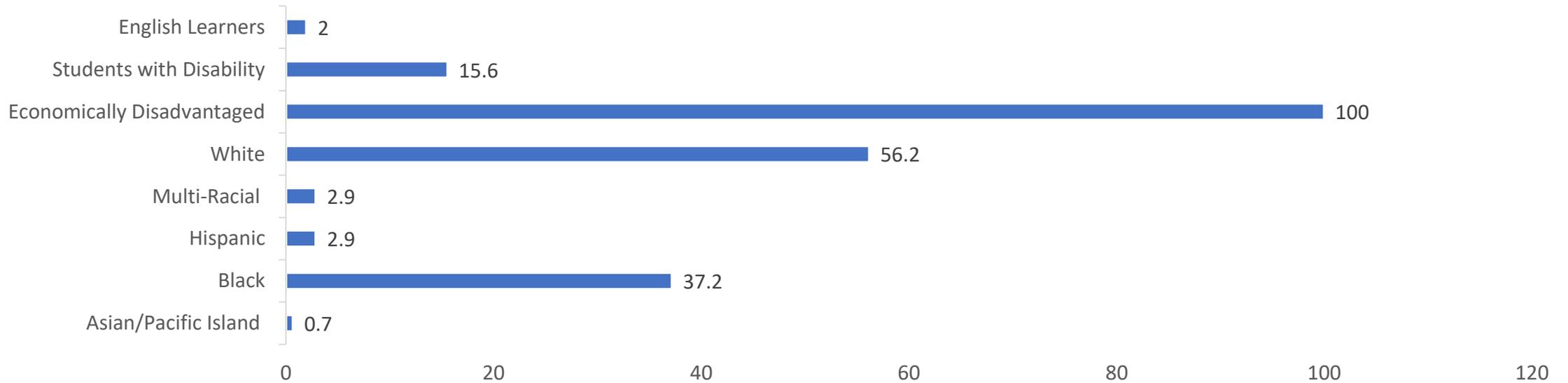
- Data
- Instructional
- School Climate
- Family Engagement

Lenses of School Improvement

- Viewed independently
- Viewed concurrently to create the big picture
- Each are important – however, one area may be the central focus over the others at times through out the improvement process

Miller County Elementary School

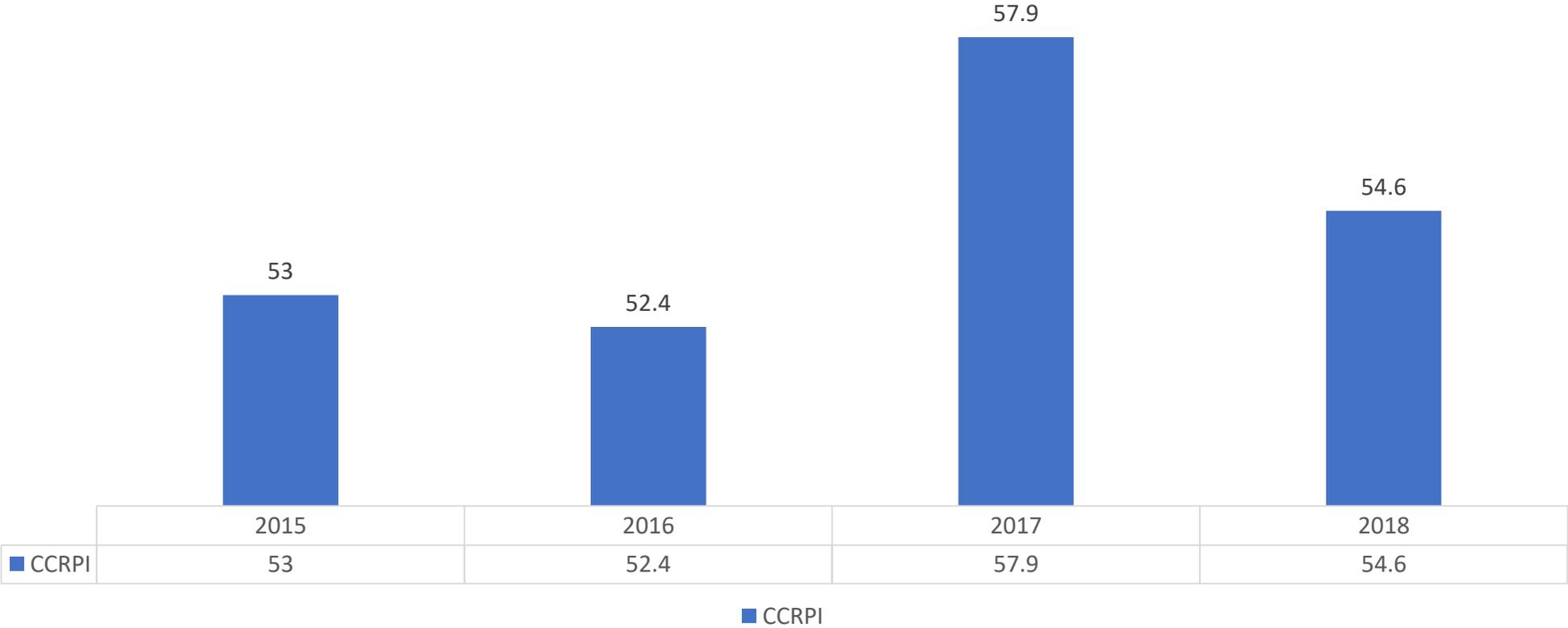
2019 Demographic Percentages



	Asian/Pacific Island	Black	Hispanic	Multi-Racial	White	Economically Disadvantaged	Students with Disability	English Learners
■ Demographic Percentages	0.7	37.2	2.9	2.9	56.2	100	15.6	2

■ Demographic Percentages

MCES CCPRI Trend Data



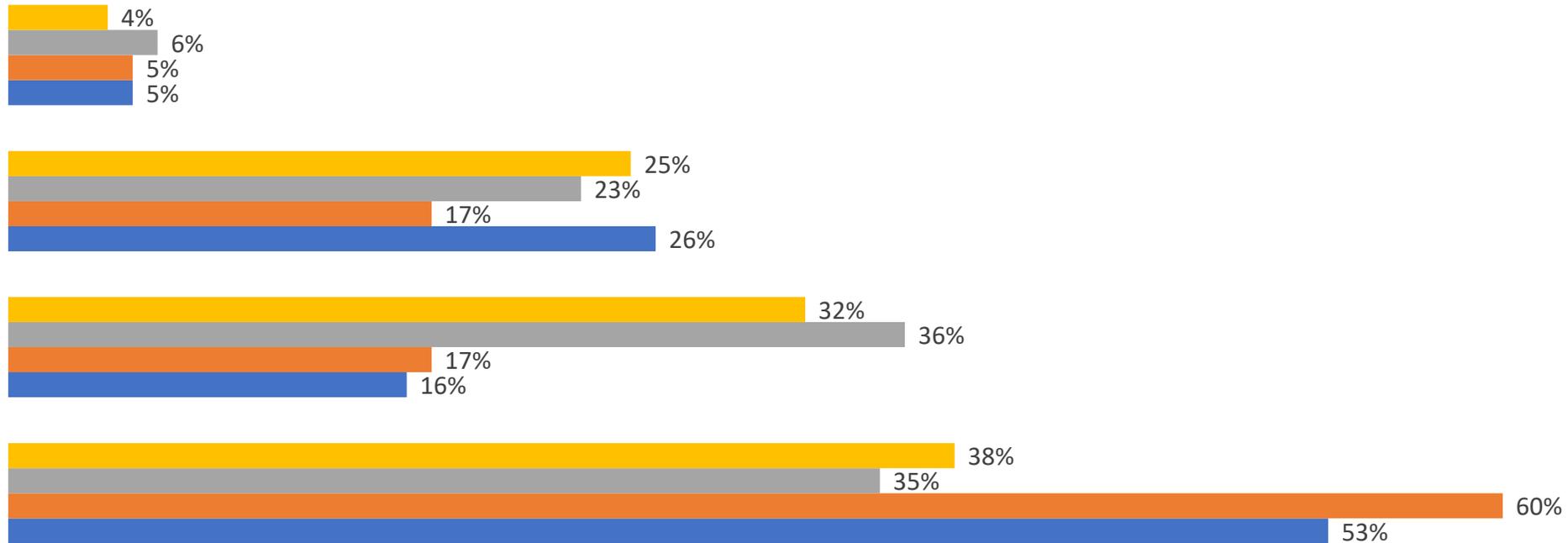
First Steps

- I moved problem spots
 - Teachers and/or paras
- I placed my **part time** academic coach in a classroom for most of her time with me
- Departmentalized down to 2nd grade
 - 3rd – 5th already were
- Approached the rostering of students differently
- Stated that we would use all resources in the building with integrity and fidelity
 - Explained that we would have decision to make at the end of year
- Restructured Leadership Teams
- Reinstated Faculty Meetings - set day of the week
 - Everyone is entitled to a voice

We are going to have school

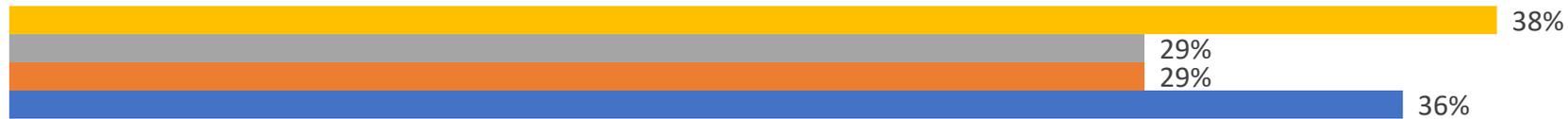
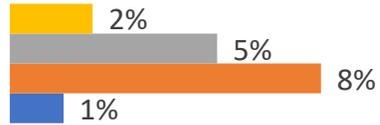
- On time / Not leaving Early – School Culture
- Lesson Plans – Instructional / School Culture
- Supervision – School Culture
- Parent Communication – School Culture / Family Engagement
- Grades Entered in a Timely Manner – Instructional / School Cultural / Family Engagement
- Dress Code – School Culture
- Actively Engaged - Instructional / School Culture
- Dissemination – Analysis of Data – Data / Instructional

ELA Data 2015-2018



	Beginning Learner	Developing Learner	Proficient Learner	Distinguished Learner
■ 2018	38%	32%	25%	4%
■ 2017	35%	36%	23%	6%
■ 2016	60%	17%	17%	5%
■ 2015	53%	16%	26%	5%

Math Data 2015-2018



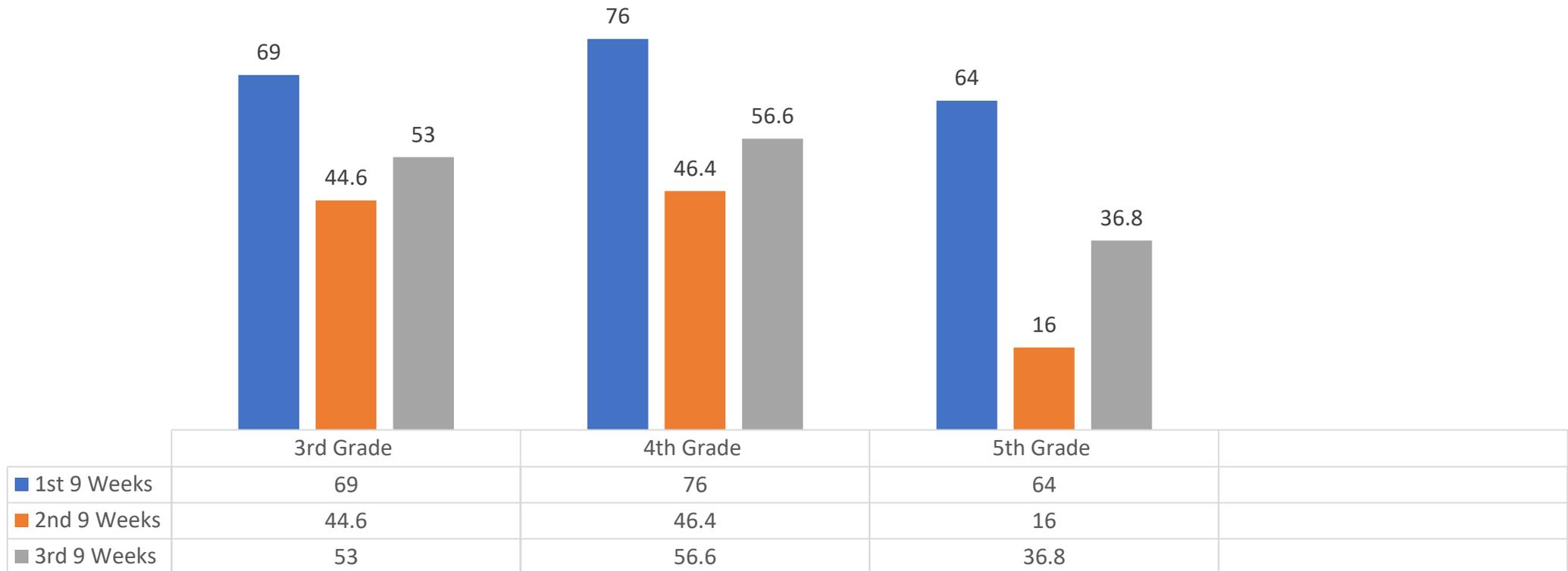
	Beginning Learner	Developing Learner	Proficient Learner	Distinguished Learner
2018	31%	38%	29%	2%
2017	39%	29%	26%	5%
2016	47%	29%	17%	8%
2015	45%	36%	18%	1%

Data / Instructional

- Trend Data should be shared and studied with teachers
- Domain Data should be studied for areas of strengths and weaknesses
- Give teachers guiding questions for these data digs to help them uncover these areas
 - Questions should reflect the source and answers you want them to discover
- Be prepared to be very **Honest** about what your data tells you about the state of your school
 - Honor Roll exercise
- Google Drives – Created for every grade level
 - Subject Area
 - GA Milestone Information – including domain weights
 - Grade Level information

Honor Roll Exercise

2018-2019



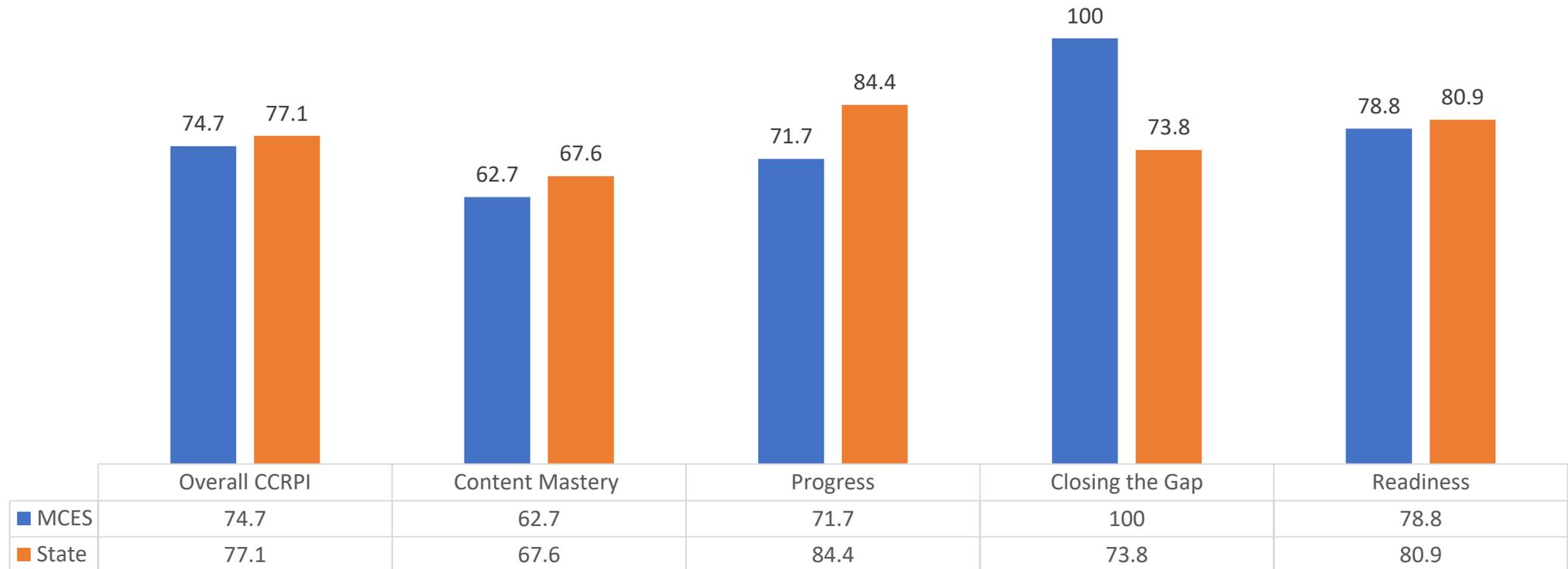
Data / Instructional

- Discovered a rigor problem
 - Find a program that allows you to monitor your standards mastery
 - NON-SGPs
 - Standards Benchmark checks
 - Math mid unit checks
- Where does your curriculum stand?
 - How long has it been since you updated your academic subjects?
- Is it research based?
 - TPT is not a curriculum
- Is it used with integrity and fidelity?
 - Your results are not valid if not used correctly.

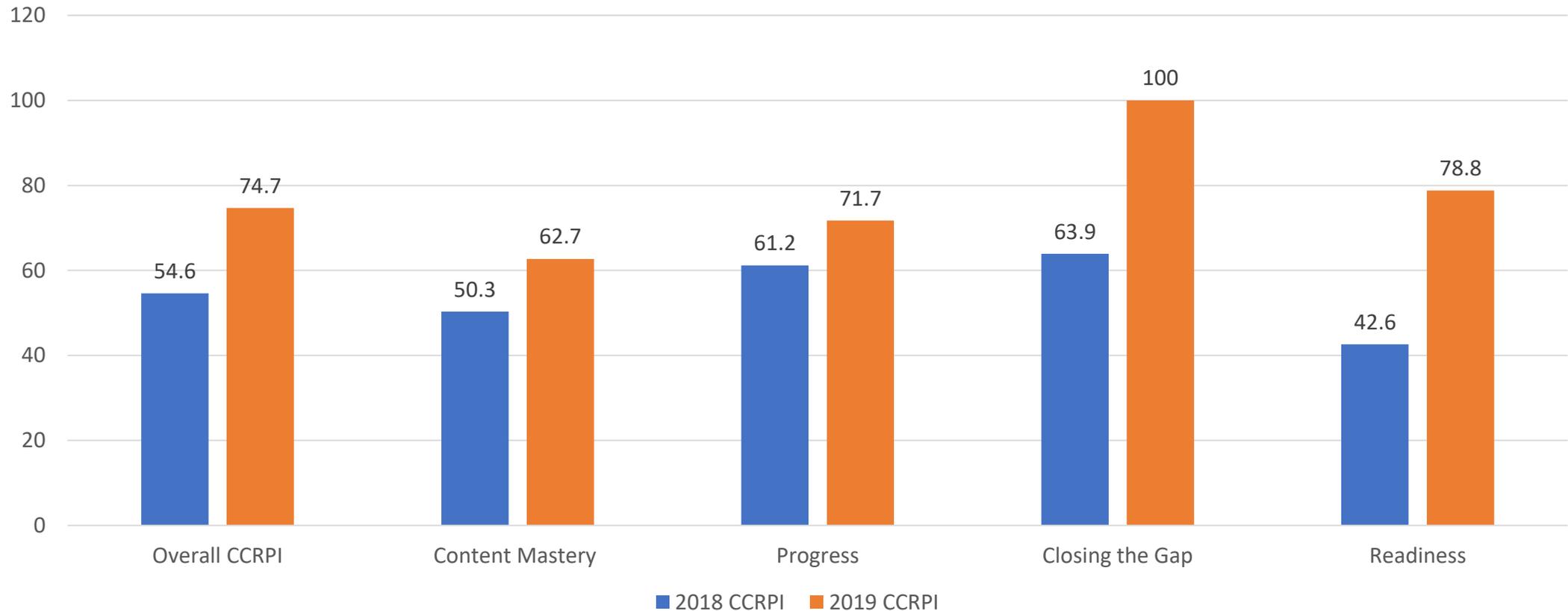
Promise School

- Take over the school in July as principal
- Promise School in December
- RESA arrives in January
- NEW school improvement plan due end of February
 - The new plan can not include anything already in progress
- The Plan
 - Moved my intervention teachers into the classrooms on a rotating basis
 - Made small group instruction a non-negotiable
 - Began looking at the plan for 2019-2020

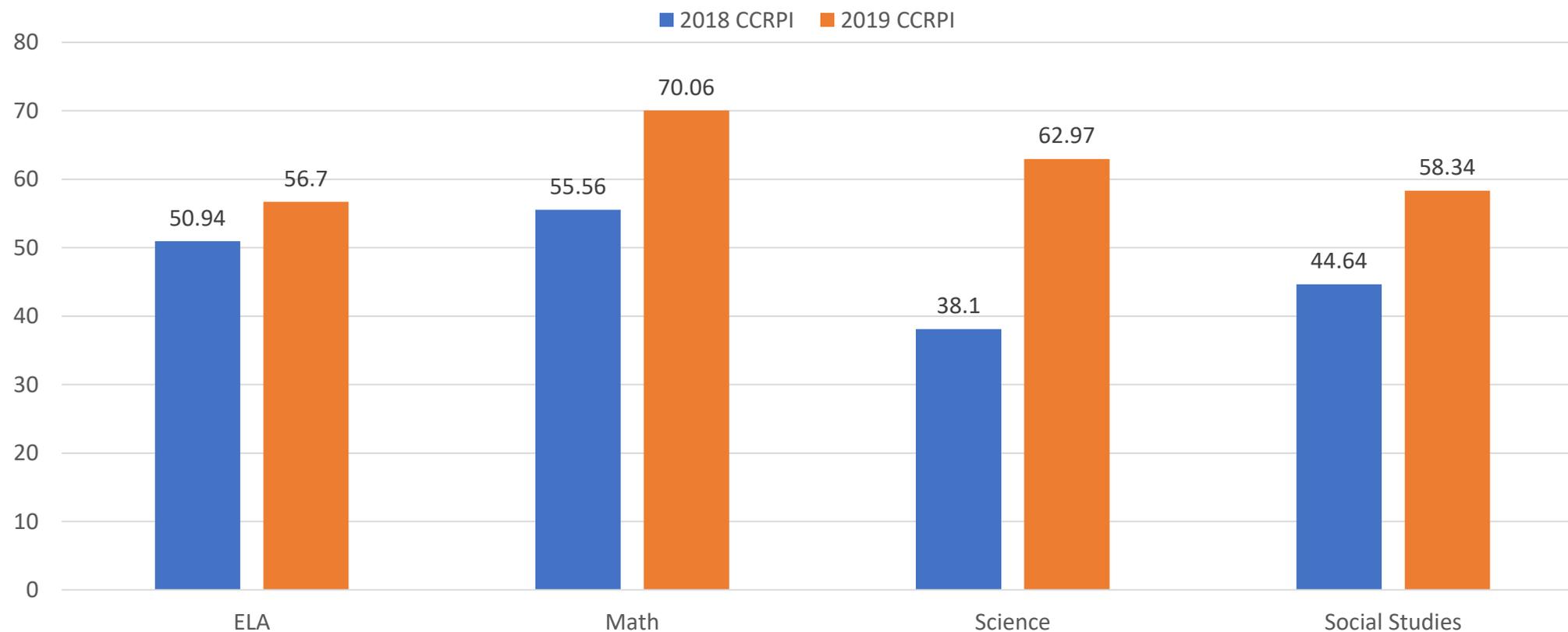
2019 MCES CCRPI



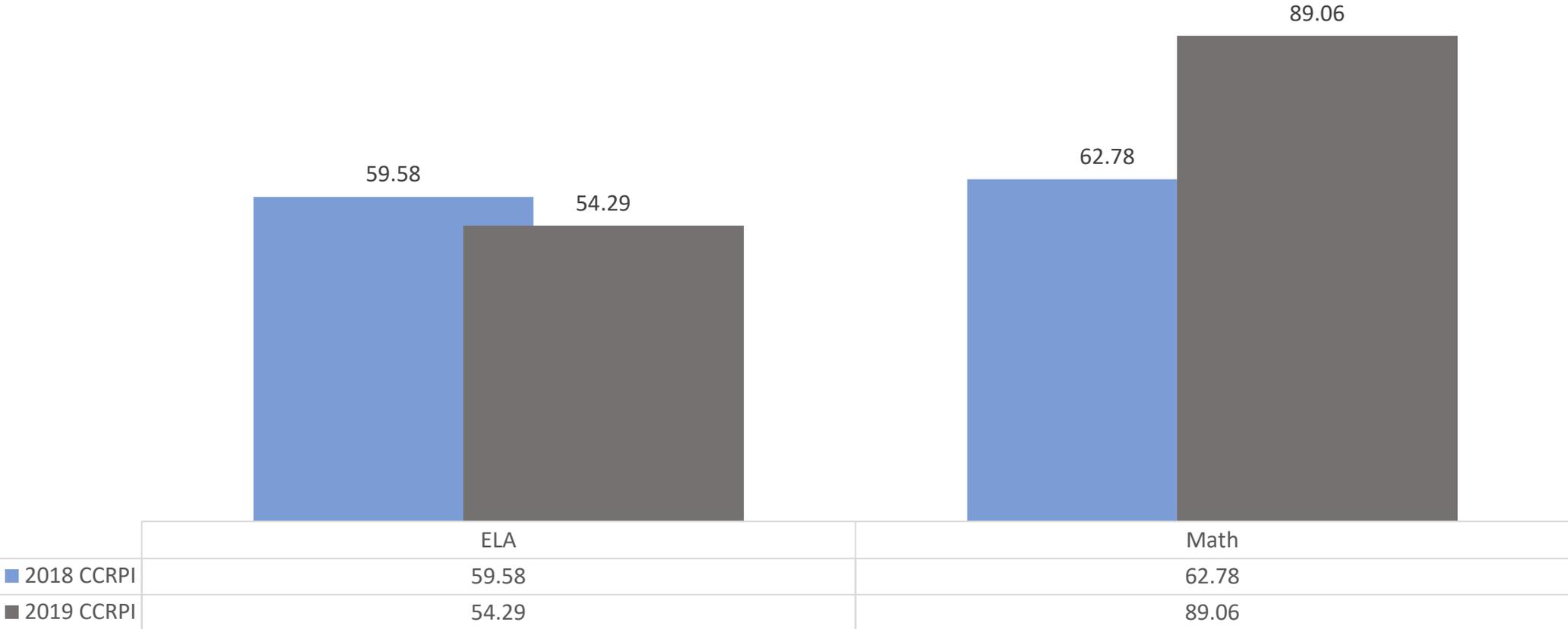
2018 vs. 2019 MCES CCRPI Score



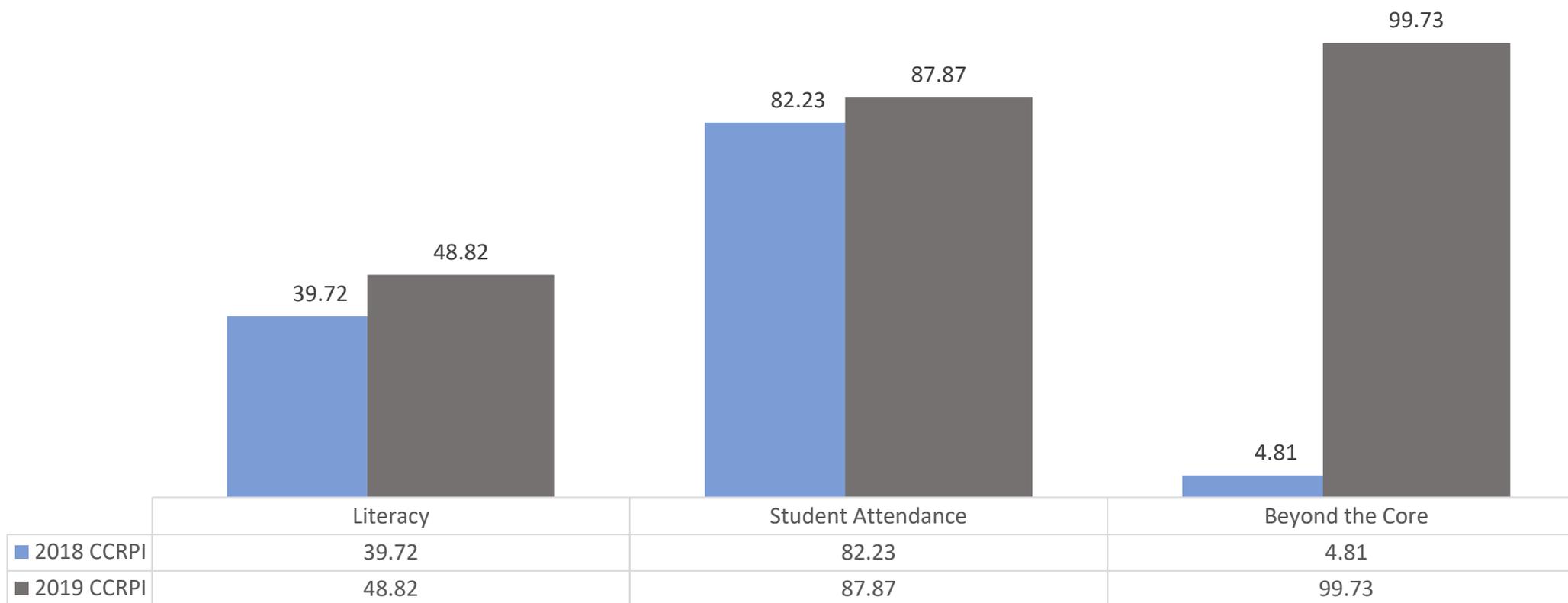
2018 vs. 2019 Content Area Scores



2018 vs. 2019 Progress Indicators



2018 vs. 2019 Readiness Indicators



Data Lens

- Tells the story of your school or district
 - Students
 - Teachers
 - Administrators
- Should drive your instructional decisions
 - Staffing
 - Curriculum
 - Professional Development
- Data should be able to be interpreted by **anyone**
- Data should be prepared by **Principals** / district leaders

Data Lens

- Current Data
 - Universal Screeners
 - Progress Monitoring
 - Daily Grades
 - Benchmark Assessments
- Historical Data
 - State Assessments
 - Prior Year's Grades
 - Survey Data
 - CCRPI

Data Lens

- Current Data
 - What is happening in your school / district right now
 - Used to make adjustments to school / district plans now
 - Critical to MTSS/RTI Programs
 - Used to adjust instructional paths for students

Data Lens

- Historical Data
 - Should be reflective of the current state assessment - (file CRCT away)
 - Should be representative in trend format
 - Assessment; CCRPI; Survey Data (GA Health)
 - Gives an overview of strengths and weaknesses

Instructional Lens

- Views the standards used to teach
- Strategies used to deliver knowledge
- Materials used to address content
- Software used to help with intervention/diagnostic assessment
- Evaluation of pedagogical knowledge of staff
- Professional Learning Communities applicable to your school

Instructional

- Expectations
 - Does everyone in the building understand what is expected?
 - Do evaluations mirror what is really happening in your building?
 - Paired walk throughs with your administrators are a powerful tool
 - The DOE has a team that will help with inter rater reliability
- Invite RESA into your building
 - These are FREE experts that are willing to help

School Climate Lens

- Very powerful lens
- Honesty is the backbone
- If sick or broken, then initiatives in your building will not work
- Includes staff, students, parents, community ----everyone
- Everyone counts and has a **voice**
- Acknowledge that agreeing all the time will not happen – that is ok—but be professional
- Transparency is a must --- **period**
- **Above all else- remember- every decision ultimately affects a child.**

Family Engagement Lens

- Critical
- Challenging
- Does not look like it did 5 years ago
- Must find ways to include families – inside and outside the school
- Without the families, you do not have a functional school

Who Codes Your Data?

- District Accountability Contact
- Student Information System Coordinator / Data Clerk
- Attendance Clerk
 - Principals should track attendance data each month
 - Faculty / Staff Attendance
 - Student Attendance
- End of Year Grades
 - PE, Fine Arts

What does this school year look like?

- Departmentalized 1st – 5th grade (3 teachers / grade) – Instructional
- Department Meetings are held each week
- Social / Emotional Program - school wide– School Climate
- Writing Program– Instructional
 - Sentence Building
 - Journaling
 - Composition Writing
- Alignment of Accelerated Reader School Wide – Instructional
 - Celebrate at the end of the 9 weeks – School Climate
- New Vehicle for Math– Instructional
- Growing Readers Project – K-3 - GOSA – Instructional
 - ELA and Science / SS Teachers trained

What does this school year look like?

- Universal Screener
 - 3 testing windows (August; December; May)
- Awarded the Rural Resource Grant
 - Allowed up to update our Science Curriculum
 - Software that interfaces with universal screener
 - One to One technology in 1st – 5th grades
 - Professional Development focusing on what do the standards really mean – Books by Jim Burke
 - Science Lab will be established at the elementary school
- More Professional Development
 - Math; Writing; Technology; Growing Readers Project; Data Digging
- Removed from the Promise School List
- Named a Reward School

What about Family Engagement?

- Family Nights
 - Show case the good things
 - January 30th
- Specific Grade Level Nights
 - 5th Grade
 - 3rd Grade
- School Councils
- Parent Portal
- Website
- Field Trips

What about School Climate?

- Hallway Quiet Signs
- Calmness about the school
- Up teaching / engaged – it is an expectation
- Each day is a new day
- The 7 Mindsets
 - Wednesday Mornings – School Wide

Now What?

- What are my expectations for the 2020 CCRPI?

Next Steps for You

- Begin with your data
 - Simple Excel and charts
- Look at your resources in the building
 - Be honest about what works
 - Be real honest about what does not

Questions?



Educating Georgia's Future by graduating students who are ready to learn, ready to live, and ready to lead.



Session Feedback

Thank you for attending our session.
Please take a moment to provide
your feedback.

<https://tinyurl.com/2020ILC>



Share your conference highlights now!



[@GaDOESDE](https://twitter.com/GaDOESDE)

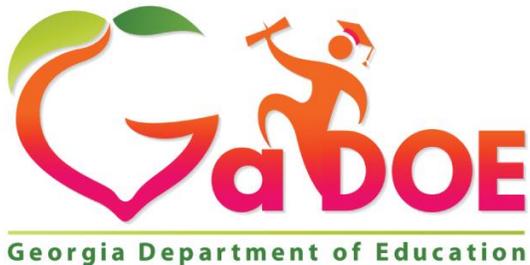
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