Update on the Comprehensive Plan
Our system is perfectly designed to get the results we are currently getting.
Enhancing five key areas:

- Early Childhood Education
- Gifted Education
- Aligned Instructional Systems
- New Teacher Induction
- Job-E Embedded Professional Development
Facilitated Intimate Table Top Discussion: Where?

- 11 Sessions
- Students, Parents, Teachers (PFT), Principals, Community and Staff
- Over 600 People
Facilitated Intimate Table Top Discussion: Who?

- Kevin Bivins
- Pam Capretta
- Susan Chersky
- Ted Dwyer
- Melissa Friez
- Kashif Henderson
- Lynett Hookfin
- Minika Jenkins
- Ronald Joseph
- Asia Mason
- David May-Stein
- Larry Meadows
- Ebony Pugh
- Lenell Reid
- Jamilla Rice
- Monté Robinson
- Kelly Skweres
- Wayne Walters
Thank you for your attendance at today’s State of the District presentation. In addition to providing you an update on the 2017-2022 Strategic Plan; Expect Great Things, we are also seeking your feedback in five areas where we would like to strengthen the strategic plan. The five areas include:

- Early Childhood Education
- Gifted Education
- Aligned Instructional Systems
- New Teacher Induction
- Job-Equipped Professional Development

Please take some time to review the abstract descriptions and use this document to take notes. To help capture your thinking, please answer the following questions for each of the five areas.

1) What resonated with you?

2) What wonders do you have?
Table Top Discussion: Early Childhood

The Importance of Early Education

Focus on Social Emotional skills development

Meet children where they are

Good for working parents

Partnerships with Parents and Community

Self-awareness and self-management are good habits long term

What does Birth to 8 transition look like – level to level

Can childcare be provided free?

Wide variance of child development years

What will it look like?

Outreach and recruitment strategy

Pre and post natal care

Transportation

How will we work with the ESL Families?

Timeline

Breaking down the ages according to development

Resonated

Wondering

Missing
Table Top Discussion: Gifted Education

All Students... Demonstrate their Gifts and Talents
Equip teachers with tools to identify all learner’s gifts and talents...
Culturally relevant instruction
We will ensure that high-quality instruction is present every day, in every school
Why that name... it implies superiority
Focusing on preparing student for global society
Why do you know who is gifted and what if you miss a kid?
How can the teachers accommodate every student without making it a pull out?
Why does the abstract only call out student expectations?
How will it occur every day?
What is the training for enrichment?
The point of gifted education
Details of the training
Non-Traditional method to identify students
Improvements to the testing environment
Table Top Discussion: Align Instructional Systems

- All students ... will leave with the same quality education regardless of zip code
- How do we measure academic grit?
- What additional resources will be put into place?
- How do we get the budget to make sure that this happens?
- Why are schools different?
- Schools are different, how can we have a common curriculum?
- How will it be operationalized?
- Standards based report card
- Parents
- Call out Career and Technical Education
- Culturally Responsive Curriculum
- Technology
- Life Skills

- Grit
- Globally
- We
- High Expectations
- Equitable learning for all students
- Aligning the Instructional System

- Resonated
- Wondering
- Missing
Table Top Discussion: New Teacher Induction

- The Importance of Early Education
- Focus on Social Emotional skills development
- Good for working parents
- Partnerships with Parents and Community
- Self-awareness and self-management are good habits long term

- Will they have behavior, inclusion, PBIS training?
- Can we have re-introduction for current teachers?
- What support resources do new teacher mentors receive?
- Do new teachers get training on classroom management?
- How do we ensure/assess effective mentoring?
- What are the requirements for mentor selection?
- Parent engagement with new teachers.
- Mental health/special education protocols for new teachers.
- Understanding community culture of each school.
Table Top Discussion: Job Embedded Prof. Learning

The Importance of Early Education

Focus on Social Emotional skills development

Partnerships with Parents and Community

Self-awareness and self-management are good habits long term

Good for working parents

How do you get teachers to realize that Prof. Learning is a professional responsibility?

Can students be involved in Prof. Learning for teachers?

How do we differentiate PD levels for different levels of teachers?

How will schools receive daily support for Prof. Learning?

Where is equity within Prof. Learning?

Lack of highly qualified substitutes to support teachers at PD.

Gender identity training in Prof. Learning.

Culturally relevant Pedagogy.

How is the District assessing that PD is working?

The Importance of Early Education

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How is the District assessing that PD is working?
Continuum of School Change

First-Order Change
- Refining Tuning – Incremental
- Revising
- Adjusting and Adapting
- Enhancing Culture
- Small Steps to Change

Second-Order Change
- Altering the System
- Inventing Processes
- Recreating
- Shifting Philosophy
- Rebuilding Culture
- Wholesale Change
What’s next?

• Design the Plan
• Presented at the March Education Committee Meeting
• District Pilot – Timeline has been moved to March 29, 2018

“What if we don’t change at all... and something magical just happens?”