

Warren City Schools OIP 3 –Year Plan 2014-2017

SMART GOALS

GOAL TARGET AREA: LEADERSHIP

GOAL 1: Shared leadership responsibilities will be articulated and shared across all staff and measured annually using baseline of the Ohio Improvement Process Implementation Rubric (OIP-IR)

2013-2014 Average by Section (Fall/Spring)

Section A - 2.38 (Fa)/ 2 (Sp)

Section B - 2 (Fa)/1.5 (Sp)

Section C - 2.4 (Fa)/1.9 (Sp)

Section D - 2 (Fa)/2 (Sp)

Section E - 1 (Fa)/1.5 (Sp)

Section F - 2 (Fa)/2 (Sp)

Section G - 2 (Fa)/3 (Sp)

Section H - 2 (Fa)/ 2 (Sp)

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 1A: The Warren City Schools will intentionally increase communication with all internal and external stakeholders.

ADULT IMPLEMENTATION INDICATOR	BASELINE MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE	
	Measure	Description	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS
<u>WE LEAD SURVEY QUESTION</u> “THERE IS A STRONG COMMUNICATION BETWEEN SCHOOL ADMINISTRATION AND STAFF”	We Lead Survey	Spring 2013 baseline 40% (national 67%)	Jan. 2015- predicted 60%		June 2015- predicted 75%					

STUDENT PERFORMANCE INDICATOR										
We Support Survey Question "I believe the school/district makes an effort to connect with me."	We Support Survey	Spring 2013 baseline 40% (national 66%)	Jan. 2015- Predicted 60%		June 2015- predicted 75%					

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Group(s)	Resources, e.g., Budget, Material, Supplies, Technology	Implementation Timeline					Progress		
				June-Aug.	Sept.- Nov.	Dec.- Feb.	March-May	Future	Not Started	In Progress	Completed
1.a.1. Highlights from the DLT and BLTs will be communicated to all staff and stakeholders within a week of team meetings. <ul style="list-style-type: none"> i. User-friendly summaries of the DLT will be posted to appropriate links on the WCS website and emailed to all staff. ii. A feedback link will also be included on website for staff and stakeholders. This feedback will be reported back to appropriate team and will be provided an appropriate response. iii. Two individuals- 1 administrator and 1 teacher from 2 buildings- will be appointed from the DLT to record information from the DLT and deliver to BLT. iv. Two individuals from the BLT (1 administrator and 1 teacher) will record/deliver information for distribution and deliver feedback to BLT. v. Lead secretary will collate and publish information in a user-friendly format for BLT. vi. A superintendent's beginning of the year newsletter to Warren Families highlighting the district's focused plan and explaining procedures how to access the plan and how to provide feedback will be sent home to families. 	Emails Website Feedback integrated newsletter	Superintendent									

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Group(s)	Resources, e.g., Budget, Material, Supplies, Technology	Implementation Timeline					Progress		
				June-Aug.	Sept.-Nov.	Dec.-Feb.	March-May	Future	Not Started	In Progress	Completed
<p>1.a.2. The board of education will be actively engaged in the district focused planning process</p> <ul style="list-style-type: none"> i. Board member will be an active participant on the DLT ii. A quarterly update will be given to the Board of Education on the implementation of the OIP/DLT actions in collaboration with the superintendent 											
<p>1.a.3. Quarterly updates will also be given to PTA at meetings by the building principals to support stakeholder understanding and participation. Effective communication with parents.</p>		Merolla, Davis, Kilpatrick									

SMART GOALS

GOAL TARGET AREA: LEADERSHIP

GOAL 1: Shared leadership responsibilities will be articulated and shared across all staff and measured annually using baseline of the Ohio Improvement Process Implementation Rubric (OIP-IR)

2013-2014 Average by Section (Fall/Spring)

Section A - 2.38 (Fa)/ 2 (Sp)

Section B - 2 (Fa)/1.5 (Sp)

Section C - 2.4 (Fa)/1.9 (Sp)

Section D - 2 (Fa)/2 (Sp)

Section E - 1 (Fa)/1.5 (Sp)

Section F - 2 (Fa)/2 (Sp)

Section G - 2 (Fa)/3 (Sp)

Section H - 2 (Fa)/ 2 (Sp)

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 1B: The Warren City Schools will provide clearly defined roles and responsibilities for individuals and teams in support of academics, climate and leadership across the district.

	BASELINE MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE	
ADULT IMPLEMENTATION INDICATOR	Measure	Description	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS
<u>WE LEAD SURVEY QUESTION</u> "PEOPLE IN THIS SCHOOL KNOW THEIR RESPONSIBILITIES"-	We Lead Survey	SPRING 2013 BASELINE 56% (NATIONAL RESULTS 75%)	JAN. 2015- PREDICTED 65%		JUNE 2015- PREDICTED 75%					
STUDENT PERFORMANCE INDICATOR										
We Support Survey Question "I know the	We Support	Spring 2013 Baseline	Jan. 2015-predicted		JUNE 2015-PREDICTED					

SMART GOALS

GOAL TARGET AREA: LEADERSHIP

GOAL 1: Shared leadership responsibilities will be articulated and shared across all staff and measured annually using baseline of the Ohio Improvement Process Implementation Rubric (OIP-IR)

2013-2014 Average by Section (Fall/Spring)

Section A - 2.38 (Fa)/ 2 (Sp)

Section B - 2 (Fa)/1.5 (Sp)

Section C - 2.4 (Fa)/1.9 (Sp)

Section D - 2 (Fa)/2 (Sp)

Section E - 1 (Fa)/1.5 (Sp)

Section F - 2 (Fa)/2 (Sp)

Section G - 2 (Fa)/3 (Sp)

Section H - 2 (Fa)/ 2 (Sp)

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 1B: The Warren City Schools will provide clearly defined roles and responsibilities for individuals and teams in support of academics, climate and leadership across the district.

ADULT IMPLEMENTATION INDICATOR	BASELINE MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE	
	Measure	Description	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS
<u>WE LEAD SURVEY QUESTION</u> "PEOPLE IN THIS SCHOOL KNOW THEIR RESPONSIBILITIES"-	We Lead Survey	SPRING 2013 BASELINE 56% (NATIONAL RESULTS 75%)	JAN. 2015- PREDICTED 65%		JUNE 2015- PREDICTED 75%					
schools the school/district is working on"	Survey	33% (national results 45%)	45%		55%					

SMART GOALS

GOAL TARGET AREA: LEADERSHIP

GOAL 1: Shared leadership responsibilities will be articulated and shared across all staff and measured annually using baseline of the Ohio Improvement Process Implementation Rubric (OIP-IR)

2013-2014 Average by Section (Fall/Spring)

Section A - 2.38 (Fa)/ 2 (Sp)

Section B - 2 (Fa)/1.5 (Sp)

Section C - 2.4 (Fa)/1.9 (Sp)

Section D - 2 (Fa)/2 (Sp)

Section E - 1 (Fa)/1.5 (Sp)

Section F - 2 (Fa)/2 (Sp)

Section G - 2 (Fa)/3 (Sp)

Section H - 2 (Fa)/ 2 (Sp)

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 1B: The Warren City Schools will provide clearly defined roles and responsibilities for individuals and teams in support of academics, climate and leadership across the district.

ADULT IMPLEMENTATION INDICATOR	BASELINE MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE	
	Measure	Description	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS
<u>WE LEAD SURVEY QUESTION</u> "PEOPLE IN THIS SCHOOL KNOW THEIR RESPONSIBILITIES"-	We Lead Survey	SPRING 2013 BASELINE 56% (NATIONAL RESULTS 75%)	JAN. 2015- PREDICTED 65%		JUNE 2015- PREDICTED 75%					

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Group(s)	Resources, e.g., Budget, Material, Supplies, Technology	Implementation Timeline					Progress		
				June- Aug.	Sept.- Nov.	Dec.- Feb.	March- May	Future	Not Started	In Progress	Completed

Collapsed into Academic and Climate Goals

<p>1.b.1. Continue to build leadership capacity to embrace inclusive best practices for students</p> <ul style="list-style-type: none"> i. <i>All students will receive core instruction, academic intervention and enrichment by their general education teacher to the maximum extent possible (possible exemptions would be students on alternate assessment)</i> ii. <i>(Monthly) meetings (Admin., SI, DST supported by SST) will build capacity of building administrative teams to move from compliance to support effective (best) practices for all students</i> iii. <i>Administration will support the development of Special Education staff's capacity to balance compliance and best practice</i> iv. <i>Building administration will educate staff on the full continuum of services and options to support the needs of students</i> v. <i>Director of Special Education will establish protocols and procedures for reporting (EMIS)</i> vi. <i>EMIS reporting (Special Education), Special Education Supervisors will review and report findings to administration</i> 											
---	--	--	--	--	--	--	--	--	--	--	--

<p>1.b.2. Collaborative Teams will have defined roles:</p> <ul style="list-style-type: none"> i. <i>DLT will have the following roles (process observer to collect participation data; timekeeper; facilitator superintendent or designee with SST support; recorder; feedback provider will review any online comments or questions; newsletter summary 2 people plus assigned central office secretary; norms enforcer)</i> ii. <i>BLT will have the following roles (process observer to collect participation data; timekeeper; facilitator principals with SST and SI support; recorder; feedback provider will review any online comments or questions; newsletter summary 2 people plus lead secretary; norms enforcer)</i> iii. <i>TBT will have the follow roles (process observer to collect participation data; timekeeper; facilitator; recorder; norms enforcer; feedback checker- person who reports out feedback from administrators to TBT)</i> 								
---	--	--	--	--	--	--	--	--

1.b.3. Scaffolding will be provided from central office, supervisors, and SST based on building specific needs <i>i. Preplanning and debriefing meetings will be held with assigned SST for both DLT and BLT</i> <i>ii. Preplanning and debriefing SI meetings on building priorities and needs (ties back to action step 1.b.1)</i>												
1.b.4. The chain of command will ensure all communication and questions to be addressed by pod or grade level principal first.												

Collapsed into Academic and Climate Goals

SMART GOALS										
GOAL TARGET AREA: LEADERSHIP										
GOAL 1: Shared leadership responsibilities will be articulated and shared across all staff and measured annually using baseline of the Ohio Improvement Process Implementation Rubric (OIP-IR)										
STRATEGIES, INDICATORS AND PROGRESS MEASURES										
STRATEGY 1C: Administrators and teachers will be empowered to collaborate in order to make school-wide decisions in the best interest of all students.										
ADULT IMPLEMENTATION INDICATOR	BASELINE MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE		PROGRESS MEASURE	
	Measure	Description	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS	(DATE) PROJECTED	ACTUAL RESULTS
<u>We Lead Survey Question</u> "I have adequate opportunities to contribute to school-wide decisions"-	We Lead Survey	Spring 2013 baseline 29% (national results 54%)	Jan. 2015-predicted 45%		June 2015-predicted 65%					
STUDENT PERFORMANCE INDICATOR										
<u>We Support Survey Question</u> "The schools in our community prepare students academically for success in life"	We Support Survey	Spring 2013 baseline 48% (national results 71%)	Jan. 2015-predicted 60%		June 2015-predicted 75%					

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Group(s)	Resources, e.g., Budget, Material, Supplies, Technology	Implementation Timeline					Progress		
				June-Aug.	Sept.-Nov.	Dec.-Feb.	March-May	Future	Not Started	In Progress	Completed
1.C.1. Teachers will have an active voice and participate on teacher teams and BLTs to promote the development, implementation, and monitoring of the district and building focused plans. <ul style="list-style-type: none"> i. <i>August BLT meetings to design building plan</i> ii. <i>Monthly after school hours DLT and BLT meetings will focus on plan implementation and monitoring</i> 											
1.C.2. DLT and BLT meetings will focus on action step implementation, adult implementation indicators and student performance indicators <ul style="list-style-type: none"> i. <i>BLT and TBTs can operationalize minutes format to maximize functionality given required components are addressed</i> ii. <i>Goals and Strategy work groups will be defined at the building and district level (note: work groups will be comprised of BLT and DLT members and other identified point personnel)</i> <i>[3 strategy work groups for leadership 2 strategy work groups for climate 3 strategy work groups for academic]</i> 											

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Group(s)	Resources, e.g., Budget, Material, Supplies, Technology	Implementation Timeline					Progress		
				June-Aug.	Sept.-Nov.	Dec.-Feb.	March-May	Future	Not Started	In Progress	Completed
1.C.3. TBTs will focus on collaboratively developed common assessment data and shared instructional practices with a minimum monthly review of adult implementation data <ul style="list-style-type: none"> i. TBT configuration will be determined by BLTs ii. BLT to outline ways Specialists can be an engaged member of their assigned TBT iii. DLT to provide format for Specialists and Preschool teachers to meet as specialized TBTs quarterly (minimum) iv. TBTs will communicate any needs and support at the end of the minutes v. Feedback from administrators will be reviewed and shared with TBT members vi. TBTs are empowered to make decisions and own the 5-Step process (transition from compliance to action to ownership) vii. TBTs will use Formative Instructional Practices to determine what common data will be analyzed to inform future instruction (pre/post for 5 Step Process) viii. TBTs will communicate any needs and support at the end of the minutes. 											