



Progress Check for Continuous Improvement

**Curriculum & Instruction – District Effectiveness (OSD)
November 18, 2015**

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| Strategic Plan Goal Area | Student Success with Equity and Access |
| Strategic Plan Performance Objective | Improve student’s mastery of learning standards |

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| PLAN |
| Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate? |
| <ul style="list-style-type: none"> • CIA² Task Force -- All 54 schools are participating in work aligned to the CIA² Task Force which includes conversations on rigor and classroom observations used to inform the work. The Priority Schools are participating in initial meetings with the GaDOE. Focus Schools are participating in Instructional Awareness Reviews (IARs). The October-November classroom observations will establish baseline data on rigor with the focus of rigor being that of the type of questioning by the classroom teacher. • Professional Learning -- All 54 schools are participating in district-level professional learning for the Math and Literacy Initiatives and select schools are participating in STEM training. Additionally, Priority and Focus schools are being supported by GaDOE and MRESA, respectively, with training provided during collaborative planning. An additional 16 schools in Region 1 have been provided leadership team training and support on CCRPI. • Wrap-Around Support -- All 54 schools have access to the needed wrap-around support including tutorial assistance through the Student Success Tutors and Georgia Milestones Mentors Initiatives. • Family and Community Engagement -- Family and community engagement continues at all schools and at the district level with recent events including the Parental Empowerment Conference held on October 24 at Columbia High School which focused on DeKalb’s plan to improve all schools and which informed parents about the OSD legislation. The district will participate in the Emory LaVista Parent Council on December 2 to discuss DeKalb’s Plan to improve all schools. A follow-up event is being scheduled for December 12 with location TBD. Additionally, in addition to the Courageous Conversations scheduled for all regions, and other meetings held in Region 3, there are meetings in the planning stages for Region 2 and for second semester. • Operational Flexibility -- HR and Title II are collaborating to develop a draft for providing academic, retention, or signing bonuses in support of teachers remaining at the 38 Priority, Focus, or OSD Eligible Schools. • Organizational Design Enhancements and Support -- Regional Superintendents are meeting with Principals in the month of November to ascertain the usage of current personnel toward achieving the desired and expected improvements relative to CCRPI. |
| DO |
| Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps. |
| The current work is to ensure principals are utilizing the 2014-2015 Georgia Milestones data to narrow the focus as they ensure (1) Collaborative Planning; (2) Student Mastery of All Standards; (3) |

Additional Support to Students. We are working collaboratively with Regional Superintendents to ensure all students identified as beginning or developing learners are provided the additional support in light of the content gaps the data reflects from the prior grade-level. Principals of the 38 Priority, Focus, and OSD Eligible Schools participated in the GaDOE Instructional Leadership Academy (ILA) on October 28-29 which provided training in processes and tools for continuous school improvement.

CHECK

Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?

Currently, principals are receiving support for the continuous improvement process from Regional Superintendents. The District Effectiveness Team (DET) is meeting twice a month and serves as the monitoring vehicle for the work of improving outcomes of all schools. The DET reviews critical formative key performance indicators that impact the College and Career Ready Performance Index (CCRPI). The October meeting included a review of critical data and issues (i.e., Teacher vacancies, Teacher attendance, Least Restrictive Environment) with follow-up meetings occurring to address issues.

ACT

What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?

The challenges include ensuring that all schools are receiving the appropriate level of support, feedback, and guidance. Currently, the District Effectiveness Team is scheduled on November 19, 2015 to review the outcomes of the needs assessment of the Georgia District Performance Standards. One of the standards (Planning, Organizing, and Monitoring 3) will address the gap of monitoring processes and that of providing support and feedback with tasks to be identified to move the district from Not Evident to Operational or Exemplary.