

Long Range Planning Committee

Monday, May 8, 2017 6:30 PM

Long Range Planning Committee, L.P. Wilson Community Center, Room 17, 601
Matianuck Avenue, Windsor, CT 06095

1. **Call to Order, Pledge to the Flag and Moment of Silence**
2. **Audience to Visitors**
3. **Continue Discussion on Goal Monitoring**
4. **Adjournment**



Mission Statement

To develop the genius in every child and create life-long learners.

Goals

To accomplish this mission, the Windsor Public Schools, in cooperation with families and the greater Windsor community, will ensure that all students acquire the following skills and behaviors:

- 1. All students will demonstrate a strong work ethic, exemplary academic skills, effective oral and written communications, technological aptitude, and necessary skills to work collaboratively with others.**
- 2. All students will demonstrate the ability to think critically and to solve complex problems utilizing analytical ability, creativity, research skills, logical reasoning, innovation, integrative understanding and resilience.**
- 3. All students will demonstrate a knowledge and understanding of the increasingly global nature of society and behaviors associated with good citizenship.**
- 4. All students will graduate from Windsor Public Schools with a clear achievable post-secondary plan.**
- 5. All students will demonstrate an understanding of the importance of health and wellness.**
- 6. All students will gain an appreciation for the visual and performing arts.**

Approved by the Board of Education: December 20, 2016

District Data Team

Creating a System for Continuous Improvement



Presented By:
Santosh Oliver, Ph.D.
Matt Dadona
Bonnie Fineman
Noha Abdel-Hady

District System of Accountability

The holistic accountability system must include:

- District Data Team;
- School Data Teams; and
- **Professional Learning Communities**

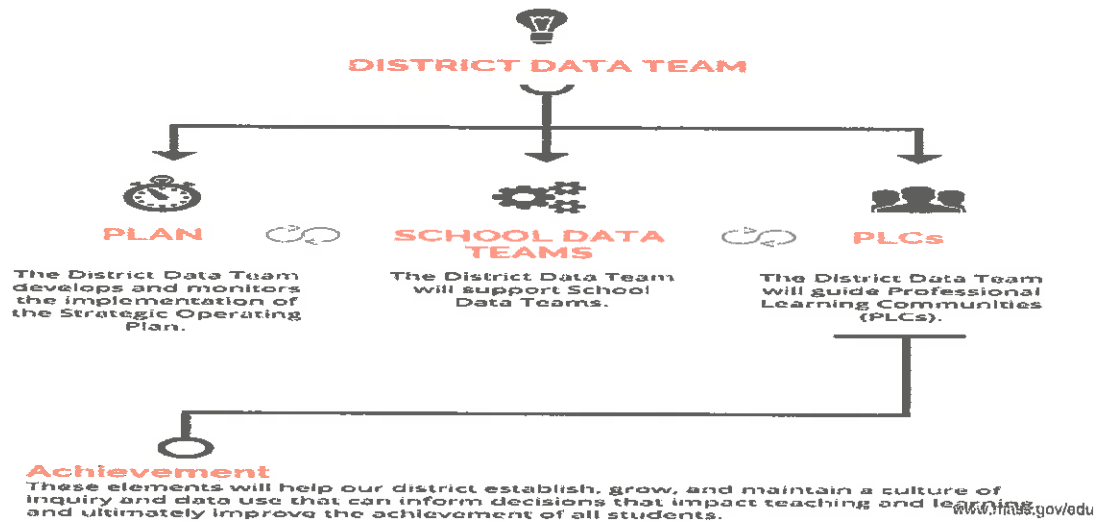


Connections

Windsor Public Schools

District Improvement Plan

DATA TEAM NETWORK



Vision

The Windsor Public Schools provides equitable access to high quality, personalized learning experiences for all children. Exemplary educators collectively prepare our students to make intellectual and civic contributions to Windsor and the global community.

Theory of Action

If Windsor Public Schools partners with students and families to build **positive relationships**, comprehensively address **equity**, and align organizational systems to analyze **academic and social-emotional data**, then student performance will continuously improve and be sustained over time.



Core Beliefs

- We are committed to setting **high expectations** for all students.
- We value **collaboration**.
- We are committed to **family** and **community** partnerships.



Strategic Operating Plan

Priority Areas:

- Academics
- Climate
- Talent
- Systems



Academics

1

All students will demonstrate the competencies necessary to achieve mastery in literacy, numeracy and science through teachers' implementation of effective research-based instructional practices.

Priority Areas

Curriculum

Instruction

Assessment

Key Strategies

- Develop & Implement Curriculum
- Align Curriculum to CCSS, NJSLS, CT Standards and Instructional Framework
- Support Curriculum Implementation

- Develop & Implement PBL Instructional Framework
- Develop & Implement Coaching Framework
- Provide Professional Development on Research Based Instructional Practices

- Develop District Assessment Plan
- Align Curriculum, Instruction & Assessment Practices

Expected Measurable Outcomes



Reading

Increased % of students scoring at competitive levels on the SBAC



Mathematics

Increased % of students scoring at competitive levels on the SBAC



Science

Increased % of students scoring at proficient or above on the Connecticut Mastery Test (CMT) and Connecticut Academic Performance Test (CAPT)



Climate

2

All students and adults will value and demonstrate personal responsibility, character, cultural understanding, and professional behavior.

Priority Areas

Positive School Climate

Growth Mindset

Family & Community Partnerships

Key Strategies

- Increase student agency district wide
- Provide professional development and resources for teachers to build classrooms that empower students to demonstrate agency
- Foster a positive learning environment that supports high quality teaching and learning, and engages families and the community as partners in the educational process

Expected Measurable Outcomes



Chronic Absenteeism

Reduce the % of all students and high-needs students who are chronically absent.



Academic Performance Indicator

Increase the % of 9th Graders on track for graduation.



Graduation Rate

Increase the % of all students and high needs students that graduate in 4-years and 6-years, respectively.



Talent

3

We will employ systems and strategies to recruit, hire, develop, evaluate, and retain excellent school leaders, teachers, and support staff.

Priority Areas

Recruiting & Hiring

Professional Development

Retention

Orienting New Staff

Mentorship

Key Strategies

- Grow Access to All Voices Staff
- Provide High Quality Professional Development
- Enhance Teacher Leadership
- Build Welcoming, Inclusive and Professional Climate
- Enhance Teacher Leadership Effectiveness

Expected Measurable Outcomes



Increase the % of certified staff retention and decrease the % of certified staff turnover.



Increase the professional knowledge and skills of teachers.



Increase the % of highly qualified minority staff members to mirror district demographics.



Systems

4

We will create systems and processes that promote organizational efficiency and effectiveness to support student success.

Priority Areas

Multi-Tiered System of Support

Professional Learning Communities

District Data Team

School Data Teams

Key Strategies

- Implement Multi-Tiered System of Support district wide
- Strengthen Professional Learning Communities across schools and departments, within and across buildings to promote professional conversations regarding student performance and achievement
- Align Professional Learning Communities with the school and district data teams
- Develop a comprehensive and consistent district-wide approach to provide all staff with

Expected Measurable Outcomes



Differentiated technical support will improve MTSS implementation as measured by the average Tier 1, Tier 2, and Tier 3 scores on the Tiered Fidelity Indicator (TFI) Tool.



The District Data Team will operate at a high level of efficiency as measured by the Standards for Data Teams.



Board of Education Goals

To accomplish this mission, the Windsor Public Schools, in cooperation with families and the greater Windsor community, will ensure that all students acquire the following skills and behaviors:

1. All students will demonstrate a strong work ethic, exemplary academic skills, effective oral and written communications, technological aptitude, and necessary skills to work collaboratively with others.
2. All students will demonstrate the ability to think critically and to solve complex problems utilizing analytical ability, creativity, research skills, logical reasoning, innovation, integrative understanding and resilience.
3. All students will demonstrate a knowledge and understanding of the increasingly global nature of society and behaviors associated with good citizenship.
4. All students will graduate from Windsor Public Schools with a clear achievable post-secondary plan.
5. All students will demonstrate an understanding of the importance of health and wellness.
6. All students will gain an appreciation for the visual and performing arts.



Approved by the Board of Education: December 20, 2016

District Data Team Members

Noha Abdel-Hady
Paul Cavaliere
Ann Clark
Craig Cooke, Ph.D.
Matthew Dadona
Bonnie Fineman
Dalia Ghanesh-May
Terrell Hill
Virginia Hoerle
Latesha Jones
Liana Jorgensen
Dr. Miriam Klein

Ronda Lezberg
Stacey Michalic
Santosha Oliver, Ph.D.
Tracie Peterson
Kathryn Post
Marjorie Renno
Russell Sills
Sindhu Thomas
Christopher Todd
Kristina Wallace
Katrina Palazzolo Wicks
Kristina Wieckoski
Michelle Williams



Relationship Between Windsor Board of Education Goals and State Mandated Performance Indicators	
Windsor BOE Goal	SDE Mandated Performance Indicators (All students and High Needs Subgroup)
<p>1. All students will demonstrate exemplary academic skills throughout their careers in the Windsor Public Schools.</p> <p>All students will demonstrate effective oral and written communications.</p> <p>All students will demonstrate the necessary skills to work collaboratively with others.</p>	SBAC ELA Grades 3-8 ; SAT ELA Grade 11
	SBAC Math Grades 3-8 ; SAT Math Grade 11
	CMT Science Grades 5 and 8 ; CAPT Science Grade 10
	SBAC Growth Targets Grades 4-8 ELA/Math
	% of 9 th grade students on track to graduate
	4 year graduation rate for all students; 6 year for high needs subgroup
2. All students will demonstrate the ability to think critically and to solve complex problems utilizing analytical ability, creativity, research skills, logical reasoning, innovation, integrative understanding and resilience.	SBAC and SAT
<p>3. All students will demonstrate a knowledge and understanding of the increasingly global nature of society.</p> <p>All students will demonstrate the behaviors associated with good citizenship.</p>	Percentage of students chronically absent. (All students and High needs subgroup)
	20 hours of community service
	4-year graduation rate

<p>4. All students will graduate from the Windsor Public Schools with a clear, achievable post-secondary plan.</p> <p>All students will demonstrate exemplary skills in utilizing technology to maximize their educational experience.</p>	% of graduating class enrolled in 2 or 4 year postsecondary institution within one year of graduation
	% of students in grades 11 and 12 achieving college and career readiness benchmark
	% of students in grades 11 and 12 participating in at least one of the following – AP, IB, Dual enrollment
	% of students in grades 11 and 12 participating in at least one of the following – two courses in CTE category or two workplace experience courses
<p>5. All students will demonstrate an understanding of the importance of health and wellness.</p>	Percentage of students meeting the State Mandated Physical Education Standard at grades 4, 6, 8 and 10
<p>6. All students will gain an appreciation for the visual and performing arts.</p>	<p>Percentage of students in grades 9-12 participating in at least one dance, music, or visual arts course in the school year.</p> <p>Percentage of students taking 2 or more art classes during their high school career.</p>
<p>State indicators that are in bold represent the only areas that were included in state mandated indicators prior to 2016.</p>	