



Iowa Department of Education



Fiscal Year: 2009-2010 <input type="checkbox"/> <input type="button" value="Go"/> State Fiscal Year: July 1 - June 30	Form: 2 Implementation Plan - Print Summary <input type="checkbox"/> <input type="button" value="Go"/> <input type="button" value="Exit"/>
	District: 6102 School: 0000 Name: Spencer Comm School District

Iowa Department of Education



Implementation Plan

*updated 6/4/2010
after DLT*

Outcome 1: Leadership

School leaders build and sustain system capacity to implement the Iowa Core.

Target 1.a: Implementation of leadership behaviors to sustain the Iowa Core.

Action 1.a.1: Leadership Team is established and operating to implement Iowa Core.

Activities/Resources/Time Line

Date Completed: 5/17/2010 10:53:11 AM

FY 2010 Activities (Date last modified: 5/17/2010 10:19:46 AM)

The DLT will review adopted leadership structure that has been established and Board approved in 2009. This structure ensures that all district stakeholders have roles and responsibilities in the school improvement process. The group will determine if any changes will be necessary to meet ICC expectations.

FY 2010 Resources (Date last modified: 5/17/2010 10:19:46 AM)

School Improvement Leadership Structure document that was developed in 2009. The document will be needed for review.

FY 2010 Time Line (Date last modified: 5/17/2010 10:19:46 AM)

The review and adjustments will be completed by June 2010.

Evidence of Progress (Date last modified: 5/3/2010 10:33:33 AM)

FY 2010

DLT minutes addressing the document - discussion and decision. SIAC committee verification. Additional work of the leadership team and work groups will be indicated in future minutes as ICC process continues.

Action 1.a.2: Leadership Team consistently communicates a clear and shared vision for the Iowa Core.

Activities/Resources/Time Line

Date Completed: 5/17/2010 10:53:37 AM

FY 2010 Activities (Date last modified: 5/3/2010 12:24:41 PM)

DLT will discuss commonalities of the district visions and the vision of ICC at DLT meeting. Members of DLT will ensure the vision is more visible through various communication modes. Possibilities include letterhead, announcements, email signature lines, news article, website, newsletters, events and programs.

FY 2010 Resources (Date last modified: 5/3/2010 12:24:41 PM)

Vision statements from ICC and district will be needed to accomplish the activity.

FY 2010 Time Line (Date last modified: 5/3/2010 12:24:41 PM)

The discussion and review of commonalities of the ICC vision and the district vision will be completed by June 2010. The work of making the vision visible will begin in the spring of 2010 and will continue as the district works through the ICC Implementation Plan.

Evidence of Progress (Date last modified: 5/17/2010 10:23:48 AM)

FY 2010

The Vision statement of the district is present and posted in all buildings and on the website so it more visible to all stakeholders. The vision of Iowa Core has been shared with staff and Board members in the Spring of 2010. Starting in the Fall of 2010 to district vision will be included in district newsletter communications.

Action 1.a.3: Leadership Team understands and manages the change process.

Activities/Resources/Time Line

Not Completed in this Fiscal Year

FY 2010 Activities (*Date last modified: 6/3/2010 1:14:11 PM*)

Administrative Team created a chart to link current school improvement efforts to ICC to share with stakeholders.

Admin Team and instructional coaches communicate ICC connections to staff members and other stakeholders.

The district will engage in a curriculum alignment review beginning in the spring of 2010 and continue through all content areas with the curriculum revision cycle.

DLT will collect evidence of effective instruction by an initial teacher survey of perceived instructional practices. This information will help determine where PD in effective instruction should begin at each building.

All activities of ICC will be reviewed on a monthly basis by DLT and Spencer School Board, quarterly review by SIAC.

FY 2010 Resources (*Date last modified: 6/3/2010 1:14:11 PM*)

ICC and district initiative information (AIW, CORI, ECR, CGI) for correlational chart.

Descriptive link explanations for each initiative.

Time to share information with stakeholders - televised Board meetings help facilitate one form of communication to the public.

Presentation materials as visuals for teachers and the PD work they are and will be engaged with over the next several years.

FY 2010 Time Line (*Date last modified: 6/3/2010 1:14:11 PM*)

Priority #2 in Outcome 1: Making connections to manage the change process will continue so it is clear that Spencer is following the expectations of ICC. Communicating the link between current initiatives and ICC will take place in May of 2010. All stakeholders will receive this information.

Evidence of Progress (*Date last modified: 5/3/2010 12:28:22 PM*)**FY 2010**

District documents clearly show PD/school improvement and ICC links, data on effective instruction survey, and plans for curriculum alignment over the next few years.

Action 1.a.4: Leadership Team demonstrates a deep understanding of the intent of the Iowa Core.**Activities/Resources/Time Line**

Date Completed: 5/20/2010 9:35:41 AM

FY 2010 Activities (*Date last modified: 5/20/2010 9:29:53 AM*)

Spencer DLT will:

Study ICC information to understand Outcomes in order to communicate information to stakeholder groups.

Prepare an overview of ICC to present to various stakeholder groups.

Present ICC overview to staff, School Improvement Advisory Committee, Spencer School Board, Community Business Group.

FY 2010 Resources (*Date last modified: 5/20/2010 9:29:53 AM*)

ICC descriptive resources for preparing ICC overview presentation.

Scheduled time to present to each stakeholder group.

ICC PPT handouts that were prepared for each group.

FY 2010 Time Line (*Date last modified: 5/20/2010 9:29:53 AM*)

Priority #1 in Outcome 1: Activity was put into action 2009-2010. Information was presented to the following groups: Spencer teaching staff during inservice, Community Business Group at a business lunch, SIAC, and Spencer Board of Education televised to the public over the local television station.

Evidence of Progress (*Date last modified: 5/3/2010 10:58:14 AM*)**FY 2010**

Leadership Team members have presented the vision and components of ICC to various stakeholder groups during PD, Board meetings, community meetings, and through various media sources - newspaper,

website, televised Board meetings.

Action 1.a.5: Leadership Team engages leaders and teachers in a collaborative process to create an Implementation Plan.

Activities/Resources/Time Line

Date Completed: 5/17/2010 10:54:11 AM

FY 2010 Activities (Date last modified: 5/3/2010 12:31:43 PM)

DLT completed the rating process, prioritized Actions, determined which order prioritized Actions should be addressed, and gave input for the ICC Plan.

FY 2010 Resources (Date last modified: 5/3/2010 12:31:43 PM)

Iowa Core planning documents were used for the activities listed.
A district progress monitoring document was created for ICC work.

FY 2010 Time Line (Date last modified: 5/3/2010 12:31:43 PM)

ICC self-study was completed in the Fall of 2009.
A prioritized list was completed in the Spring of 2010.
The ICC plan will be submitted in June of 2010.

Evidence of Progress (Date last modified: 5/17/2010 10:33:05 AM)

FY 2010

The district's ICC progress monitoring tool is updated monthly and shared with DLT and stakeholder groups. Spencer's progress monitoring tool also includes the Self-study ratings as well as priority ratings within each outcome.

Action 1.a.6: Leadership Team deploys resources to support and sustain the vision and implementation of the Iowa Core in their district/school.

Activities/Resources/Time Line

Date Completed: 5/17/2010 10:54:21 AM

FY 2010 Activities (Date last modified: 5/17/2010 10:45:52 AM)

Professional development time will be dedicated to support and sustain the vision and implementation of Iowa Core Curriculum. All PD and allocated resources will be linked to sustain and implement the ICC implementation plan.

FY 2010 Resources (Date last modified: 5/17/2010 10:45:52 AM)

Resources include: Professional development time for implementation of ICC across content and grade, personnel to implement the Core, information resources for connections for business and community participation, and information to clarify ICC process and progress.

FY 2010 Time Line (Date last modified: 5/17/2010 10:45:52 AM)

Deployment of resources began in Spring of 2010 and will continue as the district moves through ICC implementation. Review of Essential Skills and Concepts for content areas is scheduled for May 2010 and will move to the alignment process during 2010-2011.

Evidence of Progress (Date last modified: 5/17/2010 10:48:56 AM)

FY 2010

Professional development schedule that addresses Characteristics of Effective Instruction has been established for the next 3 yrs, the curriculum revision cycle is in place to align ICC essential skills and concepts, and all district agendas and activities indicate ICC work.

Action 1.a.7: Leadership Team has established processes and procedures to sustain the implementation of the Iowa Core.

Date Completed: 5/17/2010 10:54:47 AM

FY 2010 Activities (Date last modified: 5/3/2010 11:51:41 AM)

Professional Development schedule indicates connections to ICC work, agendas: DLT, Board, and SIAC show ICC progress and planning, curriculum development is in an evaluation phase as they address gaps.

FY 2010 Resources (Date last modified: 5/3/2010 11:51:41 AM)

ICC-MISIC documents for alignment work that describe essential concepts and skill sets within the ICC. Data reports that show student progress on ICC - MAP testing results, ITBS/ITED results. Artifact links to ICC are part of evaluation structure within Iowa Teaching Standards.

FY 2010 Time Line (Date last modified: 5/3/2010 11:51:41 AM)

Analysis of student progress data aligned with ICC will be revisited annually.

Evidence of Progress (Date last modified: 5/3/2010 11:53:33 AM)

FY 2010

Data analysis documents are in place and reviewed by teachers to monitor student progress on ITBS/ITED and MAP assessments.

Action 1.a.8: Leadership Team engages in discussion with the local school board regarding progress on the Iowa Core.

Activities/Resources/Time Line

Date Completed: 5/17/2010 10:54:37 AM

FY 2010 Activities (Date last modified: 5/3/2010 12:39:42 PM)

Information has been shared with teachers, SIAC committee, Board members, and community members through media resources, televised School Board meetings, newsletters, presentations, and school website postings. DLT will continue to provide information to the School Board on the Iowa Core as work on ICC continues in the district. ICC is on the agenda monthly for updates.

FY 2010 Resources (Date last modified: 5/3/2010 12:39:42 PM)

Iowa Core informational documents that are meaningful to Board members as well as stakeholders will be used to share ICC information and progress. The vision will become more present and understood as the district moves forward in Iowa Core work.

FY 2010 Time Line (Date last modified: 5/3/2010 12:39:42 PM)

Work to inform Board members on ICC began in the Fall of 2009. Both the Board and stakeholders received information in Dec of 2009 with a community partners lunch. A continued effort to inform and bring the ICC work will continue as the district moves forward with the implementation plan.

Evidence of Progress (Date last modified: 5/17/2010 10:52:48 AM)

FY 2010

ICC information sharing is evident on agendas across the district, links on the district website, and district communications. The business partner lunch was well attended so the admin team could relay ICC to the current and future work in the district. The DLT will continue to inform and engage in discussions regarding ICC with the local school board.

Outcome 2: Content-Instruction-Assessment: Instruction

Educators implement effective instructional practices to ensure high levels of learning for each and every student.

Target 2.a: District/school used processes and procedures for engaging stakeholders, setting goals, developing school improvement plans, and integrating various plans.

Action 2.a.1: Community members understand the Iowa Core.

Activities/Resources/Time Line

Date Completed: 6/3/2010 1:25:15 PM

FY 2010 Activities (Date last modified: 6/3/2010 1:24:35 PM)

The community is provided access to all Iowa Core information that is shared with the Spencer School Board through televised Board meetings. Information on the district's website provides the community with the district's progress on Iowa Core. The community has also been given access to the state's Iowa Core information through a link on the district's website. A Community Business lunch was held to inform business leaders about Iowa Core Outcomes, Actions, and how the district and business partnerships align with Iowa Core expectations. When the SIAC committee meets quarterly, ICC information is shared and explained.

FY 2010 Resources (Date last modified: 6/3/2010 1:24:35 PM)

User-friendly ICC documents will be shared with the community on the district website: explanation of ICC, the district's plan for addressing ICC, and the district's progress on ICC. ICC documents will also be a part of SIAC meetings.

FY 2010 Time Line (Date last modified: 6/3/2010 1:24:35 PM)

Priority #2 in Outcome 2: All ICC information shared with the Board has been televised on the local public access cable tv channel. Links to ICC information have been posted on the district's website. Public access to ICC information will continue as the district moves through the ICC process.

Evidence of Progress (Date last modified: 5/17/2010 11:28:09 AM)

FY 2010

Iowa Core information is shared with the community through locally televised Board meetings and presentations. Postings on the district website will also help community members and stakeholders to understand ICC and how the district is moving through the ICC process.

Action 2.a.2: Community members participate in the development and implementation of the Iowa Core within the district/school.

Activities/Resources/Time Line

Date Completed: 6/3/2010 1:37:06 PM

FY 2010 Activities (Date last modified: 6/3/2010 1:36:38 PM)

Spencer's School Improvement Advisory Committee meets quarterly to discuss district progress and plans. Input is gathered and discussed at the SIAC meetings. SIAC members also share feedback from the community on current issues and concerns - including ICC and student data. District stakeholders and community members participate in the development of the Iowa Core through the many partnerships that have been established. These partnerships strengthen the curriculum so students see that their learning has value beyond the school.

A few examples of how the school and community are working together in implementing the Core are as follows: partnering with the local hospital to coordinate a Health Occupations class, guest speakers come to present interviewing and employment information for students from Employment Connections Agency, and working with Lakeside Lab to provide learning opportunities beyond the classroom in an environmental setting.

FY 2010 Resources (Date last modified: 6/3/2010 1:36:38 PM)

Current district documents showing activities that involve ICC - ICC connections to past and current initiatives, Essential Skills and Concepts web location, ICC implementation plan, the district's PD plan for 2010-2011.

FY 2010 Time Line (Date last modified: 6/3/2010 1:36:38 PM)

Spencer CSD SIAC meets quarterly each year. The group has been given ICC information over the past year as the district progresses through and addresses ICC requirements.

Evidence of Progress (Date last modified: 5/17/2010 11:44:26 AM)**FY 2010**

Input from the district's SIAC, for ICC plan development, is received at each of their quarterly meetings.

Action 2.a.3: Learning Supports are coordinated to support the Iowa Core.**Activities/Resources/Time Line****Date Completed: 5/20/2010 9:34:41 AM****FY 2010 Activities (Date last modified: 5/20/2010 9:31:52 AM)**

An alignment of Learning Supports was done in the Winter of 2009 by DLT. The results that show the alignment of Learning Supports with ICC has been shared with members of the Board, SIAC, and DLT.

FY 2010 Resources (Date last modified: 5/20/2010 9:31:52 AM)

Personnel and documents that will help link ICC and Learning Supports.

FY 2010 Time Line (Date last modified: 5/20/2010 9:31:52 AM)

Priority #1 in Outcome 2: This has been completed in 2009.

Evidence of Progress (Date last modified: 5/17/2010 11:51:52 AM)**FY 2010**

The grid with Learning Supports alignment with ICC is part of the district's ICC progress monitoring document.

Outcome 3: Leadership

School leaders build and sustain system capacity to implement the Iowa Core.

Target 3.a: Implementation of leadership behaviors to sustain the Iowa Core.

Action 3.a.1: Leadership Team uses Self Study baseline results to write the Implementation Plan. (This action is no longer applicable after the initial scoring of the Self Study is complete.)

Activities/Resources/Time Line

Date Completed: 5/20/2010 9:38:14 AM

FY 2010 Activities (Date last modified: 5/20/2010 9:38:02 AM)

Writing of the Implementation Plan has been in progress during the Spring of 2010, using the self-study baseline data. Self-study base line data has been submitted on the DE site.

FY 2010 Resources (Date last modified: 5/20/2010 9:38:02 AM)

Self-study rubrics, time to prioritize actions across outcomes, DLT and SIAC input.

FY 2010 Time Line (Date last modified: 5/20/2010 9:38:02 AM)

Priority #1 in Outcome 3: In progress during Spring of 2010 to be completed by July 1, 2010.

Evidence of Progress (Date last modified: 5/17/2010 12:01:55 PM)

FY 2010

District progress-monitoring documents that show ratings, timelines, and action plan components.

Target 3.b: District/school used processes and procedures for engaging stakeholders, setting goals, developing school improvement plans, and integrating various plans.

Action 3.b.1: Leadership Team uses Self Study annual results to monitor progress of the Iowa Core implementation over time.

Activities/Resources/Time Line

Date Completed: 5/20/2010 9:40:17 AM

FY 2010 Activities (Date last modified: 5/20/2010 9:39:57 AM)

Each fall the DLT will schedule time to review the Self-study rubrics to monitor progress on ICC Implementation Plan.

Using student achievement data from multiple assessments will also help the district to monitor progress and the impact of ICC from a curriculum perspective. Student achievement data will help teacher make more informed decisions in moving more students to higher levels of proficiency.

FY 2010 Resources (Date last modified: 5/20/2010 9:39:57 AM)

Self-study rubrics, district progress documents, ICC implementation and action planning documents. Student assessment results from ITBS/ITED and MAPs

FY 2010 Time Line (Date last modified: 5/20/2010 9:39:57 AM)

Priority #2 in Outcome 3: Revisit and update as work is done in the district regarding Iowa Core.

Evidence of Progress (Date last modified: 5/17/2010 12:12:23 PM)

FY 2010

As district actions are taking place that have been listed and prioritized as a result of the ICC self-study, updates are made on the district's progress-monitoring document.

Target 3.c: District/school used processes and procedures for engaging stakeholders, setting goals, developing school improvement plans, and integrating various plans.

Action 3.c.1: Leadership Team and others, as appropriate; develop and follow a cycle for document/plan review for the purposes of incorporating elements of the Iowa Core and integrating various planning processes.

Date Completed: 5/17/2010 12:22:49 PM

FY 2010 Activities (*Date last modified: 5/17/2010 12:18:58 PM*)

A review of the district's curriculum cycle is in progress to determine how ICC alignment, curriculum revision, and resource acquisition can happen simultaneously and efficiently.

FY 2010 Resources (*Date last modified: 5/17/2010 12:18:58 PM*)

ICC Essential Skills and Concepts documents, current district curriculum documents, current class listings, resource review documents

FY 2010 Time Line (*Date last modified: 5/17/2010 12:18:58 PM*)

Starting the process in the Spring of 2010. Revisit and update annually.

Evidence of Progress (*Date last modified: 6/3/2010 1:40:56 PM*)

FY 2010

Starting in Spring of 2010, curriculum teams review essential concepts and skills in ICC and align to current practice. A gap analysis will show what areas need to be addressed and/or changed in future curriculum sessions. All curriculum groups will move through the alignment process over a 4 yr timeline.

Outcome 4: Content-Instruction-Assessment: Instruction

Educators implement effective instructional practices to ensure high levels of learning for each and every student.

Target 4.a: Implementation of leadership behaviors to sustain the Iowa Core.

Action 4.a.1: Educators learn about alignment processes to implement the Iowa Core. (The Iowa Core Network will provide alignment processes and tools and prepare Leadership Teams to use them. Districts/Schools may wait to begin planning for this outcome until they have learned more about these alignment resources.)

Activities/Resources/Time Line

Date Completed: 5/20/2010 9:49:00 AM

FY 2010 Activities (Date last modified: 5/20/2010 9:48:33 AM)

Teachers will use PD time to better understand how the alignment process will work to develop alignment expertise. After teachers understand the alignment process, they will use the tools to begin the process with their respective curriculum content area(s). An initial curriculum comparison of enacted to intended curriculum will be done by each content area group. Adjustments to content units and topics will be made, new curriculum written as necessary, and additional resource considerations will be made on a scheduled rotation.

Curriculum groups will enter content units in curriculum alignment software between 2010-2014. A gap analysis will be done to determine the frequency of enacted curriculum with intended curriculum. Adjustments will be made to curriculum in order to have a closer match to ICC essential skills and concepts as necessary.

FY 2010 Resources (Date last modified: 5/20/2010 9:48:33 AM)

Current curriculum content documents, alignment tool, time for going through the alignment process

FY 2010 Time Line (Date last modified: 5/20/2010 9:48:33 AM)

Priority #1 in Outcome 4: This process has been started in 2009-2010 and will continue to rotate through curriculum group in a 4 year cycle.

Evidence of Progress (Date last modified: 5/17/2010 2:12:42 PM)

FY 2010

The Language Arts team has begun the alignment and gap analysis process during 2009-2010. Other content area groups will begin during 2010-2011 as ICC plan indicates.

Target 4.b: District/school used processes and procedures for engaging stakeholders, setting goals, developing school improvement plans, and integrating various plans.

Action 4.b.1: Educators select the processes and tools that will be used locally (LEA).

Activities/Resources/Time Line

Date Completed: 5/20/2010 9:50:46 AM

FY 2010 Activities (Date last modified: 5/20/2010 9:50:23 AM)

The MISIC mapping process was selected two years ago as a means to map the district's curriculum. From this tool, decisions regarding comprehensive, articulated coverage of content can be made.

FY 2010 Resources (Date last modified: 5/20/2010 9:50:23 AM)

Current curriculum information, MISIC mapping tool, time to enter content unit information

FY 2010 Time Line (Date last modified: 5/20/2010 9:50:23 AM)

Priority #2 in Outcome 4: Teachers are beginning the mapping process during 2009-2010 and will continue through all content groups on a 4 year rotation.

Evidence of Progress (Date last modified: 5/17/2010 2:19:03 PM)

FY 2010

Some units of study have been entered into the software to begin alignment with ICC.

Action 4.b.2: Educators learn to use the selected processes and tools.**Activities/Resources/Time Line****Date Completed: 5/17/2010 2:24:46 PM****FY 2010 Activities** (Date last modified: 5/17/2010 2:24:01 PM)

Time for training teachers how to use the mapping software will be provided during inservice and will be listed on the agenda.

FY 2010 Resources (Date last modified: 5/17/2010 2:24:01 PM)

time, mapping software, content units

FY 2010 Time Line (Date last modified: 5/17/2010 2:24:01 PM)

Fall 2010 to begin alignment process on the mapping software

Evidence of Progress (Date last modified: 5/17/2010 2:24:34 PM)**FY 2010**

Fall 2010 inservice agenda

Target 4.c: Implementation of leadership behaviors to sustain the Iowa Core.**Action 4.c.1: Educators implement the alignment selected processes and tools.****Activities/Resources/Time Line****Date Completed: 5/17/2010 2:29:37 PM****FY 2010 Activities** (Date last modified: 5/17/2010 2:28:08 PM)

All content groups will follow the curriculum alignment process structure for implementation and use of the tools

FY 2010 Resources (Date last modified: 5/17/2010 2:28:08 PM)

Current curriculum documents, mapping software, time

FY 2010 Time Line (Date last modified: 5/17/2010 2:28:08 PM)

During 2010-2011 all content teams will start their alignment

Evidence of Progress (Date last modified: 5/17/2010 2:29:12 PM)**FY 2010**

Schedule of implementing alignment processes and tools across the district

Action 4.c.2: Educators use alignment data to help make decisions regarding the alignment of the enacted to the intended curriculum.**Activities/Resources/Time Line****Date Completed: 5/17/2010 2:40:40 PM****FY 2010 Activities** (Date last modified: 5/17/2010 2:36:49 PM)

Starting in 2009-2010, the 7-12 Language Arts team began the process of alignment of the enacted to the intended curriculum of ICC. The process will continue with all other content area groups as they meet according to the curriculum rotation schedule.

FY 2010 Resources (Date last modified: 5/17/2010 2:36:49 PM)

Current content area curriculum documents, mapping software, time

FY 2010 Time Line (Date last modified: 5/17/2010 2:36:49 PM)

Beginning in 2009-2010, teachers will begin using the mapping software for the alignment process. All curriculum teams will finish mapping, gap analysis, and restructuring curriculum to meet ICC by the fall of 2012 for full implementation.

FY 2010

District schedule of alignment of currently enacted curriculum to intended curriculum

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Outcome 5: Leadership

School leaders build and sustain system capacity to implement the Iowa Core.

Target 5.a: Implementation of leadership behaviors to sustain the Iowa Core.

Action 5.a.1: Educators collect and use data across Iowa Core outcomes and student achievement to guide professional development.

Activities/Resources/Time Line

Date Completed: 5/20/2010 9:53:17 AM

FY 2010 Activities (Date last modified: 5/20/2010 9:52:56 AM)

DLT has shared and discussed data from across all Outcomes in the Self-study and a professional development plan has been determined based on prioritized data on the self-study. Student achievement data has also been analyzed to determine additional support needed to improve achievement levels.

FY 2010 Resources (Date last modified: 5/20/2010 9:52:56 AM)

Information on Characteristics of Effective Instruction, Essential Skills and Concepts across content areas for quality alignment with ICC.

FY 2010 Time Line (Date last modified: 5/20/2010 9:52:56 AM)

Priority #1 in Outcome 5: Professional development in Characteristics of Effective Instruction will be spread over a 2 year period of time for all K-12 teachers. PD will begin in the Fall of 2010.

Evidence of Progress (Date last modified: 5/17/2010 2:54:27 PM)

FY 2010

Schedule of PD and district alignment process K-12

Target 5.b: District/school used processes and procedures for engaging stakeholders, setting goals, developing school improvement plans, and integrating various plans.

Action 5.b.1: Educators engage in professional development that contains all elements of effective professional development for student achievement (Iowa Professional Development Model).

Activities/Resources/Time Line

Not Completed in this Fiscal Year

FY 2010 Activities (Date last modified: 5/20/2010 9:54:47 AM)

Teachers will follow IPDM as they collect and analyze student data, set goals regarding student learning, and adjust content and resources to meet student needs. Teachers will also participate in professional development that includes theory, demonstration, practice, and peer collaboration as they implement strategies and/or processes to increase student achievement.

FY 2010 Resources (Date last modified: 5/20/2010 9:54:47 AM)

Current student achievement data, PD resources to focus on curriculum, instruction, and assessment for student learning

FY 2010 Time Line (Date last modified: 5/20/2010 9:54:47 AM)

Priority #2 in Outcome 5: Starting in the Fall of 2010, revisiting and updating annually

Evidence of Progress (Date last modified: 5/17/2010 3:07:06 PM)

FY 2010

PD packets for Characteristics of Effective Instruction PD and PD schedule/agenda

Outcome 6: Content-Instruction-Assessment: Instruction

Educators implement effective instructional practices to ensure high levels of learning for each and every student.

Target 6.a: District/school used processes and procedures for engaging stakeholders, setting goals, developing school improvement plans, and integrating various plans.

Action 6.a.1: Educators form and maintain collaborative teams.

Activities/Resources/Time Line

Date Completed: 6/3/2010 1:46:45 PM

FY 2010 Activities (Date last modified: 6/3/2010 1:46:15 PM)

All teachers and administrators throughout the district belong to a professional learning team. Each team is scheduled to meet twice a month throughout the school year. There are established protocols, and minutes are documented for each team. The focus of 7-12 teams is the AIW process, and the focus of elementary teams is the CGI process for teach math conceptually. Embedding literacy strategies across the curriculum will continue throughout the district.

FY 2010 Resources (Date last modified: 6/3/2010 1:46:15 PM)

Each team uses their respective protocol documents and resources each time they meet. This ensures consistency across the district for all teams.

FY 2010 Time Line (Date last modified: 6/3/2010 1:46:15 PM)

PLCs were put in place during 2009-2010 and will continue as the district's process

Evidence of Progress (Date last modified: 6/3/2010 1:48:11 PM)

FY 2010

Team minutes and reports are kept on file by administrators or uploaded to the server file by the anchor or team leader.

Action 6.a.2: Educators acquire awareness of the characteristics of effective instruction.

Activities/Resources/Time Line

Date Completed: 5/20/2010 9:59:00 AM

FY 2010 Activities (Date last modified: 5/20/2010 9:58:27 AM)

Over the next two years, DLT members and Instructional Coaches will be facilitating work sessions for teachers that focus on Characteristics of Effective Instruction. Each teacher will have a facilitation packet that includes a research article, processing document, and reflection sheet for each of the five characteristics. One characteristic at a time will be the focus of a PD session. An initial overview for all teachers across the district took place in April 2009.

FY 2010 Resources (Date last modified: 5/20/2010 9:58:27 AM)

Characteristics of Effective Instruction PD packet, time during PD, curriculum units for adjustments

FY 2010 Time Line (Date last modified: 5/20/2010 9:58:27 AM)

Priority #1 in Outcome 6: Characteristics of Effective Instruction will be studied as follows: Fall 2010: Student-centered Classrooms, Spring 2011: Teaching for Understanding and Rigorous and Relevant Curriculum, Fall 2011: Teaching for Learner Differences, and Spring 2012: Assessment for Learning

Evidence of Progress (Date last modified: 5/17/2010 3:53:22 PM)

FY 2010

Professional Development schedule and agendas

Action 6.a.3: Educators engage in dialogue about practices that support the characteristics of effective instruction.

Activities/Resources/Time Line

Not Completed in this Fiscal Year**FY 2010 Activities** (Date last modified: 6/3/2010 2:45:51 PM)

Learning teams will be looking at student tasks, student work, and instructional practices in their AIW learning teams. Each characteristic of effective instruction will be part of the discussion protocol in the C of EI learning process. Elementary grade-level teams will also have facilitated discussions on how to improve instruction with the goal of improving student work and achievement through professional development and implementation of CGI.

FY 2010 Resources (Date last modified: 6/3/2010 2:45:51 PM)

Models and examples of classrooms that incorporate C of EI that produce high achievement. Current lessons and examples of student work.

FY 2010 Time Line (Date last modified: 6/3/2010 2:45:51 PM)

PLCs meet monthly and will be a continual format for teachers as they learn together, study data, and implement evidence-based practices that improve learning and instruction. This structure will stay in place as the district works through the Iowa Core process.

Evidence of Progress (Date last modified: 5/17/2010 4:20:40 PM)**FY 2010**

Learning team and PD agendas - monthly

Action 6.a.4: Leadership Team facilitates a process to determine the degree to which practices that align with the characteristics of effective instruction are in place in classroom instruction.

Activities/Resources/Time Line**Date Completed: 5/20/2010 10:02:44 AM****FY 2010 Activities** (Date last modified: 5/20/2010 10:02:13 AM)

Our initial introductory session/overview on Characteristics of Effective Instruction (April 2009) allowed teachers to observe a model of teaching that was an example of several C of EI. They processed as a group to discuss their observations of what the students were doing and what the teacher was doing. After the video and group processing, each teacher completed a perception survey of incorporating C of EI in their own professional practice. Follow-up sessions will focus on one particular characteristic at each session over the next two years. Support from instructional coaches and classroom observations by administrators, as well as peers, will help determine the degree to which C of EI are implemented in classrooms over the next four years. Teachers are learning to self-evaluate their own practice with feedback and support from PLC members and instructional coaches.

FY 2010 Resources (Date last modified: 5/20/2010 10:02:13 AM)

Time for classroom observations, access to instructional coaches, grade-level team time

FY 2010 Time Line (Date last modified: 5/20/2010 10:02:13 AM)

Priority # 2 in Outcome 6: The learning process with C of EI has already begun (2009) and will continue to be a focus as teachers work to improve instructional practice over the next four years.

Evidence of Progress (Date last modified: 5/17/2010 4:37:56 PM)**FY 2010**

PD schedules and agendas

Target 6.b: Implementation of leadership behaviors to sustain the Iowa Core.

Action 6.b.1: Leadership Team makes decisions about how to strengthen the district/building professional development plans to address the Iowa Core. (See Outcome 5.)

Activities/Resources/Time Line**Date Completed: 5/18/2010 1:25:46 PM****FY 2010 Activities** (Date last modified: 5/18/2010 1:12:04 PM)

Following IPDM, the DLT has discussed teacher perception data regarding C of EI currently used in professional practice. A goal to embed C of EI into planned PD of increasing the quality of unit and lesson development, along with improved delivery of instruction, will begin in the fall of 2010. Instructional coaches and administrators will support the process across the district. All teachers will have an information packet for their facilitated learning sessions. The packets include C of EI articles, group processing tools, and reflection sheets for the study.

FY 2010 Resources (Date last modified: 5/18/2010 1:12:04 PM)

C of EI PD packets, instructional coaches and facilitators, lessons and units for review and improvement

FY 2010 Time Line (Date last modified: 5/18/2010 1:12:04 PM)

Over a two year period of time, teachers will move through a study of C of EI and implement improved practices. They will start in the fall of 2010 studying and working toward Student-centered classrooms as they strengthen the quality of lessons and units.

Evidence of Progress (Date last modified: 5/18/2010 1:25:19 PM)

FY 2010

Schedule of PD and C of EI pacing guide over the next two years

Action 6.b.2: Educators engage in professional development that follows the Iowa Professional Development Model (IPDM) to implement instructional strategies, models, and/or approaches supportive of the characteristics of effective instruction (see Outcome 5).

**** COLLECTION NOT REQUIRED ****

Activities/Resources/Time Line

Date Completed: 5/18/2010 2:19:36 PM

FY 2010 Activities (Date last modified: 5/18/2010 1:35:04 PM)

Characteristics of Effective Instruction will be embedded into PD across the district starting in the fall of 2010. MS/HS teachers will continue their study of AIW and elementary teachers will focus on yr 1 of CGI training. The first component of embedded C of EI is Student-centered Classrooms.

FY 2010 Resources (Date last modified: 5/18/2010 1:35:04 PM)

PD packets with C of EI materials, lessons and units for review and improvement, instructional coaches and DLT member support

FY 2010 Time Line (Date last modified: 5/18/2010 1:35:04 PM)

This will be ongoing, but reviewed and adjusted as data indicates necessary. The embedded study of C of EI will begin in the fall of 2010 and continue over a two period of time as one characteristic at a time is addressed.

Evidence of Progress (Date last modified: 5/18/2010 1:37:10 PM)

FY 2010

PD schedule and C of EI pacing guide, teacher feedback

Action 6.b.3: Educators implement with fidelity selected instructional strategies, models, or approaches that demonstrate the characteristics of effective instruction.

Activities/Resources/Time Line

Date Completed: 5/18/2010 2:36:11 PM

FY 2010 Activities (Date last modified: 5/18/2010 2:35:37 PM)

As teacher learn about improved instructional practices, they will document their instructional practices throughout 2010-2011. They will monitor data that indicates improved student achievement as a result of the changes in their instruction.

FY 2010 Resources (Date last modified: 5/18/2010 2:35:37 PM)

Lessons and units to address the quality of instruction, C of EI PD information packet, instructional coaching and admin walk-through support

FY 2010 Time Line (*Date last modified: 5/18/2010 2:35:37 PM*)

Indicators of implementing approaches with fidelity with the C of EI will begin in the fall of 2010 and continue annually.

Evidence of Progress (*Date last modified: 5/18/2010 2:18:51 PM*)

FY 2010

Implementation logs, updated lessons and units that include student-centered classroom approaches, PLC team notes, and walk-through data would all be considered evidence that educators are implementing with fidelity.

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Authorized Agency: Spencer Comm School District
23 E 7th St
Spencer, Iowa 51301
AEA: AEA 8 Prairie Lakes AEA
(control code 9205)

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