



Office of the Superintendent, Dr. Ember Conley

District Learning Plan I have completed reviewing the draft district learning plan with six of the seven site staff members. I am continuing to request for feedback and have made changes based upon the feedback. The feedback has been gathered from surveys, emails, and one on one meetings. As I have mentioned, I am intentionally addressing the need to provide a positive school climate. I have researched several approaches and will be using a business model to intentionally focus on building the best working environment so that our students thrive. The model will provide curriculum, instruction, and assessment to insure that our culture is collaborative and that all staff have been provided training to increase relationship skills, customer service skills, and teamwork over the next three years.

Another major component of the plan is the model of Professional Learning Communities (PLC). The most positive aspect of PLCs, besides increased student learning, is the collaborative teaming. It increases teacher effectiveness and peer accountability. It will not happen overnight; it truly is a five-year plan.

www.allthingsplc.info/files/uploads/AllTogetherNow_TEPSA_TMany_JSchmidt.pdf

Curriculum, Instruction, Assessment, and Professional Development We are working with directors, administrators, coaches, and teacher leaders to refine upcoming professional development. We have a professional development plan for the next two years that is aligned to the district learning plan. We have solidified dates for the summer, fall, and winter professional development. It is exciting to see the alignment and the plan for the work we have ahead of us. In addition, we are developing an RFP for the district benchmarking system that we will solicit vendors. In reviewing spending from the other systems that we are piecing together, it will actually

result in a cost savings.

Gifted and Talented Education:Based upon the needs assessment, part of the plan includes supporting our gifted and high ability students. Our goal for the gifted and talented program is to increase opportunities for our high ability/ gifted students through a step in and step out model at the elementary. We all agree that the dream would be to have a specialist in every building, but agree that another specialist is needed to begin services earlier and better at the elementary level. We are developing the needs assessment to each elementary for the teachers and administrators to have input to the details for the implementation plan, which recognizes individual site needs with an understanding of district consistency. The GATE Specialists will be working the summer to develop the scope and sequence for grades 1-8 using the gifted and talented standards.

School Principal Mid-Year Reviews:Principals (along with their academic coach and/ or assistant principals) have shared their mid year report with cabinet level directors. We asked each principal to complete the needs assessment workbook and to review and revise their performance growth plans according to their students' needs. These growth plans addressed three specific goals around SIOP, Technology, and Student Engagement. One glaring need is the need for cohesive data to drive instruction through our future model of collaborative teaming.

School Budget Meetings:We have been meeting with principals regarding current budgets and changes that will be recommended through the budget process. I am critically reviewing current staffing (teachers, paras, classified) to address our needs. We have an urgency to address the need for K-12 Curriculum Alignment with defined scope and sequence for Language Arts, Math, Science, and Writing.

Dual Language Immersion:Dual Language remains to be a program that has many layers that we must address. As for the Middle School Model, the DLI 6th Grade Task Force meets regularly to develop both short and long term goals for the secondary model. All information is posted on the district web site.

New Staff: Finally, I want to welcome Dr. Kathleen Einhorn to the District Office Team as the Associate Superintendent of Teaching and Learning and Ms. Paula Kruger as the additional gifted and talented specialist beginning in the 2014-15 school year.

Happy Spring! Ember Conley