

School Improvement Planning

Updates Presented to
FOIL

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May 7, 2014

Why do a School Improvement Plan (SIP)?

SIPs

- Requirements
- Dates
- Look & Feel
- Name Change
- Enhancements



Why do a School Improvement Plan (SIP)?

It's not enough to do
your best; you must
know what to do,
and then do your best.

-W. Edwards Deming

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- Section 1001.42(18)(a), F.S., requires all non-charter public schools to implement a district-approved school improvement plan annually.
- DA schools (schools receiving a grade of “D” or “F” in the prior year) are required by State Board of Education Rule 6A-1.099811, F.A.C., to use the FDOE SIP template, and their school districts are required to use the department's District Improvement and Assistance Plan (DIAP) template.
- **Non-DA schools are not required to use FDOE’s SIP template, but more than 2,000 of them do!**

Will FDOE's template include new requirements for the 2014-15 school year?

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Given our current understanding of legislation passed during the 2014 legislative session, we believe the following to be true:

- There will be no *major* changes to FDOE's SIP template in the way of requirements.
- *Some minor changes* related to the use of Early Warning Systems (EWS) data in middle grades will be made pursuant to Senate Bill 850.

When will *SIP Online* open for entry of 2014-15 plans?

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- We are projecting to open the *SIP Online* web application for entry of SIP and DIAP *drafts* on **June 15, 2014**.
 - Most information previously entered by schools and districts in the 13-14 surveys will roll automatically to the 14-15 surveys. Exceptions include the “who” and “when” for steps 5-8 in problem solving, and the MTSS questions (which are being simplified).
 - Survey questions are subject to change pending State Board of Education approval (currently scheduled for September 23, 2014).

What are the submission dates for SIPs and DIAPs?

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For DA schools and districts:

- September 5, 2014 – draft SIP and DIAP due to DA Regional Executive Director (RED)
- October 3, 2014 – DIAP submission for publication
- November 3, 2014 – SIP submission for publication

For non-DA schools:

- District must assure that it is in compliance with Section 1001.42(18)(a), F.S., and other applicable statutes in May, 2015.

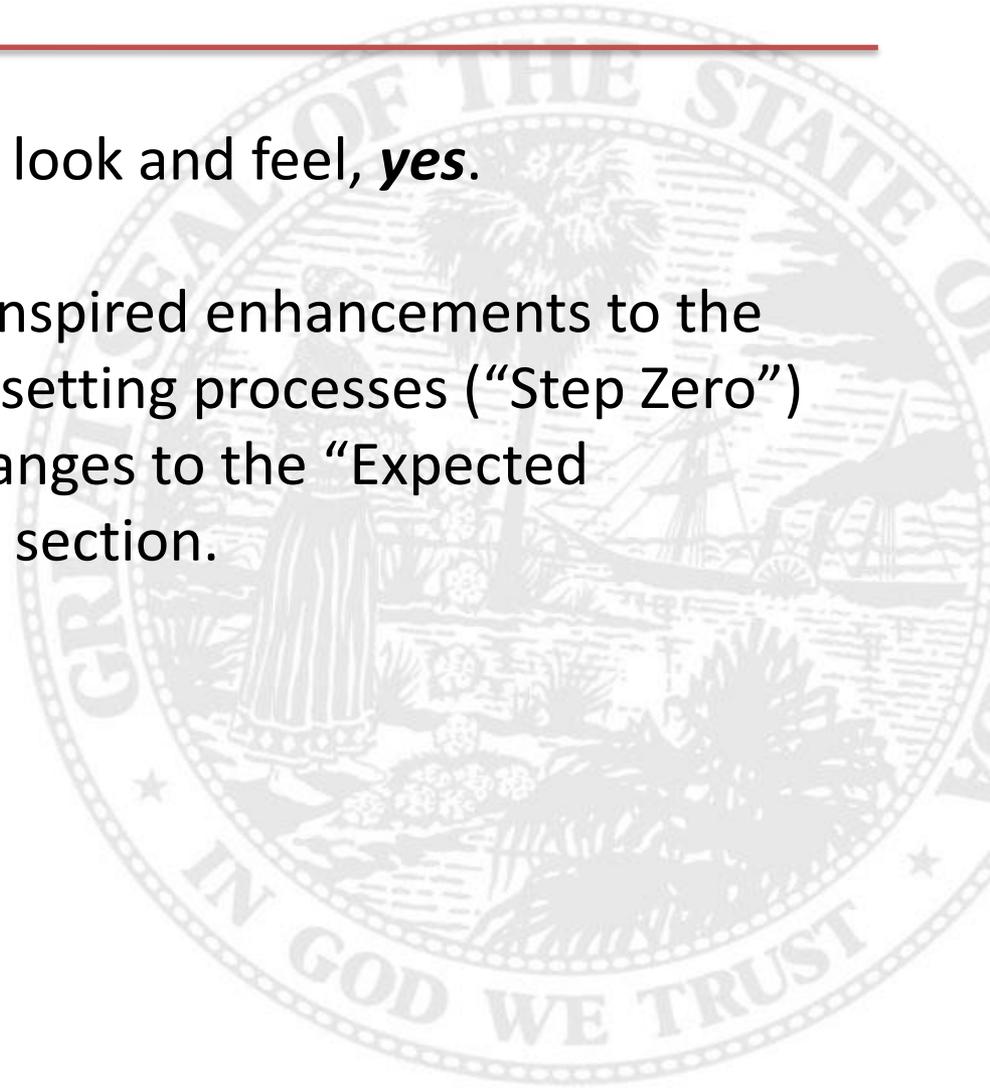
Will the *SIP Online* web application work the same as it did in 2013-14?

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With respect to look and feel, **yes**.

However, user inspired enhancements to the target and goal setting processes (“Step Zero”) will result in changes to the “Expected Improvements” section.



SIP Online

Several ways to navigate and check completion

II. Expected Improvements / I. Area 9: Parent Involvement

Problem Solving

◀ Prev

Next ▶

Palm Beach: Academy For Positive Learning

Read Only Preview Export Tracking

- I. Current School Status ✓
- II. Expected Improvements ✓
 - A. Area 1: Reading ✓
 - B. Area 2: Writing ✓
 - C. Area 3: Mathematics ✓
 - D. Area 4: Science ✓
 - E. Area 5: STEM ✓
 - F. Area 6: CTE ✗
 - G. Area 7: Social Studies ✗
 - H. Area 8: EWS ✓
 - 1. Elementary School ✓
 - 2. Middle School ✓
 - 3. High School ✗
 - 4. Graduation ✗
 - I. Area 9: Parent Involvement ✓
 - J. Area 10: Additional Targets ✗
 - K. Problem Solving ✓
- III. Coordination and Integration ✓
- IV. Professional Development ✓
- V. Budget ✓

II. Expected Improvements

This section meets the requirements of Sections 1114(b)(1)(A),(H), and (I), and 1115(c)(1)(A), P.L. 107-110, NCLB, codified at 20 U.S.C. § 6314(b).

I. Area 9: Parent Involvement

Title I Schools may use the Parent Involvement Plan to meet the requirements of Sections 1114(b)(1)(F) and 1115(c)(1)(G), P.L. 107-110, NCLB, codified at 20 U.S.C. § 6314(b).

1. Describe parental involvement targets for your school.

As a Title I School, Academy for Positive Learning has developed a Parent Involvement Plan that spells out specific strategies to involve parents in our school. First reviewed the Family involvement plan and requested parents to participate in a discussion and suggest any changes to the Policy. No suggestions were made. A sampling of those items include: Title I Annual Meeting/Open House (school wide), Parent Teacher Conferences / Communication, Engrade-Pro, Community Service hours for parents, trainings/workshops, School newsletter sent by email or sent home with student.

2. Specific Parental Involvement Targets

Target	2013 Actual #	2013 Actual %	2014 Target %
The school involves parents in Title I programs and budget	# 20	86 %	100 %
The Family Involvement Policy/Plan and school-Compact was v	# 21	91 %	100 %

This section is:

Pending Complete N/A



The name “SIP Online” will be changing to Continuous Improvement Management System (CIMS)

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SIP Online
is getting a
new name.
Stay tuned!

- The online application will be growing to support much more than just school improvement plans
- As our planning processes become more efficient, integrated, and data driven, our focus will shift to implementation fidelity and effectiveness

What new features are coming in 2014-15?

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Step Zero



How important are the right strategic goals?

"I knew I had to **transform** Alcoa, but
you can't order people to change.

That's not how the brain works.

So I decided I was going to start by **focusing on one thing**. If I could start disrupting the habits around one thing, *it would spread throughout the entire company.*"

Paul O'Neill
Former CEO, Alcoa

How important are the right strategic goals?

Done well,

they reflect our understanding of the
key drivers to improved performance
in a particular setting

and

they convey ***a theory of action*** for attaining
our SMART goals (targets).

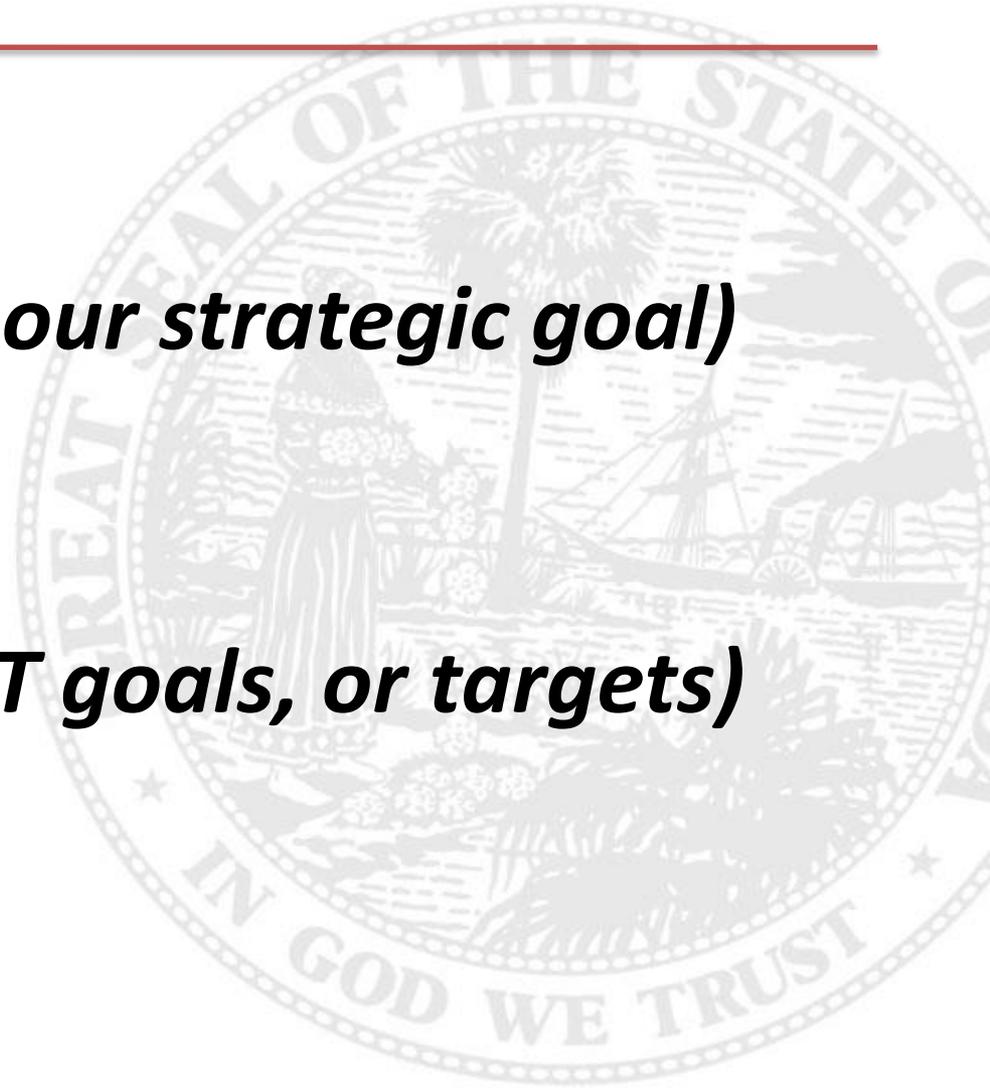
How important are the right strategic goals?

If we...

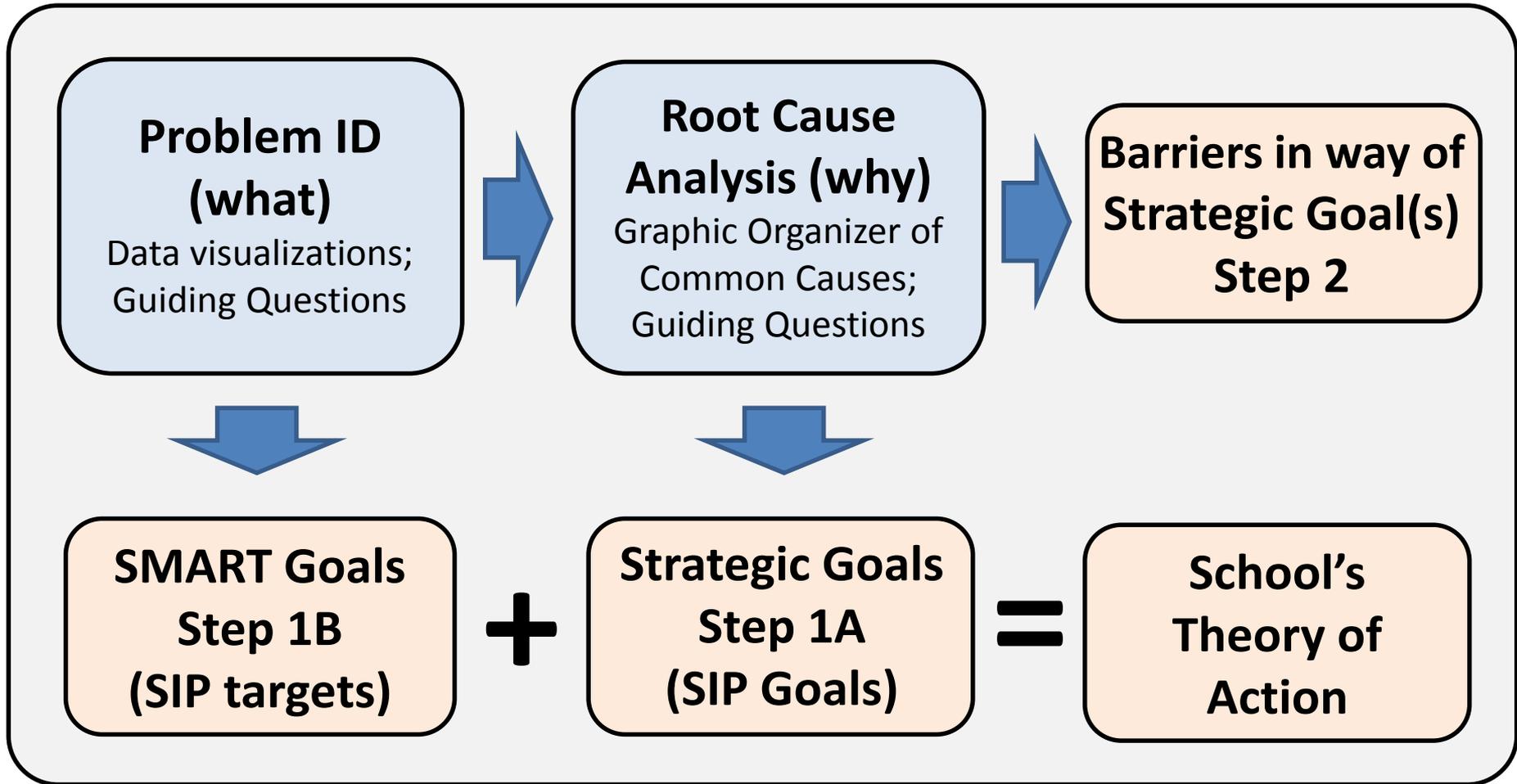
(accomplish our strategic goal)

then we will...

(reach our SMART goals, or targets)

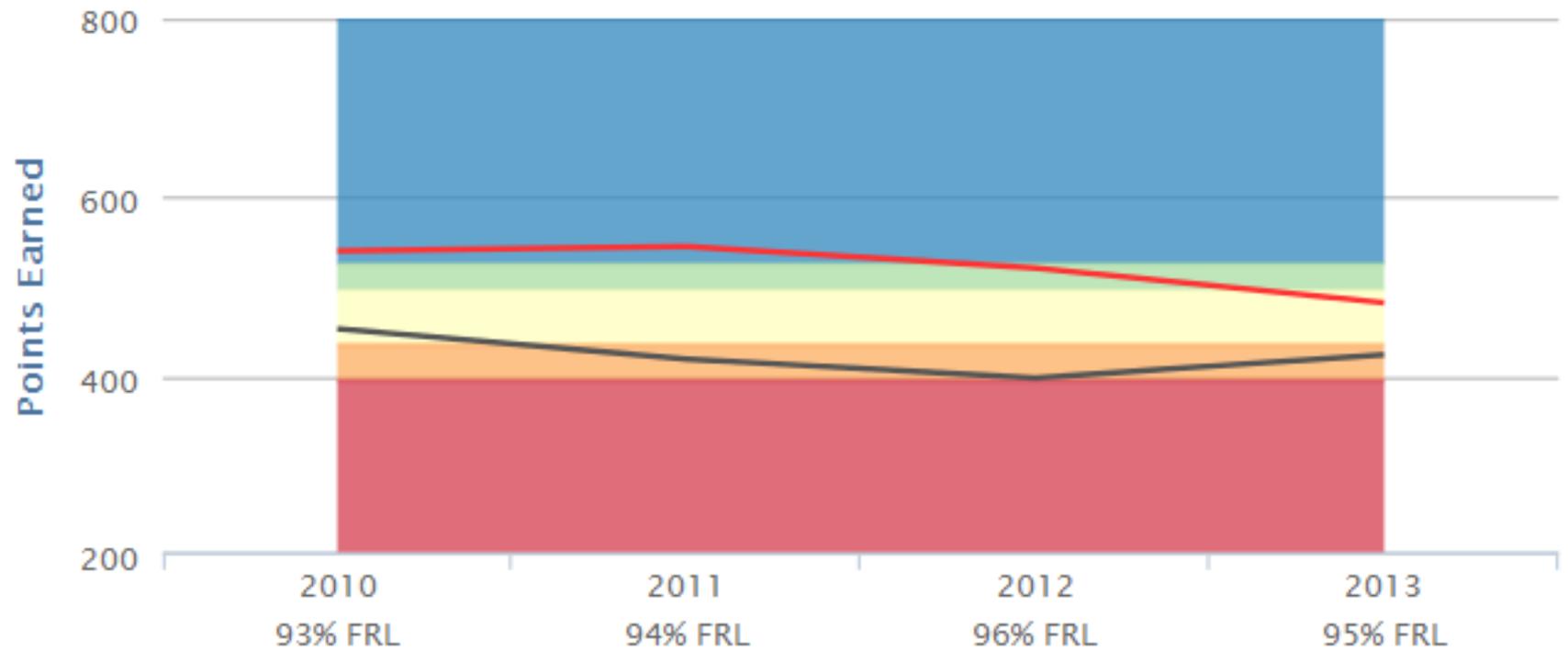


Step Zero:



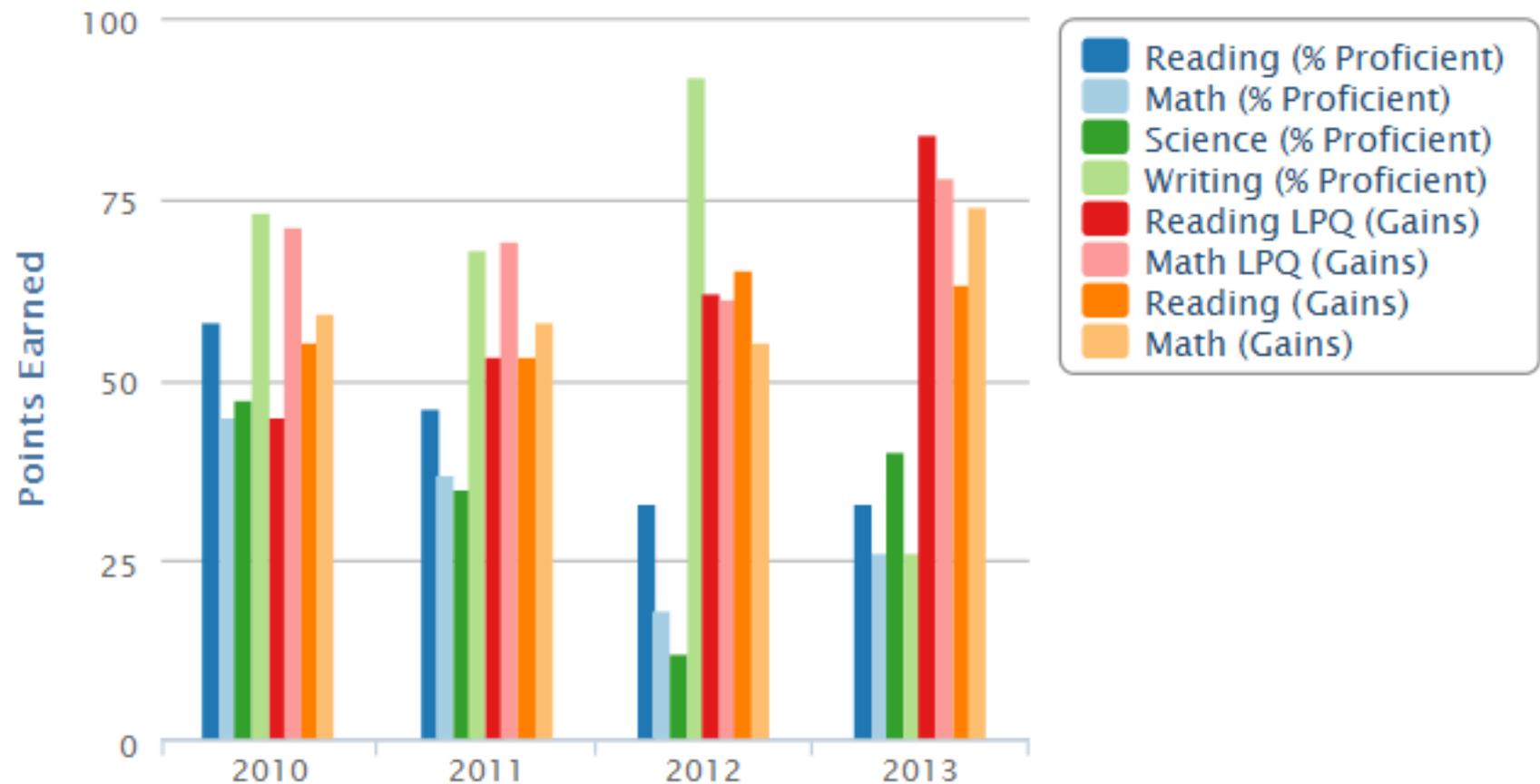
Florida School Accountability Results

Elementary School

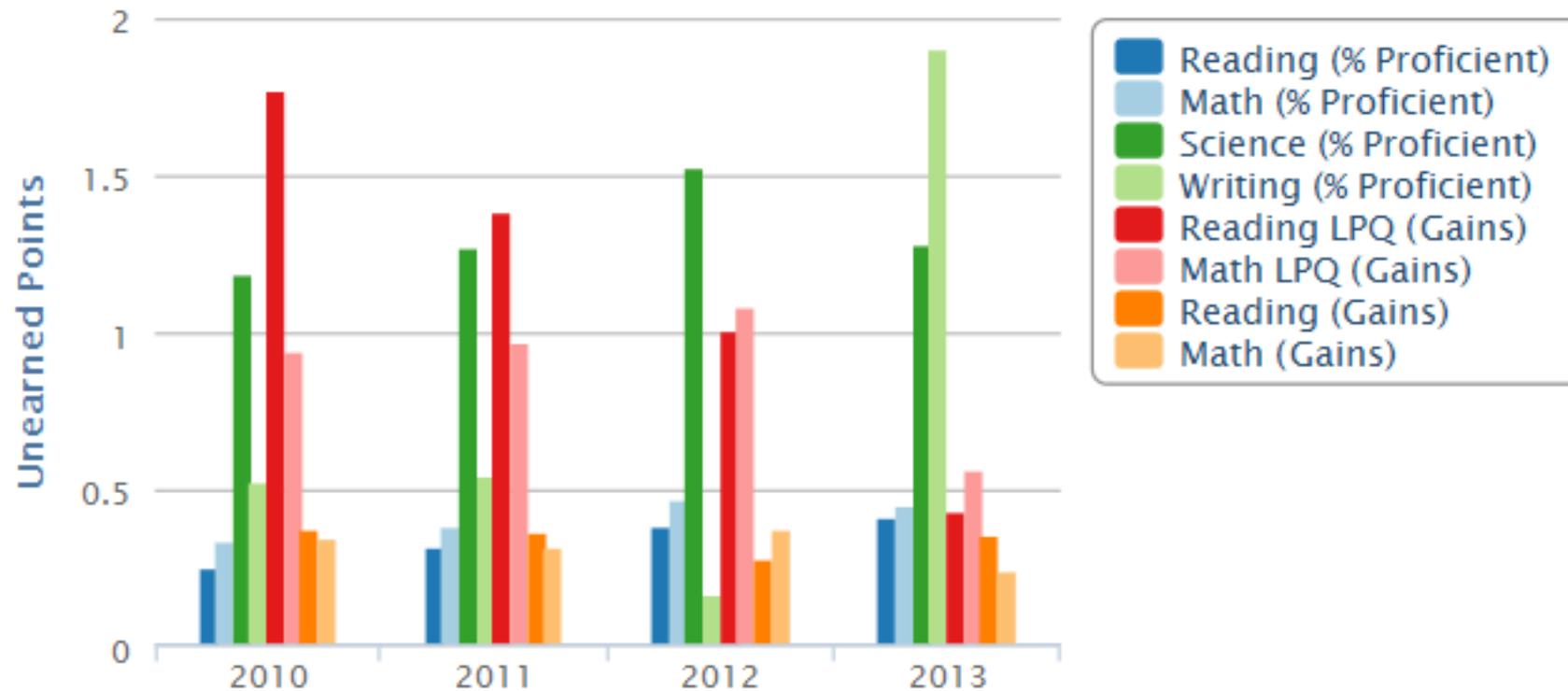


Total Earned Points by Grading Formula Cell

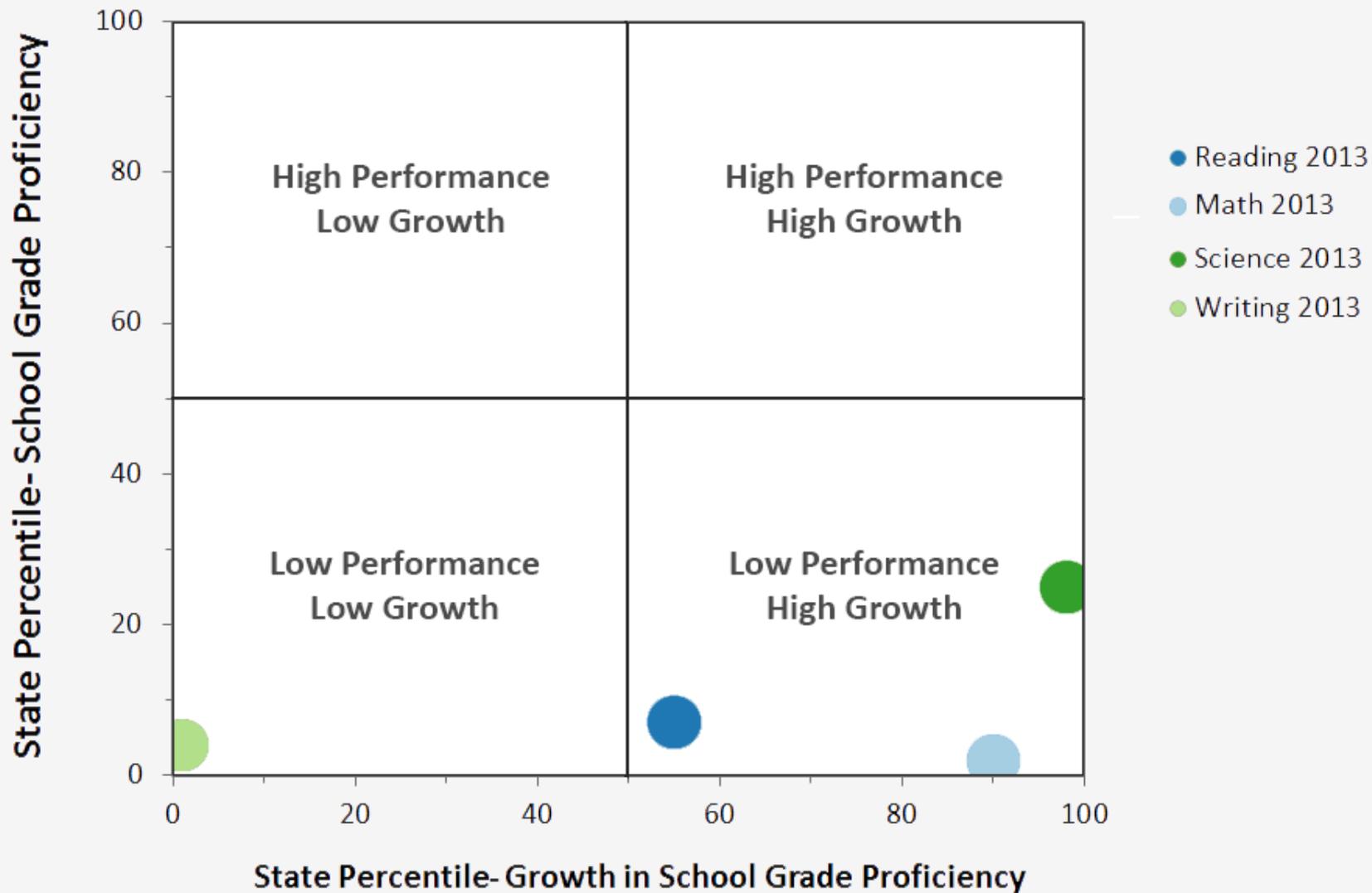
Elementary School



Unearned Points By Student Elementary School

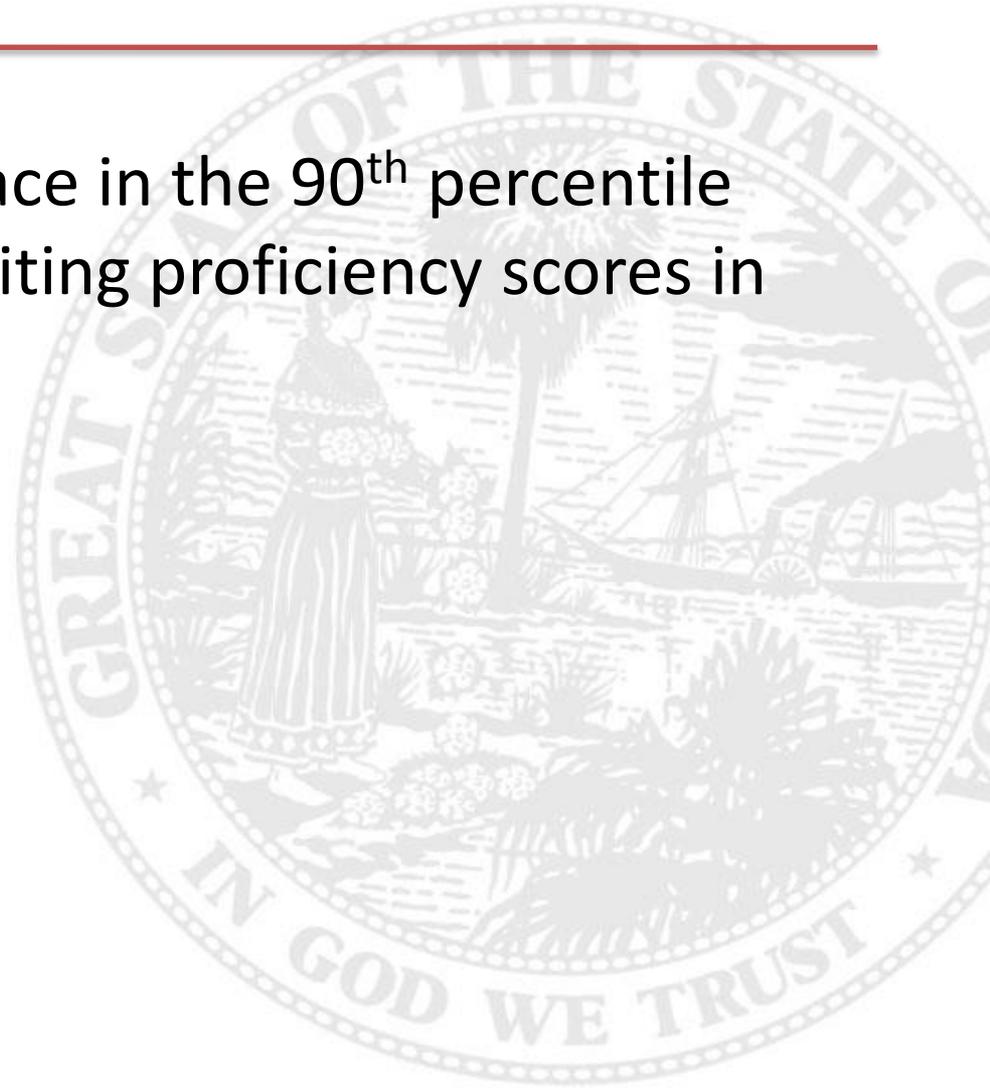


State Percentile Rankings Sample Elementary School



Given the data, a SMART goal (target) might have been:

Sample Elementary will place in the 90th percentile statewide for growth in writing proficiency scores in 2013-14.



Now consider the following hypothetical “5 Whys” root cause analysis for Sample Elementary:

Student writing proficiency declined dramatically between 2012 and 2013. **Why?**

- FDOE increased the cut score for writing proficiency. However, the data indicates this change **does not** fully explain Sample Elementary’s decline.

Now consider the following hypothetical “5 Whys” root cause analysis for Sample Elementary:

Student writing proficiency declined dramatically between 2012 and 2013. **Why?**

Students were inadvertently denied an opportunity to master writing skills. **Why?**

The writing block was eliminated in 2012-13, pursuant to full integration of writing into content areas, resulting in fewer opportunities for student feedback and revision. **Why?**

Now consider the following hypothetical “5 Whys” root cause analysis for Sample Elementary:

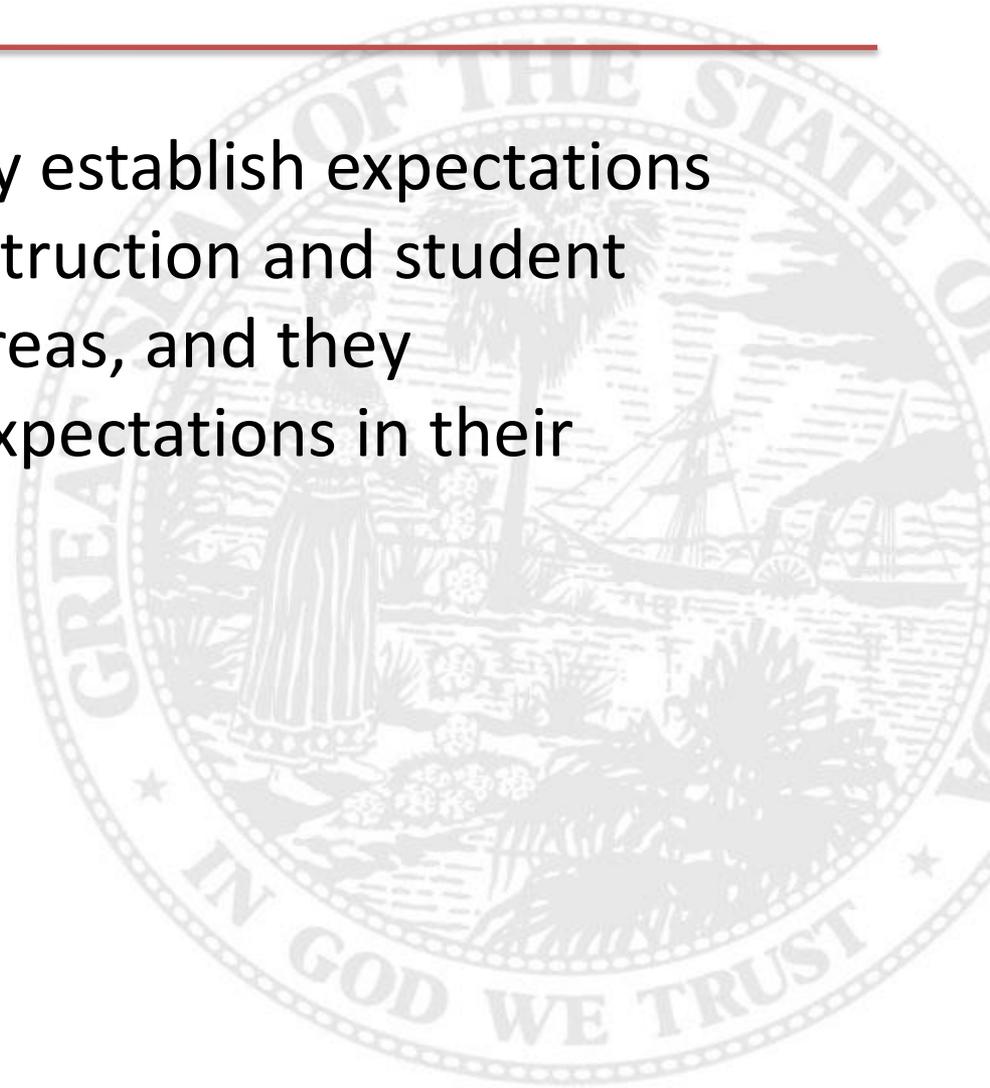
Teachers reported not being sure HOW to provide feedback, given the transition to Florida Standards.

Why?

Teachers reported that PD regarding how to incorporate writing into ELA and other subjects was misaligned, as school principal, district and FDOE DA teams were on different pages.

Given the “5 Whys”, a strategic goal might have been:

All teachers collaboratively establish expectations for high quality writing instruction and student feedback in the content areas, and they consistently meet those expectations in their classrooms.



Do our strategic goal and SMART goal form a credible theory of action?

If... all teachers collaboratively establish expectations for high quality writing instruction and student feedback in the content areas, and they consistently meet those expectations in their classrooms

then...

Sample Elementary will place in the 90th percentile statewide for growth in writing proficiency scores in 2013-14.

Why are good strategic goals important?

It's not enough to do
your best; you must
know what to do,
and then do your best.

-W. Edwards Deming