Learning By Design
Update: January/2019
Components of Learning by Design

1. Curriculum Development and Alignment
2. Instructional Alignment and Power Standards
3. Continuous Improvement/School Improvement
4. Alignment of Administrator and Teacher Evaluation Plans Based on Continuous Improvement System
5. Federal and State Accountability Plan
6. SCM 5–Star Accountability Plan
Curriculum Development and Alignment

Educational programming is purposefully organized across classrooms, grade levels, and schools to prepare Mishawaka Students to be college, career, and citizenship ready.

- Create curriculum maps and pacing guides focused on priority standards.
- Develop horizontal and vertical alignment collaborative teams.
- Monitor student progress.
● Pilot of Curriculum Alignment & Development Process
  ○ JYMS Science
  ○ JYMS Intervention (Delta & Read 180)
● K-6 Literacy Committee
  ○ Literacy Framework
  ○ Resource Evaluation
  ○ Resource Audit
● School Transitions
  ○ 8th-9th Grade Meeting
  ○ Re-evaluating 5/6th Transitions
● High Ability Steering Committee
● Progress Monitoring
  ○ AIRWays
  ○ Study Island
  ○ i-Ready
In-Progress

- Refining 6th-7th Transitions
  - High Ability
  - Interventions
- Grading Practices
- Elementary Math & Science Curriculum Map Revisions
- Budget & Resource Audit for Fee Alignment
- Assessment Audit
  - Focus on Common Assessment & Predictive Metrics
- Curriculum Development & Alignment K-12
Instructional Alignment and Priority Standards

Educators use common, evidence based instructional practices.

- Identify and prioritize evidence based instructional practices through the work of PLCs.
- Facilitate professional learning on identified practices through the work of PLCs.
- Implement identified practices with supportive feedback through PLCs and Instructional Leadership Teams.
Instructional Practices and Priority Standards

- Teacher Leadership Alignment & Reorganization
- SCM Professional Learning
- Attended Introductory Visible Learning Professional Learning with John Hattie
- Cross-Reference & Embed Visible Learning Research within School Improvement Plans
  - Targeted Evidence Based Intervention
- Exploration of Visible Learning Professional Learning Opportunities
In-Progress

- Development of Visible Learning professional learning strategic plan
- Formalize Core Instructional Practices
- Professional Learning Plan for 2019-20
- Teacher Leadership Compensation Plan
Continuous Improvement/School Improvement

Integrated framework collectively focused on continuous systemic improvement.

- Design a continuous improvement system with supports.
- Develop improvement plans with key objectives (organizational, departments, services, schools).
- Use consistent data protocols to measure progress toward achievement of key results.
● Implementation of Comprehensive Needs Assessment & School Improvement Plan aligned with state and federal (ESSA) requirements
● Development and implementation of consistent data protocols
  ○ SCM Data Analysis Protocol
● Conducted a technology implementation analysis
- Implementation of Continuous Improvement Methodologies and Progress Monitoring
  - Plan-Do-Check-Act/Adjust
- Comparable Schools: An Exercise in School Improvement
- March Impact Analysis for Technology Plan Update
Alignment of Administrator and Teacher Evaluation Plans Based on Continuous Improvement System

Collective impact of curriculum and instructional alignment is monitored routinely.

• Train educators and administrators in use of teacher evaluation tool.
• Create “look-fors” tools specific to curriculum and instructional alignment.
• Utilize tools for frequent feedback cycles.
Updates

- Trained educators in use of teacher evaluation system
- Trained administrators in use of new teacher evaluation system
  - Inter-Rater Reliability
  - Collegial Visits
- Professional Learning Plans for Administrators
- Formation of Community Accountability Committee Conversion of Evaluation Tool to Google Suite and Design of Automated Feedback Loop (Brandon Trtan)
Development of “Look Fors” Tool
  ○ New Evaluation Tool
  ○ Literacy Framework
Continued Norming and Alignment
Administrator Evaluation Tool
Implementation of Evaluation System through Google Suite 2019-20
Alignment of Evaluation System to School Improvement Plans

In-Progress
Federal and State Accountability Plan

Adherence to the Indiana Department of Education (IDOE) and Every Student Succeeds Act (ESSA) accountability measures.

- Communicate current requirements and expectations to all stakeholders.
- Identify and monitor predictive metrics.
- Refine organizational practices.
- Comprehensive Needs Assessment
- School Improvement Plans
- Analysis of state and federal (ESSA) annual report cards.
  - Requirements
  - Expectations
- Creation of Community Accountability Committee
• Stakeholder Communication Plan
• Adoption of Data Warehousing/Analysis Platform
  ○ Predictive metrics
  ○ Progress monitoring
• Community Accountability Committee
SCM 5-Star Accountability Plan

Recognition of Mishawaka Schools who have achieved a formal distinction in all 5-Star areas of a Culture of Excellence.

• Collaboratively design the highest expectations for exemplary schools and inform all stakeholders.

• Develop metrics and evaluation systems for each quality indicator.

• Progress monitor via the continuous improvement cycle.
SCM 5-Star Accountability Plan

Updates

- Launch at Leaders Workshop
- Selection of 5 Stars
- Formation of Community Accountability Committee
In-Progress

- Professional Learning & Exploration
- Development of Five Star Criteria & Metrics
- Development of Monitor Progress System
Learning By Design