



# Learning By Design

Update: January/2019

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# LEARNING BY DESIGN: THE MISHAWAKA WAY

(PRESENTED TO SCHOOL BOARD JULY 10, 2018)

(PRESENTED TO LEADERS' WORKSHOP AUGUST 2, 2018)



LEARNING BY DESIGN:  
THE MISHAWAKA WAY

## 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.



# LEARNING BY DESIGN: Updates

THE MISHAWAKA WAY

- 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



Assessment Name	Test Reason	Student Count	Average Score	Performance Distribution	Date Last Taken
Math Math 301	Test Two	12	587		08/12/2018
Math Math 302	Unassigned	9	554		
Math ELA Grade 6	Unassigned	15	384		
Math Math 303	Unassigned	2	299		

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Math Math 304	Unassigned	4	368		08/22/2018
Math Math 305	Unassigned	3	226		08/22/2018
Math Math 306	Unassigned	1	305		08/21/2018
Math Math 307	Unassigned	9	610		08/22/2018
Math Math 308	Unassigned	1	487		08/21/2018



# Instructional Alignment and Priority Standards

Educators use common, evidence based instructional practices.

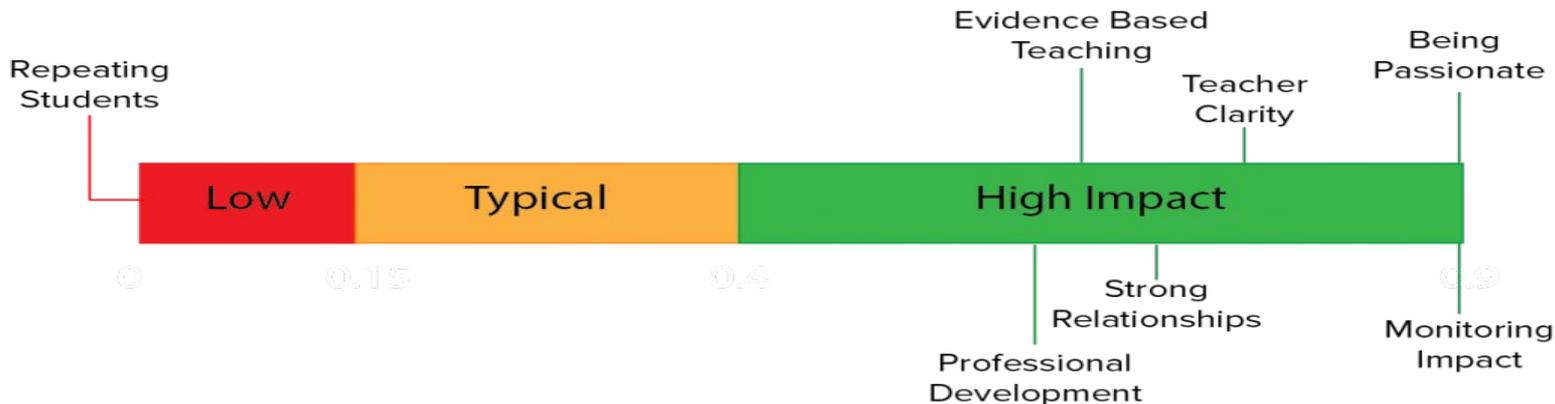
- Identify and prioritize evidence based instructional practices through the work of PLCs.
- Facilitate professional learning on identified practices through the work of PLCs.
- Implement identified practices with supportive feedback through PLCs and Instructional Leadership Teams.



# LEARNING BY DESIGN: Updates

THE MISHAWAKA WAY

- 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



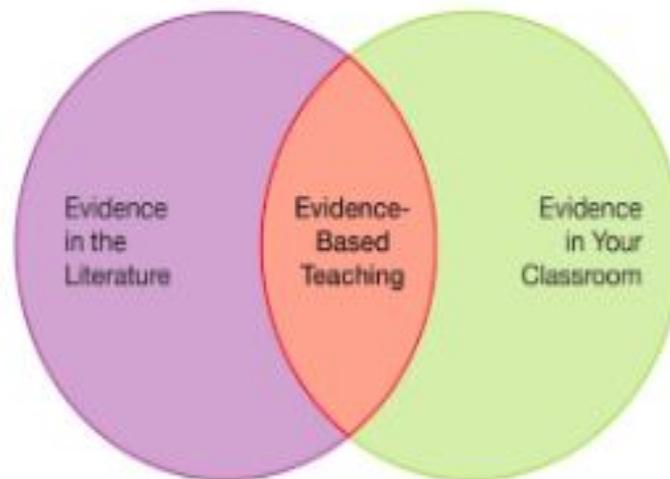


# LEARNING BY DESIGN: In-Progress

THE MISHAWAKA WAY

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- 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.

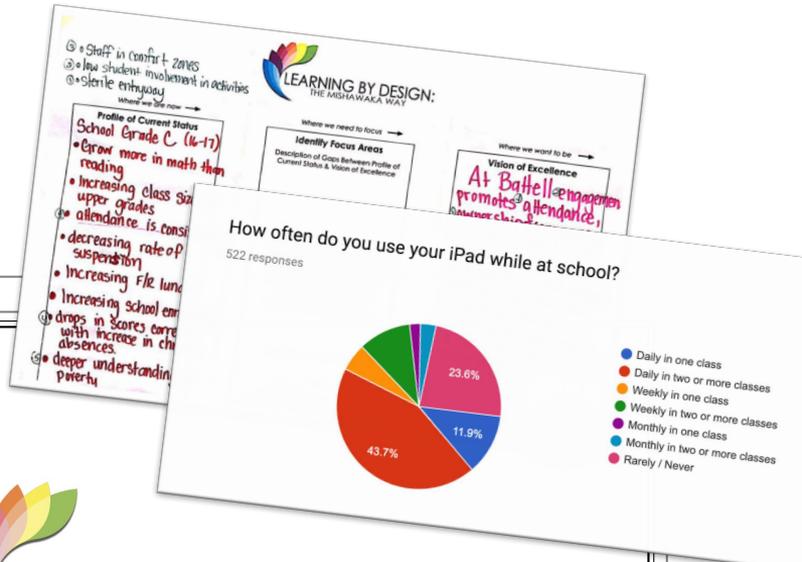
- Design a continuous improvement system with supports.
- Develop improvement plans with key objectives (organizational, departments, services, schools).
- Use consistent data protocols to measure progress toward achievement of key results.



# LEARNING BY DESIGN: Updates

THE MISHAWAKA WAY

- 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



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THE MISHAWAKA WAY

## Data Analysis Protocol

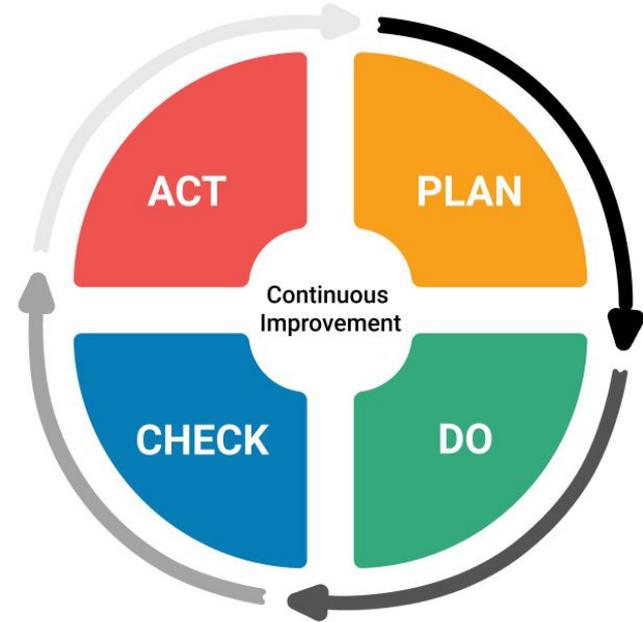
- 1) What does the data tell you?
- 2) What does the data **not** tell you?
- 3) What are the causes for celebration & concern?
- 4) What conclusions can be drawn?



# LEARNING BY DESIGN: In-Progress

THE MISHAWAKA WAY

- 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.



# LEARNING BY DESIGN: Updates

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- 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)



# LEARNING BY DESIGN: In-Progress

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- 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

## 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.



# LEARNING BY DESIGN: Updates

THE MISHAWAKA WAY

- Comprehensive Needs Assessment
- School Improvement Plans
- Analysis of state and federal (ESSA) annual report cards.
  - Requirements
  - Exceptions
- Creation of Community Accountability Committee

Indiana Department of Education Student Centered Accountability  
2017-2018  
School City of Mishawaka (7200)  
Corporation Report Card (0000)

Overall Summary (511 IAC 6.2-10-3)				
	Grades	Points	Weight	Weighted Points
Performance Domain	Grades 03-08	48.60	0.308	14.97
Performance Domain	Grade 10	37.90	0.077	2.92
Growth Domain	Grades 04-08	93.60	0.308	28.83
Growth Domain	Grades 10-12	91.10	0.077	7.01
Multiple Measures Domain	Grade 12	101.20	0.231	23.38
			<b>Overall Points:</b>	<b>77.1</b>
			<b>Overall Grade:</b>	<b>C</b>

Enrollment		
	Enrollment	Enrollment Percent
Grades 03-08	2477	61.56 %
Grades 09-12	1547	38.44 %

	Grades 03-08			Grade 10		
	Pass Rate	Participation	Points	Pass Rate	Participation	Points
English/Lang. Arts	52.4 % ( 1203 / 2295)	99.1 % ( 2424 / 2447)	52.4	47.6 % ( 152 / 319)	96.8 % ( 338 / 349)	47.6
Mathematics	44.7 % ( 1029 / 2302)	99.3 % ( 2433 / 2450)	44.7	28.2 % ( 91 / 323)	97.4 % ( 342 / 351)	28.2

Performance Summary			
	Points	Weight	Weighted Points
E/LA (Grades 3-8)	52.4	0.50	26.20
Math (Grades 3-8)	44.7	0.50	22.35
<b>Performance Points (Grades 03-08)</b>			<b>48.6</b>
E/LA (Grade 10)	47.6	0.50	23.80
Math (Grade 10)	28.2	0.50	14.10
<b>Performance Points (Grade 10)</b>			<b>37.9</b>

	Grades 04-08			Grades 09-12				
	Top 75% Growth	Bottom 25% Growth	Points	Top 75% Growth	Bottom 25% Growth	Points	10th to 12th Imp.	Points
English/Lang. Arts	90.7	99.4	95.1	80.2	87.0	83.6	0.8	84.4
Mathematics	86.8	97.4	92.1	87.1	106.9	97.0	0.7	97.7

Growth Summary			
	Points	Weight	Weighted Points
E/LA (Grades 4-8)	95.1	0.50	47.55
Math (Grades 4-8)	92.1	0.50	46.05
<b>Growth Points (Grades 04-08)</b>			<b>93.6</b>
E/LA (Grades 9-12)	84.4	0.50	42.20
Math (Grades 9-12)	97.7	0.50	48.85
<b>Growth Points (Grades 9-12)</b>			<b>91.1</b>

Multiple Measures Domain (511 IAC 6.2-10-6)					
CCR Indicator			Graduation Indicator		
CCR Achievement Rate	State CCR Factor (25% Goal)	Points	4 Year Graduation Rate Points	5 Year Graduation Rate Imp. Points	Points
49.4 % ( 153 / 310)	4.00	100.0	100.0 (90.6 %)	2.3 (93.8 %-91.5 %)	102.3

Multiple Measures Summary			
	Points	Weight	Weighted Points
CCR	100.0	0.50	50.00
Graduation	102.3	0.50	51.15
<b>Total Multiple Measures Points</b>			<b>101.2</b>



# LEARNING BY DESIGN: In-Progress

## THE MISHAWAKA WAY

- 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.



# LEARNING BY DESIGN: Updates

THE MISHAWAKA WAY

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





# LEARNING BY DESIGN: In-Progress

THE MISHAWAKA WAY

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



# Learning By Design

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