

School Board Report: TRSD Strategic Plan Update

April 18, 2019

From: Christi Michaud: Chair, Academics, Rigor, and 21st Century Learning Subcommittee

Monitoring: The School Board Curriculum and Assessment (C&A) committee is responsible for monitoring the progress of this portion of the Strategic Plan. This committee has school and district level representation as well as two board members, Ms. Sherman and Ms. Machermer. Evidence toward goal progress has been shared each of the past 6 months, from our initial implementation of the plan in October through April. We've received good feedback up to this point. This structure for sharing evidence and monitoring progress has been helpful.

Example Evidence: (2 or 3 examples for each objective - 5 year plan, some smaller action steps, others more significant in first year of implementation)

Goal #1: TRSD will engage PreK-12 students in personalized, competency based educational experiences to include 21st century knowledge and skills needed to be successful in school, work, and life.

Objective #1: Personalize learning opportunities for students in environments that are flexible and learner-centered.

- Provided teachers with on-going and job-embedded training that allows for implementation of a learner-centered approach to teaching and learning in the areas of Mathematics, Writing, and Science. (Continuous planning and identification of specific needs by school, grade level, and teacher)
- Implementation of Universal Design for Learners (UDL) at the secondary level; an approach to personalize and maximize learning for students through the use of tools, resources, and strategies.
- IT/Technology committee discussions regarding engaging technology integrators in a coaching model to support the extent to which dedicated devices and chromebook technology is being used in classrooms to support higher order thinking, including problem-solving and student opportunities to create.

Objective #2: Create PreK-12 STEAM opportunities that promote collaboration, problem solving, creativity, and the confidence needed for 21st century learning and careers.

- STEAM/Enrichment committee (Technology & Enrichment teachers) working on curriculum to identify areas within the PreK-12 learning progression to incorporate specific skill development and more hands-on experiences with coding, computing, and other Computer Science standards, and
- Technology teachers are exploring resources to support Computer Science standards, including new and currently used web-based applications.
- Title IV competitive grant has allowed elementary schools to run afterschool STEAM camps. Purchased STEAM related materials and supplies through the School and Curriculum budgets to support school and classroom activities.

Objective #3: Implement competency-based education, PreK-12, providing students with project-based learning opportunities, performance-based assessments, and accurate systems of reporting focused on increasing levels of rigor, achievement, and soft skills acquisition.

- Elementary and Secondary Grading and Reporting committees have continued the implementation of competency-based reporting (reporting of students demonstration/application of skills) at grades K-6, and have preparations for grade 7 and 8 next year.
- Support individual teacher requests for professional learning in the area of Project-Based Learning. The Professional Development committee is exploring training opportunities and options to train teachers through a job-embedded approach.

Goal #2 : TRSD will attract, hire, develop, and retain professional educators and support staff who can effectively engage students in rigorous curriculum and 21st century learning.

Objective #1: Develop and provide a systematic program of job-embedded, on-going, training that supports collaborative practices and educator empowerment.

- Professional Development committee worked for several months to put on one of the best PD days our district has had in years. The committee brought in several presenters, including several of our own staff members to present on the topic of Social Emotional Learning. The sessions offered were geared toward helping our staff members to build knowledge and understanding of the increasing challenges of our students and families including trauma, substance abuse, bullying, and mental health. Educators came away with specific ways to adapt their instructional practices and ideas to help better serve students in their classrooms. The feedback from staff was overwhelmingly positive.
- Multi-day NGSX Science training for educators in grades 3-8.
- Guided Math - two part (August and November) training for elementary educators.
- Ongoing consultation and job embedded training for elementary educators in the area of writing instruction.

Objective #2: Develop common beliefs, understandings, and practices to inform the implementation of STEAM and competency-based education.

- An action plan and timeline for competency-based reporting has been presented district-wide, elementary and secondary grading and reporting committees continue to move forward with developing protocols and communication tools for teachers and parents, and we continue to work toward articulating district beliefs and a vision for a hybrid model of traditional and competency based grading and reporting.

Objective #3: Re-evaluate the mentoring programs for professional and support staff within their first years in the district, and revise the program as needed.

- Mentoring and Induction committee has been established and they've begun creating a survey to solicit teacher input to assist in making improvements to the current program.

Objective #4: Motivate and incentivize educators to be career educators in TRSD and life-long learners.

- Teachers and grade level teams have submitted applications for SIM funds to support special projects, explore new resources, and find creative solutions.
- In-district Professional Development options for educators have been developed to differentiate and allow teachers to select workshops or work sessions that address their professional interests and needs.

Next Steps:

- All of our district wide committees will continue to meet for the remainder of the school year and will reconvene in the Fall. Specific action steps have been marked for the 19-20 school year. The Strategic Plan will continue to serve as a guide for directing the work of the school district.