

Marietta City Schools District Plan with Implementation Details

DISTRICT PLAN

IRN 044321

SMART GOALS

Goal 3: Expectations and Conditions: **School Climate**

GOAL 3: By 2014, Marietta City Schools will provide a safe, inviting, and high achieving environment that promotes personal and academic excellence as evidenced by a 70% approval rating from stakeholders, and a 5% decrease in discipline referrals.

STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 3.A: Create a positive school climate that promotes student, staff, family and community involvement.

	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure		Progress Measure	
ADULT IMPLEMENTATION INDICATOR	September 2011	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results	June 2014	Actual Results
100% of staff will contribute to an environment that is safe, inviting, motivating, engaging, and promotes high expectations using positive School climate practices.	Baseline determined September, 2011.	60% of staff will use positive school climate practices		70% of staff will use positive school climate practices		80% of staff will use positive school climate practices		100% of staff will use positive school climate practices		100% of staff will use positive school climate practices	
STUDENT PERFORMANCE INDICATOR	September 2011	Feb 2012	Actual Results	Sept 2012	Actual Results	Feb 2013	Actual Results	Sept 2013	Actual Results	Feb 2014	Actual Results
100% of all students will show a decrease in the number of students leaving the district under the open enrollment policy.	Baseline determined September, 2011.	5% reduction in open enrollment transfers.		10% reduction in open enrollment transfers.		5% reduction in open enrollment transfers.		10% reduction in open enrollment transfers.		5% reduction in open enrollment transfers.	
100% of all students, with an emphasis on the SWD and Economically Disadvantaged subgroups, will show a reduction in discipline referrals.	Baseline determined September, 2011.	10% reduction in referrals from the baseline.		10% reduction in referrals from previous measure.		10% reduction in referrals from previous measure.		10% reduction in referrals from previous measure.		10% reduction in referrals from previous measure.	

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Groups	Implementation Timeline				Resources Needed: Budget/Material/ Technology
			Sept-Nov.	Dec-Feb.	March-May.	June-Aug.	
3.A.1. Utilize/find a survey tool to assess school climate.	Survey	DLT/BLTs DPLC	Sept 2010				Time, Money
3.A.2. Distribute the school climate survey to appropriate stakeholders and collect results.	Survey results	DLT/BLTs		Jan 2011 Bi-Annually			Time, Money
3.A.3. Analyze the results of the survey to determine strengths & weaknesses of the existing school climate.	Analysis results	Teacher based Team DLT/BLTs DPLC			April-May 2011 Bi-Annually		Time, Money
3.A.4. Develop appropriate positive school climate practices based on survey results.	List of Positive Practices	Teacher based Team DLT/BLTs DPLC	Sept 2011				Time, Money
3.A.5. Provide PD to district staff on positive school climate practices based on survey results.	Agenda	Curriculum Director DPLC	Sept 2011				Time, Money, PD Presenter, PD monies
3.A.6. Recognize and celebrate positive school climate practices.	List of Activities PA Announcements	DLT/BLTs DPLC	Sept 2011				Time, Money
3.A.7. Develop and monitor a system for consistently communicating expectations for appropriate student behavior.	Monitoring System Walk-throughs	DLT/BLTs DPLC	Sept 2011				Time, Money

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STRATEGIES, INDICATORS AND PROGRESS MEASURES

STRATEGY 3.B: Create and sustain a Professional Learning Community that promotes a social environment that is emotionally and physically safe, respectful, personable, orderly, inviting, and child-centered.

	Baseline Measure	Progress Measure		Progress Measure		Progress Measure		Progress Measure		Progress Measure	
ADULT IMPLEMENTATION INDICATOR	May 2010	Jan 2011	Actual Results	June 2011	Actual Results	Jan 2012	Actual Results	June 2012	Actual Results	June 2013	Actual Results
100% of district employees will become knowledgeable of PLC practices and attend PLC meetings regularly, when scheduled, or otherwise indicated.	Establish baseline May, 2010	25% of All Employees		50% of All Employees		75% of All Employees		100% of All Employees		100% of All Employees	
STUDENT PERFORMANCE INDICATOR	January 2011	June 2011	Actual Results	Jan 2012	Actual Results	June 2013	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results
100% of students, with emphasis on the SWD and ED subgroups, will meet indicator targets or show improvements on Short Cycle Assessments that are aligned with the Ohio Content Standards.	No baseline for K-12 Mathematics. Establish baseline January, 2011	K-12 10% increase from Jan, 2011		K-12 10% increase from June, 2011		K-12 10% increase from Jan, 2012		K-12 10% increase from June, 2012		K-12 100% or 10% increase from Jan, 2013	
	September 2011	Jan 2012	Actual Results	June 2012	Actual Results	Jan 2013	Actual Results	June 2013	Actual Results	June 2014	Actual Results
	No baseline for K-12 Reading. Establish baseline September, 2011	K-12 10% increase from Sept, 2011		K-12 10% increase from Jan, 2012		K-12 10% increase from June 2012		K-12 10% increase from Jan, 2013		K-12 100% or 10% increase from June, 2013	

IMPLEMENTATION DETAILS

ACTION STEPS	Monitoring Evidence/Data Sources	Person(s) Responsible/ Groups	Implementation Timeline				Resources Needed: Budget/Material/ Technology
			Sept-Nov.	Dec-Feb.	March-May.	June-Aug.	
3.B.1. Review with all employees and orient new staff on the Professional Learning Community practices.	Sign-In Sheets Agenda	DLT BLT/BPLC	Sept 2010	Ongoing	Ongoing	Ongoing	Time
3.B.2. Create time for District Leadership Team (DLT) to meet.	Schedule Agenda	Administrative Team Co-chairs DLT	Meet Quarterly (Nov)	Meet Quarterly (Feb)	Meet Quarterly (May)	Meet Quarterly (Aug)	Time, money
3.B.3. Provide direction, monitoring, and feedback for the building level PLCs/BLTs.	Meeting agendas PLC Timeline PLC Protocols	Principals DLT members at BLT level Form Assessment Team	Sept 2010	Ongoing	Ongoing	Ongoing	Time, Implementation Plan
3.B.4. Provide regularly occurring collaboration, embedded within the school day, which focuses on instruction, best practices, data and responds to the four core questions of a PLC.	Meeting agendas Meeting minutes Schedule	Admin/Staff scheduling at school day BPLC	Sept 2010	Ongoing	Ongoing	Ongoing	Time, model schedules
3.B.5. Develop collective commitments to district vision from relevant stakeholders	Collective commitments Meeting agendas Surveys	DPLC BPLC Admin/Peers	Sept 2010				Time, exemplars of commitments
3.B.6. Provide clear, consistent, and timely communication throughout the district and community.	District website Newsletters	IT depth	Sept 2010				District Website