2018-19 Indicator Report

Team or person completing the report: Rochelle Van Den Heuvel

Program / School / Department: Teaching and Learning

Period included in report: July 1, 2018 - June 30, 2019

Connection to District Mission “Together, teaching and learning for life to achieve excellence!”

The Teaching and Learning Department supports all four Strategic Aims under the District Mission.

1. **Highest Student Achievement:** The Instructional Leadership Team and district staff are dedicated to providing courses and other opportunities that prepare students for post-secondary or the workforce.
   a. During the 2018-19 school year, we continued to create collaborative opportunities and build career pathways in manufacturing and health care.
   b. Curriculum Review: Teacher teams researched and selected 6-12 Science resources and K-5 Language Arts resources. Science and Language Arts teachers attended multiple trainings throughout the year.
   c. Hosted 12 Art in the Park events with MacRostie Art Center for elementary students.
   d. Professional Learning Communities continued to meet on Wednesdays to share data and best practice strategies to raise student achievement.
   e. 7-8th grade Language Arts and 6-8 grade Math staff aligned curriculum to standards.
   f. 5-6th grade teams met to work on standards based grading and reporting.
   g. Principals attended Charlotte Danielson training in August 2018 and developed walk-through process.
   h. Instructional Leadership Team developed new strategies and goals for Vision, Strategy, Execution and Measurement (see attached [VSEM](#)). As a part of this process, staff from the sites participated in developing District Core Beliefs.

2. **Effective & Efficient Systems:** The academic coaches, elementary technology coach and assistant superintendent provided multiple trainings to staff and principals in the use of data to support a system of continuous improvement.
   a. All-District Site Teams meeting held in August to analyze data and set goals.
   b. Principals attended two data review/training sessions on NWEA Measures of Academic Progress (MAP) and Data Viz.
   c. Oversee all district-wide assessments.

3. **Partnerships:** The Teaching and Learning Team works closely with Jessica Setness to actively engage parents and community. There are multiple activities that support these partnerships including the following.
   a. Career Pathways - Partnerships with Nashwauk/Keewatin, Greenway and ICC. Growing to include all IASC districts and multiple business and industry partnerships.
   b. Rapids Rising – G.R.I.P. Coalition – Active participant in the committee. Attended data retreats and PCN training.
   c. Active participant on the District 318 Endowment Committee.
   d. Member of the Chamber Workforce Committee.
e. Board member on Education Innovation Partnership.
f. District participation with Applied Learning Institute.
g. Facilitate the Partners in Education (PIE – Reif Center and Kennedy Arts Center).
h. Oversee the District 318 School, Family and Community Partnership Committee.
i. Itasca County Family Services Collaborative Board member.
j. Support future collaboration initiative with District 316.

4. **Safe Environment:** The Teaching and Learning Department strives to provide resources and training that will assure an environment where each student, staff and visitors have a secure and positive place in which to learn, work and interact. We also strive to provide opportunities to build respect and celebrate diversity through the multiple avenues listed.
   a. Safe and secure facilities – Through the Technology Department, we maintain building security door access and security cameras. We collaborate with law enforcement as needed.
   b. All employees attended ALICE training
c. Facilitated MTSS and SEL committees, trainings and development of SEL Plan.
   d. Participated on District Crisis Management Team and in development of district-wide crisis management process.

**Number of students impacted district-wide:** 4,171 (includes VPK, early childhood, IEC, the Cottage, ALC)

**Number of students impacted by site:** All students

**Number of staff in department/program:** Assistant Superintendent, Administrative Assistant, 2 academic coaches, 1 Title coach, 3 technology integrationists.

**Budget and staffing implications:** The Teaching & Learning Department oversees multiple areas, staff and budgets including: Community Education, Technology (including the 1:1 Initiative), Curriculum, Teacher Development, Title, Early Childhood, Home School, District Assessment, English Language Learners and Media.

**Indicators of success/challenges (data):**

**Goal 1: Increase all student achievement by leveraging data and intentionally creating continuity and commonality throughout the district.**

A. Develop systems of support at all tiers of instruction.
   a. Team attended 4 MTSS sessions through the Northeast Service Coop (2 on-site and 2 online).
      Team in development stages to move forward with developing full plan in 2019-20.
   b. School teams to attend MTSS training through the University of Minnesota CAREI in June and August of 2019.

B. Use data to ensure accelerated learning for students not meeting grade level achievement via use of data warehouse and related tools.
   a. Principals attended data review meetings with academic coaches.
   b. Site Teams met in August to review data and set goals.
   c. Teachers review data during PLCs.
   d. Teacher teams use data during standards alignment work.
   e. Met with 7-8th grade language arts teachers to review individual student data.
   f. Academic coaches meet with individual staff members upon request to review data.
g. Kindergarten Transition and Assessment team – met multiple times to develop new Kindergarten assessments and a plan for a potential Kinder Camp to help students transition to kindergarten.

C. Review and propose creative options for providing and expanding professional development opportunities to support the growth of staff.
   a. Trainings provided on new curriculums in Science and Language Arts.
   b. Staff attend self-selected trainings and discipline related conferences.
   c. IASC Multi-District Day - October 22 - Embedding Formative Assessment.
   d. New Teacher Development Program
      i. Half day orientation for all new staff on July 24, 2018.
      ii. 61 new staff members participated in the Advisor program (this includes all new hires for the 18-19 school year and several staff hired for the 17-18 school year were in year two).
      iii. Each new staff member was paired with an Advisor to meet with them, reflect with them, offer help, etc.
      iv. Peer observations were held between advisors and advisees.
   e. Title and special ed staff attended Orton Gillingham training for Dyslexia.
   f. Multiple staff attended state Math conference.

Goal 2: Reduce barriers and increase resources for kids and families in order to create a safe, secure, and supported environment for all kids to thrive.

A. Explore program and curriculum options which increase social and emotional learning (SEL) for all students.
   a. Social Emotional Learning Team established with representation from each school. Met four times in 2019 and developed Vision, Mission, Beliefs, a tentative plan for Social Emotional Learning and the communications plan for SEL.
   b. Developed SEL staff survey to be distributed in the fall of 2019.

B. Ensure current safety training occurs for all staff and students.
   a. ALICE training provided district-wide to staff and practiced with students.
   b. District crisis plan developed.

C. Support existing partnerships and pursue additional partnership opportunities which support reducing barriers to learning by meeting the physical and mental health needs of students.
   a. QUEST program for 18-21 year-olds.
   b. Partnerships with North Homes and Ross Resources for mental health and attendance supports for students and families.
   c. On the Itasca County Family Services Board.

Goal 3: Continue to build trusting relationships and increase engagement among the broader community, staff, and students.

A. Develop a Community Outreach Plan
   a. Schools, Families, Community Partnership Committee – Title Parent Committee
   b. Title Parent Survey – November 2018
   c. Chamber of Commerce meetings and Workforce Development meetings
   d. Co-Facilitated Elementary Program Design Committee meetings
e. Back to School Event, August - planning and coordinating committee.

f. ISD 318 representation in the Tall Timber Days Parade.

g. Promoted positive culture and #318Pride through social media and community events.

h. Plan and coordinate Kindergarten Round-Up.

i. School staff developed Teaching and Learning Core Beliefs for VSEM

Overall Challenges:
1. For a number of reasons, it is increasingly difficult to provide professional development to teachers during the school year and day. If we add time after school or during the summer, we often experience low attendance.

2. Budgets have not been able to support the increased requests for resources, field trips and trainings.

3. There are so many areas under Teaching and Learning, and new initiatives continue to be added that fit under the umbrella, that it becomes difficult to meet the requests and demands on the department with the small staff that we have supporting it.

4. There continues to be increased requirements and changes from legislation and MDE.

5. Supporting teachers with their work around aligning their instruction to the standards and having the resources to instruct to the standards. Aligning instruction and assessment to the standards is very time consuming and intensive work.

Changes/Recommendations for upcoming year:
1. Due to the high volume of orders to process in August, provide additional support for curriculum and consumable inventorying, sorting and distributing to classrooms, including digital curriculum support. This support would help with purchasing, implementing and professional development demands, along with the time needed to meet the needs of new and returning teachers in the fall.

2. Homeschool and non-public school orders are also processed through our office and the volume increases in September and October, therefore provide additional support for inventorying, sorting and distributing purchased curriculum for homeschool and non-public orders.

3. With significant legislative changes and an increase in MDE requirements, participation in webinars, workshops, trainings, and information meetings will be important to make sure we are fulfilling the district requirements and meeting statute.

4. Focus on current initiatives and create a schedule for standards alignment work.

Brief narrative:
The Teaching and Learning Team had a very busy year in 2018-19. As a department, we also work with teams to write and implement the World’s Best Workforce plan and the Read Well by Third Grade plan. The hard work and dedication of the staff is appreciated, as they were up to any challenge put in front of them. Principals and staff were engaged and willing to step up to the plate, join committees and offer their time and input. Here are a few more highlights from the year.

Math

● K - 2 Teachers Add+vantage Math Recovery Course 1 Trained
  o Targeted intervention and enrichment in early math learning, Grades K – 2.
  o AVMR Course 1 assessments are now added to the Kindergarten assessment schedule which will allow for very early detection of low number sense as well as instructional moves for targeted interventions.
  o Follow-up support to include book and video studies throughout the 2019/2020 school year

● Grades K - 5 will be working on curriculum alignment for Math and Language Arts in June
○ Work began with a 1/2 day training in Understanding By Design (UbD), a unit planning format that will provide consistency across grade levels. 25 elementary teachers worked week of June 11-14 on standards alignment.
○ Scope & Sequence, Pacing Guides, Standards Alignment, Common Assessments, and Vertical Alignment will all be a part of this work.

● Began to have longitudinal trending data in MAP for grades K - 8, Fall --> Winter --> Spring
  ○ Help guide instruction and growth.
  ○ Help target holes and gaps within curriculum materials.

● Held Data Dives with the building principals to discuss MAP Data and Reporting.
  ○ How to use the data to inform instruction in math and goals.
  ○ How to interpret the data to predict trends within grade levels and state testing.

● Multiple coaching sessions with teachers.
● Multiple classroom observations.

Reading/Language Arts

● Purchased Journeys Curriculum for K-5.
● Language Arts Review Committee Meetings - 5 meetings (July-Feb).
● Language Arts Vendor Presentation - July 9 - 4 vendor presentations, 8:30-3:30.
● Vendor Fair - July 12 - Open House style 8:30-2:00.
● Journeys Training August 23 & 27 - Plan Effectively with Journeys.
  ○ Plan Effectively with Journeys - Identify how the Journeys program aligns to the components of an effective lesson (print and digital) to deepen understanding of how and when to integrate program resources to maximize effectiveness in the classroom.
  ○ Prioritizing Instruction with Journeys - Deconstruct a Journeys lesson to prioritize instruction for whole group instruction, small group instruction, and independent learning activities.
  ○ Planning - Apply knowledge of effective lessons and the Journeys program to develop lesson plans for whole and small group instruction and independent learning activities.
  ○ Digital Planning and Assigning - Apply knowledge in the Journeys program instruction and resources and assign digital curriculum to their students.
● Journeys Grade Levels - November 27, 28, 29 - Follow Up Training.
  ○ Prioritize instruction to plan for whole and small group instruction.
  ○ Use Journeys to support differentiation and assessment.
  ○ Enhance student learning with a rich array of digital resources on Think Central.
  ○ Locate and manage resources to enhance instruction.
● Journeys Coaching Sessions - January 8, 9, 10.
  ○ Assessment & Data-Driven Instruction, Progress Monitoring, Think Central, Writing.
● Journey Grade Levels - March 5, 6, 7 - Digging Deeper into the Literacy and Language Guide.
● 7th-8th grade Standards alignment work.
● 9th-12th grade redesign of literature courses.

Science Review Cycle

Updated Curriculum for:
● High School Chemistry
● High School Physical Science
● Middle School Earth Science
● Middle School Life Science
IB Physics
Middle School Physical Science
BF Physics
SPED Physical Science
Equipment & Lab Materials for BF, RJEMS, GRHS

Training - 2 teachers in August had a ½ day training – HMH.
October 15 - 6-12 grade science training - McGraw Hill.

Integration of Technology
- Technology User Group - 4 meetings, plus Tierney tech tour.
- Developed recommendations for Teacher devices and elementary classroom technology for new elementary schools.
- Continue to support the 1:1 Initiative and staff technology.
- Assisted with Transportation new tracking software.

Curriculum Review Cycle Committee - 6 meetings (Feb-May) – A team, with representatives from all schools, was formed to revise and improve upon the current Curriculum Review Cycle. This team will continue to meet in the fall of 2019.