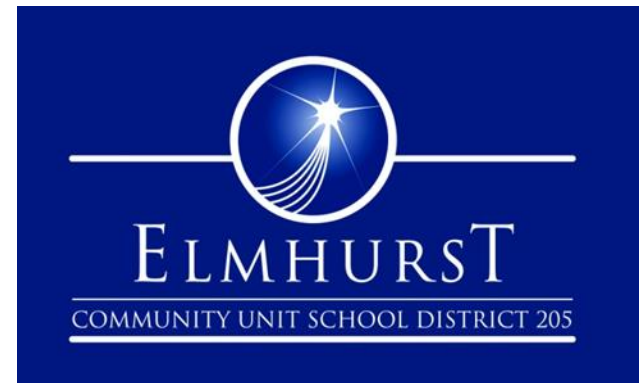# Elmhurst District 205 School Improvement

2017-2018

Dr. Mary Henderson

Assistant Superintendent of Learning and Teaching

Learning Targets

- Gain an understanding of the rationale for a new school improvement process

- Gain an understanding of the school improvement process used in D205 schools

- Gain an understanding of communication plans with parents and community

- Hear one school's process and detailed plan

Why change our process?

- After reviewing previous plans, it was evident that future plans needed:
  - Meaningful data analysis
  - Specific action plans
  - Regular updates provided to staff and parent community

Data Wise
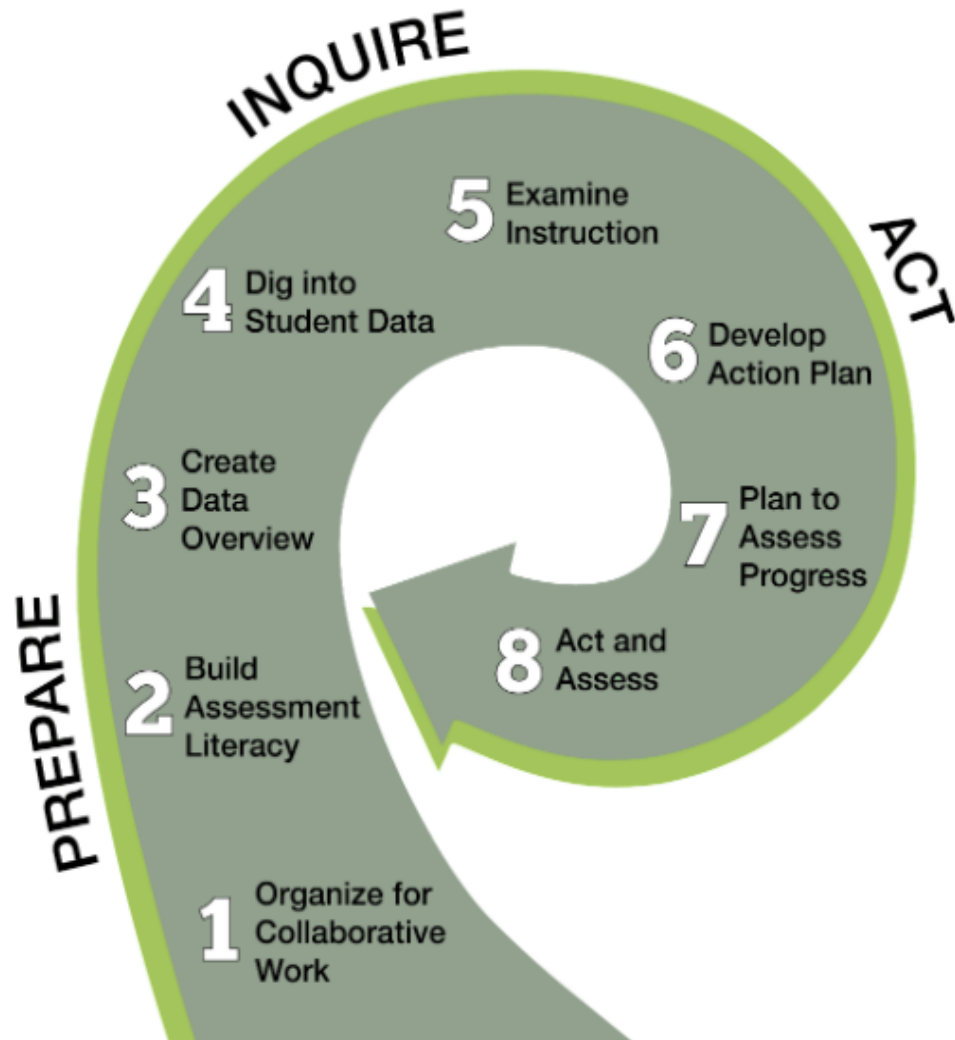
Component: Data Analysis

- Multiple sources of data

- Narrative provided that represents the team's analysis

- Gaps identified

- Confronting the brutal facts

Component: Theory of Action

Written as an if/then statement, the theory of action identifies the specific strategies a school will employ for improvement.

Example: If all teachers incorporate learning activities that represent Quadrant D work then student engagement will increase.

Component: Full Implementation

- Description of the desired outcome when the goal is fully realized.

- Specific quantitative measures may be used (example: decreasing the achievement gap by 10%)

- Words such as "all" are used to clearly articulate what a visitor would expect to see

Component: Action Plan

- Specific

- Point person identified

- Completion date identified

- Will be adjusted and added to as the year goes on

Required in all schools

- School team comprised of administration, coach(es), staff representing a range of grade levels and/or content areas
- Monthly (minimum) meetings of at least 45 minutes in length in order to engage in continuous evaluation and updating of plan
- Three school goals including one on culture
- Peer (administrative) reviews
- Scheduled presentation and updates to parents and staff
- Plan posted on school web site

School Culture Goals

- Purpose: Increase meaningful collaboration, foster trust among all staff in order to have the most effective learning environment for our students

- Understanding the difference between culture and climate

- Help leaders and staff understand that it takes 3-5 years to change culture

Lincoln School Example