

Expectation Information

Last Reviewed:

Initiative Name	Grade or Content Level Improvement Plans
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X	Required with a commitment that the District will support the expected implementation		
	<table> <tr> <td>Who is required to implement?</td><td>All Grade or Content Level PLC Teams</td></tr> </table>	Who is required to implement?	All Grade or Content Level PLC Teams
Who is required to implement?	All Grade or Content Level PLC Teams		
	Optional, but the District will provide support on an “as requested” basis		
	Optional, but the District will NOT provide support		

Support Personnel Name	District Leadership Team Principals Instructional Coaches	Job Title	District Leadership Team Principals Instructional Coaches
Email		Phone Number	

Description of the Initiative (What and Why)	
What	<ul style="list-style-type: none"> Each grade level or content level team will develop an improvement plan at the beginning of each school year. This Improvement Plan will contain 3 to 5 team goals. The Improvement Plan is developed through collaboration by the PLC Team. The Improvement Plan captures the process that teams work through to develop SMART goals. The Improvement Plan clearly articulates the SMART goals. The Improvement Plan records all of the planned actions that will take place in order to accomplish the SMART goals.
Why	<ul style="list-style-type: none"> Focus (Mike Schmoker) <ul style="list-style-type: none"> Priority is a function of simplicity, and it dictates that we only focus on a few things at a time - namely, on those elements that are most likely to help us achieve our goals. Good to Great (Jim Collins) <ul style="list-style-type: none"> Foxes plan and plot and scheme as they “pursue many ends at the same time.” They are, “scattered and diffused, moving on many levels.” Hedgehogs, by contrast, with their simple, singular focus, succeed because they commit entirely and exclusively to what is essential and ignore the rest. Essentialism (McKeown) <ul style="list-style-type: none"> Make the wisest possible investment of our time and energy in order to operate at our highest point of contribution by doing what is essential. Deliberately distinguish the vital few initiatives from the trivial many, eliminate the nonessentials, and then remove obstacles so the essential things have clear, smooth passage. Research from Harvard University (Data Wise) as well as many other experts indicates that outstanding schools clearly articulate a few priorities in the form of SMART goals and they develop an action plan that can be monitored and adjusted in order to reach their goals. According to this research outstanding schools must:

- Organize for Collaborative Work
- Build Assessment Literacy
- Create Data Overviews
- Dig into Student Data
- Examine Instruction
- Develop an Action Plan
- Plan to Assess Progress
- Make Adjustments and Plan Next Steps

Links and Resources

Iron Growth Cycle:

https://docs.google.com/document/d/1BibgE38_-efmj7tSPZWaym3t8qvKvZ2tQUaMh0_AiRk/edit?usp=sharing

PLC Improvement Plan Template:

https://docs.google.com/document/d/1Nwrm19MY6dZozlQ-EWN9YxTO8_JXW6QskS9q-oTsuo8/edit?usp=sharing

ICSD Growth Cycle Website: <https://sites.google.com/ironmail.org/iron-growth-cycle/home?authuser=0>

Minimum Level of Expected Implementation

August (prior to school starting) - PLC Teams will develop an Improvement Plan

PD Day #1 (after the first quarter) - PLCs will analyze data, reflect on progress, make adjustments and identify next steps for the PLC Improvement Plan

PD Day #2 (after the second quarter) - PLCs will analyze data, reflect on progress, make adjustments and identify next steps for the PLC Improvement Plan

PD Day #3 (after the third quarter) - PLCs will analyze data, reflect on progress, make adjustments and identify next steps for the PLC Improvement Plan

End of Year Collaboration (final few Fridays of the school year) - PLCs will analyze data, reflect on progress and prepare for sharing the outcomes of the PLC Improvement Plan including celebrations AND PLCs will provide an update to all faculty about the PLC Improvement Plan and celebrate accomplishments

Reviewed By:

Lance

Kevin