

Center for School Improvement (CSI) Leadership Institute
January 24-26, 2019

Sustaining Transformative Systems Change Through Collaboration

Action Plan Template

Education Austin

Reflections

As you go through each session, make sure to take time to jot down your thoughts, ideas and questions. The session facilitators will allow time at the end for reflection. **This will help your team develop a joint action plan.** Below is a list of questions to help guide your reflections.

- How does the content connect to your school/district mission or vision?

Working with ALL students; how can we apply Restorative Practices to interactions among district folks, with students/families, and the Community?

- How will you use this content to inform your action plan?

We want to focus on the Community Schools model and Restorative Practices.

- What current district/school-wide practices, policies, and/or data are in place that support or counter what your team learned in today's sessions?

Social Emotional Learning, Child Study Teams, Circles, Restorative Practice, non-profits, ALL means ALL

- What messages and points from today's sessions do you want to use in developing a common language to engage all stakeholders?

We want to apply using professional and non-violent communication and active listening in all circles in Austin ISD and Education Austin.

Developing Your Action Plan

The questions below should be addressed in your final action plan

- What are your team's focus areas/goals?
- What long-term collaborative goal(s) to improve district/school culture and climate could your union, district and community commit to?
- What actions will your team take to begin movement toward your potential result(s)?
- What steps might strengthen implementation of intended results?
- What supports must be in place to realize intended results?
- What resources (time, people, space, information, technology) need to be allocated or reallocated to support this work?
- Who will be the person to "manage" or "move" the action plan amongst the team?
- When can you make time for check-ins, mid-year and end-of-year reflections?

Action Plan Template

Feel free to add more rows for goals and actions. This is just a template to kick you off!

Area(s) of Focus/Long-term goal (s) <i>(this should be based on your reflections & planning during your sessions)</i>	Action (s): <i>What needs to happen in order to achieve the area of focus/long term goal (s)? Make sure to include as many actions as your team thinks need to be taken.</i>				
EXAMPLE #1: <i>Create a collaborative school climate agenda</i>	EXAMPLE Action : <i>schedule coalition meeting and include three new partners – NAACP – St. Louis Chapter, CASA – Child and State Advocacy, and PTA Pres.</i>				
	<i>Planned Work, Activities and Tasks</i>	<i>Resources Needed</i>	<i>Timeline</i>	<i>Person(s) Responsible</i>	<i>Evidence of Success</i>

	- EXAMPLE: Conduct mapping of all potential partners, with labor-management-community team that attended CSI - EXAMPLE: create invitation for coalition meeting	- Access contact information to send email	-complete by Feb. 15, 2019	- Community partner on CSI team	- 75% of invited partners attend and want to collaborate on creating our school climate agenda
Area(s) of Focus/Long-term goal (s)	Action #1				
	<i>Planned Work, Activities and Tasks</i>	<i>Resources Needed</i>	<i>Timeline</i>	<i>Person(s) Responsible</i>	<i>Evidence of Success</i>
Create a better understanding of Community School Framework and how the data supports the model to improve outcomes	-Educating AISD about Community School Framework and the benefit	-Committed Community Partners; (NEA, AFT, Our House, PTSA, CAC, Life Anew, -Coalition of Community Schools	Spring 2019	Gail, Heather, Carmela, Ken, Cara	Held a Community Schools Workshop at Travis High School. (Hosted by NEA) on 2/27/2019 and invited parents to participate. Travis High School's next PTA meeting will be followed by a Community School Meeting
	Action #2				
	<i>Planned Work, Activities and Tasks</i>	<i>Resources Needed</i>	<i>Timeline</i>	<i>Person(s) Responsible</i>	<i>Evidence of Success</i>
	Identifying areas of need at campuses (attendance, mental health, etc); Begin with Conversation starters, "What do you love about your school?" "What would you improve at your school?"	-Survey	Summer 2019	Heather, Vi, other Travis Members	- Mapped out Travis to conduct 1:1 conversations. Team of 5 campus members are conducting 1:1 conversations to identify areas of need and educate others about the Community Schools Model

	Action #3				
	<i>Planned Work, Activities and Tasks</i>	<i>Resources Needed</i>	<i>Timeline</i>	<i>Person(s) Responsible</i>	<i>Evidence of Success</i>
	Apply to teams and coordinate what is already in place: CST, Crisis Teams, SEL team, MTSS supports, non-profits, Integral Care	-Grant funds -Life Anew			
Area(s) of Focus/Long-term goal (s)	Action #1				
	<i>Planned Work, Activities and Tasks</i>	<i>Resources Needed</i>	<i>Timeline</i>	<i>Person(s) Responsible</i>	<i>Evidence of Success</i>
Apply Restorative Justice and Practice	Invite other stakeholders in Austin and review goals/action plan (SEL team)	-space -community members -materials from conference	Spring 2019	Ken/Trasell-	Meeting with SEL team

	Action #2				
	<i>Planned Work, Activities and Tasks</i>	<i>Resources Needed</i>	<i>Timeline</i>	<i>Person(s) Responsible</i>	<i>Evidence of Success</i>
	Train on circles and non-violent communication; Visit circles in the community .	-Parent Training (FASST team) -Staff Training -Student Training -Life Anew and other non-profits	March Leader's Meeting April 19, 2019	Sherwynn, Ken (coordinate?)- potential invitation to community circles Kara, Carmela	-Starting our own meetings with Circles Trained Perez Elementary on a PD date with Life Anew as partners Circles with Parents: Build Trust and eventually make a Needs Assessment
	Action #3				

	<i>Planned Work, Activities and Tasks</i>	<i>Resources Needed</i>	<i>Timeline</i>	<i>Person(s) Responsible</i>	<i>Evidence of Success</i>
	Cultural Proficiency training: applying Understanding, Adapting and Collaborating.	-students -parents -stakeholders -circles facilitators -information gathering			Create Parent Support Circles

Quarterly Reflections

This is an opportunity for your team to make course adjustments to your plan, as well as to reflect and celebrate your efforts!

How are you progressing towards your <u>objectives</u>? We each had our own absorption of the practices at CSI and have moved forward with involving the Restorative Practices and Community Schools model in everyday situations.	
How are you progressing towards your <u>criteria for success</u>?	

What <u>modifications</u> to your team plan have you made or are planning to make?	
What has your team <u>accomplished</u>?	
How will your experiences this year <u>shape</u> your shared work next year?	
How will you <u>communicate</u> the successes of your collaboration?	