



# **LEAD Update**

**Leading Educational Achievement with Distinction**

**Board of School Trustees**

January 10, 2011

**F**

**W**

**C**

**S**

## Mission

- Fort Wayne Community Schools ***educates all students to high standards*** enabling them to become productive, responsible citizens.

## Vision

- Fort Wayne Community Schools will be the school system of choice and a source of community pride.

# FWCS Core Values

## We value:

- **student achievement** as the heart of our work.
- **equity** in educational opportunities.
- the **diversity** and **uniqueness** of our district and community.
- the **accountability** of the school board, the administration, employees and teaching professionals.
- open and honest **communication** with our community, parents, and students.
- **partnerships** with business, governmental, and community agencies.
- our community's **support, sacrifice, and contributions.**
- the ability to **change** and meet all challenges.
- **facilities** that are clean, safe, and well-maintained.

# FWCS Goals

## **I: Achieve and Maintain Academic Excellence**

Eliminate the achievement gap among all groups of students by maximizing the achievement of all.

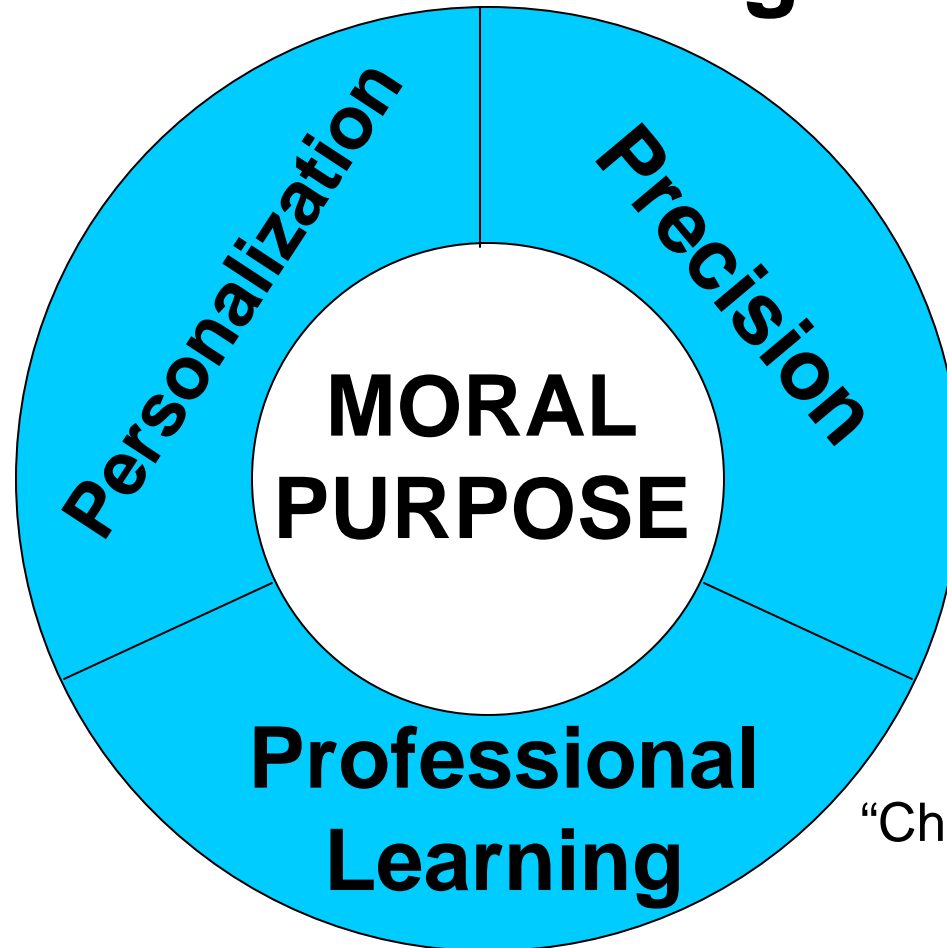
## **II: Engage Parents and the Community**

Engage all segments of the community to support the education of your people.

## **III: Operate Effectively with Integrity and Fiscal Responsibility**

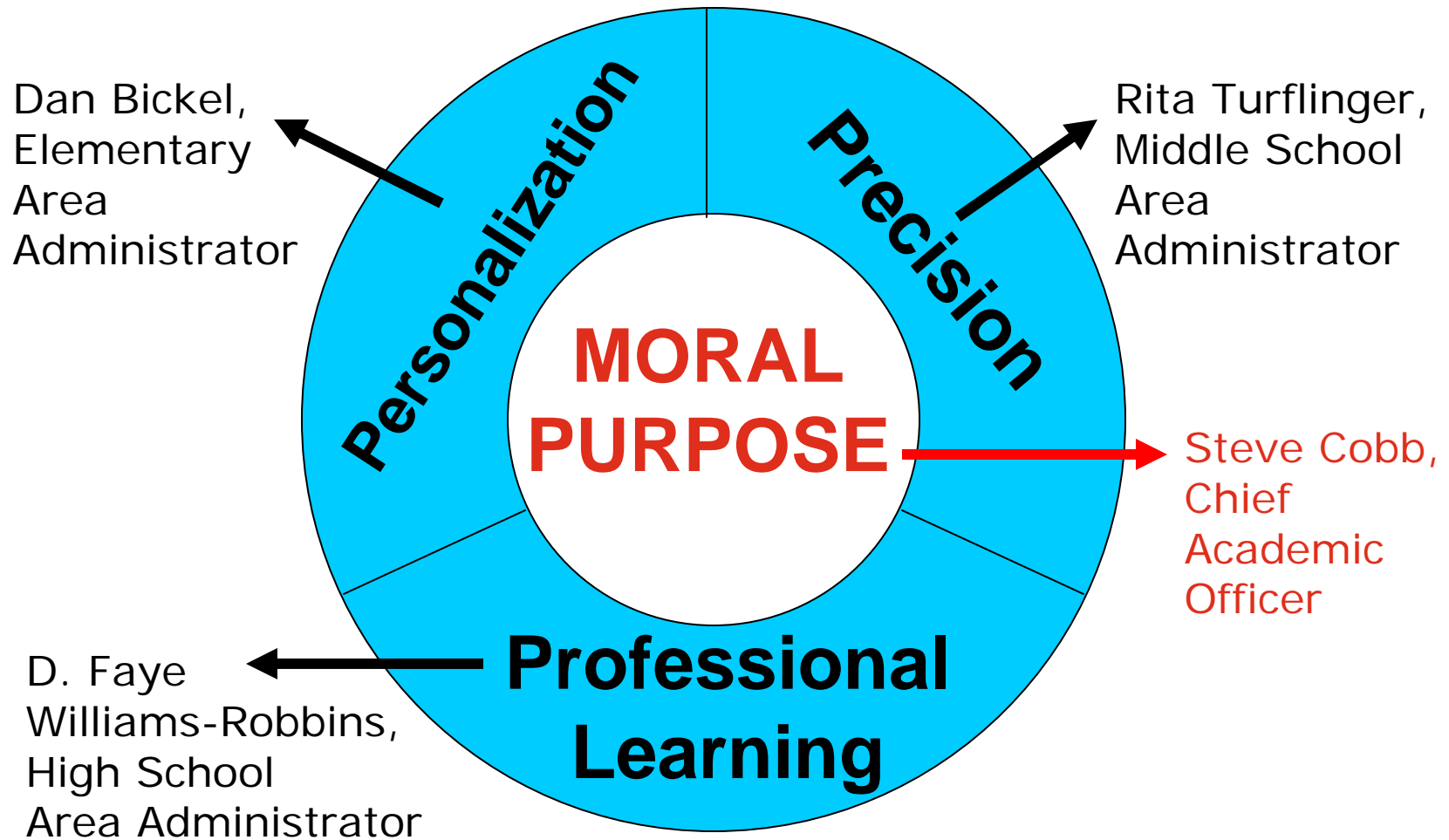
Demonstrate effective and efficient use of taxpayer dollars by using best management practices and systemic long range planning.

# Criteria for Innovation “Breakthrough”

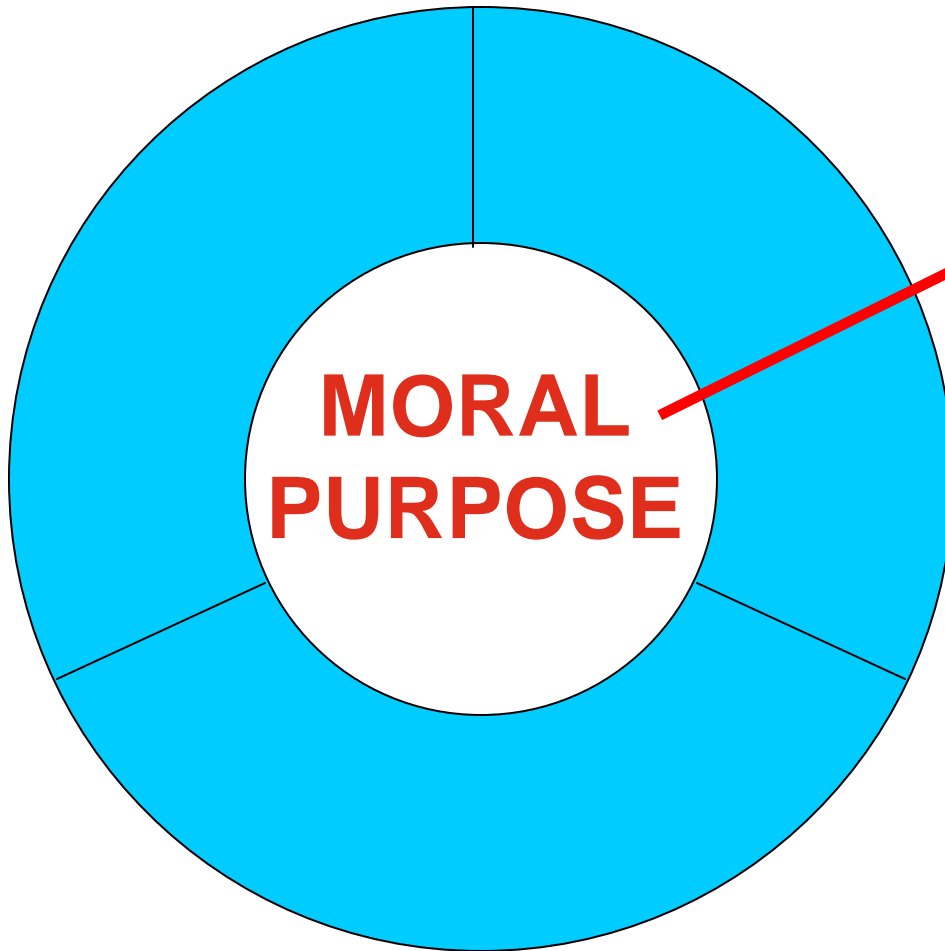


Michael Fullan  
“Challenge of Change”,  
page 73

# Triple P Core Components



# Triple P



***Educates  
all  
students  
to high  
standards***



# Why are we doing LEAD?

## Moral Purpose

- It's the right thing to do for students – with or without the money.
- We have to take an honest look in the mirror and acknowledge that we must do better.
- The culture of the district and the expectation for all adults must change to become more student centered.
- If we don't set our direction for the future, someone else will.





# LEAD Work Plan\*

2010/11

*Assessing status of adults to meet student academic and developmental needs as shown by increased student achievement on standardized measures.*

- **Culture/Learning Environment** (commitment)
- **Curriculum/Instruction** (what & how)
- **Accountability for Results** (job descriptions, expectations, annual evaluations)
- **District Support Structures** put in place to ensure success of:
  - Administrators
  - Teachers
  - Support Staff
  - Students

\* Expand Best Practices to all schools 2011/12 school year

FORT WAYNE COMMUNITY SCHOOLS

# LEAD Plan

- **Culture/Learning Environment** (commitment)
  - Teacher/Principal/Staff Commitment
  - 6 Professional Development Days (Aug. 2010)
  - Negotiations
- **Curriculum/Instruction** (what & how)
  - Instructional Framework
  - Instructional Support System
    - Snapshots
    - Principal Feedback
  - Assessment Suite

# LEAD Plan

- **Accountability for Results** (job descriptions, expectations, annual evaluations)
  - Job Descriptions
  - No Student Teachers in LEAD Schools
- **District Support Structures** (to ensure success)
  - Commitment to and Communication with IDOE
    - Learning Connection
    - State Committees
  - Internal District Support, Steve Cobb
  - LEAD Principal Cohort Meetings

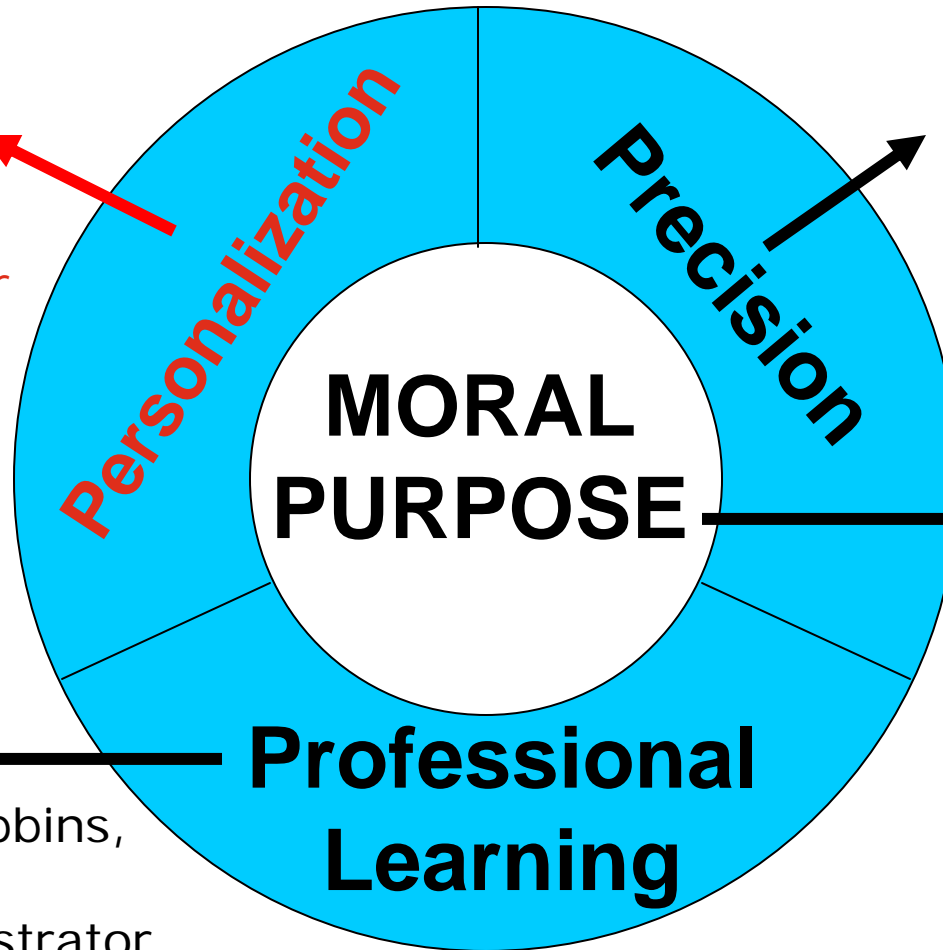


# Impact on All Schools

- K-12 Parent Conferences
- Wednesday Professional Development (1/2 Hour Delay)
- SIP / BSC Process Integrated and Strengthened

# Triple P Core Components

**Dan Bickel,**  
Elementary  
Area  
Administrator



Rita Turflinger,  
Middle School  
Area  
Administrator

Steve Cobb,  
Chief  
Academic  
Officer

D. Faye  
Williams-Robbins,  
High School  
Area Administrator

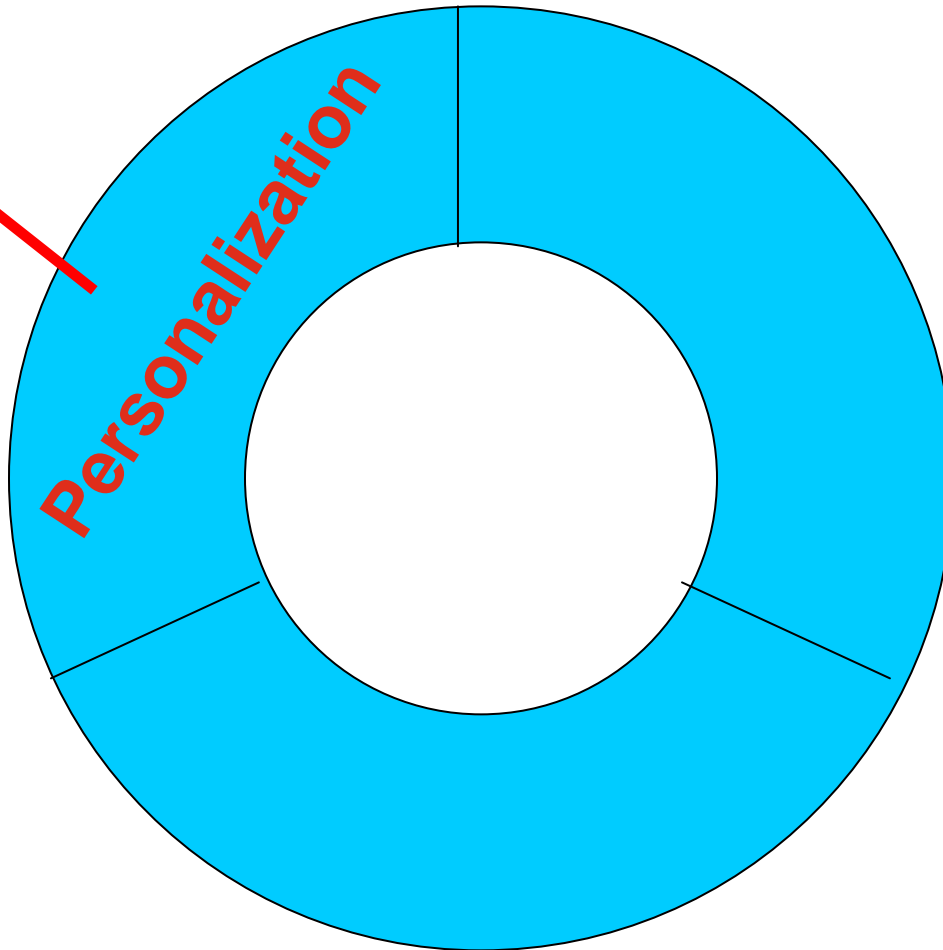


# Elementary LEAD Process

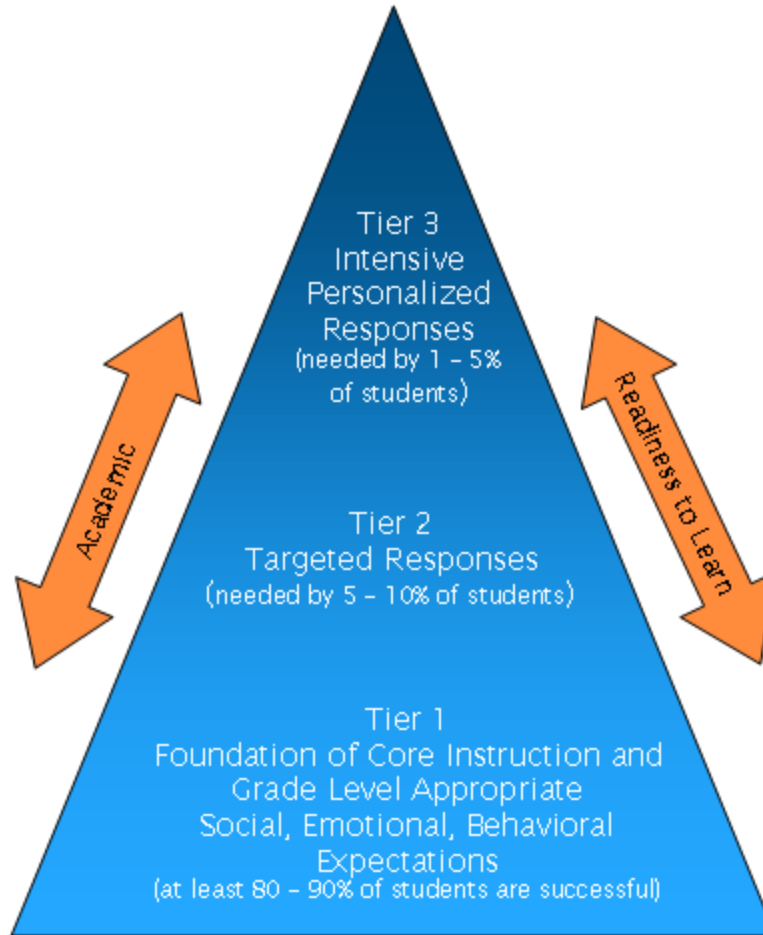
- Dan Bickel – Elementary Area Administrator
- Carolyn Powers – Director
- Get Nichols – Director
- Tim Bobay – Principal, Bloomingdale Elementary
- Jeff Cline – Principal, Fairfield Elementary
- Robin Peterman – Principal, Abbett Elementary
- Federa Smith – Principal, Adams Elementary
- Brenda West – Principal, South Wayne Elementary

# Triple P

**Education  
that puts  
the learner  
at the  
center**



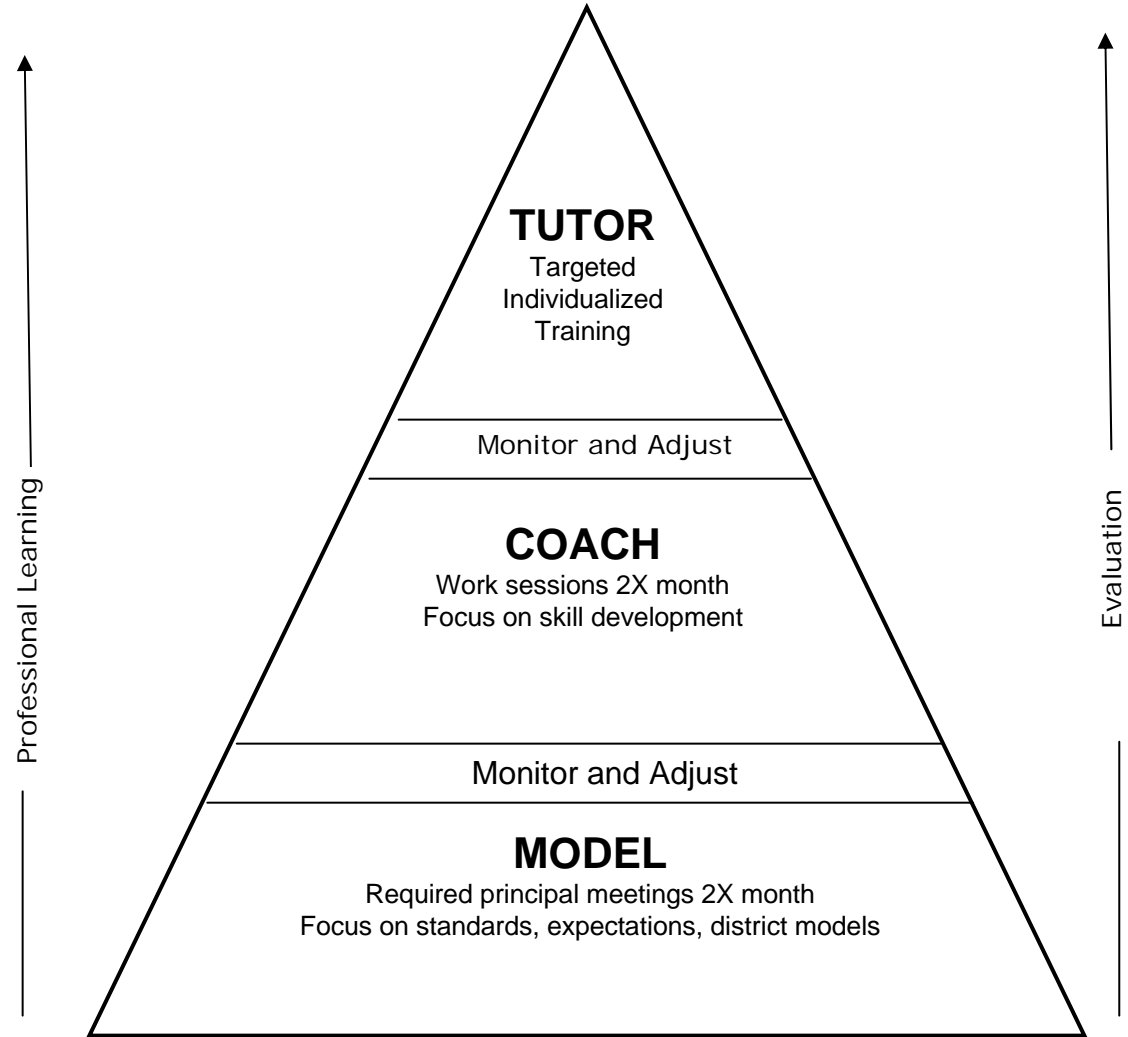
# FWCS Pyramid for Success™



The FWCS Pyramid for Success™ is a district-wide system of proactive actions and progressive responses that provide value added support and challenge for all students for their Academic and Readiness to Learn needs.



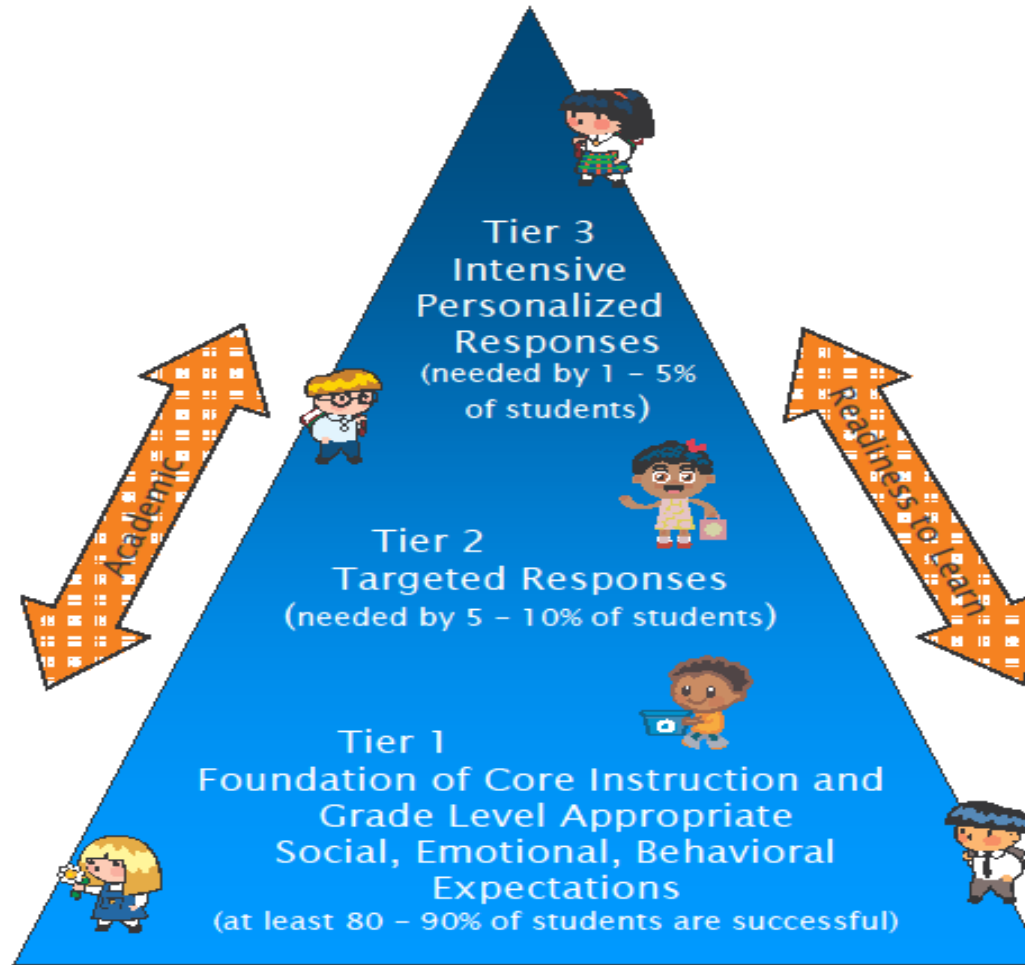
# Elementary Leadership Development Model



Precision **Personalization** Professional Learning

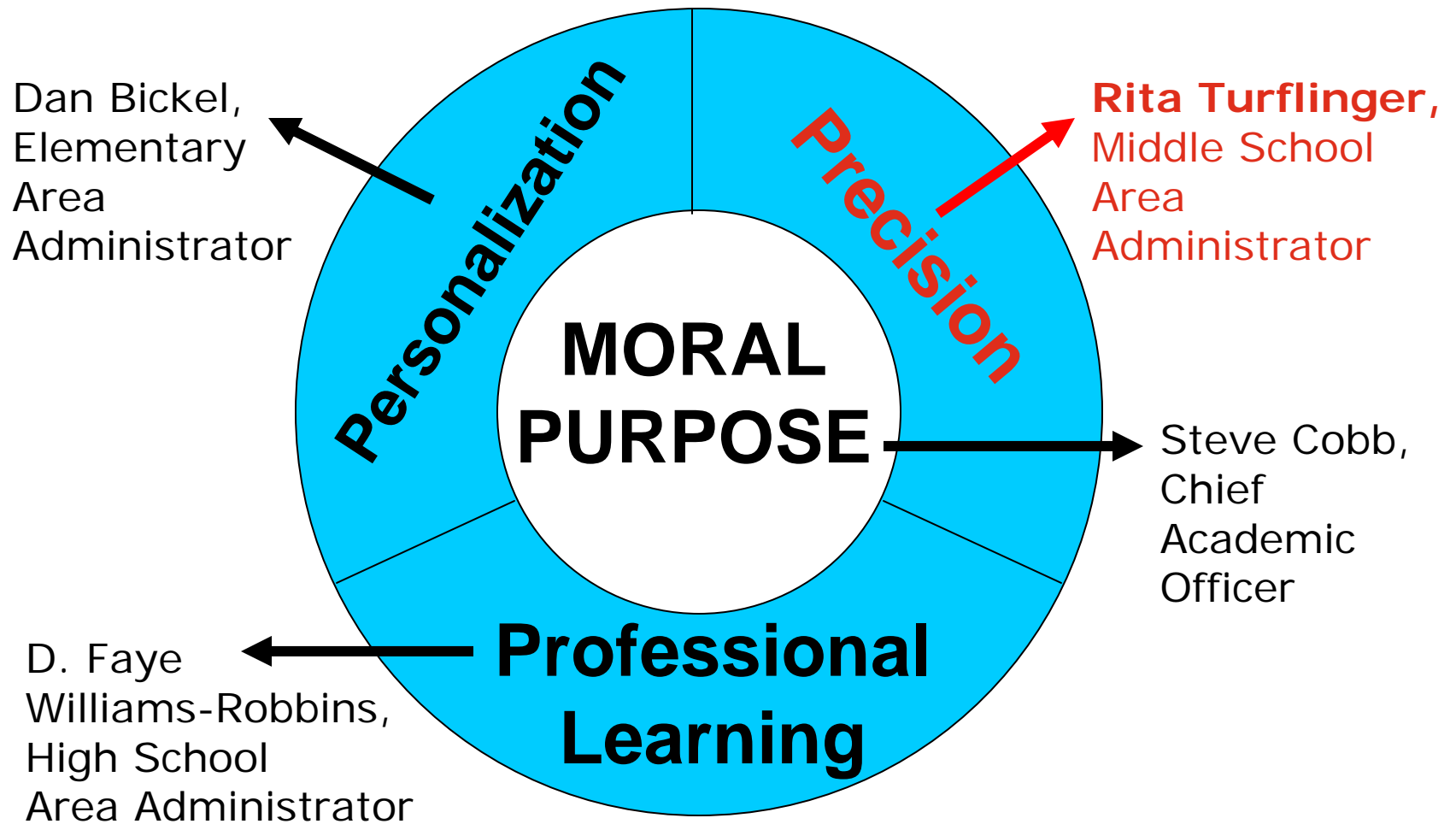


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# Triple P Core Components

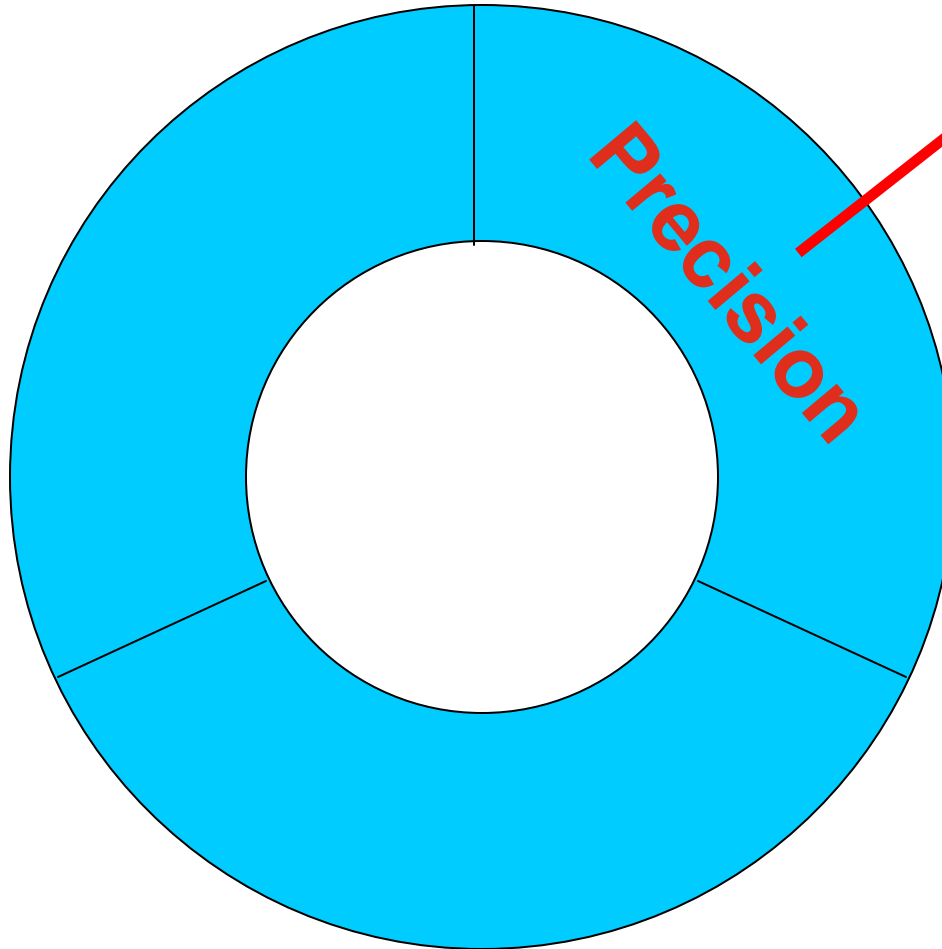




# Middle School LEAD Process

- Rita Turflinger – Middle School Area Administrator
- Mark Harmon – Middle School Area Coordinator
- Jennifer Mable – Principal, Kekionga Middle School
- Hal Stevens – Principal, Miami Middle School
- Adam Swinford – Principal, Northwood Middle School

# Triple P



**Making data  
more  
manageable and  
linking it  
to instruction  
on a daily basis**



# Our Goal Is To:

- Streamline Data Collection
- Make Analysis of Data the Norm
- Deliver Individualized Instruction Daily in Every Classroom

# Streamlining Data

## Sources:

- Acuity
- ISTEP
- Snapshot Results
- SMART
- Attendance

## Categories:

- Cohort Data
- Level Data
- Trends

# Analyzing the Data

- Story the Data Tells
- Areas of Strength and/or Deficiencies
- Plan to Address These
- Peers Who Can Help
- Resources Needed



# Deliver Individualized Instruction Daily

- Snapshots and Feedback
- Data and Conferencing
- Positive Behavior Intervention Supports (PBIS)

# From My Perspective...

Denise Oaks

Teacher, Northwood M.S.



James Ringswald

Parent, Miami M.S.

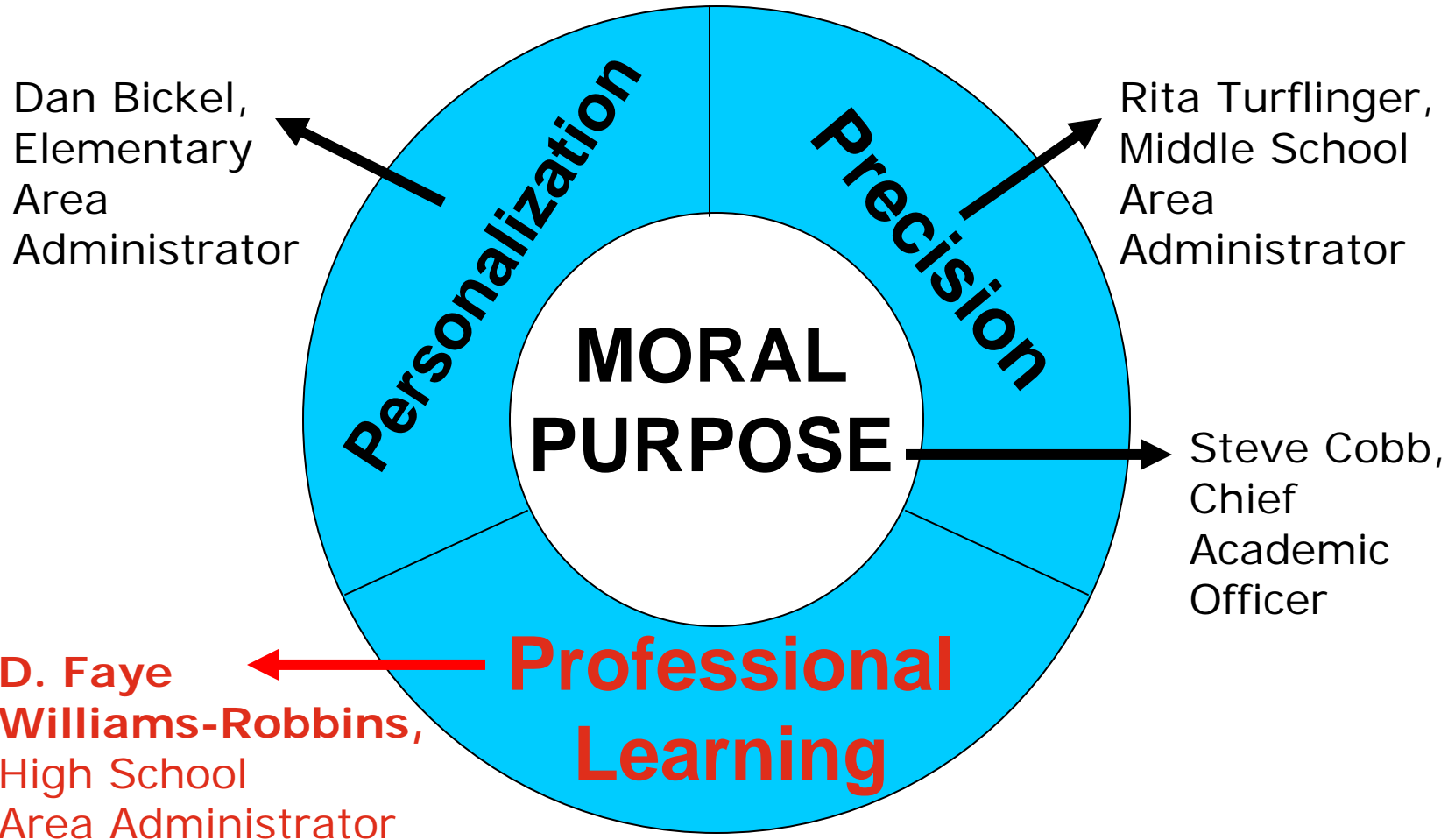


Alexis Benson

Student, Kekionga M.S.



# Triple P Core Components

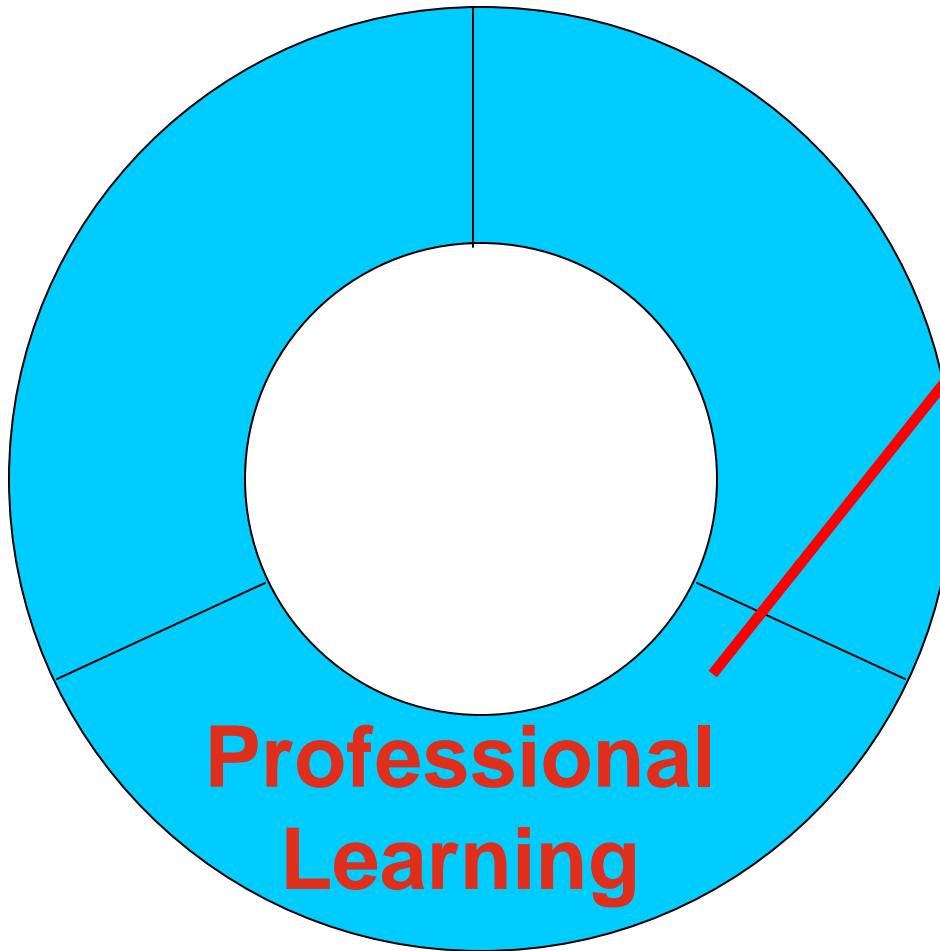




# High School LEAD Process

- Debra Faye Williams-Robbins – High School Area Administrator
- Tim Captain – High School Area Coordinator
- Chad Hissong – Principal, North Side High School
- Carlton Mable – Principal, South Side High School
- Larry Gerardot – Interim Principal, Wayne High School

# Triple P



**Focused  
ongoing  
learning  
for each  
and every  
teacher**

# Professional Learning

“We have deliberately selected the term ***professional learning*** over the narrow conceptual terms of ***professional development*** or ***professional learning communities*** because Breakthrough means focused, ongoing learning for each and every teacher.”

- Michael Fullan,  
*Breakthrough*

# The First Six Days

- **Data** – What to gather and how to use
  - District
  - School
  - Department
  - Individual Teacher
- **Culture** – Building a culture and climate conducive to learning
  - Thinking Errors
  - HOPE
  - Positive Behavior Interventions
- **Effective Instruction**
  - District Models
  - Instructional Strategies
  - Monitoring data and how to use it to drive instruction
- **School Improvement Plan (SIP) Development**
  - Development of a plan that focuses on reaching state targets through the use of data, culture, and effective instruction

# Snapshots

## Four Step Process

1. Daily Snapshots
2. Principal Initial Feedback
3. Short Form Evaluation
4. Long Form Evaluation



# On Going Professional Learning

“You can’t have personalization and precision without daily learning on the part of teachers, both individually and collectively.”

- Michael Fullan,  
*Breakthrough*

- Wednesday Delay Days based on SIP and Snapshots
- Professional Opportunities for Discussion (PODs)

“We can, wherever and  
whenever we choose,  
successfully teach all children  
whose schooling is of interest to us.

We already know more than we need to do that.

Whether or not we do it  
must finally depend on how we feel  
about the fact that we haven’t so far.”

- *Ron Edmonds (1969)*