



School Improvement Report

Board of School Trustees
January 28, 2008

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FWCS Core Curriculum Development Cycle

<i>Year 1</i>	Inquiry
<i>Year 2</i>	Curriculum Framing
<i>Year 3</i>	Adoption and Core Curriculum Writing
<i>Year 4</i>	Implementation and Professional Development
<i>Year 5</i>	Monitoring and Professional Development
<i>Year 6</i>	Monitoring and Professional Development



FWCS CURRICULUM DEVELOPMENT CYCLE OVERVIEW 2005-2011

	Reading/Lang Arts, Foreign Language, ESL	Social Studies	Mathematics	Science, Health	Family & Cons Science, Music, Art, PE, Technology Ed	Handwriting
2005-06	Year 1 Inquiry	Year 6 Monitoring and Professional Development	Year 5 Monitoring and Professional Development	Year 4 Implementation and Professional Development	Year 3 Adoption and Core Writing	Year 2 Curriculum Framing
2006-07	Year 2 Curriculum Framing	Year 1 Inquiry	Year 6 Monitoring and Professional Development	Year 5 Monitoring and Professional Development	Year 4 Implementation and Professional Development	Year 3 Adoption and Core Writing
2007-08	Year 3 Adoption and Core Writing	Year 2 Curriculum Framing	Year 1 Inquiry	Year 6 Monitoring and Professional Development	Year 5 Monitoring and Professional Development	Year 4 Implementation and Professional Development
2008-09	Year 4 Implementation and Professional Development	Year 3 Adoption and Core Writing	Year 2 Curriculum Framing	Year 1 Inquiry	Year 6 Monitoring and Professional Development	Year 5 Monitoring and Professional Development
2009-10	Year 5 Monitoring and Professional Development	Year 4 Implementation and Professional Development	Year 3 Adoption and Core Writing	Year 2 Curriculum Framing	Year 1 Inquiry	Year 6 Monitoring and Professional Development
2010-11	Year 6 Monitoring and Professional Development	Year 5 Monitoring and Professional Development	Year 4 Implementation and Professional Development	Year 3 Adoption and Core Writing	Year 2 Curriculum Framing	Year 1 Inquiry

FWCS Expectations

The district will have a viable curriculum that aligns to state academic standards.

Each school will implement the curriculum as designed.

Specific areas of academic need will be addressed through each school's improvement plan.

Progress in mastering the curriculum will be monitored through the Balanced Scorecard.



School Improvement Planning

**Aligning
from the Boardroom
to the Classroom**

FORT WAYNE COMMUNITY SCHOOLS

Purpose of Planning

Data

Ways of Expressing things

Information

The arrangement of data into meaningful patterns

Knowledge

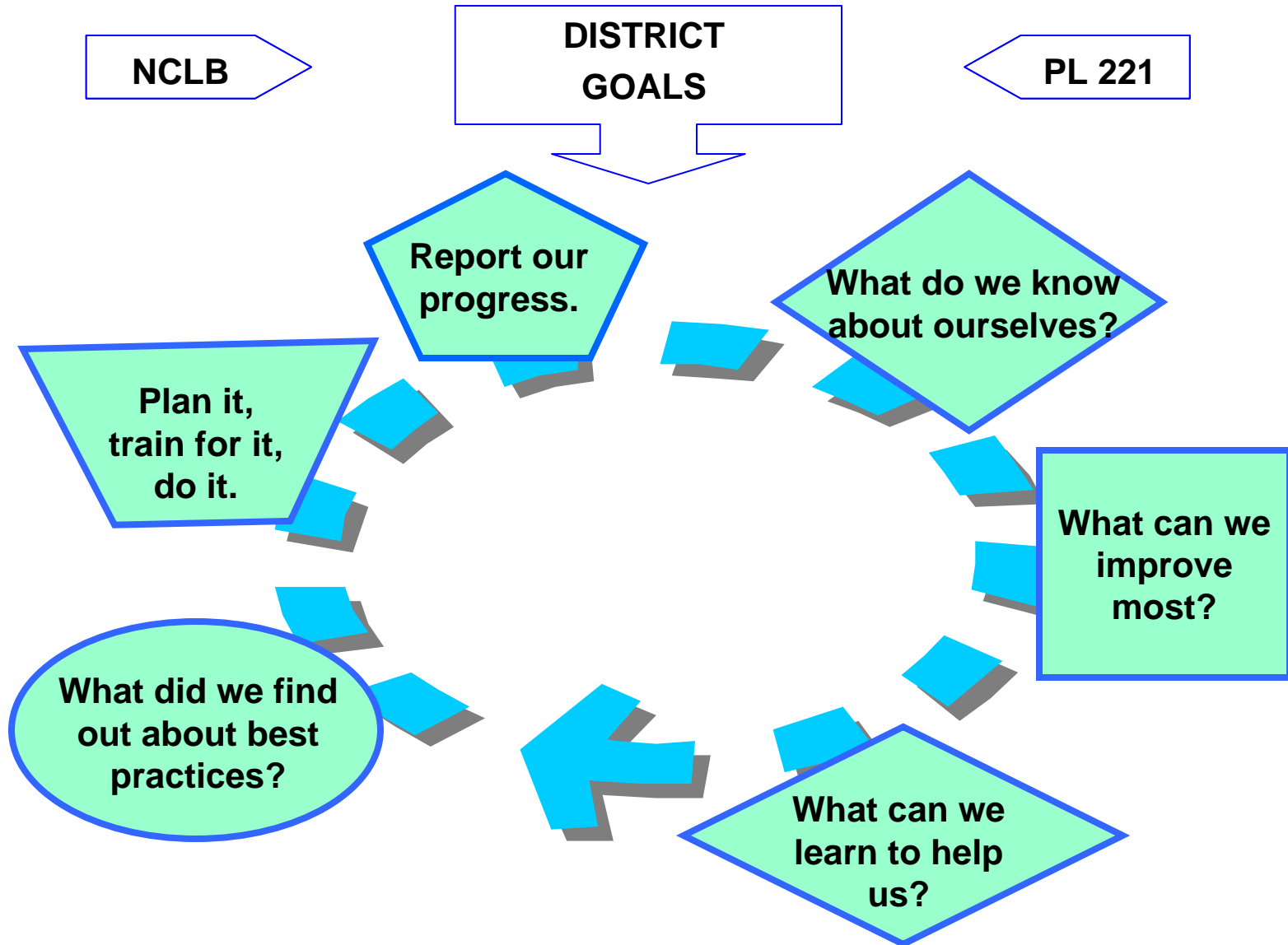
The application and productive use of information

Wisdom

The discerning use of knowledge

From: *A Monster Under the Bed* by Stan Davis and Jim Botkin

Continuous Improvement Process



School Improvement History

Planning Process	Date	Lesson(s) Learned
PBA	1980's 1990's	Plans are the means, not the end.
Cambridge	1995-1996	Focus on a few powerful actions.
PL 221	1999	Quality Improvement Teams are necessary for ownership; include parents and community.
Title I School-wide	2004-2005	Multiple data sources and research-based instructional practices
Balanced Scorecard	2007-2008	District-wide alignment and accountability for implementation and results.



Continuous Improvement Process

#1 School Board Goals

District BSC

#2 Analyze Data and Information

- *Review Current Progress*
- *Gather Data*
- *Summarize Data*

#3 Prioritize Needs and Issues

- *Identify Specific Opportunities for Improvement*

#4 Learn about Improvement Strategies

- *Search for Solutions*
- *Explore Best Practices*
- *Review Models of Improvement*

#5 Identify Guiding Principles

- *Select Research Based Best Practices*

#6 Develop Action Plan

- *Write*
- *Implement*

#7 Create/Revise Balanced Scorecard

#8 Monitor & Analyze Data for Balanced Scorecard

- *Gather Data*
- *Analyze Data*
- *Summarize Data*

#9 Report Balanced Scorecard

**Fort Wayne
Community
Schools**

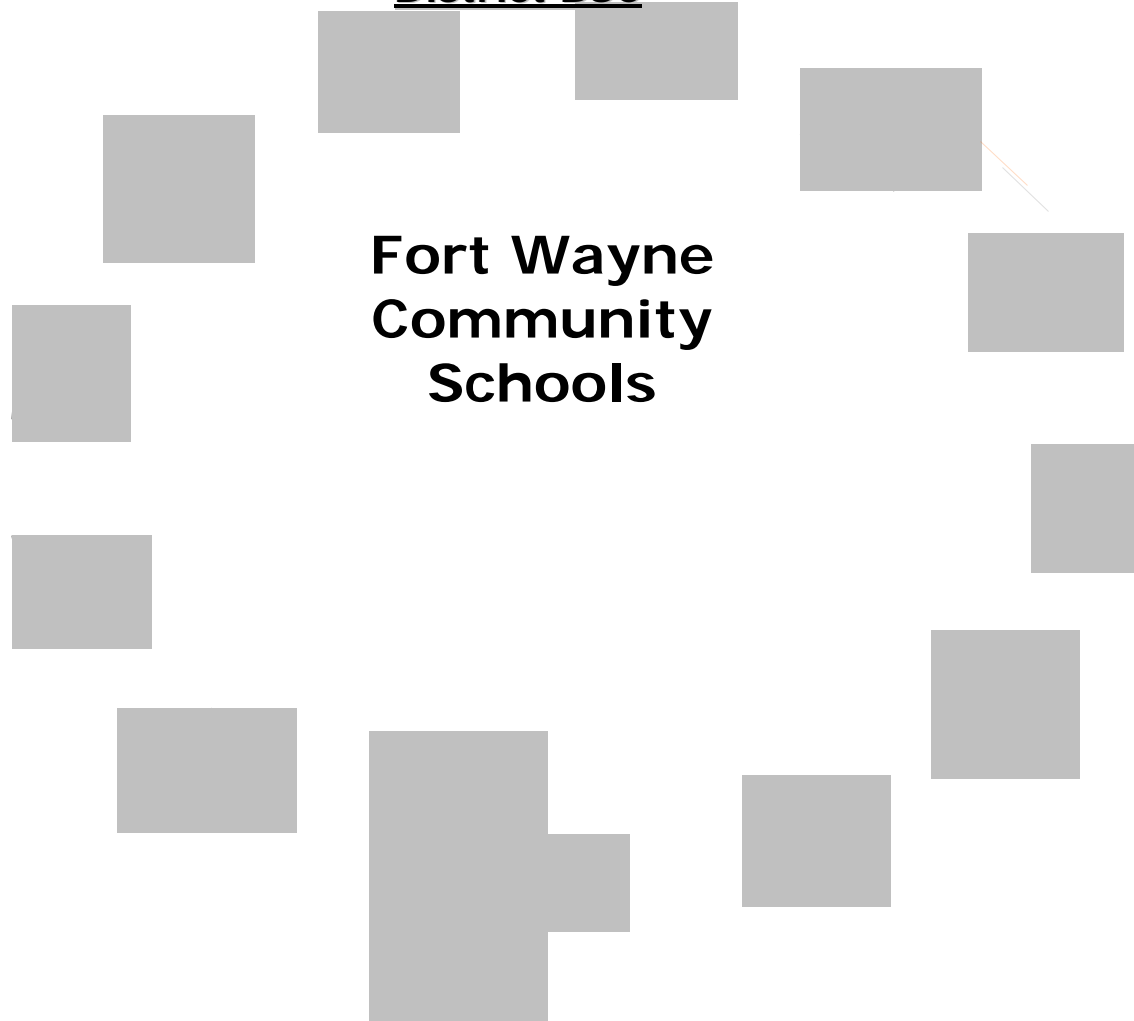


Continuous Improvement Process

#1 School Board Goals

District BSC

Fort Wayne
Community
Schools





SIP Template, Page 1

**Fort Wayne Community Schools
School Improvement Plan
2008-2011
Type Your School Name Here (0235-####)**



FWCS Mission Statement

The mission of Fort Wayne Community Schools, a premier school system embracing change and striving for excellence, is to guarantee that *all* students are prepared to lead responsible, compassionate, productive lives by ensuring:

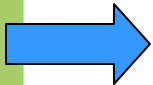
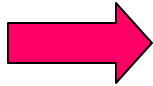
- Every student masters a rigorous curriculum and
- Every member of the educational community is valued in a secure, caring and creative environment.

FWCS Strategic 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 young people.*
- III. **Operate with fiscal responsibility, integrity and effectiveness.** *Demonstrate effective and efficient use of taxpayer dollars by using best management practices and systematic long range planning.*

School Improvement Plan Achievement Objectives

Objective 1:	
Objective 2:	
Objective 3:	





Continuous Improvement Process

#1 School Board Goals

District BSC

#2 Analyze Data and Information

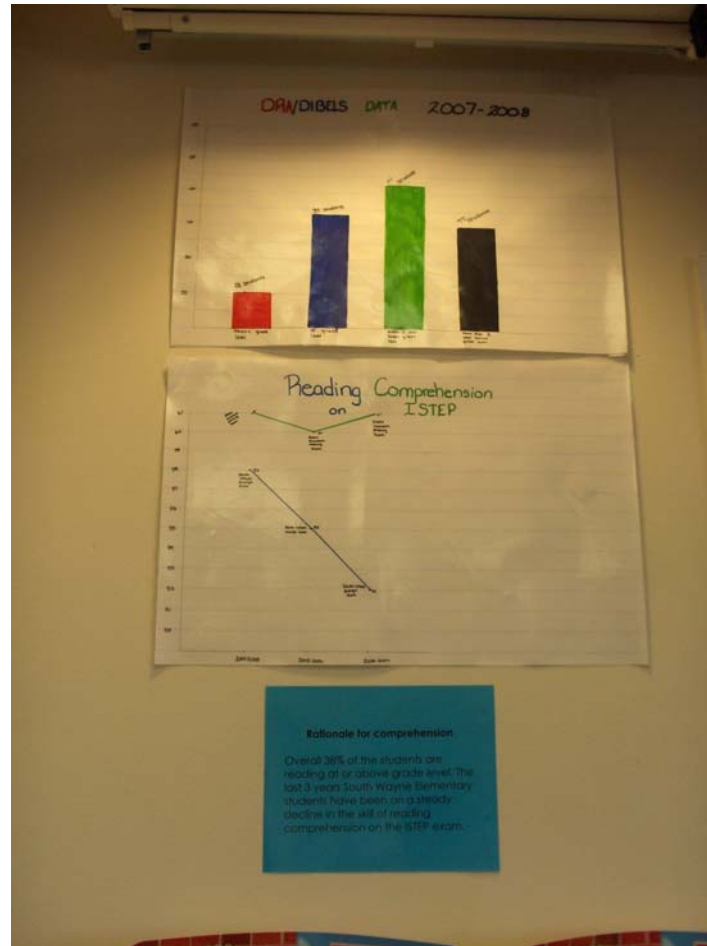
- *Review Current Progress*
- *Gather Data*
- Summarize Data

#3 Prioritize Needs and Issues

- Identify Specific Opportunities for Improvement

Fort Wayne
Community
Schools

Data Wall



Data Wall



SIP Template, Page 14

FWCS School Improvement Action Plan

Focus Area: (Type focus area here.)

Describe data sources consulted and a summary of the analysis of the data that indicate the need for the objective.

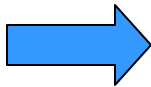
Data Source	Analysis

SIP Template, Pages 14 & 15

State the school improvement plan achievement objective.

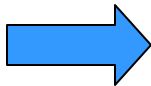
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Identify the correlation of the stated school improvement objective to district goals and strategic objectives.



Objective action plan addresses FWCS strategic goal(s):	
Objective action plan addresses FWCS strategic objective(s):	

Identify how this objective will be measured (list measures and targets)



Achievement Objective Measure	Baseline	Target	Reporting Frequency



Continuous Improvement Process

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#4 Learn about Improvement Strategies

- Search for Solutions
- Explore Best Practices
- Review Models of Improvement

#5 Identify Guiding Principles

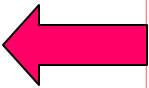
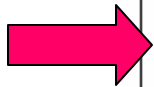
- Select Research Based Best Practices

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Community
Schools

SIP Template, Page 15

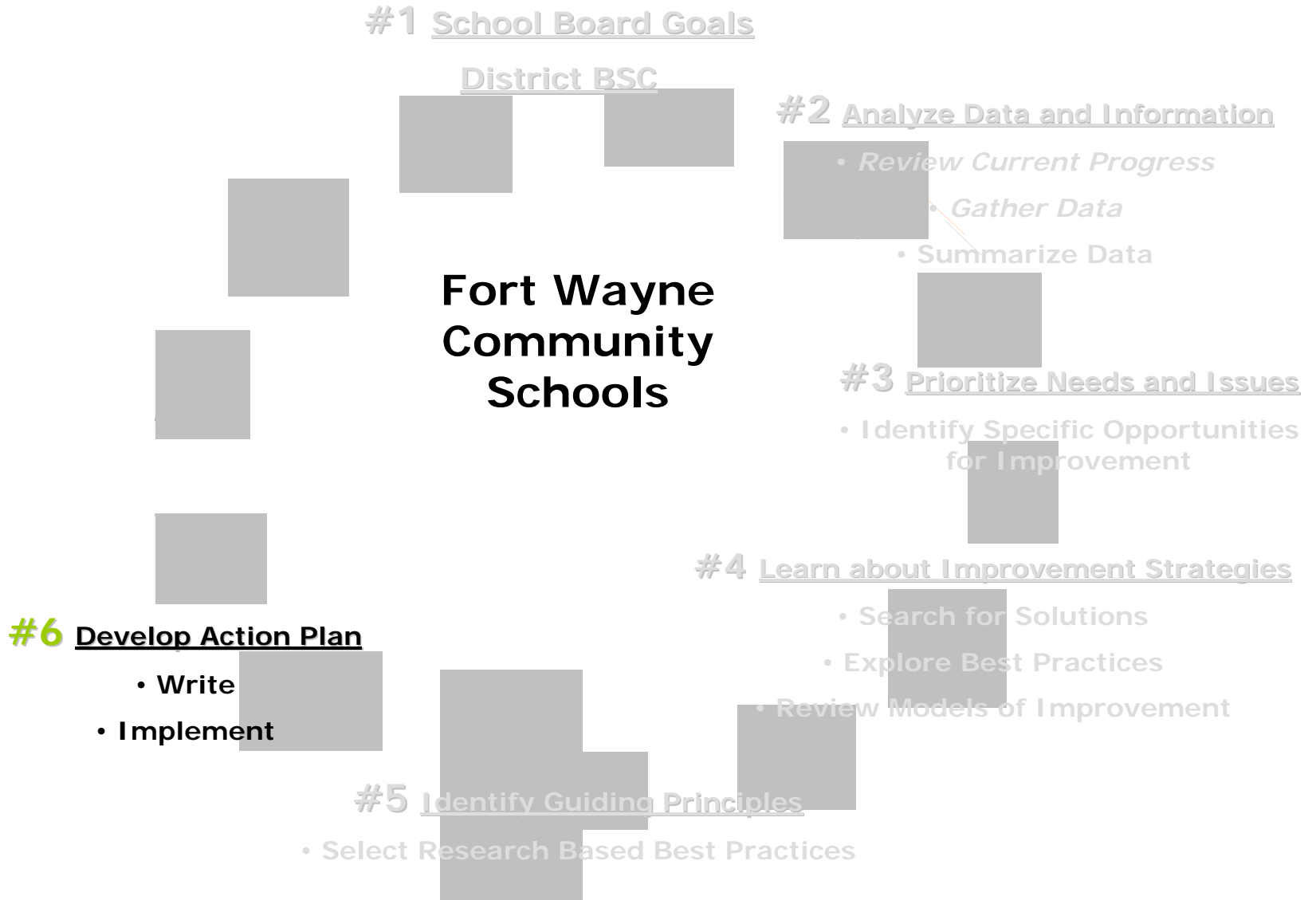
Summarize research that supports the proposed action. For each guiding principle, document three sources (One example of empirical research and two journal articles or three journal articles)

Guiding Principle	Empirical Resource Source:
<p>1.</p>	<p>Citation:</p> <p>Subjects:</p> <p>Instruments:</p> <p>Research Questions:</p> <p>Research-based Articles/Books</p> <p>Citation:</p> <p>Citation:</p> <p>Citation:</p>





Continuous Improvement Process



Douglas B. Reeves

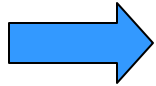
Leadership and Learning Center

“...schools are well served by one-page plans.”

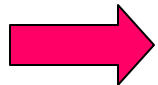
- Clearly focused
- Simple enough so that every participant in the process understands his or her role in executing the plan

SIP Template, Page 18

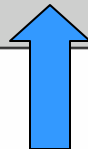
School Improvement Action Steps Include professional development as separate action step.



School:	
FWCS Strategic Goal:	FWCS Strategic Objective(s):
School Improvement Plan Achievement Objective:	
Measures(s)	Target(s)

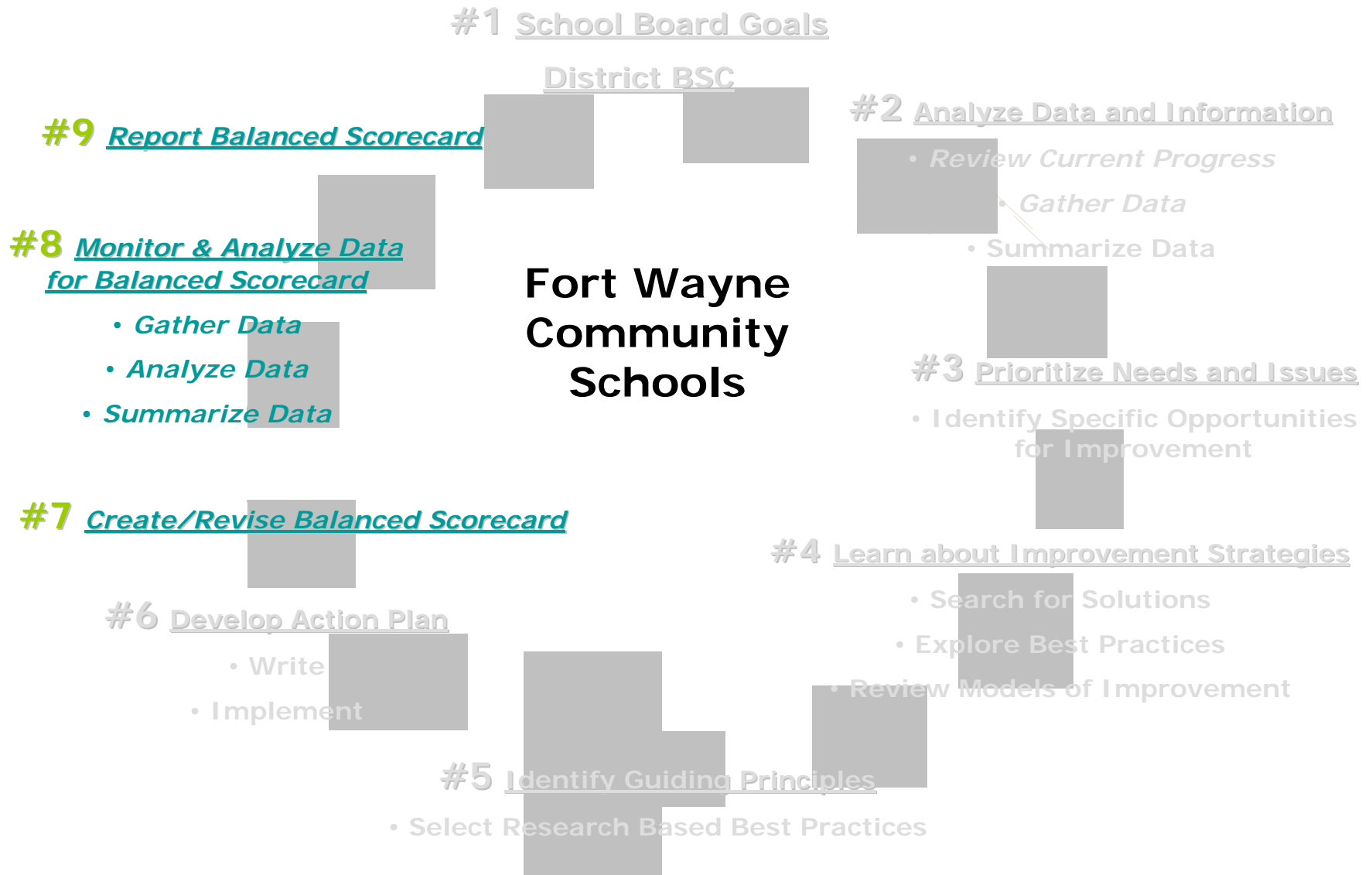


Description of Proposed Action/Activity (What is going to be done to address this goal?)	Results (What will be the evidence of completion of the activity?)	Responsible Person (Who is responsible for making sure the activity is completed?)	Participants (Who will be involved in the activity?)	Timeline (When will the activity begin and end?)





Continuous Improvement Process



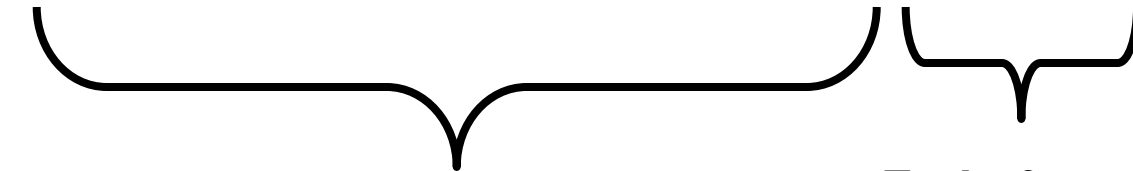
Balanced Scorecard

School Sample

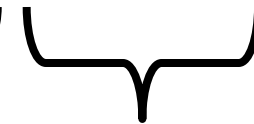
District Goal	District Strategic Objective	Achievement Objective	Measures	Baseline	Target	Supportive Initiatives	Q1	Q2	Q3	Q4	Annual	Analysis	Perspective	Data Source
District Directed Information: All schools will report the same information														
School Specific Information: Based on each school's SIP														



Direction provided by School Board



Information schools will report quarterly



End-of-year analysis

(Did we make our targets?)

Timeline

December 17

- Review data
- Identify focus areas

January & February

- Study groups identify research-based best practices

March 28

- Complete action plans
- Identify SIP Balanced Scorecard entries

June 30

- Submit plans to Indiana Department of Education



Monitoring Progress

FWCS 2007-2008 School Improvement Plan Progress Reporting Form

Preparing to Plan

Date expectation for using FWCS continuous improvement process communicated to staff	
How was expectation communicated?	
Date you reviewed district goals and strategic objectives with staff	
How did you review district goals and strategic objectives with the staff	

Monitoring Progress

Data Analysis

Date completed data wall	
Location of data wall	
Date focus areas identified	
Date focus areas communicated to staff	
Date focus areas communicated to parents and community	

How was the entire staff involved in identification of the focus areas?

How did you communicate focus areas to your parents/community?

Monitoring Progress

Inquiry

Date study groups formed	
Number of staff participating in study groups	
Date identified guiding principles	
Date communicated guiding principles to staff	
Date communicated guiding principles to parents and community	

When/where/how often did study groups meet?

How did you communicate guiding principles to your parents/community?

Monitoring Progress

Action Plans and Balanced Scorecard

Date completed action plans	
Date final plans communicated to staff	
Date final plans communicated to parents and community	
Date Balanced Scorecard finalized including populating baseline data	
Date Balanced Scorecard communicated to staff	
Date Balanced Scorecard communicated to parents and community	





Monitoring Progress

Parent/Community Involvement

Describe how your parents/community were involved in your school improvement planning process.



Monitoring Progress

Assurances

As principal, I verify that the School Improvement Plan and Balanced Scorecard have been developed by the Quality Improvement Team and that our school's planning process included opportunities for input from the entire staff.

Principal Name (print)	
Principal Signature	
Date Signed	

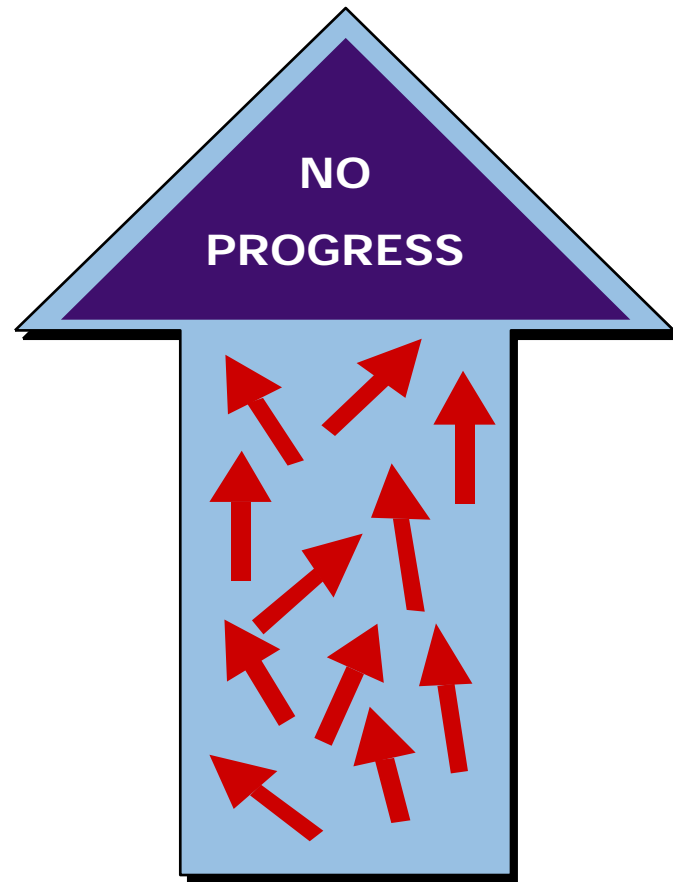
As FWEA building representative, I verify that the School Improvement Plan and Balanced Scorecard have been developed by the Quality Improvement Team and that our school's planning process included opportunities for input from the entire staff.

FWEA Representative Name (print)	
FWEA Representative Signature	
Date Signed	

As area administrator, I verify that I have reviewed the School Improvement Plan with the principal. I have monitored the planning process at regular intervals and find this plan aligns with FWCS strategic goals and objectives, is based on accurate interpretation of the school's student performance data, and the action steps are research-based.

Area Administrator Name (print)	
Area Administrator Signature	
Date Signed	

Random Acts Of Improvement



 = Programs

Aligned Acts Of Improvement

