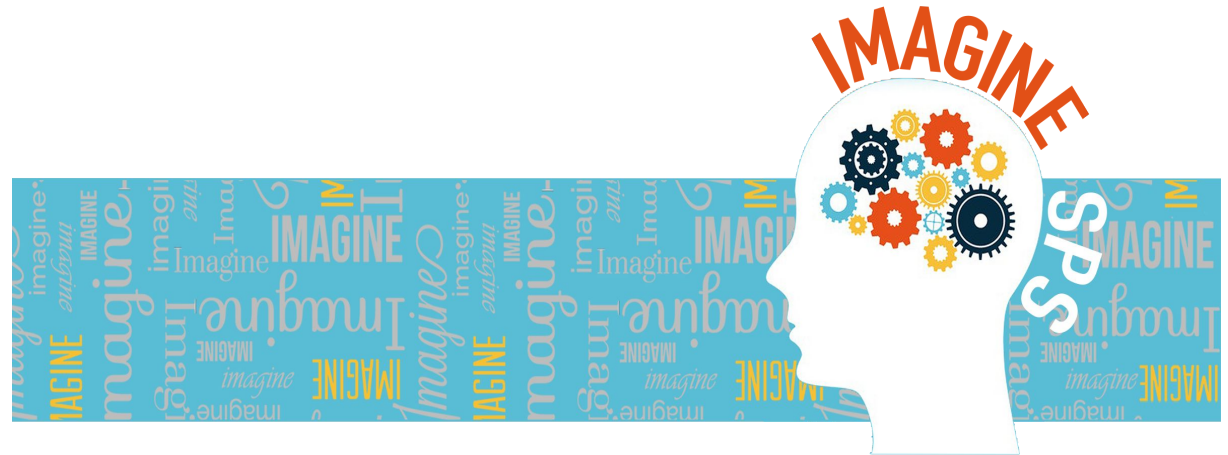Prepare all students for tomorrow by providing engaging, relevant and personalized education experiences today.
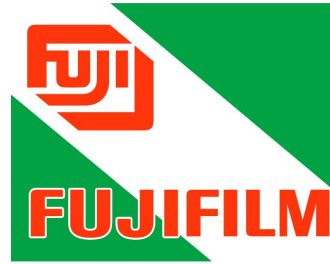
What is the biggest shift you've experienced or witnessed in public education?

A tale of **two** film manufacturers
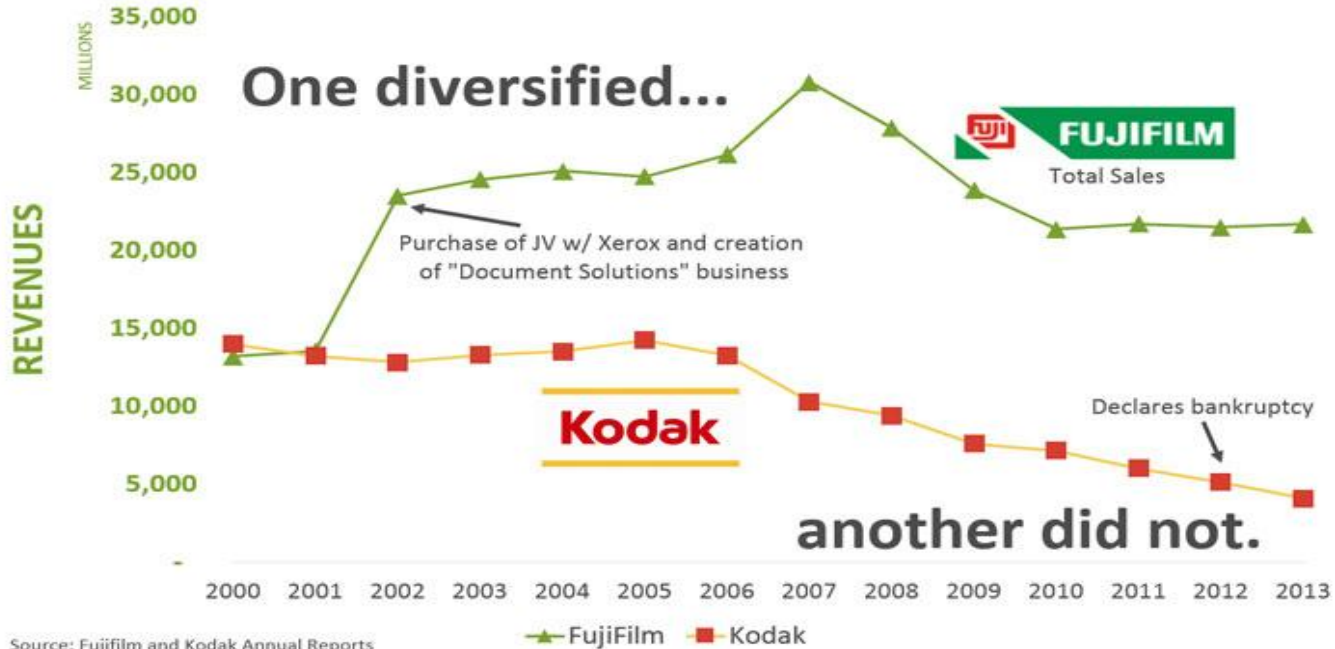
A Tale of Two Film Manufacturers

Could this happen to us?

Could we become irrelevant?

"Why do smart people, armed with logical information, fail over and over again to make strategic shifts despite the overwhelming case for change?"

Michael Maness

Springfield Public Schools

Engaging, Relevant, and Personal
From Motto to Action Plan

Presented by Mike Dawson, Chief Learning Officer

How do we move Engaging, Relevant, and Personal into an Action Plan?

PROCESS
Springfield Public Schools

Listening and Learning Tour

- ○ Stakeholder Groups
- ○ Online Survey
- ○ School Board Engagement

Key Questions::
- ● Change in quality of SPS during the last five years
- ● Quality of SPS compared to regional school districts
- ● Word that describes SPS
- ● Best thing about SPS
- ● One thing to change about SPS
- ● Key strengths
- ● Opportunities for improvement
- ● School success measurements

PROCESS
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Measures of Success

- Reading and Math Proficiency
- Attendance
- Graduation Rate
- Parent and Student Satisfaction
- Employment Rate
- Communication
- Collaboration
- Critical Thinking Skills

Success Measurements	Total	Students	Employees	Parents	Patrons
Communication, Collaboration, Critical Thinking	3	6	4	3	3
Student Satisfaction	10	3	9	10	10
ACT Composite Scores	9	7	5	8	7
Attendance Rate	7	8	8	9	5
Employment Rate	2	9	2	2	2
Parent Satisfaction	5	4	10	4	4
Graduation Rate	6	5	7	6	8
College-Going Rate	4	1	3	7	9
Reading/Math Proficiency Rates	8	10	6	5	6
Highly Qualified Teachers	1	2	1	1	1

Rankings of school success measurements from most important (1) to least important (10)

PROCESS
Springfield Public Schools

Recommended strategies from stakeholders:
1. Create a Collective Vision
2. Create Financial Sustainability
3. Ensure Equity of Opportunity
4. Guarantee Access to High Quality Educators
5. Eliminate Barriers to 21st Century Tools & Schools
6. Empower and Engage Partners
7. End Isolation and Foster Regional Collaboration
8. *Realign Organizational Structure* to Meet System Goals

Collective Vision
Springfield Public Schools

Beliefs - ERP

All: Each student, pre-kindergarten through graduation, regardless of ethnicity, gender, disability and socioeconomic status.

Engaging: Learning **experiences** that are irresistible due to connection with **student interest**. All students experience a culture of **inquiry** and instructional **choice** and are encouraged to value learning above the letter grade.

Relevant: Learning experiences that **challenge** all students to exhibit the ability to solve **real-world problems** for **authentic audiences** and connect learning to their own life or to the world around them.

Personalized: Learning experiences founded in **relationships** that connect educators with students to **set goals and monitor progress**. All students are inspired to maximize their potential, while receiving appropriate levels of support. **Flexibility exists in pace, place and path of learning**.

PRODUCT

Springfield Public Schools

Focus Areas → Goals → Strategies

FOCUS 1. Student Success and Learning Support

GOAL 1 - Promote, create and maintain a safe and secure environment that supports the physical and emotional well-being of all students.

GOAL 2 - Each student will have equitable access to engaging, relevant and personalized learning experiences that positively impact academic achievement and personal growth.

GOAL 3 - Each student will be equipped to solve problems through critical thinking, creativity, communication and collaboration.

FOCUS 2. Empowered and Effective Teachers, Leaders and Support Personnel

GOAL 1 - Create a culture that empowers employees and provides each student access to a qualified and effective teacher in every classroom, an effective principal in every school and an effective employee in every position.

FOCUS 3. Financial Sustainability and Operational Efficiency

GOAL 1 - Seek, align, manage and optimize resources for improved student success, while remaining financially sustainable.

Focus Area 1 - Strategies   "Work Teams w/ metric Dashboards"

1.1.1 In conjunction with the Greene County Office of Emergency Management, ensure appropriate resources, support and training are available for the alignment of all safety audits, procedures and **Emergency Operation Plans.**

1.1.2 In collaboration with appropriate community partners; review, efficiently sustain, and enhance resources to remove barriers to learning including, but not limited to: clothing, personal use items, acute illness/injury care, screenings, case management for chronic health concerns and **food insecurity.**

1.1.3 To ensure a healthy classroom climate for teaching and learning, district leaders will collaborate with community partners to remove the barriers that prohibit students and families from accessing resources in the area of **social/emotional health.**

1.2.5 Increase participation in **extracurricular** and after-school programming for students from diverse and underrepresented backgrounds.

1.2.6 Garner regular **feedback** from students and parents regarding the performance and their satisfaction with the district, school, building leaders; use the data to improve performance.

1.2.7 Provide access to **modern learning tools**, educational resources and support for all students and staff.

1.2.8 Increase access to **early-childhood education** for students who are at-risk of not entering kindergarten at appropriate readiness levels.

1.2.9 Ensure students from all diverse and underrepresented backgrounds are **accessing programs** based on their needs and abilities.

1.2.10 Implement the process for students to develop their **Profile of a Learner** focusing on personal aspirations and academic success. The process will utilize authentic projects that encourage students to develop attributes such as collaboration, communication, critical thinking, and creativity.

Products to Watch
In 2017-18

1. Expanded Early Childhood Education..(10,000 screening per/ year)
2. IGNiTE Year 3 Deployment…9,500 Chromebooks (3-12 w/device)
3. Club Encore….new strategy for after-school support (2,000)
4. MS MSHSAA Athletics and Extracurricular (90% by 2021)
5. Secondary Academy Design (College and Career paths)
6. Experience SPS will include 8th grade Career Planning

MONITOR
Springfield Public Schools

INTERNAL
- Chief Learning Officer assigned strategy champions

PUBLIC
- Fall Goal Reports
- Spring Strategy Work teams Reports

Board Update Example

Strategic Plan 1.2.8

Increase access to early-childhood education for students who are at-risk of not entering kindergarten at appropriate levels.

FOCUS AREA 1

Supporting Student Success & Learning

GOAL 2

Each student will have equitable access to engaging, relevant and personalized learning experiences that positively impact academic achievement and personal growth.

STRATEGY 1.2.8

Increase access to early-childhood education for students who are at-risk of not entering kindergarten at appropriate levels.

CHAMPION: Phyllis Wolfram

Strategy Highlights

Access Expansion

Measure 1:
- Increased number of children screened for access to EC Programs birth to 5 year olds.

Measure 2:
- Increase number of classrooms for 3 and 4 year olds (Wonder Years and Early Childhood Special Education).

Community Partnership

Measure 1:
- Increased number of community events by 1.

Measure 2:
- Identify and train community pre-school and early childhood partners to increase the number of students kindergarten ready

Measure 3:
- Increased number of students ready for Kindergarten.

Access Expansion Progress Report
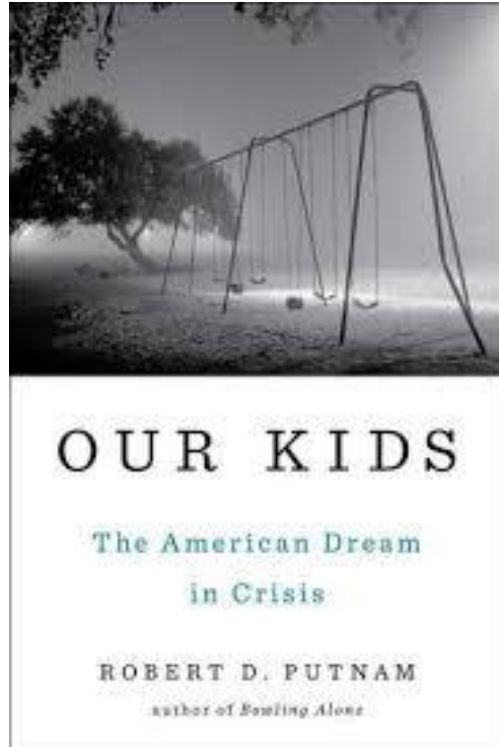
Measure 1:

Increased number of children screened for access to Early Childhood Programs birth to 5 year olds.

- **3323 screenings in progress**
- **Additional kindergarten screenings to be scheduled (Kindergarten Roundup March 1-9)**
- **3 months to reach May 2017 goal**

FY2020 GOAL = 10,000

PAT Screenings

■ Screenings

FY17 GOAL = 6500

FY14	FY15	FY16	FY17 (as of Feb)
4927	5096	5249	2259
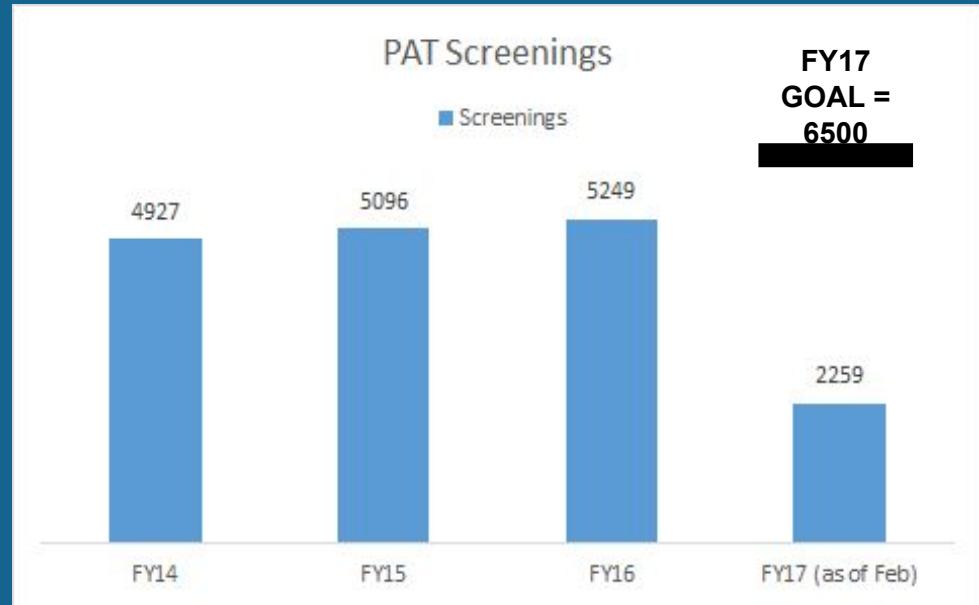
Your Impact...

CLOSING ACTIVITY

I learned…
I was surprised…
I am reminded…
I especially enjoyed…
I never knew…