



THE ACCOUNTABILITY PLAN

A PRESENTATION TO
THE NORMANDY SCHOOLS COLLABORATIVE
JOINT EXECUTIVE GOVERNING BOARD

July 16, 2014

Missouri Department of Elementary
and Secondary Education

Components of the Plan



- ❑ Description of the Planning Process
- ❑ Beliefs/Vision
- ❑ Mission Statement
- ❑ Data Analysis (Internal and External Factors)
- ❑ Measurable Objectives/S.M.A.R.T. Goals
- ❑ Strategies
- ❑ Action Steps
- ❑ Person Responsible
- ❑ Funding
- ❑ Monitor, Evaluate and Revise

Description of the Planning Process



- Collect, Sort and Select Data for Review
- Clarify the Root Causes and Prioritize Needs
- Study and Select Research Based Best Practices
- Set Goals and Create Action Plans for Each Goal
- Implement the Plan
- Monitor, Monitor, Monitor
- Evaluate the Impact on Student Achievement
- Revise when and where necessary

Data Analysis — Annual Performance Report (APR)

- Academic Achievement

- ELA, Math, Science and Social Studies MAP

- MPI (MAP performance index)

- Percent Proficient

- Subgroup Achievement

- School Level

- Grade Level

- Subgroup Achievement

Data Analysis — Annual Performance Report (APR)

- College and Career Readiness
 - Post secondary preparation
 - ACT, SAT, COMPASS and ASVAB
 - Successful completion of course work
 - Dual Credit, Dual Enrollment, AP, TSA/IRC, PLTW, or IB
 - Successful transition into a career, college or workforce

Data Analysis — Annual Performance Report (APR)



□ Attendance

- Individual student attendance

□ Graduation

- Ensure all students graduate high school ready for success
- Flexibility in timeframe for completion

LEA Summary For Annual Performance Report

Year

LEA

1 of 2 ?

100%

Find | Next

2013 LEA Annual Performance Report (APR) - Final LEA Summary Report MSIP 5

NORMANDY (096109)

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	2013	2014	2015
APR Total Points	15.5/140		
Percent of Points	11.1%		

MSIP 5 Standards	Points Possible	Points Earned	Percent Earned
1. Academic Achievement	56.0	0.0	0.0%
2. Subgroup Achievement	14.0	0.0	0.0%
3. College and Career Ready (CCR)	30.0	8.0	26.7%
4. Attendance	10.0	7.5	75.0%
5. Graduation Rate	30.0	0.0	0.0%
Total	140.0	15.5	11.1%

MSIP 5 Accreditation Levels



- Accredited with Distinction $\geq 90\%$ of points + other criteria as determined
- Accredited $\geq 70\%$ of points
- Provisional $\geq 50\%$ to 69.9% of points
- Unaccredited $< 50\%$ of points

Data Analysis Continued



- Monthly Regional School Improvement Meetings
- Progress Monitoring
- Potential External Analysis
- Running Records

Prioritize Need - Focus



- ❑ Leadership
- ❑ Collaborative Cultures (Data Teams)
- ❑ Curriculum and Assessment
- ❑ Effective Instruction

S.M.A.R.T. Goals



- Specific
- Measurable
- Achievable
- Relevant
- Timely

Strategies



- Leadership – Creating a Culture of Learning and High Expectations
 - Teacher Evaluation Training for Principals
 - 1.1 Content Knowledge
 - 1.2 Student Engagement
 - Measure growth through MOST (Missouri Observation Tool) practice and implementation of teacher evaluations
 - Missouri Leadership for Excellence, Achievement and Development (MoLEAD) Training

Strategies



- Collaborative Cultures (Data Teams)
 - Data-Team Training and Implementation Every School
 - Measure growth through Quality Indicator 7.2 on the Use of Data to Improve Instruction
 - Attendance data, behavior data, student performance data

Strategies



□ Curriculum and Assessment

- Implement Rigorous Curriculum aligned to Missouri Learning Standards
 - Balanced Literacy Approach Across Content
 - National Math and Science Institute
 - Increasing School Readiness

- Measure growth through effective use of interim benchmark assessments, running records and data walls and expanded early learning opportunities

Strategies



□ Effective Instruction

- Teachers demonstrate content expertise and provide learning experiences that make subject matter meaningful and engaging for students
 - Flipped Classrooms
 - Effective Use of Instructional Time
 - Student-centered Instruction

- Measure growth using the General Classroom Observation Feedback Form (Missouri's Educator Evaluation System) and the Teacher's Growth Guide Standard 1.2

Core Elements for Student Achievement

Leadership

An effective leader is a competent instructional leader and manager who continuously acquires new knowledge and skills and is constantly seeking to improve their leadership practice to provide for high academic achievement for all students.

SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

Using the Missouri Observation Simulation Tool (MOST) NSC administrators will complete all five video clips (providing rationale and feedback for each) for indicators 1.1 Content Knowledge and 1.2 Student Engagement. Administrators must also successfully achieve a minimum of one additional video per quarter where their rating is within one of the state's benchmark rating. If their rating fails to meet the criteria, the administration must complete additional videos until successfully reaching this quarterly goal.

Following this practice on assessing performance provided by MOST and training based on the research of Mike Rutherford, administrators will complete a minimum of 5 observations for each teacher. Administrators will accurately assess teacher performance and provide meaningful feedback using the 30 second or 5 minute feedback strategy. Administrators will be monitored and coached to achieve higher levels of proficiency on these skills.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

A 2009 study done by New Leaders for New Schools found that principal effectiveness accounts for 25 percent of student gains.

Action Steps	Start Date	Person Responsible	Resources	Complete / Date
30 Days: 1. 2. 3.				<input type="checkbox"/>

RSIT Monitoring



- Facilitate implementation and evaluation of Accountability Plan
- Facilitate coaching/technical assistance and professional learning
- Conduct regular visits to monitor plan implementation
- Measure, analyze and report progress toward meeting goals
- Revise plan when necessary
- Identify and remove barriers
- Hold responsible parties accountable

Updates to be Provided to RSIT



- Monthly Progress Report of Data
- Mapping Chart for Instructional Support

Next Steps



- Implement Principal and Teachers Professional Development – NOW
- Next Meeting – Status Report
- Student and Parent Outreach - August
- Students Start School - August 18th
- 2014 APR Public Release August 29th
- APR work session and Accountability Targets – September meeting