Data-Based Decisions: A Scorecard and Dashboard Journey

Ozark R-VI Administrative Team
Today’s goals

How will you collect the evidence necessary to show student achievement and growth *and* prepare to meet the needs of MSIP?

Ozark Schools is on a journey to build dashboards and a scorecard to measure what matters and fulfill state requirements.

While not yet perfected, we'll share our journey toward a systemic solution to ensure each student learns using impactful data.
Students are Our Inspiration

Video

“The ability of a group of people to do remarkable things hinges on how well those people can pull together as a team.” (Sinek, Mead, Docker, 2017)

“If a movement is to have an impact, it must belong to those who join it, not just those who lead it.” (Sinek, Mead, Docker, 2017)
• If we want to impact each child, we must build on the talents of each child to prepare them for an uncertain future.

• We must remember scores are a result, but do not represent the value of a child and their learning.

• Our strong sense of purpose drives the process of establishing our Mission, Vision and Strategic Goals.
Mission & Vision are supported by our guiding Pillars

- **Who do you serve?**
  - Students
  - Parents
  - Community
  - Teachers

- **How do you run?**
  - Processes
  - Procedures
  - Operations

- **Who do you develop?**
  - Teachers
  - Staff

- **How do you manage?**
  - Finances
Mission
- To provide high-quality education for each student’s future-readiness

Vision
- An innovative school district preparing students to use their talents for success

Who we Serve
- Customers

How we Run
- Processes

Who we Develop
- Employees

How we Manage
- Financial

Strategic Goals
- Provide an environment of high-quality instruction to produce applied learning
- Provide appropriate tiered supports that promote positive development for all students
- Foster a culture of respect with shared leadership for all employees through recruitment, retention & professional development
- Partner with stakeholders to continue our development of a strong, innovative & progressive school district
If our district establishes a culture focused on learning, characterized by high academic and behavioral expectations for each student, then...

A. Leadership develops a systematic process for establishing and maintaining a positive learning climate.

B. Staff and students share in the responsibility for learning by being actively engaged in learning and demonstrating appropriate standards of behavior and attendance.

C. The school system gathers and analyzes data on student violence, substance abuse, and bullying modifies programs and strategies to ensure safe and orderly schools.
If our district builds collaborative opportunities and relationships and mobilizes community resources to improve the quality of education, then we...

A. Develop reciprocal partnerships with community businesses, industry, and commercial entities for the benefit of students and educators.

B. Develop partnerships with postsecondary institutions to create opportunities for students to earn credits and/or credentials.

C. Maintain strong collaborative relationships with parent organizations, industry-based programs, and entities within the larger community to support students and educators.

D. Develop collaborative partnerships with other school systems to create or maintain educational opportunities for students and educators.
## Scorecard-Business

### Business

<table>
<thead>
<tr>
<th>Pillar, Source, Target Description</th>
<th>Key Indicators</th>
<th>Measures FY '16</th>
<th>FY '17</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>Target</th>
<th>Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer, Internal Process</td>
<td>&lt; or = 85%</td>
<td>Benefits</td>
<td>&lt;50</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>85</td>
<td>90</td>
<td>95</td>
</tr>
<tr>
<td>Customer &amp; Internal Process</td>
<td>80% Internal processes are met</td>
<td>Benefits</td>
<td>&lt;50</td>
<td>55</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>90</td>
<td>95</td>
</tr>
<tr>
<td>Customer &amp; Internal Process</td>
<td>80% Internal processes are met</td>
<td>Payroll</td>
<td>&lt;50</td>
<td>55</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>90</td>
<td>95</td>
</tr>
<tr>
<td>Customer &amp; Internal Process</td>
<td>85% Staff Evaluations completed and in to HR by June 30</td>
<td>HR</td>
<td>&lt;50</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>85</td>
<td>90</td>
<td>95</td>
</tr>
<tr>
<td>Customer &amp; Internal Process</td>
<td>90% Internal processes are met</td>
<td>HR</td>
<td>&lt;50</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>85</td>
<td>90</td>
<td>95</td>
</tr>
<tr>
<td>Customer &amp; Internal Process</td>
<td>90% Internal processes are met</td>
<td>Accounts Payable</td>
<td>&lt;50</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>85</td>
<td>90</td>
<td>95</td>
</tr>
<tr>
<td>Financial, Clean Audit</td>
<td>CFO</td>
<td>100%</td>
<td>&lt;2</td>
<td>10</td>
<td>12</td>
<td>14</td>
<td>16</td>
<td>18</td>
<td>20</td>
<td>22</td>
<td>24</td>
</tr>
<tr>
<td>Financial, Operating Fund Balance</td>
<td>CFO</td>
<td>100%</td>
<td>&lt;1.4</td>
<td>1.5</td>
<td>1.6</td>
<td>1.7</td>
<td>1.8</td>
<td>1.9</td>
<td>2 million</td>
<td>2.1</td>
<td>2.2</td>
</tr>
<tr>
<td>Customer &amp; Internal Process</td>
<td>90% Internal processes are met</td>
<td>CFO</td>
<td>&lt;50</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>85</td>
<td>90</td>
<td>95</td>
</tr>
</tbody>
</table>

### Customer Input/Survey Data

<table>
<thead>
<tr>
<th>Customer, Internal Process, Learning</th>
<th>Learning Dashboards</th>
<th>Exceed 55% on professional development satisfaction goals</th>
<th>Professional Learning</th>
<th>Surveys</th>
<th>X</th>
<th>FY '16</th>
<th>FY '17</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>Target</th>
<th>Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;85%</td>
<td></td>
<td>Professional Development</td>
<td>&gt;55%</td>
<td>X</td>
<td>&lt;50</td>
<td>60</td>
<td>65</td>
<td>70</td>
<td>75</td>
<td>80</td>
<td>85</td>
<td>90</td>
<td>95</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

| >85%                                |                     | Professional Development                              | >55%                   | X       | <50 | 60     | 65     | 70 | 75 | 80 | 85 | 90 | 95 | 100     | 100       |

| >85%                                |                     | Professional Development                              | >55%                   | X       | <50 | 60     | 65     | 70 | 75 | 80 | 85 | 90 | 95 | 100     | 100       |
| Pillar                       | Source         | Target          | Target Description                                                                 | Key Indicators | Measures FY '16 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 | FY '17 |
|-----------------------------|----------------|-----------------|-------------------------------------------------------------------------------------|----------------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Customer, Internal Process | Operations Dashboard | Operations Dashboard | Greater than 95% combined scores on all health inspections with no failures           | Nutrition     | 80             | 70    | 75    | 75    | 80    | 85    | 90    | 95    | 97    | 100   |        |        |        |        |
| Customer, Internal Process | Operations Dashboard | Replacement Cycle | Maintain greater than 85% of technology replacement cycle                             | Tech           | 50             | 60    | 80    | 70    | 80    | 80    | 90    | 100   | 115   | 125   |        |        |        |        |
| Customer, Internal Process | Operations Dashboard | Operations Dashboard | Exceed 85% on technology performance and customer service goals                       | Performance   | 25             | 20    | 25    | 30    | 35    | 40    | 45    | 50    | 55    | 60    |        |        |        |        |
| Customer, Internal Process | Operations Dashboard | Operations Dashboard | Exceed 85% on technology performance and customer service goals                       | Performance   | 90             | 80    | 85    | 70    | 80    | 80    | 90    | 95    | 95    | 100   |        |        |        |        |
| Customer, Finance           | Operations Dashboard | Operations Dashboard | Maintain daily operations and facility improvements within annual budget             | Maintenance, Grounds, Custodial | 70             | 70    | 75    | 80    | 85    | 90    | 100   | 105   | 110   | 115   |        |        |        |        |
| Customer, Internal Process  | Operations Dashboard | Operations Dashboard | Maintain greater than 95% on Missouri State bus inspections                          | Transportation| 60             | 65    | 70    | 75    | 80    | 85    | 90    | 95    | 100   |        |        |        |        |        |
| Customer, Internal Process  | Operations Dashboard | Operations Dashboard | Achieve timely and effective communications by maintaining greater than 85% on monthly communication goals | Communication | 60             | 65    | 70    | 75    | 80    | 85    | 90    | 95    | 100   |        |        |        |        |        |
| Customer, Internal Process  | Operations Dashboard | Operations Dashboard | Exceed a combined 98% of all targets and goals on assigned communication plans      | Communication  | 90             | 80    | 85    | 70    | 75    | 85    | 90    | 95    | 100   |        |        |        |        |        |
|                            |                |                 |                                                                                     |                |                |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
Scorecard-Learning

“That those who teach the children represent the most critical level around which to align.”

(Van Clay, Soldwedel, & Many, 2011)

- Alignment from the classroom to the school board to the state
  - MPI measures
  - Achievement, growth, yearly learning and progress
  - “Success-Ready Student”
## Scorecard-Learning

<table>
<thead>
<tr>
<th>Pillar</th>
<th>Source</th>
<th>Target</th>
<th>Target Description</th>
<th>Key Indicators</th>
<th>Measures FY ’16</th>
<th>FY ’17</th>
<th>Basic</th>
<th>Approaching</th>
<th>Target</th>
<th>Advanced</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>FY ’16</td>
<td>FY ’17</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>1.2</td>
<td>Customers, Internal Process</td>
<td>AMD</td>
<td>MSIP 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Meet the 2020 MPI target</td>
<td>MSIP 6 - Standard EA</td>
<td>Scores</td>
<td>%</td>
<td>x</td>
<td>&lt;25</td>
<td>&lt;55</td>
<td>85</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(MAP ELA Scores 3-12)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Students will meet the 2020 MPI target</td>
<td>MSIP 6 - Standard EA</td>
<td>Scores</td>
<td>%</td>
<td>x</td>
<td>&lt;25</td>
<td>&lt;55</td>
<td>85</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(MAP Math Scores 3-12)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Students will meet the 2020 MPI target</td>
<td>MSIP 6 - Standard EA</td>
<td>Scores</td>
<td>%</td>
<td>x</td>
<td>&lt;25</td>
<td>&lt;55</td>
<td>85</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(MAP Science Scores 3-12)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Students will meet the 2020 MPI target</td>
<td>MSIP 5 - Standard EA</td>
<td>Scores</td>
<td>%</td>
<td>x</td>
<td>&lt;25</td>
<td>&lt;55</td>
<td>85</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(MAP Math Scores Subgroup 3-12)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Students will meet the 2020 MPI target</td>
<td>MSIP 5 - Standard EA</td>
<td>Scores</td>
<td>%</td>
<td>x</td>
<td>&lt;25</td>
<td>&lt;55</td>
<td>85</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(MAP Math Scores Subgroup 3-12)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>At least 90% of students involved in 3+ 00-ELA community-based activities</td>
<td>MSIP 6 - Standard TL1E (ELA Curriculum 7-12)</td>
<td>%</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
<td>&lt;22</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Greater than 95% of 4-year cohort graduating in a 4-year cohort</td>
<td>MSIP 6 - Standard BA2 (Grad Rate)</td>
<td>%</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
<td>&lt;23</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Greater than 90% of all students qualifying for Diploma</td>
<td>MSIP 6 - Standards TL1D.D.I (Diploma 3)</td>
<td>%</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
<td>&lt;76</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Greater than 75%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Diploma & Success - Ready Graduate

➢ ICAP ➢ A + Scholarship
➢ IRC - Advanced Industry Credential ➢ College Credit
➢ Job Experience ➢ Missouri Seal of Biliteracy
➢ Vocational Rehabilitation Plan ➢ Military Advanced Enlistment
Data Roll Up

How Ozark School District Measures Success

Mission
- Strategic Goals
  - Board of Education
  - District

Tactical Goals
- Operational Goals
  - Building

Tactical Dashboard
- Operational Dashboard

Scorecard

Learning Division
- Exec Director
- Building Principal
- Team / Grade
- Classroom
The Tactical to Operational
<table>
<thead>
<tr>
<th>Secondary Executive Director</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strategic Goal</strong></td>
</tr>
<tr>
<td>-------------------</td>
</tr>
<tr>
<td><strong>High School</strong> provides high-quality education</td>
</tr>
<tr>
<td><strong>Junior High</strong> provides high-quality education</td>
</tr>
<tr>
<td><strong>High School</strong> provides high-quality education</td>
</tr>
<tr>
<td><strong>Acting Performance</strong></td>
</tr>
<tr>
<td><strong>High School</strong> provides appropriate tiered supports</td>
</tr>
<tr>
<td><strong>High School</strong> provides appropriate tiered supports</td>
</tr>
</tbody>
</table>

**Goal 1:** Provide an environment of high-quality instruction to produce applied learning.

**Goal 2:** Provide appropriate tiered supports that promote positive development for all students.
# Secondary Principal Dashboard

## Principal Dashboard - Algebra 1 EOC Eligible

<table>
<thead>
<tr>
<th>Operational Goal</th>
<th>Indicators</th>
<th>Measures</th>
<th>Data Collection Cycle (When)</th>
<th>Baseline</th>
<th>Target</th>
<th>Current</th>
</tr>
</thead>
<tbody>
<tr>
<td>90% of our students will achieve an A, B, or C</td>
<td>Measuring student quarterly achievement</td>
<td>Report A, B, C, D, and F/s</td>
<td>Quarterly</td>
<td>A - 29.7%</td>
<td>&gt;= 90%</td>
<td>A - 11.5%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>B - 33.4%</td>
<td></td>
<td>B - 32.3%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>C - 20.8%</td>
<td></td>
<td>C - 25.5%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>D - 10.8%</td>
<td>&lt;10%</td>
<td>D - 13.7%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>F - 9.3%</td>
<td>&lt;10%</td>
<td>F - 19%</td>
</tr>
<tr>
<td>90% of our F/R students will achieve an A, B, or C</td>
<td>Measuring student quarterly achievement</td>
<td>Report A, B, C, D, and F/s</td>
<td>Quarterly</td>
<td>A - 23.8%</td>
<td>&gt;= 90%</td>
<td>A - 8%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>B - 22.8%</td>
<td></td>
<td>B - 23%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>C - 24.2%</td>
<td></td>
<td>C - 24%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>D - 17.4%</td>
<td>&lt;10%</td>
<td>D - 16%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>F - 11.3%</td>
<td></td>
<td>F - 27%</td>
</tr>
<tr>
<td>90% of our SPED students will achieve an A, B, or C</td>
<td>Measuring student quarterly achievement</td>
<td>Report A, B, C, D, and F/s</td>
<td>Quarterly</td>
<td>A - 40%</td>
<td>&gt;= 90%</td>
<td>A - 20%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>B - 50%</td>
<td></td>
<td>B - 30%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>C - 10%</td>
<td>&lt;10%</td>
<td>C - 20%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>D - 0%</td>
<td>&lt;10%</td>
<td>D - 20%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>F - 0%</td>
<td>&lt;10%</td>
<td>F - 10%</td>
</tr>
</tbody>
</table>

- Move 2% of students up one level: Meeting/Exceeding/Expectations on State assessments
  - MAP/EOC: Annually
  - Baseline: 72.11% A/P
  - Target: 74.11% A/P
  - Current: 72.11% A/P

- Improve SPED achievement by 15%: Decreasing performance gaps between subgroup populations
  - MAP/EOC: Annually
  - Baseline: 87.6% / 79.8%
  - Target: 72.6%
  - Current: 97.6%

- Improve F/R achievement by 10%: Decreasing performance gaps between subgroup populations
  - MAP/EOC: Annually
  - Baseline: 10.5% / 80.7%
  - Target: 78.3%
  - Current: 75.3%

- Improve student achievement each corresponding evaluate test by 10%
  - Meeting/Exceeding/Expectations district-level assessment – Growth in interval assessments – Mastery of priority standards
  - eValue: Monthly
  - Baseline: 30
  - Target: 40
  - Current: 40

- Decrease the F/R gap by 2% on each corresponding evaluate test
  - Meeting/Exceeding/Expectations district-level assessment – Growth in interval assessments – Mastery of priority standards
  - eValue: Monthly
  - Baseline: 32
  - Target: 40
  - Current: 40
Elementary Dashboard-How we are unique?

- Use standards based grade reporting - we report reading and writing proficiency levels instead of grades of A-F

- We collect kindergarten readiness scores using the DIAL 4 - helps us determine the success of our preschool and PAT resources

- We developed our own elementary mathematics curriculum, we collect summative unit scores (80% or better of students scoring 80% or better on unit exams)
Time to Spare?

- Review Calendar
- PD Sessions
- PLC Academy
  - Back to School

---

**Ozark School District**

**2019-2020**

**TUES., JULY 23**  
Buildings open at noon & new student enrollment

**THURSDAY, AUG. 1**  
Student schedules and bus routes available on Parent Portal  
6:00 p.m. - Optional orientation for parents of incoming Ozark Middle School sixth-grade students. Orientation will also be offered online.

**FRIDAY, AUG. 2**  
9:00 a.m. - Optional orientation for parents of incoming Ozark Middle School sixth-grade students. Orientation will also be offered online.

**MONDAY, AUG. 5 - TUESDAY, AUG. 6**  
All offices closed for districtwide meetings

**FRIDAY, AUG. 9**  
Anytime 8 a.m. - 5 p.m. - Finley River School parent orientation (optional)

**TUESDAY, AUG. 13**

**MEET THE TEACHER CELEBRATION**  
2:00 - 7:30 p.m. for ALL SCHOOL BUILDINGS

2:00 - 7:30 p.m. - Chromebook Camp is for OMS and OHI students who want to check out their Chromebooks before the start of school. The orientation and distribution will take approximately 30 minutes. Parents do not need to attend.

**WEDNESDAY, AUG. 14**  
8:30 - 10:30 a.m. - Kindergarten Open House (optional)

**THURSDAY, AUG. 15**  
**FIRST DAY OF SCHOOL**

- Tiger Paw Preschool - First day of school for full-day sessions
- Tiger Paw Preschool - First day of school for half-day sessions

**MONDAY, AUG. 19**

**IMMUNIZATIONS**

Please make sure all incoming kindergartners, 8th graders and 12th graders have the required immunizations.

---

**DISTRICTWIDE MEET THE TEACHER CELEBRATION**  
2:00 - 7:30 p.m.  
Tuesday, Aug. 13
- Come and go event
- Meet your teacher
- Drop off school supplies
- Meet bus drivers
- No meetings
- Tour the building

**KINDERGARTEN OPEN HOUSE**  
8:30-10:30 a.m.  
Wednesday, Aug. 14
- Ride the bus to school (optional) with your child
- Experience the breakfast line
- Learn how kindergarten works

More information can be found at www.ozarktigers.org/backtoschool
**Ozark School District**

**Back to School Dates**

**TUESDAY, JULY 23**
- **THURSDAY, AUG. 1**
  - All Day: Bus Driver's Annual Physical Appts. (Call Transportation to set time)
  - 8:00 - 10:00 a.m.: Secretary Breakfast and Meeting (Career Center)
  - Noon: Mentor-Mentee Luncheon (Career Center)
- **FRIDAY, AUG. 2**
  - All Day: Bus Driver's Annual Physical Appts. (Call Transportation to set time)
  - 8:30 a.m. - 5:00 p.m.: Tiger Care Staff Meeting (Career Center)
- **MONDAY, AUG. 5**
  - PLC Day 1 at OHS - All Offices/Buildings Closed
  - 7:15 - 8:30 a.m.: All-staff breakfast
  - 8:00 - 8:45 a.m.: Devotional (optional)
  - 9:00 - 10:30 a.m.: Rediscovery Your Why with Superintendent Chris Bauman
  - 10:45 a.m.: Professional Learning Communities at Work with Dr. Eric Twaddle

Dr. Eric Twaddle is superintendent of Adelphi Stevenson School in Lincolnshire, Illinois. As a dedicated PLC practitioner, he has worked with state departments of education and school districts nationwide to advance the successful implementation of the PLC model.

- Noon: Lunch - provided
- 1:00 - 4:00 p.m.: Eric Twaddle (continued for certified staff and paras)
- 1:00 - 4:00 p.m.: Menomonee Falls (Certified staff)

**TUESDAY, AUG. 6**
- PLC Day 2 at OHS - All Offices/Buildings Closed
- Certified staff (and paras)
  - Eric Twaddle - PLCs
  - Doug Reeves - Grading
  - Aligning the District as a PLC

- Classified staff
  - Menomonee Falls
  - Team Ozark
  - Customer Service
  - Scorecards
  - 8:00 - 11:15 a.m.: Breakout Sessions
  - 11:15 a.m. - 12:15 p.m.: Lunch - provided
  - 12:30 - 3:30 p.m.: Breakout Sessions

Dr. Doug Reeves has worked with education, business, nonprofit and government organizations throughout the world. He has received multiple awards for his career of work in professional learning.

**NEW THIS YEAR!**

**PLC Academy will replace PD Academy**

- PLC Academy is an optional training for ALL Ozark School District employees
- We hope to see you there!

**Certified Staff**

PLC Academy allows certified staff to gain their required Professional Development hours.

You can earn up to 6 hours of PD per day.

Register through My Learning Plan, where individual session hours and descriptions are listed.

**District Mission**

To provide high-quality education for each student's future-readiness.

**District Vision**

An innovative school district preparing students to use their talents for success.

**WEDNESDAY, AUG. 7 - THURSDAY, AUG. 8**
- **PLC Day 3-4 at your building - Offices/Buildings open**
  - Building specific PLC training (Certified staff and paras)
  - Grade level department team planning & training (Certified staff and paras)
- **MONDAY, AUG. 12**
  - Teachers Work in Buildings
  - 8:00 - 10:00 a.m.: Individual Building All Staff Meeting
  - 10:00 - 10:30 a.m.: Transportation attends individual school meetings
  - 10:00 a.m.: Noon: Nutrition Services Meeting (Career Center)
  - 10:30 a.m.: Noon: Transportation meeting (Transportation Building)
- **TUESDAY, AUG. 13**
  - 10:00 a.m.: Staff Report to work
  - 10:00 - 10:50 a.m.: Internal Meet the Teacher at OMS
  - 10:55 - 11:45 a.m.: Internal Meet the Teacher at OMS
  - 11:50 a.m. - 12:40 p.m.: Internal Meet the Teacher at OHS
  - 12:45 - 1:35 p.m.: Internal Meet the Teacher at elementary and preschool
  - In-building Meet the Teacher will be Aug. 12 or Aug. 14, decided by principal

**2-7:30 P.M. AUG. 13 - MEET THE TEACHER CELEBRATION**
- Come and go event for families to meet teachers and tour schools
- Bus drivers will attend

**WEDNESDAY, AUG. 14**
- Teachers Work in Buildings
- Morning Routes - Bus Driver Mock Runs
- 8:30 - 10:30 a.m.: Kindergarten Open House

**FIRST DAY OF SCHOOL: THURSDAY, AUG. 15**
- Tiger Paw First Day of School for Full-Day Sessions
- **MONDAY, AUG. 19**
- Tiger Paw First Day of School for Half-Day Sessions
Contact us!

Dr. Chris Bauman-Superintendent
chrisbaum@ozarktigers.org

Dr. Craig Carson

Dr. Curtis Chesick

Dr. Melia Franklin

Dr. Kent Sappington

Ms. Tammy Short