



# **Clayton County Public Schools**

***“Committed To High Performance”***

## **Improvement Journey AdvancED/SACS and Strategic Planning Update**

### **Board of Education**

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***Dr. Alieka Anderson***

***Ophelia Burroughs***

***Mark Christmas***

***Jessie Goree***

***Judy Johnson***

***Michael King***

***Benjamin Straker***

***Dr. Morcease J. Beasley  
Superintendent***

**Presented on behalf of:  
Dr. Morcease Beasley, Superintendent**

**Presenter: Dr. Monika M. Wiley**



# Georgia's Systems of Continuous Improvement

Clayton County Public Schools

~Strategic Improvement Plan

~Comprehensive Needs  
Assessment

~AdvancED/SACS





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## Identifying Needs

Mission and Vision  
Goals and Core Beliefs  
Comprehensive Needs Assessment  
AdvancED Surveys  
elect Observations





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## **Committees:**

1. Comprehensive Needs Assessment Committee (District)
2. Improvement Journey Committee (Accreditation and Strategic Improvement Plan)
  - a. Board Members (2)
  - b. Assistant Principals
  - c. Teachers
  - d. Comprehensive Needs Assessment Committee (System Quality Factors)





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# **Strategic Improvement Plan**





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## **Community/Staff Meeting:**

Input and engagement with the Strategic Improvement Plan and AdvancED. Participants will develop the “new” Mission/Vision, Strategic Goals, and Core Beliefs.

## **Board of Education Input**

The BOE will have the opportunity to give input on the proposed Mission/Vision, Strategic Goals, and Core Beliefs.

## **Strategic Improvement Plan Survey**

All stakeholders will have the opportunity to review the work of the community.

## **Superintendent’s Recommendation – November 6, 2017**





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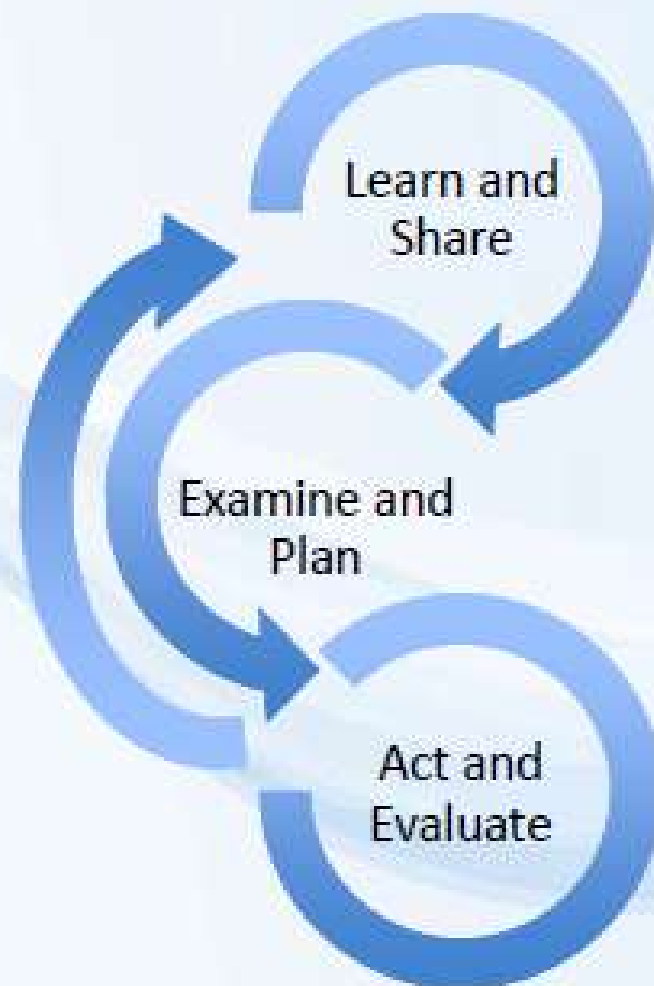
# **Advanced<sup>®</sup>**



# Advanced ED Continuous Improvement System

## Elements of the Journey

- **LEARN AND SHARE**...community of stakeholders share perspectives and experiences and learn about how the work of the school impacts every stakeholder, especially students
- **EXAMINE AND PLAN**...critical self-analysis whereby the school community examines the work of the school against research-based factors. Engaging stakeholders in defining the vision for the school as well as setting the strategic direction to achieve the vision.
- **ACT AND EVALUATE**...plot journey and take action. Gather evidence and determine results. Based on the results determine next steps to advance the journey.





Currently	Moving Forward
<p>Institutions are <b>REQUIRED</b> to <b>conduct an Internal Review</b> process in the year proceeding their <b>External Review</b>. As part of that process they <b>MUST</b> use the following:</p> <ul style="list-style-type: none"> <li>• AdvancED Parent, Student, &amp; Staff Surveys</li> <li>• Stakeholder Feedback Diagnostic</li> <li>• Student Performance Diagnostic</li> <li>• Self Assessment</li> <li>• Executive Summary</li> </ul>	<p>Institutions are <b>EXPECTED</b> to <b>engage in a process</b> of continuous improvement that:</p> <ul style="list-style-type: none"> <li>• is authentic and inclusive</li> <li>• considers that beliefs, perspectives and experiences of all stakeholder groups</li> <li>• Addresses research-based factors of school quality and diagnoses areas in need of improvement</li> <li>• supports the attainment of clearly defined goals and measurable objectives</li> </ul>
<p>Institutions are <b>REQUIRED</b> to submit an <b>AdvancED Prescribed Internal Review Report</b> at least 6-8 weeks prior to their scheduled External Review. The report <b>MUST</b> include the following:</p> <ul style="list-style-type: none"> <li>• Stakeholder Feedback Diagnostic</li> <li>• Student Performance Diagnostic</li> <li>• Self Assessment</li> <li>• Executive Summary</li> <li>• Assurances</li> </ul>	<p>AdvancED highly <b>RECOMMENDS</b> institutions leverage the suite of research-based tools and resources provided as part of their <b>improvement journey</b>:</p> <ul style="list-style-type: none"> <li>• Surveys (beliefs/perspectives)</li> <li>• Inventories (Experiences)</li> <li>• Observations – eleot</li> <li>• School Quality Factors Diagnostic</li> </ul>
<p>AdvancED <b>WILL NOT</b> conduct the External Review until the institution submits their <b>Internal Review Report</b>.</p>	<p>Institutions are <b>ENCOURAGED</b> to provide the Engagement Review Team with evidence and information 3-4 weeks prior to the <b>Engagement Review</b> that demonstrates their commitment to continuous improvement.</p> <p>Institutions are <b>REQUIRED</b> to demonstrate adherence with Accreditation policies/procedures through completion of AdvancED Assurances.</p> <p>The Engagement Review Team will leverage any evidence and information provided by the institution to prepare for the Engagement Review.</p>

# AdvancedED Performance Standards



- School Systems standards are aligned with School standards
- Standards are rated by the Engagement Review Team using quantifiable questions and observations
- Focused and guided by domains, standards and concepts

# Research-based Framework

## School Quality Factors

Clear Direction

Healthy Culture

High Expectations

Impact of Instruction

Resource Management

Efficacy of Engagement

Implementation Capacity

## Performance Standards

Leadership Capacity

Learning Capacity

Resource Capacity

## 3 Domains

- 30 School Standards
- 31 Systems Standards
- 34 Virtual/Digital Learning School Standards

Separate but aligned institution (internal) and review team (external) tools and resources



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Superintendent

## Surveys

- Culture/Climate (new)
- Student Engagement (new)

## Purpose

- Capture the overall culture of the institution through the lens of eight important areas
- Taken by
  - Students (Grades 3-12)
  - Teachers
  - Staff
  - Parents



e|Prove surveys





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## Experiences

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### Inventories

#### Purpose

- Provide opportunity to voice relevant experiences
- Indicate frequency of experiences

### Types of Inventories

Elementary	Middle School
High School	Teacher





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e|Prove™ eleot

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Conduct meaningful classroom observations  
focused on student engagement.

- A. Equitable Learning Environment
- B. High Expectations Environment
- C. Supportive Learning Environment
- D. Active Learning Environment
- E. Progress Monitoring and Feedback Environment
- F. Well-Managed Learning Environment
- G. Digital Learning Environment

4 – Very Evident

3 – Evident

2 – Somewhat Evident

1 – Not Observed





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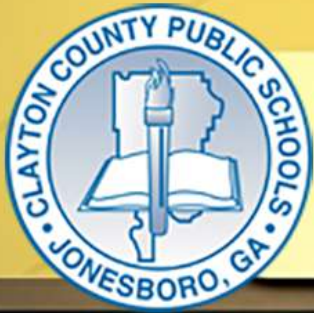
***Benjamin Straker***

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## **AdvancED System Assurances**

- 1. AdvancED Policies and Procedures**
- 2. Substantive Changes**
- 3. Security and Crisis Management Plan**
- 4. Financial Transactions**
- 5. Improvement Plan**
- 6. AdvancED Standards for Schools**





# **Clayton County Public Schools**

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## **Effective Board Governance Observation Items**

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- 1. Physical Setting**
- 2. Meeting Protocol**
- 3. Learning**
- 4. Resources**

### **Rating Guide:**

**Very Evident – 4**

**Evident – 3**

**Somewhat Evident – 2**

**Not Observed - 1**







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## **Improvement Journey Components**

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### **Aligned Suite of Tools and Resources for Schools & Systems**

#### **Diagnostics**

- School Quality Factors Diagnostic
- System Quality Factors Diagnostic
- Early Learning Self Assessment
- Impact of Instruction Diagnostic

#### **Surveys & Inventories**

- Climate & Culture Surveys
- Student Engagement Survey
- Student Inventory
- Teacher Inventory
- Impact of Instruction Inventory (Under development)

#### **Observation Tools**

- Effective Learning Environments Observation Tool™ (eleot™)





# The Engagement Review



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## Engagement Review

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### Align Suite of Tools and Resources for Engagement Review Teams

Diagnostics

- Standards Diagnostic(s)

Interview Polls\*

- Student Interview
- Teacher/Staff Interview
- Parent Interview
- Leader Interview

Observation Tools

Effective Learning Environments  
Observation Tool (eleot)

Board Observations

- At least one hour
- The team may conduct more than one within three months

\*Whole group interviews are not required for the new Engagement Review. The Lead Evaluator will determine if the whole group interviews are needed.





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# **Improvement Journey Timeline**



<b>July 19, 2017</b>	<b>Improvement Journey Committee Meeting (Initial)</b>
<b>July 31, 2017</b>	Board Presentation – Information regarding new Accreditation process and Strategic Improvement Plan
<b>August 7-25, 2017</b>	AdvancED Surveys (Parents, Students, Teachers/Staff)
<b>August 15, 2017</b>	Principals’ Meeting – Information regarding new Accreditation process
<b>August 16, 2017</b>	Assistant Principals’ Meeting – Information regarding new Accreditation process
<b>August 17, 2017</b>	Principals’ designee training on eleot and new website portal
<b>August 22, 2017</b>	CFT – Standards training and rating (District)
<b>August 28, 2017</b>	Board Presentation – Update (AdvancED Surveys and Training)
<b>September 1-15, 2017</b>	AdvancED Inventories (Teachers and students)
<b>September 1-30, 2017</b>	eleot observations (School and district personnel)
<b>September 12, 2017</b>	Principals’ Meeting – Standards review & rating
<b>September 13, 2017</b>	Assistant Principals’ Meeting – Standards review and rating

<b>September 19, 2017</b>	<b>CFT – Analysis of Surveys/Inventories</b>
<b>September 21, 2017</b>	School/District Quality Factors leadership meeting and training
<b>September 25, 2017</b>	Board Presentation – Update (AdvancED Inventories)
<b>September 30, 2017</b>	Community Staff/Meeting – Input and Engagement with Strategic Plan and AdvancED (participants will development “new” mission/vision, Strategic goals, core believes, etc.) – 9:00AM-4:00PM
<b>October 2-31, 2017</b>	School/District Quality Factors individual team meetings
<b>October 10, 2017</b>	CFT – Analysis of eleot observations
<b>October 17, 2017 (week of)</b>	Board input on proposed mission/vision, goals, and beliefs (multiple meeting sessions at BOE)
<b>October 23-November 3, 2017</b>	Strategic Plan survey – Mission/Vision, Beliefs, and Goals
<b>October 30, 2017</b>	Board Presentation – Update (AdvancED eleot and Community Meeting)
<b>November 6, 2017</b>	District SQF Report due to Dr. Monika Wiley from leadership team
<b>November 7, 2017</b>	CFT Meeting to discuss proposed mission/vision, beliefs and goals

<b>November 13, 2017</b>	<b>Cabinet Meeting to discuss proposed mission/vision, beliefs and goals.</b>
<b>November 27, 2017</b>	Board Presentation – Update (District SQF Report) Board Presentation – Recommendation for Mission/Vision, Beliefs and Goals
<b>December 4, 2017</b>	Board Vote – Mission/Vision, Beliefs and Goals
<b>December 15, 2017</b>	Electronic artifacts due to Dr. Monika Wiley
<b>December 15, 2017</b>	Schools’ SQF Due in eProve
<b>January 1-31, 2018</b>	eleot observations (School and district personnel)
<b>January – April 2018</b>	Strategic Plan – District Committees (Performance Objections, Initiatives, and Action Steps)
<b>January 2018</b>	Board Presentation (Work Session) – Update on AdvancED submissions
<b>February 1-18, 2018</b>	Submit AdvancED Documents
<b>February 20, 2018</b>	CFT – Analysis of eleot observations
<b>March 18-21, 2018</b>	District’s Engagement Review
<b>April 2018, 2018</b>	Board Presentation (Work Session) – Update on completed Strategic Plan



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## **Superintendent’s Recommendation**

The Superintendent recommends that the BOE nominate and vote upon persons to serve on the District’s AdvancED/Strategic Improvement Plan Committee.







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# Questions

