

## Edina Public Schools 2010-11 Big 3 Goals' Action Plan

The leadership action plan identifies the major district-wide goals for the year. The plan is developed by district leadership based on assessed data and information, as well as identified possibilities to reach the District's educational vision. The plan is monitored by District leadership.

### OVERVIEW OF BIG 3 GOALS

Action: Identified District action focus related to meeting the identified leadership goal.

Start/Complete: Targeted dates for the specific action efforts to begin and end.

Work Type: Identified educational work occurring for each action –

Learning: Exploring and pursuing new ways of thinking, believing and doing

Implementation: Implementing the learning work across the organization with training

Standard: Applying accepted and documented work, and recognizing work which is no longer standard and leaves the system.

Admin Coordinator: District personnel responsible for monitoring and leading the specific action item. Additional personnel will be involved, as necessary, to complete the action.

Semester Accomplishments: Projected action accomplishments for each area of action by semester.

## DISTRICT ANNUAL “BIG 3” GOALS ACTION PLAN

**Goal #1: Enhance the Students’ Personalized Learning Experiences**

ACTION	START/ COMPLETE	WORK TYPE	ADMIN FACILITATOR	REPORT TO	SEMESTER I ACCOMPLISH	SEMESTER II ACCOMPLISH
Enhance Equity Efforts <ul style="list-style-type: none"> <li>• Restructure Funds</li> <li>• Expanded Training</li> <li>• Site Support</li> <li>• Access to Info via Technology</li> </ul>	July/April	Implementation  Implementation  Learning/ Implementation  Learning	Manderfeld	Lead Team	<ul style="list-style-type: none"> <li>• Sites implement E-team plan</li> <li>• Additional training</li> <li>• CES dialogue</li> <li>• Policy development</li> </ul>	<ul style="list-style-type: none"> <li>• Data assessment</li> <li>• Community dialog</li> <li>• Expand training</li> </ul>
Implement System of Instructional Intervention <ul style="list-style-type: none"> <li>• Expand RTI Services</li> <li>• Implement AVID &amp; STRIVE</li> <li>• Implement Elem Intervention Programs</li> <li>• Enhance 504 Protocols</li> <li>• Pilot Young Scholars Program</li> </ul>	Ongoing	Learning/ Implementation  Implementation  Implementation  Learning	Kodrich Manderfeld	School Board	<ul style="list-style-type: none"> <li>• Elem intervention support</li> <li>• AVID at VVMS, SVMS</li> <li>• Active RTI website</li> <li>• Elem students screening expanded</li> </ul>	<ul style="list-style-type: none"> <li>• Plan for sustaining RTI</li> <li>• Plan for system interventions at SVMS, HES, NES, EHS</li> <li>• Aligned G/T program</li> </ul>

Pilot Online Hybrids & College Partnerships	July/May	Learning	Buettner Norlin-Weaver	Lead Team	<ul style="list-style-type: none"> <li>• Complete MoU</li> <li>• Pilot 5 EHS hybrids</li> </ul>	<ul style="list-style-type: none"> <li>• Data assessment</li> <li>• Evaluate concurrent classes</li> <li>• Recommend next steps</li> </ul>
Study Summer Academy through CES (potential credit through assessment)	October-March	Learning	D. Johnson Norlin-Weaver	Lead Team	<ul style="list-style-type: none"> <li>• Receive legal opinion</li> <li>• Determine next steps</li> </ul>	

**Goal #2: Improve the Coherence of Grades E-12 Programs and Services**

ACTION	START/ COMPLETE	WORK TYPE	ADMIN FACILITATOR	REPORT TO	SEMESTER I ACCOMPLISH	SEMESTER II ACCOMPLISH
Enhance Continuous Improvement Process for School Sites <ul style="list-style-type: none"> <li>• Pilot School Level VisionCards</li> </ul>	July/June	Learning	Schmidt Manderfeld	School Board	<ul style="list-style-type: none"> <li>• Implement process</li> <li>• Approve revised VisionCards</li> </ul>	<ul style="list-style-type: none"> <li>• Complete improvement process</li> <li>• Revise improvement process</li> <li>• Complete VisionCard assessment</li> </ul>
Develop E-12 Data Protocols <ul style="list-style-type: none"> <li>• Interventions</li> </ul>	July/December	Implementation	Schmidt	Lead Team	<ul style="list-style-type: none"> <li>• Identify Gr 6-12 intervention protocol</li> <li>• Finalize elem intervention protocol</li> </ul>	<ul style="list-style-type: none"> <li>• Data assessment of protocols</li> <li>• Finalize Gr 6-12</li> </ul>

Implement Alt Comp	August/June	Implementation / Standard	Norlin-Weaver Gardner	School Board	<ul style="list-style-type: none"> <li>• Implement plan</li> </ul>	<ul style="list-style-type: none"> <li>• Data assessment</li> </ul>
Complete Special Ed Transition Program Study	July/November	Learning	Kodrich	Lead Team	<ul style="list-style-type: none"> <li>• Complete study</li> </ul>	<ul style="list-style-type: none"> <li>• Implement recommendations</li> </ul>
Complete Elem Choice Study	August/March		Dressen Jackson	School Board	<ul style="list-style-type: none"> <li>• Frame study</li> <li>• Collect data</li> </ul>	<ul style="list-style-type: none"> <li>• Develop recommendations</li> </ul>
Implement Middle Level Study Recommendations	August/May	Learning / Implementation	Norlin-Weaver Principals	School Board	<ul style="list-style-type: none"> <li>• Study teams begin work</li> </ul>	<ul style="list-style-type: none"> <li>• Study teams present recommendations for 2011-12</li> </ul>
Complete District Long-Range Program & Staffing Study	July/November	Learning / Implementation	Lead Team	School Board	<ul style="list-style-type: none"> <li>• Complete study</li> </ul>	<ul style="list-style-type: none"> <li>• Implement recommendations</li> </ul>
Define 21 <sup>st</sup> Century Skills	July/February	Learning	Norlin-Weaver	School Board	<ul style="list-style-type: none"> <li>• Complete research identification</li> </ul>	<ul style="list-style-type: none"> <li>• Complete gap analysis</li> <li>• Develop training model</li> </ul>
Implement Power Standards & Common Assessment in Curriculum Reviews	July/May	Implementation	Norlin-Weaver	Lead Team	<ul style="list-style-type: none"> <li>• Implement math standards and assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Finalize science power standards and begin assessments</li> </ul>

### Goal #3: Enhance the Support for and Effectiveness of the District Team

ACTION	START/ COMPLETE	WORK TYPE	ADMIN FACILITATOR	VISIONCARD MEASURE	REPORT TO	SEMESTER I ACCOMPLISH	SEMESTER II ACCOMPLISH
Enhance Student Management & Communications System <ul style="list-style-type: none"> <li>• Dashboard</li> <li>• SchoolView</li> <li>• Communication to Families</li> <li>• GradeBook</li> </ul>	July/November	Implementation Learning/Implementation Implementation Learning/Implementation	Buettner Norlin-Weaver D. Johnson Principals	A2.1 A2.3 B1.1 B1.3 E1.1	Lead Team	<ul style="list-style-type: none"> <li>• Implement revised communication tools Gr K-5, 10-12</li> <li>• Plan for all families' access</li> </ul>	•
Pilot District Decision Making	July/January	Implementation	Dressen	E1.1	School Board	<ul style="list-style-type: none"> <li>• Assess policy</li> </ul>	<ul style="list-style-type: none"> <li>• Revise and implement</li> </ul>
Enhance Partnerships	July/May	Implementation	Lead Team	E1.1	School Board	<ul style="list-style-type: none"> <li>• Implement expanded partnerships with staff</li> <li>• Develop internal communications plan</li> </ul>	<ul style="list-style-type: none"> <li>• Implement internal communications plan</li> </ul>
Revise Staff Selection & Support Staff Performance Appraisal	October/April	Learning/Implementation	Jackson Tuescher	E1.1 E1.3	Lead Team	<ul style="list-style-type: none"> <li>• Implement support staff appraisals</li> <li>• Study staff selection process</li> </ul>	<ul style="list-style-type: none"> <li>• Implement revised staff selection process</li> <li>• Study licensed staff appraisals</li> </ul>
Develop Quality Protocol Review in Management	September/ November	Implementation	Dressen	E1.1	Lead Team	<ul style="list-style-type: none"> <li>• Study quality reviews</li> <li>• Implement review process</li> </ul>	•

Use: Developed by Superintendent based on leadership data and feedback to accomplish and advance each of the annual "Big 3" goals.