

# CAVERNA INDEPENDENT

## OCTOBER 5, 2016

### ACTION PLAN UPDATE

#### 1. Status Update

- i** The Caverna Independent Board of Education has a current balance of \$2,194,264.46. The current working budget has a 15% contingency.

Caverna Independent has focused on strengthening leadership team meetings and the school 30/60/90-day plans. Leadership meetings establish follow-up action items and are reviewed at future meetings until accomplished. Schools are collaborating with staff in the development 30/60/90-day plans. The principals also have formed a principal cohort to support each other in the strategic facilitation of the 30/60/90-day plans.

The district will complete the first round of data review with universal screening data utilizing the district Data Retreat process. Additionally, a timeline has been established to review state-level data. Teachers and administrators will utilize the Data Retreat process to form hypotheses of practice and strategies for the Comprehensive School Improvement Plans.

Finally, the district also has established the timeline and process for the first round of district-level walkthroughs and schools are planning follow-up strategies utilizing the walkthrough data.

#### 2. Action Strategies - Completion

- i** Caverna facilitated a district leadership retreat to review certified evaluation, examine beginning-of-the-year procedures, create action strategies, and establish district-level expectations around teaching and learning with school leadership. Administrators have communicated these expectations with staff and are fine-tuning to meet the needs of each school. Administrators are sharing final processes and procedures at the district leadership team meetings.

The district also has established a volunteer program and community involvement events throughout the year and has updated the attendance motivation plans for the 2016-17 school year.

### 3. Action Strategies - Deficiencies

- i** While Caverna has made significant gains at establishing a formal process for leaders to monitor and support the improvement of instructional practices that ensure student success and achievement, the district needs to complete the reflection and planning process with staff.

Caverna needs to create a culture where there exists multiple opportunities for school level personnel (guided by district personnel) to use data from multiple assessments of student learning and an examination of professional practice to systematically adjust and monitor curriculum, instruction and assessment throughout the organization.

The district is in the initial stages of creating this data-driven culture and expects to complete the reflection and planning process early in September to collaboratively establish a system with all staff. This priority was established on the district 30/60/90-day plan and will be a line item on the district leadership agenda until completed.

### 4. Action Strategies – Additions

- i** Caverna began creating an action plan for a teacher mentoring, coaching, and induction program. All teachers will receive mentoring and collegial support during professional learning communities and other systems of support; however, teachers new to Caverna will have an assigned mentor and will receive intensive support through the new teacher cohort.

Dates and agenda items have been set for the year and resource materials will be provided during these meetings. This is a goal within the strategic plan under the aspiration of ensuring excellence for all staff and it will become an item of focus on the district 30/60/90-day plan.