

# CAVERNA INDEPENDENT

## APRIL 12, 2017

### ACTION PLAN UPDATE

#### 1. Status Update

- i** The Caverna Independent Board of Education has budgeted a \$1,316,126.03 contingency (13%) for the 2016-17 school year. The current general fund balance is \$9,753,107.00.

Caverna has been working to strengthen vertical Professional Learning Communities (PLCs) to align curriculum and build assessment literacy. Content teams across the district meet to construct vertical proficiency rubrics which identify rigor targets and standards of performance (underpinning targets). This process provides opportunities for teachers to discuss progression of standards and connections across levels. Team members are able to observe how a rigor target in one grade may serve as a knowledge level standard of performance or underpinning target in a future grade. Teachers are engaging in meaningful conversations around expected proficiency levels at each grade to ensure student success at all levels.

Caverna has made gains on completing the facilities and maintenance project for the elementary's exterior resurfacing and re-trimming. The project was extended due to the safety inspection and evaluation process and securing additional funding. Caverna has reissued the request for bids, and the project is to be completed by August 1, 2017.

#### 2. Action Strategies - Completion

- i** Caverna recently conducted a review of attendance and enrollment data during a working district leadership team meeting. The review was conducted to address the issue of declining enrollment. The district's data review process was followed to glean observations from the data and develop hypotheses of practice. Several perceived misconceptions were addressed through the data analysis. The district leadership team established multiple next steps to gather additional information regarding enrollment patterns and strategically put actions into place to address the hypotheses of practice.

#### 3. Action Strategies - Deficiencies

- i** While Caverna has made great gains in streamlining public relations and effective

communication to the community, parents, and other stakeholders, the district is still behind the timeline on conducting webpage reviews for all schools. Caverna has developed a district public relations/communication plan and gathered feedback from stakeholders. The district leadership team and local board have reviewed the plan for input. A webpage review has been conducted at the district level and for the high school. A webpage review needs to be conducted for the middle school and elementary. Follow-up action needs to be ensured for reviews already conducted. School and district-level leadership are working to address communication issues via the webpage. This will remain an area of concern on the district and school 30/60/90-day plan until results are on point with the projected timeline. The district level webpage reviews and progress updates will occur during the district leadership meetings.

Caverna is also behind the timeline on reviewing and revising gifted/talented policies, processes, and procedures. The district has established a district level gifted/talented team, and has contacted the regional educational cooperative and institution of higher education for resources and support. The district gifted/talented team will meet throughout the rest of the school year and gifted/talented education will remain an area of concern on the district 30/60/90-day plan until on point with the projected timeline.

#### **4. Action Strategies – Additions**

- i** Caverna has begun initial steps in preparing an exit interview/survey process to gather feedback from teachers leaving the district. This process will provide data that will assist Caverna in making strategic and intentional decisions to promote teacher retention and reduce turnover. This data will help identify trends regarding teacher turnover and help determine how to better support educators. Hypotheses of practice around this data will help develop new policies, improve working conditions, and address key organization climate areas related to overall job satisfaction.