



Welcome to 3D Vision Time

Discover, Decipher and Deliver
August 10, 2021
8:00 am - 3:00 pm



PULASKI COMMUNITY
SCHOOL DISTRICT

FOUNDED ON TRADITION AND PRIDE, FOCUSED ON EXCELLENCE

Purpose of 3D Vision Time



D iscover

Dig and delve into your data, making observations and hypotheses regarding your data.

D ecipher

Use your data to make connections to classroom and school practices. Reflect on the most important patterns in literacy, math, social emotional learning, 4C's (collaboration, creation, content consumption and critical thinking) and professional development.

D eliver

Create goals and action steps for 2021-2022 to serve as roadmap for the year. Focus on sustainability of the school improvement plans. Monitor goals, reflect on improvement/growth and celebrate successes!!!

“Data analysis isn’t a destination but rather a beginning to a quest to improve academic excellence and equity.”

*-Dr Douglas Reeves,
Ph.D.*



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8-Step Process for Change



1. Create a sense of urgency
2. Build a guiding coalition
3. Form a strategic vision and initiatives
4. Enlist a volunteer army
5. Enable action by removing barriers
6. Generate short-term wins
7. Sustain acceleration
8. Institute change



Guiding Coalition Essential Work

- Build a consensus for the school's mission and vision of collective responsibility
- Together put learning as top priority since the fundamental purpose of school is learning
- Create a master schedule that provides sufficient time for team collaboration, core instruction, interventions and extensions
- Coordinate schoolwide human resources to support core instruction and interventions
- Allocate the school's resources to best support instruction
- Assist with articulating power standards and outcomes across grade levels and contents
- Ensure all students have access to grade level universal core instruction
- Use data, evidence and other measurements to drive teaching and learning in the school

"A guiding coalition is a school leadership team designed to be an integral component of leading, inspiring, and supporting the change process to becoming a professional learning community" (DuFour, 2016)

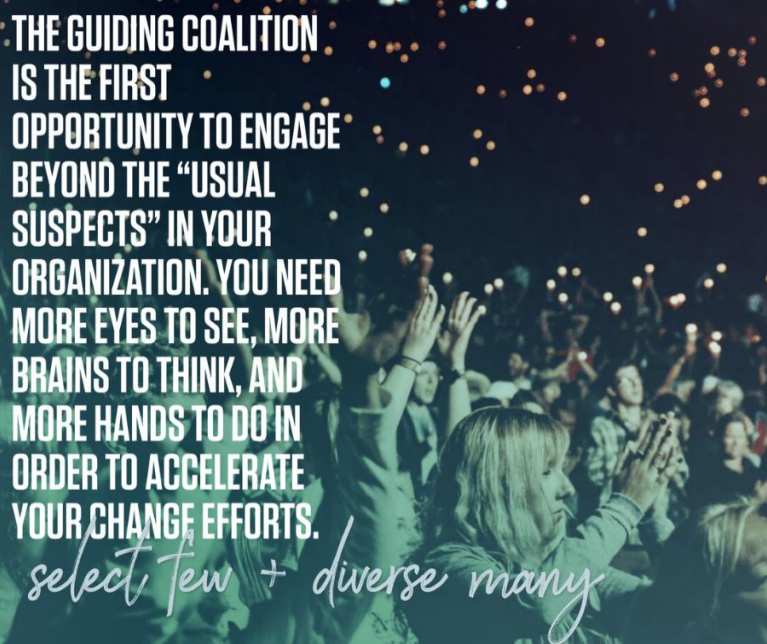


"If we get the right people on the bus, the right people in the right seats, and the wrong people off the bus, then we'll figure out how to take it someplace great" (Collins, Good to Great).

Guiding Coalitions




Volunteer Army



THE GUIDING COALITION IS THE FIRST OPPORTUNITY TO ENGAGE BEYOND THE "USUAL SUSPECTS" IN YOUR ORGANIZATION. YOU NEED MORE EYES TO SEE, MORE BRAINS TO THINK, AND MORE HANDS TO DO IN ORDER TO ACCELERATE YOUR CHANGE EFFORTS.

select few + diverse many



TO BUILD A VOLUNTEER ARMY, YOU NEED TO GIVE PEOPLE A CHOICE TO PARTICIPATE AND TRUE PERMISSION TO STEP UP AND ACT. THE VOLUNTEER ARMY DOESN'T NEED TO INVOLVE OUTSIDERS. YOUR EXISTING PEOPLE HOLD THE ENERGY.

have to + want to



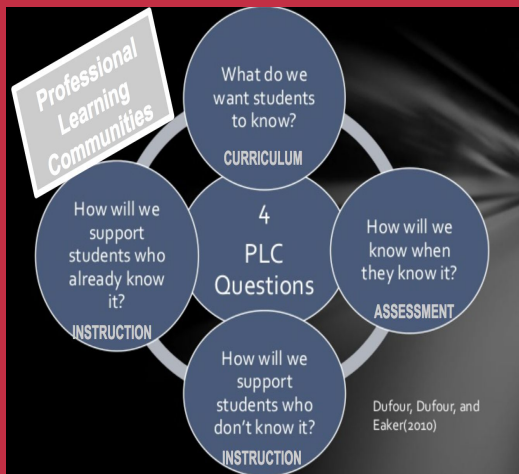
Focus on Learning



Build a Collaborative Culture



Focus on Results

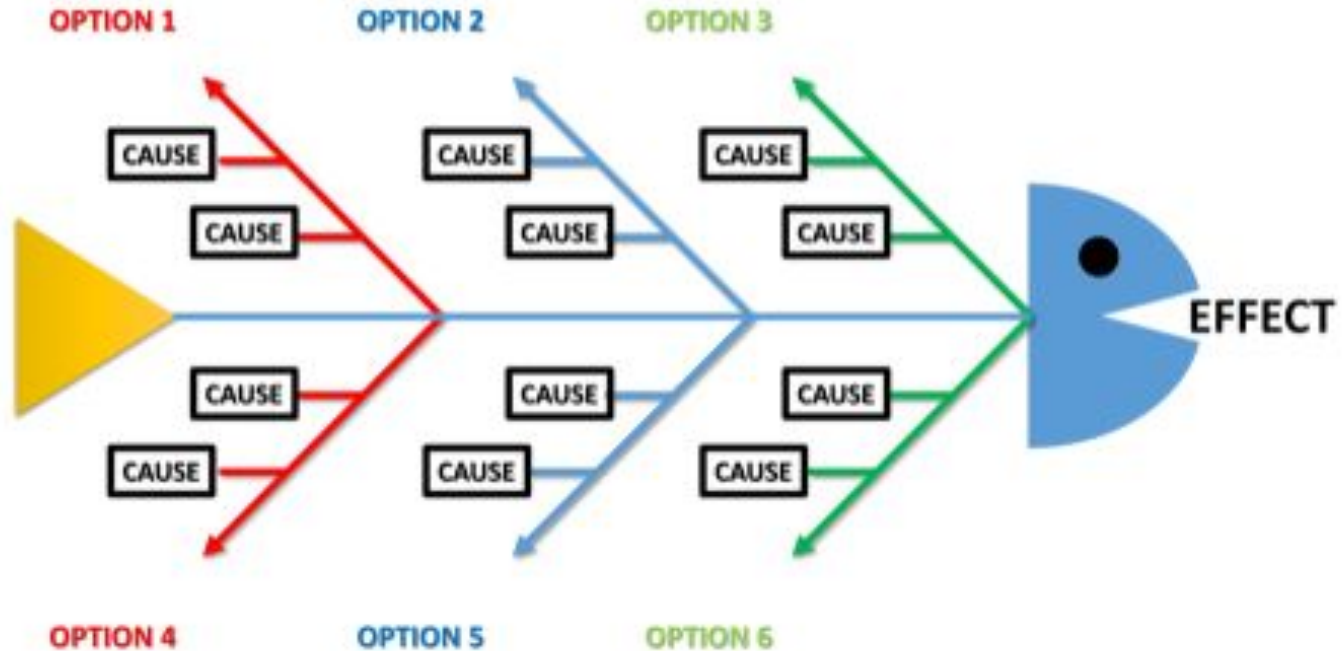


Changes to 3D Vision



Mixer and Root Cause Analysis

FISHBONE DIAGRAM



AARON RODGERS



Contributing Causes/Predictive Analysis/Root Cause

How did we get to where we are?

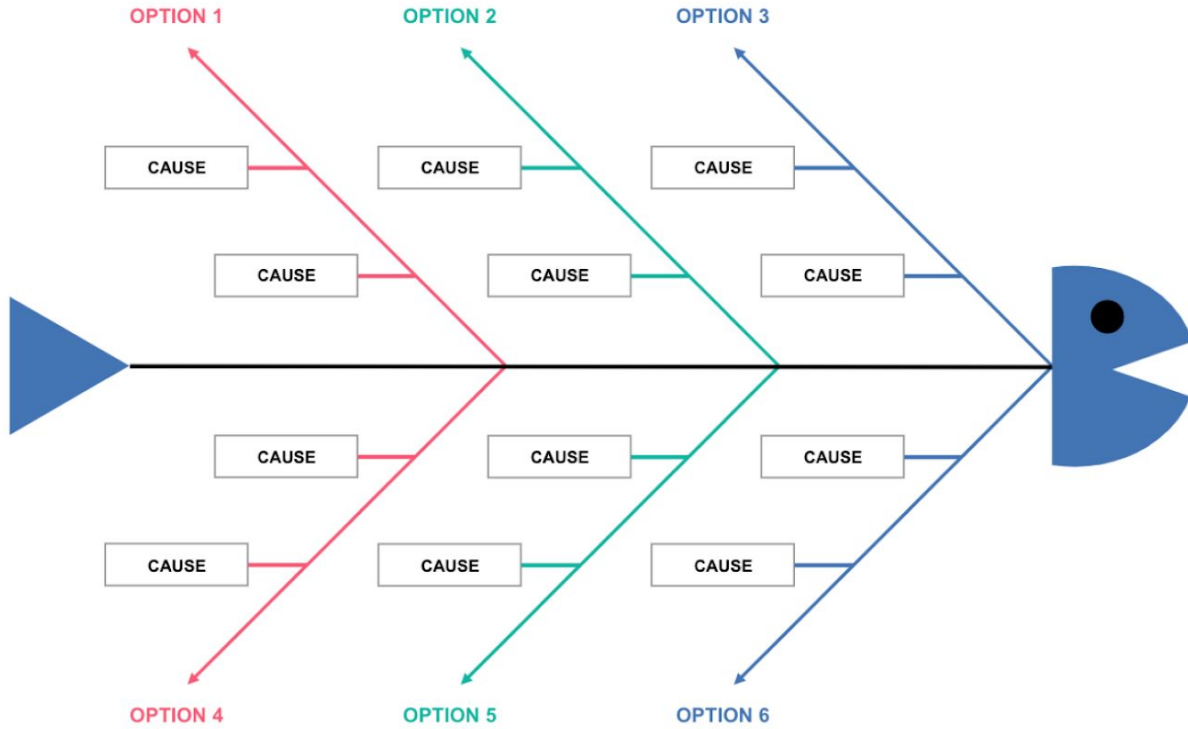
What is working?

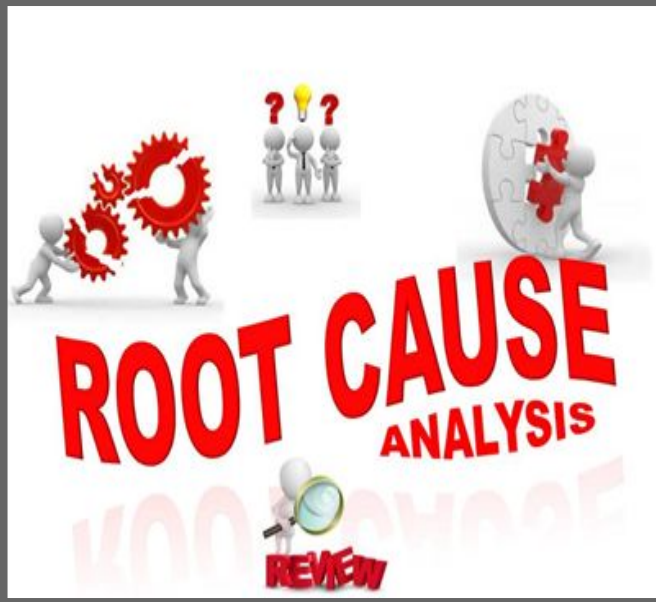
What is not working?



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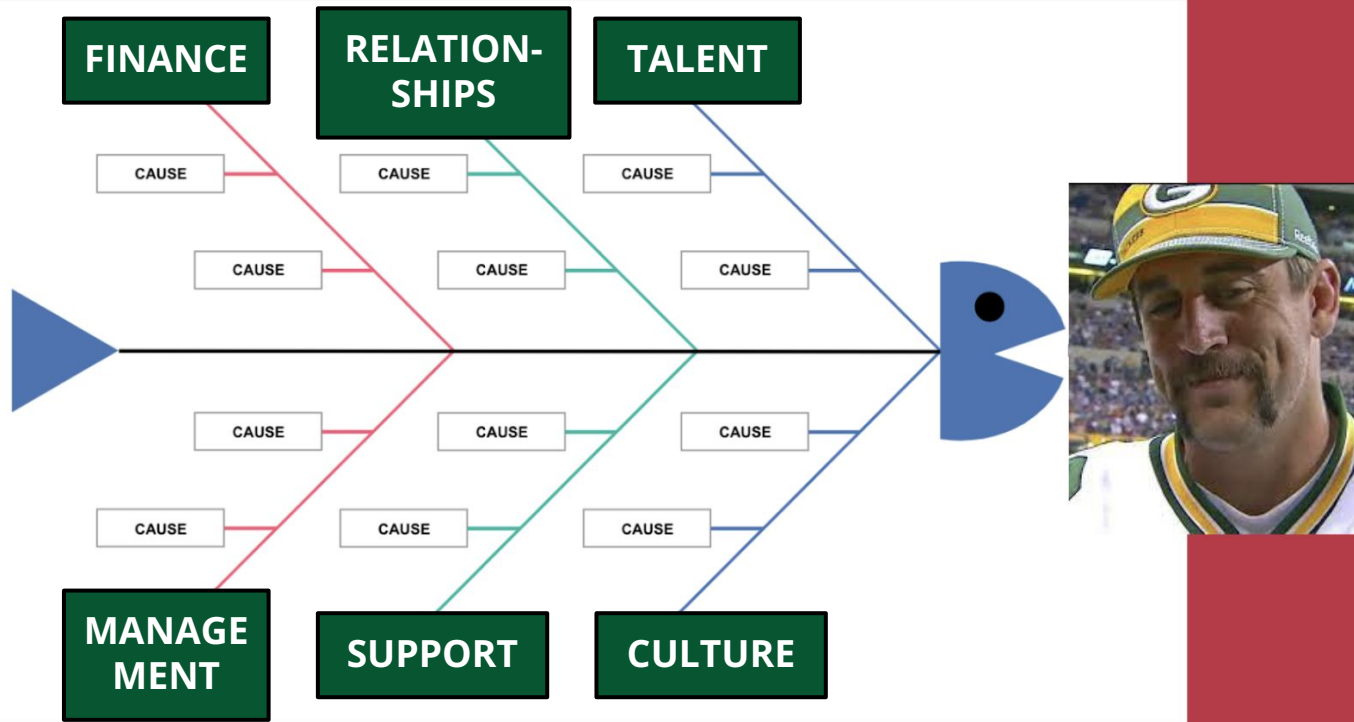




1. Sit at a table to create a team that has an elementary (1), middle (2) and high school (3) staff member.
2. Individually generate possible root causes.
 - Each individual should list on separate post-it notes (no discussion) what they believe are likely root causes.
3. Introduce yourselves to each other with name, school, years of experience and a way you have rejuvenated this summer. Discuss your generated root causes.

With your team, in a round robin format, sort the root causes into categories of control: outside, systems, my/ours.

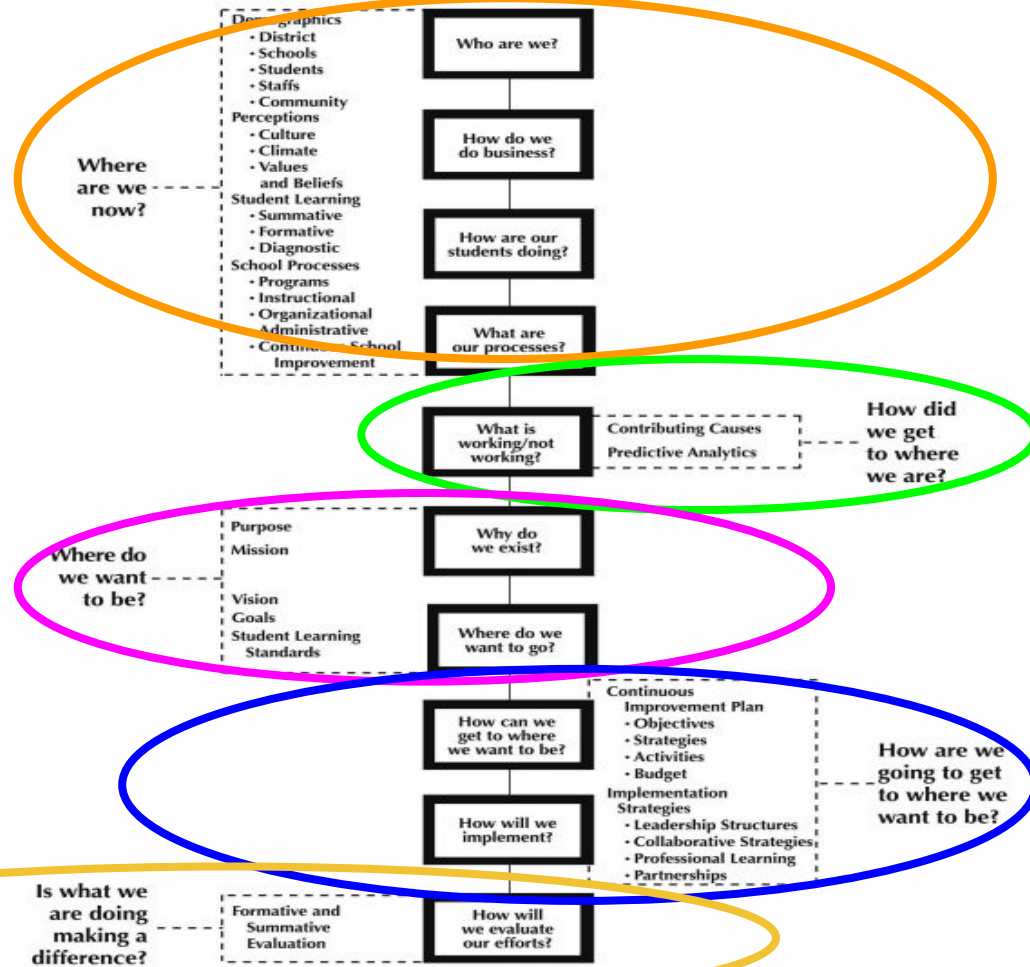




- Using the “Fishbone” process to organize into categories of practice, take your team’s post-it notes that were in the areas of control for my/our control and system and place on the fishbone in appropriate areas.
- Prioritize root causes.

CONTINUOUS SCHOOL IMPROVEMENT FRAMEWORK

- *Where are we now?*
- *How did we get where we are?*
- *Where do we want to be?*
- *How are we going to get where we want to be?*
- *Is what we are doing making a difference?*



PCSD 3D DATA INQUIRY PROCESS

CONTINUOUS SCHOOL IMPROVEMENT FRAMEWORK

OBSERVATION

GOALS

Observations,
Hypothesis, &
Connections

Root Cause
Analysis

Revisiting
School Mission
& Vision

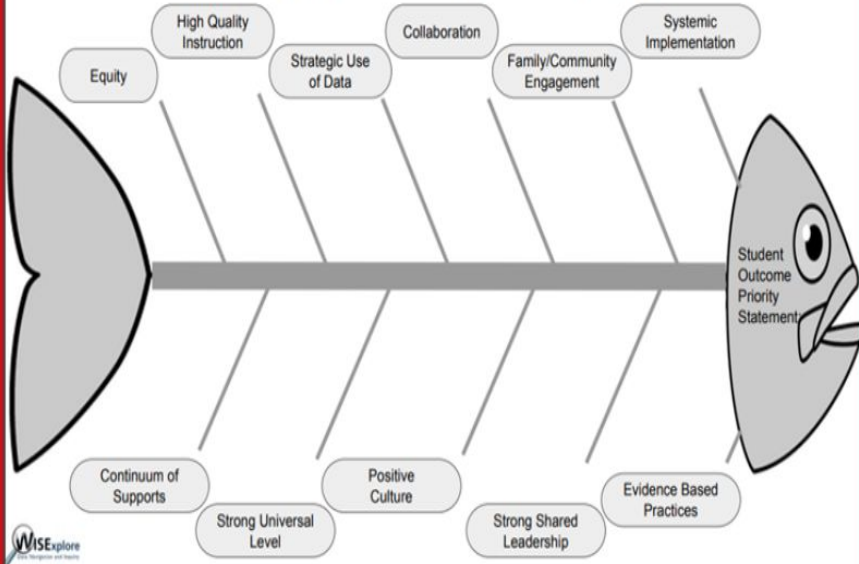
3-2-1
Reflections

Where are
we now?

How did we
get here?

Where do
we want
to be?

Fishbone Diagram: MLSS Improvement Categories



Key System Features of an Equitable Multi-Level System of Supports



Equity

Every student has access to the educational resources and rigor they need at the right moment in their education across race, gender, ethnicity, language, disability, sexual orientation, family background and/or family income.



High Quality Instruction

Curricula, teaching practices, and learning environments are standards-based, evidence-based, engaging, differentiated, culturally responsive, and data-driven.



Strategic Use of Data

Ongoing, reflective, and collaborative analysis of implementation and outcomes data in a problem-solving process to inform improvement and achieve equity.



Collaboration

A systematic process of learners, families, educators, and the community working together to ensure the academic, behavioral, social, and emotional success of every learner.



Family and Community Engagement

Families and communities are active partners and key collaborators in achieving the goal of success for every learner.



Continuum of Supports

High quality instruction, collaboration, and strategic use of data of varying intensity equitably address the needs of every learner.



Strong Universal Level of Support

Instruction, assessment, and collaborative systems and practices are accessible, effective, and reflective of every learner.



Systemic Implementation

Programs, practices, roles, and expertise aligned and coordinated into an interdependent whole to ensure every learner benefits equitably from access, opportunity, and support across the school and district.



Strong Shared Leadership

Representative teams with responsibility to lead and oversee implementation of an equitable multi-level system of supports at the school and district levels.



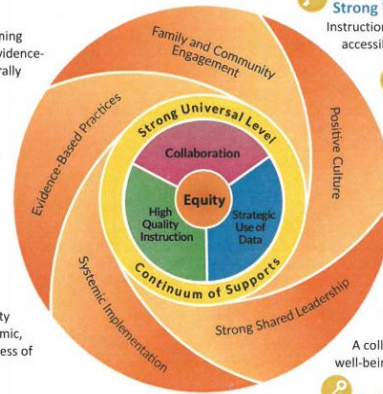
Positive Culture

A collective sense of purpose and commitment to ensure the well-being, sense of belonging, safety, and success of every learner.

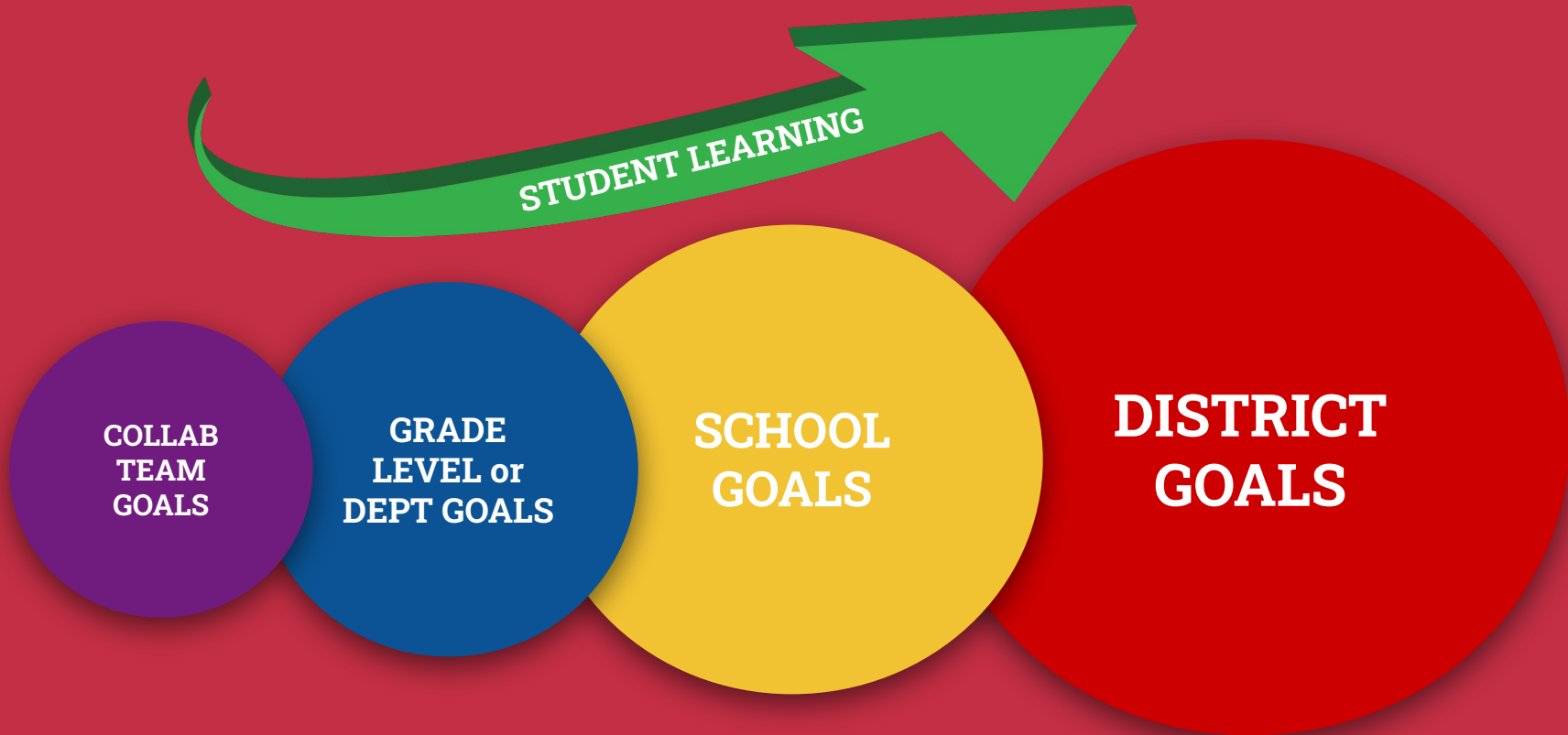


Evidence-Based Practices

Use of programs, practices, and procedures with the best available evidence balanced with the fit to the school's and district's population and values.



INTERCONNECTED IMPROVEMENT



PCSD 3D DATA INQUIRY PROCESS

CONTINUOUS SCHOOL IMPROVEMENT FRAMEWORK

IMPROVEMENT

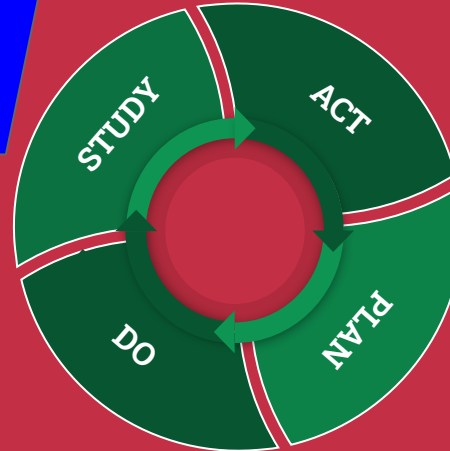


School
Improvement Plans

Grade Level/ Dept.
Improvement
Plans

Collab Team
Plans

Frequent
Check-ins



How are we
going to get
there?

Is what
we're doing
making a
difference?

District Goals for 2021-2022

Literacy: 70% of ALL students including all disaggregated groups will meet their targeted growth on grade level, district, or state assessments during the 2021-2022 school year.

Math: 80% of ALL students including all disaggregated groups will meet their targeted growth on grade level, district, or state assessments during the 2021-2022 school year.

District Goals for 2021-2022

Social & Emotional Learning: We will increase the percentage of students that feel valued by their teacher(s) through SEL relationship skill building and practices within all school settings as evidenced by an increase in positive student responses to the SEL survey completed in Fall of 2021 and Spring of 2022.

We will increase the percentage of staff that feel valued by their supervisor(s) and/or administrator(s) through SEL relationship skill building and practices within all school settings as evidence by an increase in positive staff responses to the SEL survey completed in Fall of 2021 and Spring of 2022.

4 C's: 100% of teachers engage students in learning by continuing to use the technology tools and resources integrated during all learning scenarios last year for one of the following: student collaboration: discussion, collaborative digital work, and sharing of learning, formative assessment, engagement (individual schools choose focus area).

School Improvement Plan



TODAY with Guiding Coalitions...

BUILDING DATA AND GOALS AND SOME OVERARCHING ACTION STEPS

- Literacy
- Math
- Social & Emotional Learning
- 4C's



Grade Level/Content Improvement Plans



September 24th within Teams...

Each grade level and/or content area will identify action steps to support their building's School Improvement Plan's goals.

- Universal Classroom Strategies
- Interventions & Extensions
- Assessment & Data Use
- Student Success

3D Vision Time Agenda



Team Time Tools

- [Root Cause Analysis Tools](#)
- [SMART Goal Writing Tools](#)
- [Critical Trends \(Principals Prepared for Your Building\)](#)
- [Google Forms to Collect Data: Literacy, Math, and School Climate](#)
- [3-2-1 Reflection Forms: Literacy, Math, and School Climate](#)
- [District Assessment Calendar 2021-2022](#)
- [EduClimber Guiding Coalition Training Folder](#)
- [2021-22 School Improvement Plan Template](#)

GROUND RULES

- No blame games, pointing of fingers or making excuses for things we can't control such as student's home environment or family life, lack of parent support, etc.
- Be solution-oriented, problem finders and focus on what we can control here at school.
- Think outside of the box.
- Celebrate our student and staff successes!!! It is always people over programs
- Realize that you are the key to student success! Teacher efficacy!



Questions/Answers



Thanks for joining us
at 3D Vision Time!!!

Next:

Building Coalition Team Time...



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