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2019-20

Theory of Action: *If we focus our efforts on maintaining and improving efficient operations and providing resources and support for social-emotional learning and high quality teaching strategies, then Ellington Public Schools will continue to grow exceptional learners and leaders who are courageous, reflective, and contributing citizens of the world.*

Key District Based Qualitative Measures	3 Year Average (2016-17 through 2018-2019)	2021 Target
Grades 3-8 SBAC Performance in Literacy % meeting/ exceeding expectations (level 3 and 4 combined)	69.1%	80%
Grades 3-8 SBAC Performance in Math % meeting/ exceeding expectations (level 3 and 4 combined)	62%	70%
SAT School Day ELA meeting/exceeding expectations	75.9%	80%
SAT School Day Math meeting/exceeding expectations	49%	55%
Chronic Absenteeism	7.48% (18-19)	6%
Breakfast #s	134 ADP (18-19)	165 ADP
	Results from June 2019 Survey	
Students at my school treat each other with respect	52%	80%
I am taught how to manage my stress	56%	80%
There are clear rules and expectations for student behavior	65%	80%
I know how my child is doing before I receive the report card	76%	90%

*****Please note that the numbering of the Action Steps/Strategies is for reference and does not represent priority order at this time *****

Social - Emotional Learning

Action Steps/Strategies	Timeline	Person(s) Responsible
1.Continue and enhance a culture of feedback throughout all schools and departments using Panorama feedback tool and integrating feedback strategies into group norms	Ongoing	CO, School Admin, and School Leadership teams
2. Continue to increase student and staff mindfulness and wellness practices across the district in order to help students proactively manage stress	Ongoing	Building Admin and Teachers
3. Continue to provide professional development for differentiated Tier I instruction focused on social-emotional/behavioral supports and strategies	District PD Days, Faculty Meetings, and Elementary Grade Level Meetings	Curriculum Supervisors, Teachers, Building Admin., Assist. Supt.
4. Continue to address student, family and staff needs as they relate to evolving demographics and growth	Ongoing	CO Admin Team, Building Admin
5. Professional development on implicit bias	Ongoing	CO Admin Team, Building Admin
6. Continue to examine paraprofessional roles and responsibilities and their impact on student access to Tiered Instruction	Ongoing	Special Education Admin, Building Admin, CO Admin Team
7. Partner with Youth Services and PTOs to create pro-social activities for students across the district to increase and strengthen peer to peer relationships	Ongoing	CO Admin and Building Admin
8. Safe School Climate/Safety Teams continue to align work with social and emotional learning (chronic absenteeism, etc.)	School/District Climate/Safety Teams	School Admin and Director of Operations
9. Continue to convene Wellness Committee using an evidenced based assessment tool to drive the evaluation of the committee (including breakfast)	Quarterly	Wellness Comm

High Quality Teaching Strategies

Action Steps/Strategies	Timeline	Person(s) Responsible
1. Begin process to align systems, assessments and curriculum to the EPS Vision of Graduate across all schools and departments (Collaborators, Citizenship, Problem Solvers, Creators, Communicators)	Ongoing	School Admin and School Leadership Teams, PDEC Teams, CO Admin
2. Clearly articulated process for academic intervention and progress monitoring to better assist teachers in knowing the individual needs of their students	School and District Data Team Meetings	Building Admin, Specialists, Asst. Supt, Data Specialist
3. Coordinated K-6 NGSS science professional development and curriculum revisions	District and Staff PD Days	Lead Teachers, Elementary Building Admin, & Asst Supt
4. Professional development for teachers around Tier II small group instruction and assessments that allow for personalization	District PD Days	Specialists, Lead Teachers, and Building Admin
5. Coordinated peer based approach for teachers to implement current technology integration expectations (i.e. <i>Tech Champs</i> talent incubator/tech leads)	District PD Days, Faculty Meetings, Elementary Grade Level Meetings	Technology Integrationists. Asst. Supt.
6. Develop process to align Teachers College partnership with DIP and SIPS	Ongoing	Asst Supt, Building Admin, Reading Specialists, K-8 ELA Coordinator
7. Align hiring, induction, and evaluation processes to support Ellington Public Schools' Vision of the Graduate	Ongoing	CO Admin Team, Building Admin, Hiring Committees, PDEC
8. Implement K-6 Instructional Leadership Team to increase vertical and horizontal alignment across all three K-6 schools	Monthly	Building Admin, Asst. Supt., Lead Specialists, Lead Teachers

Efficient Operations

Action Steps/Strategies	Timeline	Person(s) Responsible
1. Continue PSIS implementation planning for Infinite Campus	Ongoing (see project timeline)	IT Director Lead, CO Admin Team
2. Continue to coordinate and align PD delivery system that clearly connects district PD days, administrative council, grade level/department meetings, Teachers College, NGSStraining, grade level/dept meetings, and faculty meetings that results in alignment between written curriculum, assessments, and instruction	Ongoing	Asst. Supt., Curriculum Supervisors, PDEC
3. Continue to align and coordinate communication systems (calendar at school and district level, website, social media, and internal communications, communication specialist job description)	Ongoing	CO Admin Team
4. Implement new philosophy within Safety & Security Plan and train 100% of staff and students by the end of the 2019-2020 school year	Ongoing	Director of Fin/Ops, District Safety Committee
5. Continue to improve budget development process in October to support the district's mission/vision and district/school improvement plans	Ongoing	CO Admin Team
6. Continue to institute a lean culture supported by professional learning and cross-training of staff that supports the district's organizational chart	Ongoing	Director of Fin/Ops Lead, CO Admin Team
7. Continue work to improve financial & accounting processes, aligned with best practices	Budget Timeline	Director of Fin/Ops
8. Continue the work of the Long Term Facility Study including the Windermere project town referendum	Facility Study Timeline	Director of Fin/Ops, CO Admin Team
9. Implement administrator on-boarding process for administrators new to the district and/or their role	Weekly and monthly CO site visits and coaching	CO Admin Team