This meeting is being recorded

Practice and Profile Review Webinar

Alaska Department of Education and Early Development
Brittnay Bailey, School Improvement Program Administrator
Christy Roe, School Improvement Specialist

March 14, 2023

Mission, Vision, and Purpose

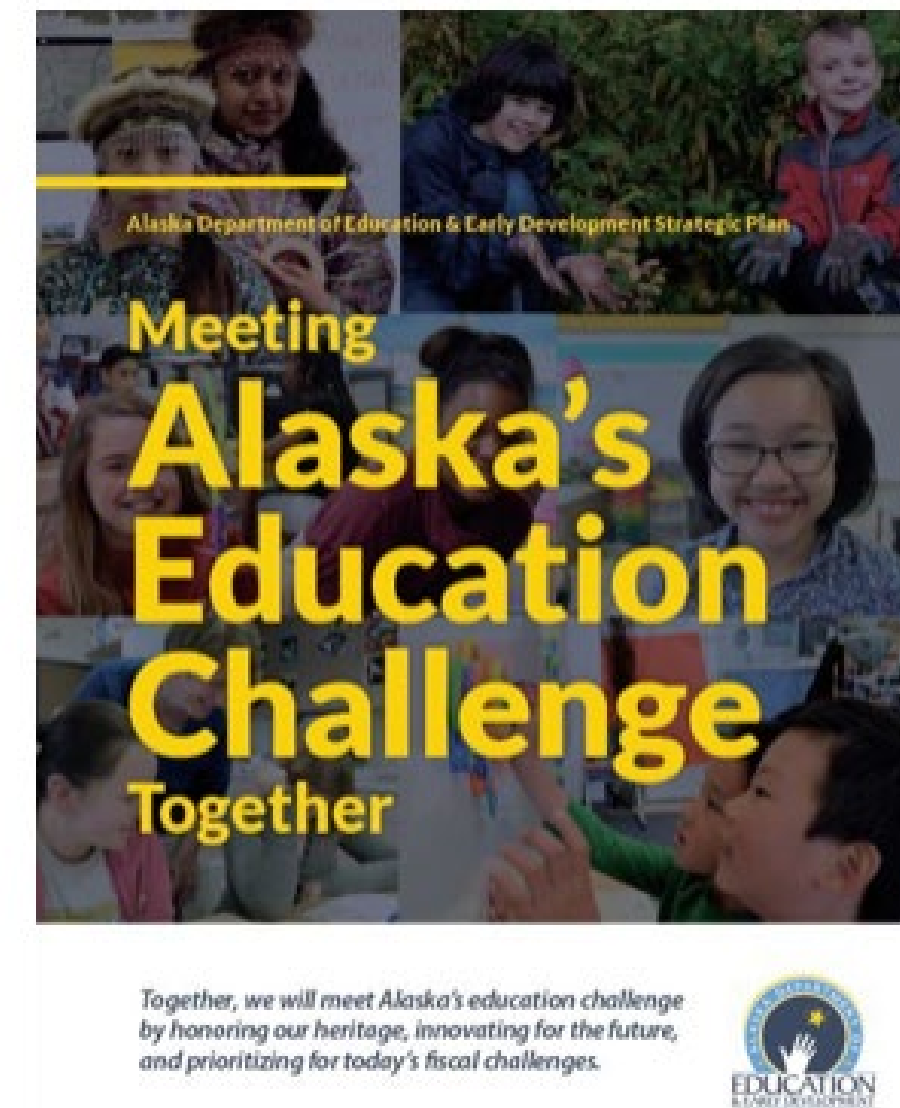| Mission	Vision	Purpose
An excellent education for every student every day.	All students will succeed in their education and work, shape worthwhile and satisfying lives for themselves, exemplify the best values of society, and be effective in improving the character and quality of the world about them. - Alaska Statute 14.03.015	DEED exists to provide **information**, **resources**, and **leadership** to support an excellent education for every student every day.

Strategic Priorities: Alaska's Education Challenge

Five Shared Priorities:
- Support all students to read at grade level by the end of third grade.
- Increase career, technical, and culturally relevant education to meet student and workforce needs.
- Close the achievement gap by ensuring equitable educational rigor and resources.
- Prepare, attract, and retain effective education professionals.
- Improve the safety and well-being of students through school partnerships with families, communities, and tribes.


Alaska Department of Education & Early Development Strategic Plan

Meeting **Alaska's Education Challenge** Together

Together, we will meet Alaska's education challenge by honoring our heritage, innovating for the future, and prioritizing for today's fiscal challenges.

education.alaska.gov/akedchallenge

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Agenda

- Needs Assessment Overview
- Practice Review
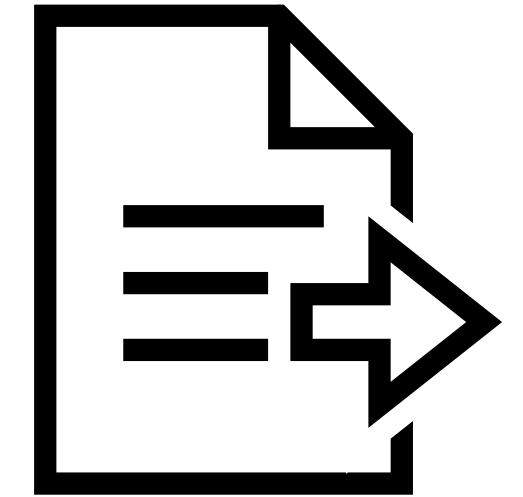- Profile Review
- Q&A

Planning Year- Target Dates*
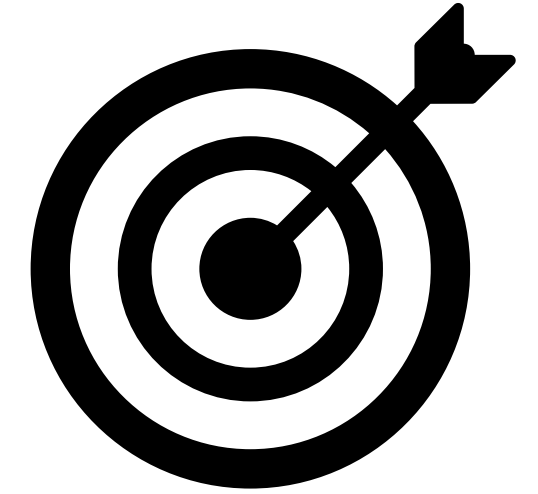
- Comprehensive Needs Assessment (Module 1): March 1
- Draft Plan: April 1
- Draft Budget: April 15
- Board Presentation and Submit to District: End of your School Year
- Districts Submit Final School Plans and Budgets to DEED May 31

*Note that these are target dates and not concrete deadlines- the purpose is to provide structure and guidance, but these dates may vary depending on your individual situation

What gets turned into GMS?

- Comprehensive Needs Assessment
  - Profile Review Form
  - Practice Review Form
  - Program Review Form
- 3-year School Improvement Plan

GMS Related Documents

- Budget for School Improvement Plan **GMS**

Needs Assessment

- Schoolwide Needs Assessment crossover
  - Identify gaps
- Suggested process flow:
  - Program review
  - Practice review
  - Profile review
  - Community review

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Resources and Documents Page

School Recognition and Support

Below you will find the documents and resources used to create school improvement plans that will not only keep schools and districts in compliance with ESSA regulations but also assist in the creation of viable, research and data-backed plans that will see schools through the next few years of planning and implementation.
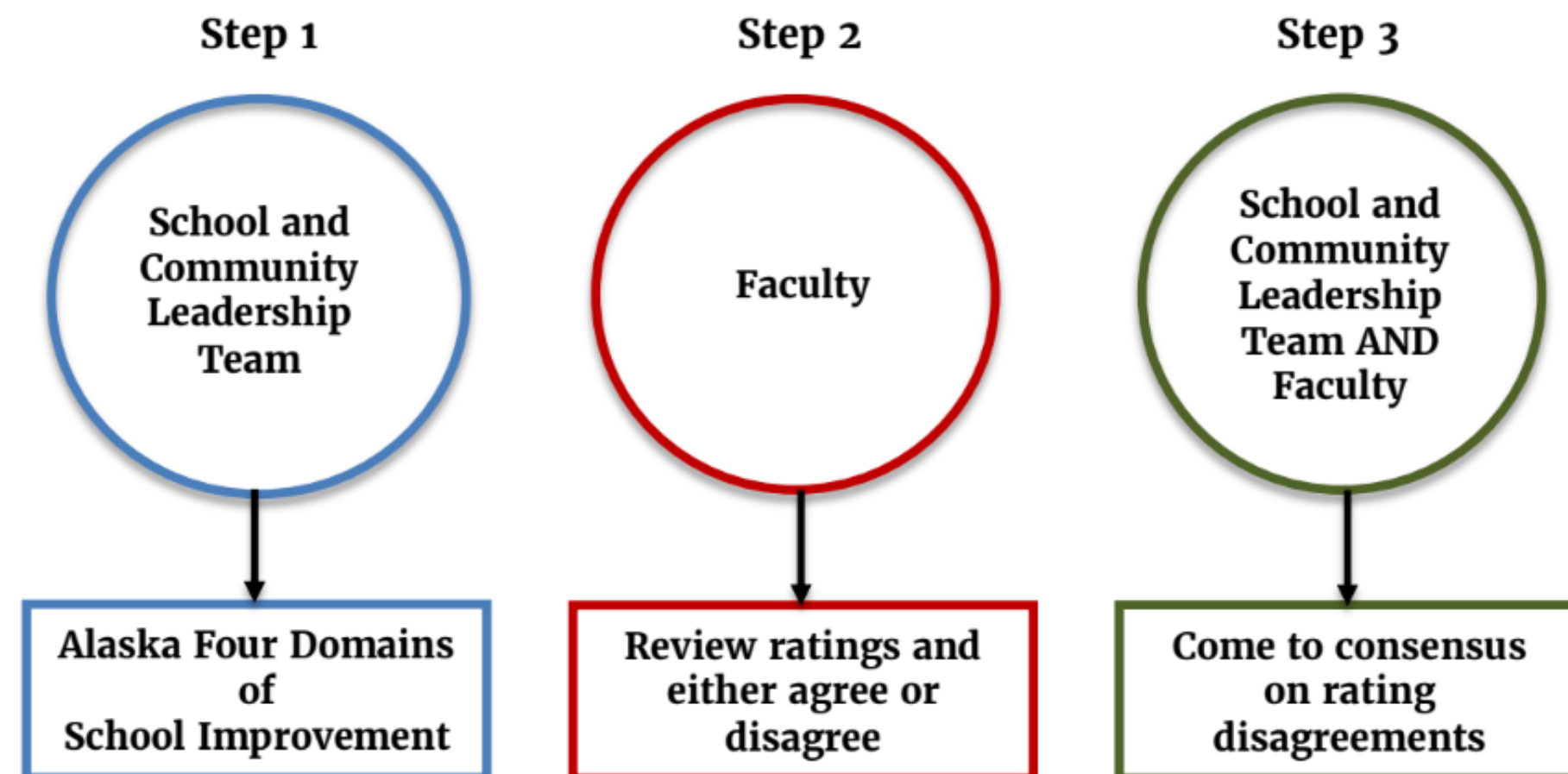
Documents

SCLT Team Building	Needs Assessment	Bringing It Together	Plan Creation
Recruitment Letter	Profile Review Agenda Profile Review Form	Community Review Agenda Community Review Form	Meeting Agenda
Initial Meeting Agenda	Program Review Agenda Program Review Form	Meeting Agenda 4 Big Conclusions Form	Plan Template
Norm Setting Activity	Practice Review Agenda Practice Review Form Practice Review Form for Faculty		

Practice Review

- The Practice Review is an opportunity for the School and Community Leadership Team to reflect on evidence-based practices currently used throughout the school and its programs.

- Resources
  - agenda
  - form
  - video overview*

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Practice Review Agenda

Time	Person Responsible	Agenda Item	Minutes (Summary of Key Points)	
2 mins	Facilitator	**Welcome and Meeting Opening** (Opening routine)		
2 mins	Facilitator	**Review Meeting Purpose and Agenda** (Quick agenda walkthrough)		
2 mins	Process Observer	**Review Norms** (Post Norms visible in meeting room)		
45 mins	Facilitator	**Practice Review** (Activity 2 – Four Domains of School Improvement Practice Review Form)		
2 mins	Facilitator	**Close the Meeting** (Closing routine)		
10 mins	Note Taker	**Actions Identified to be Completed***	**Due Date**	**Person(s) Responsible**
		Complete Four Domains of School Improvement Practice Review Rating Form		
1 min	Facilitator	**Next Meeting Reminder** (Date and Time)		
4 mins	Process Observer	**Process Observation Reflection** (Process Observer reports out with specific examples on how the team followed the norms)		
	Facilitator	**Adjourn** (Close the meeting with agreed upon routine)		

*Action Items Review: Note Taker adds items during the meeting and reviews all action items, with due dates and person(s) responsible at end of meeting.

Post meeting, review the meeting minutes with the Note Taker. Send the minutes to the School and Community Leadership Team members.

Practice Review Form

None	Initial	Partial	Full
The practice is not implemented at this time.	There is an awareness of the practice, training may have occurred; however, the practice is starting with staff focused on starting the steps of implementation.	Some staff have mastered the initial learning and are embedding it as part of their routines.	The practices are implemented by most staff and embedded in the norms and routines of the school and staff.

Domain 1: Transformational Leadership							
Practice 1A. Prioritize improvement and communicate its urgency							
Indicator	**Description**	**Evidence: Describe what it looks like now. Include examples, artifacts, or evidence.**	**Implementation**				**Final Rating**
			None	Initial	Partial	Full	
Sc–1A.0:	School Leader establishes a School Leadership Team comprised of, but not limited to, school leaders, community leaders, teachers and staff representatives, family representatives, and students as appropriate that meets routinely to engage in continuous improvement.		☐	☐	☐	☐	
Sc–1A.1:	School Leadership Team sets a clear direction for the school with a stated vision, theory of action, goals, and strategies for rapid and sustained improvement.		☐	☐	☐	☐	
Sc–1A.2:	School Leadership Team itemizes and appropriately distributes leadership functions among teachers.		☐	☐	☐	☐	
Sc–1A.3:	Communication strategies, as outlined in a plan developed by School Leadership Team, are used to routinely share improvement priorities across teachers and staff, with students, and with the school's broader community.		☐	☐	☐	☐	

Practice Review Facilitation Recommendations

If large staff:

Conduct all 3 steps

Tie step 2 (Faculty Review) into Staff meeting/PLC times

If small staff:

Combine step 1 (SCLT Review) and Step 2 (Faculty Review) together

Come to a consensus (Step 3)

While evidence should be noted, don't feel like you need to include extensive evidence for each practice

Profile Review

- During the Profile Review, the School and Community Leadership Team reviews demographic, performance, and operational data and summarizes key learnings from the review.

- Resources
  - agenda
  - form
  - video overview*

Profile Review Agenda

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2 mins	Process Observer	**Review Norms** (Post Norms visible in meeting room)		
45 mins	Facilitator	**Profile Review** (Activity 1 – Profile Review Form)		
2 mins	Facilitator	**Close the Meeting** (Closing routine)		
10 mins	Note Taker	**Actions Identified to be Completed***	**Due Date**	**Person(s) Responsible**
		Complete Profile Review Form		
1 min	Facilitator	**Next Meeting Reminder** (Date and Time)		
4 mins	Process Observer	**Process Observation Reflection** (Process Observer reports out with specific examples on how the team followed the norms)		
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Profile Review Form

- Deep Data Dive
- Form includes data that you should be reviewing and **15 reflection questions** related to the data analysis.

Student Data

Student Enrollment	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Student Attendance	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior

Student Academic Achievement

Student growth	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Graduation rate (as applicable)	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Progress in achieving English language proficiency	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior

Staff Data

Teacher Attendance	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Teacher Retention	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Teacher Certification	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Support Staff Attendance	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior

Other

Facilities Report	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Maintenance Reports	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
Safety Reports	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior
School Climate/Culture Results	☐ Most Recent Year	☐ 1 Year Prior	☐ 2 Years Prior

Other Data:

Profile Review Facilitation Recommendations

- Tie this in with Title 1 Schoolwide data analysis
- Make use of your [School Report Card found on DEED website](#)
- House acquired data in an available space for future reviews
  - Google Folder
  - Teams Folder

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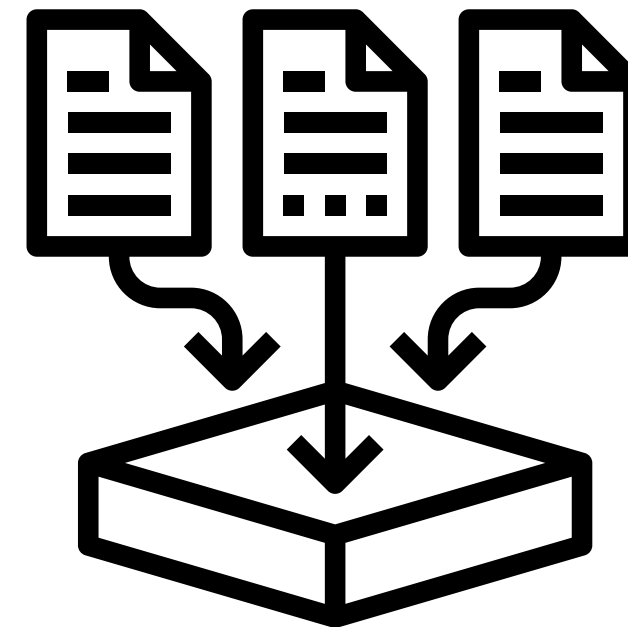
Context Matters

- We are not expecting miracles or even huge changes
- This is the start of an enduring process - we will not get it 100% on the first pass
- There are sites where the worst things imaginable are happening in real time

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Questions?

Upcoming Dates and Events:

- March 28: Community Review and Big 4 Webinar

- April 18-19: ESEA Workshop in Anchorage

- April 27-28: CSI 5% Spring Convening in Anchorage

- April 28-30: SOR Symposium in Anchorage

- May 31-June 15: FY24 Plans and budgets due in GMS

- June 30: FER closure for FY23

Contact Information

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THANK YOU!

Slides and Recording will be available on the SRS webinars page in the next few days