

OBJECTIVES

Change Management	High-Performing Team	Constructive Environment	Aspirational Environment	Data-Driven Culture	Black-Belt Teaching
Strategic planning is used to guide change management with an 80/20 focus	The team is committed to the vision, strategies, and tactics to accomplish the goals	A highly constructive learning environment exists that supports academic productivity	A highly aspirational learning environment exists that honors student experience while inspiring future accomplishments	Assessment data is used to drive differentiation	Teachers effectively plan and implement the curriculum

EQUITY PERSPECTIVE

How do leaders and staff leverage the 80/20 Strategic Plan to interrupt inequities at the school and integrate equity across teaching, learning and leading?	How do leaders leverage hiring, onboarding, and ongoing staff development to nurture mindsets around equity and ensure a commitment to equitable practices?	How do leaders and staff form a positive, relationship-based culture in the school that is safe, affirming, and student-centered?	How do leaders and staff acknowledge each other's, as well as students' and families', unique cultural perspectives and assets to build student agency, voice, and autonomy?	How do leaders and staff develop data systems that unpack and address academic inequities?	How to leaders and staff utilize grade level curriculum and instructional practices that are rigorous, relevant, diverse, affirming, and student-centered?
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DRIVERS

<ol style="list-style-type: none"> The main goal for the school and the plan to accomplish the goal has been clearly articulated. The entire staff is bought into the mission and vision for the school. Progress towards goals is monitored to determine effectiveness of strategies. Course correction occurs as necessary to ensure that the most effective plan and strategies are implemented. Staff time is appropriately focused on the annual goals and the key strategies, while managing urgent matters effectively. 	<ol style="list-style-type: none"> Staff expectations and non-negotiables are clear. Staff is bought into the vision of the school and is free of blockers or resistors. A hiring process is conducted with clear alignment to staff expectations and non-negotiables and the school is staffed to meet the needs of the students. Onboarding and development of staff is systematic, fosters buy-in and trust, and results in high levels of teacher retention. Teachers are celebrated for their accomplishments and progress toward school goals. Performance levels are communicated directly and promptly to all staff. Staff is consistently held accountable to job expectations. 	<ol style="list-style-type: none"> Expectations and behavior management systems that support high levels of academic productivity are clear. The entire staff is bought into the behavior management system used to holding students accountable. All classrooms have established an environment that is conducive to learning. Staff members are held accountable to upholding the behavior management system and hold students accountable. The behavior management system works for most students. Interventions are available for students who do not respond to school behavior management system. 	<ol style="list-style-type: none"> Vision, values and goals for students are clear and inspiring. Students want to come to school because they feel known and cared for. Students are recognized for their growth and achievement. Social emotional learning curriculum helps students develop self-regulation, positive relationship building and decision making skills. Exposure to college, career, and enrichment experiences outside of the school community inspires student investment in learning. Families are valued for their contributions and offered opportunities to engage in the school community. 	<ol style="list-style-type: none"> Purpose and expectations of schoolwide data processes are clear. Staff is bought into using data to differentiate instruction. Valid and reliable assessments that match Common Core/College Readiness Standards for all grades and content have been adopted. Timely, leader- and teacher-owned processes are conducted to assess, analyze, and act on data at the school-wide and individual student level. Teachers are held accountable to analyzing and using data. 	<ol style="list-style-type: none"> Curriculum includes a vertical scope and sequence aligned to standards and guides teacher planning. Teacher and student schedules maximize student learning and teacher development. Whole group instruction is engaging, rigorous and aligned to standards. Students receive individualized or small group instruction based on assessment outcomes. Data trends from assessments, observations, and walkthroughs are used to support teacher effectiveness through whole school professional development. Staff receive frequent coaching and valuable feedback on their teaching performance.
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