

Coshocton City

IRN #:043828

RttT Region: Southeast

<b>RttT TARGETS</b>	<b>PERSON (S) RESPONSIBILITY</b>	<b>TARGET DATES</b>	<b>RESOURCES NEEDED</b>	<b>PROGRESS REPORT</b>	<b>GOALS &amp; TIMELINES - ON TRACK?</b>	<b>OFF TRACK RESPONSE</b>	<b>POTENTIAL OBSTACLES &amp; RISKS</b>	<b>ODE SUPPORT REQUIRED</b>
<b>Application A: Transformation Team and Transparent Communication</b>								
<ul style="list-style-type: none"> <li><b>Year 1, FY 11</b></li> <li>By November 1, 2010, our Transformation Team will be formed with the required composition</li> <li>By February 1, 2011, content will be posted on Coshocton City Schools' Web site and informational meetings with staff will be held</li> <li>By May 2011, a written communication plan, with measurable action steps, will be available for review</li> <li>Assessment results will reveal that at least 75 percent of action steps are being successfully completed within the time line. The results will drive plan adaptation and be available for public review.</li> <li>Survey results from staff and other stakeholders will confirm a satisfaction rating of at least 80 percent regarding support for the work as important for improving student learning and the overall quality of communications. School and community survey results will be available for review.</li> </ul>	Kathy Robbins	11-1-10		Complete				
	Kathy Robbins	12-1-10		Complete				
	TT Communication Team	5-1-11		Complete				
	TT	5-1-11	Assessment	Complete (using our district tool)				
	TT	5-1-11	Survey from OAC	Did not receive a survey				
<b>Year 2, FY 12</b>								
<ul style="list-style-type: none"> <li>By September 2011, review composition of Transformation Team to maintain composition of 50% teachers and to include additional representation from students, parents, and community stakeholders.</li> <li>By September 2011, update postings and quality communication on Coshocton City Schools' Web site</li> <li>By May 2012, evaluate written communication plan developed and implemented throughout FY 12; survey and utilize feedback for revision and improvement</li> <li>May 2012 assessment results will reveal that at least 75 percent of action steps are being successfully completed within the time line. The results will drive plan adaptation and be available for public review.</li> <li>May 2012 survey results from staff and other stakeholders will confirm a satisfaction rating of at least 80 percent regarding support for the work as important for improving student learning and the overall quality of communications. School and community survey results will be available for review.</li> </ul>	Kathy Robbins, Dave Hire	9-1-2011		67% of TT members are teachers; 28% parents; 50% stakeholders	Met goal and timeline			
	Amy Borton	9-15-2011	Committee chairs' input and articles	Plan is to post newsletter updates mid-month		Poor participation from committee chairs: late, no reports, etc.		
	TT	5-21-2012						
	Kathy Robbins, TT Chair	5-21-12						
	Kathy Robbins, TT Chair	5-21-12						
<b>Rttt TARGETS</b>								
<b>Application B: Standards and Assessments</b>								
<b>School Year 1: 2010-2011 (LEA Annual Performance Measure Targets)</b>								
<ul style="list-style-type: none"> <li>By May 2011, all staff participate in building-level meetings that include information about the new standards</li> <li>By June 30, 2011, develop a strategy and timeline for completion of the alignment process</li> <li>By May 2011, all high school teachers involved with first round of end-of-course exams participate in awareness sessions with ACT Quality Core tool</li> </ul>	Kathy Robbins	5-1-11	Standards	Complete				
	Kathy Robbins	5-1-11		Complete				
	Kathy Robbins Bill Hartmeyer	5-1-11	Standards, QC, and ACT standards	Complete				

<b>School Year 2: 2011-2012 (LEA Annual Performance Measure Targets)</b>  <ul style="list-style-type: none"> <li>By May 2012, team will complete the curriculum gap analysis and share information with other LEAs in the OAC to share progress</li> <li>By May 2012, all teaching staff will participate in tiered professional development sessions regarding formative instructional practices, which include formative and performance-based assessments</li> </ul>	Kathy Robbins	5-21-2012	Curriculum Gap Analysis Tool				
	Kathy Robbins	5-21-2012					

**RttT TARGETS**

**Application C: Using Data to Improve Instruction**

**School Year 1: 2010-2011 (LEA Annual Performance Measure Targets)**

<ul style="list-style-type: none"> <li>By June 2011, participate in training on the Battelle for Kids' data tools/system and work sessions to discuss the alignment and use of current systems in LEAs</li> <li>By June 2011, successfully complete the teacher-student linkage process in tested grades</li> <li>By June 2011, identify a plan for creating time to work on building a culture of data use by providing time on an ongoing basis to understand and analyze value-added and create teams that participate in ongoing inquiry using formative feedback to inform improvement</li> <li>By July 2011, 25 percent of our teachers participate in face-to-face professional development regarding value-added and formative instruction practices</li> <li>By July 2011, 75 percent of our teachers will log into online value-added professional development system</li> <li>By July 2011, identify at least one teacher per building who will receive training on being data/formative instruction coaches and leadership teams will have completed training in leading value-added and formative instruction</li> </ul>	BFK/OAC	6-1-11	?	Using current data system available to district through MVESC			
	BFK, Building principals, Teachers	6-1-11	Accurate class lists with enrollment dates and teachers' schedules	Complete			Inaccuracy from BFK or Bldg. Principals
	TT, BFK, OAC	6-1-11	FIP training (to come in FY 12)	Partial completion		Have begun on our own, but will initiate new processes and focus through OAC training through our VAN	
	TT, BFK, OAC	6-1-11	VANT Training (to come FY 12)	Partial completion		Some attended in 10-11, but will be a major focus in 11-12 for all staff; in planning process	
	TT, BFK, OAC	6-1-11	Passwords/aces; updated VA system	Coming FY 12			
	TT	6-1-11		Complete			

**School Year 2: 2011-2012 (LEA Annual Performance Measure Targets)**

<ul style="list-style-type: none"> <li>By September 2011, building/Coshocton City Schools' coaches complete in-depth training with Battelle for Kids in using value-added and other data, using the ACT Quality Core tools, implementing formative instruction practices and leading collaborative change in a culture of continuous inquiry to improve student learning</li> <li>By October 2011, teachers in grades 3-8 in reading, math, science and social students and in some high school end-of-course subjects have value-added teacher level reports</li> <li>By December 2011, 100 percent of our teachers complete introductory value-added professional development, including the Battelle for Kids' data tools/system and its integration with existing systems and an introduction to the BFK•Focus™ tool for team inquiry for improvement</li> <li>By December 2011, 90 percent of our high school core teachers working with the ACT end-of-course exams participate in training in the ACT Quality Core tools, the analysis of end-of-course exam data and aligning course expectations to ACT college- and career-readiness content and skills</li> </ul>	Christi Fauver, CLP Team FIP VANT Team	9-30-2011	OAC Training				
	BFK Dave Hire Building Principals	10-31-2011	BFK Reports; BFK data; internet connectivity and capability				
	Kathy Robbins Team	VANT	12-22-2011	BFK data; internet connectivity and capability			
	Kathy Robbins Hartmeyer	Bill	12-22-2011	ODE/OAC provision of training			

- By June 2012, 50 percent of our teachers and principals participate in professional development in formative assessment and instruction practices, including the sharing of best practices across the OAC
- By June 2012, complete review of our current data/assessment systems using the tool provided by ODE

Kathy Robbins Christi Fauver FIP Team	5-21-2012						
ODE	When available	ODE's data system					

**Application D: Great Teachers and Leaders  
School Year 1: 2010-2011 (LEA Annual Performance Measure Targets)**

**Measure Student Growth**

- By June 2011, administer additional tests, including Terra Nova and ACT end-of-course exams, to provide baseline data
- By June 2011, complete the teacher-student linkage process

**Evaluation Systems**

- By June 2011, form a team to work on evaluation, complete ODE's gap analysis criterion to assess the current evaluation tool, participate in OAC sessions on evaluation and determine an approach to finalize and adopt tool by early Year 2
- By June 2011, participate in OAC sessions on current national models using multiple measures of teacher and principal effectiveness and decide if we will participate in the pilot. If so, we will determine which measures will be piloted in Year 2.
- By June 2011, participate in professional development related to models for incentive program design and will form a team to design a model
- By June 2011, Coshocton City Schools will have completed the selection process for peer coaches and identify a first cohort of peer coaches

Kathy Robbins	6-1-11	Materials	Complete				
Building Admin, BFK	6-1-11		Complete				
TT	6-1-11		Complete				
TT	6-1-11		Complete				
TT	6-1-11		Complete				
?	6-1-11	Selection process, more info	"a first cohort?" need guidance from OAC or ODE				

**Equitable Distribution of Effective Teachers and Principals**

- By June 2011, review available data using ODE's tools to assess needs regarding equity of assignment of effective teachers with high-need students and identify any hard-to-staff subjects/areas
- By June 2011, participate in OAC sessions to learn about national innovations and local strategies for recruitment, placement, and retention

PERSON (S) RESPONSIBILITY	TARGET DATES	RESOURCES NEEDED	PROGRESS REPORT	GOALS & TIMELINES - ON TRACK?	OFF TRACK RESPONSE	POTENTIAL OBSTACLES & RISKS	ODE SUPPORT REQUIRED
Kathy Robbins	6/1/2011	CCIP	Complete				
?	?	?	Incomplete	Unaware of sessions			

**Effective Support to Teachers and Principals**

- By fall 2011, implement the Teacher Residency Program
- By June 2011, participate in OAC professional learning and research around highly effective teachers and principals
- By June 2011, our first cohort of coaches will be identified and complete initial training
- By June 2011, ensure all Teacher Residency Program mentors are trained

Kathy Robbins, ORE leaders, Mentors	8-1-11		Complete				
TT	6-1-11		June Conference: Making Ohio's School Work and August's Great Teachers, Great Leaders				
Kathy Robbins, ORE Leaders, Mentors		Training	Parts 1 and 2	Partial completion			

**School Year 2: 2011-2012 (LEA Annual Performance Measure Targets)**

**Measure Student Growth**

- By June 2012, successfully complete the teacher-student linkage process in tested grades

Building principals Teachers	5-25-12						
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- By June 2012, in partnership with the OAC workgroup, report on any pilots related to multiple sources of data on student growth used in combination with value-added in tested grades

Jeanne McKenzie, TIF	5-21-12	More info from BFK, please, as well as assistance with using multiple measures for growth					
Jeanne McKenzie, TIF	5-21-12	More info from BFK, please, as well as assistance with using multiple measures for growth					

- By June 2012, in partnership with the OAC workgroup, report on the results of pilots of value-added growth measures in non-tested areas

**Evaluation Systems**

- By June 2012, evaluation project team will explore OTES and OPES, participating in pilot projects, and select a model for teacher and principal evaluation that meets state and federal criteria, including student growth and multiple measures of effectiveness and will have completed a pilot implementation with staff
- By June 2012, will participate in a pilot of new measures of effectiveness that provide additional information for evaluation
- By June 2012, 100 percent of our staff will participate in professional development regarding changes in evaluation (philosophical, research, national/state policy) and a review of tools being piloted in the Coshocton City Schools

Jeanne McKenzie, TIF Administrative Team Eval. Committee	5-21-12	Project roll-out and training					
Eval. Committee	5-21-12	Need more info					
Kathy Robbins Eval. Committee	5-21-12						
Kathy Robbins Building Principals Coaches	5-21-12	More info on peer coaches and PAR					
Jeanne McKenzie, TIF and committee	5-21-12	Data					
Kathy Robbins	5-21-12	format?					
Kathy Robbins	5-21-12	survey?					

- By June 2012, 100 percent of our peer coaches and principals will participate in training on new evaluation tools and the PAR program
- By June 2012, will finalize and implement the design of a pilot for an incentive/compensation program
- By June 2012, will complete an end-of-year review of all work from the pilots and will share conclusions with OAC
- By June 2012, will complete an end-of-year survey with teachers. Survey results will indicate that 70 percent of teachers agree or strongly agree that they have the information they need to understand the tools/processes and have the opportunity to have questions answered and provide feedback

**Equitable Distribution of Effective Teachers and Principals**

- By June 2012, attend OAC professional development related to recruitment, placement and retention of effective teachers
- By June 2012, identify preliminary strategies to be implemented in Year 3 as a result of reviewing end-of-year data related to recruitment, equitable distribution in placement and retention
- By June 2012, participate in OAC sessions related to higher education partnerships on teacher preparation, recruitment and retention

Kathy Robbins, Dave Hire	5-21-12	Info on OAC PD and sessions					
Kathy Robbins, Dave Hire	5-21-12	Info on OAC PD and sessions					
Kathy Robbins, Dave Hire	5-21-12	Info on OAC PD and sessions					

**Effective Support to Teachers and Principals**

- By June 2012, Coshocton City Schools will have consistently participated in OAC-provided learning sessions, meetings, Web conferences, teacher collaboration, online collaboration, etc.
- By June 2012, Coshocton City Schools/building coaches will regularly attend training, share information collaboratively with other coaches and successfully complete a training program
- By June 2012, Coshocton City Schools and building leadership teams will actively engage with CLLs and CLPs to support, champion and implement the work
- By June 2012, 85 percent of Coshocton City Schools and building leadership teams will have rated assigned coaches as effective or highly effective

OAC District Staff and Administrators	5-21-12	Advance schedule from OAC					
?	5-21-12	OAC training info; models					
Christi Fauver, CLP	5-21-12	More info needed					
?	5-21-12	More info needed					

- By June 2012, fully implement a residency program for new teachers
- By June 2012, 100 percent of our professional development offerings meet 90 percent or more of Ohio professional development standards criteria

Kathy Robbins	9-1-2011	Materials and resources; Trained ORE Leaders; Trained Mentors	Complete				
Kathy Robbins	5-21-12						