

LEA NAME: **Shelby City School District**
IRN #: **044776**
RttT Region: **Central**

| RttT TARGETS: | NOVEMBER 20 | PERSON (S) RESPONSIBILITY | TARGET DATES | RESOURCES NEEDED | PROGRESS REPORT | GOALS & TIMELINES - ON TRACK? | OFF TRACK RESPONSE | POTENTIAL OBSTACLES & RISKS | ODE SUPPORT REQUIRED |
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| Application A: Transformation Team and Transparent Communication | | | | | | | | | |
| 100% of monthly board of education minutes include presentation update on progress of RttT Scope of Work; update information posted on district web site monthly; update to community through SUCCESS Newsletter | | Tim Tarvin, Superintendent Diane Ervin, Asst. Superintendent | Monthly Board Meetings | | 11/17/11 Board of Education Meeting: Diane Ervin provided October Progress Monitoring Report and overview report and brief explanation of RttT activities. Responded to BOE members questions and comments. | Yes | | None | No |
| Application B: Standards and Assessments | | | | | | | | | |
| By June 2012, 100% of teachers will have participated in grade level or department meetings to become familiar with the new standards in English language arts, mathematics, science and social studies | | Diane Ervin, Asst. Supt. | June, 2012 | Substitute Teachers; stipends for work outside school day | 11/2/11 Grade 6 Math and Science teachers - CCSS and Revised Standards work 11/7/11 Grade 7-8 Social Studies and Science teachers work with new State Revised Standards 11/8/11 District Administrators' Mtg. - Established draft timeline for implementation of new CCSS and Revised Standards 11/9/11 Rauline Morris continued PD with elementary teachers at Dowds - guided reading and differentiation. Conducted classroom observations and modeling 11/9/11 Rauline Morris continued PD with elementary teachers at Auburn - guided reading and differentiation. Conducted classroom observations and modeling 11/21/11 A.M. Grade 1 teachers meet with Muskingum Univeristy professor Ky Davis to plan CCSS instructional strategies in mathematics 11/21/11 P.M. Kindergarten teachers meet with M | On track - 2nd Quarter Grade level & Dept. Mtgs. Scheduled and in progress | | None | No |
| By June 2012, 100% of the district curriculum leaders (inclusive of the DLT and BLT's) will have participated in professional development on the standards, associated curriculum models and new assessments | | Tim Tarvin, Diane Ervin, Principals, DTT/BLT's | June, 2012 | Substitute Teachers; stipends for work outside school day | 11/1/11 Assistant Superintendent and building principal attended RttT Conference in Columbus See grade level and departmental meetings above | On track | | | No |
| By June 2012, 100% of teachers in grade level or department meetings will have participated in curriculum crosswalk activities in English language arts, mathematics, science and social studies at the district and building level to determine what changes are needed in our curricula | | Diane Ervin, Principals, Grade Level Teams, Dept. Teams | June, 2012 | Substitute Teachers; stipends for work outside school day | See grade level and departmental meetings above | On track | | None | No |
| By June 2012, 100% of the materials and information from the ODE awareness and professional development meetings on the new assessment system will be shared with district curriculum leaders (inclusive of the DLT and BLT's). The appropriate monthly school board report will include a summary of the information shared at the focus group meeting. | | Diane Ervin, Principals | June, 2012 | ODE Materials and Information, Substitute Teachers; stipends for work outside school day | RttT Updates continue to be shared with district leaders Curriculum Chairpersons registered for ODE PD scheduled December 2011 Principals attended MOESC Principal Meetings (Elementary 11/29/11; Secondary 11/30/11) with PD provided on new standards and assessments | On track | | None | No |

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| By June 2012, teachers/building leaders be aware of innovative programs consistent with the new standards and 21st century teaching and learning | Diane Ervin, Principals, Curriculum Committee (CC) Chairpersons | June, 2012 | Opportunities to develop awareness of innovative programs | See grade level and departmental meetings above SHS awarded AP grant for implementation of AP courses beginning 2011-2012 11/15/11 SHS New Tech HS - Innovative Program - Visitation to New Tech School 11/21/11 SHS Meeting - follow-up to 11/15/11 visit | On track | | None | No |
| Application C: Using Data to Improve Instruction | | | | | | | | |
| By June 2012, district curriculum leaders will report information about the Instructional Improvement Systems to stakeholders and the board of education. | Tim Tarvin, Diane Ervin | June, 2012 | ODE updates and PD regarding Instructional Improvement Systems | | On track | | None | No |
| By June 2012, 75% of our teachers will have participated in professional development enhancing the collection and use of data through formative assessment practices. | District Transformation Team (DTT) | June, 2012 | RttT funds for PD contracts and expenses | 11/9/11 Consultant Bonnie Grimm (associate of Mke White) has been contacted to work with SMS data teams. Planning meeting held 11/9/11 with SMS principal and Asst. Superintendent. 11/15/11 Bonnie Grimm met with SMS teams to discuss and plan pre- and post- assessments, use of assessment in directing instruction and effective use of data. Visitation scheduled for December 6, 2011; Goal 3 members will observe Hilliard School District data team process | On track | | None | No |
| By June 2012, information on the use of formative assessments will have been shared with district curriculum leaders (inclusive of the DLT and BLT's). | Diane Ervin, Principals, Curriculum Committee (CC) Chairpersons | June, 2012 | RttT funds for PD contracts and expense | Examining Next Navigator and ACT Quality CORE | On track | | None | No |
| By June 2012, 60% of teachers will have completed web-based professional development modules that integrate subject-specific content and formative assessments | Tim Tarvin, Diane Ervin, Principals, DTT/BLT's | June, 2012 | ODE Materials and Information, Substitute Teachers; stipends for work outside school day | | On track | | Availability of resources | No |
| By June 2012, district curriculum leaders will report the results of the formative assessment evaluation to the board of education | DTT | June, 2012 | Results of formative assessment development and usage | | On track | | None | No |
| By June 2012, 25% of teachers will have contributed to the consortium database of formative assessment items | Principals, teachers | June, 2012 | PD, high-quality formative assessments, teacher confidence in contributing to database | Through the district OIP initiatives, teachers identify Learning Targets and set into "I Can" statements. These are posted throughout unit and assessed with pre- and post- assessments. Teachers collaborate to identify effective assessments and differentiate between formative and summative examples. | On track | | Goal may be inconsistent with level of developed skills | No |
| Application D: Great Teachers and Leaders | | | | | | | | |
| By June 2012, 100% of the DTT and BLT's including principals, will have attended professional development training sessions on the use of value-added data | Tim Tarvin, Diane Ervin, Principals, DTT/BLT's | June, 2012 | District/building level data | Value-added resources shared with building principals. Two staff meetings scheduled per month with principals providing information to teachers | On track | | None | No |
| By June 2012, if applicable, (60% statewide) with tested grades will have utilized teacher-student linkage tools to ensure the accuracy and quality of value-added data | Tim Tarvin, Diane Ervin, Principals, DTT/BLT's | June, 2012 | PD for teachers | | On track | | Availability of needed tools and training | No |

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| By June 2012, if applicable, (60% statewide) annual teacher-level value-added reports will have been distributed and utilized to inform professional development and areas of performance improvement | Tim Tarvin, Diane Ervin, Principals | June, 2012 | Unknown if teacher level value-added reports are available | Value-added Information provided to teachers of tested areas | On track | | Obstacle if teacher level value-added reports are unavailable | No |
| By June 2012, we will have collaborated with our consortium to identify and field-test other measures of student growth that can be used to supplement value-added growth data or for teachers in subjects or grade levels that do not have statewide standardized tests | Tim Tarvin, Diane Ervin, Principals, Pilot School representatives | June, 2012 | Time to research and identify measure of student growth | Next Navigator (International Center for Leadership in Education) purchased using RttT funds to be piloted at Central Intermediate School and SMS. This is a digital tool designed to support schools in preparing for increased demands of next generation assessments. Also, Quality CORE Courses being considered for use at SHS | On track | | District lacks student growth measures, particularly at grades 9-12 | No |
| By June 2012, the Transformation Team will have developed comprehensive models for teacher and principal evaluation, including timelines, activities, and personnel, with the goal of full implementation of new evaluation system by 2013-14 | District Transformation Team (DTT) | June, 2012 | Evaluation materials and Information, Substitute Teachers; stipends for work outside school day | | On track | | Parameters associated with negotiated agreement | No |
| By June 2012, our district will have provided training to teachers and principals on the use of the new comprehensive evaluation system | Tim Tarvin, Diane Ervin, Paul Walker, Jeff Eichorn - Par | June, 2012 | Evaluation materials and Information, Substitute Teachers; stipends for work outside school day | 11/16/11 OTES Pilot meeting - MOESC. Goals established with pilot teachers; observations in process. | On track | | None | No |
| By June 2012, our district will have begun piloting components of the revised evaluation system and use data to inform changes | Tim Tarvin, Diane Ervin, Paul Walker, Jeff Eichorn | June, 2012 | PD and ongoing support/networking | An agenda item on all grade level and departmental meeting agenda is focused on the new teacher evaluation process incorporating the use of Standards for Ohio Educators and Principals | On track | | None | No |
| By June 2012, our district will have reported to ODE the status of the evaluation systems in terms of alignment to state and federal criteria | Tim Tarvin, Diane Ervin, Principals | June, 2012 | PD and ongoing support/networking | | On track | | None | No |
| By June 2012, our district will have used data and results from the evaluation system in making decisions about professional development programs and budgets at the district and school level | Tim Tarvin, Diane Ervin, Principals | June, 2012 | PD and ongoing support/networking | | On track | | None | No |
| By June 2012, the district will have reviewed current process for removing ineffective teachers and principals and develop plan to remove persistently low performing teachers and principals | Tim Tarvin, Diane Ervin, Principals | June, 2012 | ODE guidance/legal consultation/support | | On track | | Parameters associated with negotiated agreement | No |
| By June 2012, the district will have developed a plan for highly effective teachers to receive additional compensation if they take on additional responsibilities (such as Lead Teachers) or work in hard-to-staff or low-achieving schools | Tim Tarvin, Diane Ervin, Principals | June, 2012 | Financial means to support initiative | | On track | | Parameters associated with negotiated agreement; limited funds to support initiative, impact on morale and collaboration | No |
| By June 2012, our district will have continued to participate in consortium level recruitment partnerships through our educational service center human resources and marketing staff | Tim Tarvin, Diane Ervin, Principals, MOESC | June, 2012 | MOESC Human Resources and Marketing staff | | On track | | Teacher recruitment has not been perceived as challenge in region | No |
| By June 2012, the district will have collected teacher retention and attrition data and review the data to determine whether changes are needed in district policies and practices | Tim Tarvin, Diane Ervin, Principals | June, 2012 | Teacher retention and attrition data | | On track | | None | No |
| As soon as training becomes available, our district will send 100% of new teachers to required Teacher Residency program training and credentialing provided by state lead trainers | Tim Tarvin, Diane Ervin | June, 2012 | Substitute Teachers; stipends for work outside school day | RE Program successfully In process; mentors and RE's have been entered into OEDS and state RE site. | On track | | None | No |
| By June 2012, our district will have fully implemented the Teacher Residency program for all new teachers | Tim Tarvin, Diane Ervin | June, 2012 | Materials and resources needed for RE Program | RE Program fully implemented for 2011-2012 school year | On track | | None | No |

