

# Strategic Planning Progress Highlights– Year 2 Mid-Year Summary

January 2018

# Strategic Planning Update

- **Goal 1: Student Growth and Learning**

- **Project-Based Learning**

- Cohort training through Oakland Schools; Consultant work on site *additional cohorts through summer 2017 - all buildings (cohorts training fellow staff); 8 trained in summer 2016, 17 trained in summer 2017, 26 being trained in 2017-18 school year.*
- *Project Design Elements of Focus- 8 key components identified for consistency within K-12 project instruction. Google drive established to promote sharing and collaboration. Competencies for each focus area by grade level being designed in 2018 for piloting in 2018-19.*
- *High School and Academy Design Thinking Activities (cohorts training fellow staff), sessions include during PD time and volunteer opportunities for training. Beginnings of Collaborative teams established in 2017-18.*
- *Blended Learning Projects; Community Garden Project at Academy*
- *Project Lead the Way  
AMS: 6<sup>th</sup> - 8<sup>th</sup> grade engineering cohort; beginning grade 6 Design and Modeling course in Fall 2017; Grade 7 course in Automation & Robotics  
HS: computer programming /cyber-security program; Computer Programming I and II courses in schedule for Fall 2017; continued course growth in Fall 2018 with added industry IT certification opportunities.*
- *Avondale Academy- FLEX Friday schedule implemented in 2017-18 providing concentrated time for student leadership, community outreach, PBL collaboration.*
- *Project-Based Learning Showcase- June 7, 2017- showcasing PBL work within all levels*
- *PBL Teacher Labs scheduled each building*
- *Entrepreneurship Business Presentation- AHS (price, promotion, place, and product strategies)*
- *Visited GM in April to investigate Maker Spaces, collaborative environment for ideas to incorporate in our environment design; more visitations scheduled for industry and other school environments in spring 2018.*

# Strategic Planning Update

- **5 Dimensions Teacher Evaluation**

- Trainings via whole district, by building, by small group, and individual - teacher and administrative trainings spanning from winter of 2016 through Fall of 2017, most recently two sessions per month Sept.-Dec. 2017.
- Two domains intensively: Student Engagement and Classroom Environment and Culture. In fall of 2017—scheduled continued PD offerings for teachers on remaining modules, inter-rater reliability for administrators in Dec. 2017.
- Curriculum Think Tank Sessions at HS- monthly teacher collaboration opportunities.
- Questioning techniques/deeper levels of inquiry.
- Committee assembled to monitor and improve the evaluation process for 2017-18.

- **NGSS (Next Generation Science Standards) (K-5) - “Avondale Science: Cultivating the Wonder” and Argumentative Writing Curriculum - pacing guides, unit overviews and resources created for implementation in Fall of 2017; Elementary Science is currently investigating resources for pilot in 2018-19.**
- **Secondary Math Curriculum - MS Algebra I/HS Algebra I alignments; common assessments created over second semester. Middle School Math vertical alignments of curriculum completed and basic skill common assessment completed**

# Strategic Planning Update

- **Health Curriculum/ Reproductive Health Revisions created and implemented at AMS and AHS in Fall 2017. Elementary curriculum process for Reproductive Health will begin in Spring 2018.**
- **Language Arts - \$80,000 Early Literacy Grant to furnish Lucy Calkins Writing Program plus Professional Development (K-5)**
- **Transition to Lucy Calkins Reading Program (K-5) for core reading instruction (Professional Development is ongoing)**
- **Partnership with ETON Academy assisting in providing training and monitoring of instructional delivery and data relative to K-5 reading**
- **Steering Committee established to work on K - 3 Reading: Core & Intervention Programming; Individual Reading Plan for K-3 students implemented Fall of 2017 with accompanying supports.**
- **Culture/Climate studies within each school, book study with administration in fall 2017, strategies toward improvements in school culture climate in Spring 2018. Increase in student voice/leadership opportunities in all schools; Culture/Climate sessions at AHS conducted by Dr. Jay Marks spanning 2017-18.**
- **Positive Behavior Support training at AMS, creation of Positive Behavior Support Position at AMS in Jan. 2018 to instill greater positive culture and proactive discipline.**
- **Gifted/Talented Program**
  - 2 sections began 2017-18 at Woodland; Teacher selection, Open Houses, Summer events; 32 students (16 SOC, 16 Avondale)
  - 3<sup>rd</sup> - 4<sup>th</sup> grade multi-age magnet; curriculum design.
  - 2 sections to be added for 2018-19 at Woodland; focus on 2<sup>nd</sup>-3<sup>rd</sup> and 4<sup>th</sup> -5<sup>th</sup> multi-age classrooms, beginning design of middle school components with MSU for 2019-2020.
- **Avondale Academy Redesign**
  - Visits to Davison and Brighton
  - Incorporate ways to improve delivery, attendance, scores, and graduation rates
  - Addition of athletics, designing for club opportunities, and career counselor provided by grant
  - Flex schedule for 2017-18 implemented; offering greater individualization of instruction and specific remediation/PBL block as well as concentrated PD time for staff.

# Strategic Planning Update

- **Insurance/Risk-Management Program**
  - Began 2017-18 with 18 enrolled; open to AHS/Academy students; University Center; Continued growth in 2018-19.
  - 2-year cohort; partnered w/ MEEMIC and Olivet College for credit, industry certifications.
- **Early College Program**
  - Cohort with Baker College
  - Business Administration
  - Health Sciences added for 2017-18
  - Additional HS Counseling services hired in Jan. 2018 to incorporate program growth.
- **Development of 21<sup>st</sup> Century Pathways Programming at AHS for implementation in 2017-18**
  - Pathways programming emphasis on creativity, communication, collaboration, and critical thinking
  - Currently 55 SOC enrolled Fall 2017
- **Formation of High School Redesign/Visioning Committee** - has met 8 times since March 2017 to begin dialogue/investigation into experiences we desire every child to have within their high school years in conjunction with Avondale 2020; staff, student, and community input sessions Spring 2018, pilot group in fall 2019-2020.

# Strategic Planning Update

- **Goal 2: Professional Learning**

- **Professional Learning Calendar**

- Google Drive, Book Studies, Professional Study Groups, Teacher Labs, Webinars, etc.
- Professional Learning Calendar organized around roll-out of Project-Based Learning, 5 Dimensions, NGSS Science, Health, Reproductive Health, Project Lead the Way, Design Thinking, Argumentative Writing, and Lucy Calkins Writing. In addition, we held a poverty simulation exercise for all staff. Survey data from staff in April 2018 will assist in decision making for training needs in 2018-19.
- Discussions regarding the expansion of learning opportunities and collaboration for staff through calendar mechanisms such as late starts/early dismissals. Topic for negotiations in Spring 2018.
- Ongoing collaboration and support has been provided by Oakland Schools; Dr. Childs and Dr. Carver (OU) have been consulted as various professional learning opportunities have been designed for the 2017-18 School Year, including Teacher Lab Learning, Galileo Saudi Educator Project, PBL, and Writing P.D. based on staff survey results from April 2017.
- Secondary schools have begun collaborative data dialogues analyzing student growth data and strategizing for instructional impact, meeting 3 times within 2017-18. Elementary staff are meeting in collaborative data groups more frequently utilizing their common planning blocks.
- Within student culture and climate studies, we are centering efforts toward systemic recognitions of staff, devising a systemic mentoring and support system for new staff, and individual school visioning/missioning and goal setting.
- Through the introduction of PA 306 (reading retention legislation), all teaching staff in Grades K-3 will be invited to multiple opportunities related to Literacy/Reading Instruction; the Essential Practices in K-3 Classrooms was mandatory professional reading/conversation for all teachers in September, 2017. Through consultation, each building will collaborate with the curriculum office (Hudson) to prioritize any additional professional learning needs within the buildings
- “Cookies and Collaboration” sessions (4) in each of the elementary buildings—focus on Lucy Calkins units of writing. Reading paraprofessionals met monthly to share and learn best practices in reading intervention.

# Strategic Planning Update

- **Goal 3: Collaboration, Mentoring, and Partnerships**

- MEEMIC Insurance (Risk Management Program)
- OU/Avondale Strategic Plan (Departments of Education, Medicine, Communications (Radio), Arts & Sciences, and Engineering), ELL Summer Camp, Saudi Arabian Student Cohort, Poverty Simulations
- Michigan College Access Network- Career Counselor for Avondale Academy for 2017-18, 2018-19, 2019-2020.
- MiPHY student surveys to inform our health and reproductive health curriculums in 2018.
- Culture/Climate Committee work at HS with Dr. Jay Marks, planning with regard to enhancing positive staff, student, and community culture, began August 2017.
- High School Visioning Committee work began in Spring 2017, extending through spring 2019, designing new high school framework for learning and collaborating.
- Baker College (Early College Sponsor)
- Parent Advisory (One Avondale) Meetings
- ACE (Avondale Community Empowered) Committee
- PTO/Booster Officers Council
- Friends of Different Learners
- ETON Academy-Partners for Elementary Literacy
- Handle With Care initiative with law enforcement notifying schools of student trauma that has occurred outside of school.
- Avondale Youth Assistance growth in programming for parent learning opportunities; greater participation with Oakland County Community Health and Easter Seals organization for training for staff and parents on handling trauma.
- ELL Parent Meetings- established in the fall of 2017 for parent English language learning.
- SOC Open Houses (elementary, middle, high)
- New Student Services Support Team Model (S3 Process) design for implementation in Spring 2018
- Positive Behavior Intervention Support (PBIS) and Restorative Justice trainings provided to staff members, PBIS support position added to middle school in January 2018.
- Parent survey to match parent skills and interests to volunteer opportunities in our schools- February 2018, leading to expansion and publication of volunteering opportunities in our schools.
- Growth in our share-time school participation, adding St. Lawrence and St. Peter's to our participating schools in fall 2017.

# Strategic Planning Update

- **Goal 4: Financial Environment**

- **Non-Homestead Millage**

- Passed in August, 2016

- **Sinking Fund**

- Passed in August, 2016

- **Additional Funds to Fund Balance (achieved 5% in June 2018)**

- Early Warning

- **Passing of November, 2017 Bond Issue** Major projects to parallel curriculum goals include upgrade/refresh all classroom technology and develop secondary media centers into "Maker Space" rooms (Collaborative workstations).

- \$30.7 million Bond Proposal includes approximately \$6.1 million in technology upgrades (identified areas for technology upgrades include classroom technology, computer labs, administration technology, and head end servers/switches); security enhancements; boiler and lighting replacements; parking lot and roof improvements; safe and secure entranceways to schools, 4 school buses

- Collaborative workspace design committees and construction timelines commencing February 2018.

- **Refunding Bonds – January, 2017**

- Saved taxpayers \$1.8 Million

- **County Millage Committee-** On Task Force of Study for Potential County Wide Operating Enhancement Millage. Has been on hold at county level as they are reviewing the just-released education adequacy study.

**Bargaining employment contracts** with 5 bargaining units in spring/summer 2018.



# Strategic Plan Update

- **Goal 5: Branding and Marketing**

- **Increase in Social Media Presence**
- Increased understanding - and application - of social media "best practice" (timing, messaging, audience engagement) to broaden our reach while validating our FB and Twitter pages as authentic sources for news. In addition to an increase in parent submissions for posts we have also engaged the students in "replying" to the weekly ENews with news and announcements. Increasing post information from coaches, staff, and parents.
- **Increase in Radio / Print / TV coverage- WWJ, Channel 4 School Zone, Community Lifestyles, Oakland Press.**
- **Redesign of SOC marketing, intake of enrollments, and follow-up**
- Promotion of Avondale's unique and non-traditional programming (i.e. early college in HS and GT in elementary) had a positive impact on attracting Schools of Choice students to Avondale. By doing "targeted mailings" and targeted FB advertising we increased the likelihood that non-traditional learners were reached.
- **Planning of District School Visitations- In March 2018, schools will host formalized tours and informational sessions for prospective families.**
- **E-News to Community, Staff and Students**
- **Marketing specific programs, schools (targeted marketing); targeted marketing for our 21<sup>st</sup> Century pathways programs, Gifted/Talented programming, and Avondale Academy are examples.**
- **Creation of webpage for community volunteer opportunities**
- **Increase in student voice with growth in opportunities to assist in decision-making with regard to activities, dances, fundraising, spirit weeks, FLEX Friday activities, etc.**
- **Increase of Student and Staff Recognitions at Board meetings and within schools and publications.**
- **Involvement in City of Rochester Hills visioning plans, partnering with Rochester Community Schools.**
- **Networking within and outside of community**
- HS continues to work with the elementary schools in different ways including mentorship groups (HS Leadership and RGG); WAHS students engaging Auburn and RGG in creating PSAs; HS students volunteering at Woodland Spring Fair, etc. The calendar and use of SignUp Genius should remain an action item to streamline volunteering and also to involve HS students who are outside the "circles" that currently do much of the volunteering.
- Have had initial meetings with city leaders in Troy, AH and RH to launch this initiative. We have identified several parents interested in helping to move this goal forward. Need to define what their role would be based upon their availability, interest and skill set. In addition, need to consider how this initiative fits with the AHS leadership program/class retooling.
- **District Branding Process will begin in spring 2018 to capture innovations and initiatives that uniquely characterize Avondale, involving students, staff, and community.**