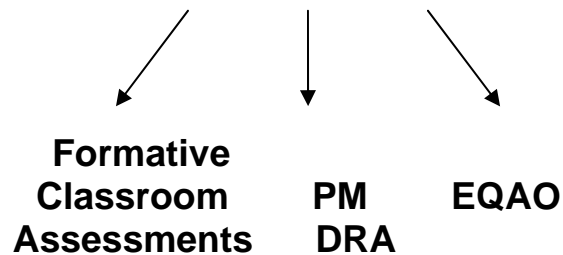


**“Where are we Headed?”**  
**North Community Education Centre**  
**York Region District School Board**

**I. The Goal of our Work:**

Improving Student Achievement  
through  
Focused Instruction  
based on

**D A T A**



**AND**

Incorporating the practices of  
Parent / Community Engagement  
Cultural Proficiency  
Restorative Practices  
Distributed Leadership

**TO**

Create the most effective learning environment to  
meet the needs of our students and to  
prepare them for their lives in our world.

## Important Question:

What specifically needs to change in classroom practice and school processes to improve student achievement, keeping in mind all of the goals of our work?

### II. Supports in Place for Our Work

- Literacy Collaborative

↓  
Effective  
Literacy Instruction

↘  
Case  
Management

- North Admin Meetings

- Learning Networks

↓  
Literacy  
Teachers

↘  
Administrators

- School Based Professional Learning

The Goals of this Process:

Administrators support one another to be effective leaders in our schools.

The capacity that has been built in a certain number of teachers through Literacy Collaborative and other opportunities impacts every classroom in every school.

An intentional learning focus is created for teachers in every school based on student learning needs.

Alignment of system and school supports with identified needs of staff, students and parents.

**III. Creating Your School's Profile of Student Achievement**

**Key Question: What is your student achievement data telling you and your leadership team?**

Our students' strengths are?

Our students experience challenges with?

These statements are based on?

- Your school profile would answer these questions in a brief way.
- These need to be key statements about student achievement in your school.
- You will not be able to include everything in this profile.

#### **IV. Determining Student Learning Needs**

**Key Question:** In light of the school profile of student achievement, what aspects of your student learning needs will your school focus upon.

- By focusing, we are not ignoring the many things that need to happen in schools
- Research tells us that by focusing we have a greater chance of making and sustaining significant changes in classroom practice.

Create a very focused statement regarding your students' overall learning needs.

By June our students will \_\_\_\_\_

and this will be measured by \_\_\_\_\_

What is the target you are reaching for? \_\_\_\_\_

\_\_\_\_\_

#### **V. Determining Teachers' Learning Needs**

**Key Question:** In light of what has emerged as the students' most significant learning need, what do teachers need to learn in order to meet this need?

For example, if the data tells you and your leadership team that your students' greatest learning need is providing open-ended written responses to non-fiction texts, what would your teachers need to learn in order to instruct more effectively?

You might include strategies found in balanced reading and writing programs, but in order not to overwhelm your staff, you may choose to focus on supporting and monitoring a few key strategies to bring about necessary changes.

By June our teachers will \_\_\_\_\_

and this will be measured by \_\_\_\_\_

What is the target you are reaching for? \_\_\_\_\_

\_\_\_\_\_

## **VI. Creating the Professional Learning Plan**

**Key Question:** Now that you have focused on what teachers need to learn, how will this learning be facilitated? We will create a template for the November Learning Network.

- Release time?
- Use of literacy teacher?
- Administrator Strategies?
- Leadership Team Strategies?

How will you structure this learning so it is meaningful? In other words, you need to create a "long range plan" for this learning.

## **VII. Learning Networks**

Focused on your teachers' learning needs, we will create one focus for our learning network.

### **Purpose:**

- To deepen our learning
- To support each other in our learning
- To share expertise and resources
- To create opportunities for collaboration between schools
- To change practice where necessary

### **The Goal:**

All schools in the network improve.

"We learn with, for, and on behalf of one another to change practice, to meet student needs, to facilitate administrator and teachers' learning.

## **VIII. Leadership Action Plan and Annual Growth Plan**

**Key Questions:** How will you lead because of your students/teachers' learning needs?

What do you need to make this happen?

## **IX. School Plans**

These plans may need to be revised to reflect the focus that has emerged.  
Using the SMART Goal approach:

Are these goals:   Specific?  
                          Measurable?  
                          Attainable?  
                          Realistic?  
                          Timely? (within a certain time frame)

Please keep in mind that this entire process must be worked on collaboratively with your leadership teams, teachers, support staff, school councils and parent/guardians.

Further, when collaborating with staff and our parent/guardians, it is important that they own and inform the goals you have set out to achieve for your students.

### **Summary**

- Your Profile is the story of your student achievement data. One paragraph is sufficient.
- Your student learning needs and your teacher learning needs flow from this profile.
- Your Professional Learning Plan (VI) guides the process for Teacher Learning outlining your "long range plan".
- Your Leadership Plans guide (VII) you and your work supported by your superintendent.
- Your School Plan (IX) should reflect your focus and the commitment your staff and parents/guardians are making to your students.
- Teacher practice is changed where necessary. School processes are changed where necessary.
- Our learning networks offer us the possibility to learn more deeply.

John Malloy  
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York Region District School Board