

**Aligning the  
System for Success:  
*The Andover  
Data Dashboard***

**Oct. 28, 2015**





# Who Are We?



**Greg Rasmussen**  
Superintendent of Schools



**Jill Lachenmayr**  
Asst. Superintendent  
of Academic Affairs



**Stacy Hudson**  
Director of Technology  
& Innovation

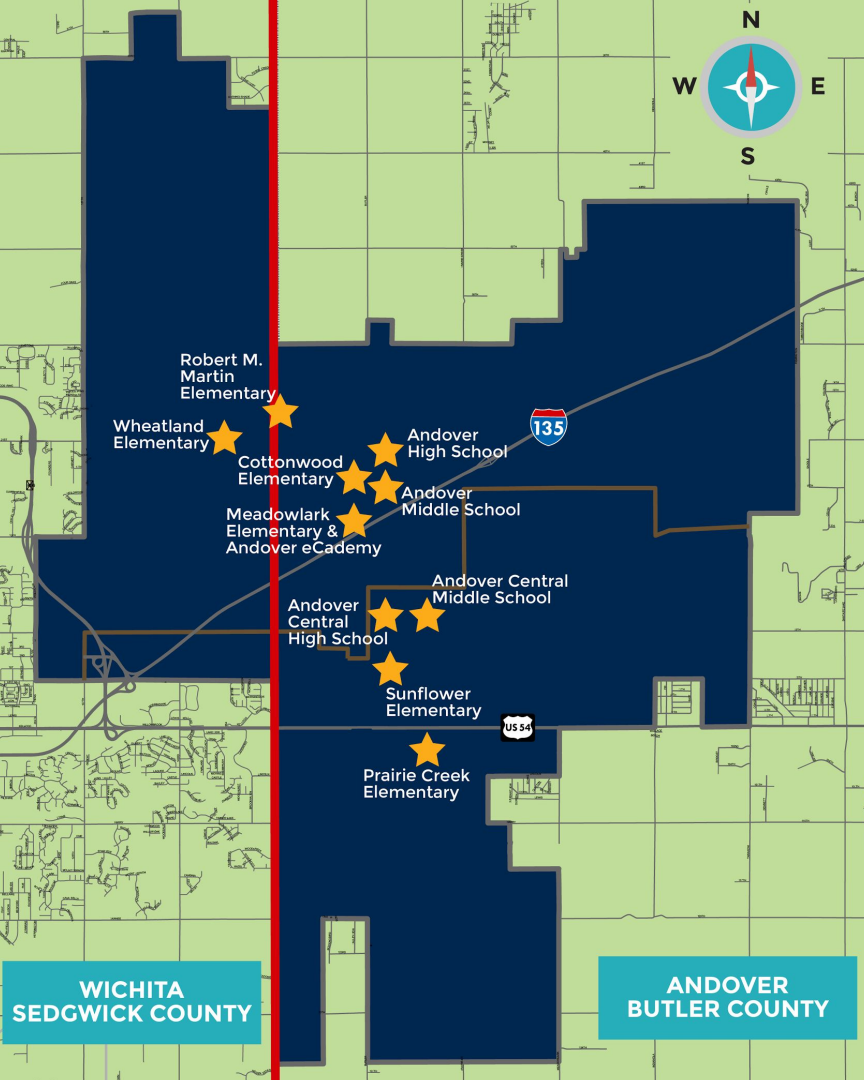
**Save some trees!**  
**Download for free.**





# Overview

- Introduction
- Organizational Focus
- Complex Change
- Aligning the System
- Andover Data Dashboard



# Andover Schools

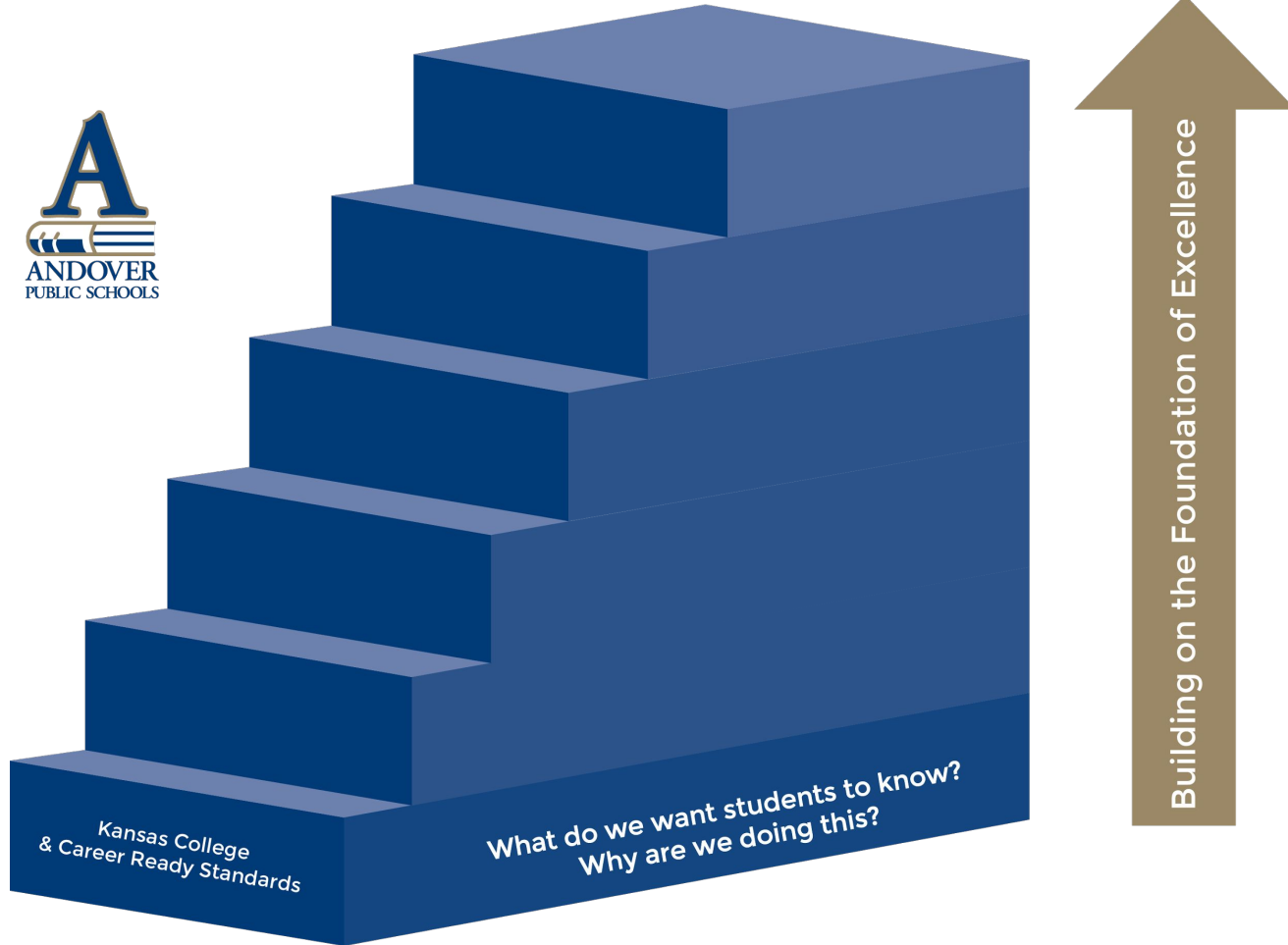
- 5,800 students, 368 certified staff, 210 classified staff
- 47 square miles
- 11 schools
  - 2 High Schools
  - 2 Middle Schools
  - 6 Elementaries
  - 1 Virtual School
- 16% Free and Reduced

# Why the need for Alignment?

- Demands of society
- Higher expectations
- Leverage and focus our limited resources
- Our students need different things to be successful and they deserve our best

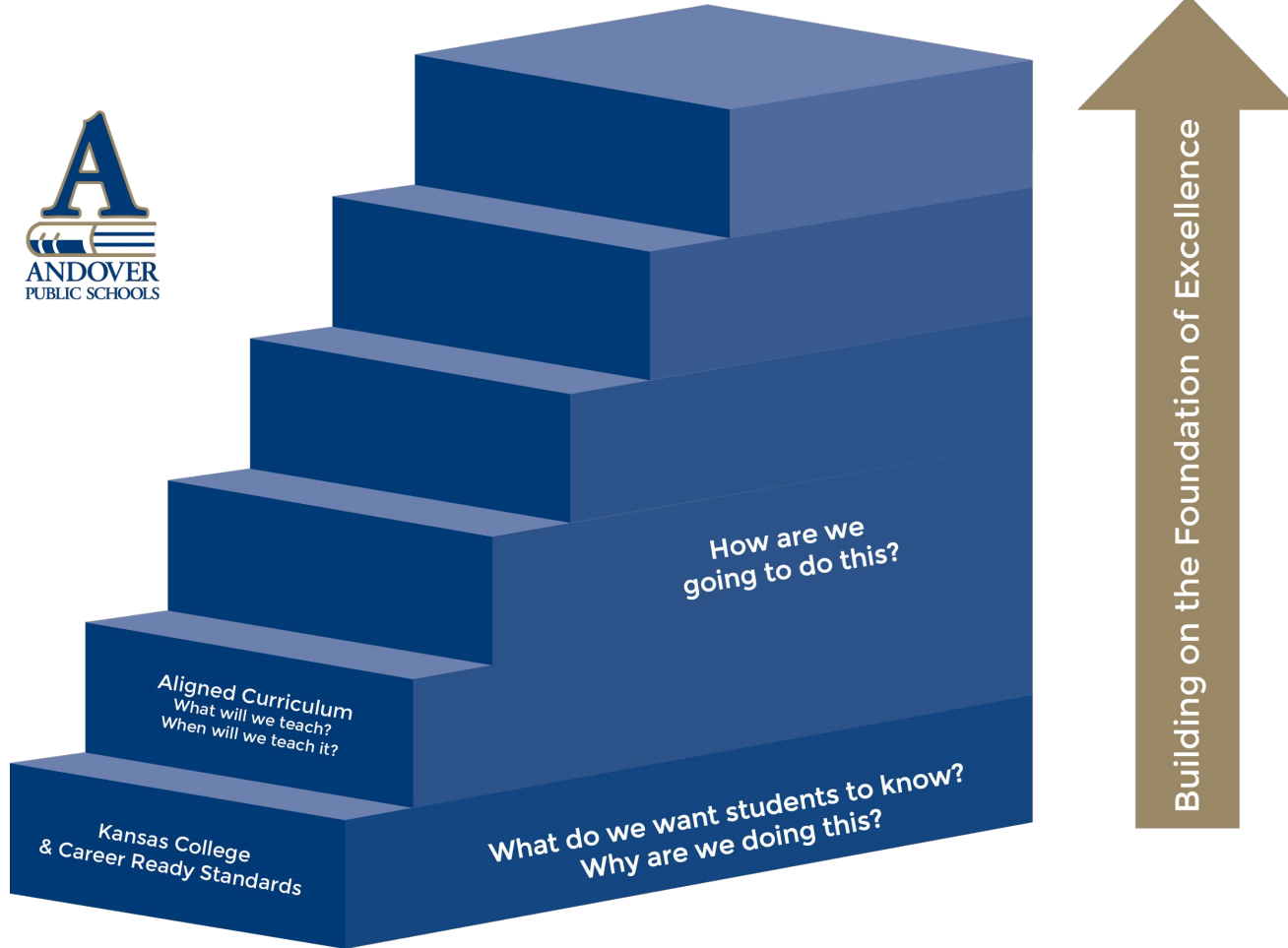


# Andover Organizational Focus

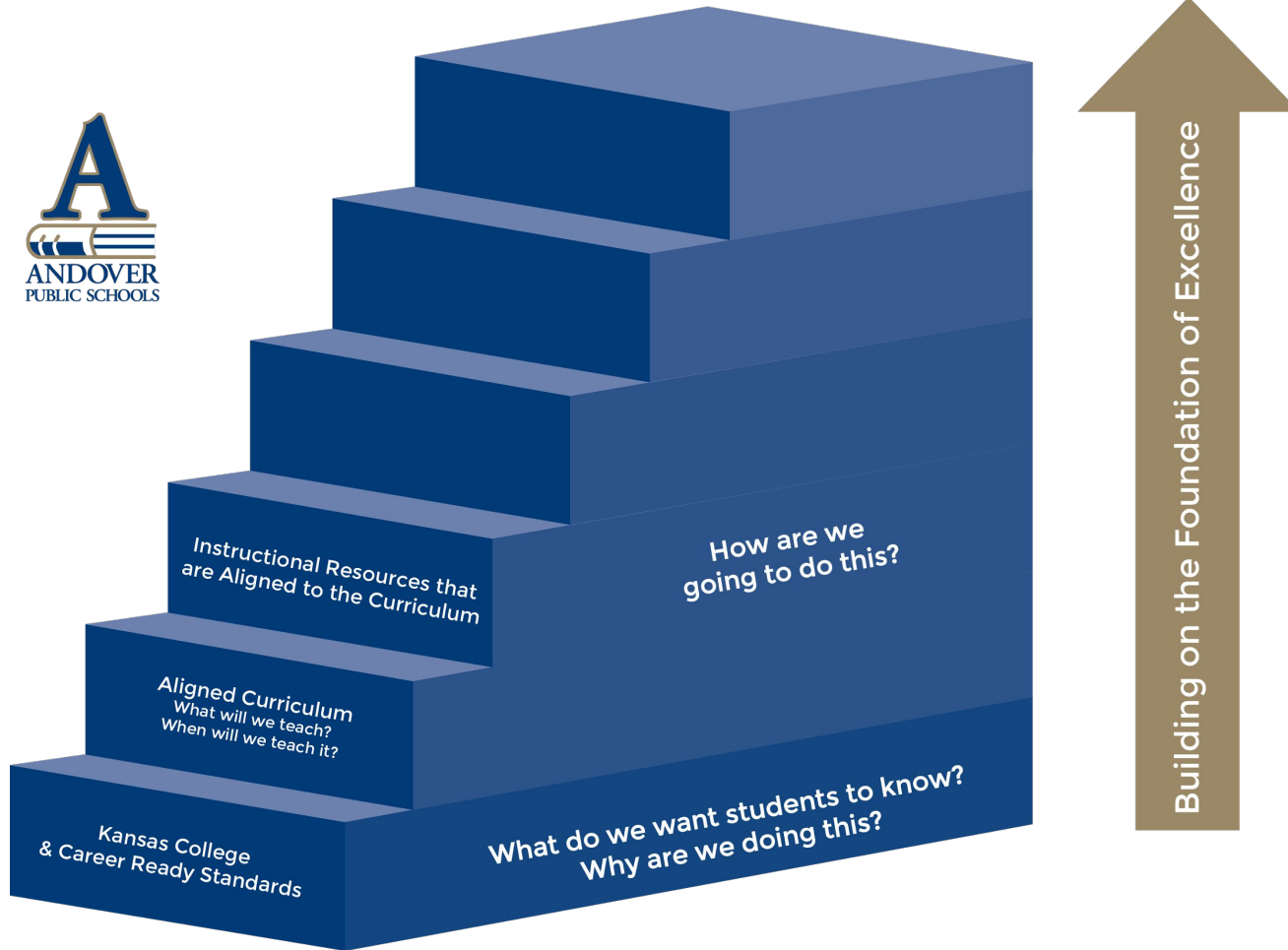




# Andover Organizational Focus



# Andover Organizational Focus



# Andover Organizational Focus

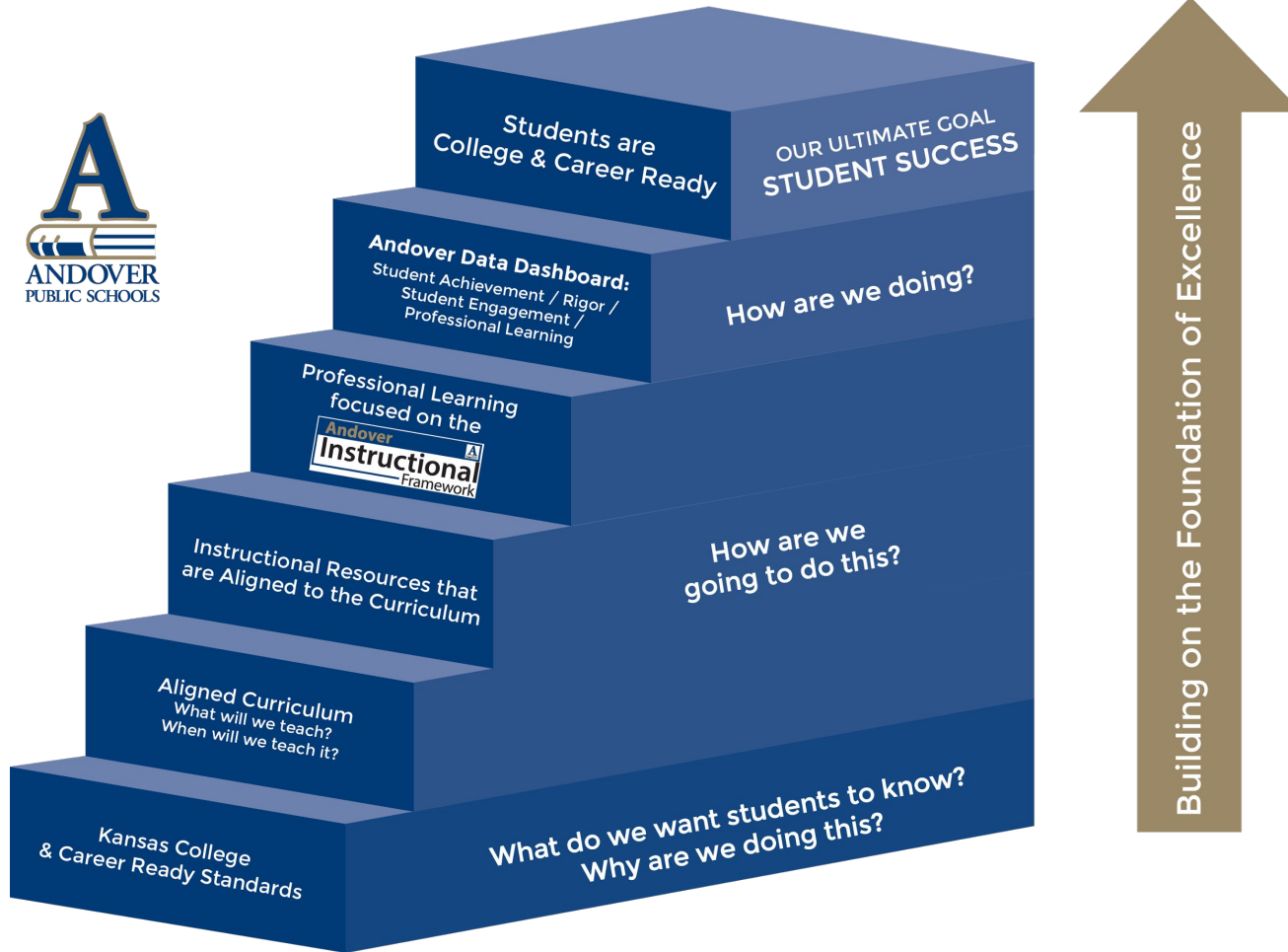


# Andover Organizational Focus

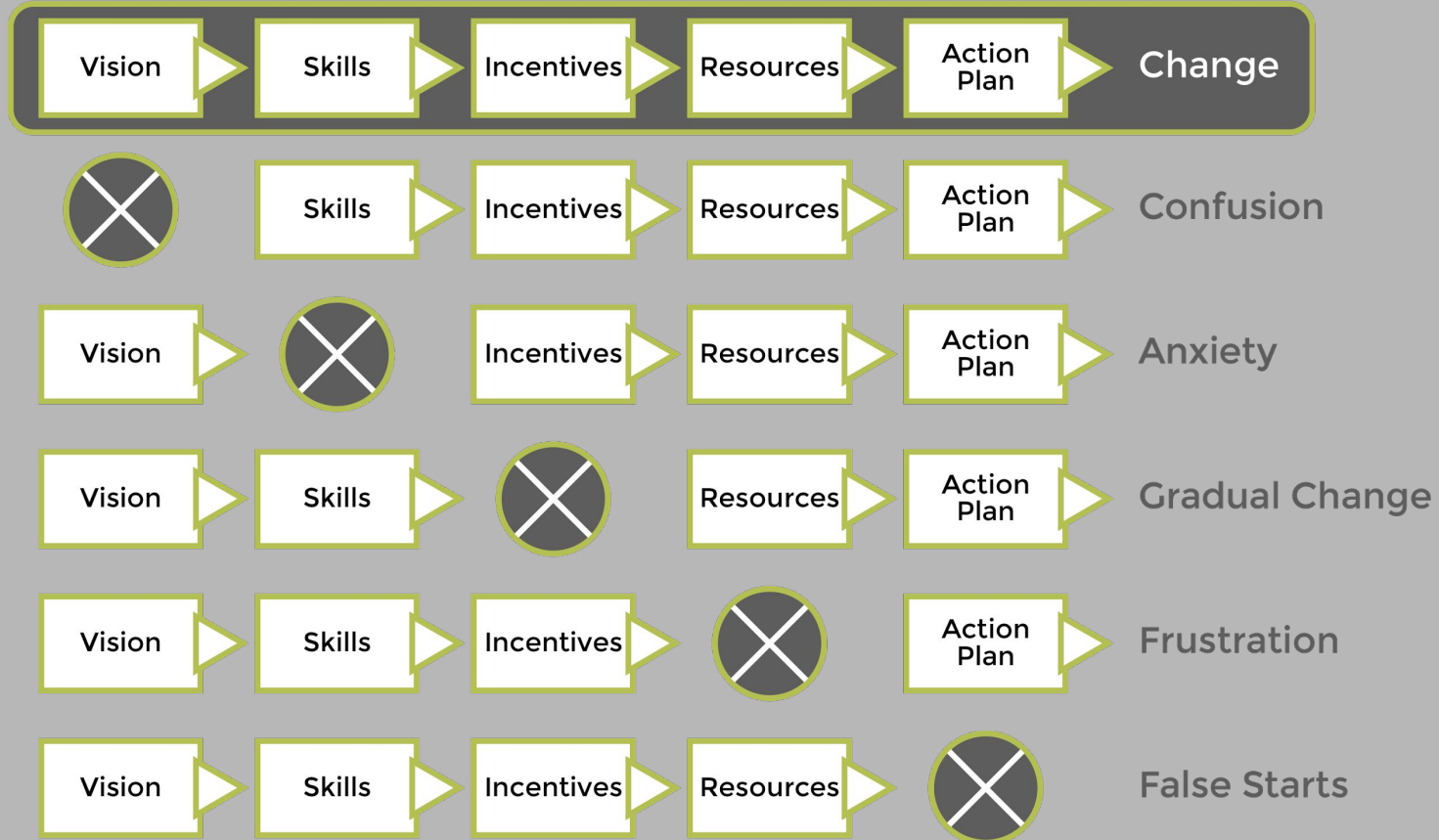




# Andover Organizational Focus



# Managing Complex Change

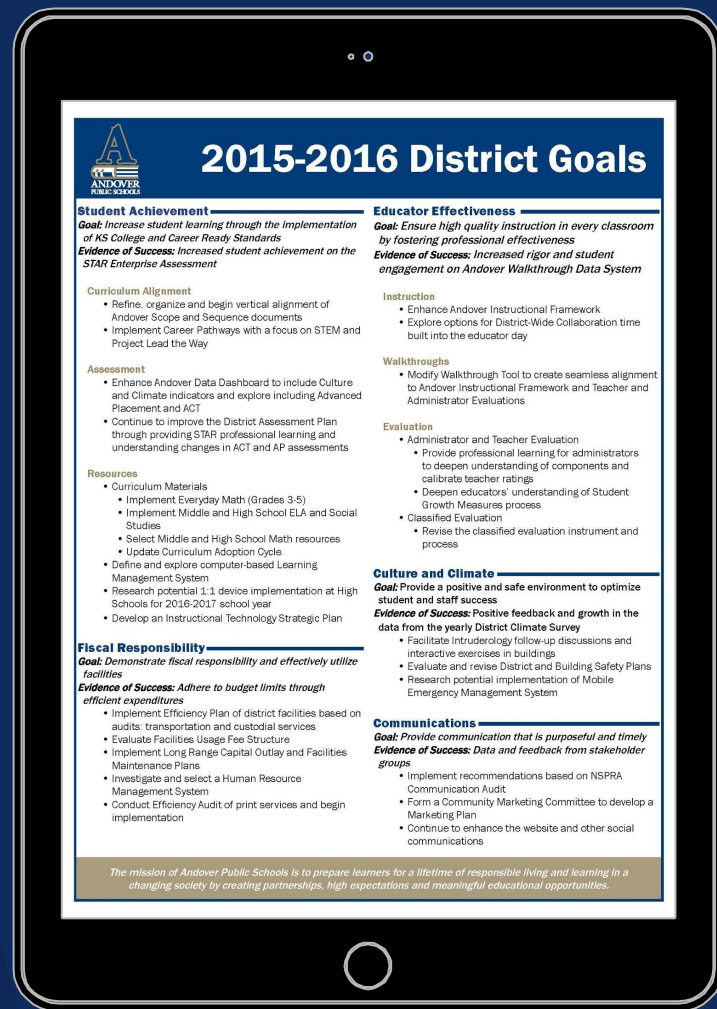


# Aligning the System



# District Goals

- ▶ Strategic
- ▶ Comprehensive
- ▶ Measureable
- ▶ Realistic
- ▶ Reflective of our district priorities





# Multi-Year Action Plan

- ▶ Board & staff determine long-range district goals
- ▶ Staff develops long-range action plan
- ▶ Outcomes used to monitor effectiveness
- ▶ Revisited each school year by the BOE

Andover Multi-Year Action Plan			
2013-2014	2014-2015	2015-2016	Future
<b>STUDENT ACHIEVEMENT</b> Goal: Increase student learning through the implementation of KS College & Career Ready Standards Evidence of Success: Increased student achievement on the STAR Enterprise Assessment			
<b>CURRICULUM ALIGNMENT</b>			
<ul style="list-style-type: none"> <li>Create consistency and alignment across district</li> <li>Scope &amp; Sequence documents in shared drive (standards taught by quarter)</li> <li>HS Mathematics Courses- alignment with MS</li> <li>Continue to deepen understanding of standards</li> </ul>	<ul style="list-style-type: none"> <li>Complete all work to align curriculum to new Kansas College and Career Standards (<b>Andover Scope &amp; Sequence</b>)               <ul style="list-style-type: none"> <li>Elem., Science &amp; Health, Social Studies, Technology &amp; Handwriting for 2015-2016 year</li> <li>Secondary: Complete alignment &amp; refine all courses</li> </ul> </li> <li><b>Career/Technical Education (CTE)</b>: Evaluate &amp; explore Career Pathways and make recommendations to BOE</li> </ul>	<ul style="list-style-type: none"> <li><b>Andover Scope &amp; Sequence</b> <ul style="list-style-type: none"> <li>Refine and organize district Scope &amp; Sequence documents</li> <li>Begin vertical alignment of Scope &amp; Sequence</li> </ul> </li> <li><b>Career/Technical Education (CTE)</b>: Implement Career Pathways with a focus on STEM and Project Lead the Way (PLTW)</li> </ul>	<ul style="list-style-type: none"> <li><b>Andover Scope &amp; Sequence</b> <ul style="list-style-type: none"> <li>Explore potential development of Essential Indicators</li> <li>Ensure Vertical and Horizontal Alignment</li> </ul> </li> <li><b>Career/Technical Education (CTE)</b>: Explore creating innovative high schools with business and higher education partnerships</li> </ul>
<b>ASSESSMENT</b>			
<ul style="list-style-type: none"> <li>Implement Elem. Standards-Based report card</li> <li>District Assessment Committee will identify screeners to be used in district – begin <b>District Assessment Plan</b></li> <li>Develop multi-year plan for creating a district assessment plan and data dashboard (<b>Andover Data Dashboard</b>)</li> <li>Implement Standards-Based Grading in Elem. Classrooms</li> </ul>	<ul style="list-style-type: none"> <li>Provide professional learning for Standards-Based Grading and PowerSchool (Elem.)</li> <li>Develop <b>Andover Data Dashboard</b> to monitor progress toward District Goals               <ul style="list-style-type: none"> <li>Student Achievement – STAR Enterprise</li> <li>Educator Effectiveness – Walkthrough Data Rptg &amp; Engagement</li> <li>Educator Effectiveness – Professional Learning Teams</li> <li>Review District and Building Data Dashboards in Fall, Winter and Spring</li> </ul> </li> <li>Implement STAR Enterprise as the universal screener for reading and math</li> </ul>	<ul style="list-style-type: none"> <li>Enhance <b>Andover Data Dashboard</b> to include culture/climate indicators and explore including Advanced Placement and ACT</li> <li><b>District Leadership Team</b> will continue to meet in Fall, Winter and Spring</li> <li><b>District Assessment Plan</b> <ul style="list-style-type: none"> <li>Identify and pilot additional diagnostic assessments</li> <li>Explore development of common assessments</li> </ul> </li> <li>Research potential electronic data systems that will manage all components of the <b>District Assessment Plan</b> and <b>Andover Data Dashboard</b></li> </ul>	<ul style="list-style-type: none"> <li><b>District Leadership Team</b> will continue to meet in the Fall, Winter and Spring</li> <li><b>District Assessment Plan</b> <ul style="list-style-type: none"> <li>Identify and pilot additional diagnostic assessments</li> <li>Explore development of common assessments</li> </ul> </li> <li>Research potential electronic data systems that will manage all components of the <b>District Assessment Plan</b> and <b>Andover Data Dashboard</b></li> </ul>
<b>RESOURCES</b>			
<ul style="list-style-type: none"> <li>Implement Lead 21 in Elem. Classrooms</li> <li>Explore Secondary ELA materials</li> <li>Develop curriculum adoption cycle for social studies, ELA and math</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum Materials:               <ul style="list-style-type: none"> <li>Implement Everyday Math (K-2 in 2014)</li> <li>Pilot and select materials for MS &amp; HS ELA and History/Government</li> <li>Explore MS &amp; HS Math resources</li> </ul> </li> <li><b>Learning Management System (LMS)</b>: Research, pilot and make recommendations for an electronic content delivery system</li> <li><b>1:1 Computer Initiative</b>:               <ul style="list-style-type: none"> <li>Research, pilot and make recommendations for a potential 1:1 Computer Initiative at HS level for 2015-2016 school year</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Curriculum Materials:               <ul style="list-style-type: none"> <li>Implement Everyday Math (Gr. 3-5)</li> <li>Implement MS &amp; HS ELA and History/Government</li> <li>Select MS &amp; HS Math resources</li> </ul> </li> <li><b>Update Curriculum Adoption Cycle</b></li> <li><b>Define and explore Learning Management System (LMS)</b> at all levels</li> <li><b>1:1 Computer Initiative</b> <ul style="list-style-type: none"> <li>Recommendation for a potential implementation at the HS level for 2016-2017 school year</li> <li>Research and Pilot next steps</li> </ul> </li> <li>Develop an <b>Instructional Technology Strategic Plan</b></li> </ul>	<ul style="list-style-type: none"> <li>Curriculum Materials:               <ul style="list-style-type: none"> <li>Implement MS &amp; HS Math in 2016-2017</li> <li>Develop balanced approach of open educational resources (on-line resources) with traditional curriculum adoption resources (textbooks)</li> <li>Develop more consistency in Tier 2 and 3 resources</li> </ul> </li> <li>Continue development of <b>Learning Management System (LMS)</b></li> <li><b>1:1 Computer Initiative</b>:               <ul style="list-style-type: none"> <li>Potential phased in implementation of 1:1 Computer Initiative at HS level</li> </ul> </li> <li>Implement the <b>Instructional Technology Strategic Plan</b></li> </ul>

# Action Plan Monthly Timeline

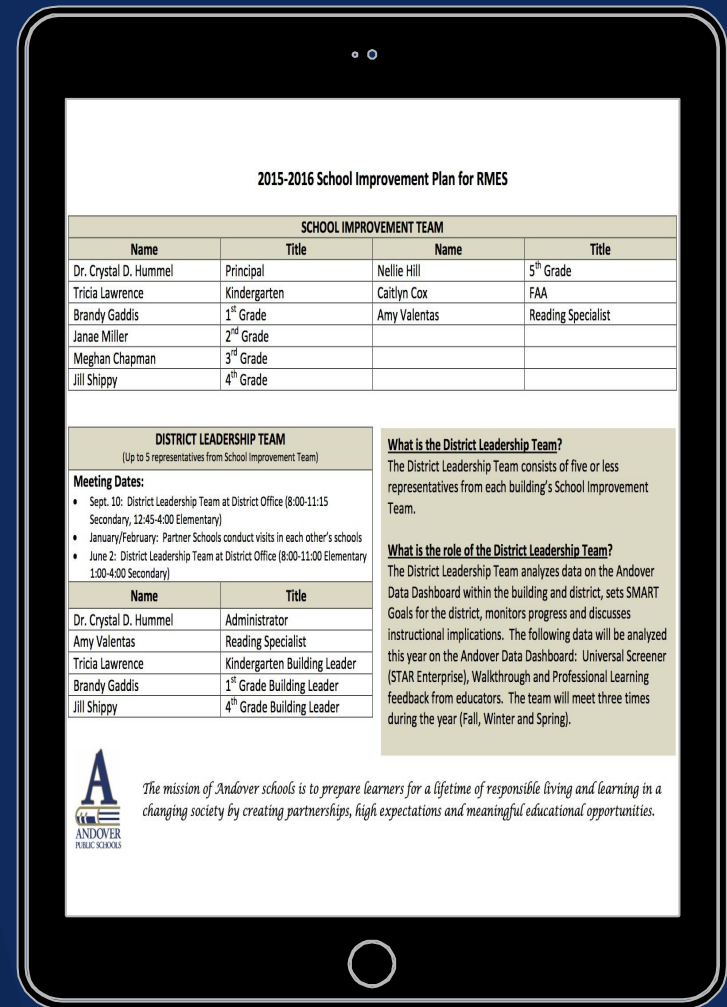
- Based on district goals and multi-year action plan
- More specific & time bound
- Responsibilities and activities outlined
- Expected outcomes and reports built in

Action Plan – Monthly Timeline											
	August	September	October	November	December	January	February	March	April	May/June	
<b>STUDENT ACHIEVEMENT</b>											
<b>Goal:</b> Increase student learning through the implementation of KS College & Career Ready Standards											
<b>Evident of Success:</b> Increased student achievement on the STAR Enterprise Assessment											
<b>CURRICULUM:</b> Anderson Scope & Sequence ○ Refine and organize district Scope & Sequence documents ○ Begin vertical alignment of Scope & Sequence <b>JILL</b>	Spring/Summer 2015: identify any missing alignment documents and complete before August 1 Begin creating vertical alignment doc. K-5 and 6-12	Determine electronic storage location for all curriculum alignment documents (Server or Drive)	Begin to build common folder template for placement of all curriculum alignment documents	Begin to brand and streamline curriculum alignment documents				Move all curriculum alignment documents to new folders		<b>BOE Update:</b> Final all curriculum alignment documents and add to new folder(s)  Link documents to website (educator access only)	
<b>CURRICULUM:</b> Career/Technical Education (CTE) ○ Implement Career Pathways with a focus on STEM and Project Lead the Way (PLTW) <b>JILL</b>	Begin teaching new "CATIA" high school class with WSU  Begin teaching Computer Applications in middle school  CTE Committee meets to discuss changes to Middle School Careers class, Keyboarding class and Tech Labs		Finalize recommendations and gather cost estimates for proposed changes	<b>BOE Recommendation:</b> Enrollment Guide Recommendation	<b>BOE Action:</b> Enrollment Guide	Update KCCMS and PowerSchool with any course changes for 2016-2017	<b>BOE Update:</b> CATIA course			Summer 2015: Send two high school teachers to PLTW training for Bio-Engineering	
<b>ASSESSMENT:</b> ○ Enhance Anderson Data Dashboard to include culture/climate indicators and explore including Advanced Placement and ACT ○ District Leadership Team will continue to meet in Fall, Winter and Spring <b>JILL</b>	Aug. 17-Sept. 4: STAR Fall Window  Spring/Summer 2015: Update School Improvement Plans for 2015-2016	Sept. 10: District Leadership Team meets all together to outline process for partner schools, review data, set district goals, discuss STAR Reports and discuss AP/ACT changes	<b>BOE Update:</b> Anderson Data Dashboard Fall Results  Nov. 16: School Improvement Plans due	Dec. 9 - Jan. 8: STAR Winter Window	Jan. or Feb: Partner Schools conduct 1/2 day site visits in each other's schools (walkthrough calibration, School Improvement Plan sharing and feedback, STAR Reports)	Jan. or Feb: Partner Schools conduct 1/2 day site visits in each other's schools (walkthrough calibration, School Improvement Plan sharing & feedback, STAR Reports)	<b>BOE Update:</b> Anderson Data Dashboard			May 2-20: STAR Spring Window  June 2: District Leadership Team Retreat  <b>BOE Update:</b> Anderson Data Dashboard	

Page 2

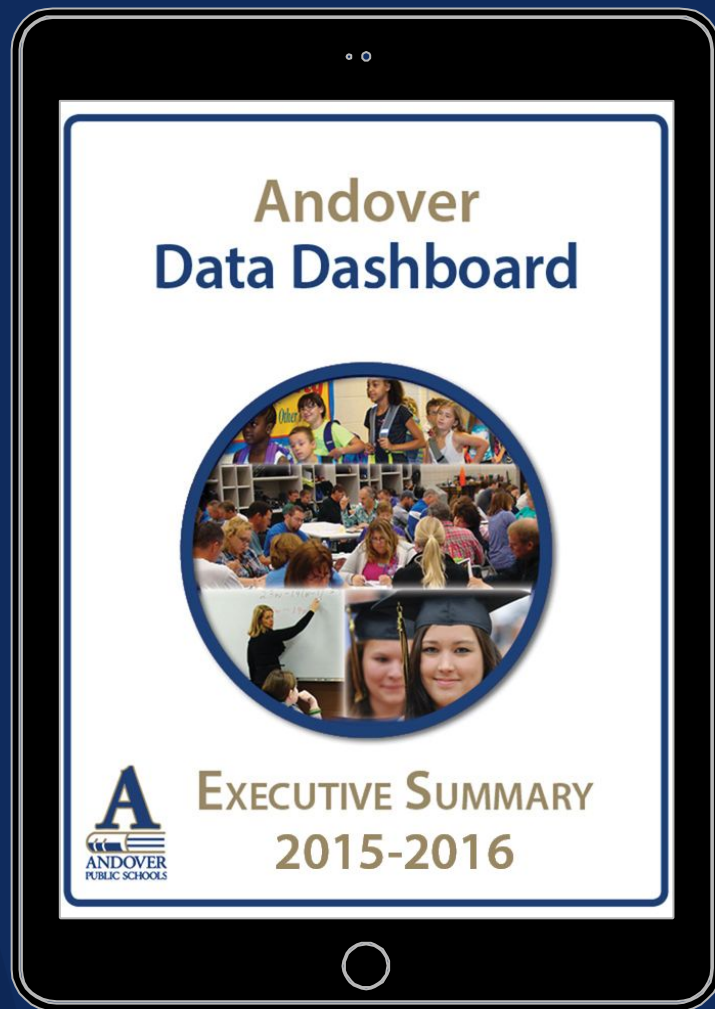
# School Improvement Plans

- ▶ Standard Format
- ▶ Aligned with district goals
- ▶ Aligned with Dashboard Indicators
- ▶ Building targets
- ▶ Monitored by Dashboard



# Andover Data Dashboard

- ▶ Monitor progress toward district goals - quarterly report to BOE
- ▶ Linked to Multi-Year and yearly Action Plans
- ▶ Formative so modifications can be made
- ▶ Consistent district wide expectations - targets
- ▶ Alignment: District - Building - Grade Level - Classroom





# Andover Data Dashboard: *Role of the District Leadership Team*

- ▶ Collaborative development of targets and reflection on progress
- ▶ Establishing district and building targets
- ▶ Communication to rest of district
- ▶ Partner school visits



# Board Planning Calendar

- ▶ Developed yearly by BOE officers, clerk and superintendent
- ▶ Reflects District Goals and priorities
- ▶ Linked to yearly Action Plan reports and deliverables



## 2015-16 BOE Schedule Monthly Timeline

DRAFT: July 6, 2015

Regular Meetings	Proposed Agenda Items	Notes and BOE Workshops
July 13	<ul style="list-style-type: none"><li><input type="checkbox"/> July Organizational Meeting</li><li><input type="checkbox"/> BOE Committee List</li><li><input type="checkbox"/> Compensation for Classified &amp; Administrators</li><li><input type="checkbox"/> Approval of Negotiated Agreement w/AEA</li><li><input type="checkbox"/> Approval of Budget Publication</li></ul>	<ul style="list-style-type: none"><li><input type="checkbox"/> President</li><li><input type="checkbox"/> Vice-President</li><li><input type="checkbox"/> Clerk of the Board</li><li><input type="checkbox"/> Assistant Clerk</li><li><input type="checkbox"/> Treasurer</li><li><input type="checkbox"/> Board Attorney</li><li><input type="checkbox"/> Official Legal Publication</li><li><input type="checkbox"/> Student Attendance Officers</li><li><input type="checkbox"/> Suspension/Expulsion Hearing Members</li><li><input type="checkbox"/> Establishing Dates &amp; Times of Regular Meetings Resolution</li><li><input type="checkbox"/> Fixed Asset Accounting Waiver Resolution</li><li><input type="checkbox"/> Early Payment of Bills Resolution</li><li><input type="checkbox"/> 1,116 Hour Resolution</li><li><input type="checkbox"/> Resolution for Designation of Official Depository</li><li><input type="checkbox"/> KPERS Designated Agent</li><li><input type="checkbox"/> Food Service Representative</li><li><input type="checkbox"/> Hearing Officer for Free &amp; Reduced Price Meal Applications</li><li><input type="checkbox"/> Authorization to Publish Civil Rights Comprehensive Notification</li><li><input type="checkbox"/> Freedom of Information Officer</li><li><input type="checkbox"/> Authorization to Participate in Title 1 Programs</li><li><input type="checkbox"/> Re-adoption of Board Policies</li><li><input type="checkbox"/> Petty Cash Limits &amp; Bank Signatures</li></ul>

# District Improvement Timeline

- ▶ Winter
  - ▷ Multi-year plan reviewed
- ▶ Spring
  - ▷ Annual goals and action plan developed
  - ▷ Budget developed
- ▶ Summer
  - ▷ Dashboard data reviewed and targets established for the next year
  - ▷ Action Plan strategies are finalized
- ▶ Fall
  - ▷ School year begins

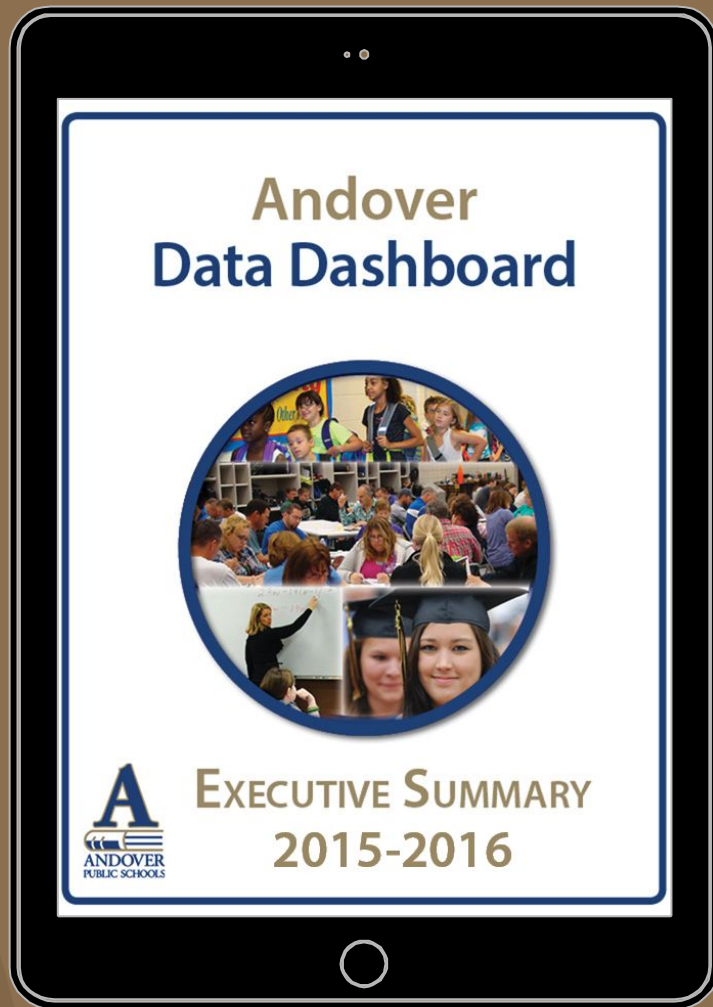


# Aligning the System



# Inside the Data Dashboard

- ▶ Organizational Focus
- ▶ Student Achievement
  - ▷ STAR Reading/Math
- ▶ Educator Effectiveness
  - ▷ Walk-Through Data on Rigor and Student Engagement
  - ▷ Professional Learning Survey



## Andover Data Dashboard: *Student Achievement*

- ▶ STAR Reading and Math
  - ▷ Consistent, reliable tool
  - ▷ Preventative in nature
  - ▷ District-wide conversation
  - ▷ Monitor student progress over time

**STAR District Results:**

Assessment	2014-2015 Results	2015-2016 Fall Proficiency	2015-2016 Winter Proficiency	2015-2016 Spring Proficiency	2015-2016 District Target
Early Literacy	86%	58%*			85%
Reading	78%	72%			81%
Math	87%	82%			90%

# Andover Data Dashboard: *Student Achievement*

- ▶ STAR Reading and Math
  - ▷ Consistent, reliable tool
  - ▷ Preventative in nature
  - ▷ District-wide conversation
  - ▷ Monitor student progress over time

## Results by Level:

Early Literacy (Kdg & 1 <sup>st</sup> Grade)	2014-2015 Results	2015-2016 Fall Proficiency	2015-2016 Winter Proficiency	2015-2016 Spring Proficiency	2015-2016 District Target
District	86%	58%			85%
Kindergarten	96%	56%			--
First Grade	77%**	61%			--
STAR Reading (Grades 1-10)	2014-2015 Results	Fall Proficiency	Winter Proficiency	Spring Proficiency	District SMART Goal Proficiency
District	78%	72%			81%
Elementary	86%	75%			--
Middle School	74%	75%			--
High School	69%	63%			--
STAR Math (Grades 1-10)	2014-2015 Results	Fall Proficiency	Winter Proficiency	Spring Proficiency	District SMART Goal Proficiency
District	87%	82%			90%
Elementary	90%	80%			--
Middle School	83%	84%			--
High School	88%	87%			-



# Andover Data Dashboard:

## *Educator Effectiveness*

- ▶ Walk Through Data
  - ▷ Administrator and Peer Walkthroughs
  - ▷ Student Rigor
  - ▷ Student Engagement
  - ▷ Focused on Andover Instructional Framework
  - ▷ Consistent language and calibration practice
  - ▷ Vertical/horizontal alignment

### Walkthrough District Results:

Walkthrough Area	2014-15 Results	1st Quarter Results	2nd Quarter Results	3rd Quarter Results	4th Quarter Results	2015-2016 District Target
<b>Number of Walkthroughs</b>	1,124	1,040				--
<b>Rigor</b> Percentage of application, analysis, synthesis and evaluation observed during walkthroughs	72%	67%				75%
<b>Student Engagement</b> Percentage of Student Facilitated Learning and Student Conversations observed during walkthroughs <i>Highly successful schools have a student engagement average of 32.6% in these two areas.</i>	33%	30%				35%

## Andover Data Dashboard: *Educator Effectiveness*

- Professional Learning Data
  - ▷ Learning Organization
  - ▷ Adult learning important
  - ▷ Focus on Andover Instructional Framework
  - ▷ Continuous cycle of improvement

2014-2015 Results	1 <sup>st</sup> Quarter Results 2015-2016	2 <sup>nd</sup> Quarter Results 2015-2016	3 <sup>rd</sup> Quarter Results 2015-2016	4 <sup>th</sup> Quarter Results 2015-2016	2015-2016 District Target
91%	91%				92%

	1 <sup>st</sup> Quarter Results	2 <sup>nd</sup> Quarter Results	3 <sup>rd</sup> Quarter Results	4 <sup>th</sup> Quarter Results
<b>District Proficiency</b> (Proficient = Agree/ Strongly Agree)	91%			
<b>Break down by question:</b>				
The focus of this professional learning is closely aligned with our district learning goals for educators and/or students.	98%			
The professional learning was relevant to my needs as an educator.	96%			
The learning environment was one in which all or most educators were engaged in relevant dialogue.	97%			
The design of this professional learning included opportunities for us to inquire into our practice, solve problems, and collaborate with colleagues to learn.	98%			
I had an opportunity to practice applying this learning during the session.	89%			
The learning provided will allow me to move my practice forward and apply in my position.	95%			
Experiencing Quadrants C and D as an adult learner	61%			

# Andover Data Dashboard: *Timeline*

- ▶ Summer
  - ▷ District leadership team meets and established targets
  - ▷ BOE retreat - data reviewed discussion on multi-year plan
- ▶ Fall
  - ▷ District leadership team meets
  - ▷ BOE report on data
- ▶ Winter
  - ▷ District leadership team meets
  - ▷ BOE report on data
- ▶ Spring
  - ▷ District leadership team meets
  - ▷ BOE report on data



## Andover Data Dashboard: *Next Steps*

- ▶ Culture and Climate Data
- ▶ Fiscal Responsibility
- ▶ Communication
- ▶ Electronic Display
- ▶ Public access



# Thinking about the Data Dashboard...

One thing I want to remember is...

One significant discovery I made is...



## Thinking about Next Steps...



One thing I'm going to try is...

One question that is still unanswered for me is...



# Contact Information

**Greg Rasmussen,**  
Superintendent  
[rasmusseng@usd385.org](mailto:rasmusseng@usd385.org)

**Jill Lachenmayr,**  
Asst. Superintendent of Academic Affairs  
[jill@usd385.org](mailto:jill@usd385.org)

**Stacy Hudson,**  
Director of Technology & Innovation  
[HUDSONS@USD385.ORG](mailto:HUDSONS@USD385.ORG)

Download Information from:  
[http://usd385.org/202916\\_3](http://usd385.org/202916_3)

