



District-Wide Improvement Initiatives 2016-2017

The improvement initiatives for 2016-2017 are derived largely from the 2015-2020 District Improvement Plan. Where appropriate, we cite the applicable Specific Action number from the District Improvement Plan. In some cases, an improvement initiative will require considerable and sustained work but does not have a corresponding Specific Action. This list does not include day-to-day operations or improvement efforts specific to a particular school or department.

INSTRUCTIONAL PROGRAM

If we ensure that a rigorous, comprehensive instructional program is consistently delivered across all schools and grade levels, with alignment between the written, taught and assessed curriculum, then instruction will be of consistently high quality and student learning will improve.

Number	Instructional Program Initiatives	DIP
1	Develop a World Language program at the elementary school level that reflects the best research-based practices in the field. <i>Year 2 of 2</i>	1-1
2	Develop and implement additional common performance-based assessments that are aligned to the curriculum (grades PK-12) and/or the high school Academic Expectations rubric. These assessments will be linked to the Capstone experience in high school. <i>Year 2 of 3 and Year 2 of 4</i>	1-2 1-11 1-12
3	Research and review the Music Curriculum (grades PK-12).	1-4
4	Develop and approve curriculum for Science (grades PK-12) and Family/Consumer Science (grades 6-12). * <i>Year 2 of 5</i>	1-4
5	Implement newly adopted curriculum in Social Studies (grades 6-12), World Language (grade 3) and Computer Applications (grades 6-8). <i>Year 2 of 5</i>	1-6
6	Conduct a Program Review for English Language Learners (grades PK-12).	1-8
7	Develop a comprehensive transition program from grade 5 to grade 6, and from grade 8 to grade 9 to increase student success at grades 6 and 9.	1-9
8	Implement Professional Learning that strengthens teachers' ability to develop lessons that respond to all students' learning needs and that align to common learning outcomes and district curriculum (grades PK-5).	1-14 1-16
9	Implement a middle school advisory program.	1-27

TEAMS/IMPROVEMENT PLANS

If we work effectively in teams across all levels of the organization to examine system, school and individual student progress, create a culture where individuals regularly research and engage in developing and sharing effective practices, and regularly support and supervise teachers in implementing effective classroom practices, then teachers will improve instruction and student learning will improve.

Number	Teams/Improvement Plans Initiatives	DIP
10	Use vertical teams to conduct Instructional Rounds in Math, Language Arts, Social Studies, Science, and World Language.	2-2 2-3
11	Continue to improve the effectiveness of Data Teams at the School, Grade, Department and District levels to enhance student learning. <i>Year 2 of 2</i>	2-4 2-5 2-7
12	Use best-practice models to improve the alternative high school program to engage every student in a challenging and rigorous program. <i>Year 2 of 2</i>	2-6



LEADERSHIP CAPACITY

If we strengthen the instructional leadership capacity of teachers and administrators, then we will be better able to identify and implement effective instructional practices, and help teachers improve their practices through support and accountability. This improved instructional practice will lead to improved student learning.

Number	Leadership Capacity Initiatives	DIP
13	Strengthen teacher leadership capacity related to the School Improvement Process (Instructional Rounds, Data Teams, Marzano learning strategies). <i>Year 2 of 2</i>	3-1 3-3
14	Align teacher goals in the Teacher Professional Growth Plan to goals in the School Improvement Plan and/or Department Improvement Plan. <i>Year 2 of 2</i>	3-4
15	Implement Leadership Academy Module #2: Coherence	3-5

RESOURCES

If we provide our staff and students with appropriate levels of educational resources (human, time and material) and if they use these resources effectively, then student learning will improve.

Number	Resources Initiatives	DIP
16	Implement the New Teacher Academy to build capacity of all non-tenured teachers. <i>Year 2 of 2</i>	4-3
17	Implement specific components of the technology plan regarding classroom equipment, instructional software and applications that support student learning (grades PK-12). <i>Year 2 of 3</i>	4-7
18	Provide on-line training modules to support the professional growth and needs of staff (e.g., mandated training, Employee Self-Service, Infinite Campus, parent education, effective instructional strategies). <i>Year 2 of 3</i>	4-11
19	Develop a plan to minimize the impact of teacher absences on student learning.	4-12
20	Continue to expand options for mental health support for students (grades PK-12). <i>Year 2 of 2</i>	4-14
21	Train teachers to implement an evidence-based reading program (grades K-8) for struggling readers (dyslexia). <i>Year 2 of 2</i>	4-15
22	Research and develop an evidence-based reading program (grades 6-12).	4-15
23	Expand the use of Infinite Campus across all schools to improve communication and efficiency, including the use of Grade Book and the Behavior modules at the elementary schools.	4-20
24	Implement electronic applications to increase efficiency (e.g., employee absence approval, field trip approval, preventative maintenance, textbook approval records, an electronic policy manual, bus disciplinary referrals).	4-21
25	Increase parent understanding of student achievement (grades K-5) through revised progress reports, take-home student work, and distribution of student assessments.	4-22
26	Each school will establish a security and safety committee responsible for assisting in the development and administration of the school security and safety plan per Public Act 13-3.	4-23
27	Design a Racial Imbalance Plan that satisfies the state requirements. *	N/A
28	Develop a plan to strengthen the enforcement of residency requirements.	N/A
29	Finalize Paraprofessionals, Custodian/Maintenance, Secretarial and SPED Trainers Contracts. *	N/A
30	Complete the policy manual revision per the CABA audit.*	N/A



The initiatives listed below were completed in 2015-2016 and are now part of ongoing district operations. Where applicable, the Specific Action from the District Improvement Plan is listed.

***Specific
Action***

Initiative

- 1-18 Implement Professional Learning on “Teaching in the Block” to all high school teachers.
- 2-1 All School and Department Improvement Plans will align with the District Improvement Plan.
- 2-8 All schools will engage in Instructional Rounds at least twice per year as part of the School Improvement Plan implementation.
- 3-5 Ensure that all new administrators have a successful first year in Fairfield.
- 4-2 Implement a research-based common protocol to select the most qualified applicant for vacant positions.
- 4-5 Implement common planning time for high school teachers.
- 4-23 Implement and communicate a School Safety and Security Improvement Plan that complies with all state requirements in conjunction with the Fairfield Police Department and the community.

Strengthen the enforcement of residency requirements.

Develop and clearly communicate an operating and capital budget that fully funds state and federal mandates and the District Improvement Plan.