



District-Wide Improvement Initiatives 2015-2016

The improvement initiatives for 2015-2016 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 total, we will be starting work on 30 of the 63 Specific Actions in the District Improvement Plan this year. 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	Initiative	DIP
1	Develop a World Language program at the elementary school level that reflects the best research-based practices in the field. <i>(Year 1 of 2)</i>	1-1
2	Develop and approve curriculum in Social Studies K-12 and Computer Literacy Grades 6-8. * <i>(Year 1 of 5)</i>	1-4
3	Research and review the K-12 Science Program sequence of courses to align with the new generation science standards. <i>(Year 1 of 5)</i>	1-4
4	Implement newly adopted curriculum in World Language and Library/Media K-12. <i>(Year 1 of 5)</i>	1-6
5	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
6	Develop and implement high school performance tasks in grades 9 and 10, linked to a Capstone Experience, and assess student performance using the academic expectations rubrics. <i>(Year 1 of 3)</i>	1-11
7	Revise and implement additional common assessments aligned to the curriculum in grades K through 12, including performance-based assessments. <i>(Year 1 of 3 and Year 1 of 4)</i>	1-11, 1-12
8	Implement Professional Learning to strengthen instructional practices for students with disabilities and ELL students.	1-16
9	Implement Professional Learning on "Teaching in the Block" to all high school teachers. <i>(Year 1 of 3)</i>	1-18
10	Develop a middle school advisory program.	1-27

Total Number of Instructional Program Specific Actions (as outlined in the District Improvement Plan) 9

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	Initiative	DIP
11	All School and Department Improvement Plans will align with the District Improvement Plan.	2-1
12	Use vertical teams to conduct Instructional Rounds in Math, Language Arts, Social Studies, Science, and World Language.	2-2
13	Continue to improve the effectiveness of Data Teams at the School, Grade, Department and District levels to enhance student learning. <i>(Year 1 of 2)</i>	2-4, 2-5, 2-7
14	Use best-practice models to improve the alternative high school program to engage every student in a challenging and rigorous program. <i>(Year 1 of 2)</i>	2-6
15	All schools will engage in Instructional Rounds at least twice per year as part of the School Improvement Plan implementation.	2-8

Total Number of Teams/Improvement Plans Specific Actions (as outlined in the District Improvement Plan) 7

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	Initiative	DIP
16	Strengthen teacher leadership capacity related to the School Improvement Process (Instructional Rounds, Data Teams , Marzano learning strategies). <i>(Year 1 of 2)</i>	3-1, 3-3
17	Align teacher goals in the Teacher Professional Growth Plan to goals in the School Improvement Plan and/or Department Improvement Plan. <i>(Year 1 of 2)</i>	3-4
18	Ensure that all 6 new administrators have a successful first year in Fairfield.	3-5
19	Implement Leadership Academy Module #1: Leadership Capacity Special Education Processes and Practices.	3-5

Total Number of Leadership Capacity Specific Actions (as outlined in the District Improvement Plan) 4

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	Initiative	DIP
20	Implement a research-based common protocol to select the most qualified applicant for vacant positions.	4-2
21	Develop and implement a New Teacher Academy to build capacity of all non-tenured teachers. <i>(Year 1 of 2)</i>	4-3
22	Implement common planning time for high school teachers.	4-5
23	Implement specific components of the technology plan regarding classroom technology equipment and instructional software and applications which support student learning PK – 12. <i>(Year 1 of 3)</i>	4-7
24	Develop and implement on-line training modules to support the professional growth and needs of staff. <i>(Year 1 of 3)</i>	4-11
25	Expand options for mental health support for students in grades 9-12. <i>(Year 1 of 2)</i>	4-14
26	Train teachers and implement evidence-based reading program for struggling readers (dyslexia) for students in grades K-5. Implement evidence-based reading program for students in grades 6-12. <i>(Year 1 of 2)</i>	4-15
27	Expand the use of Infinite Campus across all schools to improve communication and efficiency, including the use of Grade Book at the elementary schools.	4-20
28	Implement electronic applications to increase efficiency (HR functions, field trip approval, Preventative Maintenance, increased electronic communication, bus disciplinary referrals).	4-21
29	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.	4-23
30	Explore redistricting options that could mitigate the costs of the Holland Hill and Mill Hill capital projects.	N/A
31	Design a Racial Imbalance Plan that satisfies the state requirements. *	N/A
32	Research strengthening the enforcement of residency requirements.	N/A
33	Develop and clearly communicate an operating and capital budget, including safety and security infrastructure (Phase II) for 2016-2017 that fully funds state and federal mandates and the District Improvement Plan. *	N/A
34	Accept as completed the Stratfield renovation and addition, Dwight roof, FWHS roof, FWMS renovation and addition projects. *	N/A
35	Finalize Paraprofessionals and SPED Trainers Contracts. *	N/A

Total Number of Resources Specific Actions (as outlined in the District Improvement Plan) 10

Total Number of ALL Specific Actions (from the District Improvement Plan) 30