



2014-2015 Improvement Initiatives Update, June 2015

Instructional Program

1. Implement Student Success Plans in grade 6-12 including an Advisory Program at all high schools.

Completed at the high schools, in progress at the middle schools. The Advisory Program was implemented in the high schools this year and will continue next year, with further refining. The high schools are using Advisory period to work with students on college and career planning as well as on social and emotional issues, particularly on student stress-related issues. They continue to implement improved/revised lessons, and have built Advisory into the new block schedule starting next year. The middle schools will begin an Advisory Program next year and will spend time this summer planning the lessons for those Advisory periods, as well as planning the logistics for implementation. This year, the middle school program included the following: grade 6 students were registered and introduced to Naviance; Grade 7 students completed a Learning Styles Inventory and Grade 8 students completed an Interest inventory and Goal setting.

2. Revise and implement additional common assessments aligned to the curriculum in grades 3 through 12, including performance-based assessments.

Ongoing Work. We are continuing to develop these assessments and include this work with the Implementation Guides of newly approved curriculum. The high schools have started to discuss the Capstone Experience and the use of the Academic Rubric to assess it, along with the shorter performance-based assessments that lead up to that. The curriculum leaders have been working with the high school teachers to develop performance-based tasks and have implemented them in at least 2 grade levels in each of the 4 academic areas. Tested Star Reading and made a decision to have common reading data from Grades 2-8. Embedded performance tasks in reading unit revisions for Grades 2-5.

3. Implement newly adopted curriculum in all content areas.

Complete. During the 2014-15 school-year we implemented the High School Business, Gr 6-12 English and Gr 11-12 Math in all schools and classrooms.

4. Develop and approve curriculum in World Language and Library/Media K-12. *

Library/Media Complete. World Language scheduled for approval on June 9. These curriculum documents were developed, written and presented to the Board in the 2014-15 school year.

5. Determine a revised high school schedule and do planning for a September 2015 implementation.

Complete. A block schedule using the Day 1/Day 2 model will be implemented in the 2015-16 school year at both high schools which includes a lunch period for every student, a homeroom period, and an advisory period. The schedule has four 83 minute blocks each day, with even (periods 2, 4, 6, 8) and odd (periods



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1,3,5,7) days. Each semester has two additional days which are not numbered to allow for additional days missed to be scheduled, rather than using a sliding schedule. The committee did a good job presenting information to staff, students, and parents to make this a smooth transition to date.

6. Research middle school Unified Arts offerings and recommend changes if warranted.

In progress. This process was started and will be completed in late summer, with a recommendation sent to the Superintendent in the Fall.

7. Determine a revised elementary school schedule and do planning for a September 2015 implementation.

Complete. A 5-Day Rotating schedule was implemented across all 11 elementary schools.

8. Revise the curriculum development schedule to include Status Updates. (Art Curriculum K-12, 2014-2015)

Complete. This was completed with the first status update on Art presented to the Board in April 2015.

9. Investigate appropriate resources for the Adult Education online GED assessment.

Complete. We purchased a short-term license for PLATO which was used in the spring semester 2015 with positive student and teacher response.

Team Improvement Plans

10. Continue implementation of 2-year School Improvement Plan and processes.

In progress. Each high school set target goals for teachers with every student improving at least one level in the targeted area of learning. Teachers aligned student improvement goals to instructional areas using the Marzano protocol. Additionally, as a district we worked on alignment of SIPs to the District Improvement Plan and by the end of the year, the K-12 Leadership Team adopted a new SIP format to match that of the District.

11. Continue to improve the effectiveness of Data Teams at the school, grade, department and district levels to enhance student learning.

Complete. Department-level Data Teams have been working well at the secondary level. The departments set learning goals for each level and are part of the school's SIP. Data Teams continue to be refined and implemented at all 11 elementary schools.



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12. In an effort to close the achievement gap, conduct research on evidence-based practices for improving outcomes for struggling and disabled readers, PK-8.

Complete. A committee comprised of reading/language arts teachers, special education teachers, and administrators has convened to review current practices, best practices and research to determine next steps in improvement efforts. Research-based programs are being reviewed and initial professional development plans will be in effect for the 15/16 school year for both tiered interventions and special education. All will be in compliance with dyslexia legislation. Investigated and decided upon a new reading screening software for Grades K-8.

13. Develop and approve a multi-year District Improvement Plan. *

In progress, scheduled for approval June 23. The District-wide Data Team collected baseline data for the indicators where it was available and from that data set targets. The draft report was shared as a First Read at the May 19 BOE meeting, where there were many suggested changes and additions. The district-wide Data Team will review the suggested changes at their 6/15 meeting, the BOE will hear additional public input at the June 10 forum, and the final Plan will be brought back to the Board on 6/23.

14. Develop and implement Department-level Improvement Plans in Mathematics, Language Arts, Social Studies and Science.

Draft Complete, final versions scheduled for completion in summer 2015. These plans align with the District Improvement Plan and the School Improvement Plans.

15. Conduct and analyze data from the school climate survey to drive school-based decisions.

Complete. The 2014 School Climate survey was completed in the Fall of 2014. Data was aggregated and disbursed to schools for school climate improvement planning. The District Climate Team made recommendations for the next survey scheduled for fall of 2016.

Leadership Capacity

16. Implement the professional growth and evaluation plans for all certified staff and revise as appropriate. *

Complete. Implemented for all staff in 14-15; Educator Evaluation plan revised and BOE approved to submit to SDE. The ad-hoc committee chose an alternate rubric for Student and Educator Support Specialists. Provided PD and mid-year goal setting sessions for all elementary and preschool administrators.



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17. Strengthen teacher leadership capacity related to the school improvement process (Instructional Rounds, Data Teams, Marzano learning strategies).

Complete. Implemented embedded PD sessions 7 times across the year to support the School Improvement Plans. In both high schools, teachers were required to align SLO's with the areas identified needing improvement for the school, such as feedback to students, higher order/open ended activities, and raising expectations for the under achieving student. Teachers were also required to set goals for each student to improve by at least one level on the scoring of common assessments. In each high school, Rounds were conducted to assess the learning in either English or Math, as well as to identify strategies that will be effective for teaching in the block schedule.

18. Strengthen administrators' capacity to provide quality feedback to teachers using Marzano's learning protocols.

Complete. Three PK-12 meetings focused on calibration amongst administrators regarding teacher practice and providing appropriate feedback to teachers. Marzano's work was infused into the Elementary Leadership Team embedded PD sessions and planning for 15-16. At each high school, the administrators were observed giving feedback to teachers using Marzano's protocols and the ABCD feedback protocol.

19. Use Instructional Rounds in all schools to provide support to teachers and administrators as they implement changes in instructional practice derived from an analysis of student performance data.

Complete. Elementary Rounds conducted in alignment with SIPs and embedded PD. In the high school Rounds sessions, teachers and administrators observed specific strategies related to the TOA and POP.

Resources

20. Develop and clearly communicate an operating and capital budget for 2015-2016 that fully funds state and federal mandates, district initiatives and existing programs. *

Complete. Successfully developed and clearly communicated an operating and capital budget to all Town bodies that funds state and federal mandates, district initiatives and existing programs.

21. Revise and approve the Long-Range Facilities Plan. *

In progress, scheduled for approval on June 23. Working on the FPS Waterfall Schedule with the BOE. Once accepted and Town approved, the Facilities Plan can be revised and brought before the BOE for approval.

22. Accept the Stratfield and Mill Hill roof projects as complete. *

Mill Hill complete, Stratfield in progress. The Stratfield project is in progress to complete with four outstanding issues before the Stratfield Building Committee can request acceptance of the project from the



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BOE; the First Selectman is working with us to accomplish completing this project. The Mill Hill Roof Project was completed and accepted by BOE this year.

23. Finalize 2 non-certified and 2 certified contracts. *

Complete. 2 certified and 1 non-certified contract finalized.

24. Improve the efficiency of substitute staffing through the implementation of a new electronic substitute placement system.

Complete. The Aesop sub placement application was implemented for the 14-15 school year. This application has allowed us to better track absences, provided substitutes with easier access to fill absences and has slightly increased our fill rate over the 13-14 school year.

25. Expand the use of Infinite Campus across all schools to improve communication and efficiency.

Secondary level complete, elementary in progress. Several Tableau reports have been created at the secondary level through the combined work of the Secondary Assessment Committee and the tech department. High school administrators are supportive of the IC coaches in enhancing teacher use. Parents and students at the secondary level are accustomed to using IC as the main communication tool.

26. Implement electronic applications to increase efficiency (HR functions, field trip approval, brochure approval, Preventative Maintenance, increased electronic communication).

Partially Complete. Began using Personnel Actions process in MUNIS to replace old systems; worked with the Business office to implement new requirements of ACA in MUNIS. Working on School Dude Preventative Maintenance Program for the HVAC and Controls Integration module this year. Field trip approval has been delayed but will be rolled out in the fall. Kaseya has been extremely helpful in streamlining the work of the Tech department, as evidenced by the new monitor in the department. We continue to add electronic attachments to student records to eliminate the need to retain paper copies in student cumulative files. We are also using the newly designed website to enhance communication on a variety of topics, such as student registration, records retention, the budget, and advertising. The new technology that has had the greatest impact on our work this year is the addition of PeachJar. It allows us to post information on each school website as well as email flyers to all parents. In addition to the use for outside agencies, we have found it extremely effective for internal communication with parents and students. Next year we will add a component for staff, which should also increase communication.

27. Ensure a successful transition of food service to the new vendor.

Complete. Transitioned the Food Service Program to a third party vendor (Whitsons) with numerous compliments in year one of the contract. In addition to program improvements, the contract not only eliminates the risk of BOE subsidization, there is a guaranteed return of \$170,808 from the contractor.



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28. Implement a school safety and security improvement plan that complies with all state requirements in conjunction with the Fairfield Police Department and the community.

Complete. Completed a new Safety and Security Plan in cooperation with the Fairfield Police and Fire Departments for submission to the State.

29. Develop and approve the school safety infrastructure non-recurring capital project for submission to the Town.*

Complete. The School Security/Safety Infrastructure project is complete. One half of the non-recurring requests approved for 2015-2016. The other half is planned for 2016-2017.

30. Develop a new 3-year Technology Plan that supports effective instruction and increases student and staff access to educational opportunities. *

In progress. The plan is almost complete. We empowered a district-wide committee made up of parents, students, and staff that identified needs and strengths of the district's technology. We continue to struggle with outfitting every classroom and student with the appropriate technology tools. Due to the rapidly changing availability of mobile devices and their capabilities, we are taking a team to the ISTE convention in Philadelphia in late June with the hope of learning more about one to one devices and how districts have been able to move forward with these plans.

31. Launch Phase I of the new Special Education website; produce and publish 8 parent information webinars.

Complete. Phase 1 has been launched. The proposed webinars have yet to be completed and are expected to launch in the 15/16 school year.

32. Implement an online, anonymous/discrete reporting system at all levels.

Complete. After extensive work with our webmaster, it was determined that the best method was to purchase the program from an outside vendor, which seems to be working well. FPS launched an anonymous/discrete reporting system in March of 2015. To date there have been 53 reports district-wide that have resulted in investigations throughout the district.