

Leveraging the 3-Year District Plan to Drive Annual Improvement

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Agenda

- Introductions & Purpose
- Carrying the Vision
- Sharing the District Plan
- Call to Action



Purpose of Today's Session

- Leverage the 3-year district plan to build the director's agency to carry the vision for improvement as well as energize their team to implement and monitor throughout the next three years.
- Encourage sharing of your district plan through existing structures and support meaningful connections to authentic implementation experiences of improvement work represented in the plan.
- Provide guiding questions to support active engagement of a wide variety of stakeholders in more deeply understanding your district plan.



Ask Yourself

Carrying the Vision

- Why might it be important for the director to carry the vision for improvement of the plan?
- How does it impact your leadership team to co-carry the district's vision?
How might this impact school leaders and their attempts to implement the districtwide vision?

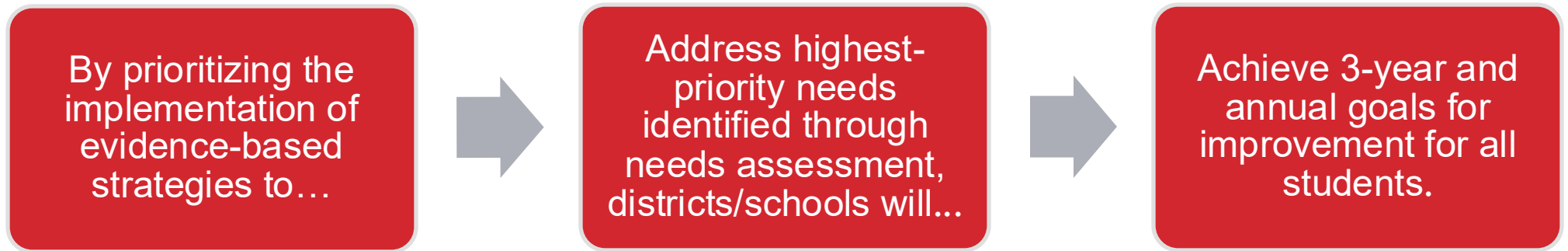
Sharing the Plan

- In what ways and with whom do you currently share your district plan?
When is the plan shared and for what reasons?
- Where might you have gaps in effective sharing of your district plan?
Why might it be beneficial to address those gaps?



Purpose of District and School Plan

Helps the district and its schools create, communicate, implement, and monitor a coherent theory of action for improving student performance for all its students over the **next 3 years**.



Answers these questions:

- What student performance has the district identified for improvement and how is each school aligning and tailoring those student performance improvements to their context?
- How does the district intend to work toward that improvement and how are those improvement efforts being adjusted for school-level implementation?
- How will the district and schools know they have improved?
- How is TISA supporting the improvement efforts?



Carrying the Vision

The district plan identifies **district-wide**

- student performance targets for improvement (goals and annual targets),
- implementation efforts for each goal (strategies), and
- methods for frequent monitoring of progress of improvement strategies (benchmark indicators).

We build momentum and achieve results when **we**

- clearly communicate the improvement vision of the plan,
- consistently implement the strategies,
- use data to guide decisions throughout implementation, and
- celebrate progress along the way.



Carrying the Vision: *Share Out*

- Who in the district currently carries the vision for improvement? Why?
- What do you know about the vision that's communicated by your district's plan? Why and how do you know what you know?
- How does your team currently share ownership of the plan's vision to ensure consistent implementation across the district? What is your role and why?
- Why might it be important for the director to carry the vision for improvement of the plan?
- What might it look like for the director of schools to carry the vision along with their team? How does it impact your leadership team to co-carry the district's vision? How might this impact school leaders and their attempts to implement the districtwide vision?



Sharing the District Plan

Big Picture

- Building understanding of the overall district plan and connection to other plans – individual goals, annual targets, and improvement strategies

Ongoing Progress

- Frequent checks of progress on implementation and improvement – throughout the year and annually using authentic context, data, and experiences

Potential Structures and Methods

- Administrator workshops/meetings
 - galvanize improvement efforts
 - check and communicate progress across schools and the district toward improvement efforts
- District leadership team
 - establish consistent understanding and expectations
 - nimble decision making
- School board
 - build understanding in what the district is working toward and set the stage for future advocacy
 - align goals of the local board plan
 - provide pertinent updates to support advocacy of the work
 - connect progress to goals of the local board plan



Sharing the Plan: *Share Out*

- In what ways and with whom do you currently share your district plan? When is the plan shared and for what reasons?
- Where might you have gaps in effective sharing of your district plan? Why might it be beneficial to address those gaps?
- Who might you ask to join in sharing? When, where, and why might they be most helpful for impact and additional implementation context, data, and experiences?
- How might you establish expectations for meaningful reflection, decision making, and next steps based on implementation and improvement data (benchmark indicators) at the district level? School level? How might you create, refine, or establish structures for aggregating school-level data to support the district level reflection, decision making, and next steps?
- Once the overall plan has been shared, why might it be important to continue to share implementation progress? For which stakeholder groups might this be most beneficial? How would you attend to differentiation between stakeholder groups?



Next Steps: *Call to Action*

Reflect with your district team to discuss:

- your role in carrying out the vision of the district plan,
- stakeholder groups who need to know and understand all or any aspects of the plan and its progress, and
- existing or additional structures for sharing the overall plan and ongoing progress for the next 3 years.





Questions? Thank you!

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