Student-Centered
ACCOUNTABILITY PROGRAM

S-CAP: Focused SSR Summary - Haxtun (Year 3) 10/21/20

District Priority 1: Student Achievement: Provide every student with resources to envision and achieve his or her own success in life, and be career and college ready upon graduation.	
1a. Actions taken to implement the priority.	Technology has been constantly upgraded, and although it comes with glitches, 1-1 initiative and updated software and hardware is a priority. Curriculum Development, both vertical and horizontal. Adopt new curriculum in areas needing it.
1b. Additional actions that could be implemented or expanded to support the priority.	- Get out the positives to the stakeholders, there are many of them. Have the vision and mission statement readily available for stakeholders to make suggestions and have input. - Work on a curriculum/academic standard/mapping guide including times to collaborate on ongoing assessment data. - If/when time is allotted for professional development, or collaboration, give clear expectations and feedback to staff. They would like time to work with each other to facilitate collaboration and strengthen a cohesive staff.
2a. Evidence of (student/staff/family) impact of the priority actions.	- It was stated in conversation - survey data, assessment data - Formalize a process on walk through expectations with teachers - next steps - The life skills of the new business/store could have more direction with a curriculum or some other guidance.
District Focusing Question	
Are parents satisfied with preparation their students are receiving?	Based on surveys and focus groups, students seem happy with school and feel they receive deep learning.
What suggestions do you have to bring in more local experts to teach students skills needed?	So hard with COVID now. Could you tie something in with your new store and collaborate with local business experts? Possibly bringing in a video from community experts, or highlighting a community expert in monthly newsletters?

District Priority 2: Learning Climate and Culture: Create a safe, positive culture and climate to foster respect, value perseverance and a sense of belonging for all.	
1a. Actions taken to implement the priority.	- Counselor has been freed up from some classroom duties to allow for more time working on self-esteem - Sources of Strength training was given to all staff members at the beginning of the year to set the tone.
1b. Additional actions that could be implemented to support the priority.	- Tokens could possibly equal something of value or continued emails - What would happen to teacher morale if their SEL needs became a focus? Staff self care could lead to an improved overall culture/climate.

2a. Evidence of impact of the priority	1) 2nd year of sources of Strength 2) PD 3) Support Classroom Management 4) Staff Fellowship 5) Tokens
2b. Expected impact for which no evidence was available.	Area most concerning from Review: Classroom Management and instructional feedback from the teacher's perspective. - 54% of staff don't feel like behavior is enforced consistently (Rubric) - 54% of staff like they need more consistent and ongoing coaching
District Focusing Questions	
What needs to be done at the different age levels to make students and families to create a more secure atmosphere for all students, especially while following COVID guidelines.	● The parent focus group is happy with what the admin and teachers are doing to create a secure atmosphere. The parents were extremely happy to be involved through surveys early and being able to talk to the administration when they feel like they need to. ● Keeping cohorts separated to ensure safety of students and prevent outbreak ● Keeping and Spreading a positive attitude about what we are able to do. When students are going on social media or watching the news they are seeing a lot of negative things that are bringing down their morale.
What ideas (again, within COVID guidelines) to improve staff morale?	● Possible teacher Self Care (CDE has free resources) ● Staff Challenges- Step Challenge/football pool/Group Wellness/Staff doing things together for unity.

District Priority 4: Leadership and Vision Community Relations: Strengthen the relationship with our community which supports and contributes to the leadership of the school in partnership with the board, administration and staff to nurture a strong school community.

1a. Actions taken to implement the priority.	● Communication has gotten better with new website, emailed BOE meeting minutes, and increased Facebook postings ● 100 mile club has been an extremely positive additions for K-8—both in practice and in positive communication ● BOCES-Wide Professional Development (Visible Learning) has been a positive way to streamline approach to teaching, and has been an opportunity for teachers to work with teachers from other districts at their grade/contact level
1b. Additional actions that could be implemented or expanded to support the priority.	● Adjust this years calendar or create next years calendar to create days just for Haxtun teacher to work together, collaborate and discuss district priorities ● Create and set clear expectation for all PD opportunities ● Any discontent between staff and administration is not being passed on to students, parents and the community. Students and parents are very supportive of the growth and efforts of the district. ● Visible Learning PD needs to be revisited regarding expectations of staff of how to balance it with district priorities. ● Between COVID and the potential of high turnover with staff a focus on teachers/staff's SEL could be beneficial. ● Bounce ideas off teachers of similar classes, virtual zoom meetings for this year in which we invite HS math, kindergarten teachers, etc. to start building up connections for people.

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2a. Evidence of (student/staff/family) impact of the priority actions.	• 52% to 73% increase in communication efforts - moving in the correct direction • Data and Support systems has decreased, can they contribute to why this may have happened so they can address it specifically? • Why has the professional development numbers decreased from the past two years? Is it how PD is being delivered? (zoom, not in-person) • How is the Time question addressed? The admin has addressed more specific time for planning and collaboration but the survey doesn't correlate. • There seems to be a disconnect between end results and the teachers feeling they are led by an effective Admin. Team. • Students' responses have drastically increased over the past two years. • Find the positives from surveys and report out to students, parents and community. • Data support seems to be a concern, is it due to them knowing that it is a full time job now that they have had more or better understanding of the data they have been trained on.
2b. Expected impact for which no evidence was available.	There is a disconnect between effective communication between the district/school and parents and what teachers feel is effective communication. The Parents felt it is good, staff do not.

District Focusing Questions	
How do we get staff/community to contribute to leadership and goal-setting/evaluation-not just see communication channels as a way to voice displeasure?	• Posting positive school stories on the district website • Allow parents/students/community members to submit questions to the district • Share the same information/documents with multiple committees, groups so they all get the same information. • YouTube Pages - monitor and review how long some watches a 3 -4 min video • How do we reach individuals that don't use Facebook or social media • School Messenger System - How do you send out good information but not flood the amount of information that goes out to the parents

For all Priorities
Stakeholder Communication Plan

| What is the breadth and depth of ownership from stakeholder of priorities? | Priority 1: Develop and implement a district communication plan that includes social media. Haxtun has purchased and developed a District website, including a smartphone app to aid in communication. District has consciously increased the number of Facebook posts, both for information and promotional topics. Monthly Board meetings are zoomed out to the community, and games and performances are streamed out whenever possible.
Priority 2: Develop and implement an annual survey of parents, students, staff, graduates and community to guide decisions. |

	Working with the DAC Priority 3: Improve internal communications among staff, administration and Board.
How is stakeholder ownership being developed?	1. Are there channels of communication that the District is not using, and should? using YouTube offers you the advantage of using the analytics on videos to see how much or if they are viewed (post videos to YouTube then share link on social media) 2. What types of information (and how to communicate and how often) would improve our transparency?