

90 / 90 / 90 Schools

A focus on academic achievement. (Culture)

Clear curriculum choices.

(Scope and Sequence of classes flowchart and content maps)

Frequent Assessment of student progress and multiple opportunities for improvement. (Homework change)

An emphasis on writing. (Non-fiction) ELL students are a huge focus

External scoring. (State / National / or 3rd Party)

Mission

Create and maintain a culture of learning and respect.

Goals

- # 1 Raise Test Scores
- # 2 Make kids feel better about being in our buildings.
- # 3 Hire Great People
- # 4 Don't spend more than you take in.

Non-Negotiables for Creating a Culture for Learning

- 1. We believe and act on the belief that all students can learn!**
- 2. We collectively develop clearly articulated norms that we adhere to in our work.**
- 3. We accept learning as the fundamental purpose of the school and examine all our practices in light of their impact on learning.**
- 4. We engage in, model, and promote collaborative practice.**
- 5. All the students belong to all of us.**
- 6. We establish and maintain an atmosphere of mutual respect.**
- 7. Isolation is not an option. Collaboration is a right and responsibility.**
- 8. All adults are committed to the success of all other adults.**
- 9. We focus on results: That means we analyze assessment results together, make data-driven decisions, establish goals for specific measurable skills and knowledge, identify improvement strategies, and adapt instruction to meet student needs.**

How to change the culture for Administration and Board!

- 1.Awareness of current performance. **What does your data say?**
- 2.Change policies based on it coming from the staff to you. **Performance dictates opportunity !**
- 3.Few teacher preps. **K-12 focus on teachers skills.**
- 4.Parent communication increased by policies. **Progress reports/emails/surveys**
- 5.**Trust** the staff and principals when you don't know if it will work. **Require data back.**
- 6.Change the scope and sequence of classes to get kids test ready. **March of 11th Grade**
- 7.EDP's for all students. **Treat regular ed. as if they were special ed.**
- 8.RTI in schedule. **It can't be done during class time.**
- 9.DO PD that is about teaching and learning.
- 10.Focus on standardized tests not MME or MEAP's. **ACT is the kid's ticket to college.**
- 11.Merit Pay that reflects performance. **\$ / Points Hand out thank you checks.**
- 12.College Visits starting as early 8th grade. **They need to see and feel a college.**
- 13.Put in a secondary reading program. **Special ed. or regular ed.**
- 14.Spend tech money on hardware. **Close computer labs for classroom space.**
- 15.Setup ideal testing environments. **Off site testing with a special lunch.**
- 16.Teachers who feel valued do a better job. **Get staff input often.**

1. Awareness of current performance. **How does the state look at us.**
2. Fix curriculum content 11 down. ACT.org **The common core is driven by higher ed.**
3. Give them data **Profile the students information.** **How to change the culture for Teachers!**
4. Remove Remedial and honors. **Move up students.**
5. Create strong comprehensive final exams. **Pre and Post testing.**
6. Recognize star teachers. **The method needs to change often.**
7. Teach for retention. **It does matter how far you get, it matters how much they remember.**
8. Use released test items. **Quality test and great practice**
9. Make tests look like standardized tests. **Practice what they have to do we don't test this way now.**
10. Less homework but more meaningful. **If it made on a copier probably not a good idea.**
- 11.12 Powerful Words **Teach the language of standardized testing.**
12. Where's the Answer. Simple strategies to unravel the test.
13. Reading as homework. **Information reading with check for understanding the next day.**
14. Writing in all areas. **Except math and using a simple format to correct.**
15. Communicate to parents, emails, voice mail, letter, and calls. **P/T conference time for no shows.**
16. Special Ed. Grading **The use of CR and NC instead of grades when accommodations are significant.**
17. Develop course ownership. **Everyone should own something and be responsible.**
18. Common Classroom Expectations. **Posted in every room with the principal's name on it.**
19. Talk to students about college and testing. **What is it like and why is it given.**
20. Focus on relationships **Uniqueness of the teacher needs to be shown.**

How to change the culture for students!

1. Awareness of current performance. Assemble with staff to tell the facts **Why are the test important to them.**
2. Set goals ACT/MME **18 ACT and 4's on Workkeys.**
3. Progressive Honor Roll **.5 higher term GPA compared to cumulative GPA**
4. School Marquee **A huge PR tool**
5. Create incentive for test scores. MME, ACT and AP. **Test out, credit recovery, advancement.**
6. Change attendance policy to final exam performance. **Performance dictates opportunity.**
7. Final grade can't be failing if they pass the final exam. **Common Sense**
8. Create graduation recognition (no Val or Sal). **Graduation should recognize the class.**
9. Senior Scholars recognition. **Set a standard instead of ranking.**
10. Create a HS readiness standard for 8th grade. **Make middle school count.**
11. Use scores to promote students. **8th grade for HS classes**
12. Sample Tests **Best form of preparation.**
13. Schedule Tier 2 RTI **Guided Academics Bonus period, mentor groups, seminars**
14. Academic Letters **Or at least an academic achievement night.**
15. No remedial or honors classes. **Kids want the path of less resistance**
16. Up scale class offerings. **Direct credit, AP, CLEP**
17. Survey them at the end of the term. **Just like colleges do.**

Marquee Usage

MERIT PAY

Bulletin Boards

TEACHER'S NAME

**NEW BUFFALO AREA SCHOOLS
MERIT PAY 2013 - 2014**

Building Trades

The New Buffalo Area Schools Board of Education is dedicated to developing a culture of learning and respect. The board would like to encourage all teachers to participate in creating and improving this climate. To that purpose, the board is offering a merit pay incentive.

The New Buffalo Area Schools merit pay plan is based on a point system. The amount designated to the entire New Buffalo Area Schools Education Association bargaining unit for merit pay is \$25,000 per year (this payment is not part of the salary schedule). At the end of each school year, the \$25,000 will be divided by total number of points earned by all teachers in the bargaining unit during the year to establish the dollar value for each point earned. The Total Merit Pay Award of each teacher will be determined by multiplying the per-point dollar value times the individual teacher's total points. There is no limit on the total number of points a staff member can accumulate. Superintendent's decision regarding the award of merit pay points will be final.

Teachers who have an ineffective evaluation are not eligible for merit pay, off schedule payments or contractual step increases. Merit will be paid in the last pay of the contractual year.

1 to 1 computers 6-12

RTI

EDP

Continuous Improvement Process – Analyze Data, Define the problem, gain input for a plan, implement the plan, monitor and analyze results.