

# More than a Checklist Coherence is Possible!

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# **Session Overview:**

Too often, continuous improvement is viewed as a checklist of what schools "do" to meet compliance. Section 009 of Nebraska's Rule 10 Regulations and Procedures for the Accreditation of Schools regulates the minimum requirements for continuous improvement; however, a sustainable Continuous Improvement Process (CIP) is multi-faceted and models should reflect that.

Join this interactive breakout session to learn about the journey toward coherence, which includes newly revised materials for Nebraska Continuous Improvement and the incorporation of key NeMTSS Essential Elements as they relate to dynamic continuous improvement.

### Our commitment to you

**Evidence-Based Methodologies** for K12 settings as well as the integration of equity within a CI approach.

**Guidance and Resources** that draw upon relevant state level approaches, use of a comprehensive needs assessment and professional peer reviews.

**Success Factors** shown to influence student outcomes within and beyond the school walls including **leadership**, culture, and mindset.

**Securing** the best experiences for NE students.







### Inclusive Core Beliefs and Norms Prioritized



A sense of genuine belonging

#### Shared belief that each student:

- Is capable of learning
- Deserves equitable opportunities and access

#### Teams that strive to:

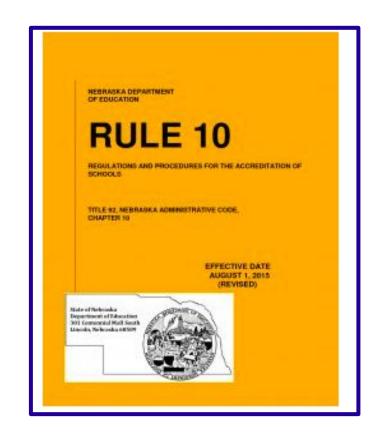
- Explicitly clarify core beliefs
- Set norms for interaction that reflects core beliefs
- Normalize calling the team back to those norms in moments of challenge
- Ground decisions in the core beliefs for continuous improvement
- Explicitly look for and take actions to eliminate the negative impact of institutional biases and patterns of student marginalization



Increase knowledge of Section 009 - Continuous Improvement (NAC 92 Chapter 10)

Accreditation emphasizes quality of programming and a focus on Continuous Improvement. All public school districts must be approved and accredited.

(Neb. Rev. Stat. 79-703)





# 009 - Continuous Improvement

**009.01A1** Review and update of the **mission and vision** statements.

**009.01A2** Collection and analysis of data about student performance, demographics, learning climate, and former high school students.

**009.01A3** Selection of goals. At least **one goal is directed toward improving student academic achievement.** 

**009.01A4** Development and implementation of an improvement plan which includes **procedures**, **strategies**, **actions to achieve goals**, and an aligned professional development plan.

**009.01A5** Evaluation of progress toward improvement goals.



# **NeMTSS Framework Support**

Continuously

**Improve** 

Action Plan Increase

knowledge and

application

#### **Explore**

**NeMTSS for Continuous Improvement** 

Core Beliefs, Historical Perspectives, Cohesiveness MTSS for Continuous Improvement and Implementation Science

A Continuous Improvement Plan Teaming and Problem Solving Communication Planning

\*Complete Self-Assessment or CNA 2.0\*

#### **Examine**

Tier 2 Targeted and Tier 3 Intensified Practices

Evidence-Based Tiers Two (Targeted) and Three (Intensified) Practices

**Data-Based Problem-Solving for Tier Two and Three Practices** 

**Decision-Making:** Decision Rules, Screening, layered supports, PM

**Student Level Action Planning: Whole Child Approach** 

#### **Organize**

Alignment and Integration

Taking Stock of Data for a Balanced Assessment Plan

**Taking Stock of Evidence-Based Curriculum:** Examining High Quality Instructional Materials

Taking Stock of Evidence-Based Instruction Plan Analysis, Alignment, and Integration Teaming for Problem-Solving

District Level Action Planning: Community-Based and Whole Child Approach

#### **Examine**

Tier 1 Core Practices

**Equitable and Inclusive Learning Environments Evidence-Based Tier One Core Practices** 

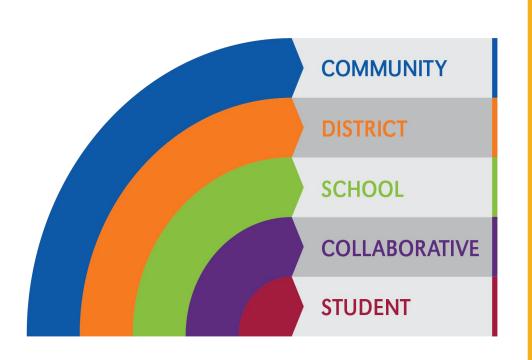
**Data-Based Problem-Solving for Tier One Core** 

Practices: Assessment, Instruction, and Curriculum

**Refining Tier One Core Practices** 

School Level Action Planning: Whole Child Approach

# Systems Level Thinking



The Continuous
Improvement Process
supports, formalizes,
coordinates, and focuses on
a school-wide approach to
carry out conditions that
improve student learning
outcome.

- Spinning Plates
- Audience Member
  - Speed BoatMixed Methods
  - Mixed Methods Researcher

Professional Practices Commision (Rule 27)

Special Education (Rule 51 / IDEA)

Federal Programs

(Title Funds)

Teaching & Learning
(Core Content -Statute)
Agency Role and Local
Adoption

Educator
Certification
(Rules 21 & 24)

Budget & Finance
(State / TEOSA)

**STUDENTS** 

Approval & Accreditation (Rules 10, 14, 18, & 84)

Assessment & Accountability (AQUESTT Designations)

Continuous Improvement

"OUR" Collective Responsibility



## Systems Level Thinking & Essential Elements

009.01A1 Mission & Vision	<ul> <li>"North Star" for the school system.</li> <li>Involves all stakeholders to ensure buy in.</li> <li>External viewers and potential employees.</li> </ul>			
009.01A2 Data Analysis	<ul> <li>AQUESTT Designations and Classifications</li> <li>Revised NDE Perceptual Survey</li> <li>Post Graduation Data, College and Careers</li> </ul> Layered Continuum of Support Evidence Based Practices			
<b>009.01A3</b> Goals	<ul> <li>Specific, Measurable, Attainable, Realistic, Time-Oriented</li> <li>Disaggregated</li> <li>Supporting goals that involve all staff</li> </ul>			
<b>009.01A4</b> Plan	<ul> <li>Action Plan</li> <li>Inputs</li> <li>Maintenance is key</li> </ul> Decision-Making <ul> <li>Capacity &amp; Infrastructure</li> </ul>			
009.01A5 Monitor & Evaluate	<ul> <li>Time created and protected</li> <li>Outputs (data) entered and discussed</li> <li>Goals can be adjusted</li> </ul> Communication & Collaboration			



# True or False

True or False	Sec 009 Continuous Improvement is only important in years 4 & 5
True or False	One or two people drive Continuous Improvement.
True or False	NeMTSS is separate from Continuous Improvement
True or False	Action planning and evidence for decision making is always the same.
True or False	The new Nebraska Continuous Improvement materials are coherent with NeMTSS Essential Elements and practices.



The importance of Continuous Improvement

### **Continuous Improvement**

Systems Level Supports and Re-Branding

### **Revised**

### Ready

### Roadmap

**CNA 2.0** adjusted and expanded. Available in two formats Fall 2021.

NDE Perceptual Survey re-structructed (4 Constructs) and new items embedded.

External / On-Site Visit Responsibilities Handbook updated procedures for structure and consistency.

- CNA 2.0 Required for CSI and Priority Schools. NeMTSS Self-Assessment also available.
- External Visit Handbook for Host School and Team Leaders
  - Crafted with current best practices.
  - Utilized Hanover Research
  - Templates for communication
- Hanover Research Materials
  - Review of CI literature
  - Infographic
  - Data Literacy Workbook

- Combined Action Plan incorporates NeMTSS and Section 009 requirements Training modules.
- NDE Perceptual Survey platform and data visualization (Sept. launch)
- CIP Support Days hosted by ESU's (Sept / Oct / Nov / Jan)
- Accreditation Website



In Nebraska, a Multi-tiered System of Support (MTSS) is defined as an educational framework for continuous improvement, problem-solving and decision-making. It offers a meaningful and effective way to organize instruction and intervention to help improve outcomes for all students in the state.



# INFOGRAPHIC CONTINUOUS IMPROVEMENT



Nebraska Department of Education

The Nebraska Department of Education (NDE) is in the process of updating and refining its Continuous Improvement Process and Procedures in accordance with Section 009 of NAC 92 Chapter 10 (2015). This infographic provides an overview of Continuous Improvement (CI) along with important background context on how CI can be used to achieve higher levels of accountability within schools.

Continuous Improvement is a fundamental part of accreditation regulations in Nebraska and woven into each tenet of the AQuESTT model. NDE will work to ensure a greater and intentional focus on the key components of CI shown to be most important and relevant for K12 schools.

#### **ALIGNMENT WITH AQUESTT**

AQUESTT provides school and district leaders with a framework for creating systems of support and building effective practices to ensure student success. Its tenets are closely aligned with key components and success factors for Cl. At its core, AQUESTT supports and values Cl through its expectations for schools, leaders, and educators. The following AQUESTT investment areas have a particular connection to Cl:

- Leadership CI empowers leaders in their commitment to educational equity and accountability
- Student Achievement and Growth CI informs a balanced assessment system and enables data literacy to improve learning and growth
- Positive Partnerships, Relationships, and Success CI allows for inclusive and relevant engagement with community members to enhance experiences and opportunities
- Educational Opportunities and Access CI enhances effective, comprehensive, and continuous learning opportunities for students





# Your ideas

# Please share your thoughts on how NeMTSS and Continuous Improvement connect with:

- Educator Effectiveness "S.E.E.D"
- Whole Child Approach
- Family, School, Community Partnerships

Nebraska Framework	NeMTSS Essential Elements	AQuESTT	Nebraska Teacher and Principal Performance Standards
Planning to Improve	Shared Leadership	Leadership Educator Effectiveness	Vision for Learning Continuous Improvement
Planning to Improve	Communication, Collaboration & Partnerships	Transitions Positive Partnerships, Relationships, & Success Postsecondary, Career, & Civic Readiness	Professional Ethics & Advocacy Continuous Improvement Professionalism
Creating the Profile	Evidence-Based Practices  More cohere		Culture for Learning Continuous Improvement Instructional Strategies Assessment
Setting the Goals	Building needed! Infrastructure is: Implementation	Effectiveness  Laucational Opportunities and Access	Staff Support & Development Continuous Improvement Learning Environment Planning & Preparation
Implementing The Plan	Layered Continuum of Supports	Educational Opportunities and Access	Culture for Learning Continuous Improvement
Implementing the Plan	Data-Based Problem-Solving & Decision-Making	Student Achievement & Growth	Culture for Learning Continuous Improvement

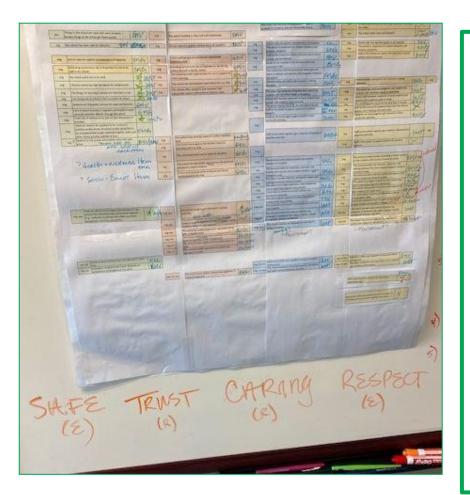


# More than a Checklist

Resources that inform

# Revised Perceptual Survey

July 2021	Present proposed Constructs at 2021 NDE Day  • Engagement • Environment  • Relationships • Equity		
October 2021	Further examination of constructs and item semantics  • Learning Engagement • School Safety • Student Risk Behavior • NeMTSS linkages		
January 2022	Propose updated constructs  • Engagement • Environment  • Relationships • Instruction		
March 2022	Program Team launch meeting.		
May 2022	Pilot questions for validity and reliability  • 100-120 5th / 6th graders  • 100 - 120 7th / 8th graders  • 220+ 9-12th graders		
August 2022	Item Analysis for construct performance Production and Testing phase of portal access and request platform		



### **Key-Word Usage:**

Items that reflect elements of safety and mutual respect of the school setting were assigned to the "Environment" construct.

Items that pertained to "trust" and "caring" or similar descriptors were assigned to the "Relationships" construct.

Items that reflected classroom elements of teaching and learning, along with resources that assist with learning were assigned to "Instruction".

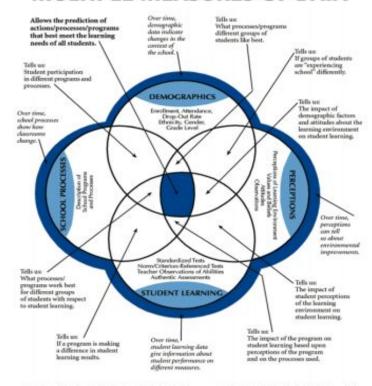
"Engagement" items included those that reflected parental involvement, school parent communication, and student participation.

### **CIP Template - Action Planning**

Specific location for Perceptual Survey data and analysis

Student Engagement				
Levels	Areas of Strength	Areas of 0	Growth	
Elementary	•	•		
Middle Level	•	•		
Secondary	•	•		
Factual Perceptual Data Points:	•			

#### MULTIPLE MEASURES OF DATA



Note, Adapted from Data Analysis for Comprehensite Schoolteside Improvement (p. 15), by Vistoria L. Bembardt, 1998, Lanchmont, NY: Eye on Education, Copyright © 1998 Eye on Education, Inc. Reprinted with permission.

### The Continuous Pursuit of Improvement

Perceptual Data

**Quantitative Data** 

(State Standards, Screening, Standardized Achievement)

Comprehensive Needs
Assessment

(CNA 2.0) (self-reflection)

**Socio-Affective Data** 

- Attendance
- Discipline

**Better Information = Better Decisions** 

## Nebraska Comprehensive Needs Assessment (CNA) 2.0

Domains	Tenets
Success, Access, and Support	Education Opportunities and Access Transitions Positive Partnerships, Relationships, and Success
Teaching, Learning, and Serving	Educator Effectiveness Student Achievement and Growth Postsecondary, Career, and Civic Ready
Leadership	Instructional Leadership Community and Relationship Builder Improvement and Resource Management Leader

#### Two options for access

- 1) Hourglass Platform
- 2) Google.doc

#### Required for Priority & CSI Schools

Recommended for TSI & ATSI
Practical use = establish baseline early

### Domain: Leadership

Long-Term Outcome: School systems are led by strong leaders who possess the knowledge, skills, and mindsets to achieve educational equity.

	minu	sels to deflieve edocate	ondi equity.				
Dii	Rate Each Dimension						
Dimension	4	3	2	1			
	Arec	of Focus: Instructional I	eadership	~			
Instructional leadership development and support	School leaders identify instructional leaders, provide ongoing training, give opportunities for practice, and provide feedback on the quality of their instructional leadership to support improvement.	School leaders identify instructional leaders, provide ongoing training, and give opportunities for practice, but do not provide feedback on the quality of their instructional leadership to support improvement.	School leaders identify instructional leaders and provide ongoing training but do not give opportunities for practice or provide feedback on the quality of their instructional leadership to support improvement.	School leaders identify instructional leaders, but do not provide ongoing training, give opportunities for practice, or provide feedback on the quality of their instructional leadership to support improvement.			
Professional learning for instructional leadership	School leaders collaboratively implement a systematic and data-informed process to determine, plan, and adjust professional learning opportunities for instructional leadership.	School leaders collaboratively implement a systematic process to determine, plan, and adjust professional learning opportunities for instructional leadership, but the process is not data informed.	School leaders implement a process to determine, plan, and adjust professional learning for instructional leadership, but the process is neither systematic nor data informed.	School leaders do not implement a process to determine, plan, and adjust professional learning opportunities for instructional leadership.			

### Asking the hard questions - Leadership, Culture, Mindset

Types of Data	Questions to Consider for Fidelity				
	How do we know if what we are implementing is working?				
<b>Implementation</b>	How do we identify what needs to be improved?				
	How can we reflect appropriately on our system?				
Porcontual	How do all stakeholders feel about the culture and climate of our educational system?				
Perceptual	Are students engaged in their learning and responding to instructional practices?				
Student	How do we know every student is learning socially, emotionally, behaviorally, and academically?				
Siudeili	How do we assist specific students if they are not having their individual learning needs met?				



# More than a Checklist

A living, breathing Action Plan

**Combined CIP Template** 

### District Information

### 009.01A -

- "North Star" for the school system.
- Involves all stakeholders to ensure buy in.
- External viewers and potential employees.

Vision

Mission

**Core Beliefs** 

**Problem-Solving Model** 



\*Insert district model if one is created\*



# CIP Template / Action Planning

**009.01A2** Collection and analysis of data about student performance, demographics, learning climate, and former high school students.

009.01A2

- AQuESTT Designations and Classifications
- Revised NDE Perceptual Survey
- Post Graduation Data, College and Careers

Helpful Tip! Maintaining the CIP Template will easily transfer into an Opening Presentation for the 5-year External Visit.



Nebraska
Education
Profile

Scroll to the bottom of page and use the district selector to pull up an entire district's data, then drill down to individual buildings.

Or, if you are in a multi-building district, add the specific school from the second pull down menu.



- Consider thinking about the data from a different vantage point such as a potential teacher hire or new family.
- The overall percentages only paint a partial picture. Each data point is composed of specific and unique traits that includes drilling down to grade levels, subgroups, and classroom strategies.

Continuous Improvement is the story behind the numbers.

### CIP Template - Action Planning: "Maintenance is key!"

- One location for viewing summative result trends.
- Same location for grade level benchmark, criterion, and interim assessments.
- Within year data is just as important as summative data.

#### Student Outcome: Nebraska Education Profile (NEP)

English Language Arts								
Indicator: % of students that are proficient on the NSCAS assessment.	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
District		:5:						
Male		158			re .			
Female		150		ie.	is.			
American Indian or Alaska Native		150			re.			
Asian		151		ie.	rs.			
Free and Reduced Lunch		150			Tr.			
Black or African American		181			18			
Hispanic or Latino		170						
Native Hawaiian or other Pacific Islander		178						
White		150			100			
T. M. D.								



# CIP Template / Action Planning

O09.01A3 Selection of goals. At least one goal is directed toward improving student academic achievement.

009.01A3

- Specific, Measurable, Attainable, Realistic, Time-Oriented
- Disaggregated
- Supporting goals that involve all staff

### **CIP Template - Action Planning**

- Incorporates structured space for important dialogue and shared ownership of decisions.
- Allows for goal setting based upon data points that are visible and accessible.

District Priority One (Academic)				
Ide	ntify			
Data Facts:				
Strength Areas	Growth Areas			
•	•			
Ana	alyze			
Based on data, why do we think we are seeing these results?  •	How might we improve these results?			
Priority Outcome:				

#### Elementary Action Planning and Goals

**Elementary Priority One** (Academic) Collaborative School Leadership District Leadership Student **Support Teams** Teams Team Teams Data Facts: Strength Areas **Growth Areas** Analyze How might we improve these results? Based on data, why do we think we are seeing these results? Which District Priority Outcome is this Related to: **Priority Goal:** 

#### Process SMART Goal Example:

### Time-bound Specific

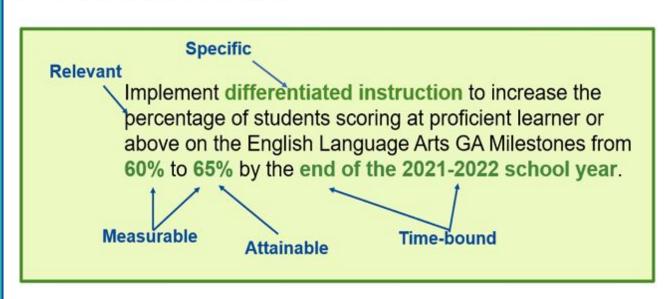
By December 2021, educators will develop and implement with 85% fidelity a science instructional framework as evidenced by classroom observations and a 5% increase between pre- and post- teacher benchmark/scores.

Relevant

Measurable & Attainable



#### Performance SMART Goal Example:







# CIP Template / Action Planning

009.01A4 Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.

009.01A4

- Action Plan implementation
- "Inputs"
- Maintenance is key

#### Tenet: Student Achievement and Growth

Long-Term Outcome: School staff use assessments and data to measure and improve student achievement and to inform instruction.

una lo inform instruction.							
Dimension	Rate Each Dimension						
	4	3	2	1			
	Area of F	ocus: Balanced assessm	nent systems				
Balanced assessment system	Instructional staff use three types of assessments—formative, interim, and summative—in a balanced way by distinguishing which type of assessment is most appropriate for informing different instructional decisions.	Instructional staff use three types of assessments—formative, interim, and summative—but do not use them in a balanced way by distinguishing which type of assessment is most appropriate for informing different instructional decisions.	Instructional staff use two types of assessments—formative, interim, or summative—but do not use them in a balanced way by distinguishing which type of assessment is most appropriate for informing different instructional decisions.	Instructional staff use one type of assessment—formative, interim, or summative—to inform instructional decisions.			
Professional learning for assessment literacy	Instructional staff receive ongoing professional learning, resources, and support for improving assessment literacy and using formative, interim, and summative assessments in a balanced way.	Instructional staff receive ongoing professional learning, resources, and support for improving assessment literacy and using formative, interim, and summative assessments, but there is no focus on how to use them in a balanced way.	Instructional staff receive limited professional learning, resources, and support for improving assessment literacy and using formative, interim, and summative assessments, and there is no focus on how to use them in a balanced way.	Instructional staff do not receive professional learning, resources, or support for improving assessment literacy or use.			

### Functions of Program Implementation PD Sessions

Introduce staff to the program and practices

Foster ownership

Build in-depth program knowledge and the key elements required to ensure fidelity

Provide opportunities to practice program methods and feedback

Identify potential challenges and solutions to implementation

Source: PromotePrevent, Education Development Center

### **CIP Template - Action Planning**

### One spot shop for all things PD

#### District Professional Learning Opportunities Needed to Implement the Action Plan

Priority Area	Intended Participants	Topics	Responsible Person(s): Organize & Communicate	Resources Needed	Dates to Engage	Implementation Dates
Summer						
					9	
August-September						
		8				

## **Example CIP Goals: Academic**

Example Goal: Improve student performance in Reading Proficiency, through a multi-tiered system of support, grades K-6, from 66% meeting expectations to 85% meeting expectations as measured by MAP, by fall of 2022.

#### Action Steps Related to NeMTSS Essential Elements Examples:

- Complete alignment study of ELA instructional materials to Ne State Standards; develop plan to address gaps
- Provide real-time data for teachers to use in bi-weekly, grade level problem solving meetings
- Use documented selection process to choose an evidence-based intervention for students identified as having characteristics of dyslexia or one word decoding issues
- Evaluate access to CORE instruction for students with disabilities
- · Provide specific training to teachers on CORE delivery with emphasis on student engagement
- Assure fidelity of ELA Instruction at the core and intervention levels, beginning with appropriate time alloted in daily schedules
- Establish decision-making rules for the addition and intensification of intervention for individual students
- Provide timely updates to parents regarding student progress and meaningful home-school collaboration
- Increase the percentage of time students with disabilities spend in a general education setting accessing core instruction

# **Example CIP Goals**

Example Goal: Improve student behavior school-wide, through a multi-tiered system of support, grades K-12, from 60% to 80% total implementation as measured through fidelity instruments, e.g., Self -Assessment Survey, Tiered Fidelity Inventory, SWIS or other behavioral data systems, by spring of 2020.

### Action Steps Related to NeMTSS Essential Elements Examples:

- · Provide real-time data for teachers to use in monthly at grade level problem solving meetings
- Use documented selection process to choose an evidence-based multi-tiered preventative intervention process (i.e. PBIS) for schoolwide behavior improvement.
- Provide specific training to building level teams and staff on core features of a behavior improvement process, with emphasis on teaching and reinforcing expectations, following a consistent plan for responding to behavior and active supervision.
- Assure fidelity of behavior implementation process by providing time for staff development (at a minimum monthly).
- Establish referral and data-based decision-making rules for advancement of student to tier 2 or 3 problem solving team as needed.
- Provide information about school-wide positive behavioral improvement process to parents and community regarding student progress and meaningful home-school collaboration

## Nebraska's Big Five

**Content Area Standards** 

Curriculum

Instructional Materials

Assessment

**Classroom Instruction** 





Professional
Development for
Instructional Materials
& Curriculum





### **CIP Template - Action Planning**

- Nebraska Materials Matter
- EdReports
- NDE Curriculum Specialists & ESU Content Specific Staff Developers

### Evidence-Based (EB) and High-Quality Instructional Materials and Programs: Social, Emotional, Behavioral, and Academic

Elementary ELA			Secondary ELA			
Tier 1 Core (All)	Evidence	Tiers 2/3 Targeted/Intensified (Some/Few)	Evidence	Tier 1 Core All	Evidence	Tiers 2/3 Targeted/Intensified (Some/Few)
	Yes +		Yes -		Yes *	
	7 -		7 *		7 +	
	No -		No -		No -	
	(7 -)		7 -		? -	





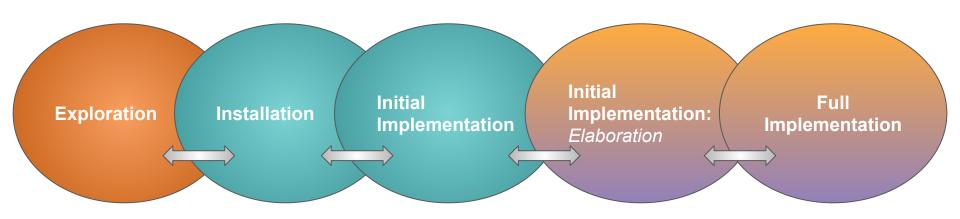
# CIP Template / Action Planning

**009.01A5** Evaluation of progress toward improvement goals.

009.01A5

- Time created and protected
- "Outputs" (data) entered and discussed
- Goals can be adjusted

## When: Stages of Implementation



### 2-4 Years

Continuous Improvement is a journey and growth takes time.

Adapted from Fixen & Blase (2012) National Implementation Research Network (NIRN)

## **Continuous Improvement Process**



**Unfolds progressively** 

No predetermined end point

Sustained over extended periods of time

Organizational or professional commitment to an ongoing process of learning, self-reflection, adaptation, and growth



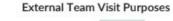


### DATA LITERACY WORKBOOK

For On-Site Visit Volunteers

Prepared for Nebraska Department of Education

February 2022





Assist the school in selecting or fulfilling school improvement goals and plans by adding an outside, objective view of the school improvement procedures



Enlist the professional advice of colleagues from outside the district



Increase the depth of understanding for moving forward to achieve school improvement goals

### **Nebraska Continuous Improvement**

Host School System &

**External Team Leader** 

Responsibilities Handbook



OFFICE OF ACCOUNTABILITY,
ACCREDITATION, AND PROGRAM APPROVAL



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## **WE WANT YOUR FEEDBACK!**

Scan the QR code to complete a brief evaluation after each session throughout the summit.