

Draft
Wallace Regional Improvement Plan
South Region
January 10, 2005

OVERALL GOAL: TO CLOSE THE ACHIEVEMENT GAP IN THE SOUTH REGION

Regional Goal 1: Develop systemic leadership, skilled at using data (and proven/research based instructional techniques) to inform and improve instructional strategies K - 12.

Objective 1: Get training in effective Use of Data to guide instruction

Activity	Person(s) Responsible	Resources Needed	Timeline
1.1a Attend SREB Module: <i>Using Data to Lead Change</i> taught by Eileen Reid	administrator in each building that sends a team (Roosevelt, Spencer Butte, South)	supplied by Wallace	1/19-20 and 4/20-21
1.1b Attend district <i>Use of Data</i> trainings for administrators	elementary/middle school administrators	Yvonne, Larry, Dennis	Fall 2004
1.1c Read and discuss <i>Using Data to close the Achievement Gap</i>	SALT meetings	book, scheduled time	
1.1d Read and discuss <i>Getting Excited About Data</i>	SALT meetings	book, scheduled time	
1.1e Collect and analyze building data on student progress	Building principals	District reading assessment data, state assessment data, other classroom assessment data	spring 05 - ongoing

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Objective 2: Provide training opportunities for staffs in differentiated instruction

Activity	Person(s) Responsible	Resources Needed	Timeline
1.2a Provide support for observations of teachers skilled in differentiation	building administrators	staff development/Wallace funds, subs	2005 - 06
1.2b Provide staff development by regional staff in differentiation	Martha/Morley	staff development/Wallace funds and literacy	2005 - 06
1.2c Provide in-service training for teachers to increase their repertoire of content reading strategies and vocabulary development	administrator at each school	staff development/Wallace and literacy funds	Wtr 2005 - spr 06

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Objective 3: Provide training opportunities and support for staffs in Brain Based Learning

Activity	Person(s) Responsible	Resources Needed	Timeline
1.3a Select staff to attend Eric Jensen training institutes	administrators in each building	provided by Wallace	Summer 2004
1.3b Provide opportunities among staffs to share their brain based teaching experiences with other staff members	building administrators	time at staff meetings or other in-service meetings	2004 - 05
1.3c Provide brain based literature, music and other materials for staffs	Martha, building principals	Wallace Funds	2003 - 04
1.3d Subscribe to and distribute brain newsletters	Randy	Wallace funds	monthly
1.3e Include sharing time for brain based teaching successes in each regional meeting	Laurie, Martha, Morley	none	monthly
1.3f Participate in book discussion group for <i>The Leadership Brain</i>	administrators	scheduled meeting time	Fall/Winter 2004/5

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Objective 4: Improve literacy instruction and increase literacy skills among students in the South Region

Activity	Person(s) Responsible	Resources Needed	Timeline
1.4a Align literacy curriculum in the south region	SALT members		
•Identify and describe literacy intervention programs K - 12	Yvonne, Sam		
• Identify reading curriculum and instructional strategies that are being used effectively in K - 12 SPED	Larry???		
•Identify reading curriculum and strategies that are being used effectively in ELL K - 12	Abby		
•analyze K - 12 reading materials to ensure that they include materials reflecting a diverse population			
•Atternd Prioritizing, Mapping SREB Module	Charlemagne team		Wtr/Spr 05
1.4b Provide content area reading instruction for staff			

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Objective 5: Improve the climate for learning in South Region buildings

Activity	Person(s) Responsible	Resources Needed	Timeline
1.5a Adapt Web and Link Crew programs to improve transitions at 6th and 9th grades	Eric, Randy, Morley		Fall 2004 - ongoing
1.5b Attend SREB <i>Creating a High Performing Learning Cultures</i> module	Administrators with teacher teams	Scheduling by Kay	wtr/spr 05

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OVERALL GOAL: TO CLOSE THE ACHIEVEMENT GAP IN THE SOUTH REGION

Regional Goal 2: Increase the level of cultural competency among South leadership and staffs by providing learning opportunities and training.

Objective 1: Provide meaningful cultural competency training for administrators and staff

Activity	Person(s) Responsible	Resources Needed	Timeline
2.1a Monthly trainings on Cultural Competency	SALT members	45 minutes of SALT meeting time	Yearlong
2.1b Attend district/EEA sponsored Diversity Trainings	Martha, Jeralynn, Sharon, Gig		Fall 2004
2.1c Attend Minority Student Achievement Network conferences and events as possible	Laurie, Cydney, middle school administrators, Sam T.		Summer, 04, Fall 04
2.1d Participate in cultural competence summit at Lewis and Clark College	Laurie, Terry, Kay, ?		spring 2004
2.1e Participate in <i>New York Times</i> /Wallace/NPR co-sponsored cultural competence panel and <i>Justice Talking Program</i> taping	Laurie, Martha, Morley, Jeralynn, Randy, Kay		Fall 2004
2.1f Attend SREB <i>Creating a High Performing Learning Culture</i> module	Administrators with teacher teams (Parker/Eastside)		
2.1g Read and discuss <i>Cultural Competence: A Primer for Educators</i> by Diller	SALT members	Time on agenda	ongoing but beginning Summer 05

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2.1h Design and implement discussions on cultural competency among staffs	SALT members	Staff meeting/in-service time as needed	ongoing
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OVERALL GOAL: TO CLOSE THE ACHIEVEMENT GAP IN THE SOUTH REGION

Regional Goal 2: Increase the level of cultural competency among South leadership and staffs by providing learning opportunities and training.

Objective 2: Recruit and maintain a diverse work force

Activity	Person(s) Responsible	Resources Needed	Timeline
2.2a Maintain close communication with Human Resources regarding minority candidate pool			
2.2b Participate in job fairs			
2.2c Provide support for staff of color by	building administrators		<u>on-going</u>
<ul style="list-style-type: none"> •co-hosting a yearly reception with EEA for staff of color 			
<ul style="list-style-type: none"> •encouraging the district to send a group of African American teachers to NABSE (National Association of Black School Educators) yearly 			
<ul style="list-style-type: none"> •encouraging staff of color to participate in the OEA Minority Affairs Committee 			
2.2d Provide a mechanism to get feedback/concerns from staff of color			