

Wallace Regional Improvement Plan
 South Region
 October 10, 2005

OVERALL GOAL: TO CLOSE THE ACHIEVEMENT GAP IN THE SOUTH REGION			
REVIEWED 3/13/06			
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 FIPSE trainings	administrator in each building and a staff member	Jerry Tindall and U of O Grant	summer/fall 05 DONE
1.1b Become familiar with data in district warehouse	administrators and staffs	Jerry Tindall and Melanie Drake, Yvonne Curtis	fall 05 DONE
1.1c Train staffs in accessing district warehouse data	administrators and attending staff member	Melanie, and other district data support personnel	ongoing
1.1d Use data to guide instructional decisions	building administrator and staffs	access to data warehouse and professional training	ongoing
1.1e Collect and analyze building data on student progress	Building principals	District reading assessment data, state assessment data, other classroom assessment data	ongoing

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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 2: Provide training opportunities for administrators, then staffs, in differentiated instruction			
Activity	Person(s) Responsible	Resources Needed	Timeline
1.2a Develop and distribute list of teachers skilled in differentiation	building administrators-- Martha is contact person	time	fall 05
1.2b Provide staff development in differentiation by Carol Ann Tomlinson	South Region Administrators	Wallace funds and building based staff development	Oct 6, 7, 2005-- DONE
1.2c Provide additional staff development on differentiation	SALT Members/SALT Lead Team	Regional funds, Larry Brown, Kay Mehas	1/3/2006-- DONE
1.2c Attend training in SIOP	South Region Administrators	Instruction Dept training	Oct. 14, 2005-- DONE
1.2e Provide release time for staff to observe teachers experienced in the use of differentiation	South Region Administrators	Regional funds, building staff development funds	2006-07
1.2g Continue implementation of brain based learning strategies	Administrators and staffs	Jensen materials and staff development time	ongoing

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Objective 3: Improve literacy instruction and increase literacy skills among students in the South Region			
Activity	Person(s) Responsible	Resources Needed	Timeline
1.3a Align literacy curriculum in the south region	SALT members		
•Share literacy infusion Project plans K -12 in South Region	SALT Members	agenda time	fall 06
• Identify reading curriculum and instructional strategies that are being used effectively in K - 12 SPED	Instruction Dept, Linda Vargas is contact person	Larry Sullivan, Marilyn Nersesian, Sheryl Linder, KC Clark	wtr 07
•Identify reading curriculum and strategies that are being used effectively in ELL K - 12	Linda Vargas is contract person	Abby Lane	wtr 07
• <i>Design a form to organize information on reading material for grades 3 - 12</i>	Linda Vargas	time	Wtr 06-- DONE
•Review K - 12 reading materials to ensure that they include materials reflecting a diverse population for grades 3 - 12	All--Linda Vargas is contact person	Data from buildings	12/12/2005--MAY 06
•Evaluate and share effectiveness of Literacy infusion plans to close the achievement gap	All buildings	Meeting time, evaluation instrument	Spr 06

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1.3b Provide administrators and teachers with in-service training to increase their repertoire of content reading strategies and vocabulary development	South Region Administrators	staff development/Wallace and literacy funds	June '06
1.3c Provide content area reading instruction for staff		Lane Literacy Team--Betty Shoemaker and company	Spr 07
1.3d Prioritize standards in math, reading and social studies K- 8	All buildings	Instruction Dept (Janis Swan, Yvonne Curtis, staff representatives	by spring 06-- INSTRUCTION DEPT WILL COVER

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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 Continue trainings on Cultural Competency	SALT members	Extended meeting times	Ongoing--(FALL 05)
2.1b Attend district sponsored training on weaving Cultural Competency into SIPs	District Administrators	Terry Leary, Instruction Dept	Winter 2006-- PENDING NEW HIRE
2.1c Revise School Improvement Plans to include site based cultural competency training for staffs	Site Councils	Terry Leary, Site Council meeting time	fall/winter 05--6-- PENDING
2.1d Design and implement activities on cultural competency among staffs	SALT members	Terry Leary, Staff meeting time, in-service training	ongoing
2.1e Attend Minority Student Achievement Network Conference and report back to SALT	Stephanie	MSAN funding for Stephanie, SALT Meeting time	Fall 2005-- DONE
2.1f Read and discuss <i>Cultural Competence: A Primer for Educators</i> by Diller	SALT Members--voluntary	Time on Agenda or additional meeting time	beginning winter 05--POSSIBLY JUNE RETREAT

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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 retain a diverse work force-- HR WILL ASSUME RESPONSIBILITY FOR THESE GOALS			
Activity	Person(s) Responsible	Resources Needed	Timeline
2.2a Meet with Human resources staff to discuss recruitment of staff of color	Building principals		ongoing
2.2b Establish an understanding with HR about getting information on the availability of minority candidates	Building principals	HR attendance at SALT meeting for discussion of our concerns	Winter 06
2.2c Participate in job fairs, looking for candidates from underrepresented groups	Wally Bryant, Debbie Ashley, Human Resources and interested administrators	Invitation to attend job fairs from Human Resources	Spring 06
2.2d Establish communication with local colleges of education in order to identify possible minority candidates	NEED VOLUNTEER(S)		by early spring 06
2.2e Attend class(es) in spring at U of O looking for minority candidates	NEED VOLUNTEER(S)		Spring 06
2.2f Provide support for staff of color to encourage retention by	building administrators		
•Hosting a yearly reception with EEA for staff of color	South Administrators	Funds	yearly
•providing funding for professional development for teachers of color	SALT members	Funds	yearly

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Activity	Person(s) Responsible	Resources Needed	Timeline
•begin administrative conversations in each building regarding what can be done to retain staff of color.	SALT members	Time	spring 06
2.2g Provide a mechanism (survey, discussions, ???) to get feedback and concerns on working conditions from staff of color	Terry Leary, administrators	Interview sessions, availability of designated staff persons	yearly
2.2h Design and implement a mechanism to address the concerns of staff of color	Administrators with the support and guidance of Terry Leary	Possibly funds	Fall 06