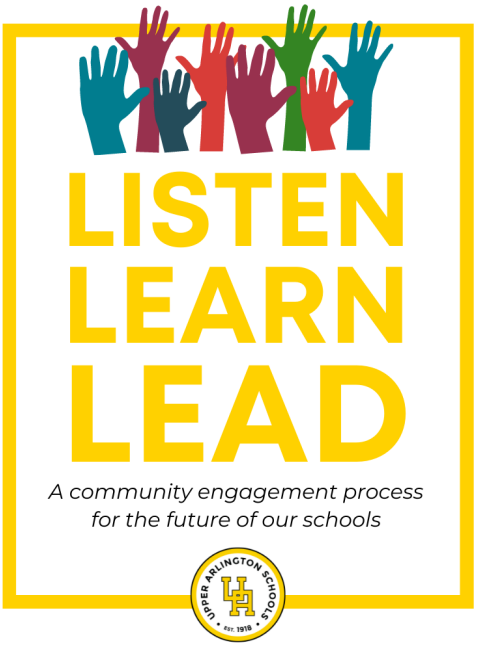

LISTEN LEARN LEAD IMPLEMENTATION PLAN

DECEMBER 13, 2022

LISTEN LEARN LEAD IMPLEMENTATION PLAN

STUDENT ENGAGEMENT RECOMMENDATIONS

ELEVATE STUDENT VOICE IN THE OPERATION OF THE DISTRICT

Goal: To engage a diverse group of students from all levels in a dialogue to identify appropriate and effective ways for students ideas and feedback to be systematically gathered and used.

Primary responsibility: Teaching and learning department
Support/collaboration responsibility: All departments and schools

Identified steps	Status	Notes
Hold focus groups for students at all levels to gather ideas on best ways to continually gather student ideas and feedback	Beginning January 2023	
Form subcommittee of the well-being committee to focus on gathering student voice on well-being programs	Completed - December 2022	
Well-being subcommittee will meet regularly and develop methods to gather student feedback	Beginning January 2023	
Hold student focus groups to gather feedback and student voice in the development of the Profile of an Engaged Learner	Beginning January 2023	
Engage student voice in next strategic planning process	Targeted for 2024	

Additional information: The Teaching and Learning Department will also research the best practices for gathering student voice that are in place in other school districts and educational institutions (e.g. Toledo Public Schools).

STRENGTHEN MULTI-TIERED SYSTEM OF SUPPORT (MTSS) ACROSS ALL GRADE LEVELS

Goal: To more deeply embed processes at the elementary level, and solidify initial processes at middle and high school. Provide increased communication about MTSS to families.

Primary responsibility: Teaching and Learning department
Support/collaboration responsibility: Principals and communications department

Identified steps	Status	Notes
Define common language at each tier of support	Completed - Elementary In process - Secondary	Target draft language completion June 2023
Multi-step process for student support meetings	Completed - Elementary In process - Secondary	Target process testing fall 2023
Put in place high-quality universal screening and baseline assessment tools	Completed*	* We will always review the effectiveness of the assessment tools.
Utilization of data as an early warning system at the secondary level	In process	Target completion Fall 2023
Enhance utilization of BranchingMinds / MTSS dashboard at the elementary level	Ongoing	Reviewing tool effectiveness
Test MTSS dashboard at the secondary level	In process	Target completion May 2023
Math-specific tier 3 supports at the secondary level	In process	Targeting ongoing completion Jan. - May 2023
Elementary MTSS video series for website	In process	Currently in post-production

BUILD ON STEM EXPERIENCE FOR STUDENTS, K-12

Goal: To bring tighter alignment and clarity to standards connections in the STEM areas as well as the arts and well-being. Additionally, enhance STEM opportunities by shifting budgetary resources that will support the work needed to vertically articulate STEM learning from grades 6-12.

Primary responsibility: Teaching and Learning department
Support/collaboration responsibility: Building leadership and treasurer's office

Identified steps	Status	Notes
K-12 Computer Science Committee to articulate opportunities and experiences	In process	Targeted recommendations by May 2023
Align middle school and high school engineering experiences	In process	Target completion December 2023
Identify and implement K-12 resources needed for common experiences in STEM	In process	Target completion August 2023
Implement/expand problem-based learning and design thinking training for teachers	Ongoing Authentic Learning and Leadership	Expansion immediately following the approval of the Profile of an Engaged Learner by the Board of Education
Embed characteristics outlined in the Profile of an Engaged Learner throughout STEM experiences	In process	Immediately following the approval of the Profile of an Engaged Learner by the Board of Education

REINFORCE USE OF DISTRICT LEARNING MANAGEMENT SYSTEMS, SEESAW (K-3) AND CANVAS

Goal: To ensure students and families have easy access to pertinent class-related information.

Primary responsibility: Teaching and Learning and Technology departments
Support/collaboration responsibility: Building principals

Identified steps	Status	Notes
Remind teachers of the expectation to use the district-selected LMS (Canvas or Seesaw) as the primary means of communication	Completed - fall 2022	Reinforcing in Whole Learning Wednesday professional learning
Chief Technology Officer (CTO) work with Canvas lead teachers and students to develop a better navigation experience in Canvas	Ongoing	Student designed survey in progress - December 2022.
CTO work with Seesaw lead teachers and students to develop a better navigation experience in Seesaw	Ongoing	Goal to have classroom information posted to Seesaw and secure parent account creation by March 2023
Gather student and teacher feedback on outcomes	Target a semester and end of year process in the 2023-24 school year	
Gather feedback from PTO leadership	February 2023 - share results of Canvas/Seesaw teacher and student feedback	
Manage My UA Students' Experience OneStop Parent ClassLink portal	In progress with rollout in summer/fall 2023	

PROVIDE EASIER ACCESS TO ACADEMIC SUPPORTS

Goal: To better inform students and families of the academic supports available in the district.

Primary responsibility: Teaching and Learning
Support/collaboration responsibility: Communications department

Identified steps	Status	Notes
Elementary MTSS process clearly aligning supports and goals across all four tiers	Completed/ongoing	
Middle school MTSS process to clearly identify supports and goals across all four tiers	In process	Target completion of May 2023
High school MTSS process to clearly identify supports and goals across all four tiers	In process	Target completion of December 2023
Implementing specific tier three supports at the secondary level	In process	Targeting ongoing completion Jan - Dec 2023
Peer tutoring program at the high school level	Completed/ongoing	
Flex support time at middle school	Completed/ongoing	
Academic Labs with adjustment for tier three	In process	Targeting ongoing completion Jan - May 2023

Additional information: Information for accessing these supports will be consolidated and included in family updates for secondary schools beginning second semester.

FINANCIAL ACCOUNTABILITY RECOMMENDATIONS

RE-ESTABLISH THE TREASURER'S FINANCIAL ADVISORY COMMITTEE

Goal: To utilize the expertise in our community to provide feedback, insight and guidance on financial practices.

Primary responsibility: Treasurer's office
Support/collaboration responsibility: Operations and communications departments

Identified steps	Status	Notes
Fill the 6-8 spots on the committee	February 2023	
Hold first meeting	March 2023	
Meet quarterly	Ongoing beginning March 2023	

Additional information: The treasurer's financial advisory committee will provide input/advice of various financial aspects of the district based on expertise in the private sector. This committee will meet on a quarterly basis. Duties of this committee will include: learning and understanding various financial issues that impact the district, provide feedback on the five year forecast and related assumptions, review efficiencies and/or inefficiencies of the district, and any other duties that may become necessary related to the finances of the district. This committee will be strictly advisory in nature.

INCREASE AWARENESS OF ANNUAL FINANCIAL UPDATE AND OTHER FINANCIAL DOCUMENTS

Goal: To ensure that community members are aware of the information available to them in the Annual Financial Update and the other financial reports posted online.

Primary responsibility: Treasurer's office
Support/collaboration responsibility: Communications department

Identified steps	Status	Notes
Issue the Annual Financial Report	February 2023	
Include information in the Quality Profile, which is mailed to all UA residents	Targeted for release in February 2023	
Periodically include information in UAiNSIGHT, which is mailed to all UA homes	Ongoing	
Periodically include information in the monthly e-newsletter, which is sent to all staff members, families and others who have subscribed	Ongoing	
Periodically share information on district social media platforms	Ongoing	

INCREASE AWARENESS OF DISTRICT'S EFFICIENCY EFFORTS

Goal: To better communicate district efficiency, sustainability and cost-avoidance efforts.

Primary responsibility: Treasurer's office
Support/collaboration responsibility: Operations and communications departments

Identified steps	Status	Notes
Create a specific webpage related to efficiencies/sustainability	February 2023	
Create graphics for the webpage sharing annual cost savings and efficiency measures, including a running total	March 2023	
Share various cost savings and efficiency measures through easy to read snippets	February 2023	
Include cost savings and efficiency snippets in the UAiNSIGHT community newsletter	Spring 2023	

Additional information: The district remains focused on financial efficiency and the responsible use of taxpayer dollars. This will enhance the district's continued transparency of various district activities.

COMMUNICATIONS RECOMMENDATIONS

ENHANCE DISTRICT WEBSITE

Goal: To continuously review and update the district website to make information easily accessible in support of the district's commitment to clear and transparent communication.

Primary responsibility: Communications department

Support/collaboration responsibility: All departments

Identified steps	Status	Notes
Expand information on academic rankings	Completed	
Expand information on curriculum standards	Completed	
Expand information on academic resources	Completed	
Enhance English-language learners page to ease use of translation tool	Completed	
Clarify and reorganize gifted and special education information	Completed	
Create a student and staff well-being page	Completed	
Create a community calendar for performing arts events across the district	Completed	
Provide video resources for Multi-Tiered System of Support (MTSS) page	In process	Currently in post-production
Reorganize the Upper Arlington High School section of the site	Completed	
Gather feedback from students and families on updates	Ongoing	Some feedback acquired; additional efforts during second semester
Continuously review website content	Ongoing	Continuous

for updates and enhancements		improvement focus

Additional information: The district website is one of our most important communication tools with students, families and community members. While many updates have been identified and completed, the work to continuously improve the website will be ongoing.

OFFER NEW OPPORTUNITIES FOR DIGITAL ENGAGEMENT

Goal: To create additional opportunities for community members without students in school to keep up with events, information and opportunities within the school district.

Primary responsibility: Communications department

Support/collaboration responsibility: All departments

Identified steps	Status	Notes
Create a way for community members and other interested parties to sign up for electronic communication from the district	Completed	
Create monthly e-newsletter for distribution to staff, families community members and other interested parties	Completed	
Advertise the opportunity to sign up for electronic communication with community members, alumni and other interested parties without students in school	Ongoing	Outlets include repeated posts on district and alumni association social media, repeated inclusion in UAiNSIGHT print newsletter and inclusion in superintendent column in weekly newspaper

Additional information: While the website is a great communication tool, it requires stakeholders to seek out information. Creating additional ways for district information to be shared with stakeholders digitally is a cost-effective way to push out information to these important groups.

HOLD ANNUAL LISTEN LEARN LEAD ROUNDTABLE DISCUSSIONS

Goal: To continue to emphasize the importance of bringing community members together to share perspectives in a positive and future-focused way in support of our students and schools.

Primary responsibility: Communications department

Support/collaboration responsibility: All departments and Board of Education

Identified steps	Status	Notes
Identify and advertise a set of dates for 2023 LLL events that provides flexibility for a wide variety of schedules	Targeted for completion in January 2023	
Update process and procedures for 2023 events and secure facilitator	Targeted for completion in January 2023	
Report back to the community on the information gathered and use it to inform future discussions, including the design of the upcoming strategic planning process	Ongoing	