



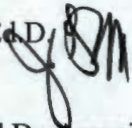
VIRGINIA BEACH CITY PUBLIC SCHOOLS

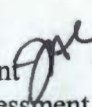
A H E A D O F T H E C U R V E

*Office of the Superintendent
Department of Educational Leadership and Assessment*

MEMORANDUM

TO: School Board Members

THROUGH: James G. Merrill, Ed.D., Superintendent 

FROM: Jared A. Cotton, Ed.D., Associate Superintendent 
Department of Educational Leadership and Assessment

SUBJECT: Mid-Year Update on *Compass to 2015*

DATE: January 12, 2012

The purpose of this memorandum is to provide the School Board with a mid-year update on the division's strategic plan, *Compass to 2015*. The attached document provides an overview of the status of the key strategies identified by each of the Strategic Objective Action Teams. It also includes highlights of the accomplishments and plans for the 2011-2012 school year. Future School Board workshops have been planned to provide additional information concerning the progress to date with respect to the Strategic Objectives associated with each of the three Vanguard areas (e.g., integration of instructional technology, balanced assessment, responding to student needs).

If you have any questions, please contact Dr. Cotton at 263-1109 or through email at Jared.Cotton@vbschools.com.

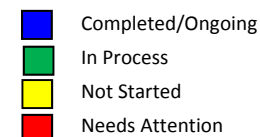
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ec: Cabinet

Virginia Beach City Public Schools

Compass 2015 Strategic Dashboard

Progress Indicator



Strategic Objective 1 Engage Every Student All teachers will engage every student in meaningful, authentic, and rigorous work through the use of innovative instructional practices and supportive technologies that will motivate students to be self-directed and inquisitive learners.	Strategic Objective 2 Balanced Assessment VBCPS will develop and implement a balanced assessment system that accurately reflects student demonstration and mastery of VBCPS outcomes for student success.	Strategic Objective 3 Improve Achievement Each school will improve achievement for all students while closing achievement gaps for identified student groups, with particular focus on African American males.	Strategic Objective 4 Create Opportunities VBCPS will create opportunities for parents, community, and business leaders to fulfill their essential roles as actively engaged partners in supporting student achievement and outcomes for student success.	Strategic Objective 5 Capacity Building VBCPS will be accountable for developing essential leader, teacher, and staff competencies and optimizing all resources to achieve the school division's strategic goal and outcomes for student success.
a. Identify the 21 st century skills for VBCPS. b. Integrate 21 st century skills into K-12 curriculum and instruction. c. Define, develop, and promote effective teaching practices that maximize rigor and meaningful engagement for all students. d. Integrate supportive technologies into the instructional program delivery.	a. Develop and/or adopt varied assessments, including performance-based assessments, to create a balanced assessment system that measures VBCPS outcomes for student success. b. Provide training for teachers and administrators on developing, using, scoring, and interpreting varied types of assessments to create a balanced assessment system. c. Monitor and evaluate VBCPS assessments to ensure quality and fidelity. d. Develop a process to monitor and report student performance on VBCPS divisionwide assessments.	a. Design and implement a transition process to ensure that students are prepared for the next school level. b. Develop and implement the K-12 Literacy Initiative, with an emphasis on monitoring K-2 reading achievement. c. Develop and implement a Response to Intervention (RTI) model. d. Review and revise the school improvement process so it aligns with the strategic plan. e. Continue to monitor and engage in efforts directed at closing the achievement gap with specific focus on the African American male identified from the 2007 Program of Work.	a. Promote mentorship programs throughout the school division. b. Work to bridge the "digital divide" by increasing student access to technology and internet among the division's families. c. Strengthen collaboration with city agencies, civic groups, community and faith based organizations that have similar educational missions. d. Promote enhanced understanding and support of the Compass to 2015 Strategic Plan and the division's identified 21 st century skills through various communication strategies. e. Develop avenues for parental and community outreach that are designed to support the outcomes for student success, with particular emphasis on underserved families.	a. Develop a divisionwide master framework for professional development and training that optimizes resources and addresses the essential competencies needed by teachers, administrators, professional/supervisory and classified staff. b. Provide opportunities for school leaders and teachers to observe successful practices that maximize high levels of student engagement in challenging work. c. Develop and provide equitable access to quality learning tools and technologies. d. Revise and align evaluation instruments. e. Develop a model for teacher, administrator, and staff training/professional development and capacity building to include strategies for the integration of 21 st century skills. f. Ensure the development, use and support of Professional Learning Communities focused on improved academic achievement for all students by enhancing teachers' and administrators' expertise.

Compass to 2015 Mid-Year Status Overview 2011-2012

Accomplishments and Future Plans

	<u>Strategic Objective 1</u> <i>Engage Every Student</i>	<u>Strategic Objective 2</u> <i>Balanced Assessment</i>	<u>Strategic Objective 3</u> <i>Improved Achievement</i>	<u>Strategic Objective 4</u> <i>Create Opportunities</i>	<u>Strategic Objective 5</u> <i>Capacity Building</i>
Accomplishments	<ol style="list-style-type: none"> 1) Refocused the primary work of the elementary reading resource specialist from SOL preparation in grades 3-5 to working with classroom teachers to plan instruction in grades K-2. 2) Completed the grade 2 integrated curriculum, which provides thematic units of study that integrate language arts, science, and social studies with a focus on literacy instruction. 3) Developed a philosophy for K-12 curriculum in each content area to guide the development of curriculum. 	<ol style="list-style-type: none"> 1) Administered the fall Integrated Performance Task (IPT) to all 4th and 7th grade students. 2) Planned for and administered the College Work Readiness Assessment (CWRA) to all 11th grade students in VBCPS. 3) Worked with teachers and the Department of Curriculum and Instruction to draft guidelines for cross-curricular digital portfolios. 	<ol style="list-style-type: none"> 1) Completed RSNM Manual and field test of Schoolnet Interventions Module in 9 schools. 2) Held the 5th Annual African American Male Summit on January 7. 3) Conducted 9th grade transitions programs, <i>I Need a Lighthouse</i>, in all high schools. 	<ol style="list-style-type: none"> 1) Continued implementation of Parent Connection Technology Academy. 2) Hosted parent training, mentorship training, and First Impression training. 3) Updated mentorship handbook (now "online toolkit"). 	<ol style="list-style-type: none"> 1) Completed development and implementation of the Principal and Assistant Principal Evaluation Instruments and Rubrics. 2) Continued development of the VBCPS Dynamic Video Library with addition of "Reading Instruction Aligned with Compass to 2015" highlighting the 2011 Reading Teacher of the Year. 3) Implemented the new administrative mentoring program and training. 4) Continued research on professional development programs for aspiring administrators.
Future Plans	<ol style="list-style-type: none"> 1) Developing curriculum for grades 3-5 in math, science, and social studies to align with new state standards and facilitate integration of 21st century skills and multiple subject areas. 2) Developing guidelines that provide direction for students' use of personal technology devices in the classroom. 3) Conducting a comprehensive review of the initial implementation of the middle school STEM curriculum. 	<ol style="list-style-type: none"> 1) Developing and administering the spring Integrated Performance Task (IPT) for all 4th and 7th grade students in VBCPS. 2) Organizing a scoring event to train a cadre of teachers to assess student performance on the spring IPT. 3) Finalizing update on Key Indicators of Student Success based on 2010-2011 data. 	<ol style="list-style-type: none"> 1) Providing principal and teacher training on RSNM Manual and adding 9 schools to the field test. 2) Compiling the catalogue of Tier 2 and Tier 3 academic and behavioral interventions in use across the division. 3) Continuing differentiated Candid Conversation meetings. 	<ol style="list-style-type: none"> 1) Providing a Parent Connection Conference on January 28, 2012. 2) Implementing a low-cost program through Cox Communications (launch scheduled for February-March time frame). 3) Examining the feasibility of expanding the Technology Academy to other schools (beyond the ATC). 	<ol style="list-style-type: none"> 1) Redesigning the Teacher Evaluation System. 2) Developing a Master Framework for Professional Development. 3) Developing teacher competencies aligned with the Teacher Evaluation Standards.

Summary of School Board Workshops Addressing Progress in Vanguard Focus Areas

January 17, 2012 (Workshop 1)

Vanguard Focus Area: Balanced Assessment

The Board received an update on how Strategic Plan Objective 2 (SO2) of the *Compass to 2015* is being implemented in schools. Dr. George Parker, SO2 Team Co-Chair and Principal of Green Run High School, introduced Dr. Daniel W. Smith, Principal of Corporate Landing Middle School, who reported along with the school's 2013 Teacher of the Year, Kimberly Moorefield, on the Vanguard school's Understanding by Design (UbD) approach to balanced assessment. Also exhibited were reflections from students and teachers on integrated STEM (science, technology, engineering and math) for middle school instruction – a focus on interdisciplinary problem-based learning.

February 7, 2012 (Workshop 1)

Vanguard Focus Area: Integration of Instructional Technology

Mr. Rodney J. Burnsworth, Assistant Superintendent of Curriculum and Instruction, provided an overview of strategies implemented in the classroom to address Strategic Objective 1 of the *Compass to 2015* in the area of engaging students. Students and teachers demonstrated the di Vinci Worlds learning experience being used by some teachers and described as an innovative teaching tool that promotes a self-directed, inquisitive, rigorous authentic learning environment.

February 21, 2012 (Workshop 3)

Vanguard Focus Area: Responsiveness to Student Needs

Representatives from Vanguard elementary schools - Newtown, Alanton and Christopher Farms, demonstrated strategies used to develop reading and literacy skills.

The workshops may be viewed in their entirety at the following link:

<http://www.vbschools.com/schoolboard/streaming>