



Progress Check for Continuous Improvement

School Leadership and Operational Support
November 18, 2015

Strategic Plan Goal Area	Organizational Effectiveness and Efficiency
Strategic Plan Performance Objective	Develop an efficient organizational structure that supports a performance-based culture

PLAN
Review the goal area, performance objective, initiative(s), performance measures, and action steps that you are working on for this particular area. What have you completed? What can you celebrate?
The Wallace Foundation mini-grant, in the amount of \$250,000, was awarded to the district. The grant will be used to: • Improve the instructional leadership capabilities of principals and central office leaders • Develop the capacity of building level and central office leaders to support CIA² and ensure sustainability • Improve training and support for Regional Superintendents and Aspiring Principal Supervisors • Fully align and integrate leadership development with evidence-based practices connected to Continuous Improvement Planning processes
DO
Describe the work of your team in achieving your performance objectives. Specifically address your initiatives and action steps.
Some action steps to achieve the performance objective include: • Implement modules to support in-depth school and classroom walkthroughs. All efforts of CIA² will be aligned and integrated with the incumbent and aspiring Regional Superintendent academies • Expand the National SAM Innovation Project as an integrated team consisting of principal supervisors and principals to support CIA² • Develop additional performance-based learning modules for incumbent and aspiring principal supervisors • Develop tools and processes for monitoring progress in achieving targets identified through divisional, departmental, and local Continuous Improvement Plans
CHECK
Are you getting the results needed to reach the performance targets? How are you monitoring and measuring to ensure results?
Quality indicators that will be used to monitor and measure results include: • Incumbent and aspiring principal supervisors participate in training experiences with post assessment indicating a clear understanding of how to provide instructional support to principals • SAM data collection will show an increase in available instructional time for the principal supervisors and principals • Design of additional performance-based learning modules adheres to principles of adult learning and align with the DeKalb PS Competency Model • Tools and processes developed will serve as check points to evaluate progress and make mid-course corrections

ACT
What are the challenges or obstacles you are facing or anticipating? What needs to change and/or improve to reach your performance targets? How will these changes lead to progress?
National SAM Innovation Project implementation will be limited to 17 teams. Principals with a designation of Priority/Focus and Opportunity School District will be given priority.