

2021 Goals
Dr. Ryan Glaze

1. By December 2021, excess spending in the education fund of \$1,300,000 and operation fund of \$400,000 will be reduced by at least 50%, as measured by monthly financial reports generated by the corporation treasurer.
 - a. Education Fund
 - i. Retirement Incentive-Cost Savings potential-\$450,000
 - ii. Staffing Reductions
 1. Para Educators-\$230,000
 2. Reductions through attrition-\$150,000
 - iii. Student Devices-Cost Savings-\$100,000
 - iv. Software/Technology related materials-\$25,000
 - b. Operation Fund
 - i. Elimination of four contract bus routes-\$166,880
 - ii. Elimination of two administrative positions-\$192,000

This goal was accomplished and exceeded. A reduction of \$1,147,784 in the education fund is 88% of the stated goal of at least 50%. Total operation fund savings was \$230,275 is 57% of the stated goal of 50%. Details are included below:

Education Fund

- a. Certified staff savings (\$786,949)*
- b. Classified staff savings (\$256,010)*
- c. Total staff savings (\$1,042,959)***
- d. Student Devices (\$120,000)*
- e. Software/Tech \$15,175*
- f. Total student technology savings (\$104,825)***
- g. Total Education Fund Savings-(\$1,147,784) 12% Reduction***

Operation Fund

- a. Reduced one corporation route (\$25,275)*
- b. Director of Operations (\$125,000)*
- c. Lead bus driver (\$65,000)*

- d. Transportation software (\$3,000)*
- e. Ending Advanced Ed Sub. (\$12,000)*
- f. Ending Forecast 5 Analytics (\$8,000)*
- g. Ending Script Paperless Documents (\$8,000)*
- h. Added ½ Time Transportation Secretary +\$15,000*
- i. Added SPED Bus Route +\$16,200*
- j. Total Operation Fund Savings (\$230,275)***

- 2. By December 2021, TCSC will improve academic performance by implementing Professional Learning Communities (PLC), Universal Design for Learning (UDL), and overhaul the current Certified Appraisal Model as measured by PLC notes, NWEA, ILEARN, SAT, and Updated Appraisal Model.
 - a. Book study on PLC's with principals Spring 2021
 - i. Create common PLC Agenda
 - ii. Develop Norms for PLC Meetings
 - b. Create UDL Instructional Coach Positions in each building (Fall of 2021)
 - i. Job Embedded
 - ii. Expertise in the Building
 - c. Launch PLC Meetings (Fall of 2021)
 - i. Once a week in all buildings
 - ii. Principal Lead
 - iii. Support of UDL Instructional Coach
 - d. Adapt current Teacher Effectiveness Rubric with UDL practices
 - i. Establish Committee (Spring of 2021)
 - 1. Review and adapt rubrics
 - 2. Observation Practices
 - 3. TAG Language

This goal was mostly accomplished, except it is too early to determine changes in academic achievement on NWEA, ILEARN, and SAT. PLC book study with principals completed in April 2021, PLC's established and operational-August 2021, UDL instructional coaches

are in place and working with teachers-May of 2021, teacher appraisal model totally revamped and approved by the board of trustees in August 2021 including rubric updates and changes, new observation format, and TAG language update.

Last spring we convened a book study with principals outside of our normal administrative meeting to learn about PLC's and learn to implement practices that will move TCSC forward through teacher engagement and capacity building. As a next step the Director of Student Achievement and Learning established PLC's at the building level. Making certain that all building level and corporation administrators participate in the building level PLC meeting in order to model the importance of collaboration and assist in the facilitation of initiatives. Building level PLC meetings started the first week of September, 2021.

a. PLC Agenda Examples/Norms:

Attached [here](#)

b. Create UDL Instructional Coach Positions in each building (Fall of 2021)

- i. Using the funding source of ESSER II and ESSER III, three Universal Design for Learning coaches were hired to assist TCSC teachers in the implementation of UDL, improved instructional practices, and research based learning. UDL coaches are placed in three buildings and attend all PLC meetings including administrator PLC meetings. UDL coaches support all teachers including our new educators to TCSC.

c. Launch PLC Meetings (Fall of 2021)

- i. PLC's were launched the week of September 7, 2021 in all three buildings. PLC's are led by the building principals. Teachers create the goals, agenda, and norms for each PLC-so no two are alike. Each PLC is guided by four questions:

<p><u>Question #1</u> <i>What do we want our students to learn?</i></p>	<p><u>Question #2</u> <i>How will we know they have learned it?</i></p>	<p><u>Question #3</u> <i>How will we respond when they experience difficulty?</i></p>	<p><u>Question #4</u> <i>How will we respond when they master it?</i></p>
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Some PLC members have responsibilities that include Lead, Secretary, and Timer. Instructional coaches attend all PLC meetings and work with members of the PLC who ask for help and request resources.

d. Adapt current Teacher Effectiveness Rubric with UDL practices.

- i. In April of 2021, a committee of TEA members and TCSC administrators meet to update and change the TCSC Certified Teacher Appraisal Plan. With the goals of making the evaluation plan more UDL friendly, easier to use and understand, and more rigorous.
- ii. UDL friendly: The committee had consensus on adding some UDL components to the walkthrough rubric, but decided to wait a year to add UDL components to the evaluation rubrics. The thought was to provide a year of intense training using our instructional coaches to prepare teachers for the changes.
- iii. Rigorous: The committee agreed to make the evaluation process more rigorous by adding an additional long observation to all teachers. So each teacher will be evaluated using two long observations and four walkthroughs. One long observation is planned and the other is unplanned. Long observations must be a minimum of 45 minutes each. After each observation the teacher and evaluator have a post observation conference to receive feedback.
- iv. The Certified Appraisal Plan was completely reviewed and simplified. Twenty pages were eliminated. The new document is attached [here](#).
- v. For the 2022 TAG grant new language was established that simplifies the process of awarding Teacher Appreciation Grants

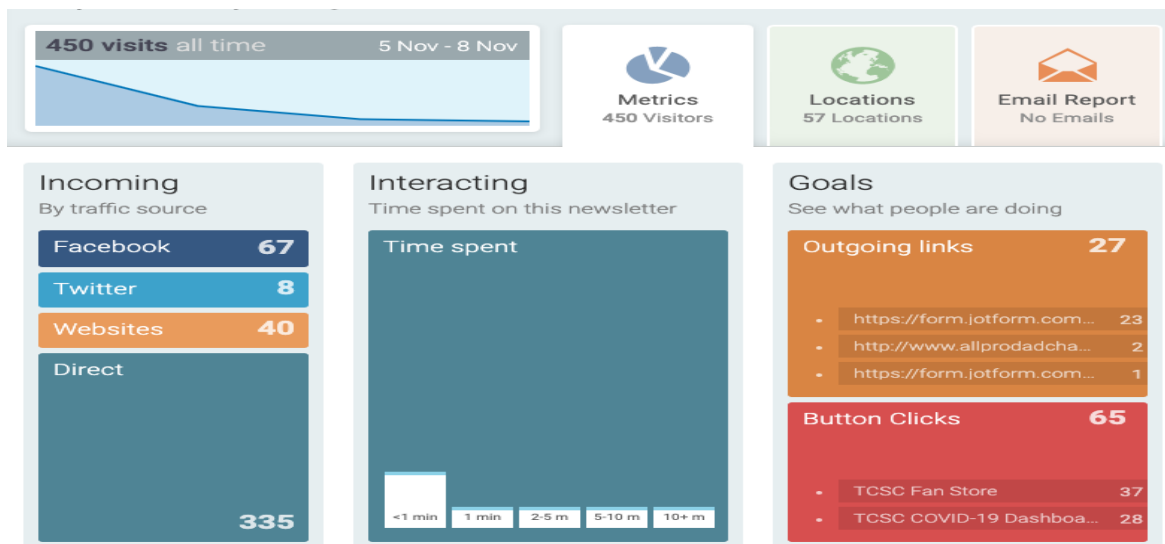
3. By December 2021, TCSC will develop a comprehensive marketing and public relations plan to promote the school district using traditional as well as digital media as a vehicle to retain current students and grow enrollment.
 - a. New Webpage
 - b. Promoting the idea of “The Tipton Way”
 - i. Establishing norms and expectations
 - ii. Promote students first attitude
 - iii. Innovation Focus
 - c. Professional video about the district updated annually
 - d. Annual “State of the Schools” address in September 2021
 - e. Building communication focus
 - i. Parent newsletters-THS
 - ii. Social media presence
 - f. Promoting future projects

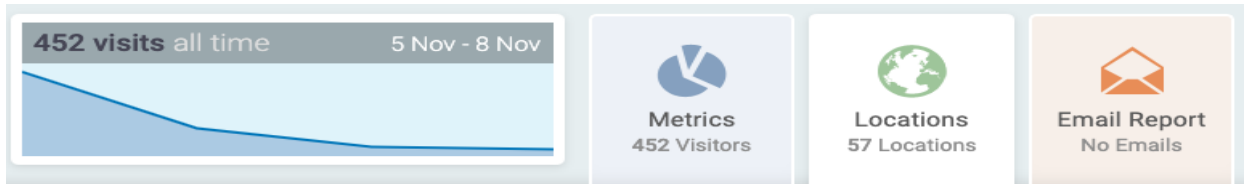
Many efforts have been made in the completion of this goal. Our new website is in place and operational, The Tipton Way is a recognition of the going above and beyond in our state, community, and school. This year the first state of the school address was focused on our corporation goals of student achievement, facilities, and branding/public relations and well received. Communication continues to improve, THS Parent Newsletters are consistently produced and distributed, social media presence continues to grow. Friday Messages average between 400-600 views weekly. There is a lot of excitement around the future building projects.

- A. New website launched June of 2021- The website is still a work in progress.
 - i. Website is clean and easy to navigate
 - ii. Monitored by Miss Stahl
 - iii. Videos for each school in progress
 - iv. Focus on individual buildings still needed

- B. The Tipton Way-Part of Friday Messages-Random acts of kindness;
Promotes good works by students, staff, and school;
- C. Professional video linked to the website home page
- D. State of the Schools Address completed in October linked [here](#).
- E. Building Communication Focus
 - I. THS Parent newsletter sent on a weekly basis since August 2021
 - II. Facebook Analytics-Last 28 Days
 - Post Reach-8,000
 - Engagements-4,500
 - Page Views-800
 - Page Likes-3,000
 - III. Friday Message

Smore Analytics for most recent Friday Message





Visitors by location | Where did visits come from?



Promoting Future Projects: I have attempted to be transparent throughout all phases of the construction project. As details are finalized I will continue to share at monthly board meetings, Friday Messages, and other media.

Creation of Branding/Public Relations Subcommittee to assist with the promotion of the school district to retain and attract new students and families.