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## Continuous Improvement Plan (CIP) Example Burlington School District

### Highlighted Plan Strength: Root Cause Analysis

- “Interview notes and professional learning communities meeting minutes data indicates teachers instructional practice is impacted by a lack of timely, ongoing feedback and embedded mentoring to support student learning.
- Student achievement data (state and district) indicates our students (including subgroups) are generally not performing at the level needed to meet grade level state standards. Our current system needs greater alignment to the multi-tier systems of support model in order to increase the number of students successful at the Tier 1 level of instruction while providing intervention support for a smaller percentage of students.
- Student behavior data suggests that students exhibit many behavior needs caused by trauma and other external factors. Teachers need strategies to control behaviors and develop a restorative classroom climate that increases instructional time and reduces student time lost out of the classroom.
- Community survey and focus group notes indicate current family/community and school interactions are mostly limited to the involvement level and do not provide for regular, ongoing opportunities for authentic family engagement.
- Student achievement data (state and district) indicates our students (including subgroups) are generally not performing at the level needed to meet grade level state standards. A review of PLC meeting minutes and grade level meetings suggests a greater need for vertical alignment as new units of study and resources have been implemented to meet demands of CCSS, NGSS and other national content standards.
- For the past five years, our district has been part of a Nellie Mae grant. This provided an opportunity to use the continuous improvement process to identify areas in need of systems change.”

**AOE Comments:** Root Causes demonstrate thoughtful consideration of underlying system components or practices influencing each problem of practice, supported by local qualitative data.

### Highlighted Plan Strength: Change Ideas

“Change Idea 1 Title: Cycles of Evaluation

- Administrators and Instructional Coaches will receive ongoing professional development to support walkthroughs.
- Administrators will receive professional development to support supervision and evaluation.
- Teachers will be provided opportunities for peer-to-peer observational pairings based on strengths and areas for development.
- District administrators will develop common tools to support implementation of consistent best practices connected to supervision/evaluation and walkthroughs.”

**AOE Comments:** Change Ideas are focused and clearly aligned to determined problems of practice and root causes.

### **Highlighted Plan Strength: Measures**

“Change Idea 1 Question 3

How will/do we know our change resulted in an improvement?

- Data from district template for walkthroughs
- Data from district template for supervision and evaluation documents including annual goal setting
- Data from District Tool (Teachpoint) - Review aggregate and dis-aggregate data based on common criteria”

**AOE Comments:** Measures are directly connected to change ideas, with specific, logical instruments chosen.