



# **Accountability Committee Networking Series**

## **Unified Improvement Planning and Stakeholder Engagement**

September 2021



Facilitators: Lisa Steffen & Erin Loften

Accountability and Continuous Improvement, CDE

## Introduction in Chat:

- Name
- School/District
- Role with Acc. Committee
- Word Association- What comes to mind when you hear “Unified Improvement Plan”?

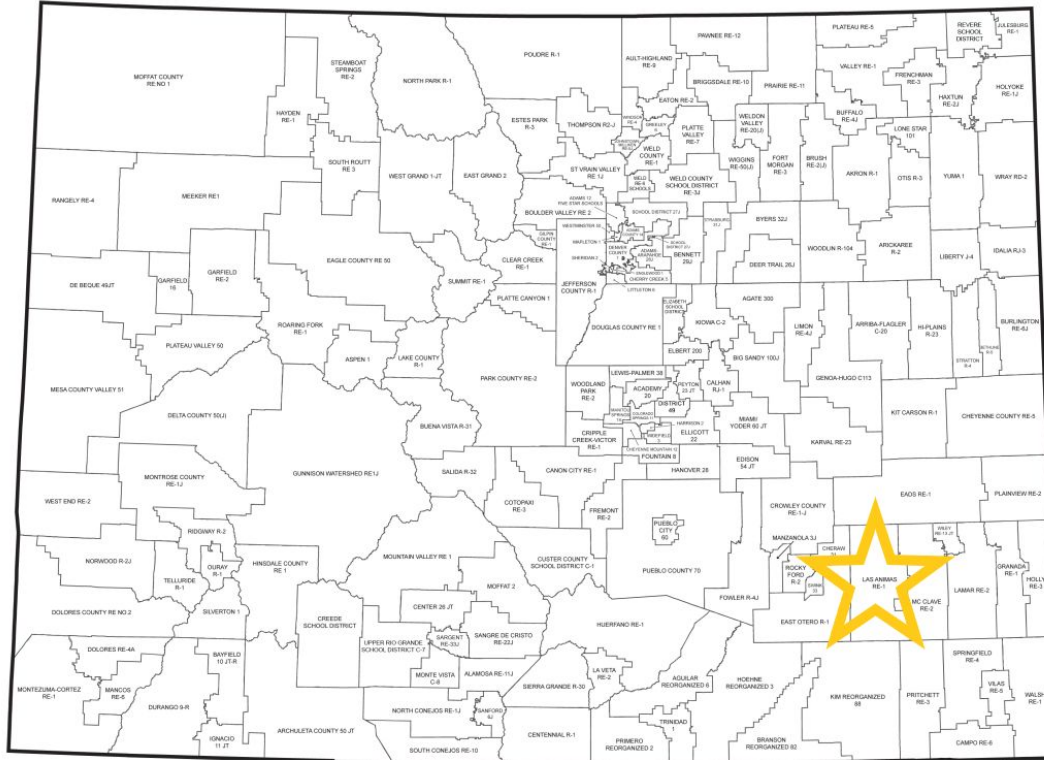


- Meet Monthly August – May
- 2<sup>nd</sup> Tuesday of the month 5:30-6:30pm
- All invited (tell your peers!)
- Slides and recording posted here after each meeting  
<https://www.cde.state.co.us/uip/sacdacnetworking>
- Agenda:
  - School or district presentation
  - Topical introduction from CDE staff
  - Breakout groups
- Let [Lisa](#) or [Darcy](#) know if you have a promising practice in one of the topic areas!

# Case Study: Las Animas School District

# Las Animas School District

Colorado School District Map



Produced by the Colorado Department of Education - July 2009



# Las Animas School District



**Elsie Goines- Superintendent**

**Lana Gardner- Elementary Principal**



**Addie Wallace- JR/HS Principal**



## DISTRICT MISSION STATEMENT- WSCC Model - 2019

At Las Animas Schools we will ensure that our students are equipped to achieve their future academic goals through a **healthy, safe, engaged, supported and challenged learning environment** that attends to **mental, emotional and physical health** which leads to positive behaviors and outcomes for a lifetime.

## SCAP- Student Centered Accountability Program 2019- Strategic Priorities

- Strengthen the educational model for 21st century learning for academic, vocational and online programming.
- Implement the comprehensive health and wellness plan for students and staff.
- Implement the leadership model through staff development, mentorship and performance evaluations.
- Improve facilities and infrastructure to support 21st century learning.



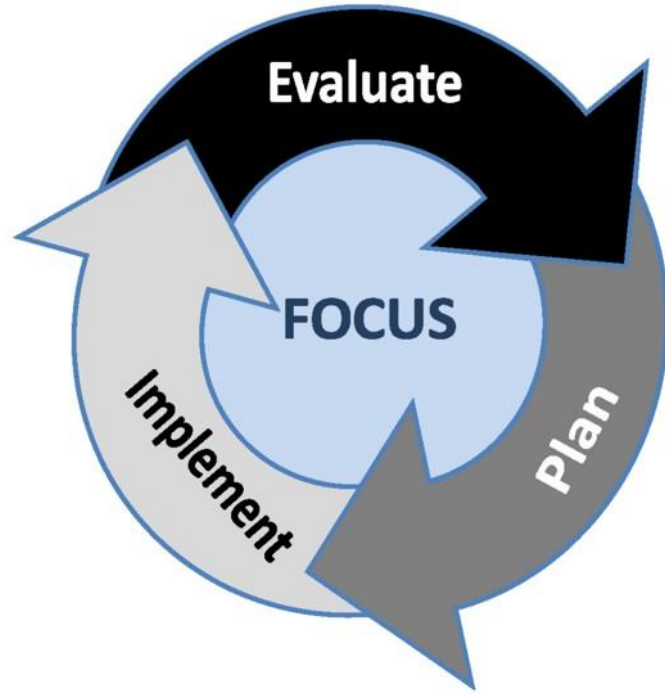


# Las Animas Demographic Data

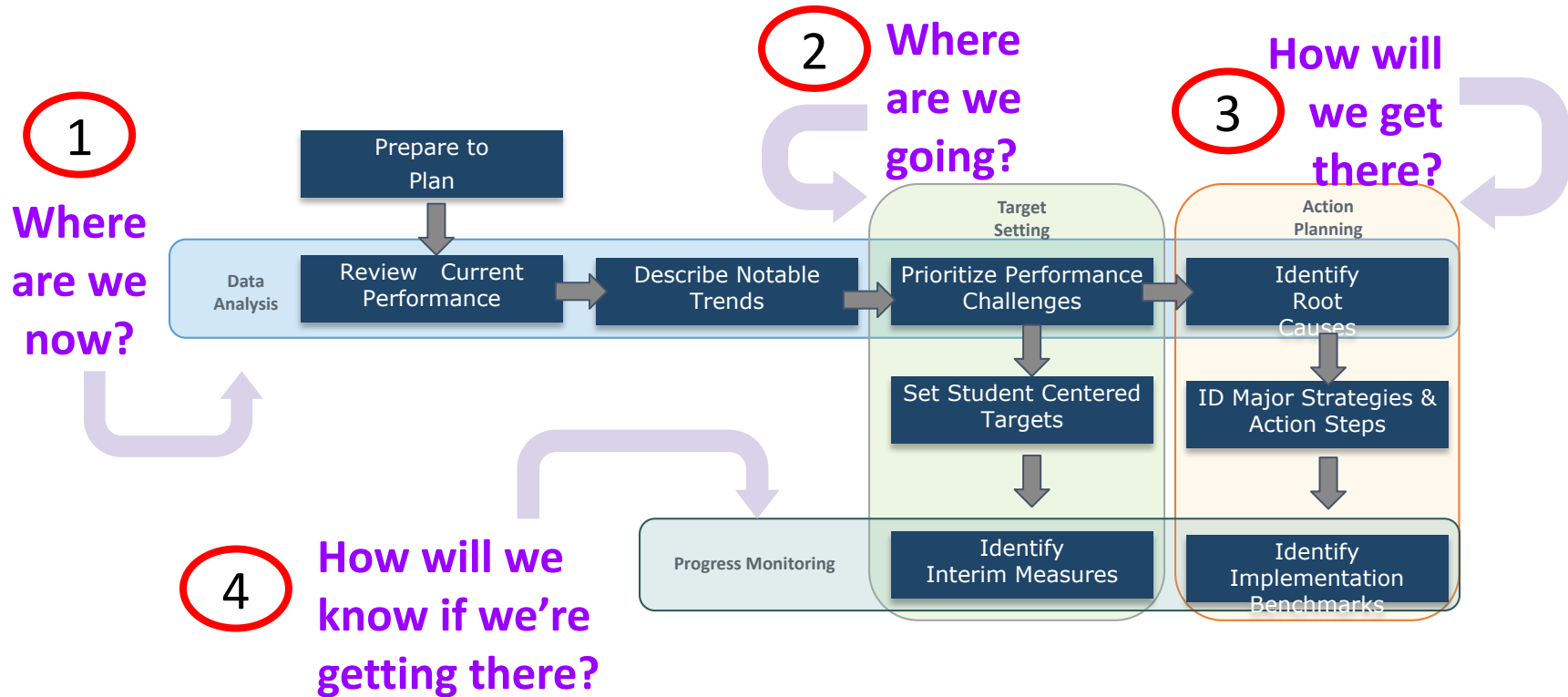
- 3 Campuses: LAES / LAJH/ LAHS (including Daycare @ LAES)
- Authorize an AEC online school
- 500 Brick and Mortar Students/600 online students
- 75% free and reduced lunch
- CEP- free breakfast and lunch for all students
- Primary Demographic groups: 48% White and 47% Hispanic
- Median income is \$32,500
- 35% of children in Bent County live below the poverty rate/ State Average is 12%
- Shrinking middle class with loss of jobs with closures

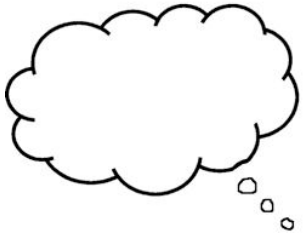
# Unified Improvement Planning Overview

# What is a Unified Improvement Plan?



# Unified Improvement Planning Process





## Big Ideas

Advise on the preparation and contents of the UIP

If the school has a priority improvement or turnaround plan, ensure a higher level of transparency and stakeholder involvement

Engage in progress monitoring of the plan (close the loop!)

## School Accountability Committee (CRS 22-11-402)

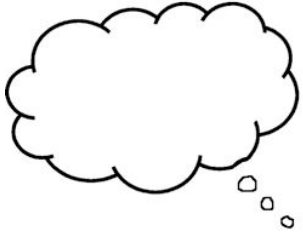
To **advise the principal of the public school** and, in the case of a district public school, the superintendent of the school district **concerning the preparation** of a school performance or improvement plan, if either is required pursuant to section 22-11-210, and to submit recommendations to the principal, and superintendent if applicable, concerning the **contents of the performance or improvement plan**;

To **advise the local school board or the institute** concerning the **preparation** of a school priority improvement or turnaround plan, if either is required pursuant to section 22-11-210, and to submit recommendations to the local school board or the institute **concerning the contents of the priority improvement or turnaround plan**;

To **publicize and hold a public school accountability committee meeting** pursuant to section 22-32-142 (2) or 22-30.5-520 (2) **to discuss strategies** to include in a public school priority improvement or turnaround plan;

To **publicize a public hearing** held pursuant to section 22-32-142 (2), or, if the school is an institute charter school, to publicize and hold a public hearing pursuant to section 22-30.5-520 (2), **to review a written public school priority improvement or turnaround plan**. A member of the school accountability committee is encouraged to attend the public hearing.

To **meet at least quarterly** to discuss **whether school leadership, personnel, and infrastructure are advancing or impeding implementation of the public school's** performance, improvement, priority improvement, or turnaround **plan**, whichever is applicable, or other progress pertinent to the public school's accreditation contract with the local school board or the institute;



## Big Ideas

Advise on the preparation and contents of the UIP

Meaningfully engage with school accountability committees

Engage in progress monitoring of the plan (close the loop!)

## District Accountability Committee (CRS 22-11-302)

To **advise its local school board concerning preparation** of, and annually submit to the local school board **recommendations regarding the contents of, a district performance, improvement, priority improvement, or turnaround plan**, whichever is required based on the school district's accreditation category. In advising and preparing the recommendations, the school district accountability committee shall **make reasonable efforts to consult** in a substantive manner **with the school accountability committees** of the school district and shall compile and submit to the local school board the school performance, improvement, priority improvement, and turnaround plans submitted by the school accountability committees pursuant to sections 22-11-403 to 22-11-406.

To **meet at least quarterly** to discuss whether school district leadership, personnel, and infrastructure are advancing or impeding **implementation** of the school district's performance, improvement, priority improvement, or turnaround plan, whichever is applicable, or **other progress** pertinent to the school district's accreditation contract.

# Resources to Support Improvement Planning

[UIP Online System](#)- Online template to capture the different elements of the process, make publicly accessible

[UIP Handbook](#)- Basic guidance for improvement planning and UIP requirements

[Quality Criteria](#)- Expectations for what should be in the plan at the school and district level, criteria used by CDE for review of plans, as a list or a rubric

[Other Resources](#)- Myriad resources are available on the CDE UIP website: [www.cde.state.co.us/uip/resources](http://www.cde.state.co.us/uip/resources)

# Stakeholders, Partnership Standards and UIP



Volunteers tend to be most satisfied with their work when they:

- Enjoy their first volunteering experience
- Feel connected to your core mission
- Are prepared for the volunteer work
- Create meaningful personal relationships while volunteering
- Understand how their work is directly impacting the community
- Feel appreciated



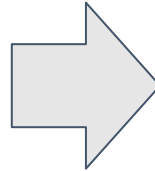


# Stakeholders in Educational Process



## Expert Lens

- Assume all stakeholders are the same
- Decide what a stakeholder needs to know
- Create messages based on what the organization wants communicated
- Promote solutions based on what is best for the organization
- Send message through cold, impersonal communication channels (newsletters)
- Use “I” or lecture orientation demonstrating all-knowing hierarchical leadership
- Reinforce that winning is paramount



## Stakeholder Lens

- Assume each stakeholder is unique
- Learn from stakeholders what they need to know
- Create stakeholder-oriented messages tailored to their needs
- Design structures in which stakeholders and the organization generate solutions
- Use social media channels stakeholders use
- Use “we” orientation demonstrating openness and inclusivity
- Reinforce that cooperation is paramount

# Maximizing stakeholders in the process



# UIP Submission: Timeline Shift

- Starting in the 2021-22 school year, all UIP are due October 15 for both CDE review and public posting
- To adjust to the new submission deadline, accountability committees will need to modify their timeline for engagement with the UIP
  - Nearly final UIPs should be reviewed prior to posting, then SAC/DAC should support progress monitoring throughout the year
  - Improvement Planning for 2022-23 should begin in March with SAC/DAC, including connections to budget planning

**Accountability Committee Timelines**  
For the 2021-22 School Year

School and District Accountability Committees are responsible for a number of annual activities including providing recommendations to principals regarding budget, progress monitoring implementation of the Unified Improvement Plan (UIP), implementing the parent engagement policy, committee recruitment, engagement in READ plans, individual Career and Academic Plans (ICAP), and plans to address truancy.

Committee	Activities
DAC	<ul style="list-style-type: none"><li>• Reports to School Board</li><li>• Charter Applications</li><li>• Determine areas of study &amp; recommendation</li></ul>
SAC	<ul style="list-style-type: none"><li>• Reports to Principal</li><li>• Rec to School Board re: schools on clock</li><li>• Rec to DAC re: principal development plans</li></ul>
SAC & DAC	<ul style="list-style-type: none"><li>• Budget</li><li>• Review UIP</li><li>• Parent Engagement</li><li>• Policy</li><li>• READ Plan, ICAP, Truancy</li></ul>

The following sections provide recommendations for what time of year committees may engage in these activities. For additional guidance, visit the [SAC/DAC website](#).

**2021-22 Improvement Planning Submission Deadline Shift**

In the 2021-22 school year, the **date for submission of the UIP is moving** from January 15, 2022 (for review) and April 15, 2022 (for public posting) to **October 15, 2021** for all schools and districts (both review and public posting). To adjust to the new submission deadline, accountability committees may need to modify their timeline for engagement with the UIP. Going forward, the improvement planning template will become available at the end of each school year for the upcoming two-year planning cycle.

**SAC Composition**

- The principal or the principal's designee
- At least one teacher

**August-October Activities**

- Recruit for new membership, including direct invitations,

# Timeline for SACs and DAC to engage with the UIP

Aug-Oct 2021

- Review 2021-22 UIP and provide feedback to principal

Nov-May 2021-22

- Progress Monitor UIP – Principal may provide updates on implementation for feedback from SAC/DAC

March-May 2022

- 2022-23 UIP -begin planning for next school year

Aug-Oct 2022

- Review 2022-23 UIP and provide feedback to principal

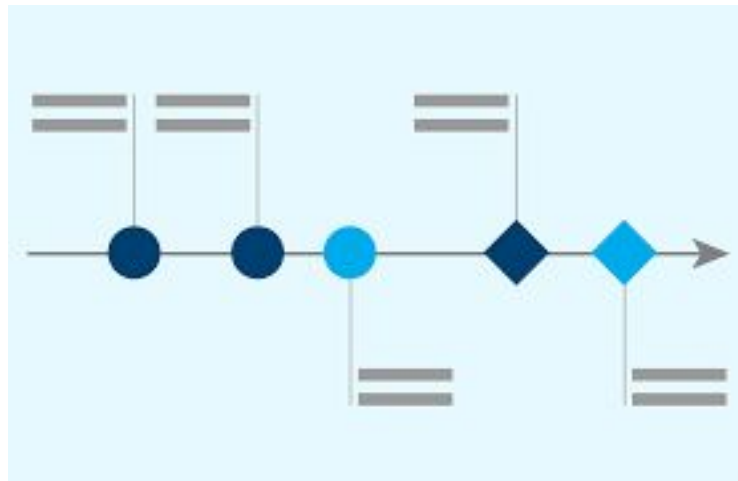
# Timeline Shift- Implications for Stakeholder Involvement

Embrace continuous improvement

State accountability/state data is not the starting point, but confirmatory

Plan development across school years

Leverage returning members



# Breakout Group Discussion

## How might you hold a “stakeholder lens” in the UIP process for your accountability committee?

We will ask for a few highlights from the groups

### Stakeholder Lens

- Assume each stakeholder is unique
- Learn from stakeholders what they need to know
- Create stakeholder-oriented messages tailored to their needs
- Design structures in which stakeholders and the organization generate solutions
- Use social media channels stakeholders use
- Use “we” orientation demonstrating openness and inclusivity
- Reinforce that cooperation is paramount

Invite your  
peers!

Next Up:  
October 12-  
Board/District/Committee Relations

Resource Drive

