

ATHENA'S IMPROVEMENT FRAMEWORK

2012-2013



ATHENA ALL STAFF

QIP QUICK FACTS:

Timeframe: Two years (2011-2013), meets periodically as needed
Purpose: Ensure school wide focus on findings of the SQR (need for differentiation, common writing framework and an RtI System)

AIT QUICK FACTS:

Meetings: Once per month, 90 minutes
Attendance: Open to all, only members who are present can vote
Goals: Ensure continuous school improvement
Agendas: Align to goals and KRA reports
Communication: Decisions archived on blog
Shared Decision-Making: Commitment to building shared knowledge regarding research to inform decision making (process TBD)

QIP

AIT -ATHENA IMPROVEMENT TEAM

KRA TEAMS:

Meetings: 6 Tuesday staff meetings during the year (more as deemed necessary by team)
Members: Teachers sign up for 1 team
Attendance: Required by GTA contract
Goals: Developed to support SIP and the KRA Team
Agendas: Align to the goals of AIT and the KRA Team
Actions: Goals and calendar of actions determined at first meeting
Communication: Minutes & actions archived on blog

SIP GOAL 1
GRADUATION RATES

SIP GOAL 2
COLLEGE/CAREER READINESS

SIP GOAL 3
CULTURE & CLIMATE

KEY RESULTS AREA TEAMS (KRA'S)

Instructional Commitments Team:

- **Mission of Team:** Build shared knowledge of research based instructional practices and propose 5 Collective Commitments
- **Examples of Work:** Reading and analyzing research on instructional strategies, summarizing, building consensus for collective commitments

RtI System Refinement Team:

- **Mission of Team:** Build and refine the processes and procedures for the Athena Pyramid of Response to Intervention
- **Examples of Work:** Identify strengths and weaknesses in current system, recommend changes, develop monitoring systems

Attendance Team:

- **Mission of Team:** Develop solutions for supporting students with poor attendance
- **Examples of Work:** Develop a continuum of supports, accountability, communication

College & Career Culture Team:

- **Mission of Team:** Foster a culture of college and career mindedness throughout our school
- **Examples of Work:** Plan assemblies, develop marketing campaign, posters, signs, mini lessons for advisement, plan PD, develop clubs

Common Core Standards Analysis Team:

- **Mission of Team:** Analyze the CCLS and support staff development and understanding of the instructional shifts required
- **Examples of Work:** Summarizing the rubrics, practical application activities, synthesizing the CCLS document into a useful format, PD for teachers around implementation

Analytical Writing Framework Team:

- **Mission of Team:** Develop a common approach to teaching analytical writing effectively
- **Examples of Work:** Research best practices, plan PD and mini lessons for staff development and class room instruction

Systematic Refinement Team:

- **Mission of Team:** Improve implementation of system wide initiatives here at Athena
- **Examples of Work:** Develop/monitor hall sweeps system, plan and execute Senior Reflective Conferences, refine testing/proctoring process, develop Behavior Response Ladder

Communication Team:

- **Mission of Team:** Ensure excellent, effective communication within our community
- **Examples of Work:** Monthly newsletter, weekly e-Blast, Trojan TV, announcements, social media

PBIS/Olweus Team:

- **Mission of Team:** Implement PBIS /Olweus
- **Examples of Work:** Develop positive based intervention system, address bullying

Recognition Team:

- **Mission of Team:** Develop a systematic approach to recognizing student and staff success
- **Examples of Work:** Student of the week, Masters of Athena, Award ceremony, employee of month