

The Danbury Enhancement Collaborative Committee Meeting

May 22, 2009

Present: S. Pascarella, W. Glass, M. Wasta, L. Duncan-Michael, K. Robbins, J. Hills, E. Costello, P. Joaquim, I. Strever, S. Morris, K. Haddad, M. Brenning, C. Mirochine, M. Tran, A. Lindenmeyer, R. Taborack, A. Gomes, K. Casimero, C. Harris, M. Johnson, M. Arconti-Gregory, E. Alberts, P. Bartoli, L. Mead, J. Forzani, A. Rocco

M. Wasta opened the meeting by saying that Danbury represented it's self very nicely at the meeting with the Ad hoc committee of the State Board of Education on Tuesday May 19, Danbury gave a very honest, very straightforward vision of where we are at the present time with work on the District Improvement Plan. The Data Status brochure designed by Michele Tran was well received. As we proceed there will be more information to add to the document.

He discussed the things that need to be decided before work begins on Tier 2 Indicators (adult action indicators). Danbury can benefit from mistakes made by other districts. As we enter phase 2 there will be much time and energy spent on adult behaviors. If we do the right things, we will get the outcomes we desire. There is no limit to what children will produce if we, as adults, do the right things. It's a question of us having the discipline, knowledge and courage to do what needs to be done. Phase 2 is searching for the right things to do. Tier 2 indicators (adult action indicators) are district level priority actions that have high leverage. There are probably not more than 5 or 6 things that we can do at the district level. The process will be replicated later at the schools level, as schools develop their plans. One way to start conversation is, why do we have goals? What is getting in the way? Usually it is procedures, tradition, or other issues that are preventing accomplishing our goals. We must look at results indicators to see if we are having success. **Are adults changing their behavior?** It is not about the adults, it is about kids. The golden rule is: Never blame the kids. We Must stay objective, looking at systemic issues that are getting in the way. We must look at what is not working. We can't wait three years to figure out what doesn't work. Checking data is critical.

M. Wasta states that one of the most important things we need to do before developing our Tier 2 indicators is apply a set of consideration standards. Every team needs to know what quality will be expected of any Tier 2 indicator. It is decided to change the terminology for Tier 2 Indicators to Adult Action Indicators. This will be a clearer vision of what is expected. If Board members stay true to the standards it will protect the district if administration should change. He shared Greenwich Public Schools document regarding criteria for evaluating adult actions. Discussion followed regarding Danbury's creation of a set of criteria. It was decided to adopt the Greenwich plan as our working plan.

Criteria for Evaluating District Adult Actions:

- The adult action represents a major change and would not be considered refinement of an existing improvement or “business as usual.”
- The adult action is “leveraged” in that successful implementations will support improvement in achievement across multiple student outcome indicators.
- The efficacy of the adult action is supported by a body of research and practical experience.
- The adult action contributes to and supports a coherent District improvement plan.
- Funding the adult action is reasonable given anticipated budget constraints.
- The action plan takes into consideration demands on staff time at the building level.

Elements of the District Action Plan

- Clear statement of adult action
- Sequenced list of the specific strategies to implement the adult action with a timeline for completion
- Estimate of the financial impact and funding sources by fiscal year for each strategy.
- Assignment of the person or persons responsible for each strategy.
- Listing of results indicators that will be used to monitor the implementation of the strategy and evaluate the effectiveness of the strategy and evaluate the effectiveness of the strategy in improving student outcomes.

The group broke into teams to continue their work on Adult Action Indicators.

All groups reported back that they have more work to do. Team leaders will send their work to M. Wasta to evaluate. He will meet with them on Tuesday, May 22nd at 8:30 to offer feedback. Teams will then meet to continue their work.