

# Improving Student Outcomes

# Upon completion of this module, participants will...

Understand that continuous school improvement is about changing adult practices to improve student outcomes.

Learn how school boards play an important role in supporting the work of school improvement to improve student outcomes.

Improving student outcomes is at the center of school improvement efforts.

Monitoring student outcomes is a continual process that occurs throughout the school year.

**Is there a difference  
between a school  
improvement plan and a  
district strategic plan?**



# District Strategic Plan vs. School Improvement Plan

## District Strategic Plan vs. School Improvement Plan

A **District Strategic Plan** is a long-range plan founded on the vision, mission, and values of the district. The district strategic plan is visionary and focuses on long-term goals of the district. By providing a unified summary of the district's priorities, the district strategic plan is realized in the continuous improvement efforts of each district school.

A **School Improvement Plan** (SIP) is created to improve student outcomes through improved leadership, systems, and processes within a school. The SIP is a shorter-range plan that defines the steps needed to achieve the district's long-term goals. It is operational and includes short-term goals specific to the needs of each individual school in the district. The SIP includes detailed action steps for each SMART (specific, measurable, achievable, relevant, and time-bound) goal and is evaluated more frequently than the district strategic plan.

District  
Strategic  
Plan

**PRIORITY** Ensure consistent implementation of high-quality instruction to improve student outcomes.

School  
Improvement  
Plan

**SMART GOAL** Students scoring in the "on/above grade level" range for the "Numbers and Operations" domain will increase by 10% from spring 2025 to spring 2026, as measured by the iReady Math Diagnostic assessment.



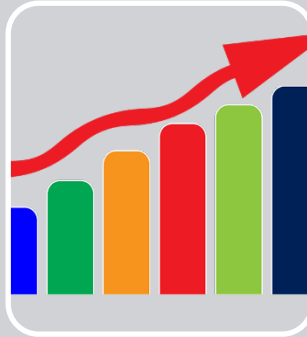
# The School Improvement Plan



SMART Goals



Key activities, timelines, and funding sources that address resource inequities, along with people responsible for implementation



Local assessment(s) to measure academic progress



Monitoring plan that includes all SMART goals

# Plan for School Improvement

## Identify & Plan

- Identify data sources as part of a needs assessment.
- Analyze data to reveal strengths and challenges.
- Determine root causes using tools for a deeper understanding.
- Set SMART goals that align with district and state priorities.
- Create detailed action plans with timelines.

## School Board Essential Questions

- What support beyond the school leadership team does the school need to implement the School Improvement Plan?
- Can you share how the resources are being allocated equitably to support the improvement of student outcomes?
- How will the school and district monitor the school improvement plan?










# SMART Goals

## The Importance of SMART Goals

### What is a SMART goal and why is it important?

A goal is much more than simply saying that you want to learn about and/or improve on something; rather, it more specifically describes what you want to achieve. SMART goals for school improvement plans should be grounded in student outcomes – measures of what students know and are able to do. SMART goals, with their detailed structure, provide focus as well as a clear idea of what you want to achieve. This structure makes it easier to:

- plan relevant action steps/activities
- measure progress toward achieving the goal
- know when you have met your goal

	 SPECIFIC	 MEASURABLE	 ACHIEVABLE	 RELEVANT	 TIMEBOUND
Definition	When setting a goal, be specific, focused, and clear.	Use metrics to keep your plan on track and measure results.	Know how you will accomplish the goal and if you have the tools/skills needed.	Focus your goal so it aligns with the school and district vision/mission and larger, long-term goals.	Set a timeline for action items, benchmarks and deliverables.



# Implement and Monitor

## Implement & Monitor

- Implement action plans with clear responsibilities for each key activity.
- Collect data and use intentional measures to monitor the progress towards achieving goals and outcomes.
- Share progress across collaborative teams.

## School Board Essential Questions

- What data sources were selected to monitor progress of the implementation of key activities?
- Who is responsible for collecting the data?
- How often are those data sources reviewed?
- What professional development did staff participate in due to the implementation of the school improvement plan?



# Examine and Reflect

## Examine & Reflect

- Examine data to evaluate the effectiveness of each key activity.
- Reflect on challenges during implementation and explore root causes.
- Use reflection and successes and challenges to adapt the school improvement plan.
- Communicate progress with stakeholders and gather feedback for continuous improvement.

## School Board Essential Questions

- What (if any) additions/updates/adjustments have been made to key activities throughout the school year?
- How will feedback be received from all stakeholders on the implementation of the School Improvement Plan?
- What future professional development needs have been identified?

School board members can use the following topics, tasks and essential questions to guide discussions around student outcomes and school improvement.

# Monthly Topics and Tasks

## Monthly Topics and Tasks

### School Board

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School board members should use these topics, tasks, and essential questions to guide school improvement discussions with district and school administrators.

## [School Board Monthly Topics and Tasks](#)



# October

	Topics and tasks	Essential questions
October	<ul style="list-style-type: none"><li>• Receive update on school improvement efforts that have been implemented in August and September.</li></ul>	<ul style="list-style-type: none"><li>• What data sources were selected to monitor progress of the implementation of key activities?</li><li>• Who is responsible for collecting the data?</li><li>• How often are those data sources reviewed?</li><li>• How is feedback from all stakeholders gathered and utilized?</li></ul>

# November

	Topics and tasks	Essential questions
November	<ul style="list-style-type: none"><li>• Receive update on state and local assessment data (e.g., summative designation data, 5 Essentials, local benchmark assessments).</li></ul>	<ul style="list-style-type: none"><li>• What does our data (including most recent state summative designation data) tell us about student success and areas of concern?</li><li>• What does the data tell us about staff practice progress?</li><li>• What specific factors can be credited for success?</li><li>• What specific factors could be the cause of areas of need?</li><li>• Does the state assessment data correlate to local assessment data?</li></ul>

# December

	Topics and tasks	Essential questions
December	<ul style="list-style-type: none"><li>• Receive update on professional learning aligned to school improvement plan.</li></ul>	<ul style="list-style-type: none"><li>• What professional development did staff participate in due to the implementation of the school improvement plan?</li><li>• How is it determined if new adult learning is transferred into practice?</li></ul>



# January

	Topics and tasks	Essential questions
January	<ul style="list-style-type: none"><li>• Receive update on school improvement efforts that have been implemented.</li></ul>	<ul style="list-style-type: none"><li>• What (if any) additions/updates/adjustments have been made to key activities throughout the school year?</li><li>• How will feedback be received from all stakeholders on the implementation of the school improvement plan?</li></ul>

# February

	Topics and tasks	Essential questions
February	<ul style="list-style-type: none"><li>• Receive update on local data (e.g., local benchmark assessments, attendance data, discipline data).</li></ul>	<ul style="list-style-type: none"><li>• What does our data tell us about student success and areas of concern?</li><li>• What does the data tell us about staff practice progress?</li><li>• What specific factors can be credited for success?</li><li>• What specific factors could be the cause of areas of need?</li></ul>

# March

	Topics and tasks	Essential questions
March	<ul style="list-style-type: none"><li>• Receive update on professional learning aligned to school improvement plan.</li></ul>	<ul style="list-style-type: none"><li>• What professional development did staff participate in due to the implementation of the school improvement plan?</li><li>• How is it determined if new adult learning is transferred into practice?</li></ul>

# April

	Topics and tasks	Essential questions
April	<ul style="list-style-type: none"><li>• Receive update on vertical/horizontal articulation conversations focused on curricular content and instructional practices.</li></ul>	<ul style="list-style-type: none"><li>• What is the frequency of horizontal/vertical conversations focused on curricular content and instructional practices?</li><li>• What instructional practice/curriculum changes have been made based on these conversations?</li></ul>

# May

	Topics and tasks	Essential questions
May	<ul style="list-style-type: none"><li>• Receive update on school improvement efforts that have been implemented.</li></ul>	<ul style="list-style-type: none"><li>• What data sources were selected to monitor progress of the implementation of key activities?</li><li>• Who is responsible for collecting the data?</li><li>• How often are those data sources reviewed?</li><li>• What (if any) additions/updates/adjustments have been made to key activities throughout the school year?</li><li>• How will feedback be received from all stakeholders on the implementation of the school improvement plan?</li><li>• What future professional development needs have been identified?</li></ul>

# June

	Topics and tasks	Essential questions
June	<ul style="list-style-type: none"><li>• Receive update on end of year local data (e.g., local assessments, attendance data, behavior data).</li><li>• Receive update on equitable use of resources including fiscal resources, time, and staffing.</li></ul>	<ul style="list-style-type: none"><li>• What does our data tell us about student success and areas of concern?</li><li>• What does the data tell us about staff practice progress?</li><li>• What specific factors can be credited for success?</li><li>• What specific factors could be the cause of areas of need?</li><li>• How are resources being allocated equitably to support the improvement of student outcomes?</li><li>• Is the process for resource allocation transparent to all stakeholders?</li><li>• Does the resource allocation process engage all stakeholders?</li><li>• Are resources allocated in such a way as to align with district goals and priorities?</li></ul>

# July

	Topics and tasks	Essential questions
July	<ul style="list-style-type: none"><li>• School improvement plan presentation by school/district administration.</li><li>• Approve school improvement plan.</li></ul>	<ul style="list-style-type: none"><li>• What support beyond the school leadership team does the school need to implement the school improvement plan?</li><li>• What process was utilized to review and select evidence-based practices?</li><li>• How will the school and district monitor the school improvement plan?</li><li>• Are there any changes to the school leadership team or stakeholder advisory group composition or meeting frequency that need to occur for the upcoming school year?</li><li>• How is the school leadership team's effectiveness being evaluated?</li><li>• What are the needs of the staff and how do they need to be supported for success with the SMART goals?</li><li>• How can the school board support the SMART goals?</li></ul>



Thank you