



School Performance Plan (SPP) and District Performance Plan (DPP) Update

Legislative Committee on
Education Meeting
May 18, 2022

The Continuous Improvement Process (CIP)



The process was informed by continuous improvement theory and research alongside national school improvement best practices, which led to the four core principles.



**ANCHOR LEARNING
IN DATA**



**CONSISTENTLY
FOCUS ON EQUITY**



**MAINTAIN
IMPROVEMENT
MINDSET**



**COMMIT TO
COLLECTIVE
GROWTH**



**GLOBALLY
PREPARED**

SPP Progress and Update

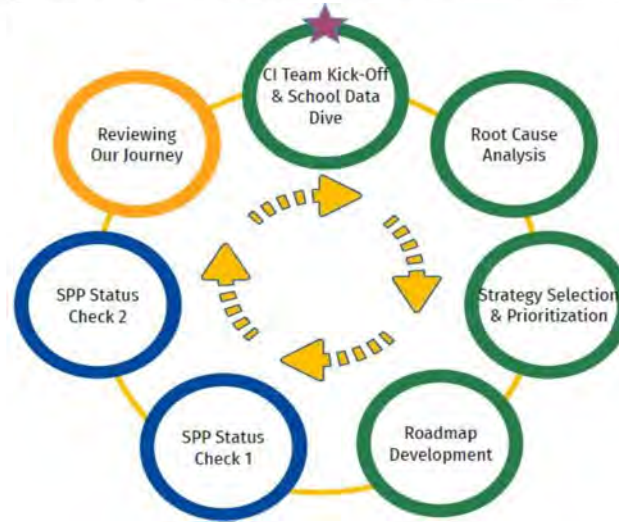


- **Per state law**, all public schools are required to complete an SPP
 - NRS 385A.650 states “The principal of each school, including, without limitation, each charter school, shall, in consultation with the employees of the school, prepare a plan to improve the achievement of the pupils enrolled in the school.”
- **Per federal law**, all federally designated Comprehensive Support and Improvement (CSI) schools (lowest 5% of schools based on index scores per the Nevada School Performance Framework (NSPF)) must have a CSI plan
 - Section 1111(d)(1)(B) of the Elementary and Secondary Education Act (ESEA) as amended by the Every Student Succeeds Act (ESSA) requires every CSI school within a state to develop and implement a plan
- **Per federal law**, all federally designated Targeted Support and Improvement (TSI) Schools (schools with large opportunity gaps between student groups) must have a TSI plan
 - Section 1111(d)(2)(B) of the Elementary and Secondary Education Act (ESEA) as amended by the Every Student Succeeds Act (ESSA) requires every TSI school within a state to develop and implement

SPP Requirements/Purpose cont'd



- The SPP serves as a school's roadmap and guide on their goals and action steps they will take to improve student outcomes
- SY21-22 was the first year that schools used redesigned SPP



Design of Continuous Improvement Process (CIP)



This project had the following goals, jointly designed by NDE and school districts leaders, with input from stakeholders across the state (including school leaders):

- **Comprehensive tools and clear processes** across the state that everyone can use in consistent ways and that streamline the work for local and state stakeholders (including leveraging existing data systems);
- The final tools and guidance **reflect national and local research/best practices** as well as **shared values around equity**;
- **Stakeholders feel confident using the tools** and have laid the foundation for using aligned language, forms, and processes (districts/schools, school improvement team, broader NDE teams);
- Tools are **living documents that are used for authentic improvement efforts** in ways that are **strategic and meaningful** (rather than compliance); and
- Stakeholders (between and across both levels and agencies) have **stronger working relationships** built on **trust, transparency, and mutual goals**

The Continuous Improvement Process (CIP) in Three Acts



Act 1: Setting The Course

- organize the school continuous improvement (CI) Team
- understand the current school landscape
- develop the school's SPP Roadmap for the year



Act 2: Navigating The Course

- monitor the SPP Roadmap goals and strategies
- share progress updates to the school community and its stakeholders
- celebrate what is working and make adjustment where it is not



Act 3: Reviewing Our Journey

- evaluate the goals and strategies in our SPP Roadmap
- identify key learnings from our journey to
 - determine what we should continue doing and
 - identify areas of improvement for the next leg of our journey (i.e. school year).



The CIP in Nine Events



Setting the Course

Event 1
CI Team
Kick-Off

Event 2
Outreach
Session(s)

Event 3
Data
Analysis and
Needs
Assessment
Dialogue

Event 4
Root Cause
Analysis

Event 5
Roadmap
Develop-
ment



Navigating the Course

Event 6
SPP Status
Check 1

Event 7
SPP Status
Check 2

Event 8
SPP Status
Check 3



Reviewing Our Journey

Event 9
Reviewing
Our
Journey



Gabby Lamarre • 6d

Redesigned Continuous Improvement Process (CIP) beta

The statewide roll-out of the CIP beta continues an important shift and tremendous growth in Nevada's approach to continuous improvement. Importantly, NDE is approaching the new continuous improvement from a learning stance. While NDE took great care to build a research-based continuous improvement process and tools, the Department also believes that "getting better at getting better" requires a partnership with our schools and districts to support their improvement efforts and to learn alongside them. For the 2021-2022 academic year, NDE's continuous improvement focus will be on thought and statewide collective learning. With this in mind, NDE asks that all schools commit to thoughtfully engaging in this new process, and that they submit the required documentation by the deadlines.

Event 1 - CI Team Kick-Off



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Event 1 - CI Team Kick-Off

Event 2 - Community Outreach



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Event 2 - Community Outreach

Event 3 - Data Analysis and Needs Assessment Dialogue



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Event 3 - Data Analysis and Needs Assessment Dialogue

Event 4 - Root Cause Analysis



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Event 4 - Root Cause Analysis

Event 5 - SPP Finalization



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Event 5 - SPP Finalization

Where We Are Now and Next Steps for SPP



- Design Team and Strategy Team are meeting regularly to finalize the SPP based on learnings from SY21-22 and school leader feedback
- Finalized SPP tentatively scheduled to be completed end of May 2022
- Memo with finalized changes and updated resources/tools tentatively scheduled to be released by early June 2022
- SY22-23 SPPs are due to the Nevada Department of Education in Fall 2022





DPP Progress and Update

**GLOBALLY
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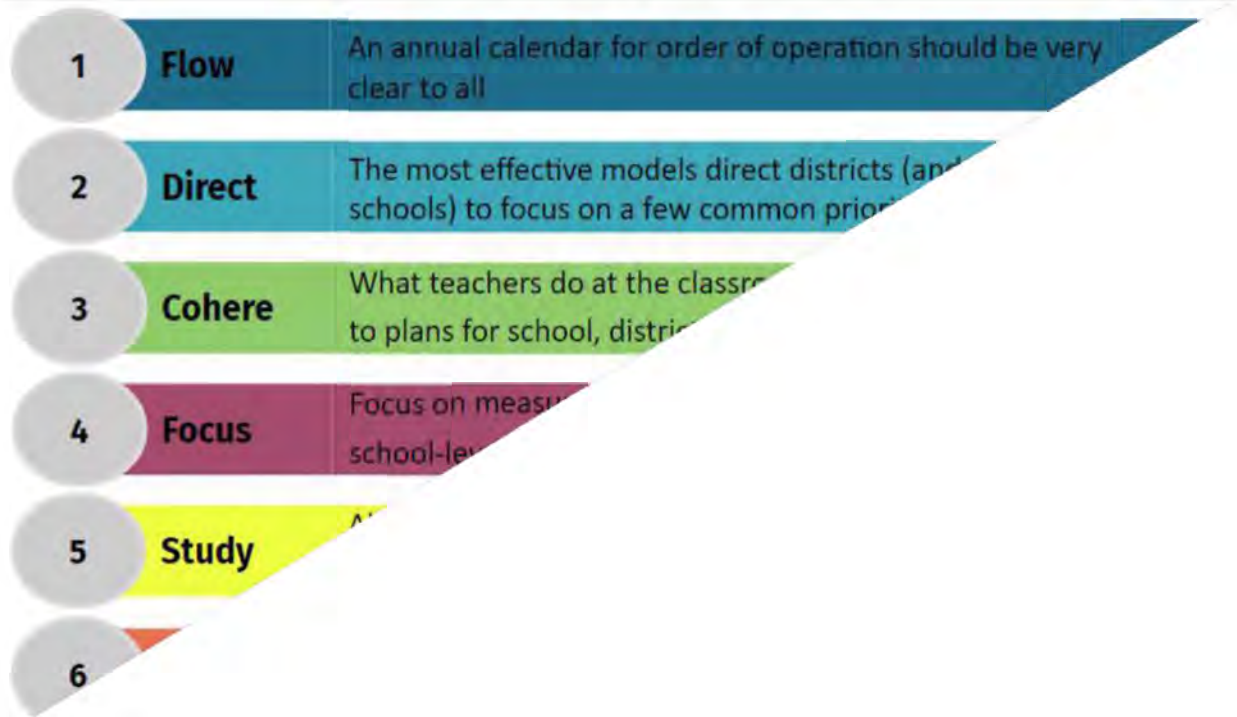


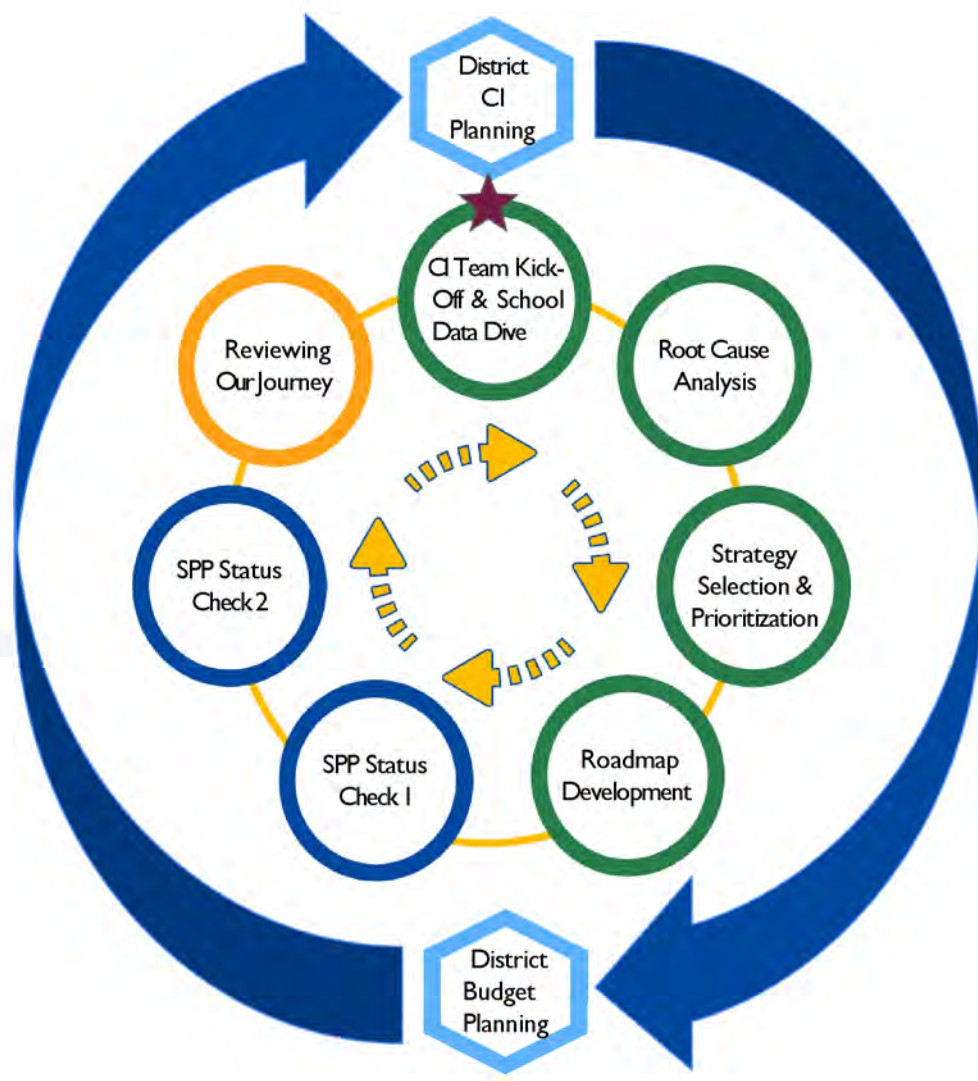
- Per federal law, school districts/local educational agencies (LEAs) that receive Title funding under ESSA must have a district plan that addresses specific components and is approved by the state educational agency (SEA)
- State law- the DPP could also be used as a tool to help meet state law education accountability requirements (ex: NRS 385A.070 - preparation of annual report of accountability concerning the educational goals and objectives of their school district)
- DPPs serve as the school district's road map that addresses the needs of their schools, outlines the goals and specific action steps the school district will take to improve student outcomes, and is reviewed and updated regularly
- Redesigned DPP process will also be developed in collaboration with school districts with one of the main goals being to streamline district plan requirements

Developing Redesigned DPP



Current Proposed Design Elements





Developing Redesigned DPP: Next Steps



- Design Team and Strategy Team will continue to meet regularly to build out DPP components/process
- Tentative timeline for completed DPP beta development is by end of Summer
- Redesigned DPP will then be piloted and refined before state rollout







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