



LORAIN CITY SCHOOL DISTRICT

Redream Possible

April 24, 2019





“The choice to be excellent begins with aligning your thoughts and words with the intention to require more from yourself.”



Our Core Values

Scholars First

Everything we do is focused on ensuring that scholars reach their full potential. We will honor the voices of our scholars and their families and support each other as champions of Lorain's scholars, knowing that we all have their best interests at heart.

One for All

Our differences as individuals strengthen our schools. We will focus on equity, work proactively to eliminate bias in our systems and procedures and invest in effective strategies to ensure equal opportunity for all scholars and families.

Experience Joy

Our schools will be places where all scholars and staff can pursue a love of learning with enthusiasm and optimism. We will lift each other up and celebrate our successes.

Expect Excellence

Everything we do is focused on ensuring that scholars reach their full potential. We will honor the voices of our scholars and their families and support each other as champions of Lorain's scholars, knowing that we all have their best interests at heart.

Collaborate with Integrity

We promise to be transparent, knowing that we can only get better if we work together—and are honest with each other. We will hold ourselves to the highest standards of personal behavior, including trust, honesty, fairness, and integrity.

Take Pride

We value, honor and respect one another, our schools, and our community. We will work together to build schools where all adults look forward to coming to work and scholars are eager to learn.

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2019 Lake Erie League Champions!

General Johnnie Wilson

**7th Grade
Girls'
Basketball**
13-3 Season Record
LEL CHAMPIONS



General Johnnie Wilson

**8th Grade
Girls'
Basketball**
17-0 Season Record
LEL CHAMPIONS





New Step Up To Quality Recipients
For The 2018-2019 School Year:

- Stevan Dohanos
- Larkmoor
- Hawthorne

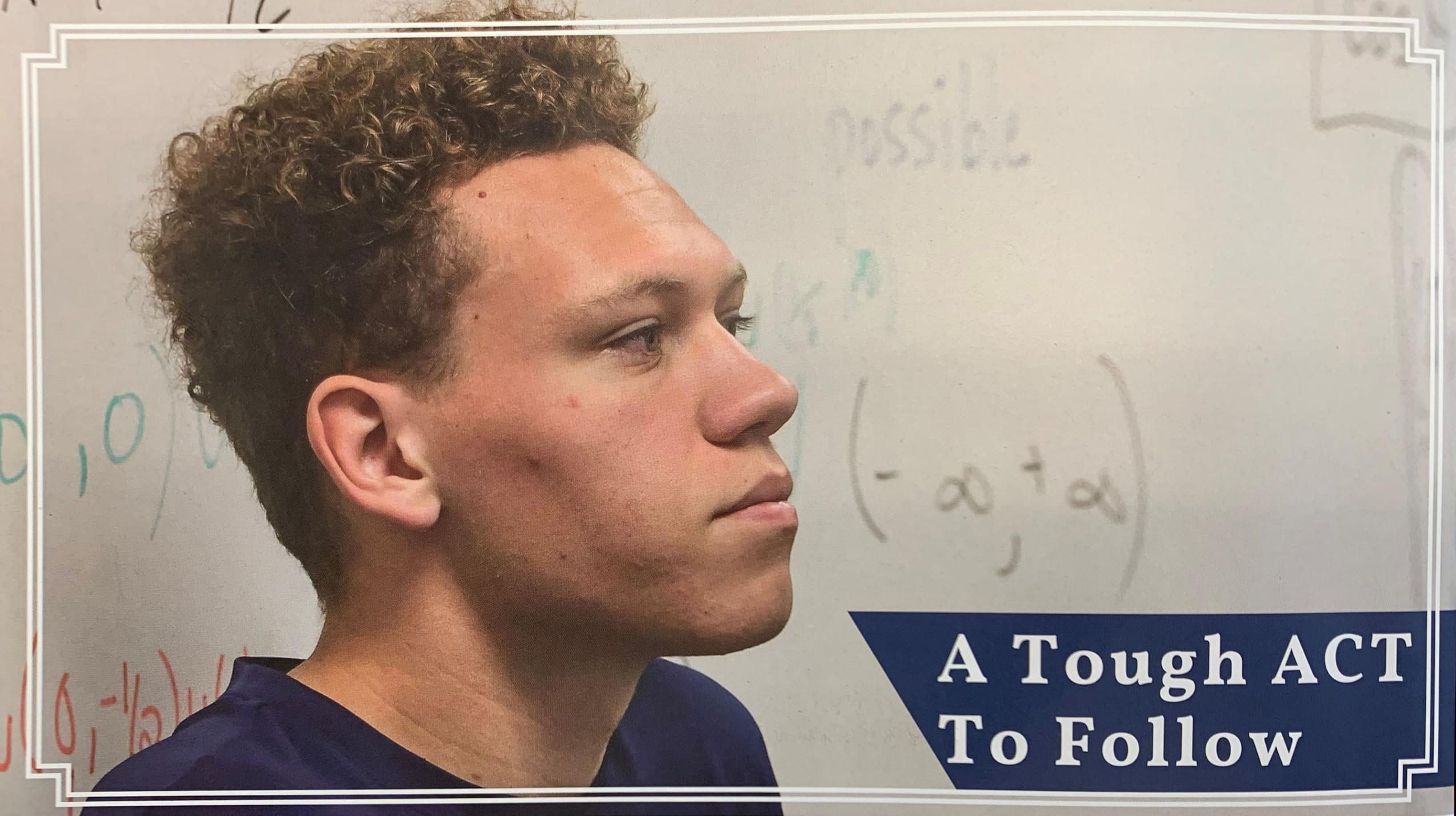
Buildings Who Maintained Their 5-
Star Rating During The 2018-2019
School Year:

- Garfield
- Frank Jacinto
- Toni Morrison
- Helen Steiner Rice



Buildings On Pace To Receive
Their 5-Star Rating During The
2019-2020 School Year:

- Palm
- Washington
- Admiral King



POSSIBLE

$$(-\infty, \infty)$$

$$(0, -1/2)$$

A Tough ACT To Follow

Lorain High School
2018-2019
ACADEMIC
Hall of Fame
Recipient

*Trent
Jackson*

Perfect ACT Score of 36



Lifelong
Lorain City Schools
Student

Participates in
Soccer, Robotics
and Key Club

Interns at
Nordson (Manufacturing)

Plans to go to college
for Computer Science or
Mechanical Engineering

LHS Current GPA is 4.459



Inaugural Inductee
April 24, 2019



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The Lorain Promise has your voice

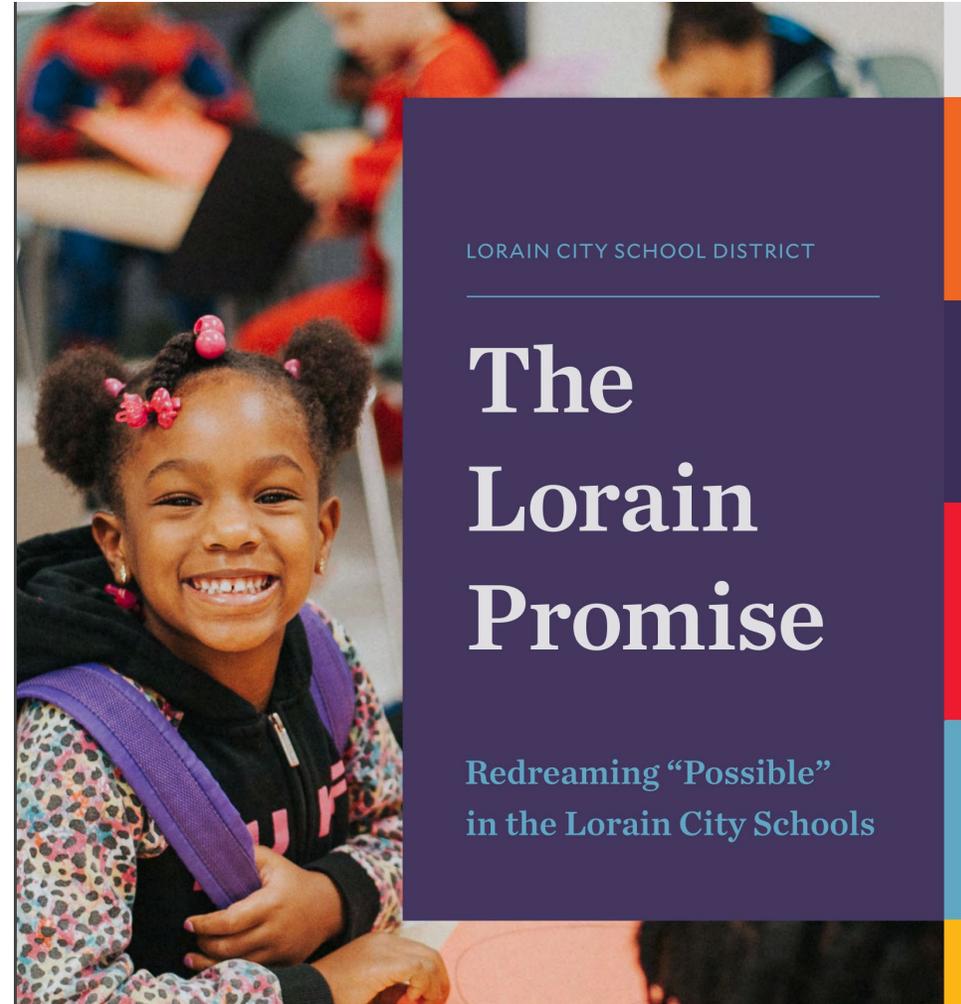
3,300 + Touchpoints

35 Focus Groups

68 One on One conversations

30 Community Events

1,146 Survey Responses



Identifying our Priority (the process)

CBS Meetings, Townhall meetings, School Leader meetings, Professional Collaboration days (PD)

Observe school progress

CBS Meetings, Townhall meetings, School Leader meetings, Professional Collaboration days (PD)

Response from the community

Aug.-Oct.

Send out surveys and have small group sessions

March/April

Identify the priority for the following year

Nov.-Dec.

CBS Meetings, Townhall meetings, School Leader meetings, Professional Collaboration days (PD)

January

CBS Meetings, Townhall meetings, School Leader meetings, Professional Collaboration days (PD)



Your Voice is Important

Since the creation of the District Strategic Plan: *The Lorain Promise*

12

Town Halls and Community Forums

16

Teacher Focus Groups

12

C-B-S Meetings

Response to feedback

What we heard from you

Make sure that what kids learn is relevant and challenging



- Selecting new Elementary ELA curriculum
- Selecting new Middle school math curriculum

Get families involved and engaged



- We will be reinitiating the Parent Advisory Council (PAC)

Improve morale of teachers



- Celebrating our teachers and staff
- Relaunching our engagement survey

Travel to Cleveland was too far for graduation



- Graduation will be held at Lorain County Community College

The uncertainty of what is coming creates a challenge



- Create a system of excellent schools

Lorain City School District Priority

Create a system of excellent schools and:

- Ensure that scholars are engaged in rigorous and relevant standard driven instruction in every classroom;**
- Build trust through shared expectations and values;**
- Promote a joyful culture of adult learning, growth and reflection;**
- Nurture a Titan community support system that is connected, informed and compelled to be a voice for continued improvement.**



Lorain City School District Priority

Priorities for 2018-2019

Commitment 1: “Birth to Bachelors”

Commitment 2: “Early Readers, Early Leaders”

Commitment 3: “Opportunities for all”

Commitment 4: “Great Teachers”

Commitment 5: “Build for the future”

Feedback we heard:

“Even though well intentioned, the amount of new people, expectations, and ideas was overwhelming. We need to be able to do one thing right first. The speed, how things were communicated, and the negativity around us made our jobs hard and can’t wait for next year to get here.”

Priorities for 2019-2020

The Lorain Promise: Commitment 4
Create schools where teachers and scholars can thrive



2019-2020 Priority
Create a system of excellent schools



Lorain City School District Priority

Priorities for 2019-2020

The Lorain Promise: Commitment 4
Create schools where teachers and scholars can thrive



2019-2020 Priority
Create a system of excellent schools



12 Focus
Groups



~75
Participants



We want more feedback

- Hear about the focus group alignment to the priority for 2019-2020
- Hear about the key takeaways from the focus groups
- See the potential solutions or ideas that came out of the focus group
- **Give us input on immediate next steps and how you can help**

*If you have any questions, please make sure the facilitator gets your question(s) if time runs out before you rotate to the next conversation



Breakout Presentation Slides



Focus Group Topics

Create a system of excellent schools and:

- **Ensure that scholars are engaged in rigorous and relevant standard driven instruction in every classroom;**

Standards
Based
Grading

The Lorain
Way 2.0

Excellent
Schools
Dashboard

SPED, ELL,
Gifted



Feedback from Focus Groups

- We want/need a “live” dashboard that changes daily and provides continued transparency
- We need to establish or improve our goal setting practices
- We need clear expectations for co-teaching (Gen & SPED)
- Need to consistently calibrate across grade levels (district-wide) what mastery looks like for each standard
- Keep things simple for us to understand and implement
- Differentiation is need for each school within our district’s portfolio
- Better connection between professional development and actual implementation in the classroom
- Consistent Implementation of instructional rounds and feedback is key



Potential Solutions

Standards Based Grading	The Lorain Way 2.0	Excellent Schools Dashboard	SPED, ELL, & Gifted
<ol style="list-style-type: none"> 1. Reduce the timeline for review and distribution of report cards 2. Planning/pacing guides that are collaboratively created with a team of teachers at each grade level would identify what should be taught and when it should be taught 3. Re-examine the grading scale and differentiating for Elementary, Middle, and High School 4. Consistent district-wide Grade Level Calibration 	<ol style="list-style-type: none"> 1. Add Parental and Community Engagement Expectations 2. Create LW Calendar with available supports 3. Define what PD for All roles looks like with regard to LW 4. Define teacher/leader celebration criteria 5. Increase teacher voice through a DLT type process 	<ol style="list-style-type: none"> 1. Recalibrate scores for ES, MS, HS 2. Set schedule and criteria at the beginning of the year 3. Include a plus/minus code from previous month to show growth 	<ol style="list-style-type: none"> 1. Focused observations where we look at how co-teaching is going and provide praises and feedback 2. Clear vision of what co-teaching expectations are for Gen & SPED teachers 3. Buy Special Education support materials



Feedback from Town Hall Attendees

- Give teachers the tools to use with scholars
- Provide data to teachers more frequently (month to month) so teachers know more.
- More resources and focus on the gifted program is needed
- Make sure a “5” mean the same thing from class to class.
- Simplify the Standards Based Grading report card, make it more understandable. Look at a transitional grading system (combination letter grade and SBG)
- Leaders help co-teachers set goals
- Design a platform to inform parents (connect it to The Lorain Way)



Focus Group Topics

Create a system of excellent schools and:

- **Promote a joyful culture of adult learning, growth and reflection**

Strategy &
Innovation

Professional
Development

Career
Advancement



Feedback from Focus Groups

- Our way of approaching professional learning for all employees in the district needs to become stronger
- Find ways to share best practices amongst teachers and grow from within our district where we can and have shown strong performance
- Inconsistent curriculum software; Prefer PD by done by co-workers who have used software
- Additional training on writing test questions and using technology is needed



Potential Solutions

Strategy & Innovation	Professional Development	Career Advancement
<ol style="list-style-type: none">1. Survey staff for PD they need – substance and structure2. Determine structure for full day PDs3. PD to train digital – than mandate4. Make a list of what curriculum software is available5. Make a list of what curriculum software each building is using, Take top 5 that align to The Lorain Way	<ol style="list-style-type: none">1. More focused, intentional PD2. Survey staff for PD they need – substance and structure3. Determine structure for full day PDs4. Class levels from all buildings meet together5. PD to train digital – than mandate	<ol style="list-style-type: none">1. Provide opportunity for teachers to take (*free) classes in areas that would help scholars achieve mastery in struggling areas.2. Provide courses on technology: Teachers have shared that they would love to get help with using the new smart boards.3. Allow teachers the opportunity to observe others teachers in and outside the district that are rated accomplished.



Feedback from Town Hall Attendees

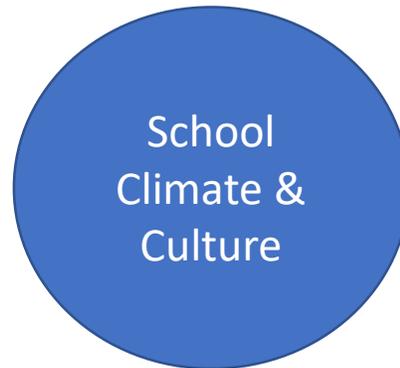
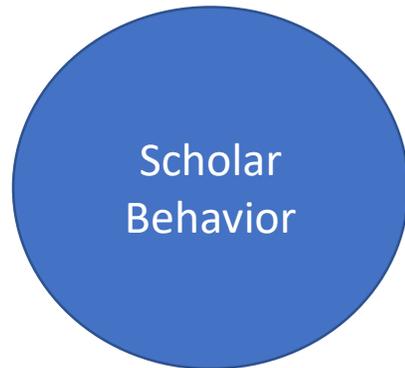
- Integrate PD plan with Ohio Teacher Evaluation System. Also for some choice in what PD to attend
- Provide opportunities for teachers to create and lead PD (Best Practice Showcase)
- Centralize database for teaching resources (curriculum, videos, materials, etc.)
- Unconscious bias & cultural competency training
- Bring meaningful professional learning and course work here (offer college credit, cohort with accredited university)
- For all staff, provide job shadowing to learn about other careers



Focus Group Topics

Create a system of excellent schools and:

- **Build trust through shared expectations and values**



Feedback from Focus Groups

- We need to find a way to create safer spaces for all scholars, teachers, and leaders that is consistent from building to building
- Our buildings need to be more welcoming for all learning styles and children that come to our schools
- Need consistency across district in discipline, dress code and restorative practice
- More community service opportunities
- use older kids to be better examples to our younger students



Potential Solutions

Scholar Behavior	School Safety	School Climate & Culture
<ul style="list-style-type: none">• Meaningful community partner for each school year from the start of the school year• Continue training in restorative practice for all staff• Highlight the positives and communicate policies consistently	<ul style="list-style-type: none">• More community service• Use restorative practice with fidelity when appropriate while following progressive discipline for repeaters	<ul style="list-style-type: none">• Use older kids to be better examples to our younger students• Increase restorative practice messaging• Provide video and resources for families this summer



Feedback from Town Hall Attendees

- Identify the core negative behavior students and provide targeted interventions (ISS, Counselors, Social Workers)
- Revisit Positive Behavioral Intervention & Supports (PBIS) with fidelity, more training and follow-through.
- Communicate what wrap-around services are available to families
- More Trauma, Social Emotional Learning and restorative practice training. Provide learning opportunities to parents.
- Increase mentoring programs; Teach scholars leadership/scholar skills
- Create a welcoming environment for scholars and parents
- Spotlight bright spots, communicate the policies and success stories
- Include Community Organizations and Business Partners



Focus Group Topics

Create a system of excellent schools and:

- **Nurture a Titan community support system that is connected, informed and compelled to be a voice for continued improvement.**

Family Action
Network

Three Cs
Experiences



Feedback from Focus Groups

- 3Cs/Opportunity for All Initiative
 - We value the time that schools should and would have to take scholars to experiences that expand their understanding of the world around them
 - Connect field trip experiences to standards-based lessons to increase the connection and mastery of the standard
- Family Action Network
 - We need to continue to find ways for parents to be more deeply engaged and apart of the learning experience of their young person
 - Need to empower parents and families to participate in programs and events



Potential Solutions

Three Cs Experiences	Family Action Network
<ol style="list-style-type: none">1. Provide opportunities for sign-ups to occur earlier in the year (i.e. sign up in the fall for a spring opportunity)2. Help scholars prepare for the experiences and align the experience to standards of learning3. Provide opportunities for schools to provide feedback on the experiences	<ol style="list-style-type: none">1. Increase communication2. Make things more family friendly3. Support existing and nurture "new" PTAs/PTOs at building levels4. Find more ways to stay connected with families and scholars and celebrate them



Feedback from Town Hall Attendees

- 3Cs/Opportunity for All Initiative
 - Make it year long, not just the spring
 - Visit local historical places (Local Gems).
 - Include the Lorain Historical Society. (Bus tour for teacher and students)
 - Restore 8th grade trip to Washington D.C. (get funding to help all scholars attend)
 - Make permission slips (all school forms) available online/digital (Use app)
- Family Action Network
 - Include door-knocking, grassroots organizing to engage families; Go into communities, visit churches (5th Sunday)
 - Make getting background checks for volunteering easier and understandable (Close communication loop)
 - More frequent meetings
 - Support PTOs in all buildings
 - Identify specific committees for people to help with (make it clear what they can do)



*Redream
Possible*
