

# **Increasing Student Learning and Optimizing Operational Efficiencies**



# VISION

Be the world class learning  
organization focused on  
continuous quality growth for  
all.



# MISSION

To provide meaningful and  
engaging work in the pursuit of  
profound learning.



# District Information

- North side of Indianapolis-fast growing
- 14% Free and reduced lunch
- 17% non-white, largest group is Hispanic
- 88% of graduates go on to college
- 6 K-4 elementary schools
- 1 5-6 intermediate school
- 1 7-8 middle school
- 1 9-12 high school



# Speaker Background

- 14 years in present position
- 27 years in Missouri
- Retired Army LTC
- Various boards including Chamber of Commerce, United Way, County Alliance for Economic Development, Coalition of Chambers
- AASA Executive Committee 2004-2009
- Chamber Community Leader of the Year 2004
- Indiana Superintendent of the Year 2006
- Advisory committees to include ASQ, CoSN, Systems Leadership



# Impacts on Learning

- Ensuring Collaborative Goal Setting
- Establishing Non-negotiable Goals for Achievement and Instruction
- Creating Board Alignment With and Support of District Goals
- Monitoring Achievement and Instruction Goals
- Allocating Resources to Support Goals for Achievement and Instruction



# Baldrige Criteria

- Plan, Do, Study, Act (PDSA)
- Deployment
- Fidelity of Implementation



# Strategic Plan

Three main areas:

- Student Achievement
- Safe and Healthy Environment
- Fiscal Management



# Human Resources

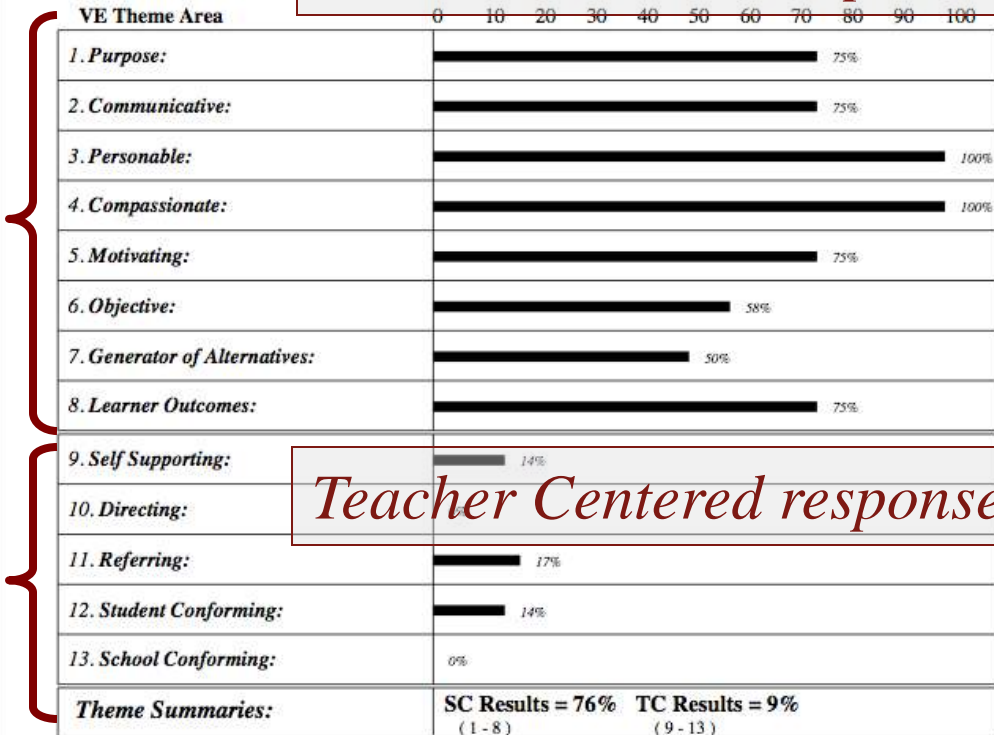
We don't just hire – we spend time recruiting talent and selecting the right people. We focus on who first, not what. Fewer than 1% of the pool of applicants are selected for employment.



Ventures for Excellence, Inc.  
**Teacher Style Profile**

*Disclaimer: This document and the information it contains is to be used only by administrators trained in advanced selection interviews. It is to be used as ONE OF MANY sources of information and is not intended to be the sole basis by which a decision is made. Trained administrators will need to interpret this information in a way that matches applicants with a defined teaching style need for a given position to be filled. Why? Each individual has independent characteristics and prior experiences.*

*Student Centered responses*



*Teacher Centered responses*

**Description of the Teacher Style Profile**

Each completed profile is the result of 32 multiple choice style questions based upon the Ventures for Excellence Themes of an Excellent Teaching/Learning Specialist. The responses have been converted to a percentage result and graph to give a visual understanding of their attitudes, beliefs, and behaviors in relation to common school related situations faced in everyday life as a teacher. This information is added to the overall picture of the person to assist leaders in maximizing the effectiveness of the organization or program.

# Academic Measure

NWEA=Northwest Evaluation Association

- MAP test - 30 years of use and refinement
- Adaptive test to determine instructional level
- RIT scale is equal: 130-142 is the same as 151-163
- Stable scale – 135 today is the same as 135 ten years ago
- Individual growth targets
- Administered up to 4 times per year, but produces a beginning and ending score



# District Filter



Whenever a new initiative is contemplated, it has to go through the district filter of how it is aligned to the strategic plan, what resources are needed, how it will be deployed and how it will be measured.



# Graduation Rate

**2009**      **94.7%**

2008      92.9%

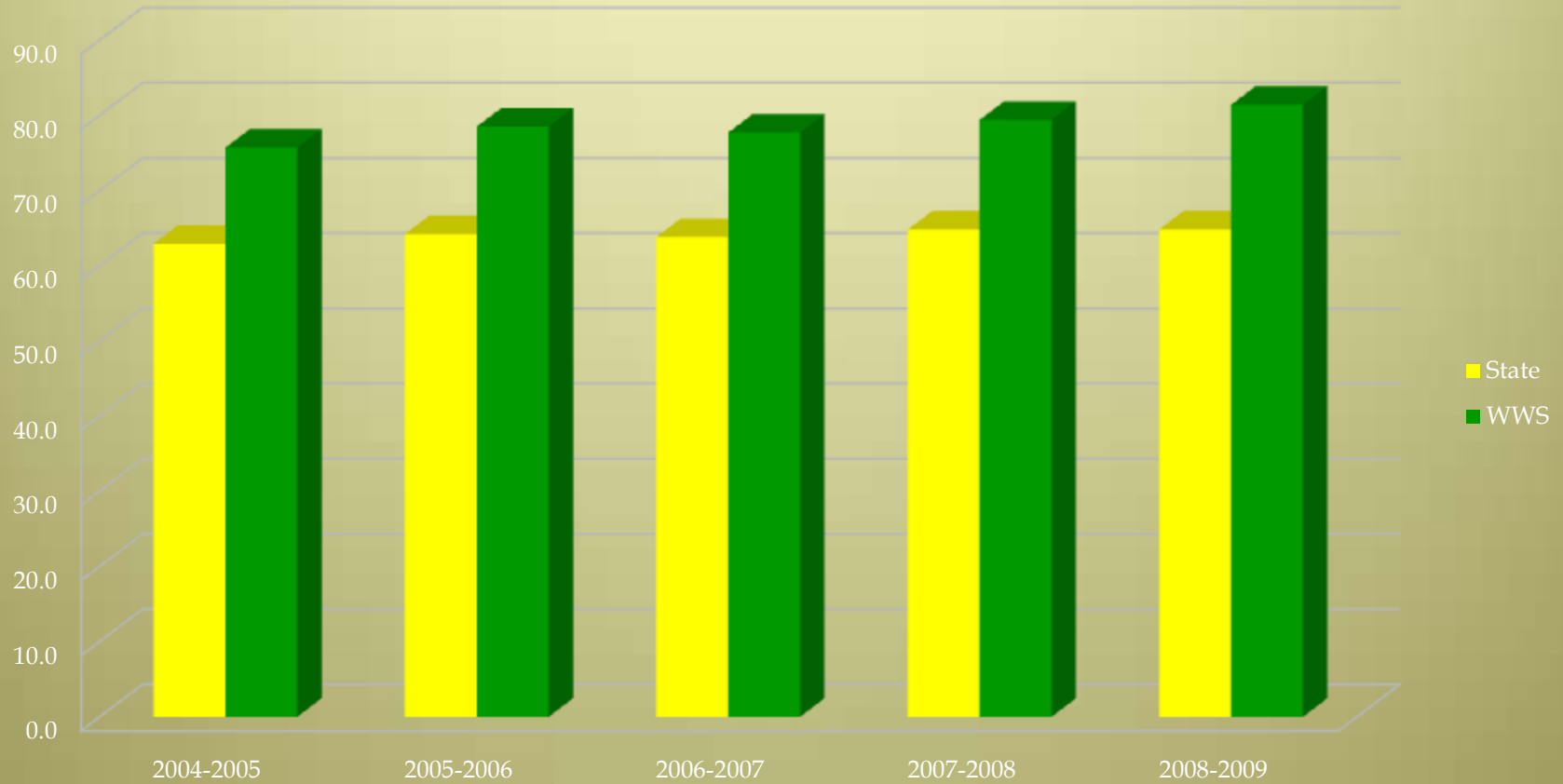
2007      89.3%

2006      86.0%



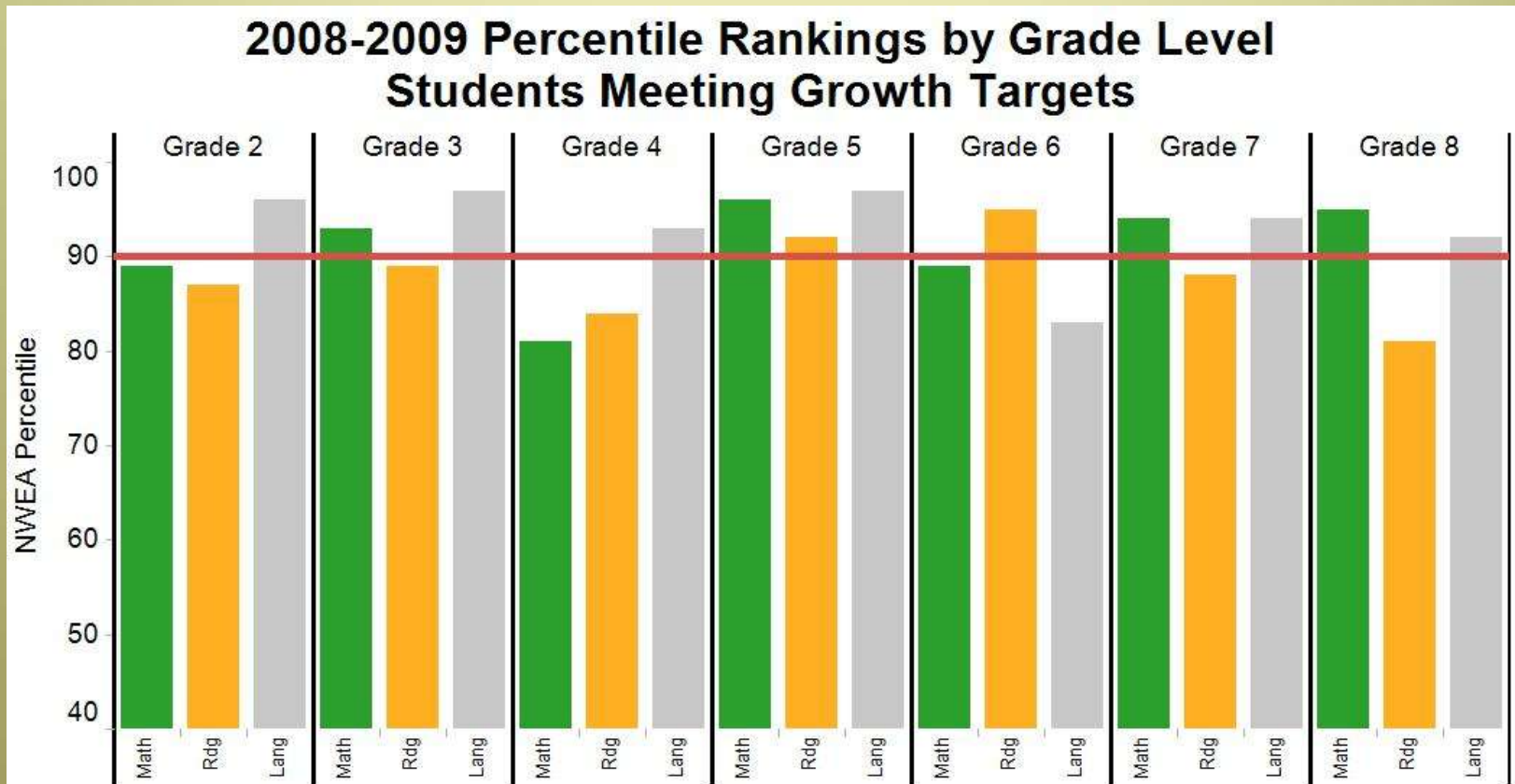
# ISTEP+

## ISTEP+ Percent Passing E/LA and Math



# District Scorecard

## 2011 Student Achievement Goal



# NWEA (Growth)

Approximately 3,500 schools/school districts assess student achievement through NWEA. The NWEA data base includes 3 million students and 24 million test results. Among all participating NWEA schools and districts, Westfield Washington Schools

ranks in the:

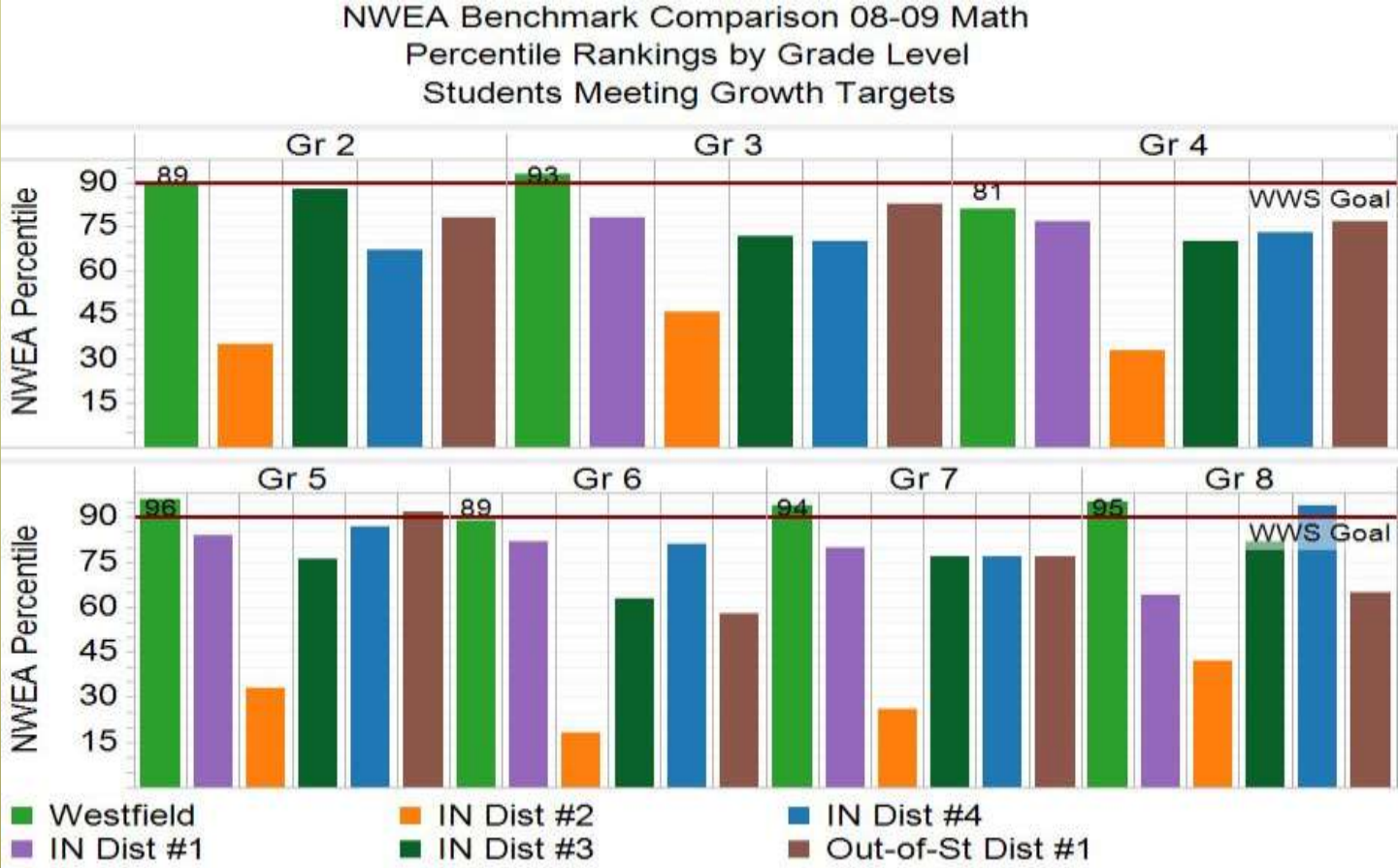
96<sup>th</sup> percentile in Reading

98<sup>th</sup> percentile in Math

99<sup>th</sup> percentile in Language

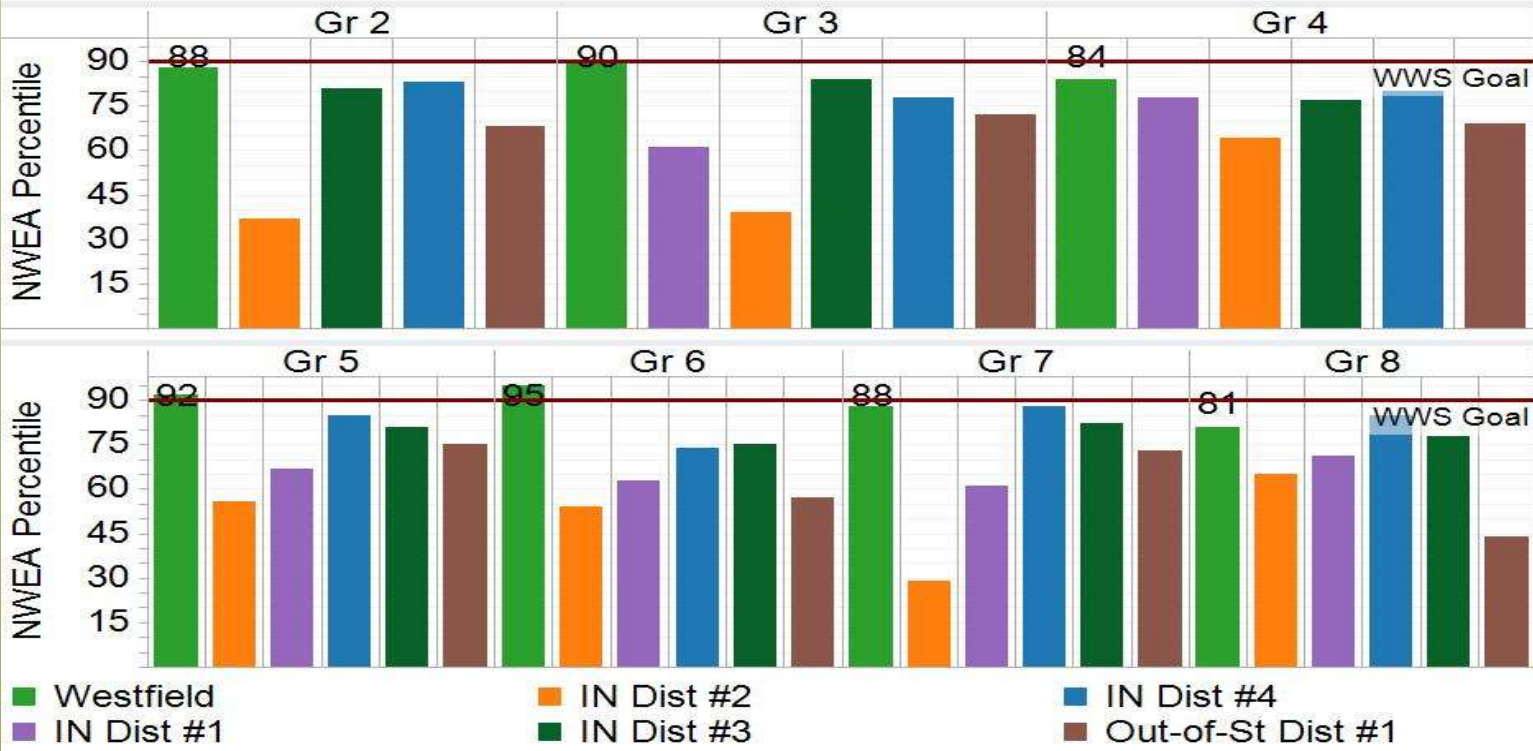


# Growth Comparison



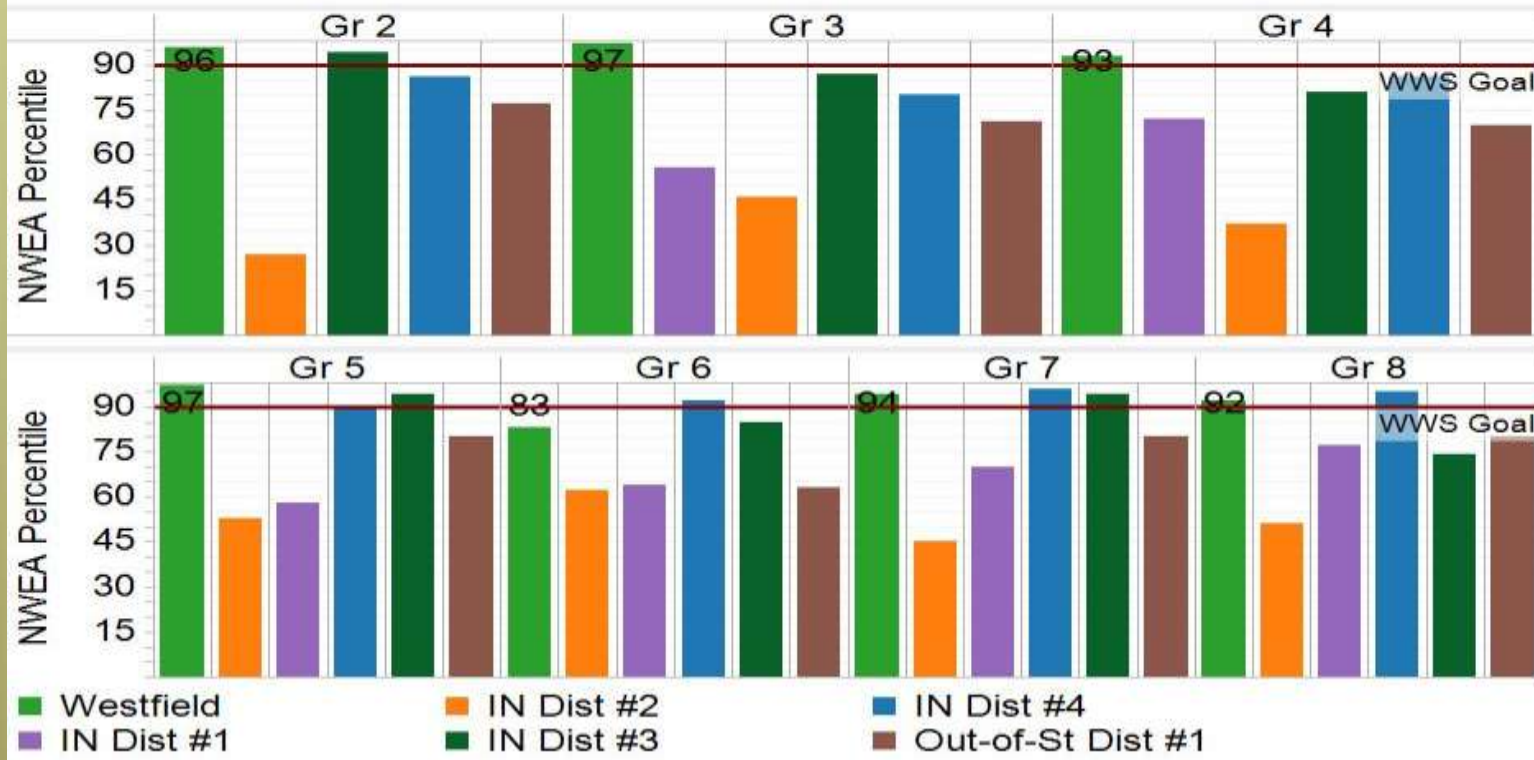
# Growth Comparison

NWEA Benchmark Comparison 08-09 Rdg  
 Percentile Rankings by Grade Level  
 Students Meeting Growth Targets

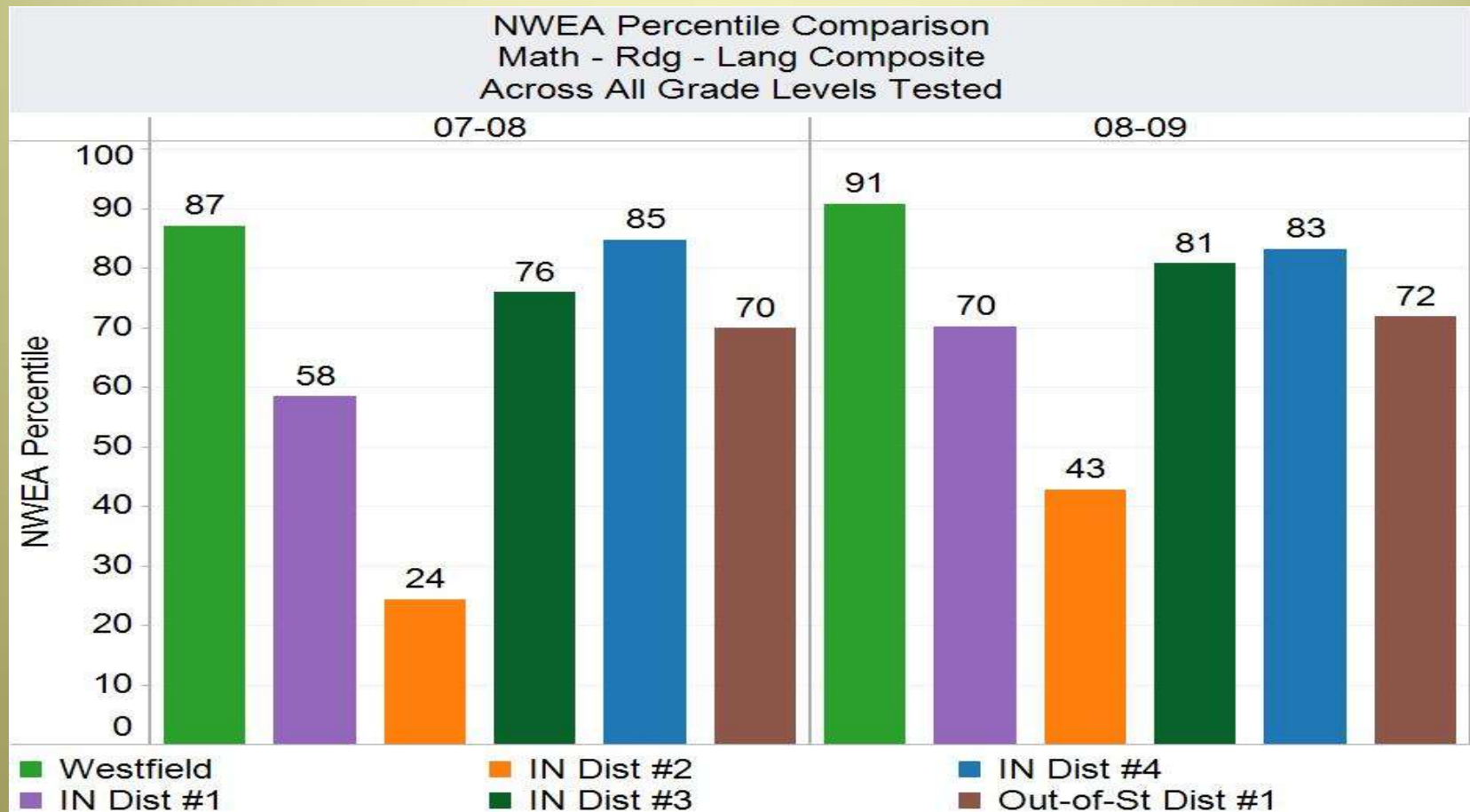


# Growth Comparison

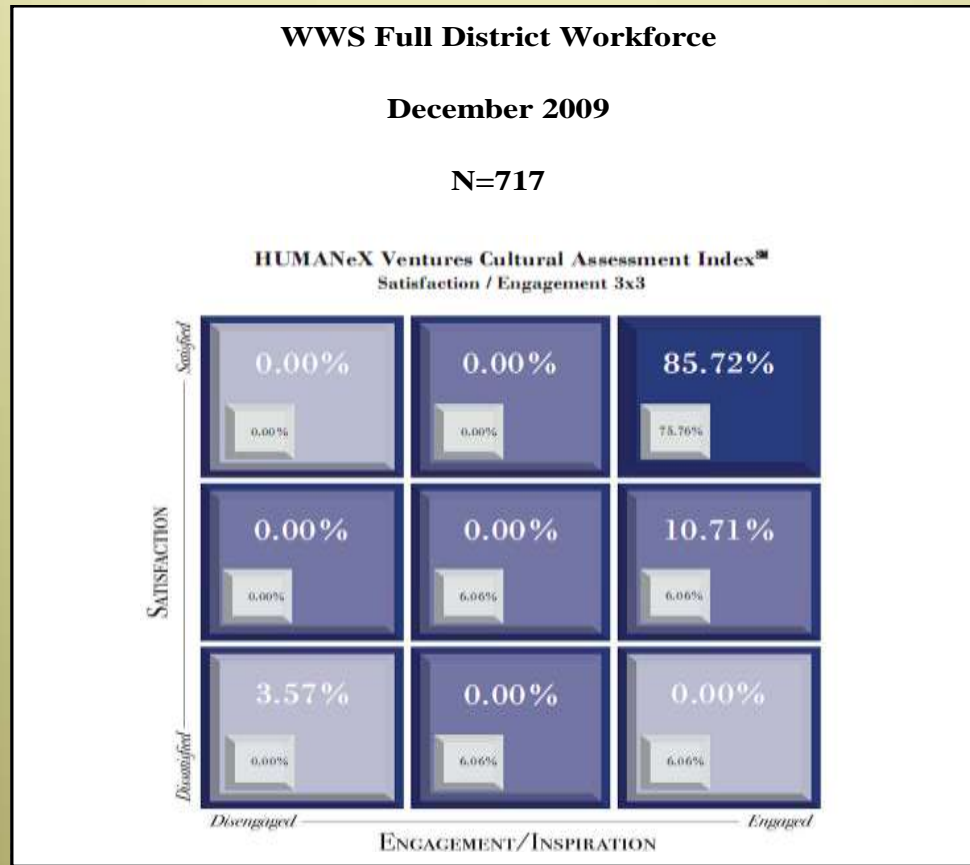
NWEA Benchmark Comparison 08-09 Lang  
 Percentile Rankings by Grade Level  
 Students Meeting Growth Targets



# Growth Comparison



# Cultural Assessment Index



# HUMANeX Dimensions

Rank Ordered Dimensions by Mean	Oct-08 Mean	Dec-09 Mean	(+/-) Change
Pride	4.44	4.52	↑
Engage-Inspire	4.43	4.49	↑
Continuous Improvement	4.26	4.37	↑
Quality	4.23	4.33	↑
Satisfaction	4.19	4.33	↑
Innovation	4.13	4.31	↑
Talent/Fit	4.18	4.23	↑
Career Development	4.13	4.20	↑
Mission Conscious	4.09	4.11	↑
Relationships	3.98	4.08	↑
Support-Equip	3.97	4.07	↑
Training & Development	3.95	4.07	↑
Communication	3.94	4.02	↑
Recognition	3.83	3.95	↑
Performance Planning	3.85	3.90	↑

# Parent Satisfaction Survey

WWS Parent Survey Full District N=	Fall 2007	Spring 2008
My overall level of satisfaction with WWS . . . (% very high/high)	<b>87.8</b>	<b>89.8</b>
My child has had his/her academic needs met . . . (% responding yes)	<b>80.6</b>	<b>81.0</b>



# District Web Site



# Partnerships









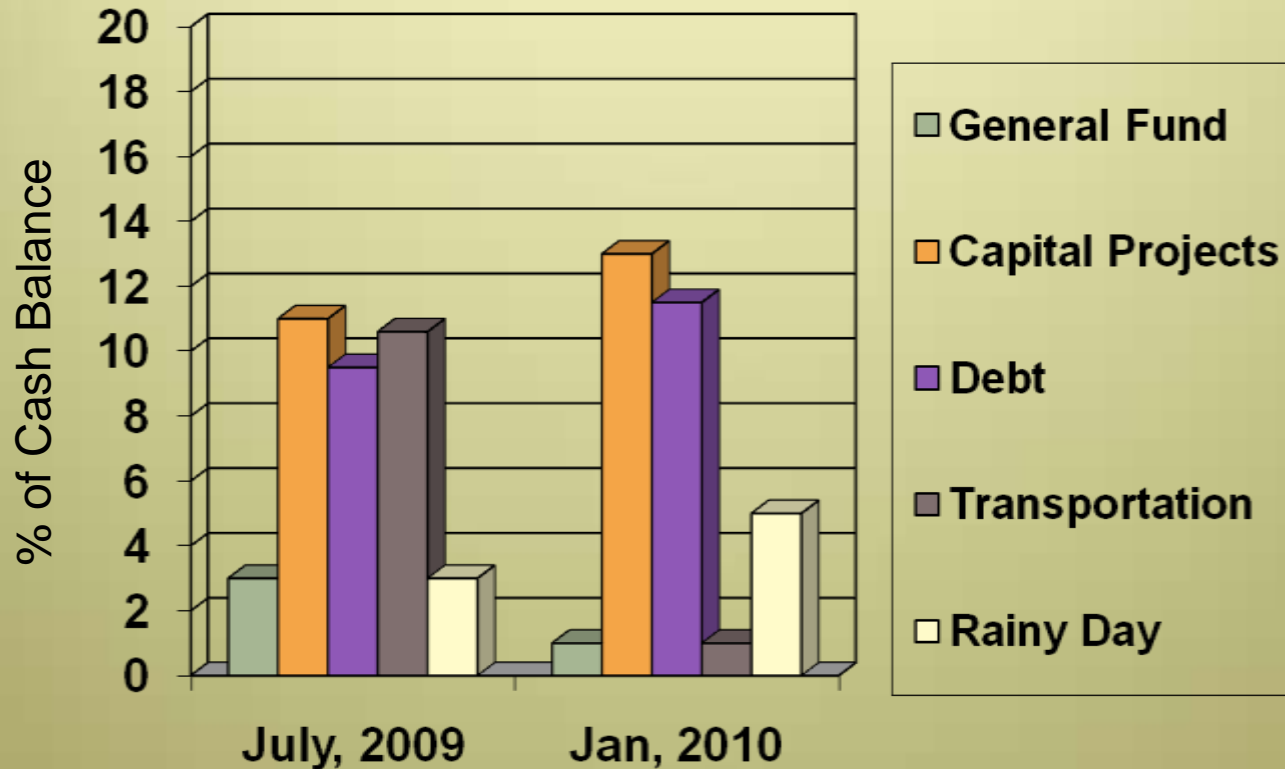




# Safety Plan



# Fiscal Responsibility



# TIFS



