



# 2025 Strategic Plan Update

*Board of Education Presentation June 6, 2022*

# Avondale 2021-2022 Extended Learning for Students

2

*Calendar Committee Meetings  
& Grant Plans/Applications*

*Summer Camps &  
Planning for Intersession*

*Winter Intersession &  
Afterschool Tutoring*

Winter 2021

Spring 2021

Summer 2021

Fall 2021

Winter 2022

*Summer Camp Planning  
& Communications*

*Reflection and  
Evaluation of Summer  
Programs*

*Fall Intersession &  
Afterschool Tutoring*

# Avondale Review & Update of Code of Conduct 2021-2022

3

*Form Stakeholder Committee and Review Current Code of Conduct*

*Gain perception data regarding code of conduct*

*Gain feedback, edit, and publish Code of Conduct for Board of Education review and approval process followed by education sessions and 22-23 implementation*

Fall 2021

Winter 2022

Spring 2022

Summer 2022

Fall 2022

*Complete committee study of compliance indicators for Code of Conduct*

*Create, align, and publish a draft Avondale district-wide code of conduct for stakeholder feedback*

# Avondale Equitable Grading Practices 2021-2022 Professional Learning

4

*Foundations for Effective &  
Equitable Grading  
Practices-Research and Vision*

*Report Card  
Committee Meetings*

*Common Practices  
and  
Reporting Mechanisms*

November 2

Dec 10

Jan-April

April 14/28

May 13

*Exploring  
Evidence-based Best  
Practice in Grading*

*Reflections and Evaluation  
of  
Best Practice in Grading*

# Avondale Communication Plan 2021-2022

5

*Design and deploy data collection tool/process to understand how students, parents /guardians, staff and community EACH receive news, information and announcements.*

*Identify households where English is not the primary language spoken in the home. Determine which languages are primary.*

*Incorporate use of translation tool and information from data collection of “how” students, parents /guardians, staff and community members receive information into communications and distribution of communications.*

Fall 2021

Early Winter 2021

Middle/Late Winter  
2021/22

*Identify/select products or tools to utilize for language translation (written and verbal), pilot and test the selection, either roll the selection out as the long-term solution or repeat the process with a different product/tool. Design and provide staff and parent training.*



*Reflections and Evaluation  
of Best Practices in Grading*

## Purpose: Where does this fit into the Avondale Strategic Plan?



Collaborating in our PLCs to develop a common vision for grading practices falls under *Culture of Community and Student Engagement and Learning*.

# Timeline: Avondale Equitable Grading Practices 2021-2022 Professional Learning

8

*Foundations for Effective & Equitable Grading Practices-Research and Vision*

*Elementary Report Card Committee Meetings (Volunteers)*

*Common Practices & Reporting Mechanisms*

November 2

Dec 10

Jan-April

April

May 13

*Exploring Evidence-based Best Practice in Grading*

*Reflections & Evaluation of Best Practices in Grading At Buildings-Principal Leads*



# District Vision for Grading Practices

The Avondale School District will implement reporting practices that clearly **communicate** student growth and mastery.

Student learning will be supported through consistent and clear expectations. Grading will be inclusive of self-evaluation, time for reflection, academic responsibility, and opportunity to advance understanding and mastery.

# Vision = Practice (examples)

<b>Communicate Student Growth and Mastery</b>	<b>Consistent and Clear Expectations</b>	<b>Student Self-Evaluation</b>	<b>Time for Reflection</b>	<b>Academic Responsibility</b>	<b>Opportunity to Advance Understanding and Mastery</b>
Report Skills Over Time  Standards-based Grading	Teaching Success Criteria  Learning Targets Grounded in standards	Rubrics  Student Goal Setting	Student Discourse  Closing routines  Did we hit the target?	Opportunity for student ownership  Engagement Strategies	Variety of Entry Points Over Time  Formative Assessment Process

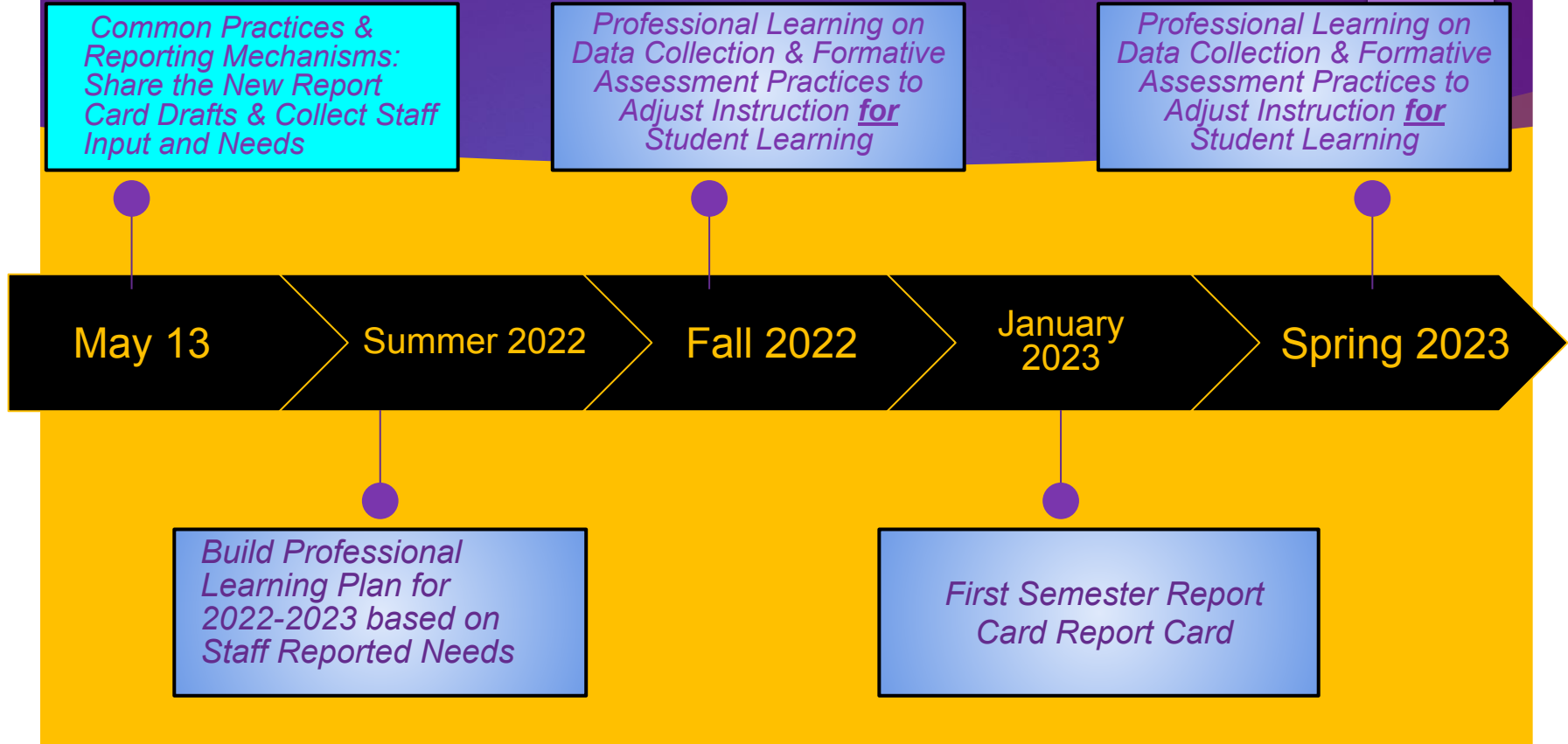
# Model for Change

## The Lippitt-Knostr Model for Managing Complex Change

Vision	Consensus	Skills	Incentives	Resources	Action plan	=	Success
<del>Vision</del>	Consensus	Skills	Incentives	Resources	Action plan	=	Confusion
Vision	<del>Consensus</del>	Skills	Incentives	Resources	Action plan	=	Sabotage
Vision	Consensus	<del>Skills</del>	Incentives	Resources	Action plan	=	Anxiety
Vision	Consensus	Skills	<del>Incentives</del>	Resources	Action plan	=	Resistance
Vision	Consensus	Skills	Incentives	<del>Resources</del>	Action plan	=	Frustration
Vision	Consensus	Skills	Incentives	Resources	<del>Action plan</del>	=	Treadmill

# Timeline: Avondale Equitable Grading Practices 2022-2023 Professional Learning

12





*Update: Code of Conduct*

# Professional Learning Target

What is the purpose of this committee?

Professional Learning Target: We will collaborate and engage in feedback to assist in updates to the Avondale School District Code of Conduct(s) for 2023-2024 implementation.

Meetings & Activities	Success Criteria	Status
September 2021	<ul style="list-style-type: none"> <li>Stakeholders representing diverse areas of the Avondale community will be recruited to serve on the Code of Conduct Committee.</li> </ul>	Complete
October 2021	<ul style="list-style-type: none"> <li>Convene committee meeting and give orientation on Code of Conduct versions and models</li> </ul>	Complete
November 2021	<ul style="list-style-type: none"> <li>Committee members will connect with one another and review elementary, middle, and high school code of conducts to identify at least three strengths and three areas of feedback/questions or improvement</li> </ul>	Complete
January 2022	<ul style="list-style-type: none"> <li>Debrief feedback and gain perception data. Create future action items</li> </ul>	Complete
February 2022	<ul style="list-style-type: none"> <li>Review and align NEOLA updates</li> </ul>	Complete
March 2022	<ul style="list-style-type: none"> <li>Committee members will compare / contrast the most common frequent infractions and give feedback on the current code descriptions and steps</li> </ul>	Complete
April 2022	<ul style="list-style-type: none"> <li>Create concise table of infractions, align infractions to NEOLA, begin review process of MiStar entries</li> </ul>	Complete

Future Actions	Action Items	Status
June 2022	<ul style="list-style-type: none"> <li>• Provide Summary to Board of Education and Avondale Administrative Team Members</li> <li>• Archive work and resources for the 22-23 Code of Conduct Committee including proposed MiStar action items</li> </ul>	In-Progress
July 2022	<ul style="list-style-type: none"> <li>• <i>Create, align, and publish a draft Avondale district-wide code of conduct for stakeholder feedback</i></li> </ul>	In-Progress
August 2022	<ul style="list-style-type: none"> <li>• Renew committee member participants &amp; recruit new members</li> </ul>	Not Started
September 2022	<ul style="list-style-type: none"> <li>• <i>Gain feedback, edit, and publish Code of Conduct to initiate for Board of Education review and approval process followed by education sessions and 23-24 implementation</i></li> </ul>	Not Started
October 2022		
November 2022	<ul style="list-style-type: none"> <li>• Board of Education Review and establish timeline for edits / approval</li> </ul>	Not Started





## *Update: Communications*

# Actions

## **September, 2021**

Conducted phone interviews with companies that provide Language Services including: translation (over the phone and on-site), interpretation, document translations, voice-over and subtitling.

## **December, 2021**

Attempted to gather data from MiStar to understand:

- What are the primary languages (other than English) spoken in our families' homes?
- What is the number of families using each of the non-English languages as their primary language?
- Who are the families in need of receiving communications in a language other than English and what school(s) do they attend?

The data in MiStar was determined to be incomplete.

Engaging a Language Service was put on hold while other avenues for data collection could be explored.

## January, 2022

*District Communications* was discussed during the January, 2022 District Improvement Team meeting. Suggestions for increased/improved communications included:

- Robocall with weekly announcements on Sunday evening
- Weekly Newsletter from school (*all buildings currently send a weekly newsletter or weekly email to all parents/guardians*)
- District weekly emails (*ENews is sent weekly and the "2 Minute Update" from Dr. Schwarz is sent bi-weekly*)
- Specific communications to parents/guardians directly from teachers rather than going through the student so that parents/guardians can know how to help
- More information to parents/guardians (especially at upper levels) about how they can be more involved – information should be sent regarding boosters, clubs, curriculum, and opportunities to interact with other parents
- Sending communications in languages other than English

## January, 2022

- Honor Community Health/Avondale Health Wellness Event provided an opportunity to partner with La Familia, Pontiac and Arab American Community Resources Consultant, Oakland County. With the assistance of these two groups, information and flyers for the Wellness Event were sent in English, Spanish and Arabic.

## April, 2022

*District Communications* was discussed during the April, 2022 District Improvement Team meeting.

Suggestion for increased/improved communication:

- A new tool for teachers to use to communicate with non-English speaking families was discussed: *Class Dojo*.
- DIT members interested in further discussion and work focused on increased/ improved communications - especially as it pertains to our non-English speaking families – were invited to reach out to be included in summer meetings.

### **Moving forward ...**

**For all families:** Sent survey: Improving our Communications (1 Quick Question)

#### **For non-English speaking families:**

- Work with Avondale staff to identify the students receiving ESL services and/or families who they feel are not receiving communications from school. Select a Language Service.
- Work with the Language Service to contact the identified family to discuss the best way for them to receive communications from their child's school.
- Using the information gathered by the Language Service, create a process to ensure that communications are delivered and received by the families.
- Provide staff training of process and selected communication tools.
- Create a process, appropriate for each family, to initiate communication with school and/or the District.



*Thank you!*