

Mid-year Updates on Strategic Maps

School Committee February 9, 2023



At-a-glance

Green

- Responsive Classroom
- REI
- ESP Modules
- 21-Day AIDE Challenge
- Pulse Checks
- Literacy and Math Data Cycles

Yellow

- Substitute Handbook
- K-5 Math Curriculum Resource Guide

Blue

- Learning Walks → LPS Learning Framework

Red

- BIPOC Listening Sessions
- Empathy Interviews
- P-8 standards and competencies for SEL and AIDE
- LAAG

Responsive Classroom

- All support staff trained, faculty and administrator trainings will be done 3/2; to date 28/31 training days complete
- Prompting conversations about current practices and decisions that will need to be made at the school level regarding consistency of practice
- Providing common strategies and practices to be used in classrooms to engage students and create community
- Preparing for Morning Meeting and Advisories
- Proactive Discipline Strategies including: Envisioning Language, Reinforcing language, Reminding Language, Redirecting Language
- Engaging Academics and strategies that enlist students in their learning

Pulse Checks

Questions Asked in a Pulse Check:

- How are you feeling about your work over the past week? 1-5 (5 being most positive)
- *Agreement:* I feel connected with my school community. 1-5 (5 being most positive)
- What is one word you would use to describe how you are feeling right now?
- Is there anything you'd like to share about how you're feeling or how your work is going? Are there supports/resources that would make work more successful for you?
- Schedule a meeting with your principal or supervisor

How are you feeling about your work this week?

☹️ 😐 😊 😞 😓

Please indicate your agreement with this statement:

I feel connected with my school community.

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

12:29

How are you feeling about your work this week?

☹️

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3 Rounds of Pulse Checks Thus Far

81% response rate: **100+** follow-ups:

(through January)

- Faculty
- ESPs
- Administrators
- Food Services
- Facilities & Maintenance
- Technology
- Administrative support staff

- 1:1 check-ins
- Meetings with teams
- Fixing individual problems such as mounting bulletin boards, and fixing problems with lunch counts
- Taking action based on trends and themes
- Identifying areas for for future growth and improvement

Ongoing collaboration:

- Developed and tested with a team of faculty this summer and fall
- Refined and adjusted based on faculty and administrator input after each round
- Administrators are gathering to collaboratively process the responses

Pulse Checks

Feedback from administrators:

- Pulse checks have been a **valuable tool for understanding individual and collective morale**. The feedback has prompted **meaningful check-ins** and helps me feel more **connected** to the staff. --Sarah Collmer
- Initially, I was not an advocate of introducing this system. After two pulse checks I can now see the **benefit**. The information that I am receiving from my staff has given me an **insight** into some things that may not have been on my radar but certainly were causing an **impact**. More importantly the pulse check is a **vehicle to start conversations** in a non-confrontational manner which has led to some extremely **important discussions** and certainly has and will continue to be a **vehicle to build deeper relationships**. --Erich Ledebuhr
- Pulse checks have **allowed me to get in front** of some things. --Sharon Hobbs

A few highlights from schools

- **Preschool**
 - Working together after each set of Responsive Classroom trainings to determine which practices are developmentally appropriate for the preschool students (i.e. Circle→Morning Meeting; language tweaks)
- **LK-4**
 - Art Show at Lincoln Public Library and Lincoln Land Conservation Trust
 - 4th Grade Writing Celebrations: students presented in an expo format to staff, parents and caregivers - their persuasive essays focused on "being a climate warrior instead of a climate worriers"
 - Mixed groups collaborating on Responsive Classroom implementation: teachers did a "Ghost Tour" (visit empty classrooms) to see how colleagues set up the physical space and get ideas to adjustment to their own teaching spaces
- **L5-8**
 - Teachers are having more direct and honest conversation that are uncovering misconceptions about responsibilities or how people work together
 - Lincoln Cup was an opportunity to bring the school together as a whole
- **HPS**
 - Evidence of the Responsive Classroom training was seen immediately with teachers using the interactive modeling strategy and incorporating quiet time after recess as well as closing circle
- **HMS**
 - New club offerings after school along with other sports and in/out of school activities that are back in full swing
 - Parents back in the building for a number of events
 - Active student councils focused on community outreach