

## Continuous Improvement “Systemic” Alignment Model

	Shared Leadership	Roles & Responsibilities	Documents/Goals	Results/Data	Time
<b>District</b>	District Leadership Team (DLT)	<ul style="list-style-type: none"> <li>Provide oversight to the District Plan on a page (goals/data)</li> <li>Communication &amp; alignment (report back to stakeholders)</li> <li>Stakeholder input (insight into decisions)</li> </ul>	District Strategic Plan	District Balanced Scorecard	Meets quarterly
<b>Support Services</b>	Operational Leadership Team (OLT)	<ul style="list-style-type: none"> <li>Set and communicate direction for the department</li> <li>Monitor department SMART goals</li> <li>Build leadership capacity</li> <li>Align efforts to the District strategic plan</li> </ul>	Support Services Department Improvement Plan	Support Services Balanced Scorecard	Meets 1 to 2 times per month
<b>School</b>	Building Leadership Team (BLT)	<ul style="list-style-type: none"> <li>Set and communicate direction</li> <li>Monitor the School Improvement Plan (SIP)</li> <li>Build leadership capacity</li> <li>Align Professional Learning Community (PLC) work throughout the school</li> </ul>	School Improvement Plan (SIP)	School Balanced Scorecard	Meets 2 to 3 times per month
<b>Teacher</b>	Professional Learning Community (PLC)	<ul style="list-style-type: none"> <li>Every teacher connected to a PLC (by grade level or content area)</li> <li>Answer questions: 1.) What do we want students to know? (I can statements); 2.) How do we know if they know it? (assessment data); 3.) How will we respond when they don't ? (RTI); and 4.) How will we respond when they do? (enrichment &amp; differentiation)</li> </ul>	Classroom SMART Goals	Common Formative Assessment Data Displayed in Classroom Data Center	Meets 2-4 times per month
<b>Student</b>	Classroom Learning Community (CLC)	<ul style="list-style-type: none"> <li>Engage students in 21<sup>st</sup> century learning</li> <li>Empowerment/accountability</li> <li>Connect every student to classroom goals and “I Can” statements</li> </ul>	Student Individual SMART Goals	Student Data Folder	Class meetings 4 times per month

SMART Goals Aligned To The Plan