

# ALLIANCE CITY SCHOOLS

**Impacting ALL Learners Through  
Clarity and Culture**

[www.alliancecityschools.org](http://www.alliancecityschools.org)

**OLAC December 10, 2019**



# Chris Gibowicz - Director of Curriculum

## Let's connect on:

LinkedIn: Chris Gibowicz

Twitter: Chris Gibowicz

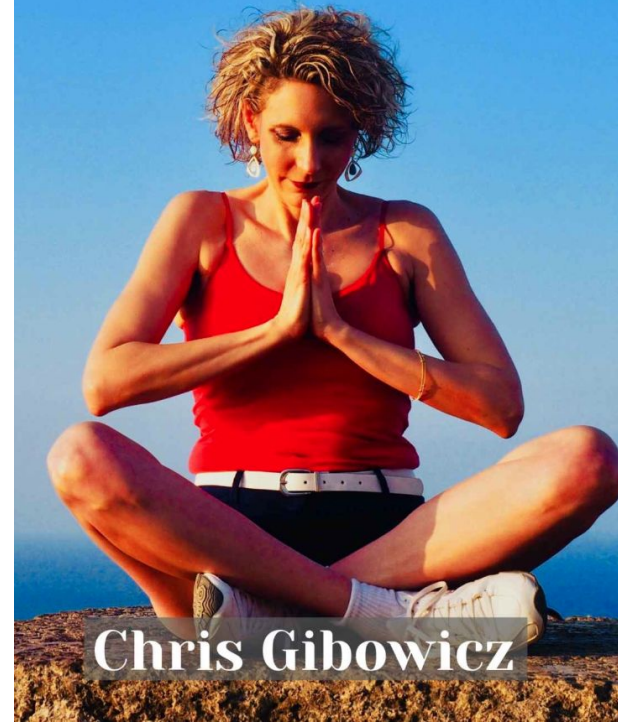
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Lead,  
Love, Live



Chris Gibowicz

# Jeff Talbert - Superintendent

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[www.alliancecityschools.org](http://www.alliancecityschools.org)

# ALLIANCE

# CITY SCHOOLS

**Mid-sized Urban District in N.E. Ohio**

[www.alliancecityschools.org](http://www.alliancecityschools.org)

Twitter: Alliance City SD #RepthatA



# Who is in the room?



# Culture

Chris Gibowicz





**Where  
we are  
today?**





I am so  
**HAPPY**  
to see you

You  
Are  
Special!

Welcome  
Back! You  
Matter!

I love my students too! ❤️





Have  
A  
GREAT  
Year!!





# Summer DLT Retreat



# Intermediate School



# New Staff Welcome



# Slow Jam the Goals











Staff  
self-care  
mindful  
movement  
classes





# Team Collaboration



Source: Christine M. Gibowicz, Alliance City Schools' Curriculum Department

# Clarity of Culture

Jeff Talbert





IN EDUCATION

*change.*

IS THE

ONLY CONSTANT

-Dale Vigil



**"EVERYONE HAS  
A PLAN 'TILL THEY  
GET PUNCHED  
IN THE MOUTH."**

**MIKE TYSON**

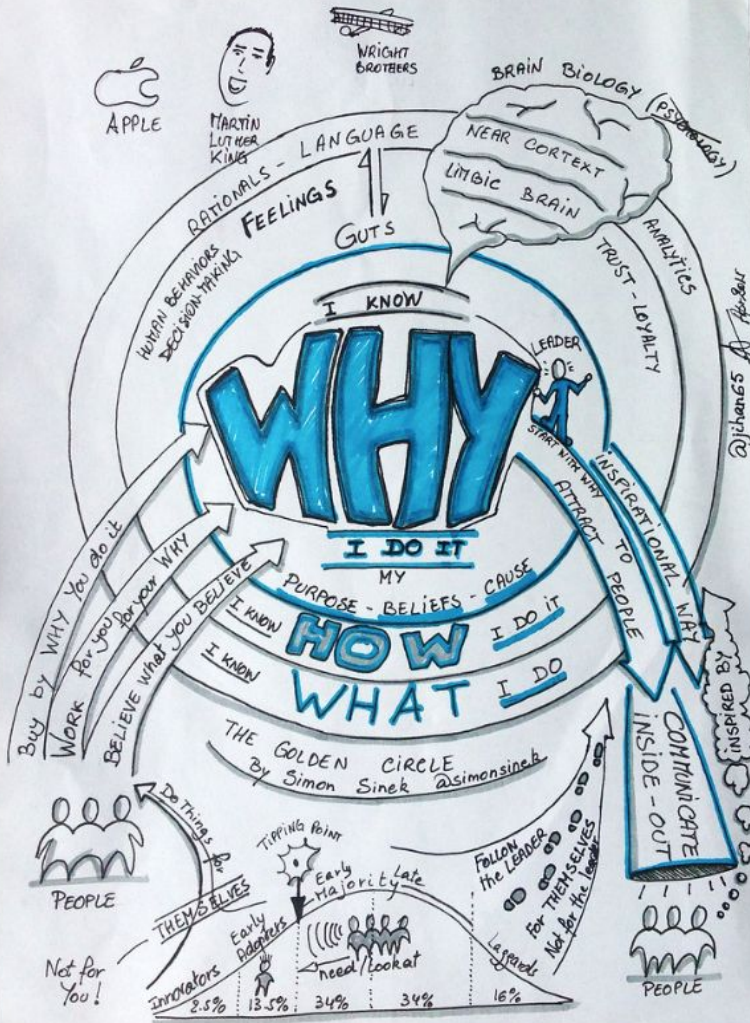




# Culture Eats Strategy for Breakfast

Peter Drucker



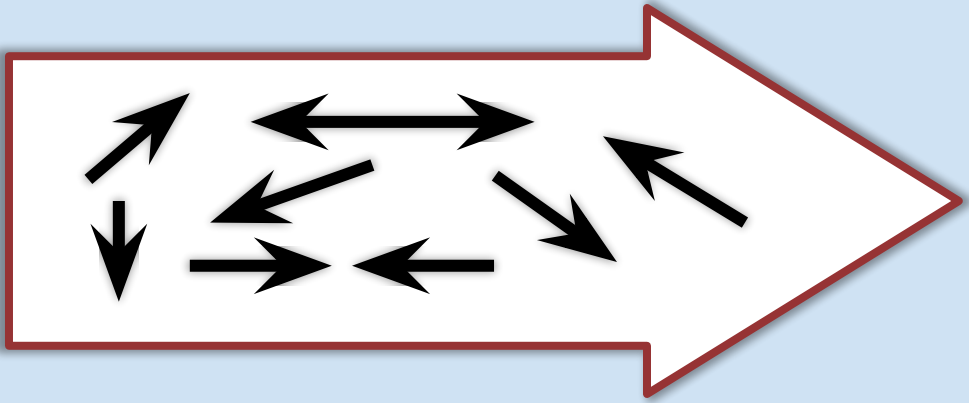
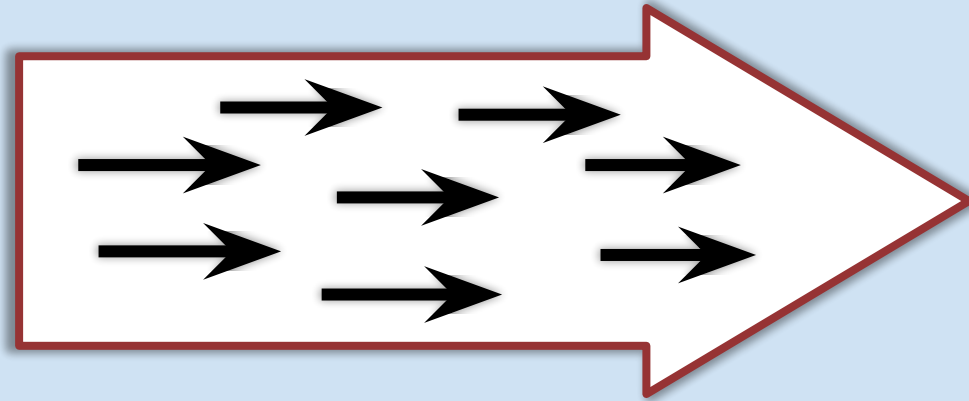


2016

Simon Sinek  
Start With Why

# **VISION**

**All Aviators will graduate  
prepared for life, college and  
careers.**

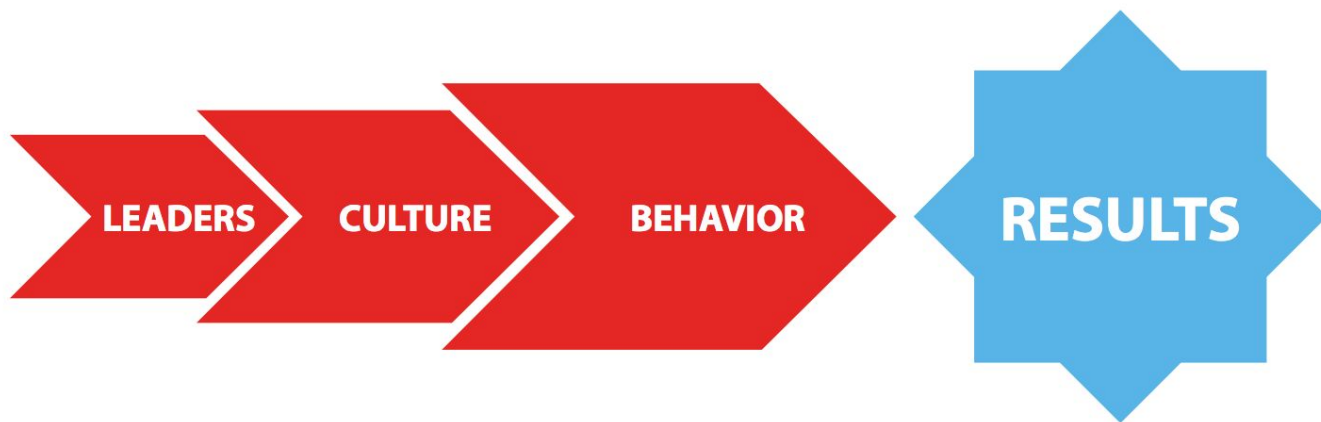




Administrator Proficiency, as we have defined it, is the absolute requirement for achieving proficiency among the adults who develop children's proficiency.





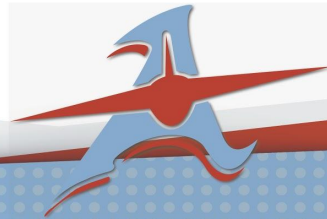


**LEADERS** create culture. **CULTURE** drives behavior. **BEHAVIOR** produces results.

# EVERY AVIATOR, EVERY DAY

## “REPPIN’ THAT A”

VALUE	BEHAVIOR	OUTCOME
HIGH PERFORMANCE We teach and learn at high levels	<ul style="list-style-type: none"><li>•Think before we act</li><li>•Own our work</li><li>•Learn, Improve, Succeed</li></ul>	<i>All Aviators</i> reach maximum Altitude
LEADERSHIP We are engaged in the learning process at all levels	<ul style="list-style-type: none"><li>•Be on target</li><li>•Follow through on what we say</li><li>•Act decisively</li></ul>	<i>All Aviators</i> influence the course of others positively
CARING CITIZENS We treat all people with respect and dignity	<ul style="list-style-type: none"><li>•Seek first to understand</li><li>•Speak our truth - even when it's hard</li><li>•Care for and support those around us</li></ul>	<i>All Aviators</i> earn trust





"Everyone should own this book."

—CHIP HEATH & DAN HEATH, authors of *Made to Stick* and *Switch*

# mindset

THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN  
LEARN TO FULFILL  
OUR POTENTIAL

- \*parenting
- \*business
- \*school
- \*relationships

"Will prove to be  
one of the most  
influential books ever  
about motivation."  
—PO BRONSON,  
author of  
*NurtureShock*

CAROL S. DWECK, Ph.D.





What is the reality  
of the situation?

What is the most  
"Above The Line"  
action I can take  
right now?

What do I want to  
accomplish?

$$E + R = 0$$



# The R Factor

**R1: Press Pause**

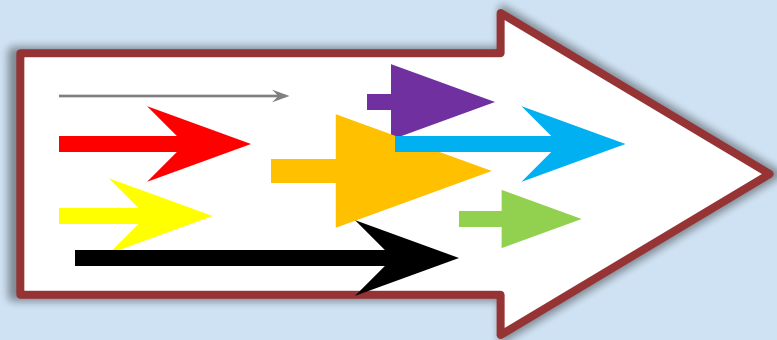
**R2: Get Your Mind Right**

**R3: Step Up**

**R4: Adjust and Adapt**

**R5: Make A Difference**

**R6: Build Skill**



# Team Collaboration



Source: Christine M. Gibowicz, Alliance City Schools' Curriculum Department

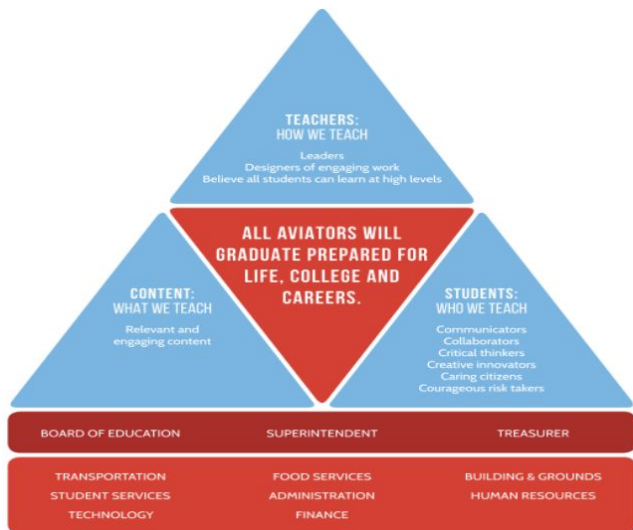


# Clarity of the Work

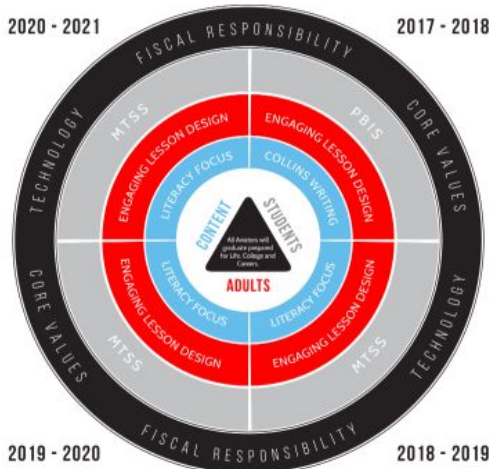
Chris Gibowicz



# Foundation Alliance's Work:



## ALLIANCE CITY SCHOOLS 4 YEAR PLAN



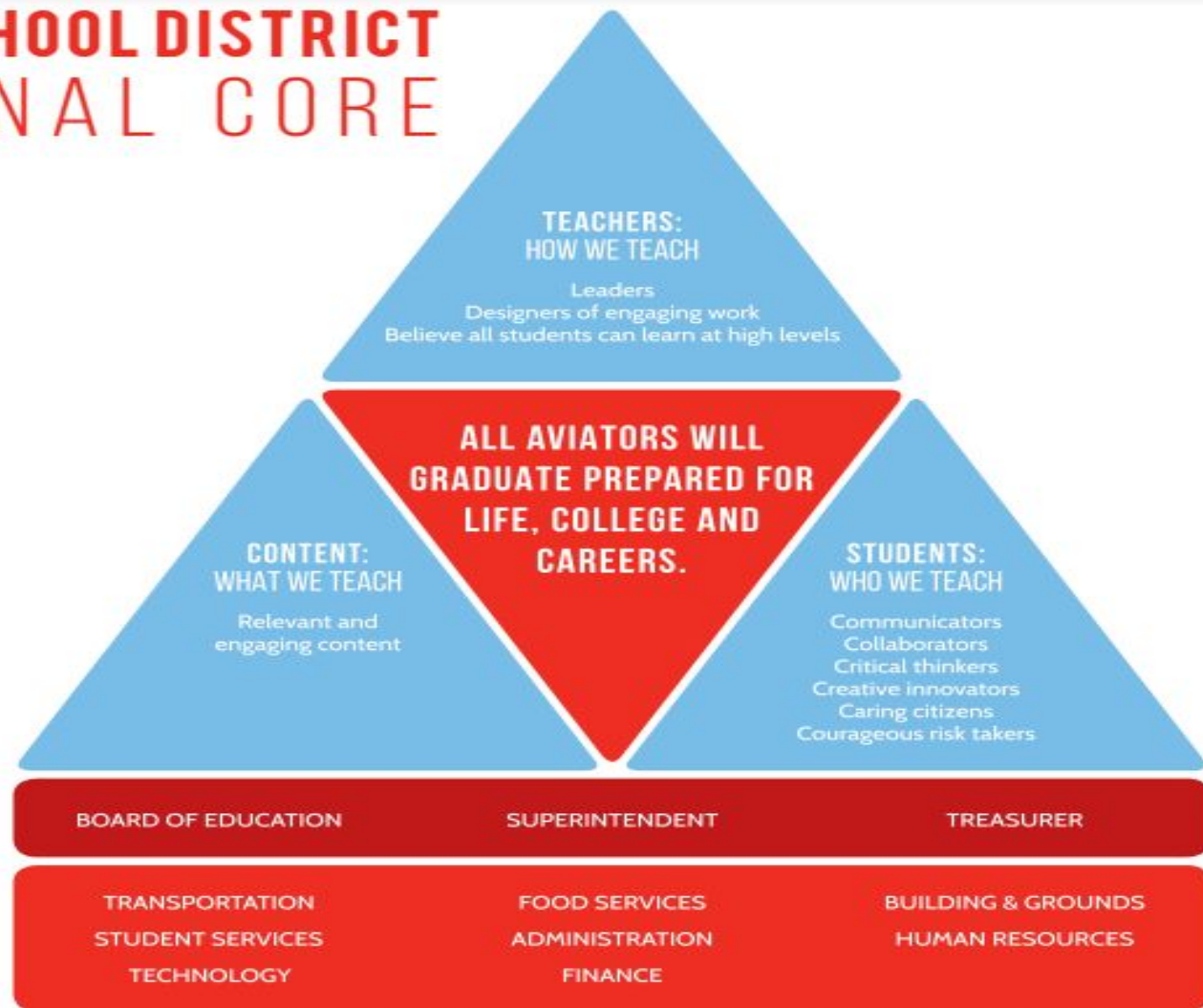
## Ohio Improvement Process



# ALLIANCE CITY SCHOOL DISTRICT INSTRUCTIONAL CORE



*There's  
strength in  
the core!*

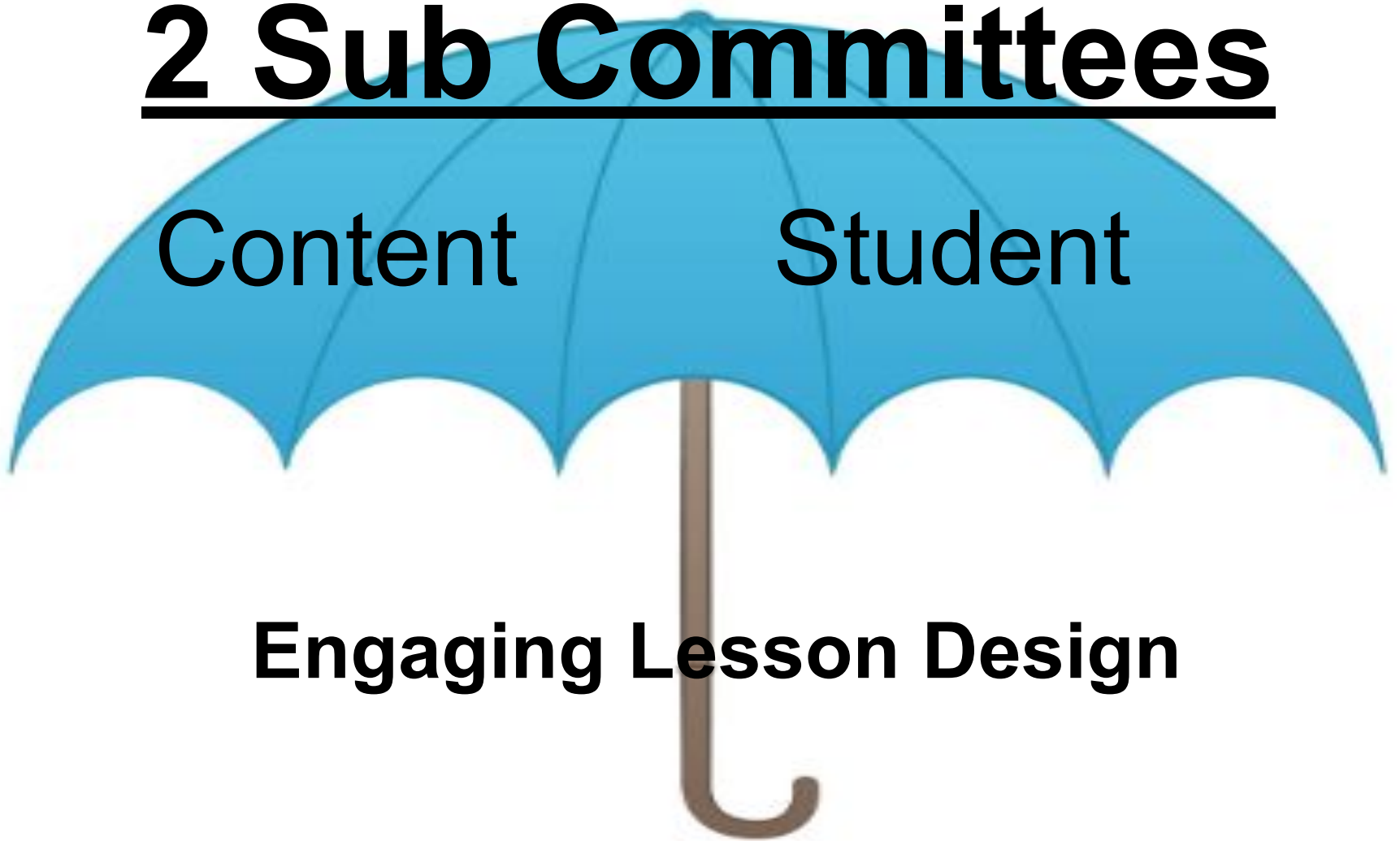


# **2 Sub Committees**

**Content**

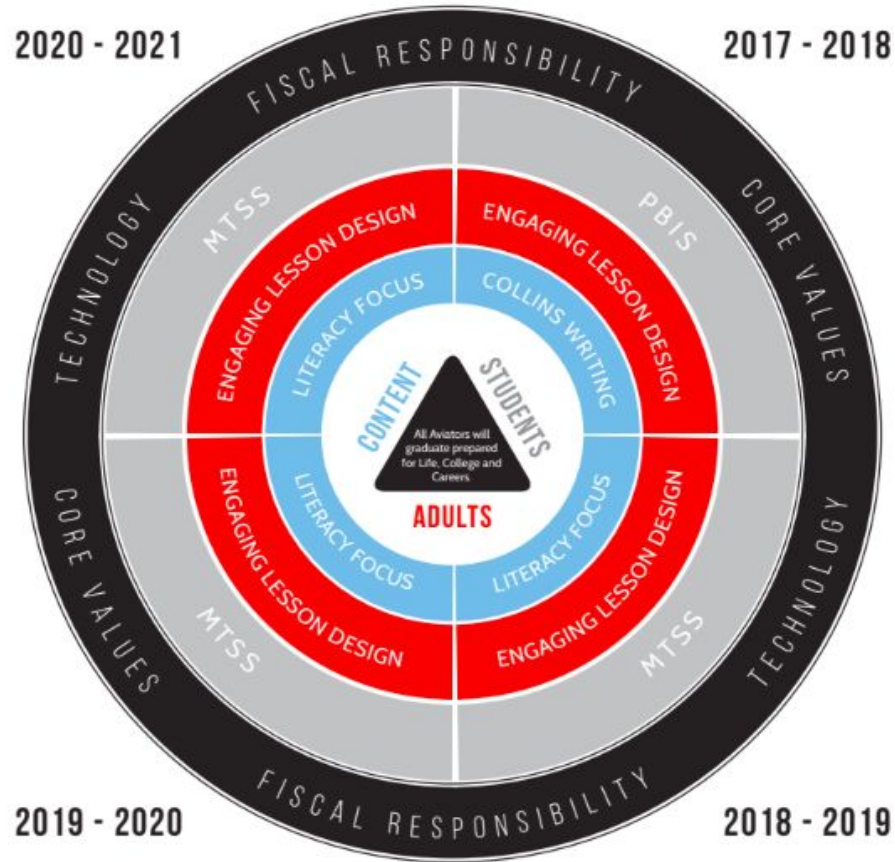
**Student**

**Engaging Lesson Design**





# ACS 4 Year Strategic Plan





# Action Steps for ACS 4 Year Plan



## Literacy:

- Read, Write, Speak, Think in Every Classroom Every day
- Implement evidence-based literacy practices in the 5 literacy components
- Implement word study in content areas
- Build capacity through DLT, BLT, TBT's, PD, Instructional coaching and learning walks/instructional rounds

## Writing:

- In performance plus, collect and monitor writing data progress for BOY, MOY, EOY
- Use data-driven Focus Correction Areas (FCA)
- All content area teachers use type 1 and type 2 writing
- Write in Every Classroom Every day
- Build capacity through DLT, BLT, TBT's, PD, Instructional coaching and Learning Walks/Instructional Rounds

## Math:

- Math maps and pacing guides are followed and adjusted to ensure all standards are covered
- Use individual and class data to reteach (spiral) math concepts throughout the year
- Math department chairs and lead teachers to collaborate with building principals and instructional coaches to identify supports needed



# **Action Steps for ACS 4 Year Plan**



## **Engaging Lesson Design:**

- **Designing engaging academic work for students and leading them to success in that work**
- **All classrooms will use strategies to engage students including: Schlechty design qualities; IB (AMS); PBL (AIS); PLTW (AIS/AMS), SOLE [LINK](#), STEM, STREAM, less teacher talk talk more student do; I do, we do and you do**
- **Build capacity through BLT, TBT's, PD and Instructional coaching and Learning Walks/Instructional Rounds**
- **TBT's use the lesson review protocol**

## **MTSS:**

- **Develop uniformity across the district in all of our policies, MTSS procedures, and interventions that focus on student discipline and student attendance.**
- **Buildings will consistently utilize the build MTSS document to monitor student achievement in all areas ie. Academic/Attendance/Behavior**
- **Buildings will utilize their iCare Teams to monitor student attendance (Chronic, excessive, and habitual) and create attendance intervention plans with the help of the district's Attendance Community Response Team.**
- **Buildings will continue to gain full implementation status of PBIS through the use of the Tiered Fidelity Inventory.**

## **Core Values:**

- **By the end of 2019/2020 School year, all buildings and teams will have increased knowledge of our district VBO chart and how their role impacts the realization of our vision as evidenced by building and community surveys.**
- **By the end of the 2019/2020 school year, parent and community knowledge of our district values and beliefs will increase at all levels as evidenced by building and community surveys**

## District SMART Goals 2019-2020

**Reading:** By the end of the 2019-2020 school year, the percentage of ACS students scoring proficient or higher in reading will increase 10% and each student will make a year growth as measured by Ohio State Tests, iReady (grades K-8) and/or MAP (grades 9-12) by implementing the DLT/BLT literacy plan and using the 5 step process and the RTFI for monitoring and adjusting.

**Writing:** By the end of the 2019-2020 school year, the percentage of ACS students scoring proficient or higher in reading will increase 10% as measured by Ohio State Tests and teacher made assessments by implementing the DLT/BLT writing plan and using the 5 step process for monitoring and adjusting.

**Math:** By the end of the 2019-2020 school year, the percentage of ACS students scoring proficient or higher in math will increase 10% and each student will make a year growth as measured by Ohio State Tests, iReady (grades K-8) and/or Educlastic (grades 9-12) by implementing the DLT/BLT math plan and using the 5 step process and the RTFI for monitoring and adjusting.

**Engaging Lesson Design:** By the end of the 2019-2020 school year, the BOY to MOY engagement data will increase by 10% as measured through student surveys and building learning walk forms.

### **MTSS/Core Values/ Attendance & Discipline:**

Alliance City Schools will decrease the number of out of school suspension days by 5% as measured per building through the use of PBIS as well as decrease the amount of students who meet the criteria of “chronic absenteeism” by 1.1% through the use of CARE Team and increase the graduation rates by 3% the 2019-2020 school year.

### **Core Values:**

1. By the end of 2019/2020 School year, all buildings and teams will have increased knowledge of our district VBO chart and how their role impacts the realization of our vision as evidenced by building and community surveys.
2. By the end of the 2019/2020 school year, parent and community knowledge of our district values and beliefs will increase at all levels as evidenced by building and community surveys



# Literacy Goal

**Read,  
Write,  
Speak  
Think**

**Everyday in Every classroom.**

# EVERY AVIATOR, EVERY DAY

## “REPPIN’ THAT A”

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# Team Collaboration

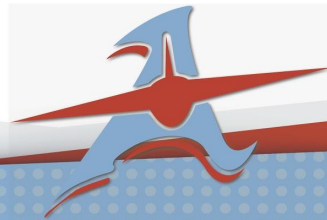


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## “REPPIN’ THAT A”

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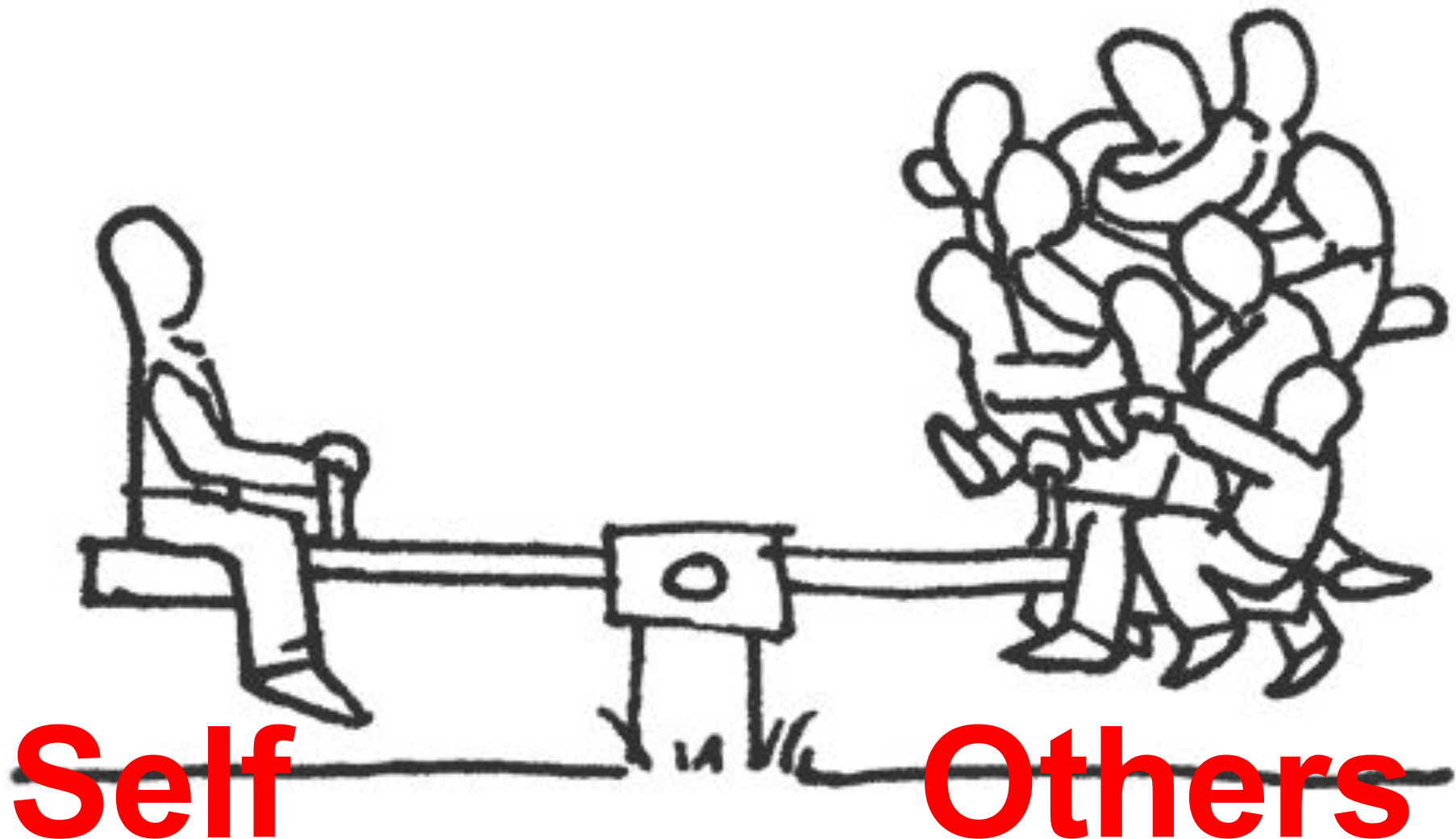
# *The District Coaching Team*





# **Caring Citizens:** Care and support those around us

- WHY?
- What words and behaviors show that we care and support those around us?





# Team Collaboration



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# Contact Information

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