

RESOURCE 26: DIRECTIONS FOR ANSWERING THE SIX IMM EVALUATION QUESTIONS AND EVALUATION REPORT TEMPLATE

IMM Question 1: How do plan results compare to actual goal target (s) in student performance?
(Data Summarization)

- 1a. Look at the annual goal target (s) in the CCIP (district plan).
- 1b. Compare the results in student performance (*Data Source*) with the annual goal target.
- 1c. Has achievement of subgroups, e.g., students with disabilities, increased or decreased?
- 1d. Identify the reasons for differences in goal target (s) and actual results.

IMM Question 2: How do adult implementation results compare to student performance results?
(Data Summarization)

- 2a. Look at your student achievement data from IMM Question #1.
- 2b. Look at your adult implementation data.
- 2c. Analyze the results of what your adults did or didn't do.
- 2d. Determine what impact, if any, your adult behaviors had on your students' achievement? How do you know?

NOTE: If your district is struggling to see improved achievement with subgroups, e.g., students with disabilities, it may be necessary to take a closer look at what the adults in the district are doing to provide the necessary leadership, structures and support. Consider the list of questions below for help in determining what may need to be improved or revised.

- 2e. Have leadership practices changed?
 - Special education/general education connection – what is the proximity of office location; their job description; frequency of contact; communication expectations; resources; staffing
 - Personnel - Are the right people in the right positions?
 - Is there an expectation that all students can learn?
 - Has central office leadership examined how/where students are served?
 - Do curriculum director and special education director meet and plan together to ensure high expectations for all students?
 - Is there an expectation to implement professional development in the classroom and are supports available to ensure that happens?
- 2f. Have there been changes in your infrastructure?
 - Do you know that all students have access to the core curriculum?
 - Do you know that all adults have access to curriculum, instruction, and assessment practices and professional development?
 - Do all teachers have access to textbooks and teacher's guide?
 - Do you have a clearly articulated instructional model?
 - Have your general education and special education teachers been trained in co-teaching and is there a model of support to ensure implementation?
 - How are personnel used to support the needs of students? Paraprofessionals? Multiple teachers?

IMM Question 3: Has the plan been implemented as designed, on time and within budget? (Data Summarization)

3a. Were the collective set of actions and strategies implemented as designed with accuracy and consistency (fidelity of implementation)?

If yes, how do you know? (What data is there to support your claim?)

If no, what changes do you need to make to the strategies and actions?

3b. Were the allocation of resources (time, people, money) sufficient to implement the plan?

If yes, how do you know? (What data is there to support your claim?)

If no, what changes do you need to make to the strategies and actions?

IMM Question 4: What were the strengths and opportunities for improvement in each OIP stage? (Process)

4a. Stage 0

4b. Stage 1

4c. Stage 2

4d. Stage 3

4e. Stage 4

IMM Question 5: What changes should be made to the plan to ensure improved student achievement? (Plan) (Use data summary from question 1, 2, 3)

5a. What changes should we make to the strategies/actions to ensure the annual goal targets are achieved?

5b. Was the collective set of strategies appropriate to implement the goal effectively? Why or why not?

5c. Was the collective set of actions appropriate to implement the strategy effectively? Why or why not?

5d. Are the goal targets accurate to ensure the multi-year goal is achieved?

5e. What changes in adult implementation behaviors should we consider based on current data

IMM Question 6: Based on lessons learned as a result of implementing this plan and process, what should be done to eliminate unsuccessful practices and institutionalize successes? (Plan and Process)

6a. What unsuccessful practices can be identified using district data?

(Use Weeding the Garden Protocol – Resource 19)

6b. What successful practices can be identified using district data?

6c. How will we institutionalize our successes?

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