



Unified Improvement Plan (UIP) Subcommittee

Timeline of UIP Subcommittee Work

September 2019 - UIP Subcommittee Approval

October 2019 - Overview of UIP Process and Overall Performance of District and Schools 3 Year Trend

November 2019 - Review Current UIP and Data Review of CMAS/PSAT, Behavior & Attendance Data, ELL data, Graduation and Dropout Rates

January 2020 - Review Staff Turnover Rates 2011-2019, Behavior Incident by Type, Salary Schedules, and Overview of Current Mental Health Supports/Resources/Professional Development

February 2020 - Begin Identifying Major Areas for Improvement and BOE Recommendation

March 2020 - Review ACYI Student Survey Results and finalize BOE Recommendation

April 2020 - Recommendation to Adams 14 Board of Education

Data Sources Reviewed

1. Behavior and suspension
2. CMAS and PSAT Achievement and Growth Data
3. Attendance Rates
4. Teacher, School and District Leader Retention Rates; Salary Schedules
5. Graduation and Dropout Rates
6. Mental Health Supports & Programming/Resources
7. Professional Development of Mental Health/Trauma Informed Practices
8. English Language Learner (ELL) Data
9. ACYI Student Survey - Social Emotional and Wellness

Trends Identified

1. Discipline numbers are extremely high and differ across campuses
2. Inconsistent academic achievement gains across the district
3. ELL students performed well in some areas compared to other ELLs in the state
4. Lack of parent engagement survey data available
5. High levels of continuous turnover (especially administrators)
6. Salaries of teachers are at a high level compared to other districts
7. Dropout rates are high and graduation rates do not meet state expectations

Priority Performance Challenges

1. Student engagement rates are low: attendance, graduation, dropout rates are below state expectations
2. Our students are performing below state expectations in math, English language arts and science
3. Our students are showing high levels of behavior issues and suspensions

Root Causes

1. Lack of consistent communication - across entire district
2. Lack of consistent discipline systems
3. Lack of differentiated support based on students needs
4. Lack of engagement between parents, school staff, and students is evident
5. Lack of leadership to support teachers to become effective
6. Safety concerns for all
7. Social determinants of health are limiting outcomes for many students

Major Improvement Strategy

Recommendations:

1. Prioritize mental health and social emotional learning in our schools
2. Leadership support for teachers around mental health and wellness
3. Prioritize communication and increase parent engagement
4. Provide advanced opportunities and Science and Social Studies for all