

Brunneau-Grand View

JOINT SCHOOL DISTRICT #365



Greatness starts with a
clear vision of the future.

Simon Sinek



About BGV

- 3 rural schools: 305 students.
- Grand View, Bruneau & Oreana
- 1.5 hrs south of Boise
- Ranching & ag economy
- Recent (10 years) history of underperformance

About Me

- 5 years with Nampa S.D. teaching SpEd
- 3 years with charter schools: Teacher & Principal
- 5 years with BGV: 3 as Principal, 2 as Superintendent



Recent Success

Idaho Reading Indicator

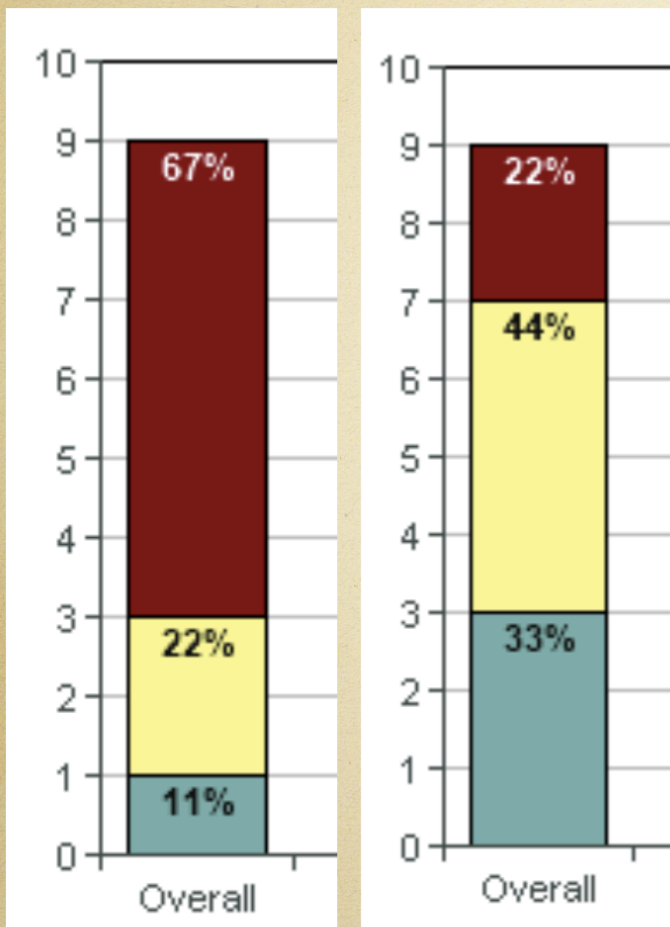
Kinder	1st	2nd	3rd
100%	88%	52%	71%



Recent Success

Idaho Reading Indicator

BES - 19/20 3rd Graders



- Increase Title 1 Support
- Dedicated Tier 3 Support
- Continue Tier 2 Supports

Kinder	1st	2nd	3rd
100%	88%	52%	71%

Fall

Spring



Recent Success

ISAT

	Math				
Grade	2014-15	2015-16	2016-17	2017-18	2018-19
Prof. 3rd	32%	29%	19%	29%	41%
State Av	50%	52%	50%	52%	
Prof. 4th	30%	14%	15%	12%	36%
State Av	43%	47%	47%	48%	
Prof. 5th	26%	11%	20%	13%	21%
State Av	38%	40%	42%	42%	
Prof. 6th	10%	10%	3%	5%	19%
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State Av	28	29%	30%	31%	
Prof. 10	0%	5%	13%	20%	16%
State Av	30%	31%	32%	33%	
Prof. 11	N/A	0%	N/A	N/A	15%
State Av		16%		N/A	

↑ 12% grade - all time high

↑ 24% grade, 7% cohort - all time high

↑ 8% grade, 9% cohort

↑ 14% grade, 6% cohort - all time high

↑ 9% grade, 25% cohort - all time high

↑ 13% grade, 2% cohort - all time high

↑ 3% cohort





Recent Success

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- ↑ 16% grade, 16% cohort - all time high
- ↑ 13% grade, 13% cohort
- ↑ 13% cohort
- ↑ 9% grade, 11% cohort - all time high



Recent Success

SAT COMPOSITE CHANGE 2017-2019

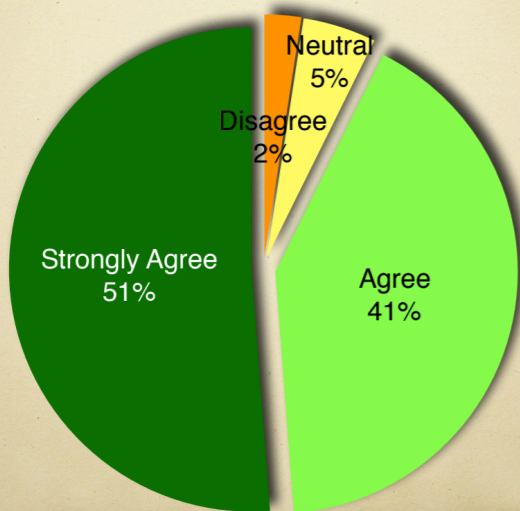
Type a school name here to search

NAMPA HIGH SCHOOL	71
CALDWELL SENIOR HIGH SCHOOL	-9 ←
BUHL HIGH SCHOOL	-66 ←
CANYON RIDGE HIGH SCHOOL	-40 ←
RICHFIELD HIGH SCHOOL	-38 ←
JEROME HIGH SCHOOL	-16 ←
MELBA JUNIOR-SENIOR HIGH SCHOOL	-48 ←
RICHARD MCKENNA CHARTER HIGH SCHOOL	-26 ←
KELLOGG HIGH SCHOOL	-25 ←
NORTH GEM HIGH SCHOOL	-38 ←
CASTLEFORD HIGH SCHOOL	-70 ←
PRIEST RIVER LAMANNA HIGH SCHOOL	-72 ←
RIMROCK JUNIOR-SENIOR HIGH SCHOOL	→ +53
ANOTHER CHOICE VIRTUAL CHARTER SCHOOL	→ +16
ISUCCEED VIRTUAL HIGH SCHOOL	-9 ←
SHOSHONE MIDDLE - HIGH SCHOOL	-9 ←
KAMIAH HIGH SCHOOL	-95 ←
IDAHO VISION ALTERNATIVE HIGH SCHOOL	0
GLENN'S FERRY HIGH SCHOOL	-16 ←
PAYETTE HIGH SCHOOL	-34 ←

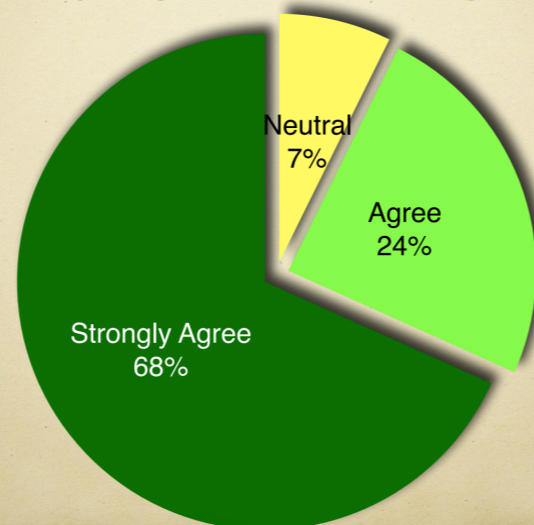


Recent Success

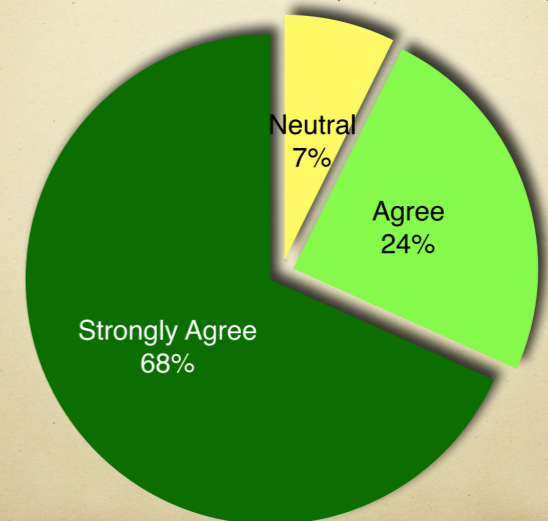
I feel like I am part of a team.



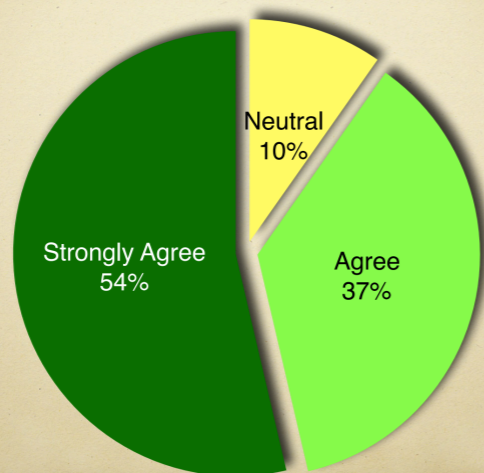
I am comfortable talking with my principal if something at work is worrying or bothering me.



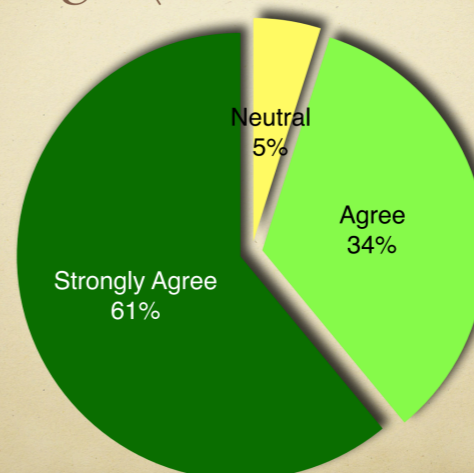
I have the opportunity to make decisions on my own as appropriate for me to do so (autonomy).



I am actively encouraged to develop my knowledge and skills.



I feel safe trying new things (even if I fail).





Bruneau-Grand View
JOINT SCHOOL DISTRICT #365

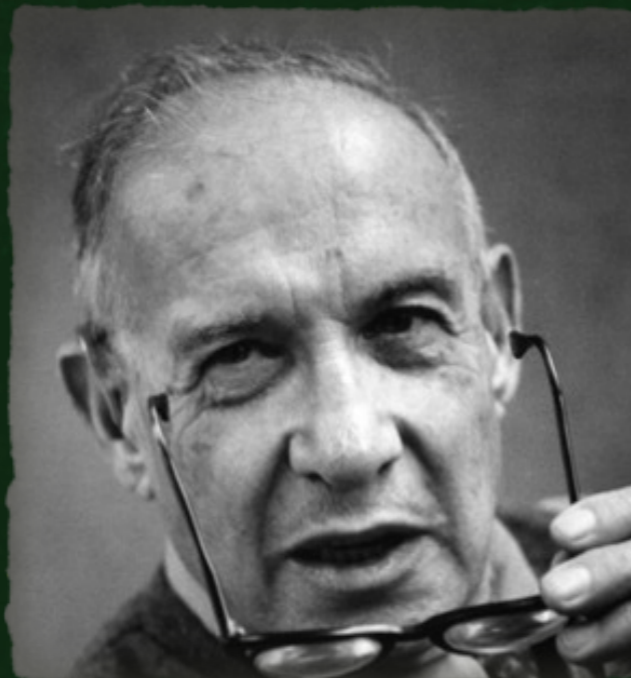
Our Journey

Culture / Climate

Strategy

Implementation

Results

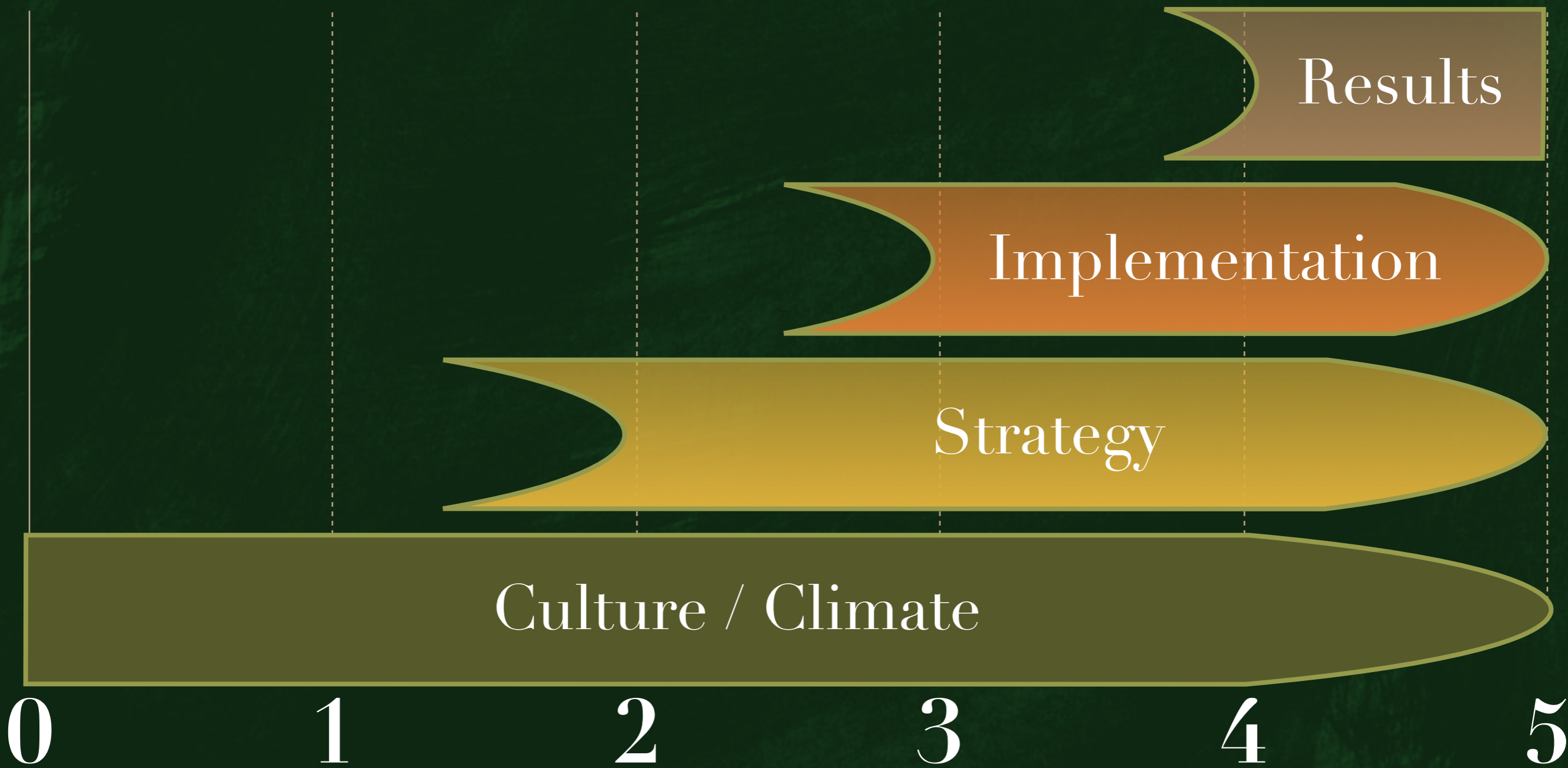


Culture eats strategy for breakfast.

— Peter Drucker —



Our Journey





Bruneau-Grand View
JOINT SCHOOL DISTRICT #365

Culture / Climate

Our culture

is

our multiplier





Culture / Climate

Culture
What we do.

Climate
How it feels



Culture / Climate

Climate

Culture



Culture
What we do.

Climate
How it feels



Culture / Climate





Culture / Climate



0

1

2

3



Bruneau-Grand View

JOINT SCHOOL DISTRICT #365

Culture / Climate

Why do we do it?

To have a positive impact in our community, through our students, staff and parents.

What do we do?

We provide a well-rounded, community-focused education to prepare students for what's next in life.

Our Focus

We're in the business of educating students: Our focus is on improving student achievement. We accomplish this through maintaining a positive school climate, providing personalized academic supports and providing exceptional professional development for our staff.

Staff Agreements

- We humbly seek and receive critical feedback.
- We have crucial conversations as needed (no gossip).
- We make community-minded decisions, putting the long-term interests of our students first.
- We continually improve by reflecting on our practice.
- We own our outcomes & student achievement data.
- We maintain a "we" over "me" perspective: We strive to be great teammates for one another.
- We expect to weigh-in, then buy-in on important topics. We can 'disagree & commit' when needed.
- We see one another as people, valuing our physical and emotional health. We look out for one another.
- We value consistency & transparency and earn the trust of our students, parents & community.

Core Values

Start with Why

We understand our personal 'why' and align it with our work. We believe in what we're doing at BGV.

Culture & Climate

A healthy school culture (what we do) and a positive climate (how it feels) is the foundation of our system. We promote a community-minded education system, focused on student achievement.

Humble, Hungry, Smart

We rely on each other as teammates. As such, we recruit, hire, retain and promote those who are humble, hard working (hungry) and aware of how their actions & attitude affects those around them (smart).

Data-Based Decisions

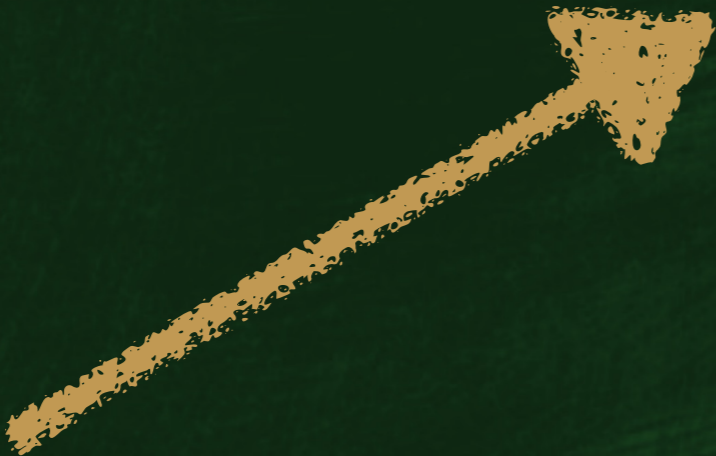
We focus on improving student achievement, and make decisions based on data rather than 'feelings'. We study student data, and use it to guide our teaching.



Bruneau-Grand View

JOINT SCHOOL DISTRICT #365

Culture / Climate





Culture / Climate

“This isn’t us”

IdahoED NEWS .org

Investigations East Idaho News Features Data ▾ Voices ▾ Kevin's

NEWS, TOP NEWS

STATE IDENTIFIES LOWEST-PERFORMING PUBLIC SCHOOLS

Clark Corbin • 08/15/2018

Lowest-performing public schools

WASHINGTON MONTANA

Yakima Missoula Helena Butte Bozeman Billings

FLATHEAD RESERVATION

Nez Perce - Clearwater National Forests

Payette National Forest

Beaverhead-Deerlodge National Forest

Salmon - Challis National Forest

Yellowstone National Park

Shoshone National Forest

IDAHO

REGON WYOMIN

EdTrends

GET THE REPORT

IdahoED TRENDS

IdahoED TRENDS

EXPLORE DATA ON IDAHO'S SCHOOLS



Bruneau-Grand View

JOINT SCHOOL DISTRICT #365

Culture / Climate

THE #1 NEW YORK TIMES BESTSELLER
NOW WITH NEW FOREWORD AND Q&A SECTION

EXTREME OWNERSHIP

HOW
U.S. NAVY
SEALS
LEAD AND WIN

JOCKO WILLINK AND LEIF BABIN



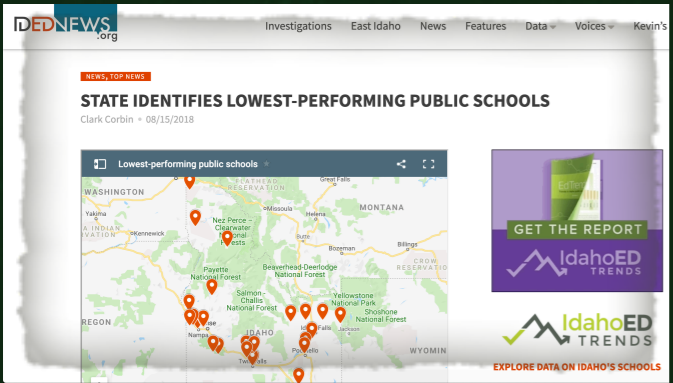
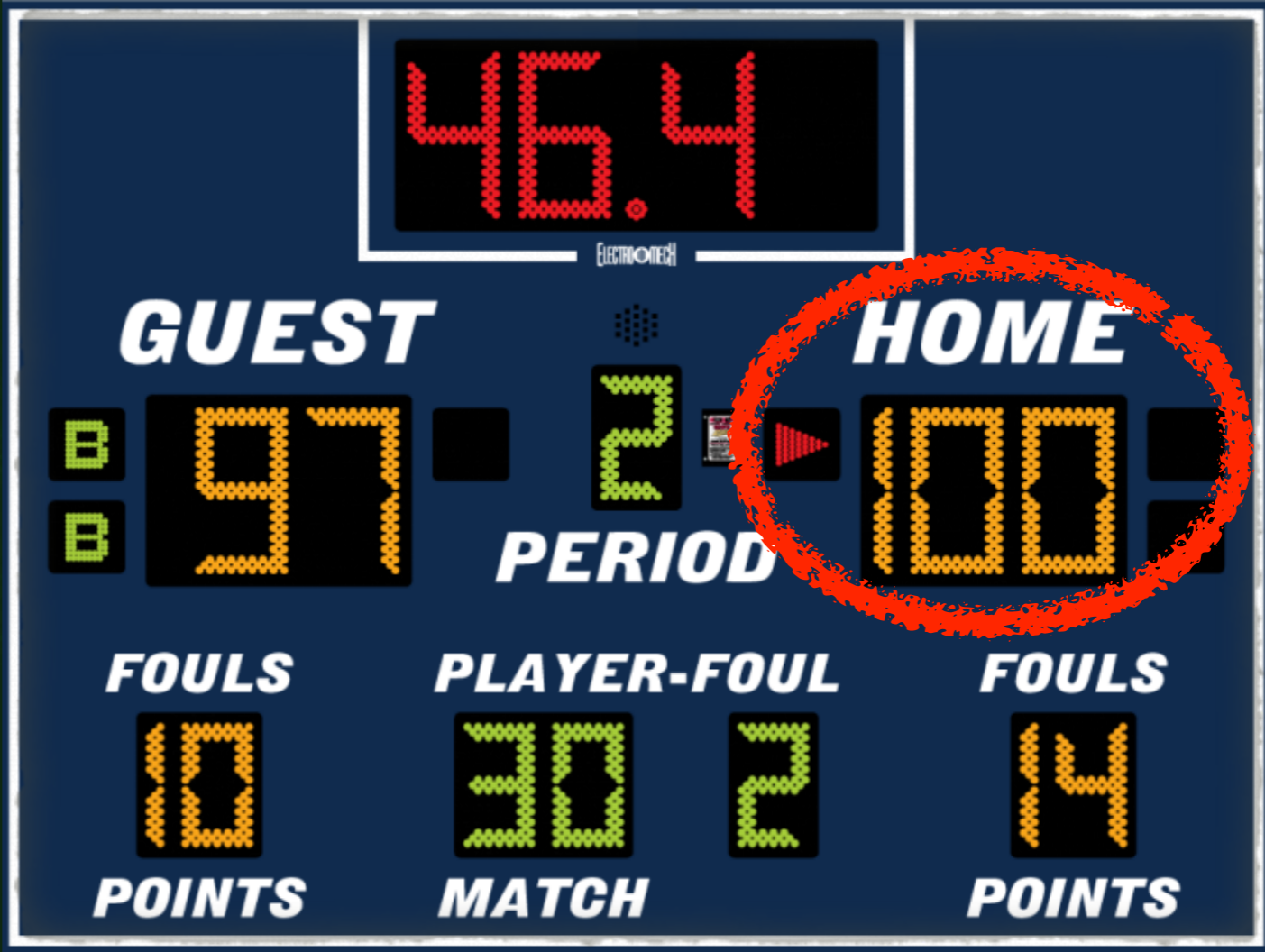
“Total responsibility for failure is a difficult thing to accept, and taking ownership when things go wrong requires extraordinary humility and courage. But doing just that is an absolute necessity to learning, growing as a leader, and improving a team’s performance.”

JOCKO WILLINK
Extreme Ownership



Culture / Climate

Our Scoreboard





Strategy

Bruneau-Grand View
JOINT SCHOOL DISTRICT #365

Strategic Plan
2018-2021

Mission
The Bruneau - Grand View School District provides a high quality education, preparing students for futures that enable them to be positive contributors to society.

Vision
Our learners are capable, confident, and embrace learning.

Core Values
We expect to be:
ETHICAL in our conduct – *We do what is right.*
RELIABLE in our actions – *We do what we say.*
RESPONSIBLE – *We are disciplined, dependable, conscientious, committed.*
INSPIRATIONAL - *We motivate positive actions in children and adults.*

Bruneau-Grand View
JOINT SCHOOL DISTRICT #365

BGV Goals
Superintendent
2019-2021

Bruneau-Grand View
JOINT SCHOOL DISTRICT #365

Elementary Principal Goals
2018-19

PRINCIPAL GOAL 1

Target:
Document expectations for learning/instruction to increase fidelity to program outcomes and to clarify during onboarding.

Measurable Outcome:
By June 2019 train Curriculum Coordinator in use of a closed webpage (available to staff only) that houses links to resources related to instruction and learning to train new staff.

By July 2019, Create an "Approved Support Curriculum" of the supported and prescribed curriculum for each subject at each grade level.

BGV Strategic Plan: Goal 1
Students who graduate from Bruneau - Grand View are prepared for success in the workplace, in post-secondary studies and as citizens in our communities.

Strategies

- 1.1. Develop, refine, and deliver a well-rounded, vertically aligned K-12 written curriculum with essential standards.

Principal Standards
3b. Instructional Vision: *Principal ensures that instruction is guided by a shared, research-based instructional vision that articulates what students do to effectively learn the subject.*





Strategy

Bruneau-Grand View
JOINT SCHOOL DISTRICT #365

*Board - Approved
Written Curriculum*

Mission
The Bruneau - Grand View School District provides a high quality education that enables them to be positive contributors to their communities.

Vision
Our learners are capable, confident, and successful.

Core Values
We expect to be:
ETHICAL in our conduct - We do what is right.
RELIABLE in our actions - We do what we say we will do.
RESPONSIBLE - We are disciplined, dependable, and accountable.
INSPIRATIONAL - We motivate positive action.

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JOINT SCHOOL DISTRICT No. 365
BRUNEAU - GRAND VIEW
K-12 • 3rd High

SOAR Grant

The purpose of this grant opportunity is to pilot programs aimed at school improvement that have measurable impacts on student learning outcomes. Expenditures are to be aimed at impacting school system conditions to set the stage for change and build transformative leadership capacity to achieve that change and develop sustainable coherent systems of support to public schools.

According to authors of this Idaho State Board of Education grant, criteria for measuring success includes the following metrics:

- Disciplinary and truancy rates
- Teacher retention
- Student growth and achievement as measured by summative or formative assessments
- Teacher survey data

Your Turn

The table below shows the approximate percent of drivers who wear seat belts in various years since 1994. Make a scatter plot of the data.

Year Since 1994	0	1	2	3	4	5	6	7
Percent	57	58	61	64	65	68	71	73

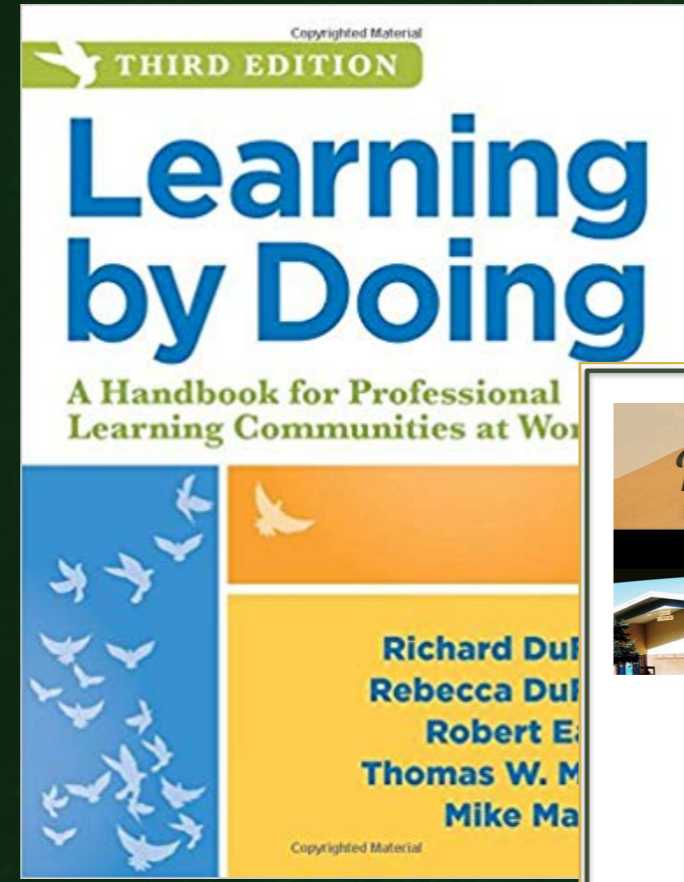
Source: National Highway Traffic Safety Administration

- According to authors of this Idaho State Board of Education grant, the funds are to support:
1. Job-embedded professional development, and/or;
 2. Capacity building at all levels from the governing board to the classroom or;
 3. Networked communities, mentoring and/or coaching of teachers and school district leaders, and/or;
 4. Effective use of technology in the classroom to develop 21st Century learners, and
 5. The use of data to drive school turnaround and improve instructional practices.
- This document outlines the project summary, including specific expenditures and how they support the intended purpose and function of the grant.







Implementation



*Bruneau - Grand View
Response to Intervention*



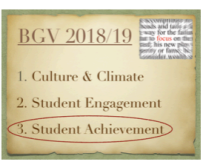
The fundamental purpose of school is learning, not teaching.
— Richard DuFour —



Professional Development Plan

Bruneau - Grand View School District
for 2019-2020 School Year

Background and Purpose:
BGV Trustees vote to set/approve the budget, and line items within the budget. While Trustees are charged with setting and approving the budget, BGV administration and school leadership are charged with aligning budget expenditures with BGV's Strategic Plan, the Superintendent Goals, Principal Goals and individual teacher PLP's (Professional Learning Plan) as appropriate. The Bruneau - Grand View (BGV) Joint School District is provided funds from both state and federal sources, which include Title I & II, for the professional development of its staff members. This plan outlines the course of professional development of BGV staff as it relates to building positive school culture, improving student engagement & achievement and fostering the growth and professionalism of BGV employees.



This Professional Development Plan is a basic outline for the BGV District, to guide our spending and decision-making process, aligning with our BGV Strategic Plan and Superintendent Goals - it is not meant to be a strict budget for Professional Development allocations and spending. The 2019/20 PD plan is unique, in that the SOAR Grant was used for large portions of last year's PD, creating some carry-over for us to use in this year's plan which would otherwise not be afforded by the annual BGV PD budget alone. As a result, building-level principals will be working with individual staff members to discuss their own professional growth plans, and how BGV's 2019/20 PD budget can help support those identified growth goals.

2019/20 Plan
As in years previous, BGV's PD plan aligns with our goals to provide a positive culture & climate, improve our student's engagement and improve student achievement... with an emphasis on student achievement this year and next as we continue to meet our goals associated with CSI-Up.

In our 2019/20 PD plan, we'll be focusing on...

Climate & Culture	Student Engagement	Student Achievement
Arbinger	Danielson	Core Learning - Math
Crucial Conversations	Hattie - Visible Learning	PLC's
Ideal Team Player		RI!

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Bruneau-Grand View

JOINT SCHOOL DISTRICT #365

Results

Idaho Reading Indicator

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Math ISAT

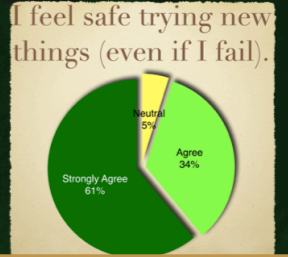
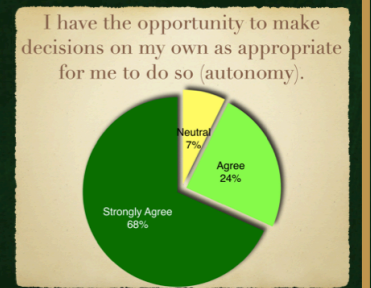
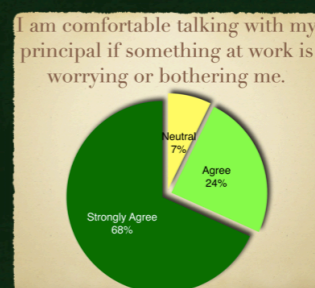
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- ↓
- ↓

ELA ISAT

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Key State Supports

- Professional development funds
 - Organizational health (culture/climate)
 - Increased retention
 - Increased recruitment
 - Improved teaching practices

- SOAR grant (ISBE)
 - Organizational health (culture/climate)
 - Instructional practices
 - Site visits



Key State Supports

- Career ladder
 - Recruitment & retention

- Capacity builders
 - Sally Anderson
 - Earnie Lewis



Key State Supports

- Literacy funds (I.C. 33-1615, 33-1616)
 - PLC's: Professional development
 - RtI: Support staff
 - Supported curriculum purchases

- Leadership premiums (33-1004J, I.C.)
 - In-house professional development
 - Retention of staff
 - Peer mentoring



Other Key Supports

- Community supports
 - BGV community chooses to support a supplemental levy

- Site Visits
 - Visiting high-performing schools with similar demographics

- Mentors
 - Guidance and improvement



Our 'secret sauce'

Organizational health

Clear & aligned goals

Community supports

+ Time

Sustainable Improvement