

Follow the Leader

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Curtis Elementary School
Weatherford, Texas**

National Quality in Education Conference
Dallas, Texas
November 12-14
Session SESMO6



Learning Objectives

Participants will:

- **Learn how to structure more time during the school day for teams to collaborate**
- **Gain an understanding of how to utilize continuous improvement tools with teacher teams to improve classroom instruction and student achievement**
- **See examples of quality tools utilized to track and analyze data**

Who We Are...



**Curtis Elementary
Cougars**

Weatherford, TX

Grades K-6

2006-2007 Enrollment: 651

PEIMS Data 2005-2006

- Total number of students enrolled – **648**
- Economically Disadvantaged – 280... **43.2%**
- ESL/Bilingual – 17... **2.6%**
- At Risk – 153... **23.6%**
- Gifted and Talented – 46... **7.1%**
- SPED – 71... **10.9%**
- “504” – 21... **3.2%**

Ethnicity

White – 501... **77.3%**
Hispanic – 124... **19.1%**
African American – 14... **2.1%**
Native American – 6... **0.93%**
Asian – 3... **0.46%**

Equals 648 Cougars!



100% KIDS!

The Curtis Experience

An Improvement Journey

*Quality is not any single thing but an
aura, an atmosphere, an overpowering
feeling that an organization is doing
everything with excellence.*

-----Jack Welch

Curtis Elementary '05-'06

**The
S.O.L.A.R.
Challenge...**

Our Journey
with
Continuous
Improvement



Starting Our Leap Above Recognized

In-service Week, August 2005



Post-It Note Heaven, August 2005

We're not in Texas anymore...



**October 2005 New Mexico Site Visits to
Georgia O'Keefe Elementary and Jaramillo Elementary**

Ready for the Site Visits...



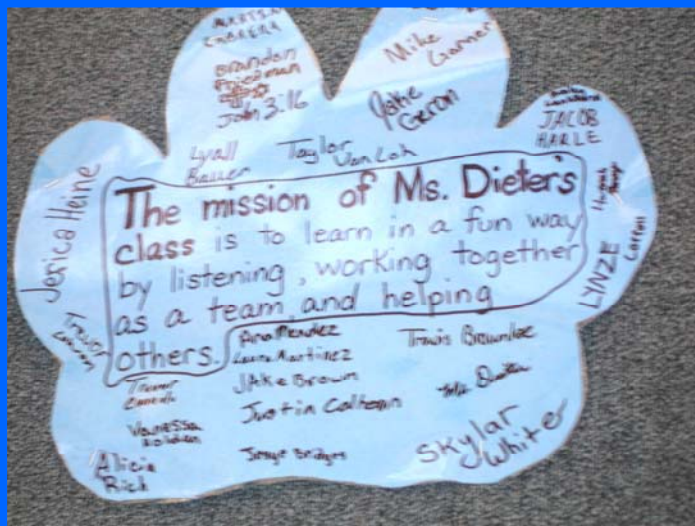


Aligning our mission...



Curtis Elementary Mission Statement

The mission of Curtis Elementary is to create an environment that fosters mutually respectful relationships and academic success through our commitment of working and learning together.



Characteristics of Professional Learning Communities

- **Shared Mission, Vision, and Values**
- **Collective Inquiry**
- **Collaborative Terms**
- **Action Orientation and Experimentation**
- **Continuous Improvement**
- **Results Orientation**



Collaboration

Working together, ordinary people can perform extraordinary feats. They can push things that come into their hands a little higher up, a little farther on towards the heights of excellence.

---B.J. Marshall

Purpose of Collaboration

- Establish and maintain a professional learning community with a commitment to continuous improvement for staff and student learning.



Collaboration Parameters:

- Research based
- Protect collaboration time
- Follow team norms and mission
- Report progress on team feedback sheet
- Use continuous improvement tools
- Learn something new every week
- Make decisions based on data
- Focus on learning that will improve student success

SCHEDULING

How is collaboration time scheduled in the instructional day?



Kindergarten	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:35 – 10:05					Collaboration
10:40 - 11:10	Lunch	Lunch	Lunch	Lunch	Lunch
11:10 – 11:40	Recess	Recess	Recess	Recess	Recess
11:55 - 12:40					
12:40 - 1:25					
1:25 - 2:10	PE	Music	Gym	PE	Music
1st Grade	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:35 -10:05		Collaboration			
11:00 - 11:30	Lunch	Lunch	Lunch	Lunch	Lunch
12:35 - 1:20	Music	PE	Gym	Music	PE
1:20 – 2:30					
2:30 – 3:00	Recess	Recess	Recess	Recess	Recess
2nd Grade	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:35 – 10:05			Collaboration		
11:40 – 12:10	Lunch	Lunch	Lunch	Lunch	Lunch
12:10-12:40	Recess	Recess	Recess	Recess	Recess
12:45 – 2:15					
2:15 - 3:00	PE	Music	Gym	PE	Music

3rd Grade	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:00:10:25					
10:25 - 11:10	PE	Music	Gym	PE	Music
11:20 – 11:50	Lunch	Lunch	Lunch	Lunch	Lunch
11:50-12:20	Recess	Recess	Recess	Recess	Recess
1:10 - 2:40			Collaboration		
4th Grade	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:00-9:35					
9:35 - 10:20	Music	PE	Gym	Music	PE
10:30 – 12:00		Collaboration			
12:30 – 1:00	Lunch	Lunch	Lunch	Lunch	Lunch
1:00-1:30	Recess	Recess	Recess	Recess	Recess
1:30 – 3:00					

5th Grade	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:00-11:15					
11:15 - 12:00	Music	PE	Gym	Music	PE
12:00-12:30	Lunch	Lunch	Lunch	Lunch	Lunch
12:30 - 12:45	Recess	Recess	Recess	Recess	Recess
1:10-2:40				Collaboration	
2:40-3:00					
6th Grade	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
8:45 - 9:30	PE	Music	Gym	PE	Music
9:55-11-25				Collaboration	
12:45-1:00	Recess	Recess	Recess	Recess	Recess
1:10 - 1:40	Lunch	Lunch	Lunch	Lunch	Lunch
1:40 – 3:00					

Collaboration Tasks

What is discussed during collaboration?



Collaboration Matrix

Time Frame	1 st Week	2 nd Week	3 rd Week	4 th Week	5 th Week	6 th Week
Goals	Review six week assessment data (Bring reports from achievement series) Reflective Questions for team members based on six week assessment data	Update teacher data notebook	Book Study Discuss students in need of assistance	Discuss curriculum issues for next six weeks	School or Classroom Visit	Complete school visit matrix

➤ Each week teams will meet for collaboration in the conference room.

➤ Each week teams will fill out a team feedback sheet.

Quality Tools Used in Collaboration

Affinity Diagrams

Relations Diagrams

PDSA

Gantt Charts

Histograms

Radar Charts

Run Charts

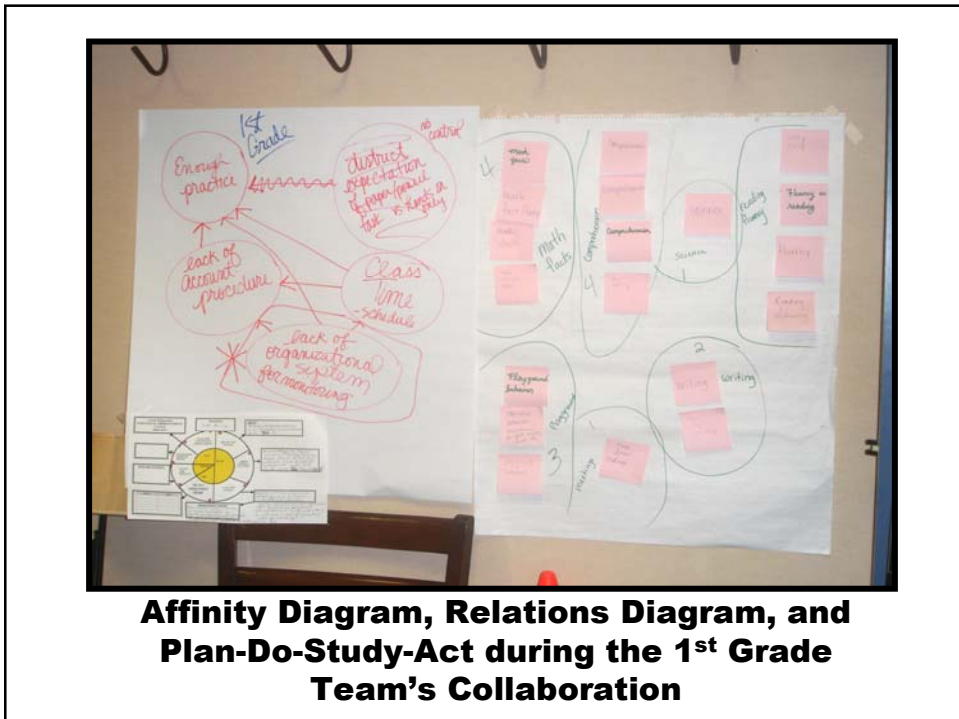
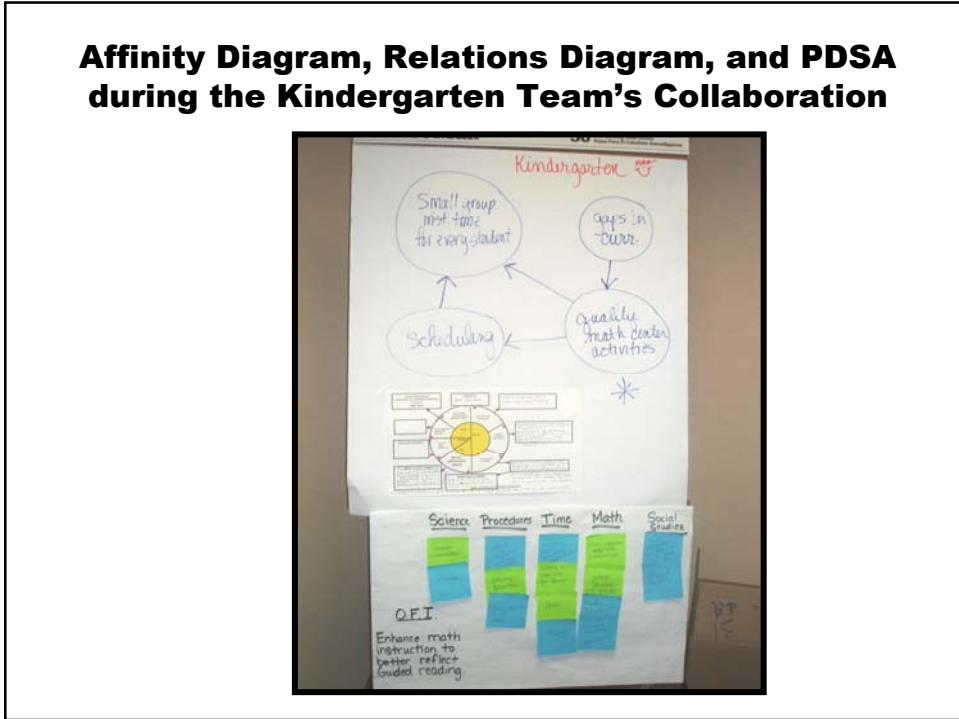


Tools Defined

Affinity Diagram: Organized output from a team brainstorming

Relations Diagram: A pictorial representation of the cause-and-effect relationships among the elements of a problem or issue

Affinity Diagram, Relations Diagram, and PDSA during the Kindergarten Team's Collaboration



Affinity Diagram, Relations Diagram, and Plan-Do-Study-Act during the 1st Grade Team's Collaboration

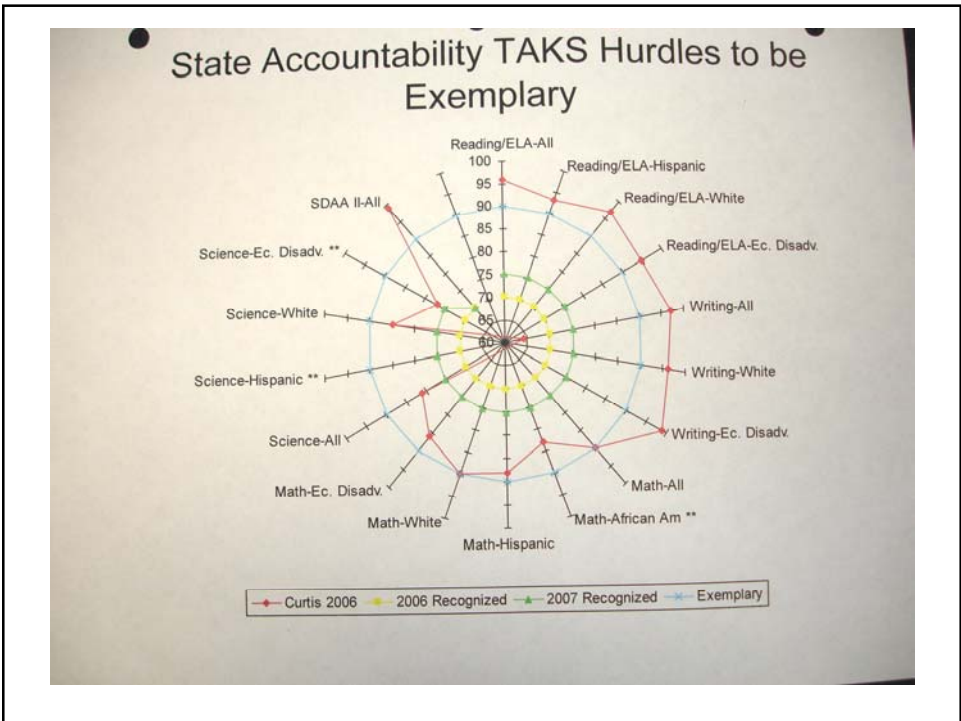
Fifth Grade Team's Relations Diagram and PDSA

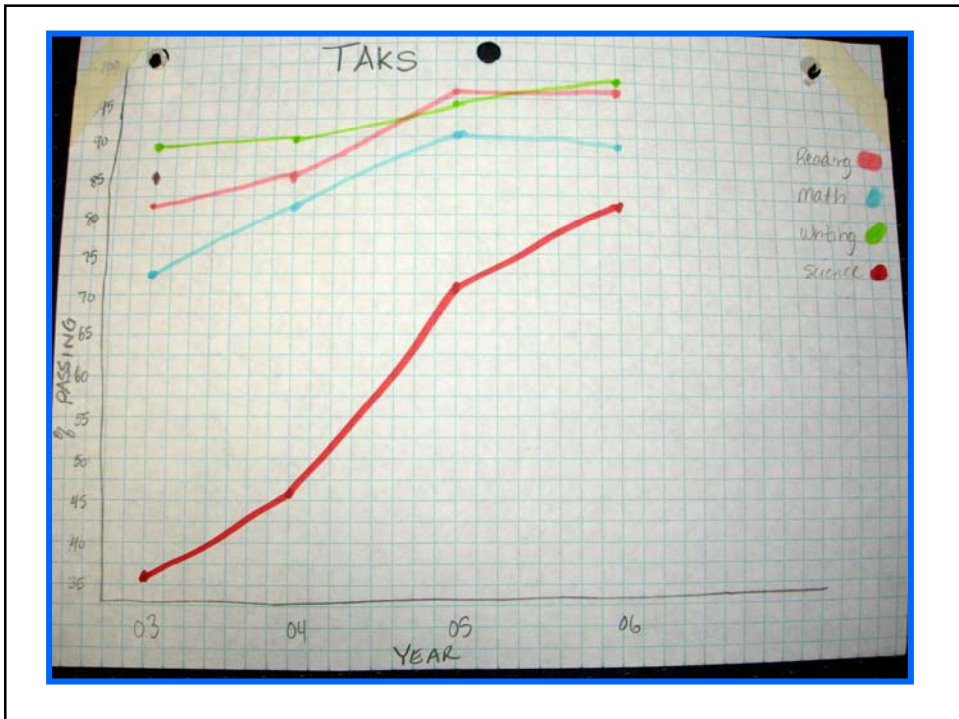
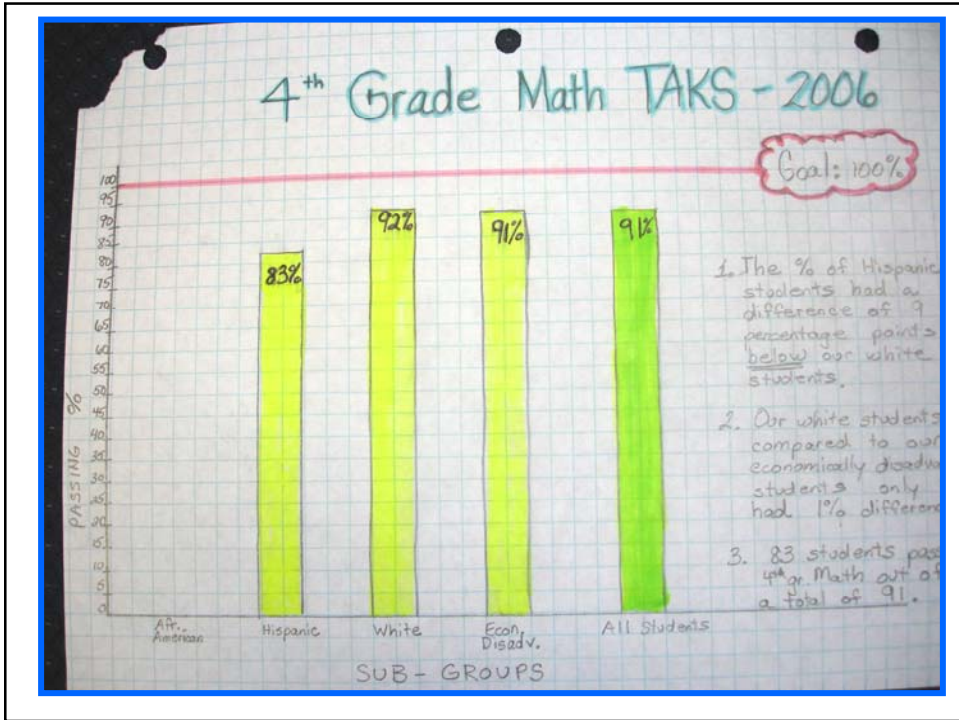


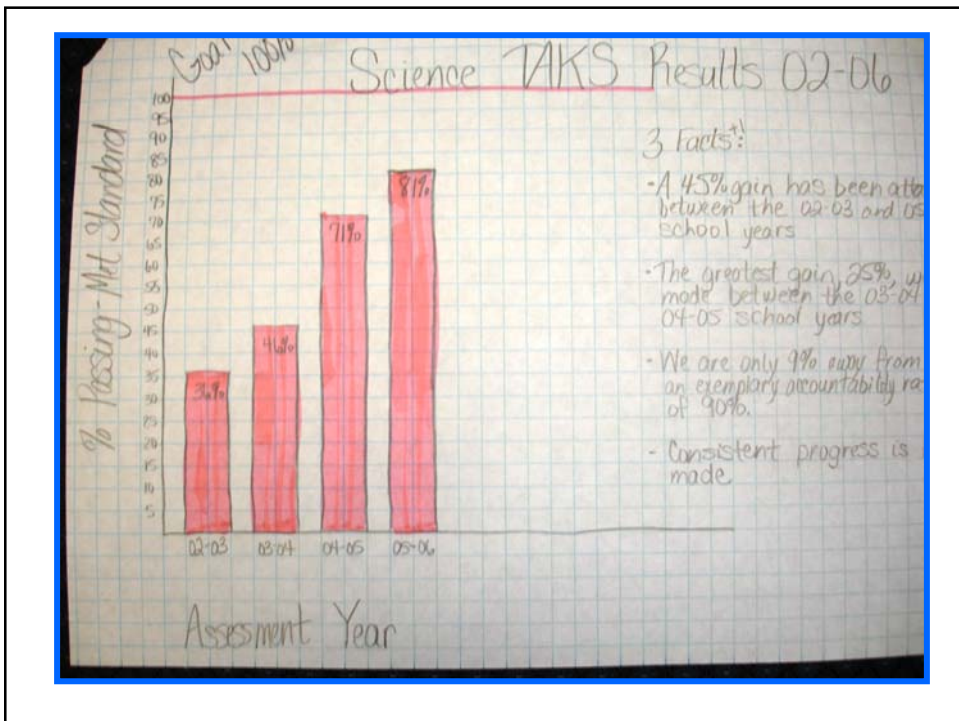
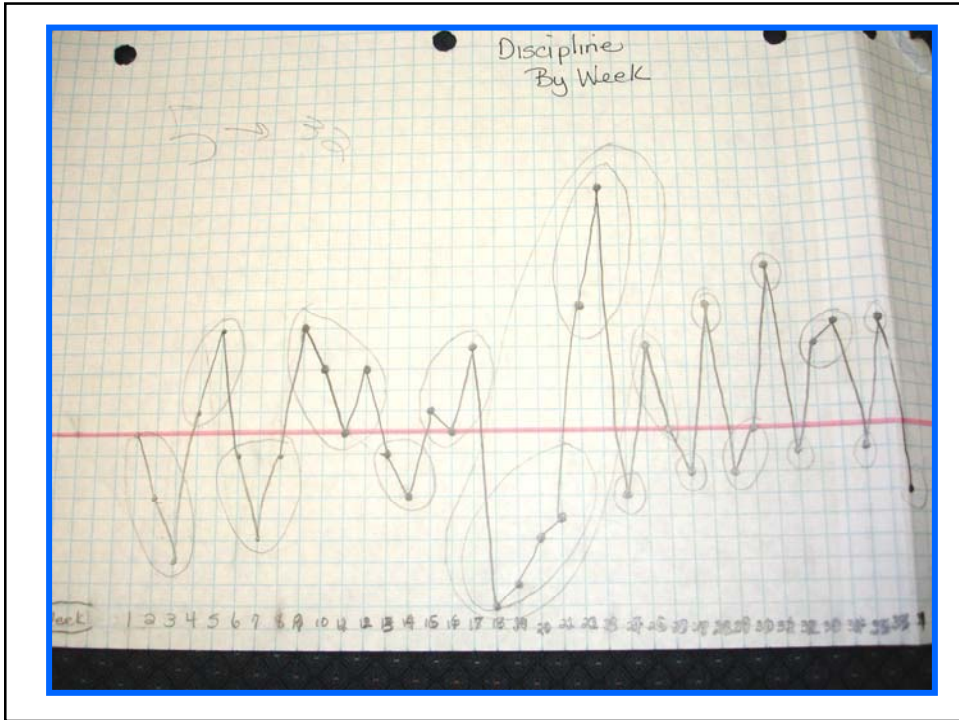
SMART Goals

- Specific
- Measurable
- Attainable
- Results-Based
- Time-Bound

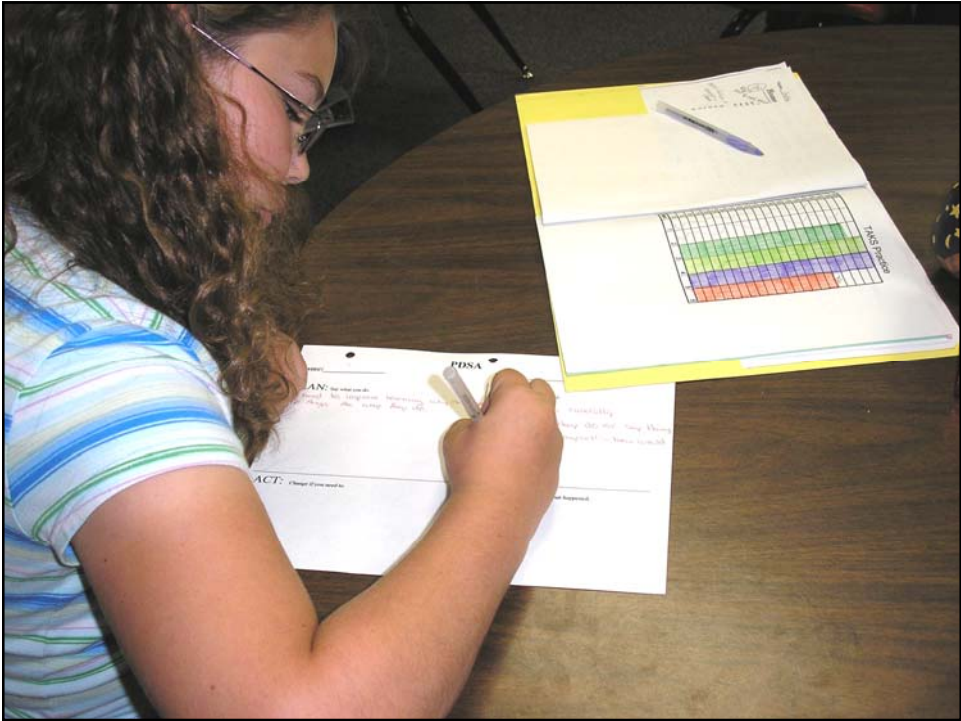
ALL						
Reading	2003	2004	2005	2006	Trend	Reading
ALL	82%	85%	96%	96%	14%	
African American	50%	80%	>99%	100%	50%	
Hispanic	78%	78%	89%	93%	15%	
White	83%	87%	98%	97%	14%	
Econ. Dis.	74%	80%	93%	95%	21%	
LEP	63%	62%	43%	71%	8%	
SPED	44%	78%	>99%	100%	56%	
Math						Math
ALL	73%	81%	90%	88%	15%	
African American	75%	50%	>99%	67%	8%	
Hispanic	65%	73%	83%	86%	21%	
White	74%	83%	91%	89%	25%	
Econ. Dis.	63%	73%	85%	86%	23%	
LEP	38%	69%	86%	71%	33%	
SPED	45%	50%	80%	88%	43%	
Writing						Writing
ALL	88%	89%	94%	97%	9%	
African American	*	*	*			
Hispanic	95%	93%	86%	100%	5%	



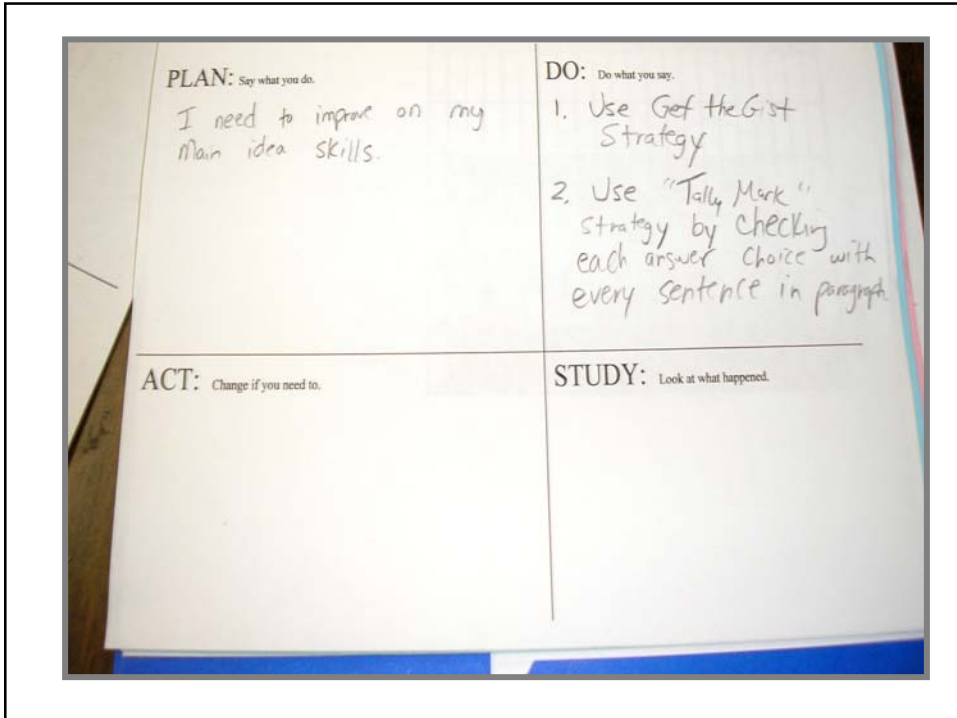








PDSA	
Name: _____	Subject: _____
PLAN: Say what you do.	DO: Do what you say.
ACT: Change if you need to.	STUDY: Look at what happened.



**At
Curtis
Elementary,**



We don't just jump through hoops



Or pretend to grin and bear it.



At Curtis Elementary, our team is about



Growing relationships



And creating success for all!