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Wanting to Be Better is Not Enough

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Cognia is a global nonprofit that has the knowledge to help schools improve outcomes for all learners.



Our Vision

To impact and inspire education providers to advance and enable pathways for success for all learners.

Our Mission

To serve as a trusted partner in advancing learning.

Polk State College Collegiate High School



- Who we are:
 - Public charter school which began in 2002 on the campus of Polk State College in Lakeland, Florida.
 - Serves highly-motivated 11th and 12th grade students
 - Offers all students with the opportunity to complete both high school graduation requirements and an Associate's Degree simultaneously
 - Serves 350 students
 - Employs a full high school staff who support students throughout their time at the school
 - Students get the "best of both worlds" experience of high school and college by engaging academically on an actual college campus while experiencing many traditional high school activities
 - School will be adding a 10th grade in the 2024-2025 school year which will incorporate a rigorous high school year before students engage in college level courses
 - From the beginning of the school, leaders have implemented a focused and consistent continuous improvement process – we are never afraid to try new things!

Purpose

Gain an understanding a Continuous Improvement Process and how data analysis, actionable practices, and intentional instructional and strategic planning can help leaders meet students' needs and grow.

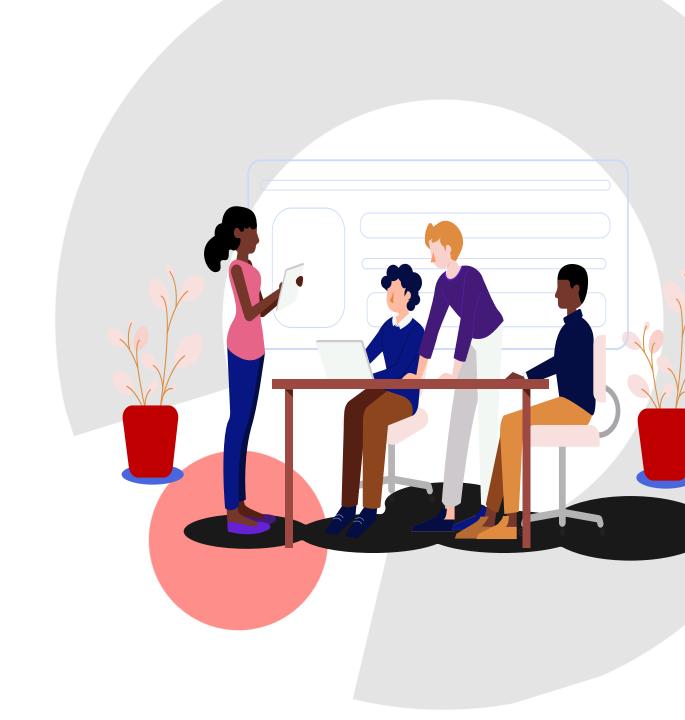
How do we evaluate success in our schools?



Continuous improvement is an embedded behavior within the culture of a school that constantly focuses on the conditions, processes, and practices that will improve teaching and learning."

Mark A. Elgart, Ed.D.

The journey



Continuous Improvement System

Reflect, evaluate, and adjust

- Determine action effectiveness
- Hold collaborative discussions to discuss results
- Make decisions to continue or change action

Build momentum and capacity

- Implement the strategies
- Monitor and adjust action
- Ensure stakeholder participation

Imagine the possibilities

- · Gather data to understand current reality
- · Identify trends to imagine the future
- Determine the connections between current reality and future trends

Strategic Thinking and Improvement Planning Process

Communicate with stakeholders

- Share what you've learned with your stakeholders
- Collaborate to determine priorities
- Ensure the vision aligns to priorities

Initiate the journey

- Engage in training
- Build acceptance and stakeholder buy-in
- Deploy the plan

Plot the journey

- Align priorities with goals
- Develop a plan to improve and sustain practices
- Identify strategies to fulfill the priorities



Current reality

• How do you know?

Evaluations
Needs
Assessment
Feedback
Performance

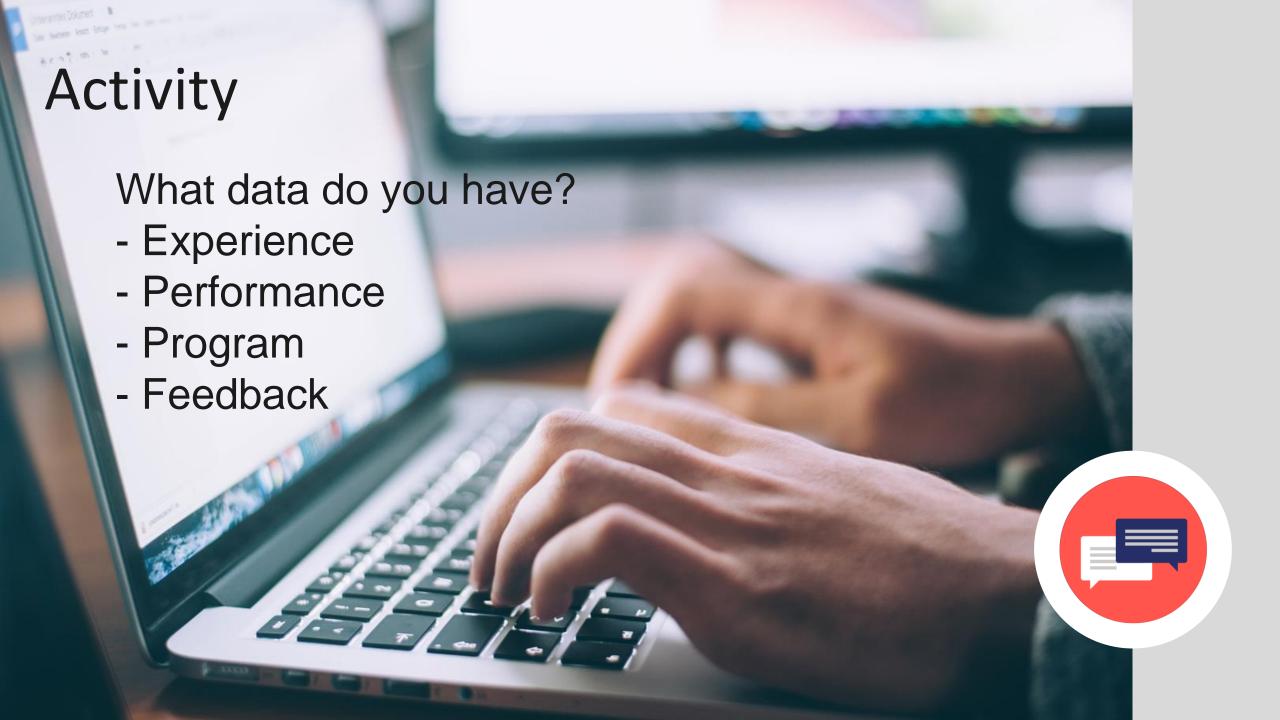
Current data

Other data

What other data do you have?

What data do you need?

Next steps



Surveys and inventories

- Culture and Climate Survey
- Student Engagement Survey
- Perception Inventories
- Custom Surveys
- Other

Student engagement

How do you know?



Effective Learning Environments Observation Tool® (eleot®) learning Environments

- Equitable Learning
- High Expectations
- Supportive Learning
- Active Learning
- Progress Monitoring and Feedback
- Well-Managed Learning
- Digital Learning



Institution Planning

- How do you develop your plans?
- How do you measure success in your institution?
- What needs assessments do you use?
- How do you self-evaluate?
- How do you determine if an initiative worked?



Strategy map

Vision

Our vision is that every student is achieving at his or her maximum potential in an engaging, inspiring and challenging environment.

Mission

To ensure all students receive a world-class education that prepares them for success in college, career, and life.

Beliefs

We believe all students can learn given equitable opportunities. It is our responsibility to prepare students for the future and provide a sale and secure learning environment.

Personalized Learning Experiences

Objectives

Provide more active, personalized learning opportunities to support student readiness for middle school.

Critical Initiatives

- Invest in curriculum, materials aligned to/in support of instructional practices that promote personalized learning
- Provide professional development for personalized learning
- Implement personalized learning program to increase student engagement

Key Measures

- Materials inventories;
 curriculum distribution lists
- Teacher surveys
- Classroom observation
- Student engagement survey

Staff Stability

Objectives

Provide choice programs for professional development toward advanced certification programs to stabilize teaching staff.

Critical Initiatives

- Conduct leadership study group to establish needs and identify potential programs
- Reallocate human and fiscal resources to manage choice program and provide teacher support
- Develop and implement strategic partnership plan

Key Measures

- Participation rates for choice programs
- Completion rate for choice programs
- Staff surveys
- Teacher retention data

External Stakeholder Engagement

Objectives

Provide proactive communication and strategic involvement opportunities for parents and other community members.

Critical Initiatives

- Conduct audit of community engagement
- Develop and implement stakeholder engagement plan
- Develop and implement strategic partnership plan

Key Measures

- Communication record data
- Stakeholder surveys

Engaging Learning Environment

Objectives

Develop school environment where all students feel intellectually safe and have opportunities to succeed.

Critical Initiatives

- Conduct school wide diagnostic student interest and engagement
- · Implement advisory block
- Redistribute counseling resources

Key Measures

- e Student surveys
- Parent surveys
- Support staff inventories
- Student portfolios

Technology

Objective

Provide appropriate and sufficient technology resources to students and teachers in all classrooms.

Critical Initiatives

- Revise school technology plan
- Conduct schoolwide needs assessment
- Identify and apply for external resource and partnership opportunities

Key Measure

- Technology needs assessment data
- Student observation ratings
- Student inventories
- Technology integration plans/artifacts



Using your Strategic Plan for continuous improvement

- Moves institutions beyond accountability and compliance-driven approaches
- Cultivates a culture of continuous improvement
- Pushes institutions to think differently, strategically
- Provides a process and a tool
- Drives evaluating the parts and the whole, continuously



- Culture of Learning
- Leadership for Learning
- Engagement of Learning
- Growth in Learning

Questions?



Learn more at Cognia.org









We now offer Professional Learning Experiences!

Want more information? Have questions?

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