

CSI Board Update – August 2016 Board Meeting

CSI Committee: **Culture & Climate**

CSI Membership: **Debra Fritz; Sara Traut-Ebert; Katie Horgen; Dana Teske; Deb Miller; Sandi Spanton-Nelson; Amanda Koenecke; Scott Everson**

Committee Meeting Dates 2015-2016: **September 15, 2015; October 27, 2015; March 1, 2016; May 10, 2016**

CSI Action Plan: **SEE ATTACHED PLAN**

Update on action plan/goals: **Our primary objective for the 2015-2016 school year was to get approval for and purchase staff polo shirts. It has been many years since the district provided a unifying piece of apparel for all staff. This was accomplished by the end of September.**

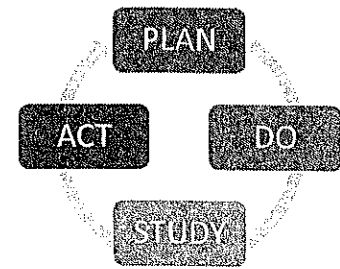
Future plans: **Our committee steered our focus more towards a “climate enhancement task force” perspective in 2015-2016. We believed that many of the things that impact both climate and culture in our district are well outside the purview of this committee. However, we wanted to continue to strive to make a difference with after school activities and positive staff gatherings, in addition to maintaining in-building activities like potlucks, Kudos baskets, etc. Due to the overall feeling of negativity in the district that was present in May, our committee decided not to conduct a “post” survey as we felt the data would be undoubtedly invalid and unreliable.**

For 2016-2017, our committee is proposing to be removed from the district Continuous School Improvement plan. Likewise, we are proposing to merge with the Health and Wellness committee to form a “Health, Wellness, and Climate Committee.” We believe that our committee can be more effective if viewed as a district-wide grass roots committee tied with the overall health and wellness of our staff.



Evansville Community School District

Continuous Improvement Plan 2015-2016



Priority Area:
Climate & Culture

Strategic Objective
The ECSD is committed to working as a team to ensure a safe, respectful, nurturing, and invigorating environment where learning is a shared responsibility.

Strategic Focus:
Specific Building of each employee & overall district.

PLAN: Identify the Data Measures and Performance Gap

Strategic Focus Goal: By May 2016 the individual building and overall district climate will each increase by 1 point on the ECSD climate survey.

Timeline For Completion:
One year

DATA ANALYSIS – IDENTIFY GAP/NEED: Identify data sources that will be used to assess the impact, fidelity, and completion of the Plan-Do-Study-Act cycle of continuous system improvement for this strategic focus area.

1. What work has already been completed to meet the long term goal in this strategic focus area?
* We completed a survey to acquire our baseline in November of 2014
2. What gaps or needs still exist in this strategic focus area?
3. Which data points identify the gaps or needs identified in question 2?
4. Which strategy will we use to reduce the gap or improve the need identified in question 2?

DATA ANALYSIS – DATA SOURCES: Identify the Measures That Will Determine the Effectiveness of the Plan

Data that Identifies Gap:	Beginning Measure/ Date:	Ending Measure/Date:	Analysis of Change in Data:
1. ECSD buildings	5.35/Nov ' 14		
2. ECSD District	4.82/Nov ' 14		
Data that Determines if Strategy Was Completed:	Beginning Measure/Date:	Ending Measure/Date:	Analysis of Change in Data:
1.			
2.			
Measures that Determine Fidelity of Strategy Implementation:	Beginning Measure/Date:	Beginning Measure/Date:	Analysis of Change in Data:
1.			
2.			
Measures that Determine if the Goal Was Met:	Beginning Measure/Date:	Beginning Measure/Date:	Analysis of Change in Data:
1.			
2.			

Do: Create an action plan based upon Data Analysis – ACTION PLAN #1 (Multiple Check-in Points)

What action steps will need to be taken to reach the goal?

ACTION STEP	MEASURE/INDICATOR	END DATE	PERSON(S) RESPONSIBLE
What steps will you and your team take?	What data will be collected? How will you know when the step is completed?	When will the work be completed?	

Survey staff to peak interest in things that are desirable for them	The survey will have a deadline	February 18 2015	Scott Everson
Contact local vendors for various school district clothing and apparel options	Contact initiated and completed	April 30, 2015	Scott Everson, Amanda Koenecke, and Deb Miller
Delegate community members to act as building liaisons	Liaisons are identified and determined	April 30, 2015	Scott Everson & Amanda Koenecke
Create building "Co-worker compliments and kudos" box for each building	Boxes are created	April 30, 2015	Scott Everson & Amanda Koenecke

Study: Analyze Data After Implementing Action Plan Steps
To be completed by **November**.

MEASURE/INDICATOR (from Do step above)	Evidence of Progress/Effectiveness (include data)	Analysis of Evidence (Describe why this evidence shows the action step was effective)
1. Staff polo shirts	Shirts were ordered and delivered to all staff	
2. Kudos boxes	Kudos boxes were installed in all buildings	

Act: Continue or Revise Action Implementation Based Upon Data Analysis for the next check-in date – **ACTION PLAN #2**

ACTION STEP What steps will you and your team take?	MEASURE/INDICATOR What data will be collected? How will you know when the step is completed?	END DATE When will the work be completed?	PERSON(S) RESPONSIBLE

Study: Analyze Data After Implementing Action Plan Steps
To be completed by **February**.

MEASURE/INDICATOR (from Act step Plan #2 above)	Evidence of Progress/Effectiveness (include data)	Analysis of Evidence (Describe why this evidence shows the action step was effective)
1. SEE ABOVE	SEE ABOVE	
2.		

Act: Continue or Revise Action Implementation Based Upon Data Analysis for the next check-in date – **ACTION PLAN #3**

ACTION STEP What steps will you and your team take?	MEASURE/INDICATOR What data will be collected? How will you know when the step is completed?	END DATE When will the work be completed?	PERSON(S) RESPONSIBLE

Study: Analyze Data After Implementing Action Plan Approach
To be completed by **May**.

MEASURE/INDICATOR (from Act step Plan #3 above)	Evidence of Progress/Effectiveness (include data)	Analysis of Evidence (Describe why this evidence shows the action step was effective)
1. End-of-year survey	A survey will be done in May, similar to last year's survey, re: climate	N/A – survey was not conducted
2.		

Act: Year-End Conclusion: At the end of the year, reflect on your progress and determine the focus for the coming year. Select the option that this strategic planning team will pursue in 2016-2017 with this strategic focus area	
1.	Year-long target goal has been met and will be changed to a new target goal in the strategic focus area
2.	Year-long target goal has not been met , but the current plan is effective and will be continued
3.	Year-long target goal has not been met , but the plan will continue with new strategies applied
4. XXXXXX	Year-long target goal has not been met and the team will move in a different direction
5.	Other – please explain in space below

Due to not conducting an end-of-year survey, our goal was not met. Likewise, we are proposing to move in a different direction in the form of moving our committee out of the CSI plan and merging it with the district Health and Wellness committee.