

DCI 2023 SUMMIT

READY...SET...ACTION!

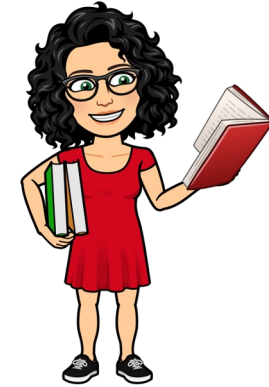
Pathway to Perseverance

Dixon Elementary School





Introductions



Tammy Allen, Principal



Tammy Allen, Principal tallen@dixonr1.com



Nicole Alexander, Special Education Teacher

nalexander@dixonr1.com



Tasha Keeth, Library Media Specialist tkeeth@dixonr1.com

Cassandra Shelton, 3rd Grade Teacher cshelton@dixonr1.com

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Dixon

Elementary

School

Demographics

- PreK-5th Grade
- Certified 33
- Non Certified 20
- Two Preschool Teachers and Three of Every Other Grade Level
- 398 students
- School-wide Title Reading and Math
- Located between Rolla and Waynesville
- Rural community



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Master Schedule



- **Where We Were**
 - Tier 2/3 intervention interfered with Tier 1 instruction
 - APR: 1 out of 12 Points for MAP Academic Achievement Growth (2022)
 - Instructional time not maximized
 - Curriculum Resources Unused
- **Where We Are Now**
 - DCI input from the District Leadership Team
 - Development of New Master Schedule (See Handout)
 - 30 Minute Intervention Blocks
 - Reduced Transitions
- **Where We Are Going**
 - Access to Grade Level Curriculum AND Necessary Intervention for All Students
 - Focused, Data Driven Intervention
 - Increased MAP Academic Achievement Growth in 2024



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Curriculum



- **Where we were**
 - no consistent curriculum in math, reading, or writing in grades K-5
 - Pathways to Reading in grades K-2
 - No one using PD Day—Curriculum days spent grading papers, etc.
 - No CFA's, standard-based grading
 - Observations primarily for NEE
- **Where we are now**
 - iReady-math, K-5
 - MyView ELA, 1-5
 - KinderLit, Kindergarten
 - Each grade level team uses curriculum days to edit pacing guides, CFA's, and talk about data with DCI consultants
 - Vertical Curriculum days (Prek-k, 1-2, 3-4) (K-1, 2-3, 4-5) (ELA, Math, iReady data)
 - Walkthroughs with DCI, Feedback Frenzy, use observations for feedback and instructional purposes
 - Standard-based grading
- **Where do we want to go**
 - Consistent writing curriculum PreK-5
 - Continue letting teachers have curriculum days to either revamp current pacing guides, CFAs, time to observe another teacher in our district or neighboring district, or go to a conference
 - Continue to work with DCI to become DACL
 - Data-driven instruction and discussions



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Hiring Process=

Staff Retention

=Change the Narrative

Where we were:

- Staff went through interview with committee members or principal.
- Staff hired.
- Names and pictures in local newspaper.

Where do We Want to Be:

- Continue hiring qualified teachers
- Make hiring process a “big deal”

Where we are now:

- Staff go through interview with committee members.
- One question asked, “Who is someone you look up to?”
- Use that person to “hire” candidate.
- New staff sign “letter of intent”.
- Pictures/bio in local newspaper, school’s Facebook page, Twitter.
- New teacher swag bag from Climate Committee.



[Kayla S. "hire"](#)



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True or False: On average, most teachers leave the profession because of low teacher salaries?

New Teacher Mentoring Program



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- **Where We Were**

- Inconsistent Expectations
- Paperwork Concerns
- Minimal New Teacher Relationships Across the Building

- **Where We Are Now**

- New Teacher Retreat
- New Teachers Meet as a Cohort Group to Strengthen Relationships Across the Building
- Monthly Meetings
 - Differentiated Instruction, Classroom Management, Parent Communication
- Teacher Conversations
 - Advice on new Apps/Websites, classroom management techniques, tips and tricks that are working in their classrooms, new idea last year: glow/grow activity each meeting.
- Weekly Check-In's
- Availability of Mentor is a MUST

- **Where Do We Want to Go**

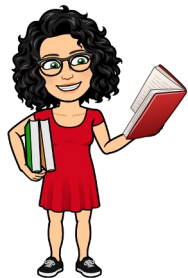
- Tiered Mentoring Program/Content Mentors
 - First year teachers, teachers new to the district with less than 5 years experience, teachers new to the district with more than 5 years experience, Lateral Moves with more/less than 5 years experience.
 - Content Mentors are a MUST!!!



Staff



- Where We Were
 - Staff handbook that had to be updated yearly—pages losts, cumbersome, no one really used it.
 - Staff Meetings—team members set by each other and talk
- Where We Are Now
 - [DES Hub](#)
 - Name tags for meetings when staff need to collaborate with people not in their team
 - Teams meet on Tuesdays ([Team Agenda](#)), every Wednesday for DCI (2:45)
- Where do We Want to Be
 - Continue to update Hub
 - Continue to use name tags
 - Continue to meet on Tuesdays (team) and Wednesdays (staff)



Climate Committee

- **Where we were**

- Too many “empty” complaints
- No real solutions being brought to the table
- Mrs. Allen having too many roles to play to try to boost morale, work on team builders, etc
- Frustrated staff and admin

- **Where we are now**

- 7 members make up the Climate Committee
 - Members applied through Google Form
 - One member for each area of the building to be represented
- Fielding complaints through a Google Suggestion Form and through a lock box for written concerns
- Staff **MUST** have a “suggestion” to improve their “area of concern” before turning their complaint in
- Monthly team builders, gift cards, drink orders, to build morale and camaraderie
 - All funding comes from our Booster program

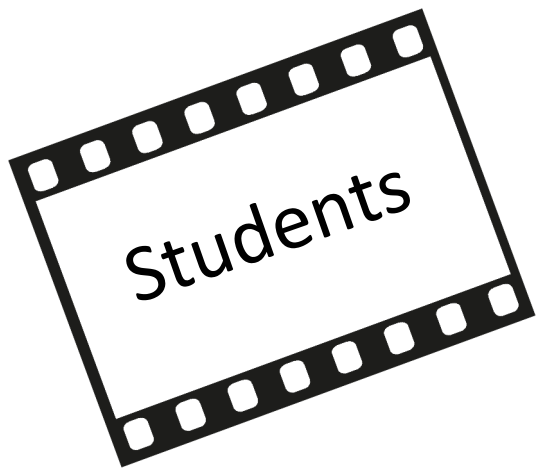
- **Where do we want to go**

- Welcome new teachers with a “Swag Bag”
 - New pencil sharpener, Bulldog t-shirt, office note clip- the essentials!
- Teacher Appreciation Week
 - Make it bigger and better each year
- Provide monthly snack cart choices
- Gift cards



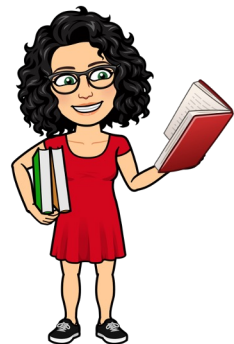
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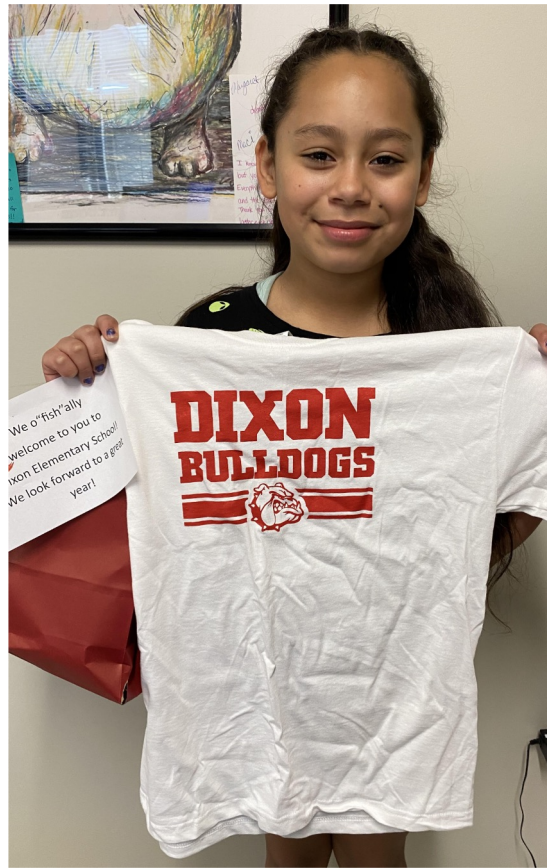
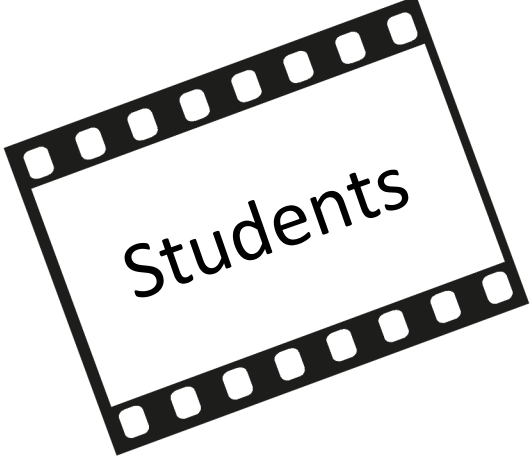


Absences


- **Where We Were**
 - Chronic absences
 - Attendance letters home quarterly
- **Where We Are Now**
 - Attendance Goal
 - Perfect Attendance for a week—student receives 10 Class Dojo points
 - Perfect Attendance for six weeks, student name goes in a drawing for a \$10 gift card at a local restaurant
 - Daily phone calls home when student is absent
 - Attendance letters home quarterly
- **Where Do We Want to Go**
 - Change to attendance policy in handbook (ten excused absences per semester)
 - Absences decrease
 - Continue with Attendance Goal once a quarter
 - Daily phone calls
 - Attendance letters home at 5 and 8 absences



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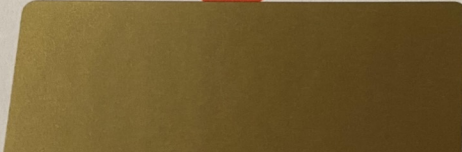


Dedicated to
Educating ALL
Students

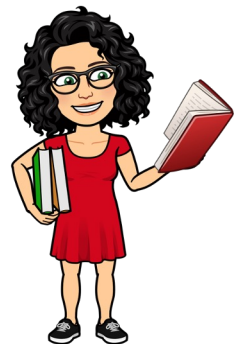
Dear DES Bulldog,

Have a great summer. We hope to see you on August 17th at Open House. You can bring in your school supplies when you meet your teacher.

Scratch here to reveal your teacher for the 23-24 school year.

Dixon Elem
102 North F
Dixon, MO



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