

Orange East Supervisory Union



End of the Year Goals Review

20-21 School Year

Vision

Cultivating a Love of Learning

Mission

Students

Our schools are places where students challenge themselves to engage in deep learning through voice, choice and discovery.

Curriculum and Instruction

Our schools are guided by curriculum that meets the needs of each individual student through effective instruction and assessment practices

Leadership/Systems

Our schools work collaboratively to build effective systems that support community, students, staff and facility needs.

Collaboration

Our schools create collaborative and flexible opportunities for all through effective communication and problem solving

Culture

Our schools have a culture of trust, kindness, and respect that fosters success.

Community

Our schools engage with our communities to embrace learning as a vehicle for making a better world

Governance

Our schools have effective, transparent and stable governance.

A Year Marked by COVID: March 2020-June 2021

School and Program Redesign

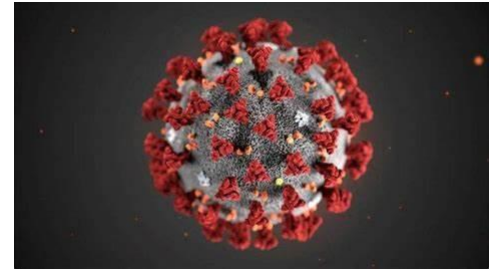
COVID Response and Health Regulations, Healthy Schools Protocols

Contact Tracing

Federal Meals: 346,636 meals served

Remote and In-person learning

Countless hours...shout out



Systems Nature of OESU



The Goals the SU Board sets are interconnected with the work of the departments in the SU. As a result, the OESU interdepartmental team sets goals based on the Board 's goals for OESU as well as our own continuous improvement goals for the organization. This symbiotic relationship moves us forward.

This presentation reports on the goals set last fall and our progress over the year. To move a system of this size forward, we must all work together to achieve better outcomes for the students of OESU.

For Each goal set at the SU level, the department head breaks the work down into smaller parts to move the organization forward. As superintendent I work with the teams at the SU and school levels to move our collective improvement goals forward.

Board Goals for the Superintendent



Board–Superintendent Relationship– Work with all Board chairs to set up uniform preparation protocols for meetings throughout the supervisory union. Arrange training for district and SU Boards on effective board operations (including protocols for preparing, scheduling and conducting effective board meetings).

- VSBA Conducted training for the SU Board on this topic
- A routine meeting calendar has been created and followed
- There are still local differences in the way agendas are prepared based on Chair preference, but improvements in efficiency have been made
- COVID has forced changes such a electronic meetings, recordings, and paper-free meetings, as well as a move to electronic calendar and signature systems

Areas for future work: Explore Options for Electronic Meeting Organization such as Board Book to give Board Members Digital Access to materials in a drop box, increased website /social media functionality for access to materials, continued streaming of meetings

Board Goals for the Superintendent



Business and Finance – *Develop uniform systems, schedules and reports for financial reporting and budgeting throughout the supervisory union.*

- Quarterly Reporting of Budget to Actual
- Transition of New Business Manager in November
- OUUSD Budgets: Creation of OUUSD Finance Committee, Increased Reporting to Public
- Revisions to Annual Reports and Financial Reporting
- Budget Schedule for Boards
- Zoom Meetings have aided in this Area
- See Business Office Goals for Audits, Budgets and Reporting

Areas for future growth: Budget Process and Timeline moved up, Moving to Uniform process for POs, Audit Timelines moved up

Board Goals for the Superintendent

Community Relations – *Develop opportunities for the Leadership Team, district Boards and SU Board to build relationships and increase support for the SU as a system.*

- Redesign of Executive Assistant Position to Incorporate a PR Role
- Website Redesign for Easier Access and Social Media Feeds
- Increase Understanding of who we are and what we do, newsletter--but more to do
- Creation of Strategic Plan for OUUSD
- Progress towards the goals of working more cohesively across schools
- COVID Communication and planning across the SU
- SU Wide Needs Assessment and ESSER Plan
- Updated Hiring Practices to Involve Community
- Little Rivers Partnership: Immunization Clinics, School Based Clinics, Nurse Support, Mental Health, Dental, Grants
- Increased Board Teamwork: Merged Agreement, Calendar, Mutual Support

Future Work: Active social media presence, active web presence, community list for emails, continue to increase communication, OESU Strategic Plan, Defining Board Goals in this area

Board Goals for the Superintendent



Operational Management and Leadership –Integrate and align the following operational systems throughout the SU: calendars, technology, and evaluation of employees.

- OESU Website: Adopted and designed, school will be able to build on this as well
- Creation of two full day shared inservice days and three early release days for PD
- Two systems: OEEA and BMEA
 - Evaluation systems
 - Calendars
 - Merged Agreements
- Centralized Technology, SU Wide Email
- Food Service
- Transportation
- Policy
- Hiring Practices and HR systems improvements

Future Work: Calendars, Work Days and Hours, Facilities Management, Technology, Student Services for MTSS

Board Goals for the Superintendent



Instructional Leadership – Develop and implement supervisory union wide curriculum and assessment system.

- Shared Inservice Days: UDL
- Instructional Coaching and Mentoring
- Extended Learning
- Literacy Work
- Assessment Calendar
- Justice, Caring and Equity Team (JCET)
- Using UpBeat Data to Inform Work
- See Curriculum Goals
- Multi Tiered Systems of Support

Future Work: Sharing instructional practices across schools, JCET Foundation Partnerships



Human Resources

Create Unity within the OESU schools

- Merge benefits vendors within confines of Collective Bargaining Agreements
- Create clearly documented processes that are easily implement across schools
- Uniform job descriptions
- Unified Employee Handbook
- Unified Training System

- ★ We have merged life & disability vendors at a significant cost savings to all districts which as resulted in ease of administration
- ★ Job description work is underway as we have updated many and continue to do this work
- ★ Implementation of Script workflow software to streamline and set consistent expectations in different workflows continues
- ★ Other pieces of this goal are coming together but still in progress



Human Resources, cont.

Create digital systems for ease of use and paper and cost reduction

- Digital personnel files
- Digital forms
- Digital enrollment (benefits)
- Implementation of Powerschool eFinance
- Employee intranet and connection to all school websites

- ★ All personnel files have been moved to digital and are protected behind the OESU firewalls
- ★ Implementation of Script workflow software has digitized many forms, as well as using HelloSign to collect digital signatures
- ★ Script will allow the implementation of digital enrollment
- ★ eFinance will be in the works for the upcoming year
- ★ Website(s) are under review for future development



Human Resources, cont.

Improve retention and track turnover

- Use UpBeat survey & work with administrators to create systems & processes for employee feedback and recognition
- Track and report on turnover
- Increase 3-year retention rate by 10% over the next two years

★ We have begun implementing an exit survey through UpBeat to collect information on why people are leaving the SU



Human Resources, cont.

Create a cohesive team within Human Resources & align with other OESU Central Office departments

- In line with a Building Administrator handbook, have clear HR processes & procedures which all departments understand how to implement
- Refine tasks & job descriptions for central office staff to clearly define duties

- ★ With the creation of an organizational chart for the OESU central office, this will drive review of all central office job descriptions which has already begun
- ★ The HR team is working to refine roles & responsibilities in work particularly with the Business Office through semi-monthly meetings to improve communication and understanding of roles & responsibilities



Curriculum, Instruction and Assessment

Increase academic proficiency and provide equitable learning opportunities

- Continue developing an OESU Coordinated Curriculum for continuity, consistency and rigor
- Focus on Universal Design for Learning as an instructional framework for differentiated approaches
- Continue working with All Learner's Network to increase knowledge and instructional strategies for teaching mathematics
- Partner with Montshire Museum to improve instruction in science and increase inquiry-based learning opportunities for students
- Illustrative Mathematics: New math program roll out
- SU Assessment Plan: data points to inform decisions
- STAR Assessments in all schools
- More support for students under McKinney-Vento Homeless Education Act



Curriculum, Instruction, Assessment

Build leadership capacity among teachers and increase participation in district decisions related to teaching and student learning

- Mentoring Matters Program
- Teacher Leadership Cabinet
- MTSS Design Team
- Curriculum Committees

Looking ahead...

- Increased responsibility for mentor coordinator
- Proficiency Based Learning
- Shift in MTSS team's focus to targeted instruction



Curriculum, Instruction and Assessment

Effectively manage grants to strategically optimize funding to address student learning needs

- Work on completing mandated requirements to receive ESSER 2 and ARP ESSER (ESSER 3) funding
- Meaningful Consultation to inform plan
- Deadlines for fully invested grants: November 1, 2021 and March 24, 2022



Technology Department

Technology within our Organization

- Student Safety and Security
- Centralized Ticketing System
- Centralized Monitoring and AV

- ★ Configured and deployed Securly to all student devices
- ★ Configuring ticketing system to assist for staff, students, and administrators with SIS and technology challenges
- ★ Utilizing Nable technologies to update, install, and remote connect to assist staff and admin with device concerns



Technology Department, cont.

Assist central office departments' technology needs

- SBAC devices
- Touch Point roll out
- Website

- ★ Working with student services and curriculum to provide a solution for speech to text device roll out
- ★ Working with Human Resources to efficiently engage employees at school level
- ★ With all the departments help creating an inviting website



Technology Department, cont.

Unifying Technology departments

- Collaboration
 - Standardization
 - Erate (USAC)
- ★ Having bi-weekly tech meetings to resolve issues as a team
 - ★ Creating consistent architecture, such as WiFi, switches, phone system, for efficiency and reliability
 - ★ Merged all schools under the OESU umbrella for a unified submission



Technology Department, cont.

Completed and Continuing Projects

- On-boarding and off-boarding staff
 - MDM
 - WiFi
- ★ Working with Human Resources to develop procedures for adding staff accounts (ie: email, IC, ADS,) in a timely manner
 - ★ Unifying all of the schools under one MDM for ease of access and utilization
 - ★ Completed Oxbow High School and Bradford Elementary School; Newbury Elementary School to be done this summer

OESU Student Services Vision



Orange East Supervisory Union recognizes that students have unique individual needs. We provide programming that meets the academic, physical, social, behavioral, and emotional needs of each student so that each student is afforded opportunities to succeed and positively contribute to their community.

OESU Student Services Responsibilities



- Comprehensive Evaluations
- IEPs with SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals and objectives
- Related service provider screenings, evaluations, direct/indirect services, consultation
- Collaboration with community organizations that support students and families
- Special Educators who are knowledgeable in research-based programs and instructional practices as related to reading, math, and writing instruction
- Trauma-informed Special Educators
- Staff trained in Functional Behavioral Assessments and writing student success plans
- Direct services that target identified areas of educational need and progress reports that measure student growth
- Commitment to meaningfully collaborate with families and caregivers during the Evaluation and IEP development process



OESU Student Services

Academic Proficiency: Ensure students with disabilities have access to universal instruction and supports

- ★ Co-Teaching (training, embedded coaching, AOE approved plan)
- ★ Universal Design for Learning(UDL)/Co-Teaching cohort 21-22
- ★ Support professional development of Special Educators, Related Services Providers, Support Staff
- ★ Local Education Agency (LEA)Development and support (Principals, Teacher Leaders, Coordinators, Directors)
- ★ COVID - interpretation and dissemination of guidance



OESU Student Services, cont.

Safe & Healthy Schools: Support Multi-Tiered System of Supports

- ★ Development of the OESU Interdepartmental Team (bi-monthly meetings)
- ★ Student Services representative at the monthly SU Multi Tiered Systems of Support meetings
- ★ Reviewing student data (referral, Child Count, behavioral, etc.) to determine SU needs to drive decision making and resource allocation
- ★ Service plan development and hiring to reflect continuum of student services within OESU



OESU Student Services, cont.

High Quality Staffing: Professional Development, Leadership, Mentoring, Supervision/Evaluation

- ★ Development of an OESU Student Services Shared Google site (Handbook 21-22)
- ★ Consistent implementation of the staff evaluation process
- ★ Working to add Special Education specific information to the *Mentoring Matters* program materials
- ★ Working to increase Support Staff professional development and advancement while increasing ability to meet student needs (Specialized Para, Registered Behavior Technician)
- ★ Looking forward to returning to monthly OESU Student Services monthly meetings during 21-22 school year
- ★ Development of the OESU Evaluation Team: 21-22 school year



Vision for OESU Business Office

The Business Office provides sound fiscal management of the district funds so that all possible resources are available to promote the educational goals of the Orange East Supervisory Union. The office develops, monitors, and reports the financial direction and transactions of the district.



Business Office commitment to OESU

Business Office Responsibilities:

- Accurate accounting records of revenues and expenses
- Budgetary controls and oversight
- Financial reporting to local, state and federal entities
- Timely and accurate payment of all employees and vendors
- Data analysis and reporting
- Provide assistance to school sites and program managers in the areas of budget and accounting



Business Office Goals--2022

Develop uniform systems and schedules for financial reporting and budgeting:

- Evaluate all processes and procedures
- Promote effective communication
- Evaluate financial reporting systems
- Coordinate and align with other departments
- Developed Business Office duties by function
- Year-end work flow mapping
- Established semi-monthly Accounting/HR staff meetings
- Established VT New Hire process
- Established an OESU facility coordination team
- Resume evaluation of Powerschool/eFinance



Business Office Goals--3-5 Year Planning

Develop uniform systems and schedules for financial reporting and budgeting:

- Review of data and accounting systems
- Research and provide budget team with data and training on budget models
- Provide tools to support budget process to manage school budgets more effectively
- Develop team to evaluate Powerschool/eFinance
- Enable electronic budget planning



Business Office Goals--3-5 Year Planning

Establish satisfaction metrics

- Implement effective system of performance review
- Realign work to improve efficiency and functionality
- Share Upbeat data with team
- Developed bi-monthly interdepartmental meeting
- Developed monthly one on one staff development meet



Multi-tiered Systems of Student Support (MTSS)

Through the use of data we are committed to the development of an MTSS framework that supports consistent SU wide practices and flexible implementation strategies through effective collaboration.



Goals & Progress

Develop a consistent student support process

- Completion of Multi-Tiered Systems of Student Support Guidebook
- Consistent process to supporting all students with documentation to be trained next year
- Social Emotional & Behavioral Coaching documents adopted through “CHAMPS” model and being used to support improved practices at numerous schools
- Work with Human Resources to support consistency of Social Emotional and Behavioral support across district

Support equity in assessment of students

- Devereux Student Strengths Assessment implemented K-8 (with exception of OHS). Next year, OHS and BMU HS will be integrated.
- Development of supervisory union wide process for data collection, intervention selection and progress monitoring
- Supervisory wide responding to suicide/self harm model process
- Development of consistency in psychoeducational evaluation processes



Social, Emotional & Behavioral Systems

Develop a unified framework for social, emotional, and behavioral student supports in collaboration with other Supervisory Union teams



Goals & Progress

Improve Instructional practices tied to SEB & Classroom Management

- OESU has seen a 70 % decrease for in district restraints
- Training provided on Progress monitoring clinical goals
- Development of classroom management plan/process
- Coordination of Training with Jessica Minihan, author of *The Behavior Code*, available to all employees
- Co-Facilitated Lost at School book club
- Continued to develop Social Emotional Learning Curriculum Framework

Use data to inform social emotional and behavioral instruction across all tiers/levels

- Behavior being inputted into Infinite Campus with consistency across all schools
- Providing Devereux Student Strength Assessment data for review on trimester basis. With some schools, supporting data reviews with faculty
- Teaching Pyramid Observation Tool was utilized to collect data from all PreK-12 classrooms and supported data review with participating teachers
- Program evaluation and time studies completed for BES/NES