



Dear Madison Community,

We are pleased to present our first quarterly review of progress for the 2014-15 school year.

Our vision as a district is that **every school** will be a thriving school that prepares **every student** for college, career and community.

We want to be a model public school district, one that shows everyone what it looks like to do things right for both children and adults.



Our improvement strategy, as captured in our strategic framework, is no longer a laundry list of ever-changing “initiatives,” but instead a set of inter-related, long-term work aimed at eliminating the gaps in opportunity that lead to disparities in achievement.

As a district, we conduct a deep review of progress once a quarter. This process provides a space for us – school-based leadership teams, central office, Board of Education and community – to examine both implementation and outcomes, identify strengths and challenges, collaboratively problem-solve and make adjustments where needed.

As you review our progress in this first quarter, I hope you’ll keep in mind three core values that we believe are crucial to our success:

- **Sustained Focus:** We must be incredibly focused on the day-to-day work of teaching and learning.
- **Schools at the Center:** Teachers, principals and their communities know their students best and have the will and skill to be successful.
- **Excellence and Equity:** We must hold all students and educators to high expectations and provide the support they need to succeed.

Thank you for taking the time to review our progress. You can learn more at www.mmsd.org/quarterly-review.

Sincerely,

Jennifer Cheatham
Superintendent

School Improvement Plans

Central to our theory of change is the school improvement planning process, which establishes the disciplined way of working necessary for success in each of our schools. This year, schools finalized their plans more than a month earlier than last year and began implementation on day one.

Across the district, the planning process became more inclusive, strengthening communication between the leadership team and the school as a whole. Schools also strengthened their family engagement strategies and, for the first time, included goals to ensure a well-rounded education for students.

Overall, plans became even more focused this year, honing specific strategies for each school and building on the school's strengths.

All School Improvement Plans are posted on the district's website at www.mmsd.org/sip.

Well-rounded Education

This year, in addition to academic goals, every School Improvement Plan includes a goal based on providing students a well-rounded education.

To reach these goals schools have identified strategies that improve access and participation in the arts, world language, advanced coursework and extra and co-curricular activities.

Common Learning

While schools stay focused on their unique plans, common learning across the district has kicked off, anchored to a stronger definition of what great teaching in Madison looks like. The

Great Teaching Framework, centered around culturally and linguistically responsive practices, will guide learning through the year.



Professional learning for principals, coaches and central office staff, designed this year with greater input and guidance from participants, is planned out for the entire year. This year, professional learning also provides explicit time for discussions around race and ethnicity as well as time to consult with colleagues on specific school-based challenges.

Five Priority Areas

The work of central office is focused on a clear set of priorities aimed at providing the tools and resources that schools need to implement their School Improvement Plans well while removing institutional barriers that stand in our way. This quarter, we've made progress in each of our five priority areas.

★ Behavior Education Plan

Every quarter, the board will conduct a review of the plan in order to surface strengths and challenges, problem-solve and make adjustments when needed. For more information on the plan and the first quarter review visit:

www.mmsd.org/behavior-education-plan.

Major Accomplishments This Quarter

Priority Areas	Accomplishments
 Coherent Instruction	<ul style="list-style-type: none"> • Common Core English and Language Arts curriculum tools completed, including scopes, assessments and units of instruction for English and Spanish Language Arts • First review of Behavior Education Plan completed ★ • Phase one of Any Given Child arts integration program completed
 Personalized Pathways	<ul style="list-style-type: none"> • Joined Pathways to Prosperity Network ★ • Successfully launched the Academic Career Plan foundational course in 8th grade
 Family Engagement and Community Partnerships	<ul style="list-style-type: none"> • On track to launch parent academy second semester • Mapped after school and summer experiences with city to address issues of access and equity
 Thriving Workforce	<ul style="list-style-type: none"> • Refined and re-launched principal recruitment and selection process for the year • On track to develop new teacher recruitment, screening and selection process for implementation during this year's hiring season • Professional goals set and all evaluation cycles underway for teachers and principals
 Accountability	<ul style="list-style-type: none"> • Toolkit to support high-functioning teacher teams developed and provided to schools • Strengthened the school support plan and system for providing targeted support to schools based on need • Completed Central Office Measures of Performance for all departments
Supporting the Framework: Five-year Technology Plan	<ul style="list-style-type: none"> • Staff devices distributed • First quarter professional learning completed for schools that will receive student devices next year

See a complete inventory of progress on the next steps of our strategic framework at www.mmsd.org/quarterly-review.

★ Pathways to Prosperity Network

Together with the Greater Madison Chamber of Commerce, Madison College and Workforce Development Board of South Central Wisconsin, MMSD joined this national network of ten states that are working on building bridges for our youth from high school to post-secondary to employment.

For more on Pathways to Prosperity, visit: www.jff.org/initiatives/pathways-prosperity-network.



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MADISON METROPOLITAN SCHOOL DISTRICT STRATEGIC FRAMEWORK

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