

District Debrief

PLC at Work Summit

An opportunity to discuss and plan together.



Our Topics Today

01

Review

Our goals for PLCs and HRS in our district.

02

The "Wins"

What has inspired you during your time here?

03

Impacts

How will this work impact your work/school/district?

04

Elevate

How does the work of our coaching team fit in?

05

Planning

What do we want to see when the PLC Institute comes to our town?

06

Visioning

Give your initial thinking on our strategic plan revision.



Current Guiding Principles



This is our current mission

We invest in each student to prepare, challenge and advance well-educated, resilient, and future-ready citizens.

This is our current vision

Coeur d'Alene Public Schools is an education leader, promoting opportunities for innovation in learning and inspiring excellence in everyone.

01

Review

What were our district's professional goals for learning at the beginning of the school year?



Our 2022-2023 Professional Development Plan

Coeur d'Alene Public Schools
Professional Development Plan
2022-2023 School Year



**FORWARD.
TOGETHER.**

Addressing student learning
through professional learning
communities (PLCs) and the High
Reliability Schools (HRS) Network

Date of Last Update: August 2, 2022

Our Current Initiatives



Planning

Our professional development plan is developed.

August, 2012



Send Leadership

Administrators send leadership teams to PLC Institutes/Summit

2022-2023



Foundation

Job-embedded collaboration focuses on PLC development.

2022-2023

Our Future Goals



Strategic Plan

Revising our goals around PLCs and HRS.

Sep, 2020



PLC Institute

All certificated and student-facing staff will be participating.

Jun, 2021



HRS Certifications

All school buildings are awarded level 1 certification.

By June 2025

“As educators, we have a shared belief that through our collective action, we can influence student outcomes and increase achievement for all students.”

—Donohoo (2017)



02



The "Wins"

What has excited you during this conference?

ATLAS Protocol

Identify Success

What was an area of impact for you?
Elaborate on the details and why it was impactful.

1

Synergize

What makes this so different from other professional development experiences?

2

Apply

If there is agreement, how can this impact be more greatly applied?

3

Vision

What's the next step in this process?

4

“Best Practice” is defined as a process that proved to be highly effective in achieving the intended outcome.

03

Impacts

What are the lasting impacts
on our schools/district/work?



Knoster's Model for Managing Change

Vision	Skills	Incentives	Resources	Action Plan	=	Success
Vision	Skills	Incentives	Resources	Action Plan	=	False Start
Vision	Skills	Incentives	Resources	Action Plan	=	Frustration
Vision	Skills	Incentives	Resources	Action Plan	=	Resistance
Vision	Skills	Incentives	Resources	Action Plan	=	Anxiety
Vision	Skills	Incentives	Resources	Action Plan	=	Confusion

04

Job-embedded Collaboration

What our coaches have led this year...so far!



Needs for Every Course



U

Unpacking Standards

Do we really know our state standards? What are they asking us to cover and measure?



P

Priority Standards

Which are the standards that we guarantee ALL students will know and be able to do at the end of the year.



C

Curriculum Development


How do we ensure that our district curriculum meets the needs of our students and that the adopted resources are appropriate?



Q

"Quests" Common Formative Assessments

Measurement of our priority standards and evidence of student ability; measures of instructional and curricular effectiveness.



Our Timeline

October 3, 2022

Districtwide Collaboration:

We check for your current understanding and get our work started.

December 5, 2022

Districtwide Collaboration:

Unpacking standards and/or "Quest" development.

February 27, 2023

Districtwide Collaboration:

Discuss priority objectives/scales or review progress toward goals.

May 22, 2023

Districtwide Collaboration:

Finalizing priority standards.

August 29–31, 2023

Coeur d'Alene Public Schools hosts a national Solution Tree PLC at Work[®] Institute at Lake City High School for all certificated staff to start the school year.

05



Planning our August PLC Institute

What do we want to replicate for 1170 guests?

As seen at
PLC Summit

Who's Coming to Coeur d'Alene?

- **Mike Mattos** - author of 69 books, including Professional Learning Communities at Work® and High-Reliability Schools;
- **Anthony Muhammad** - author of 29 books including Leading Change: Building Consensus and Responding to Resistance;
- **Janel Keating** - author of 7 books including Women Who Lead: Insights, Inspiration, and Guidance to Grow as an Educator;
- **Tim Brown** - author of 13 books including You Can Learn!: Building Student Ownership, Motivation, and Efficacy With the PLC at Work® Process;
- **Tim Kanold** - author of 51 books including Educator Wellness: A Guide for Sustaining Physical, Mental, Emotional, and Social Well-Being;
- **Maria Nielsen** - author of 2 books including It's About Time: Planning Interventions and Extensions in Elementary School;
- **Bill Ferriter** - author of The Big Book of Tools for Collaborative Teams in a PLC at Work® and 5 others
- **Luis Cruz** - author of It's About Time: Planning Interventions and Extensions in Secondary School and 1 other
- **Mary Kendricks-Harris** has served as a special education teacher, director of special education, and director of assessment. She has worked closely with educators locally and nationwide as a consultant and presenter; and
- **John Yost** - recently retired superintendent and author of Singletons in a PLC at Work®: Navigating On-Ramps to Meaningful Collaboration

August 29-31, 2023

Consider Giving Feedback to Our Planning

Coeur d'Alene PLC at Work Implementation Plan

We're actively working on developing a plan that supports our district faculty and student-facing support staff through the PLC at Work Institute. We look forward to having your experiences and expectations as a part of this work.



Coeur d'Alene Public Schools
DIVISION OF TEACHING & LEARNING
INVEST | INSPIRE | INNOVATE



Solution Tree

PROJECT IMPLEMENTATION PLAN

PLC AT WORK[®] INSTITUTE

HOSTED BY COEUR D'ALENE PUBLIC SCHOOLS

Lake City High School
6101 North Ramsey Road
Coeur d'Alene, ID 83815
www.cdaschools.org/lchs

EVENT DATES: TUESDAY, August 29-Thursdays, August 31, 2023

PREPARED BY	TITLE	DATE
Michael S. Nelson	Deputy Superintendent	September 1, 2022
EMAIL		PHONE
mnelson@cdaschools.org		(208) 664-8241, extension 1006

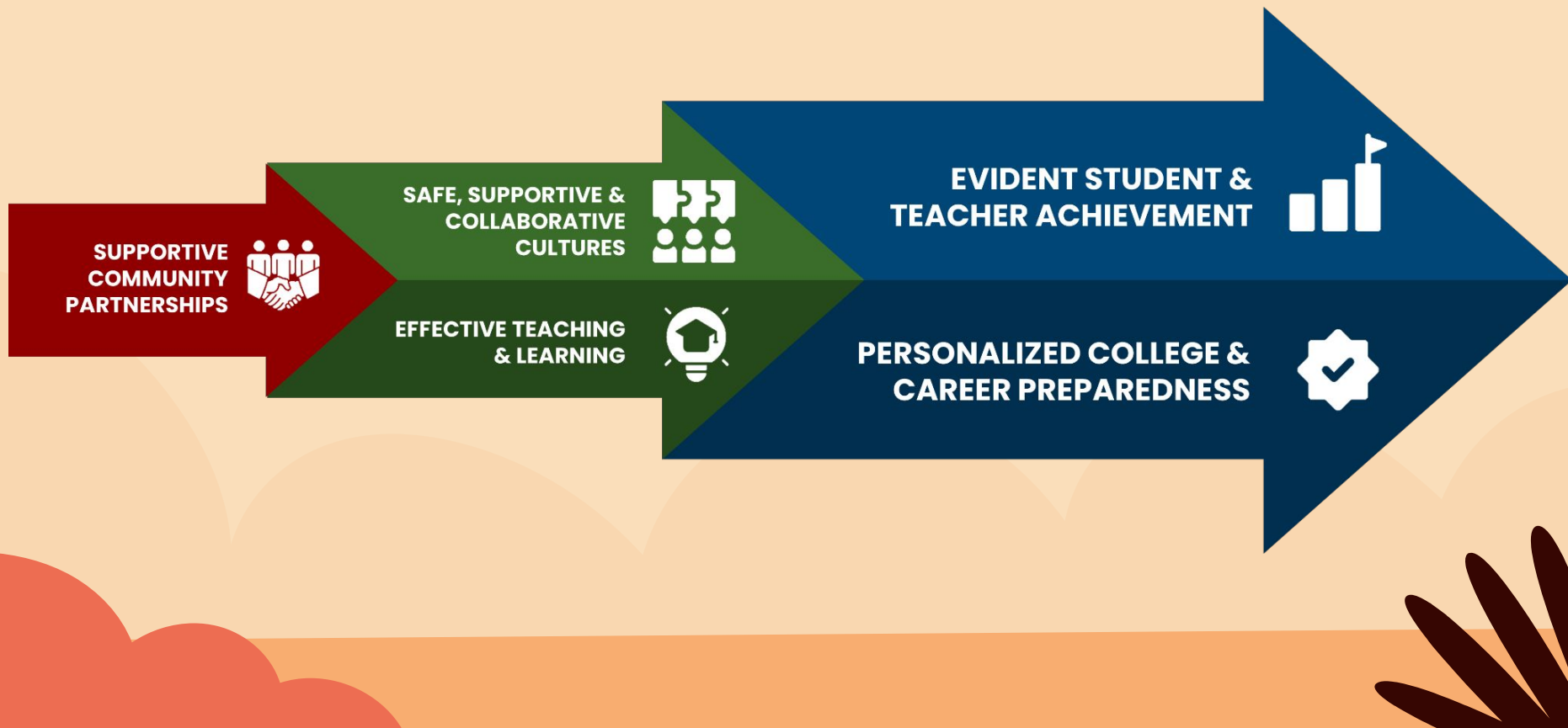
06

Visioning

A first look on our strategic plan revision.



DRAFT Strategic Plan Goal Areas



DRAFT Motto



Proposed Guiding Principles



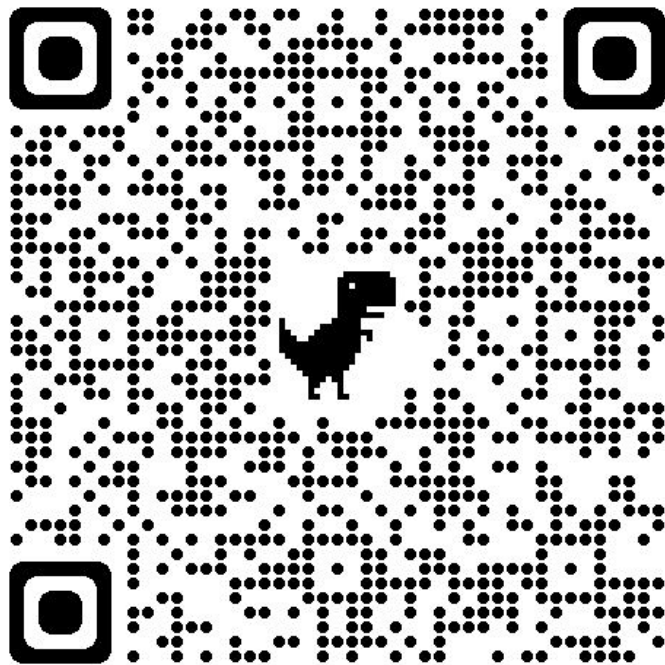
This is our draft mission

"We ensure students become lifelong learners - accountable for their own learning as they develop the skills necessary to be a responsible citizen in an ever-changing world."

This is our draft vision

"Through the work of our students and faculty, we will be recognized as a high-achieving district-of-choice in Idaho and the northwest."

Provide Your Initial Feedback



Let's Go Home Tomorrow...

We do need to get home to the cold of
North Idaho on Thursday.



Travel Itinerary



Check-Out

There will be a bag storage area at the conference.



Travel

Our flight leaves Phoenix at 1:05 PM MST, landing in Spokane at 2:45 PM PST.



Leave for Airport

Conference ends at 11:30 AM MST; we'll need to leave by 11:00 AM; travel time to airport = 10 min.



Drive Safely

Rain/snow mix expected upon our landing.

Looking for University Credit?

1. Head to MyCDASchools > Professional Development
2. Click the University of Idaho button
3. Choose "College of Education, Health and Human Sciences"
4. Search "Building Professional Learning Communities"
5. 1 credit available for \$60.00; follow-up activities required

**REGISTRATION
FORMS**



University of Idaho

Thanks!

Do you have any questions?

msnelson@cdaschools.org

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Jupiter is a gas giant and the biggest planet in the Solar System



45%

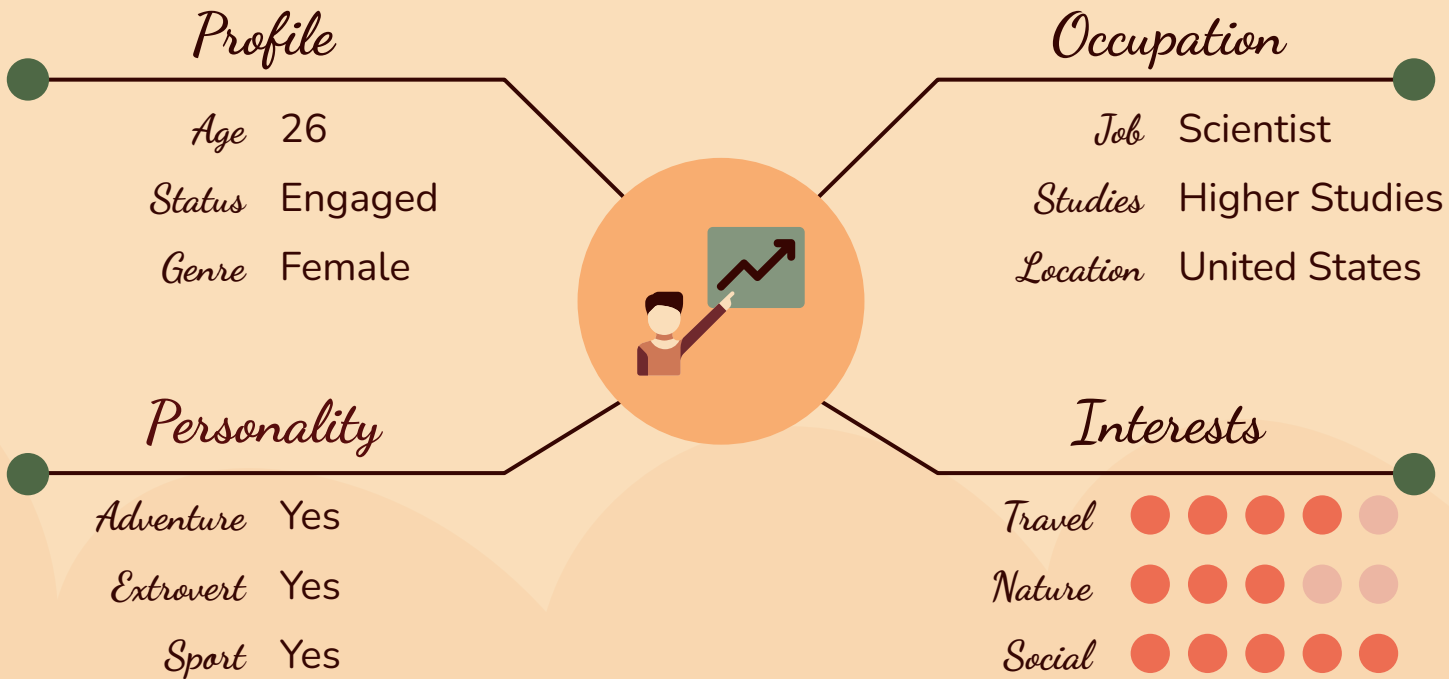
Venus has a beautiful name and is the second planet from the Sun



30%

Saturn is a gas giant and it's composed of hydrogen and helium

Buyer persona



Analyzing the competition



Company 1

Jupiter is a gas giant and the biggest planet in the Solar System



Company 2

Venus has a beautiful name and is the second planet from the Sun



Company 3

Saturn is a gas giant. It's composed of hydrogen and helium



250,000

Big numbers catch your audience's attention

Our goals

Venus

It's terribly hot, even hotter than Mercury

35%

Mercury

It's the closest planet to the Sun

22%

Saturn

Saturn is a gas giant and has rings

11%

Neptune

It's the farthest planet from the Sun

32%



Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**

Our strategy

Jupiter

Jupiter is a gas giant and the biggest planet in the Solar System

Saturn

Saturn is a gas giant. It's composed of hydrogen and helium



Neptune

Neptune is the farthest planet from the Sun. It's really cold there

Mercury

Mercury is the closest planet to the Sun and the smallest one



*Awesome
words*

What content are we going to create?



Ceres

Ceres is located in the
main asteroid belt



Jupiter

It's the biggest planet in
the Solar System



Mercury

Mercury is the closest
planet to the Sun



Saturn

Saturn is the ringed planet
and a gas giant



Mars

Despite being red, Mars is
a cold place, not hot



Venus

It's terribly hot, even
hotter than Mercury

What tone are we going to use?

Do you know what helps you make your point clear?

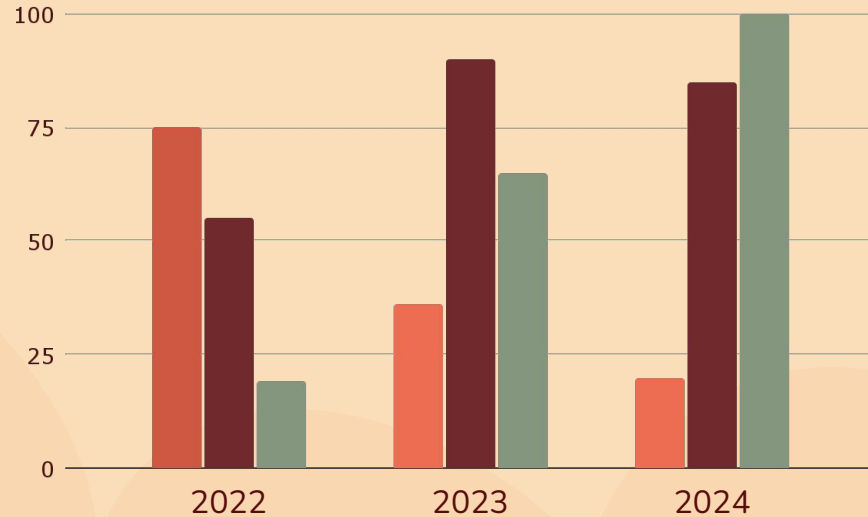
Lists like this one:

- They're simple
- You can organize your ideas clearly
- You'll never forget to buy milk!

And the most important thing: the audience won't miss the point of your presentation



Platforms that we will use



Follow the link in the graph to modify its data and then paste the new one here. **For more info, click here**



Facebook

Venus is the second planet from the Sun



Instagram






Mercury is the closest planet to the Sun































TikTok


Saturn is a gas giant and has several rings

Content sharing plan

On publish	You can list the activities you would like to try here	
Same day as post	You can list the activities you would like to try here	
Day after post	You can list the activities you would like to try here	
Week after post	You can list the activities you would like to try here	
Month after post	You can list the activities you would like to try here	

Our calendar

					
<i>Monday</i>					
<i>Tuesday</i>					
<i>Wednesday</i>					
<i>Thursday</i>					
<i>Friday</i>					
	 Jupiter	 Venus	 Saturn		



\$45,000

Big numbers are very useful

\$121,000

Big numbers are very useful

\$29,000

Big numbers are very useful

KPI overview



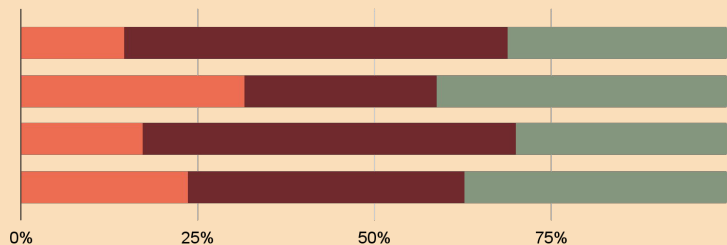
Europe



USA



Asia

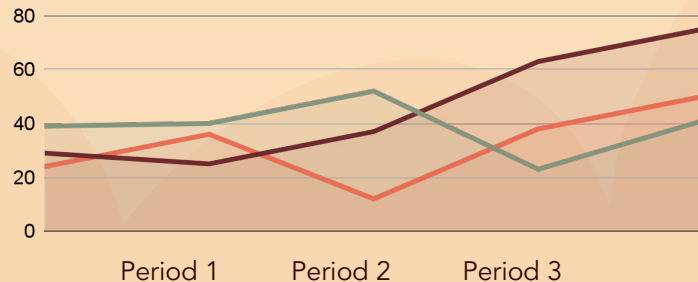


Results

Venus has a beautiful name and is the second planet from the Sun. It's terribly hot

Performance

Mercury is the closest planet to the Sun and the smallest one in the Solar System



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Our team



Christine Blue

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Jamie Williams

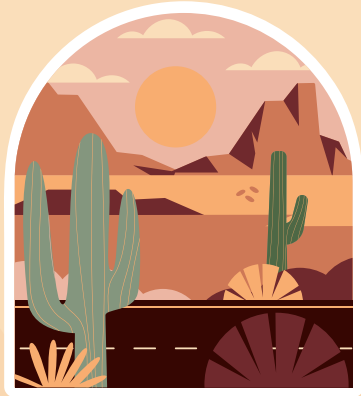
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Alternative resources



Alternative resources

Here's an assortment of alternative resources whose style fits the one of this template:

Photos

- Panoramic view of forest and river
- Aerial scenery view of mountains
- Beautiful mountain view with cloudy sky
- Beautiful mountain view with cloudy sky

- Traveler hiking on mountains while having his essentials in a backpack

Vectors

- Flat design arizona sticker set

Resources

Did you like the resources on this template? Get them for free at our other websites:

Vectors

- Flat design arizona sticker set I
- Flat design arizona sticker set II
- Flat design arizona sticker set III

Icons

- Geography Icon Pack

Photos

- Close up portrait of beautiful teenager
- Landscape with mountain and road
- Portrait of happy smiley man
- Beautiful natural landscape of mountain

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#4e6845

#ffffff

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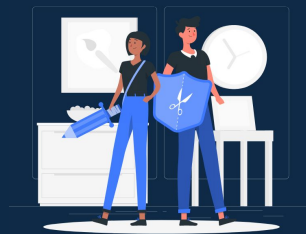
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Rafiki



Cuate

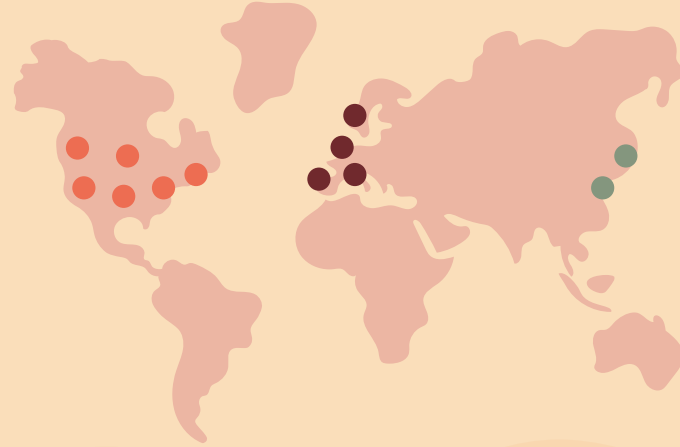
Audience demographics



42%



58%



Interest



USA



55%

Europe



35%

Asia



10%

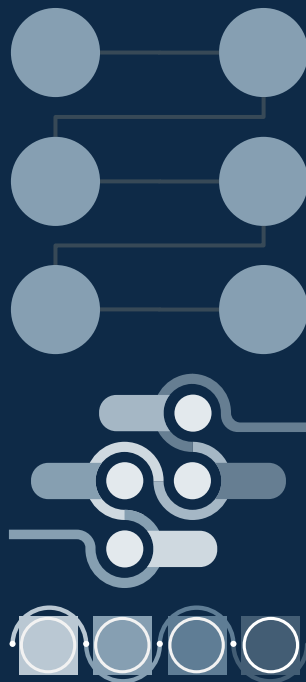
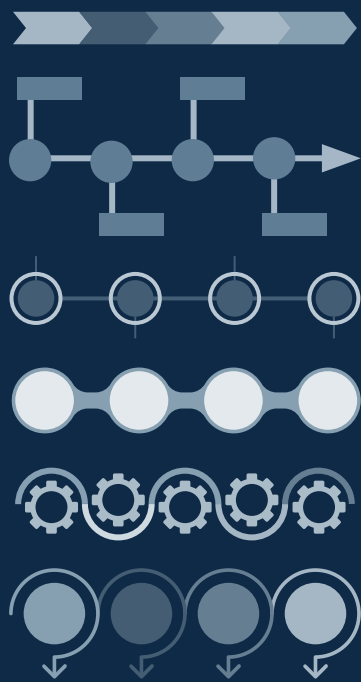
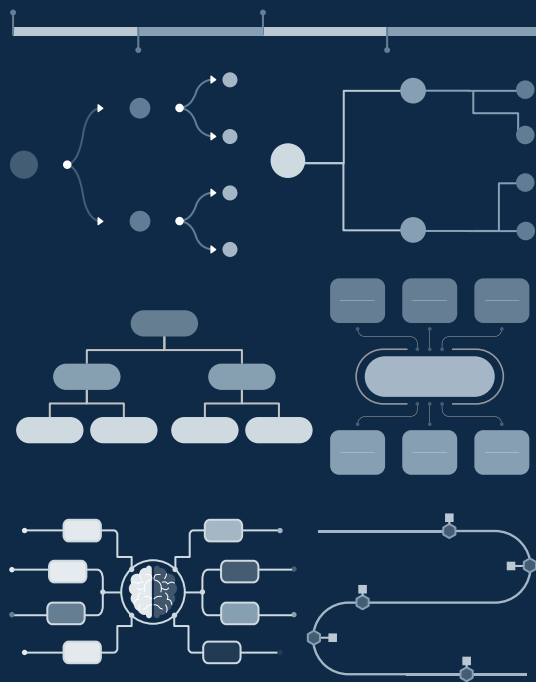
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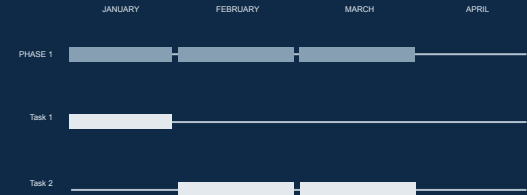
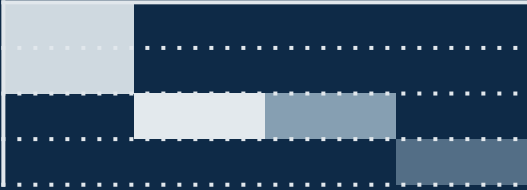
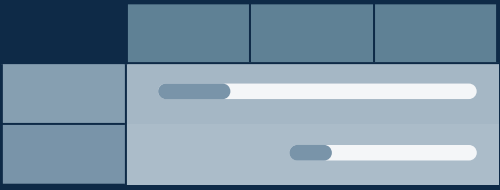
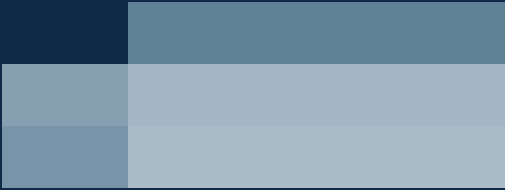
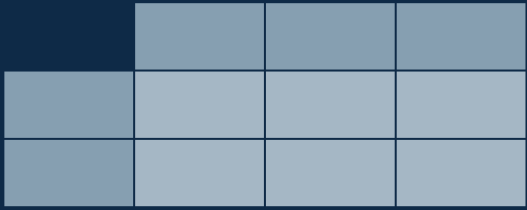
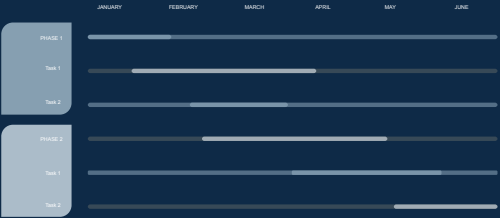
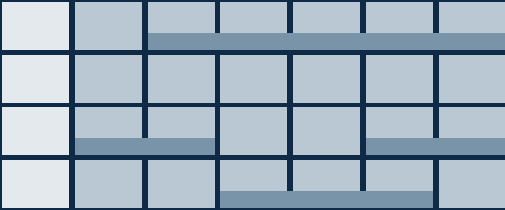
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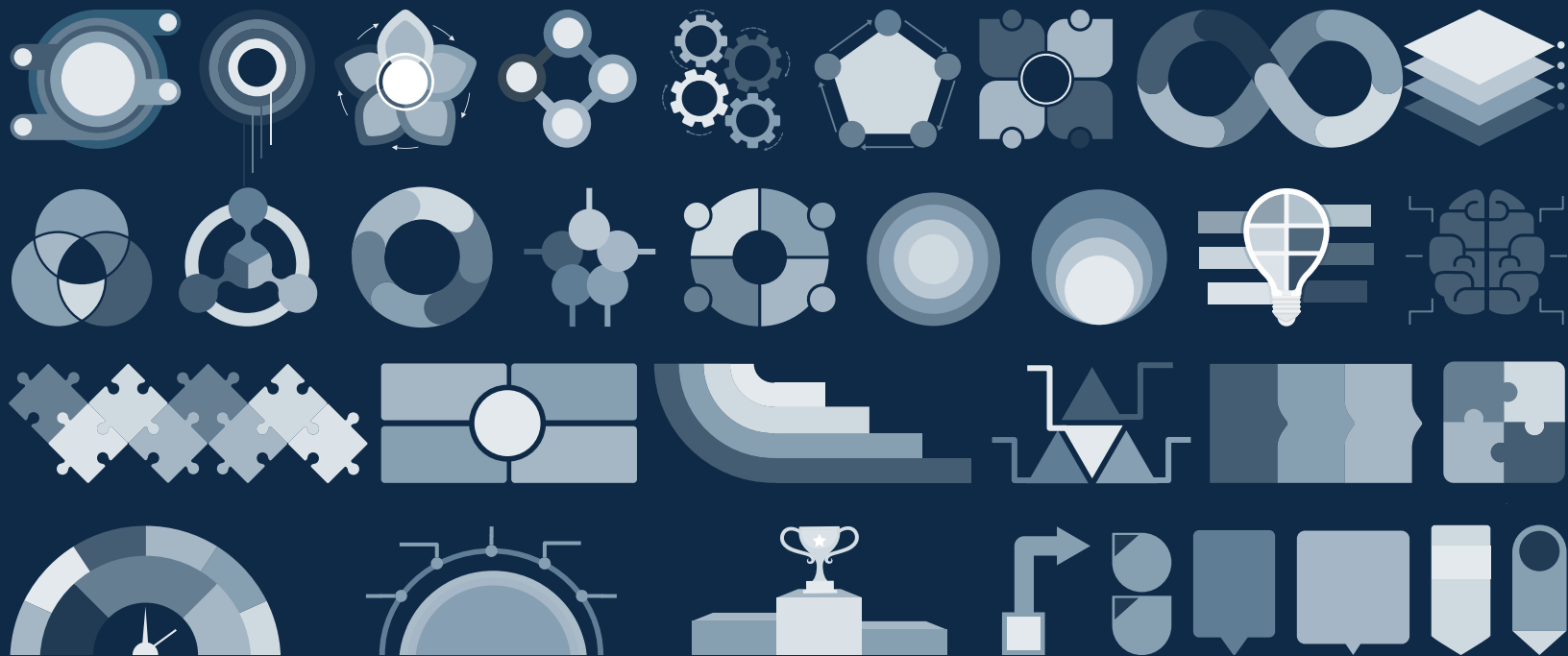
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...and our sets of editable icons

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In Google Slides, you can also use **Flaticon's extension**, allowing you to customize and add even more icons.



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Medical Icons



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Teamwork Icons



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Avatar Icons



Creative Process Icons



Performing Arts Icons



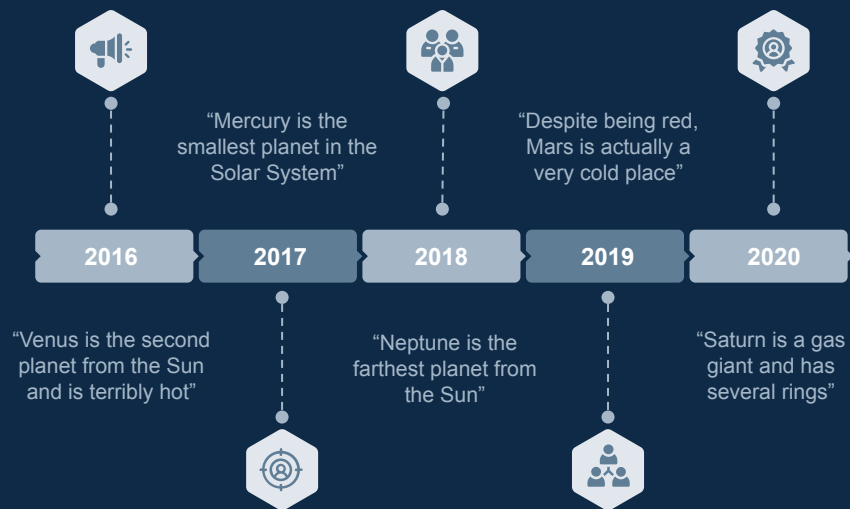
Nature Icons



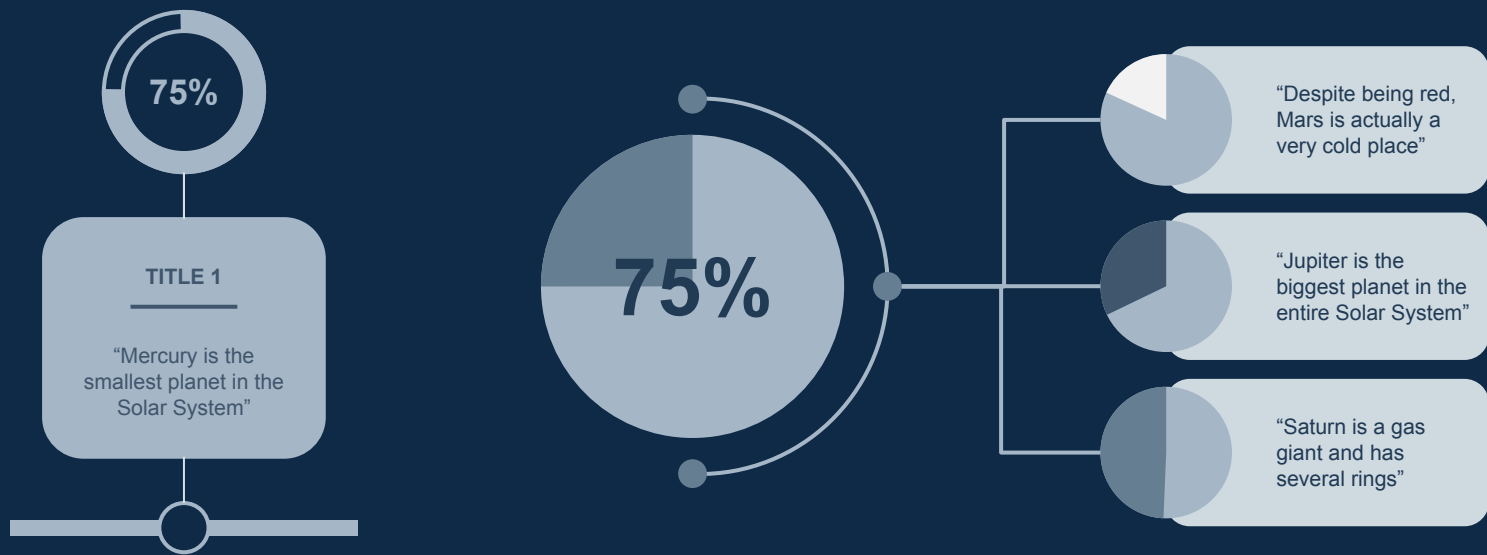
SEO & Marketing Icons



Premium infographics



Premium infographics



Premium Icons

Digital Marketing



Premium Icons

Online Learning



Premium Icons

Laboratory



Premium Icons

Goals & Results



Premium Icons

Infographic Elements



