

Portrait of a Graduate/Strategic Plan Perception Check 15-Oct 2021

What is your awareness of the district's Portrait of a Graduate?

Response	Frequency	Percent	Mean: 3.34
Very Little	32	10.00	
Little	36	11.25	
Some	91	28.44	
Partial	114	35.63	
Complete	47	14.69	

What is your awareness of the district's Instructional Framework?

Response	Frequency	Percent	Mean: 3.35
Very Little	46	14.24	
Little	34	10.53	
Some	70	21.67	
Partial	106	32.82	
Complete	67	20.74	

What is your awareness of the district's Curriculum Management Framework?

Response	Frequency	Percent	Mean: 2.46
Very Little	87	26.93	
Little	79	24.46	
Some	92	28.48	
Partial	51	15.79	
Complete	14	4.33	

What is your awareness of the district's Blended Learning Framework?

Response	Frequency	Percent	Mean: 3.04
Very Little	54	16.72	
Little	53	16.41	
Some	82	25.39	
Partial	93	28.79	
Complete	41	12.69	

What is your awareness of the district's Social-Emotional Learning Framework?

Response	Frequency	Percent	Mean: 3.35
Very Little	43	13.31	
Little	40	12.38	
Some	69	21.36	
Partial	104	32.20	
Complete	67	20.74	

To what level is the Portrait of a Graduate implemented in your school site?

Response	Frequency	Percent	Mean: 3.14
Very Little	37	11.94	
Little	40	12.90	
Some	103	33.23	
Partial	102	32.90	
Complete	28	9.03	

To what level is the Instructional Framework implemented in your school site?

Response	Frequency	Percent	Mean: 3.43
Very Little	38	12.42	
Little	20	6.54	
Some	71	23.20	
Partial	125	40.85	
Complete	52	16.99	

To what level is the Curriculum Framework implemented in your school site?

Response	Frequency	Percent	Mean: 2.71
Very Little	66	22.37	
Little	60	20.34	
Some	78	26.44	
Partial	75	25.42	
Complete	16	5.42	

To what level is the Blended Learning Framework implemented in your school site?

Response	Frequency	Percent	Mean: 3.06
Very Little	48	16.00	
Little	41	13.67	
Some	88	29.33	
Partial	92	30.67	
Complete	31	10.33	

To what level is the SEL Framework implemented in your school site?

Response	Frequency	Percent	Mean: 3.45
Very Little	35	11.25	
Little	37	11.90	
Some	57	18.33	
Partial	118	37.94	
Complete	64	20.58	

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What is your awareness of the district's Assessment Framework?

Response	Frequency	Percent	Mean: 2.86
Very Little	64	19.81	
Little	58	17.96	
Some	86	26.63	
Partial	89	27.55	
Complete	26	8.05	

What is your awareness of the district's Equity Framework?

Response	Frequency	Percent	Mean: 2.69
Very Little	78	24.45	
Little	62	19.44	
Some	86	26.96	
Partial	68	21.32	
Complete	25	7.84	

What is your awareness of the district's System Performance Framework?

Response	Frequency	Percent	Mean: 2.08
Very Little	131	40.94	
Little	76	23.75	
Some	74	23.13	
Partial	33	10.31	
Complete	6	1.88	

Instructional Staff

Response	Frequency	Percent	Mean: 1.00
Instructional Staff	229	100.00	

Secondary

Response	Frequency	Percent	Mean: 1.00
Secondary	100	100.00	

To what level is the Assessment Framework implemented in your school site?

Response	Frequency	Percent	Mean: 3.07
Very Little	47	15.77	
Little	43	14.43	
Some	78	26.17	
Partial	102	34.23	
Complete	28	9.40	

To what level is the Equity Framework implemented in your school site?

Response	Frequency	Percent	Mean: 2.88
Very Little	64	21.33	
Little	45	15.00	
Some	84	28.00	
Partial	77	25.67	
Complete	30	10.00	

To what level is the System Performance Framework implemented in your school site?

Response	Frequency	Percent	Mean: 2.33
Very Little	93	32.86	
Little	72	25.44	
Some	61	21.55	
Partial	46	16.25	
Complete	11	3.89	

Elementary

Response	Frequency	Percent	Mean: 1.00
Elementary	211	100.00	

Classified Staff/Non-Instructional Support

Response	Frequency	Percent	Mean: 1.00
Classified Staff	82	100.00	

Coeur d'Alene Public Schools - Portrait Evidence by Dec., 2021

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
12	I would expect to see at least a level 4.
15	Maybe a poster for our classroom.
19	Posters
20	posters, also application of elements through
22	Poster geared to elementary kids.
23	<ul style="list-style-type: none"> • posters in building • announcements in A.M. • grade level posters
24	We talked about implementing it during a couple meetings
25	?
29	Discussion in PD Share ideas of how to implement successfully in classroom the 6 C's
30	our school is displaying more banners and Visual representation
32	You should see students collaborating with one another (turn+talk, think-pair-share, etc), working on engaging & authentic learning activities
33	Some PD and action plan
35	Student Posters - look for aspects of POG w/ student stickers that have their interpretation of the aspects.
37	Students will have a visual product to show at our first gen house
38	Students working toward or finding success implementing the learning targets for POG within the classroom.
41	I haven't looked at the portal. So I don't know.
42	Senior Projects Completed at a level appropriate for P.O.S & Meeting a Suite of rigorous standards.
43	Every student w/ a working POG portfolio?

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
44	Work or discussion in advisory class so students are fully aware before senior year.
52	POG posters in all elementary classrooms Know the 6 C's
55	POG posters
56	posters
63	<ul style="list-style-type: none"> Knowledge of the 6 C's POG Posters in every room
72	posters are up already
75	posters in classroom walk,
77	Posters up and students being exposed to the language language
78	Students see themselves in each domain as a learner.
79	many of the elements are already apparent, but ways to implement critical thinking would be helpful.
80	Our school has educated new teachers & vets alike coming on to the new school year - I would expect to see lesson plans being written to include areas of focus from Portrait of Graduate, & then teachers focus on this
82	Already implemented w/my students.
84	Posters, conversations in classrooms
85	I would prefer to see little of this taking up valuable wall space in our elementary schools.
86	Posters in classrooms and hallways
89	I would like colored posters in my classroom. 😊
100	Posters up, integrated language, co created student thinking charts
106	student thinking
108	None

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
115	training and implementation strategies for various school environments
116	I would see this in our collaboration meetings and in the work and discussions of students throughout the school.
117	Portrait of a Graduate posted and referenced in every classroom and school. The language of POG used in every classroom & school. Evidence of good character, collaboration, critical thinking, Creativity, Communication, and Understanding of the content which you walk
118	Portrait Posters in all classrooms and common areas
119	Fewer behavior issues as students become more accustomed to rigorous academic work and more empathetic towards one another.
121	Every building/campus presenting the materials/posters etc. consistently, with all "speaking the same language" about it and placing it at the core of P.D. conversations.
125	I would like ideas/visuals on how to best implement this in a special education classroom.
126	Posters and social media
127	SOCIAL MEDIA, SCHOOLWIDE POSTERS, CLASSROOM SIGNS
128	posters & social media - Facebook
129	Posters, website, discussions
130	Info on website Posters around school
131	College & Career Readiness program covers most sections in Scope & Framework.
132	posters, in curriculum development
133	Where we currently stand on this project. The info on the district website has information listed from Early 2020.
134	Website and posters
135	The placement of graduate posters into classrooms.
136	Web site Postings and classroom + big posters
137	Website Classroom posters

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
138	Signs in classrooms and teachers talking about it. Some students talking about it
139	-Posters -Some indicators
141	INDICATORS COMPLETED WEBSITES AT ALL SCHOOLS POSTERS EVERYWHERE
142	Information on our school's website, posters around the school.
143	?
144	Social media
145	Show school community and excitement to learn and use new tools.
146	Visual aides on how it progresses and is used at every level of education.
148	display posters, assignments or class work that focuses on one of the components of POG
149	• Student work related to the "Six C's." (i.e. assignments, papers, project conversations, etc.) • POG symbol in every classroom & around school ↑ not by December but over time
150	A way to assess character. Considering the hospital over flow and lack of empathy for critical infrastructure employees, this entire community is proving to lack in this department
151	I hear POG all the time and have a poster in my room and seen them around the school, but I truly don't know what is required, expected, "the why", and how to help. honestly it seem to be "Just Another hip word or phrase" that comes and goes w/ the program?
152	Portrait has been introduced (last year) but is not post something I reference when making instructional decisions.
153	• Students can identify the 6 elements • A LARGE visual placed in <u>ALL</u> classrooms
154	posters, signage
155	? <u>NO IDEA</u>
156	Not sure. Possibly recruitment @ lunch by local business owners. Maybe they could help us to know what they look for in employees.
157	I hope to see character represented amongst the students. Responsibility and a strong work ethic.
158	We deal w/ POG often as the high school. It would be interesting to see the rubric for the POG more often

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
159	Seniors would display good organizational skills, a good idea of what they plan to do after high school, a strong community, succeeding in their classes, engaged with
160	A poster that is hung in each classroom.
162	There are posters & handouts in classes that are referred to in our daily
166	I would like to see how it has been implemented in other schools. I would like to know what we are suppose to be doing with it. could kids receive badges for each area they complete
169	More information on actions and expectations.
170	Information posted around the school & in classrooms.
173	I would like to see time for grade level teams to collaborate using PDG to create projects/work that incorporate these elements that span multiple content areas at once.
174	Training on how this program/idea should roll out in our classrooms. A pathway
177	An explanation for all stake holders and clearly defined roles and steps towards
178	I just got a poster, so I would expect more like that.
180	I'm new here... I don't know
181	As I am filling this survey out, a student dropped off a large poster of PDG.
183	It would be nice if all classrooms K-12 had a large poster of the wheel. That way students would be used to seeing it and could identify with it.
184	We now have the poster in the library and in our classrooms.
186	Posters & visual aides - not just for the classroom
187	Posters up in/around the building and in classroom. Lessons/teachers referring to PDG.
188	I would expect to see a clear roadmap as to how we will implement the elements into our curriculum.
189	Awareness by all staff.
190	PDG posters • collaboration in classrooms • character in hallway

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
193	common language throughout building - it will be posted in classrooms and used in all common areas
195	Grade band level indicators
196	We are using the language and tying it in to all the things
198	Focused work on topics. Scores reflect progress. Students engineering reflects understanding.
201	Use of terminology throughout school
203	Clear + Simplified please
205	Grade band level indicators
206	We are using the language and tying it in to all the things
208	Focused work on topics. Scores reflect progress. Students engineering reflects understanding.
211	Use of terminology throughout school
213	Clear + Simplified please
214	Clear and simple, please!
216	No idea. I don't know much about it. (I had to read up on what it was to decide whether my school was implementing it)
220	Full poster in class Icons near work displayed on walls
222	Project board that shows skills, students displaying POG dispositions, and common language being used. Identification of skills on project cards
223	posters around school, pbl board evidence
224	n/a; posters/banners are clearly & visually apparent in school and classes
227	posters in classes
228	Posters we could review w/ students

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
230	Visual posters to put in classrooms so student + teacher can refer to.
231	posters, video (district wide), (safety considered) POG fair, field trips for littles to NIC, tech, etc. 6C commit
237	posters in classes
238	Posters we could review w/ students
240	Visual posters to put in classrooms so student + teacher can refer to.
241	posters, video (district wide), (safety considered) POG fair, field trips for littles to NIC, tech, etc. 6C commit
244	A book is less important for what it says than for what it makes you think. "Inspire children to think on tomorrow - they already know today"
245	None
247	N/A
268	Students ability to describe the framework and what it means to them.
272	Posters on the walls
273	Kinder students - Students ready for the world
282	Posters, advisory lesson, curriculum/lesson plan implementation
287	Students have a clear understanding on what POG is and what is expected of them as students.
291	I would like some hard copy materials.
292	Students can show their knowledge Knowledge of POG in projects.
293	- The students will have presented in exhibition night. - Student original work is displayed throughout the community in creative, innovative ways. Students will exhibit their work from start to finish during school exhibitions
294	POG posters in every room, common areas Implemented in classroom lessons PD for staff on each piece (currently during collab)
296	All teachers in the district with a clear understanding through staff training implementing the ideals of POG in their lessons using the Workshop model.

Question: What visual evidence would you expect to see from our Portrait implementation by December?

Respondent	Response
297	Not sure
311	Posters; examples
321	Student work that shows the innovation, challenge and thoughtfulness of "the wheel!"

Coeur d'Alene Public Schools - Strategic Plan Evidence by Dec., 2021

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
7	more awareness/training/understanding so we can be prepared to implement
12	I would expect to see us at a 4.
13	I am uncertain about many of these questions.
14	<ul style="list-style-type: none"> • Visuals in classrooms • intentional instruction
19	Staff, Students, Parents, Stake-holders knowing all of the frameworks, and what they encompass.
22	User friendly guide that provides clarity.
23	<ul style="list-style-type: none"> - discussions - collaboration, meetings - posters - embedded into classroom - ie (instructional framework thinking strategies plan)
27	
28	
29	Planning around goals/ data for results/observat. to help improve
30	our school is designing PD around the strategic plan and therefore we will see pieces implemented throughout classrooms
31	The kids being able to handle diversity and change. Being able to control emotional outbursts better. and
33	PD/plan
34	Being made aware of and well-acquainted with it via professional development, along with a scope and sequence and action plan (what is my responsibility)
35	
37	
38	Each student preparing/creating/demonstrating their project during student exhibit night.
40	Email/Directions for implementing.
41	It would be nice to have posters made with these on them.

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
43	Not sure...
44	It would like to see more trainings on some of these things.
45	
52	common vocabulary & knowledge of the goats
53	common vocabulary & knowledge of the goats
55	
61	Collaboration opportunities
64	Clear dissemination of all frameworks
66	
73	Including our Instructional Framework during planning being done. Having a brief description of the other
74	More training with what "it looks like"
75	More training in what it would look like when successfully implemented
76	transparency - info shared w/ parents, students goals written around the framework
78	I know that many of these frameworks are discussed but I am unsure of the terminology. ^{or framework name.} Possibly add more of this to staff discussions.
79	We should see growth in all areas but an increase of understanding and implementation
80	A focus on Instructional and Curriculum Frameworks and how they intertwine to create the Portrait Characteristics
81	There is a high degree of excellence expected at our school. Leadership is always trying to give hints of how to do better or what else to try. I believe we are always learning so I would expect more of the same.
83	Growth academically & emotionally.
85	SEL & Instructional Framework used/evident in classrooms

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
88	<i>I don't feel qualified to judge how these things are implemented in our building.</i>
91	
93	<i>Unifying, visible vocabulary</i>
97	<i>N/A</i>
101	<i>Everyone knows what these things are</i>
107	<i>?</i>
109	<i>none</i>
110	
116	
117	<i>Through what we teach, the engagement we provide, and the relationships we build between families and students.</i>
118	<i>1. Teachers using POG indicator to assess learning in Pilot classrooms K-12 2. Students using POG to show reflect on their goals. 3. Teachers are using the Teaching Framework in their classrooms. 4. Expanding social skills training to elementary schools.</i>
120	<i>Higher percentages of students growing on their benchmark tests</i>
122	
123	<i>Less is more. Take some of the Frameworks off the plate. Some don't apply to teachers. How do</i>
124	
126	<i>In addition to my above comment above, I would like to see how implementing the Strategic Plan would look in a Special Education classroom.</i>
127	<i>I don't believe it can be implemented fully by then.</i>
128	<i>IMPLEMENTATION OF SCHOOL'S LEARNING PLAN.</i>
130	<i>Discussions during meeting, committees, awareness</i>

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
132	NA
133	more posters for kids to see, direct steps for teachers to help implement
135	I DON'T KNOW.
136	our learning plan progress
137	goals toward implementation checked off
138	Progress on our Learning Plan
139	instructional frame, our learning plan evidence being discussed, on agendas and in hands of educators
141	I am not in a position to know much.
142	That depends on what progress is made at each school
144	?
145	not sure
146	Use of our sensory room and self regulating. Excited to learn and thinking "outside the box".
147	
150	More school counselor involvement in the plan's components that directly relate to counselor duties: SEL framework.
151	Every teacher should be made aware of all frameworks and given examples of what they are, are not, and how it looks in the classroom.
152	A lot. Like above, not sure if these are the new hip thing or a direction that the district will continue to follow. I wonder if the lack of knowledge or awareness is due to potential change or lack of belief that this will stick around.
153	Again, has been introduced but not ^{explicitly} part of something I reference when making instructional decisions.
154	- An easy way to SEE it - - LESS IS MORE - there is so much info.
155	Not familiar enough with these programs to comment.

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
156	? <u>NO IDEAS</u>
157	Judging by my answer, it looks we (I) need to be more aware of these plans
158	essential standards written up for classes.
159	I have heard these terms and how they work, but I think our knowledge of <u>WHY</u> is limited.
160	I'm not sure our staff understand the components of the plan so that would be helpful. We did look at it in collab. but there is still work to do. I would want to see our instr
161	A flyer & an email that are not very "busy" & easy to read.
163	We certainly have a lot of framework. Perhaps we could implement a framework framework to help with framework.
166	First there would need to be more info regarding the Strategic plan. We are only shared small pieces & if they don't "pertain" to you, you are not included. It's hard to see evidence - when
167	The district all on the same page.
170	More guidance for teachers!
171	See above.
173	<ul style="list-style-type: none"> * Strategic Plan posted * " " shared out during PD
174	Maybe these things are more evident (7-14) than I realize, but I know we have been working on Instructional Framework. I would like to know the intent & purpose of all of these frameworks, are they all connect. I would like to know how they are incorporated
175	verbal expectations on how the above frameworks should look. Extra resources to help meet the needs (funding)?
177	
178	Education on all of the plans and again, clearly defined roles for teachers & scho
179	Having time built in to look at all the different frameworks.
180	Making sure that all of the above are streamlined at each school - all of these should work together seamlessly
182	I wrote NA because I don't know what most of these items are so I wouldn't be able to identify them in my school.

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
184	Our school district would work as one big machine instead of working like a bunch of separate smaller machines
185	I've heard most of these terms at some point, but time spent on some of the topics as a whole staff has been very limited.
188	I would expect to see staff using & referring to the framework(s) in planning lessons, activities etc.
189	The planning committee needs to educate staff in regards to the different frameworks and how best to implement
191	Not sure since not entirely sure what most mentioned even are
196	Specific indicators for what is expected * Simplification/how they're all related
197	common ground "do this for this" ect. It's overwhelming with no guidance. This is what second grade needs to do for collaboration and so
199	Student excitement for learning, using strategies to succeed & assessments reflect,
202	That we have less frameworks.
204	We need to simplify and make it all clear to all staff and community. Too much - good stuff - but too much not clear
206	Specific indicators for what is expected * Simplification/how they're all related
207	common ground "do this for this" ect. It's overwhelming with no guidance. This is what second grade needs to do for collaboration and so
209	Student excitement for learning, using strategies to succeed & assessments reflect,
212	That we have less frameworks.
214	We need to simplify and make it all clear to all staff and community. Too much - good stuff - but too much not clear
215	Too many frameworks!! <u>Simplify</u>
217	(Same comment as above)
220	
221	Student work displayed Key words noticable on walls or student materials Increase in assessment scores

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
224	PBL boards with student work showing in process and final product.
225	
231	Workshop model, clearer expectations for teachers
232	Data, evidence-based programs, communication from DD
241	Workshop model, clearer expectations for teachers
242	Data, evidence-based programs, communication from DD
245	all the above indicates you are trying to re-invent the wheel.. place real expectations in front of children. Don't re-write the alphabet - So you can make yourselves feel better. "Expect nothing from a child, and you shall get nothing" Get to the 3 R's (Reading, Right 31a Rithowtch, CORE CONTENT.. B1 Coddling Children - You End. Would expand on this.
246	None
247	Its all there & in depth but is a lot of information & could be condensed w/ illustrations or diagrams or videos
248	N/A
250	
269	Target 5 strategies for teachers to implement in classrooms
271	
273	I don't know enough to answer the question
274	At District level I do not see evidence, but will hear it through Directors
275	
278	DO STAFF - INSTRUCTIONAL & STUDENTS NOT IN MY REALM OF JOB FUNCTION.
279	
283	At least an email. I'm not aware of the strategic plan, what it involves, or how it might be implemented. I would like to see it student-centered.

Question: What visible evidence of progress would you expect to see in implementing our Strategic Plan by December?

Respondent	Response
288	All staff members understand use the language Connected to our Strategic plan
292	I would like to see district leadership present and share their vision for how they see this in practice. A video sharing their ideas would be great.
294	- Portrait of a graduate icon used with purpose on PBL Projects - Sources of Strength, Weekly lessons. Morning meetings with driving questions that enhance collaboration
295	I wouldn't want more to teachers' workloads, but I assume it would be beneficial for us to receive PD of some kind on these frameworks and how they affect our day to day work in it.
297	A clear understanding of all parts clarifying teacher expectations with training and support needed for successful implementation.
298	Not sure
316	I think a lot of the confusion is around wording. If explained many would say "Oh ya I knew that" but not a The Framework
322	Planning and progress charts in office and maybe staff room