

Information and Inspiration for CCSD School Organizational Teams

WELCOME NEW SOT MEMBERS!

A special welcome to all of the new members serving on School Organizational Teams in 2017-2018. We are grateful for your willingness to serve and for your commitment to student achievement.



WELL-DESERVED RECOGNITION

On September 27, more than 250 CCSD students showed their appreciation for the first-ever School Organizational Teams that served during the 2016-2017 school year in a special SOT celebration event at UNLV's Artemus Ham Hall.

The Chaparral High School marching band and Hyde Park Middle School orchestra greeted guests and special performances throughout the evening included the Centennial High School NJROTC Drill Team, Frias Elementary School 4th/5th-Grade Chorus, Monaco Middle School Mariachi Los Gavilanes, and the Eldorado High School Madrigal Singers. Attendees were also treated to a special performance by comedy magician (and SOT member!) Adam London.



THE GUIDING PRINCIPLES

Three guiding principles for the Clark County Schools Achieve reorganization effort set the foundation for our SOTs:

Student Achievement: The Clark County Schools Achieve reorganization effort should demonstrate impact to student achievement.

Autonomy: The reorganization effort must provide opportunity for principals, teachers, parents, support staff, and community leaders to have greater autonomy in the allocation of resources in order to support student achievement.

Compliance: The Clark County School District will be in compliance with the law.



LAUNCHING THE NEW SCHOOL ORGANIZATIONAL TEAMS

CCSD Board of Trustees President Deanna Wright welcomed more than 150 new and re-elected SOT members to a special districtwide training event at Silverado College Preparatory & Career Technical High School on October 11.

Attendees got an overview of the law (AB469) and the roles and responsibilities of SOTs, networked with other SOT members and District leaders, and had the opportunity to connect with representatives from more than 25 CCSD departments and community groups.



You can check out a video and resources from the event at reorg.ccsd.net/sots.

SOTS ASKED... AND THE NEW REORG TRAINING WEB SITE HAS THE ANSWERS!

In response to SOT feedback on the training developed last year, CCSD's Talent and Leadership Development team has revamped all of the training materials from year one, and added new trainings, too! It's a must-see for all new SOT members, and even those returning for year two will find helpful information and refreshers.

In addition to video content, training materials are now also available in written form, in an easy-to-navigate Web format.

You will find a wide variety of topics, and many related resources, on the new Training site:

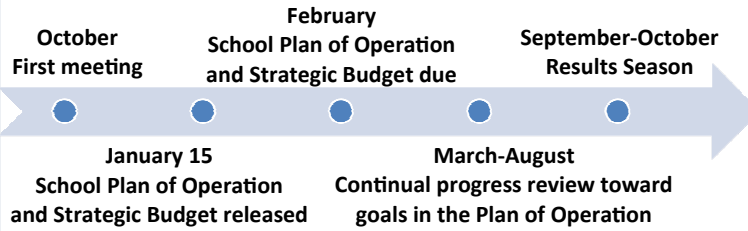
- How to Form SOTs
- How SOTs Function
- Consensus Building
- Using Data to Inform School Planning
- Strategic Budgets
- Principal Selection Process
- Climate and Culture
- And more!

Check out the all-new SOT training page at reorg.ccsd.net/training



OK, WE HAVE A SOT. NOW WHAT DO WE DO?

The newly formed SOTs began their monthly meetings in October and will be working together to assist and advise their principals on development of the School Plan of Operation (which includes the School Performance Plan and the Strategic Budget), due in February. A few key dates are highlighted below.



After February, Teams will assist and advise their principals with carrying out the School Plan of Operation, which will involve ongoing discussions, such as:

- Monitoring progress toward Pledge of Achievement and other Plan of Operation goals.
- Examining student achievement data.
- Reviewing school performance as compared to other schools (using the datalab tool).
- Reviewing expenditures to determine where adjustments may need to be made to the Strategic Budget.

The team may also choose to have discussions about other topics that may have an impact on student achievement and/or the school climate and culture, such as:






- Exploring cultural diversity within the SOT and/or the school (consider engaging the Equity and Diversity Education department to help with this effort).
- Evaluating the school climate and culture to determine where improvements can be made and whether the SOT wants to request an investigation and subsequent professional development in these areas for school staff (per Senate Bill 369).
- Considering school needs and how to meet them.
- Working to expand parent and family engagement within their school community (consider enlisting FACES to help with this effort).

CCSD'S STRATEGIC PLAN: THE PLEDGE OF ACHIEVEMENT

The Board of Trustees has set four strategic imperatives for the District:

- Academic Excellence
- Engagement
- School Support
- Clarity and Focus

When Pat Skorkowsky took on the role of Superintendent almost five years ago, he hosted a variety of community input meetings to talk about our District and where we needed to go. He and his executive team then created the Pledge of Achievement strategic plan to set goals specific to reflect that community input. Over the past four years, we've been working towards these goals. Each school's Plan of Operation should support the District's strategic plan – we are all working towards the same six goals that comprise CCSD's Pledge of Achievement:

-  **Read by Grade Three**
-  **Reduce Achievement Gaps**
-  **Increase Graduation Rate**
-  **Increase Family Engagement**
-  **Student Safety & Happiness**
-  **College & Career Readiness**

You can read more about these goals and CCSD's progress to date by visiting pledgeofachievement.com.

The Pledge of Achievement strategic plan is the guiding North Star for ALL we do as a District, including the implementation of the reorganization effort.

SUBMIT QUESTIONS AND SHARE IDEAS!



We are currently compiling input from the breakout sessions at the recent SOT onboarding event to update the FAQ document and to provide a list of best practices/ideas from other SOT members. If you have questions, best practices, training requests, or ideas to share, please email us at reorg@ccsd.net.