DMC Best Practices

1. Rigorous general education curriculum
2. Coordinated and sustained focus on reading
3. Extra time to learn
4. Targeted interventions
5. Content strong teachers
6. Data to track progress and inform improvement

Higher achievement for struggling students

SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all. No excuses.
Changes...

FROM ...
Staffing related services (speech/language and DAPE) based on caseload

FROM ...
Students on IEPs learning reading and math from special education teachers

TO...
Staffing related services based on direct service minutes and average group size

TO...
Students on IEPs - and all struggling learners - learning reading and math from content-strong teachers
**Changes...**

**FROM ...**
Struggling learners receiving the same instruction and intervention in the same amount of time as all students

**FROM ...**
70+ paras working in special education

**TO...**
Struggling learners receiving targeted instruction, personalized to their needs

**TO...**
Less than 50 paras working in special education, freeing up resources to add content-stong reading and math teachers
FROM ... General education and special education working in isolation (my kids)

TO... Strong collaboration (our kids), with redefined roles aligned around student needs
Timeline ...

FY14
Bridging today with the future

FY15
Initial shifts and aligning human resources

FY16
Scaled implementation for all struggling learners

FY17
Refinements and monitoring
Journey ...

SLP leadership approach & structure

Continuum of conversations

Leverage goals and leading indicators

Union collaboration

Purposeful and flexible staffing

Design thinking/paradox

Pressure and support

Mindset shifts

Talent reviews

Leadership story

Call to action

High expectations. High achievement for all. No excuses.
Impact ...

• Students making aggressive growth over multiple years to reach college-ready benchmarks
• Movement of students within stanines
• Return on investment
• Student engagement, growth mindset, career and life skills: being a student of your students