

A decorative background featuring several pushpins of various colors (black, white, grey) pinned to a light-colored surface. The pushpins are arranged in a way that their shadows are cast onto the surface, creating a sense of depth and movement. The pushpins are of different heights and are scattered across the left and center of the page.

# District Alignment Part II

Coxsackie-Athens Central

Mission-Vision-Commitments-Targets



**Organizational Development-**

***Systems Learn***

Mission, Vision, Commitments, Targets

**Staff Development-*Capacity Building***

**Curriculum-*Connecting Peers with Purpose***

**Professional Practice –*Learning is the Work***

**Assessment-*Transparency Rules***

**Intervention-*Behave as if you Believe***

**Educational Equity**

**All Students Learning at High Levels**

**Why do we  
Exist?**

What are we here  
to do together?



What is the  
business of our  
business?

MISSION

# Mission

- Why do we exist?
- We believe all kids can learn....
- Do we expect it of all students?...to the same high standards?
- "Achieve high standards, one student at a time."



Is it  
realistic?

What kind of school  
do we hope to  
become?

What level of  
excellence do hope  
to achieve?

Will our  
vision  
clarify  
where we  
are going?



VISION

Can we  
communicate  
it to every one,  
including  
ourselves?

# Vision

- What do we want to become in the future?
- Is it realistic?
- Can we communicate it to everyone, including ourselves?
- Is it our own? Will it help us make decisions?
- Will our vision clarify where we are going?
- Does our vision set high standards for everyone?
- Are we excited about going after our vision?

# Commitments

- How do we intend to reach our vision?
- What attitudes, behaviors and actions are we going to demonstrate?
- We will eliminate the “knowing-doing” gap
- We’ve talked the talk-vision, now how are we going to walk-the-walk?
- What will WE do and how will WE behave?



# Essential Ideas



- We can be better than we presently are.
- All facets of school operation must be open to examination and change.
- Change in accordance with the best research literature.
- Keep our focus on our outcomes.



# Our Priorities

- **Focus on learning**
- **Focus on collaborative culture**
  - **Focus on results**
- **Provide timely, relevant information**

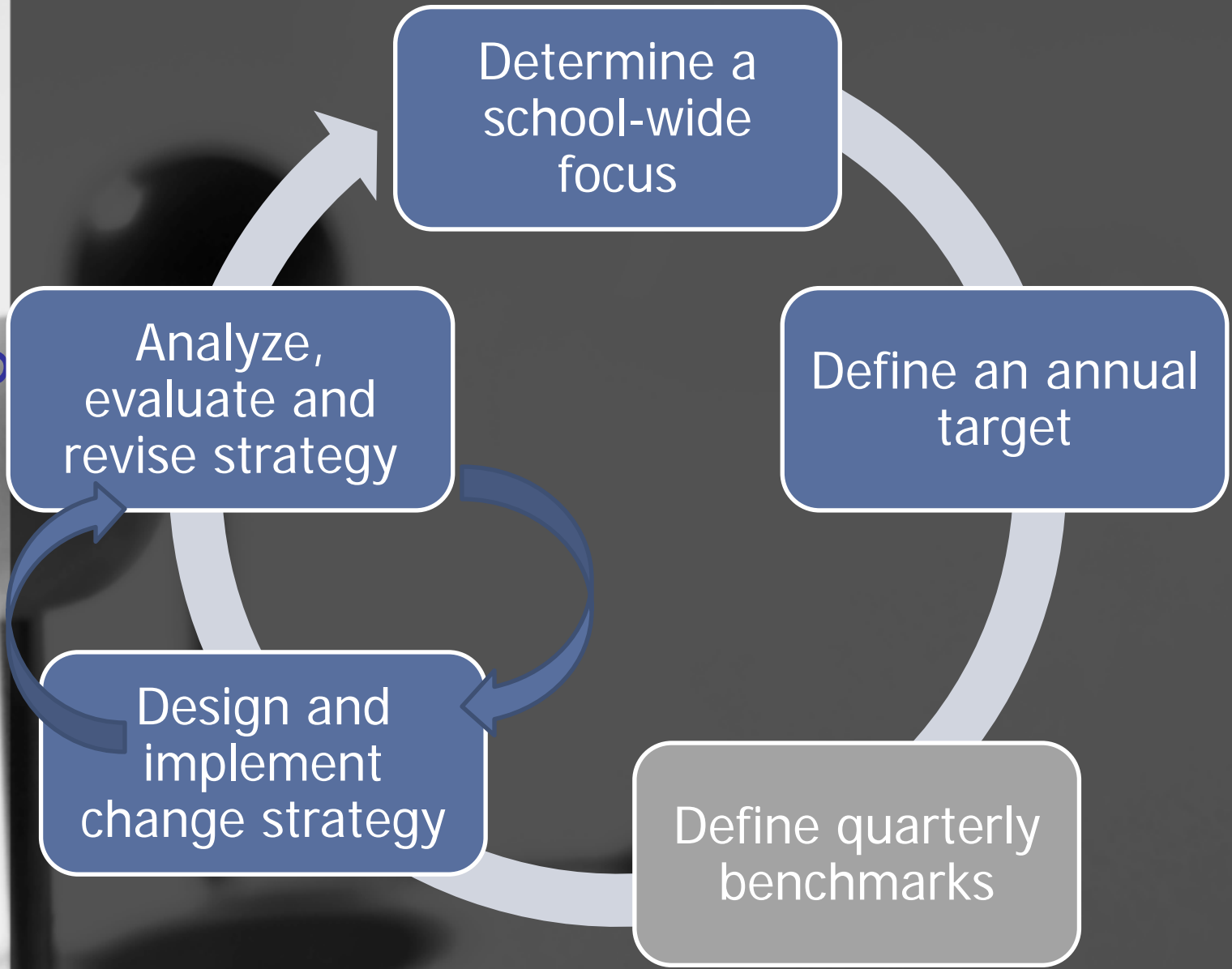
# Key Questions

- What do we want kids to learn?
  - Content, curricular, learner attributes
- How will we know they have learned well?
  - Assessment
- What will we do for kids who haven't learned?
  - Instruction, Intervention, remediation
- How do we keep kids who already know engaged?
  - Pre-assessment, instruction

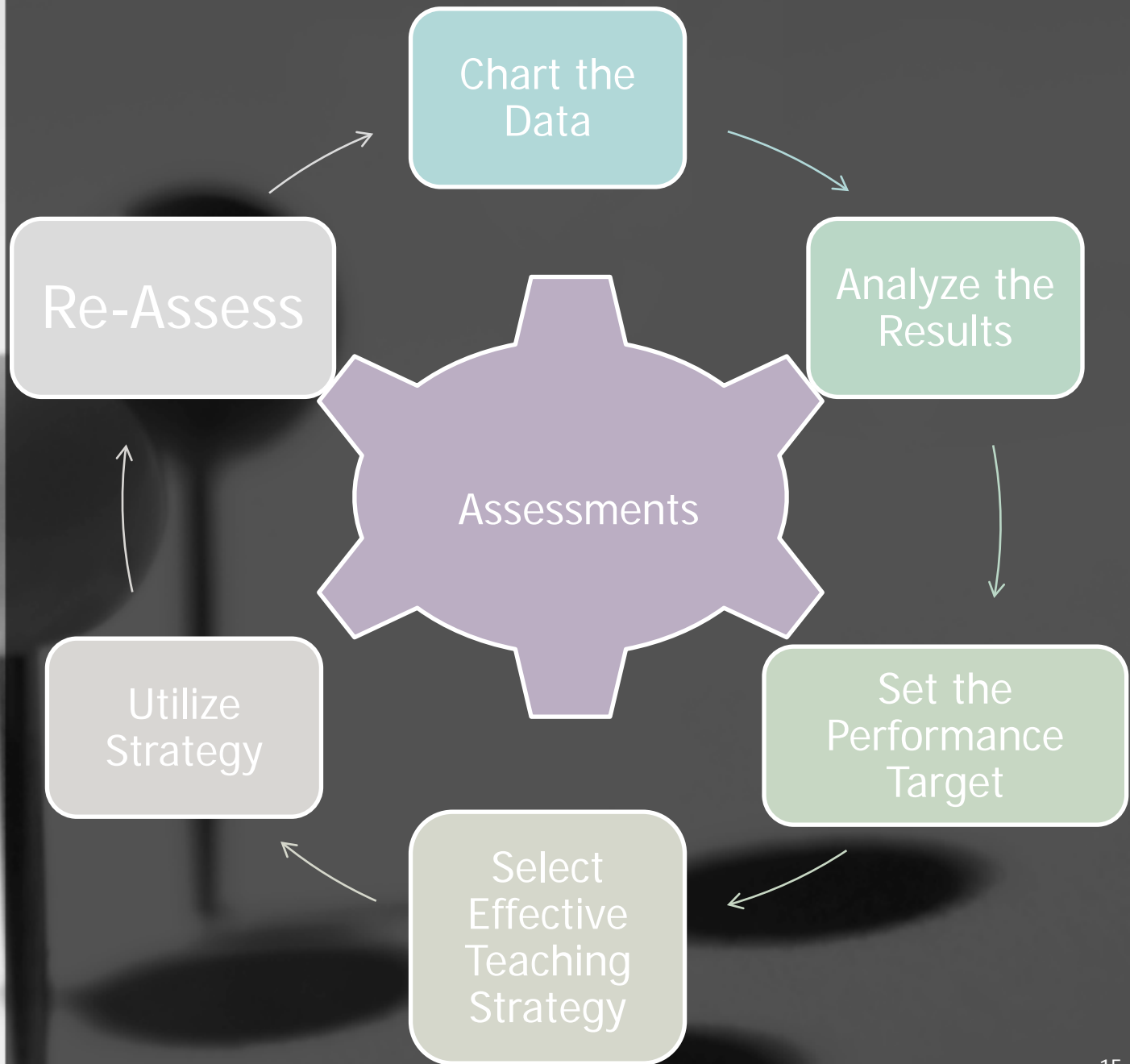
# Targets

- Which steps will we take first and when?
- These are our stations along the way to our destination(vision).
- We can measure our success towards obtaining our vision as we reach our targets; demonstrate our progress
- We hold ourselves accountable in reaching our targets; timeline.
- Targets will keep us focused as we tend to the day-to-day responsibilities we have.
- As we achieve each target we have a win that leads us to our vision.

# Tracking Results at Building Level



# Tracking Results at Teacher level



# How Tracking for Results Looks at all Levels

## Levels

