



Wanting to Be Better is Not Enough

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Dianna Weinbaum, Senior Director Southeast Region

Andy Martinez, Director Southeast Region

**Rick Jeffries – Principal, Polk State Lakeland
Collegiate High School**

Knowledge is Opportunity



Cognia is a global nonprofit that has the knowledge to help schools improve outcomes for all learners.



Our Vision

To impact and inspire education providers to advance and enable pathways for success for all learners.

Our Mission

To serve as a trusted partner in advancing learning.





Polk State College Collegiate High School

- Who we are:
 - Public charter school which began in 2002 on the campus of Polk State College in Lakeland, Florida.
 - Serves highly-motivated 11th and 12th grade students
 - Offers all students with the opportunity to complete both high school graduation requirements and an Associate's Degree simultaneously
 - Serves 350 students
 - Employs a full high school staff who support students throughout their time at the school
 - Students get the “best of both worlds” experience of high school and college by engaging academically on an actual college campus while experiencing many traditional high school activities
 - School will be adding a 10th grade in the 2024-2025 school year which will incorporate a rigorous high school year before students engage in college level courses
 - From the beginning of the school, leaders have implemented a focused and consistent continuous improvement process – we are never afraid to try new things!

Purpose

Gain an understanding a Continuous Improvement Process and how data analysis, actionable practices, and intentional instructional and strategic planning can help leaders meet students' needs and grow.

How do we evaluate success in
our schools?



“Continuous improvement is an **embedded** behavior within the **culture** of a school that **constantly** focuses on the conditions, processes, and practices that will **improve teaching and learning.**”

Mark A. Elgart, Ed.D.



The journey



Continuous Improvement System

Reflect, evaluate, and adjust

- Determine action effectiveness
- Hold collaborative discussions to discuss results
- Make decisions to continue or change action

Imagine the possibilities

- Gather data to understand current reality
- Identify trends to imagine the future
- Determine the connections between current reality and future trends

Build momentum and capacity

- Implement the strategies
- Monitor and adjust action
- Ensure stakeholder participation

Communicate with stakeholders

- Share what you've learned with your stakeholders
- Collaborate to determine priorities
- Ensure the vision aligns to priorities

Initiate the journey

- Engage in training
- Build acceptance and stakeholder buy-in
- Deploy the plan

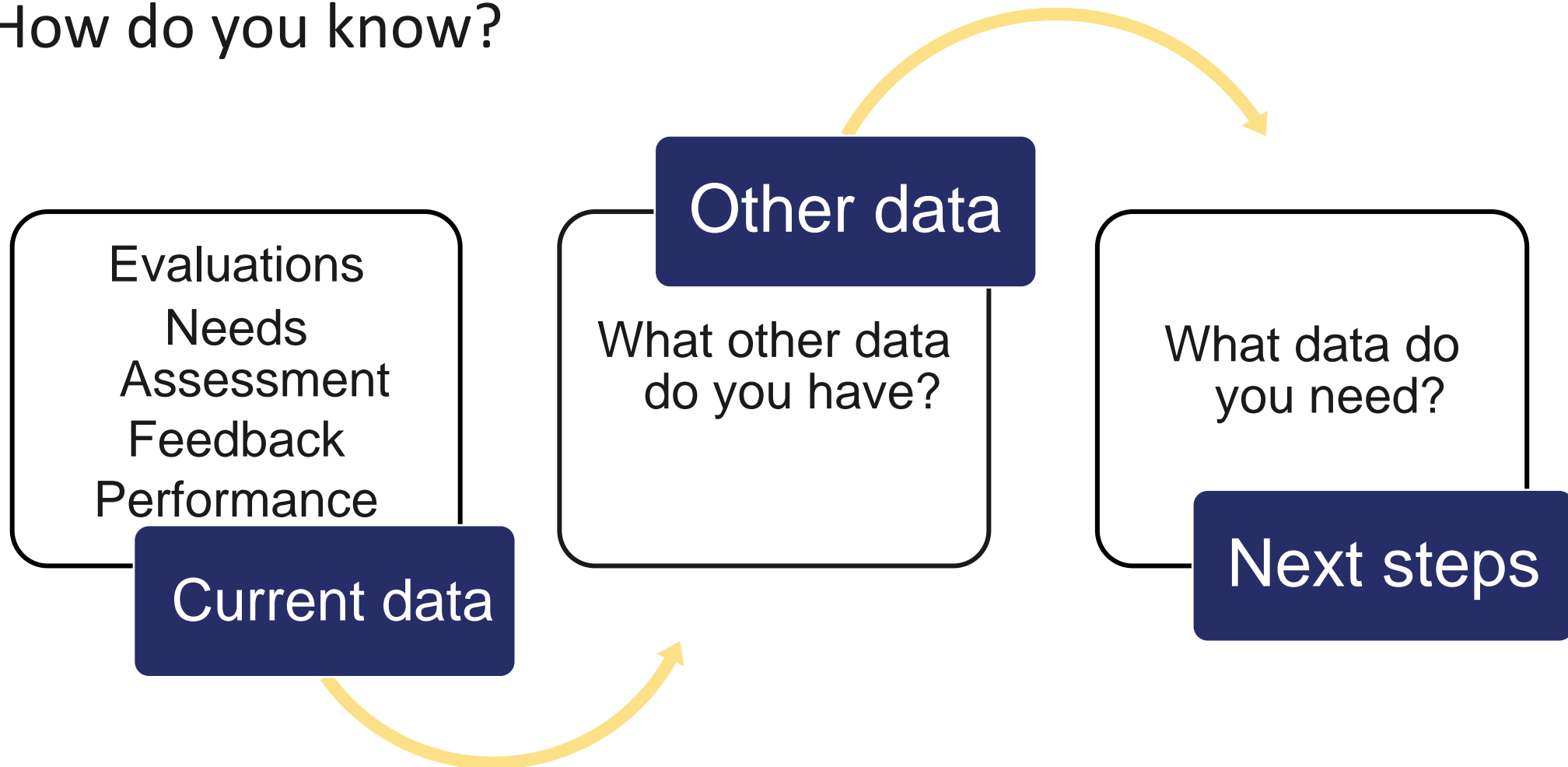
Plot the journey

- Align priorities with goals
- Develop a plan to improve and sustain practices
- Identify strategies to fulfill the priorities



Current reality

- How do you know?



Activity

What data do you have?

- Experience
- Performance
- Program
- Feedback



Surveys and inventories

- Culture and Climate Survey
- Student Engagement Survey
- Perception Inventories
- Custom Surveys
- Other

Student engagement

- How do you know?



Effective Learning Environments Observation Tool[®] (eleot[®]) learning Environments

- Equitable Learning
- High Expectations
- Supportive Learning
- Active Learning
- Progress Monitoring and Feedback
- Well-Managed Learning
- Digital Learning



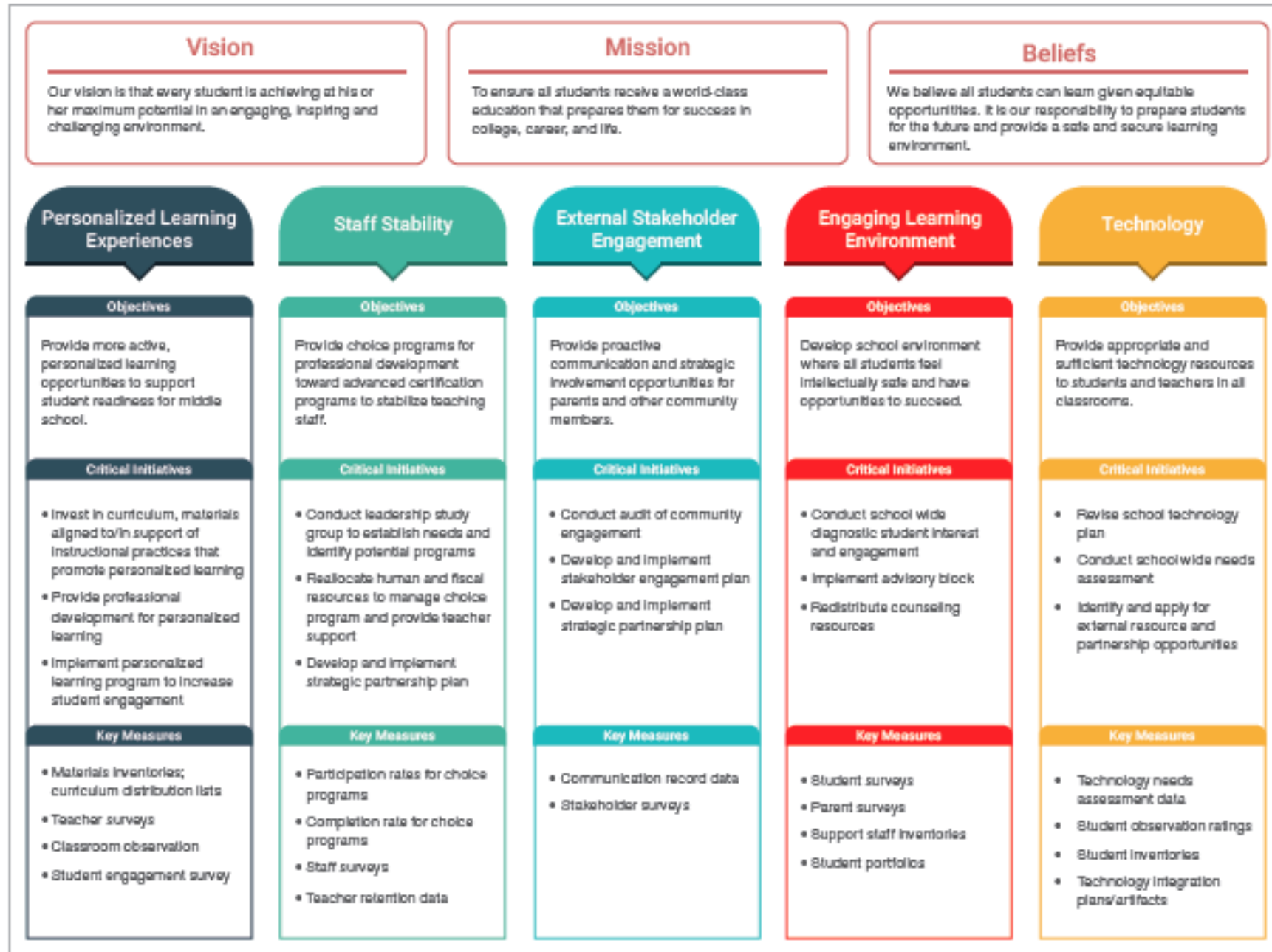
Institution Planning

- How do you develop your plans?
- How do you measure success in your institution?
- What needs assessments do you use?
- How do you self-evaluate?
- How do you determine if an initiative worked?



Strategy map

Example: Lincoln Elementary School

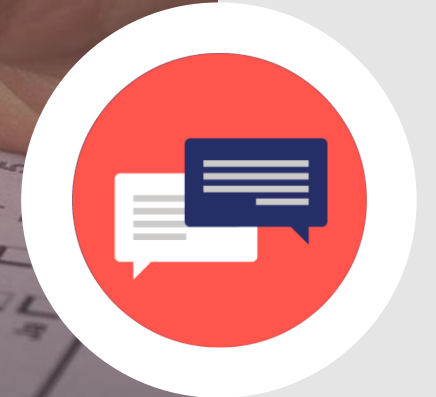


Using your Strategic Plan for continuous improvement

- Moves institutions beyond accountability and compliance-driven approaches
- Cultivates a culture of continuous improvement
- Pushes institutions to think differently, strategically
- Provides a process and a tool
- Drives evaluating the parts and the whole, continuously

Activity – What Great Schools do to support Improvement

- Culture of Learning
- Leadership for Learning
- Engagement of Learning
- Growth in Learning



Questions?



Learn more at Cognia.org



We now offer Professional Learning Experiences!

Want more information?
Have questions?

Florida Contacts:

Dianna Weinbaum

dianna.weinbaum@cognia.org

Dr. Jessica Swere

Jessica.swere@cognia.org

Andy Martinez

andy.martinez@cognia.org

