

ND School Improvement

Resource Compass

- [North Dakota Accountability, Support, and Improvement](#)
- [State Automated Reporting System \(STARS\)](#)
- [Evidence-Based Programs and Practices](#)
- [Insights Dashboard](#)
- [School Renewal Guide](#)
- [Funding Your Plan](#)

Targeted Support and Improvement (TSI) - bottom 10%, 1-year designation

Year 1:

NDDPI...

- Offers guidance, support, and funding, including an NDREA Coaching Liaison, to each school.
- Conducts regular check-ins, requires status reports, and monitors the use of federal funding.

NDREA Coaching Liaison...

- Ensures that the school is aware of all School Renewal resources available and trains schools how to properly utilize these tools.
- Assists in reviewing accountability data, noting gaps, and ensuring they are taking measures to address areas of need.
- Supports the schools in reviewing their comprehensive needs assessment.

Identified School...

- Establishes a School Improvement Team.
- Aligns their Cognia Strategy Map to school improvement efforts.
- Selects evidence-based system frameworks and practices to implement school improvement efforts.
- Implements the School Renewal process, including PDSA cycles, to test change practices.

Year 2: (All expectations of Year 1, and the following)

NDDPI...

- Monitors the use of all federal funding streams and state expectations at an increased rate.

NDREA Coaching Liaison...

- Supports the schools in conducting a comprehensive needs assessment of the school system that includes student subgroup outcomes and low performance.
- Assists the schools in reviewing gaps identified through the accountability process and facilitates a discussion on what measures the schools are going to take to address these gaps.
- Assists the schools in reviewing their Cognia Strategy Map to ensure that it is aligned with School improvement efforts and being implemented with fidelity.

Identified School...

- Adapts, adopts, or abandons change practices based on student outcomes.

Year 3: (All expectations of Year 1 and 2, and the following)

NDDPI...

- Facilitates meetings with the school and district leaders to review system structure and provide an overview of CSI implementation.
- Recommends school board participation in the Be Legendary School Board Training Institute.

NDREA Coaching Liaison...

- Guides the School Improvement Team through the process of reviewing their comprehensive needs assessment data to address gaps identified through the accountability process.
- Conduct observations to determine School Renewal implementation and alignment of goals.
- Completes the Progress Review, alongside the school's School Improvement Team, and the corresponding Progress Review Report.

Identified School...

- Completes the Progress Review, alongside the school's School Improvement Team and the NDREA Coaching Liaison.
- Adapts, adopts, or abandons change practices based on student outcomes.

Don't Exit

Move to CSI for a 3 year designation

General Support: ALL ND Schools are expected to be utilizing a continuous school improvement process, currently evidenced through each school's Strategic Plan in the Cognia platform.

Exit

Exit

Exit

Exit and Return to General Support

Comprehensive Support and Improvement (CSI) - bottom 5%, 3-year designation

Year 1:

NDDPI...

- Offers guidance, support, and funding, including an NDREA Coaching Liaison, to each school.
- Conducts regular check-ins, requires status reports, and monitors the use of federal funding.
- Monitors the use of all federal funding streams and state expectations at an increased rate.
- Requires school board participation in the Be Legendary School Board Training Institute.

NDREA Coaching Liaison...

- Ensures that the school is aware of all School Renewal resources available and trains schools how to properly utilize these tools.
- Facilitates a comprehensive needs assessment of the school system that includes student subgroup outcomes and low performance.
- Conducts observations to determine School Renewal implementation and alignment of goals.

Identified School...

- Establishes a School Improvement Team.
- Aligns their Cognia Strategy Map to school improvement efforts.
- Selects an evidence-based system framework and practices from an approved NDDPI menu to begin to implement the School Renewal process and meet school improvement goals.
- Ensures that the school board goes through the Be Legendary School Board Training Institute.

Year 2: (All expectations of Year 1, and the following)

NDDPI...

- Reviews implementation data to inform the next steps.

NDREA Coaching Liaison...

- Assists the School Improvement Team in reviewing their comprehensive needs assessment data.
- Supports school leadership in conducting observations to determine School Renewal implementation and alignment of goals.

Identified School...

- Meets consistently with their School Improvement Team to monitor the fidelity of implementation of school improvement plans and goals.
- Implements the School Renewal process, including PDSA cycles, to test change practices.
- Pursues full implementation of the Be Legendary School Board expectations.

Year 3: (All expectations of Years 1 and 2, and the following)

NDDPI...

- Reviews implementation data, including the Progress Review Report, to inform next steps.
- Synthesizes multiple data inputs to create a findings report that will lead to a school's sustainability expectations or inform ND FIRST.

NDREA Coaching Liaison...

- Works with school leadership to analyze needs assessment and observation data to determine next steps.
- Completes the Progress Review, alongside the school's School Improvement Team, and the corresponding Progress Review Report.

Identified School...

- Completes the Progress Review, alongside the school's School Improvement Team and the NDREA Coaching Liaison.
- Adapts, adopts, or abandons change practices based on student outcomes.

Exit and Return to General Support

Exit to TSI Year One Support

Remain in CSI and move into ND FIRST



Fostering Improved Results for School Transformation (ND FIRST)

NDDPI assigns an Executive Improvement Specialist (EIS) who works with the identified school to establish a Project Charter that outlines the teams executing implementation of ND FIRST.

Collaborative Partnership Agreement (MOU) Meetings

NDDPI and partners meet with the local school and district team to develop a shared understanding of goals and expectations based on the findings report and recommendations from external school performance reviews

Collaborative Partnership Agreement (MOU) Established.

Key Characteristics of MOU

- Aligns reporting levels with proficiency and growth
- Prioritizes transparent communication and consultation with families, stakeholders, and local communities
- Includes IDEA requirements to strengthen processes
- Deploys strategic staffing
- Recognizes local beliefs, values, and behaviors
- Includes measurement of a change management plan
- Determines local, state, and federal funding based on identified needs and designates funding for approved activities
- Continues to acknowledge, tackle, and address root cause and systemic challenges

Customized Expectations

Co-Developed in partnership with school communities after each level of review noted above is complete

*NDDPI and ND FIRST school will collectively create success metrics and goals, with the final determination made by the State Superintendent

ND FIRST Teams

Each ND FIRST school or district will have an implementation team, a research & evaluation team, and a leadership team. See more information on those teams [\[here\]](#).

Consistent Expectations (Enforced by NDDPI)

Initial 18 Months (Year 1 & Year 2) Identified School...

- Establishes a Project Charter that outlines the teams executing implementation of ND FIRST
- Administers and implements the ND A-PLUS formative, interim, and summative assessments
- Engages in authentic personnel management, supervision, and evaluation processes for teachers, principals, and superintendent to generate the most effective feedback to support instruction
- Implements leadership and capacity building to guarantee all leaders can meet state education goals
- Implements effective practices to support recruitment and retention of teachers, and leaders
- Completes and engages in student outcomes-driven governance model that incorporates accountability measures
- Grants NDDPI access to performance data through data sharing agreement
- Experiences increased NDDPI oversight of funding for curriculum, training, instruction, assessment, or the school calendar

Post 18-Month Evaluation (Year 3) Identified School...

- Produces outcomes-based budgeting plan approved by NDDPI
- Continues leadership mentoring as needed
- Develops and applies strategic improvement processes in line with state education goals

Collaborative Partnership Agreement (MOU) Goal Review

Key Characteristics

- Check-in conferences every 3 months
- Collaborative review of partnership agreement/MOU expectations
- Includes representation from school board, school and district leadership, and external partners
- Multi-phased process with the intent to collect, review, and discuss evidence for the purpose of determining if ND FIRST schools are tracking toward goal attainment and are on track to exit, with the final determination made by the State Superintendent

Exit and
Return to
General
Support

Exit to TSI
Year One
Support

Continue
ND FIRST