

Linkages Chart for the Process (What) Questions for School Improvement Planning

Student and Stakeholder Focus

1. What are the expectations for involving stakeholders in determining student and stakeholder needs?
2. What are the educational needs of all students and subgroups of students? (The results of assessments are documented in the Results Category.)
3. What are the current and future needs, expectations and/or requirements of students based on next level grades, schools?
4. What are the levels of satisfaction/dissatisfaction of students and stakeholders? (The results of assessments are documented in the Results Category.)
5. What kinds of activities or actions will the school employ to build student and stakeholder relationships?
6. What concerns are raised by student and stakeholder concerns? What actions are developed to address the concerns?

Leadership

1. What are the vision, mission, core values/best practices, goals/objectives, and performance expectations of the school? What actions are being taken to ensure student and stakeholder involvement?
2. What communication processes will the leadership put into place to address the school's vision, mission, core values/best practices, goals/objectives, and performance expectations?
3. What monitoring processes will the leadership put into place to address the school's vision, mission, core values/best practices, goals/objectives, and performance expectations?
4. What actions does the leadership take to create a school environment to enhance core values/best practices, leadership capacity and the professional learning community? (See Section II: "Building the School Culture")
5. What organizational learning system is in place to facilitate the attainment of the school improvement plan's goals/objectives and action plans?
6. What leadership actions demonstrate quality principles and processes?
7. What processes will be in place for evaluating the leadership and organizational systems? (The results of the evaluation are documented in the Results Category.)

Faculty and Staff Focus

1. What are the education and training needs of the staff to implement the strategic goals/objectives and action plans?
2. What are the plans for the education and training of the adult learners in the school?
3. What evaluation tools are in place to determine the impact of education and training on teaching in the classroom and student achievement? (The results of evaluations are documented in the Results Category.)
4. What organizational structures will be in place to support the schools' goals/objectives?
5. What strategies are in place for motivating staff to use their potential? What are the results?
6. What actions have been identified to provide feedback to staff members about their performance in relation to school goals/objectives?
7. What are the means for recognizing staff for meeting the goals/objectives focused on student achievement?
8. What are the staff's levels of satisfaction and dissatisfaction with the current work systems and school environment? What are the areas identified for continuous improvement? (The results of evaluations are documented in the Results Category.)
9. What actions will the school take to promote the school's culture? (See Chapter 2, Developing the School Culture.)

Strategic Planning

1. What are the expectations for levels of engagement of all stakeholders in the development, review and evaluation of goals?
2. Based on student and stakeholder needs, expectations, and requirements, what are the measurable strategic school improvement goals/objectives?
3. What are the expectations for aligning classroom goals/objectives with those of the school and county?
4. What are the action plans for the goals/objectives? (who, what, when, how)
5. What are the expectations for Professional Development Plans?
6. What targets, key performance measures, formative and summative assessment tools will be used to determine progress? (Linkage to "Performance Results" and "Measurement, Analysis, and Information Management" Categories.)

Process Management

1. What are the well-defined, well-designed, and well-deployed key processes that are in place to support and sustain the SIP strategic goals/objectives and key category actions of each category?
2. What is the evidence that key processes have been aligned and integrated to maximize efficiency?
3. What is the evidence that the PDSA cycle is integrated at all levels to promote continuous improvement? and that quality tools are used to enhance participation and facilitate processes?
4. What quality tools have been used in the school to enhance participation and facilitation of processes?

Organizational Performance Results

1. What data points, targets and summative assessment tools will be used to establish baseline data and to determine student progress according to the SIP goals/objectives?
2. What are the results (current levels and trends) in achievement for all students and subgroups of students?
3. What are the results of comparisons with similar schools? What are the results of benchmarking with the highest performing schools?
4. What are the results (current levels and trends) in students' and stakeholders' perceived levels of satisfaction/dissatisfaction and relationship building? What does the disaggregated and trend data show?
5. What are the results (current levels and trends) of staff learning/professional development and staff well-being and satisfaction? What does the disaggregated data show?
6. What are the results (current levels and trends) of education and training of all staff members on meeting the school's goals/objectives and improving teaching and learning?
7. What are the results (current levels and trends) of evaluating the effectiveness of the leadership and organizational systems?
8. What are the well-designed, well-defined, and well-deployed processes and systems?

Measurement, Analysis, and Knowledge Management

1. What actions have been identified by the school to share, analyze, and provide data to stakeholders?
2. What data sources or assessment tools have been identified and/or developed for monitoring student achievement and strategic goals/objectives both short-term and long-term?
3. What processes are in place for making decisions regarding data and information?
4. What tools are in place to facilitate continuous improvement, including corrective and rapid action, if needed?
5. What, if any, are the issues regarding data and information management?
6. What does the data show when making comparisons with similar schools? Which schools were chosen for benchmarking?