



Kansans **CAN**

Redesign Workbook

Get Started

Kansas leads the world in the success of each student.

VISION: Kansas leads the world in the success of each student.

Kindergarten
Readiness

Social Emotional
Growth

Individual Plan of
Study

Graduation Rate

Post Secondary
Effective Rate

System VISION:

System Values

KESA Goal Area:

KESA Goal Area:

Lag Measure(s):

Lag Measure(s):

School VISION:

Student Success Skills

Real World Applications

Personalized Learning

Family/Business/Community Engagement

Goal Area:

Goal Area:

Goal Area:

Lag Measure(s):

Lag Measure(s):

Lag Measure(s)

Strategies:

•

Strategies:

•

Strategies:

•

Note-
All of the work that happens in buildings is meant to move us closer toward achieving our state vision and reaching our state board outcomes. Additionally, the work of systems should also work to support buildings and reflect their priorities, while also moving us closer to our state vision and outcomes. These relationships should flow up and down.

Foundations

VISION:

Student Success Skills

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How might we ...?

Goal Areas and Strategies

Goal Area:

Goal Area:

Goal Area:

Lag Measure(s):

Lag Measure(s):

Lag Measure(s)

Strategies:

•

Strategies:

•

Strategies:

•

Note-
It is recommended that you select 2-3 goal areas to intensely focus on in working to achieve your vision. Your goal areas should not be the Redesign Principles, but should connect back to the Principles through the execution of strategies. Also consider: what does your data tell you? What are your stakeholders telling you? What areas of need exist and need to be specifically addressed?

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How might we ...?

Goal Area:

Goal Area:

Goal Area:

Lag Measure(s):
(From x to y by when)

Lag Measure(s):
(From x to y by when)

Lag Measure(s):
(From x to y by when)

Strategies:

-

Strategies:

-

Strategies:

-

Note-
For each Goal Area, it is important that you determine your Lag Measure. By addressing this goal area, what Lag Measure do you intend to impact? What is the 'big rock' that will be moved by executing on this wildly important goal?

Goal Area #1:

Target Area:

Target Area:

Target Area:

Lag Measure:
(From x to y by when)

Lag Measure:

Lag Measure:

Strategy:

-

Strategy:

-

Strategy:

-

Note-
Once a Goal Area has been identified, narrow the Goal Area down into 1 to 3 Target Areas.

For each Target Area, determine a lag measure that will ultimately let you know once you reach the desired level in that particular Target Area.

Your Lag Measure should be a statement using the format 'from x to y by when'. Your Lag Measure should in turn be a SMART Goal.

Goal Area #1:

Target Area:

Target Area:

Target Area:

Lag Measure:
(From x to y by when)

Lag Measure:

Lag Measure:

Strategy:

Implement **soft starts** according to blueprint five days a week beginning February 10, 2021.

Strategy:

•

Strategy:

•

Note-
The strategies you choose are your Lead Measures. They will *lead* you to success in your target area and goal area.
When writing your strategy, consider four things:

Verb: sets action orientation

Focus: states explicit outcome

Consistency: how often

Quality: criteria for success

Lead Measures should set you up to impact your Lag Measure.

Quality Strategies

Safe enough to try (Research Based) vs Evidenced Based

- In Redesign, we encourage you to test strategies that are ‘Safe enough to try’. That means you have done research, looked closely at your stakeholders, data, and resources, and determined that testing this strategy would be ‘safe’ and possibly highly impactful.
 - That does not mean you can try *anything*. It means you try things that have been researched formally, or informally by your Goal Area Investigation Team, and demonstrate a potential for impact in your setting.
- Evidence Based means that the strategy has been validated to be effective through numerous studies. You can learn more about evidence based practices by exploring ‘[Wise Ways](#)’, ‘[What Works Clearinghouse](#)’ or [other](#) academic research bases.



Designing the Rocket: SAMPLE

VISION- KSDE will lead the world in the success of each student.

Foundations

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How might we ensure students have structures and systems in place that ensure that they stay on track throughout the school year?

Goal Areas and Strategies

Goal Area: Engaging Learning Opportunities

Goal Area: Real World Connections

Goal Area: Social Emotional Learning

Goal Area: Community Connections

Lag Measure:
Post-Secondary Effect Rate;
Assessment Data

Lag Measure:
Post-Secondary Effect Rate;
Graduation

Lag Measure:
Social Emotional; Culture Data;
IPS

Lag Measure:
Graduation; Post-Secondary;
Culture Data

Strategies:

- Personalized Learning Time
 - Choice Activities
- Project-based Learning

Strategies:

- Student internships with community partners
- Career fair

Strategies:

- Mentoring time
- Incorporate learner profiles
- Partner with Families on IPS

Strategies:

- Student-directed community service projects
- School/community garden

Foundations

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How might we ...?

Goal Area, Target Areas, and Strategies

Goal Area #1: Student Engagement

Target Area: Personalized Learning Time

Target Area:

Target Area:

Lag Measure: 100% of students will utilize PL time to improve academic performance by 2023.

Lag Measure:

Lag Measure:

Strategy: PL Time- All students will have PL Time built into their daily schedule by fall 2021.

Strategy:

-

Strategy:

-

Prototype Gap Analysis

Academic Preparation

What strategy(ies) will you test? What is the purpose? As a school, we would like to devote **Personalized Learning Time** each week for students to engage in goal-setting, reflection and have time to work toward content based on their needs.

Present State	Gaps/Barriers	Future State
<ul style="list-style-type: none">- PLT does not exist school-wide.- In the past, we have had 'advisory' periods for some students which may be similar, but not as a school-wide component.- We have a general idea of what PLT time could include (goal-setting, reflection, time to complete assignments) but need to gain a better common definition of what it will mean for our school	<ul style="list-style-type: none">- Common vision or definition of PLT at our school- Defined components of PLT time (what students should complete)- Scheduling logistics - what adjustments do we need to make to our scheduling?- Training for teachers on how to facilitate PLT	<ul style="list-style-type: none">- All students have PLT time twice a week on days with modified schedules- Students will have assigned location for PLT, but can sign up for time with teachers as needed.- There will be a common approach across the school for teachers facilitating PLT.

Outcomes (What will outcome be if future state is achieved? What LAG Data will be moved?)

- Increased development of academic literacy skills and habits of success,
- More incoming students staying on track throughout the course of the year.
- Increased engagement in core content classes, which will lead to improvements in student behavior

Prototype Action Plan

Description of Strategy(ies): As a school, we would like to devote **Personalized Learning Time** each week for students to engage in goal-setting, reflection and have time to work toward content based on their needs.

Scoreboard- Student and Teacher feedback on new schedule

Accountability- Meet every other week

Actions to Address Barriers	Tasks	Owners	Timeline
Define components of Personalized Learning Time and collect stakeholder input	<ol style="list-style-type: none"> 1. Research PLT time in other schools; conduct reach out as needed 2. Develop common expectations for PLT and scoreboard to measure success 3. Share vision for PLT with stakeholders to collect feedback 	School Leadership Team	By January 2019
Develop master schedule that incorporates PLT time	<ol style="list-style-type: none"> 1. Determine how PLT will fit within master schedule (# of days per week, teachers involved) 2. Pilot PLT time with single grade level 	Principal + AP	By February 2019
Develop professional development plan for training staff on facilitation of PLT.	<ol style="list-style-type: none"> 1. Determine necessary training opportunities for PLT 2. Incorporate PLT training in professional development calendar 	Academic Coach	By March 2019
Launch PLT time in pilot grades	<ol style="list-style-type: none"> 1. Launch PLT with designated grade 	Staff	April 2019
Monitor and support PLT time	<ol style="list-style-type: none"> 1. Host accountability talks for teachers to share out on PLT time 2. Collect metrics and update scoreboard based on defined metrics 	Grade Level PLCs Academic Coach	April - June 2019
Reflect and update PLT time based on early wins and challenges	<ol style="list-style-type: none"> 1. Review scoreboard and early indicators of success 2. Determine updates to PLT time for whole-school launch in August 2019 	School Leadership Team	June - August 2019

Please duplicate these slides for each prototype your Investigation Teams will research and test.

Each goal area strategy should have its own gap analysis and action plan.

Prototype Gap Analysis

(Insert Goal Area)

What strategy(ies) will you test? What is the purpose?

Present State	Gaps/Barriers	Future State

Outcomes (What will outcome be if future state is achieved?)

-

Prototype Action Plan

Description of Strategy(ies): *(insert description here)*

Resources to Support

- [Creating a scoreboard](#)
- [Accountability Talks](#)
- [Resources for 4 Principles of Redesign](#)

Actions to Address Barriers	Tasks	Owners	Timeline

VISION

Each student graduates Tiger-Ready!

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Goal Area #3: Social-Emotional Learning

Target Area:
Sense of Belonging

Target Area:
Integrity

Target Area:
Self-efficacy

Lag Measure:
From 80% of student participating in
extracurriculars to 100% by 2023

Lag Measure:
From 77% of on-time project
completion to 95% by 2023

Lag Measure:
From 44% of graduates completing a
WBL experience to 90% by 2024

Strategy (Lead Measure)
Create a program where involved
students mentor students who are
disenfranchised beginning fall of 2021

Strategy (Lead Measure)
Create a program where students
submit community solutions to
community-based groups for grant
funding to launch by 2021.

Strategy (Lead Measure)
Create a flexible schedule that allows
students the opportunity to participate in a
WBL experience during the school year AND
count WBL experiences students participate
in during breaks beginning summer 2021.