

COMMON CORE STATE STANDARDS THREE-YEAR IMPLEMENTATION PLAN

Plan Description: This Three-Year Common Core Implementation Plan delineates four comprehensive goals regarding CCSS integration that are shared across all sites K-12 within the San Rafael City School District. Within each of these four shared goal strands, there are also specific K-5, 6-8, and 9-12 goals, which indicate how grade levels will work across sites to meet the shared K-12 goals over a three year period.

K-12 SHARED GOALS	
K-12 CURRICULUM DEVELOPMENT GOALS:	<i>Transition and align all curriculum to CCSS and NGSS. Ensure the curriculum is rigorous, engaging, and accessible to all stakeholders.</i>
K-12 PROFESSIONAL DEVELOPMENT AND TEACHER TRAINING GOALS:	<i>Provide all teachers with necessary professional development to create curriculum and implement CCSS; Create sustainable systems within district and sites for teacher led professional development.</i>
K-12 ASSESSMENT AND EVALUATION GOALS:	<i>Create and/or purchase assessment and evaluation tools to provide student performance data and inform instructional needs; Establish a culture of collaboration within and across sites.</i>
K-12 RESOURCES AND MATERIALS GOALS:	<i>Identify, gather, generate, and coordinate teacher and student materials for CCSS implementation; Utilize resources in ways which maximize the number of teacher/student needs being met.</i>

K-12 CURRICULUM DEVELOPMENT GOALS: *Transition and align all curriculum to CCSS and NGSS. Ensure the curriculum is rigorous, engaging, and accessible to all stakeholders.*

	2014-2015	2015-2016	2016-2017
K-5	<ul style="list-style-type: none"> Learn and understand the CCSS and content standards Year-long plans completed Begin the process of vertical articulation and alignment regarding student achievement utilizing content standards, performance tasks, and unit planning templates Develop and introduce thematic integrated CCSS Unit Snapshots and begin to align common aspects of units CCSS Scope and Sequence is adopted for ELA Develop and implement accountability measures to initiate adherence to vertical alignment (i.e. principal checklist, unit snapshots, rubrics, shared drive.) Align Common Core implementation tools, unit planning processes, and instructional practices across sites 	<ul style="list-style-type: none"> Develop grade level end-of-the-year student achievement goals Refining the year-long plan from topics to themes Continue vertical alignment and articulation regarding student achievement utilizing content standards, performance tasks, and unit planning templates Use snapshots to complete unit planning templates by school site Unit plans are aligned with CCSS scope and sequence Implementation has begun Continue to implement accountability measures to check for adherence to vertical alignment Provide continued support for the alignment of Common Core implementation tools, unit planning processes, and instructional practices across sites 	<ul style="list-style-type: none"> Teachers/Students/Families will have quarterly "I can ELA CCSS statements" by quarters All grade levels have aligned thematic units Articulation between 5th and 6th and 8th to 9th Articulation between 5th and 6th and 8th to 9th Refine, revise and evaluate unit plans Re-evaluate units within the adopted CCSS scope and sequence using student data. All grade level units are aligned with CCSS scope and sequence and implemented Achieve vertical alignment. Re-evaluate accountability measures Reach full alignment of Common Core implementation tools, unit planning processes, and instructional practices across sites
6-8	<ul style="list-style-type: none"> Streamline unit components, formats, and storage Continue aligning teaching units and assessments to CCSS / NGSS Establish a common language around the essential components of a CCSS unit (Glossary of Terms) Establish a unit coversheet (Unit Snapshot) and provide potential unit-planning template(s) Begin cross-curricular planning to explore integration / alignment of unit themes across departments Pilot new Math program - Big Ideas (DMS) Learn and incorporate AVID strategies into lessons (VV) 	<ul style="list-style-type: none"> Streamline unit components, formats, and storage Departments develop a formalized Scope and Sequence ("Year at a Glance") Teachers create Unit Snapshots for all teaching units Establish a process for evaluating, revising, and submitting CCSS / NGSS units Establish an indexed, online repository of units Alignment of unit themes and activities across departments when possible Begin an inventory of all texts and resources (district wide?) Establish a storage site for all texts, primary sources, images, etc. used in MS teaching units Implement Math program Pilot AVID and incorporate AVID strategies into lessons (DMS) 	<ul style="list-style-type: none"> Streamline unit components, formats, and storage Employ accountability measures to check for adherence to action items in this category Re-evaluate needs in this category
9-12	<ul style="list-style-type: none"> Establish an indexed online repository of CC units created by SRCS teaching staff Begin collaborative discussions about integration of CC and NGSS All teachers will collaboratively develop and teach a Common Core Unit with aligned assessment 	<ul style="list-style-type: none"> Establish a process for submitting, vetting, and revising CC units Develop unit(s) which implement NGSS Develop student performance expectations and identify gaps in scope and sequence Establish common academic language and expectations related to writing and speaking used in all content areas 	<ul style="list-style-type: none"> All teachers collaboratively participate in creating cross-curricular unit Expand student performance expectations and scope and sequence to Cross-Curricular goals Full conversion of all curricula to Common Core Full implementation of CC across all schools and content areas

K-12 PROFESSIONAL DEVELOPMENT AND TEACHER TRAINING GOALS: *Provide all teachers with necessary professional development to create curriculum and implement CCSS; Create sustainable systems within district and sites for teacher led professional development.*

	2014-15	2015-16	2016-17
K-5	<ul style="list-style-type: none"> Coaching support at all sites on: <ul style="list-style-type: none"> Using Snapshot Using Templates Yearlong Plans PBA refinement Collaboration Training (i.e. Lesson Studies) Google Training GLAD/SEAL Share the 3-Year plan with all stakeholders Clear message from District about expectations and responsibilities Non-negotiables stated Committee established for revamping teaching evaluations 	<ul style="list-style-type: none"> Coaching directives aligned across district: <ul style="list-style-type: none"> Next Generation Science Standards Math integration into units Assessments Driving Instruction District Benchmark Assessment GLAD/SEAL Open communication established to support the implementation of the units Evaluation pilot begins 	<ul style="list-style-type: none"> A support system is in place to allow for continued teacher and student growth: <ul style="list-style-type: none"> New Teacher training module created New Teacher (or refresher) training module created to encompass all previous CCSS PD GLAD/SEAL Consistent feedback process established Teacher evaluation system that is informative and useful to the process of teaching and planning and not just the delivery
6-8	<ul style="list-style-type: none"> "Take stock" of CCSS integration and the successes made with supports offered thus far Establish literacy leads from each department to support PD Continue PD with UCBHSSP and teacher leaders focused on Oral Discourse "Take stock" of resources available for in-house PD Begin Google drive training with teacher trainers Establish CC Math PD strategy (collaboratively develop units with Science?) Provide release time for creation or refinement of CCSS / NGSS units and assessments with outside consultant(s) UCBHSSP provides direct coaching to Core 6 (DMS) UCBHSSP provides direct coaching to all departments (VV) Common Core Integration Coach supports individual teachers and outside consultants in coordinating CCSS shifts (DMS) Summer PD with collaboratively developed product 	<ul style="list-style-type: none"> Draw from survey findings to plan yearly goals, decisions, and directives Teacher leaders (formerly lit leads) to plan teacher-driven and lead PD with support of Common Core Integration Coach Through PD, establish common teaching strategies, academic language, and writing/speaking expectations for use in all content areas (focused on Oral Discourse, ELD, and AVID strategies) Offer professional Development specific to departments (Math, Science, Etc.) Continue Google drive training with teacher trainers Utilize a common rubric tool for evaluating teaching units during PLCs (Hess or eEquip rubrics) under the direction of an Integration Coach* Provide release time for continued creation or refinement of CCSS / NGSS units and assessments under the direction of an Integration Coach* <p>*The Integration Coach will oversee the use of the snapshot and templates; creation of year-long plans; cross-curriculum planning; and vetting and uploading of units to ensure alignment and articulation between 6-8 teachers across sites</p>	<ul style="list-style-type: none"> Draw from survey findings to plan yearly goals, decisions, and directives Create and employ accountability measures to check for adherence to action items in this category Re-evaluate needs in this category

K-12 PROFESSIONAL DEVELOPMENT AND TEACHER TRAINING GOALS: *Provide all teachers with necessary professional development to create curriculum and implement CCSS; Create sustainable systems within district and sites for teacher led professional development. (Continued)*

	2014-15	2015-16	2016-17
9-12	<ul style="list-style-type: none"> Establish Literacy Lead positions to help support teacher PD <ul style="list-style-type: none"> Determine strategy for providing PD support in 2015-16 BEFORE master scheduling at schools All teachers offered PD in CC aligned unit development throughout year: <ul style="list-style-type: none"> UCBHSSP Literacy Leads All teachers trained in backwards mapping All teachers introduced to new ELD standards All teachers examine student work from CC units All teachers trained in protocol for unit evaluation Summer PD with collaboratively developed product uploaded to repository. Summer focus: EL, Writing, UCBHSSP, PBL, Instructional Strategies Identify site-based need for PBL training Create plan for PBL training 2015-16 Establish learning Exchanges with other teachers within and outside of SRCS 	<ul style="list-style-type: none"> District and site supported Teacher Leader positions provide PD (Literacy and Math Coaches) District supported, out-sourced PD through consultants District and site supported collaboration structure built into schedule Evaluate Student work and CC units using Hess Tool Protocol Revise units, lessons Create additional units Develop department and school-wide capacity to lead LASW Establish CC Math/Science PD strategy PBL Training/ Ongoing support PD for technology integration into classroom (LMS/SIS) EL integration for all training Grant writing training Implement deliberate structures for sharing best instructional best practices: EdCamps, Learning Walks, Peer to Peer observations 	<ul style="list-style-type: none"> Teacher Coaches Lead All teachers collaboratively develop units/practices with one or more subject / content areas Establish common cross-curricular tools for evaluation of units and student work Master Schedule configuration with intentional design for cross curricular unit design

K-12 ASSESSMENT AND EVALUATION GOALS: *Create and/or purchase assessment and evaluation tools to provide student performance data and inform instructional needs; Establish a culture of collaboration within and across sites.*

	2014-15	2015-16	2016-17
K-5	<ul style="list-style-type: none"> PLC are strengthened and purpose aligned. SBAC begins Adopt K-5 benchmark assessment Begin revision/alignment of Report Card Develop PBAs Review master schedules 	<ul style="list-style-type: none"> Teachers to have the ability to observe other teachers that are properly implementing CCSS units Examples: <ul style="list-style-type: none"> Lesson Studies/Peer Classrooms Mentor System Established Learning Walks Benchmark assessment will be used CCSS report card in place Refine and align PBAs across district Develop grade level writing rubrics Implement master schedule RTI model reviewed 	<ul style="list-style-type: none"> Aligned assessments, rubrics, PBAs, and report cards RTI and RSP aligned and tied to PLC work
6-8	<ul style="list-style-type: none"> Establish PLC protocols as a means of evaluating and norming student work to determine exemplars (focus on ELD standards) Establish student performance and achievement expectations across curriculum areas ("I Can" statements) Re-visit, use, and share across sites the common writing rubrics / frames by genre (ELK Grove-adapted rubric created at DMS) Begin writing performance based tasks into CCSS aligned units to prepare for SBAC testing Adopt benchmark system (Acuity) Provide students with Chromebook practice sessions SBAC begins 	<ul style="list-style-type: none"> Implement PLC protocols Refine and implement student performance and achievement expectations across curriculum areas; communicate these to students and families (on websites, at meetings, conferences, newsletters, etc.) Use shared writing rubrics / frames by genre Incorporate common performance tasks into teaching units across sites Utilize common benchmark assessments across sites Provide release time for teachers to observe others teachers at their site or across sites (lesson studies) 	<ul style="list-style-type: none"> Employ accountability measures to check for adherence to action items in this category Re-evaluate needs in this category
9-12	<ul style="list-style-type: none"> Analysis of student work and identify exemplars Adopt ELK Grove rubric for all modes of writing in ELA Identify and organize piloting of benchmarking tools for 15-16 	<ul style="list-style-type: none"> Continued analysis of student work and identify exemplars Create school-wide/ district-wide rubrics for evaluating writing ELA /Math Diagnostic and benchmark reading/writing assignments 	<ul style="list-style-type: none"> Continued analysis of student work and identify exemplars

K-12 RESOURCES/MATERIALS GOALS: *Identify, gather, generate, and coordinate teacher and student materials for CCSS implementation; Utilize resources in ways which maximize the number of teacher / student needs being met.*

	2014-15	2015-16	2016-17
K-5	<ul style="list-style-type: none"> Agreed upon unit template and storage of units through online curriculum manager Evaluation of current materials for usefulness in unit development Time for collaboration and unit development 	<ul style="list-style-type: none"> All units and Snapshot templates are electronically created Redistribution of \$ for Materials/copies Time for collaboration, unit development and refinement Intervention Coordinator to oversee the logistics of the RTI model (pyramid alignment) and to compile intervention resources specific to each site 	<ul style="list-style-type: none"> Vetted online library of units available and useable by all teachers Budgets will reflect the needs of the CCSS units Time for collaboration and unit refinement
6-8	<ul style="list-style-type: none"> Survey teachers on needs and wants pertaining to CCSS / NGSS integration support moving forward Funding for a CCSS Integration Coach (DMS) Intervention protocols, checklists, and flow charts vetted and implemented Release time for unit refinement, peer observation, etc. Collect student consumables and anthologies from teams for publication Strengthen tech resources including equipment, wireless, support, access, etc. 	<ul style="list-style-type: none"> Funding for a CCSS Integration Coach to oversee all aspects of the 3 Year Plan at both middle school sites Intervention Coordinator to oversee the logistics of the RTI model (pyramid alignment) and to compile intervention resources specific to each site Continued release time for unit refinement, peer observation, etc. Collect and publish student consumables and anthologies 	<ul style="list-style-type: none"> Re-evaluate needs in this category
9-12	<ul style="list-style-type: none"> Research and data that supports goals Curriculum Map template Tool for norming grading of student work Unit design template Unit expectation articulation Unit evaluation Protocol SRCS will create Common Core database with 2014-2015 units uploaded Implementation and evaluation of SIS Review of needs for a common LMS 	<ul style="list-style-type: none"> Research and data that supports goals Strengthen technology resources including equipment, software, wireless, and support Evaluate and create improvement plan for student access to technology 	<ul style="list-style-type: none"> Research and data that supports goals