

Dedham Public Schools Office of Curriculum, Instruction, and Assessment



Restructuring Update
3.20.18

Restructuring

Systems and structures to support professional staff.

- **Instructional Coaches**
- **Curriculum Coordinators**
- **Educational Team Leaders**
- **Director of Clinical Services**
- **Director of Health Services**

Outcomes

What did we hope to see?

- Enhanced organizational structures/systems to support professional learning
- Build educator capacity through increased quality and quantity of feedback for professional staff
- Streamline organizational structure to support coordination and collaboration within and between departments
- Adjustments to classroom and clinical practice
- High levels of student learning and growth

Outcomes

How do we know we are getting better?

- Perception
- Practice
- Performance

Perception and Panorama Surveys

- Staff and Teacher

How often do your professional development opportunities help you explore new ideas?

- Student

How excited are you about going to your classes?

- Families

How much of a sense of belonging does your child feel at his/her school?

What have we learned?

Staff

Professional Learning

Based on **93** responses

Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.

52 %
responded favorably

▲ 16
from
Spring 2017

Educators

Professional Learning

Based on **180** responses

Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.

44 %
responded favorably

▲ 13
from
Spring 2017

What have we learned?

Staff

School Leadership

Based on **93** responses

Perceptions of the school leadership's effectiveness.

61 %

responded favorably

▲ **6**

from
Spring 2017

Educator

School Leadership

Based on **180** responses

Perceptions of the school leadership's effectiveness.

44 %

responded favorably

▲ **7**

from
Spring 2017

What have we learned?

Staff

Feedback and Coaching

Based on **93** responses

Perceptions of the amount and quality of feedback faculty and staff receive.

38 %
responded favorably

▲ **7**
from
Spring 2017

Educator

Feedback and Coaching

Based on **180** responses

Perceptions of the amount and quality of feedback faculty and staff receive.

27 %
responded favorably

▲ **1**
from
Spring 2017

What's next?

- Family Surveys April 2018
- Student Surveys May 2018
- Faculty/Staff Surveys May 2018