



## Governor's Sterling Award & Sustained Best Practice



**Title of Best Practice:** Goal Teams, Grade Level Teams, and Show Me the Learning Process – How this Creates Alignment and Supports Our Culture

**Description of Best Practice:** (Please provide a one to two paragraph description of best practice)

Tropic Isles Elementary has a systematic collaborative process for reviewing data to support student achievement. At the start of each school year the staff reviews all data from the previous school year as well as any additional data for incoming students. This data is reviewed to identify strengths, opportunities for improvement as well as questions unanswered by the data. Goal Teams, which are composed of representatives from each grade level, work collaboratively to set long and short term goals as well as develop action plans to achieve them. These goals and action plans are then shared with the entire staff and consensus is reached on the goals and plans. These goals are then put in our Strategy Map (three year goals broken out by year) and our Strategic Plan (one year goals with quarterly measures). These goals are the driving force of our organization and include academic, customer, engaged employees and fiscal and operational indicators. Goal Teams continue to monitor progress and implement and revise action plans on a monthly basis. Progress toward the goals and implementation of the action plans is shared out quarterly at full staff meetings.

Grade Level Teams meet weekly to share progress toward grade level goals on the Strategic Plan and collaborate on best practices to meet all students' needs. Leading data is reviewed to identify individual teachers and classes areas of strength and opportunities. Based on the data, grade levels then work together to develop/ modify their PDSAs. During quarterly Show Me the Learning meetings, Grade Level Teams report out their data to administration and each other on the measures indicated on the Strategic Plan. At this time, resources (financial and personnel) may be re-allocated as needed to meet any goals not currently on track. Opportunities are also provided to share best practices of those classrooms or students on track for mastery of the goals.



Through the use of a variety of teams, Tropic Isles has created a collaborative environment in which all employees take ownership in helping every student succeed. Relationship building is a key to success in the culture of Tropic Isles. Goal Teams, Grade Level Teams, Leadership Team, Data Team, Cross grade level meetings, and Show Me the Learning meetings are key to helping Tropic Isles increase student achievement.

