

A student wearing a light-colored hoodie and glasses is leaning over a workbench in a workshop or classroom. The workbench is cluttered with various tools, electronic components, and equipment. A purple semi-transparent overlay covers the middle of the image, containing the school's name and slogan. In the background, there are shelves with more equipment and a sign that says "POWERPLAY".

CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT

EVERY LEARNER. FUTURE READY.



WORK SESSION BY

OFFICE OF ACADEMICS

CURRICULUM, INSTRUCTION,
AND ASSESSMENT DEPARTMENT

A man in a dark vest and light shirt stands on a red circular rug on a stage. Behind him is a large screen displaying two framed images. To the left, a sign reads "TEDx Sonoma County". The stage is lit with blue light.

Why is instructional design important?

PRESENTATION OVERVIEW

WWW.CRSCHOOLS.US

1 - WHERE HAVE WE
BEEN?

2 - WHERE ARE WE?

3 - WHERE ARE WE
GOING?

4 - WHY ARE WE GOING
THERE?

5 - WHAT WILL WE DO?

6 - HOW WILL WE DO
IT?

7 - WHO WILL DO IT?

8 - WHEN WILL WE DO
IT?



WHERE HAVE WE BEEN?



CONTINUOUS SCHOOL IMPROVEMENT



WHERE ARE WE?





**Cedar Rapids
Community School District**

Every Learner. Future Ready.

20

Elementary
Schools

6

Middle
Schools

5

High
Schools

1

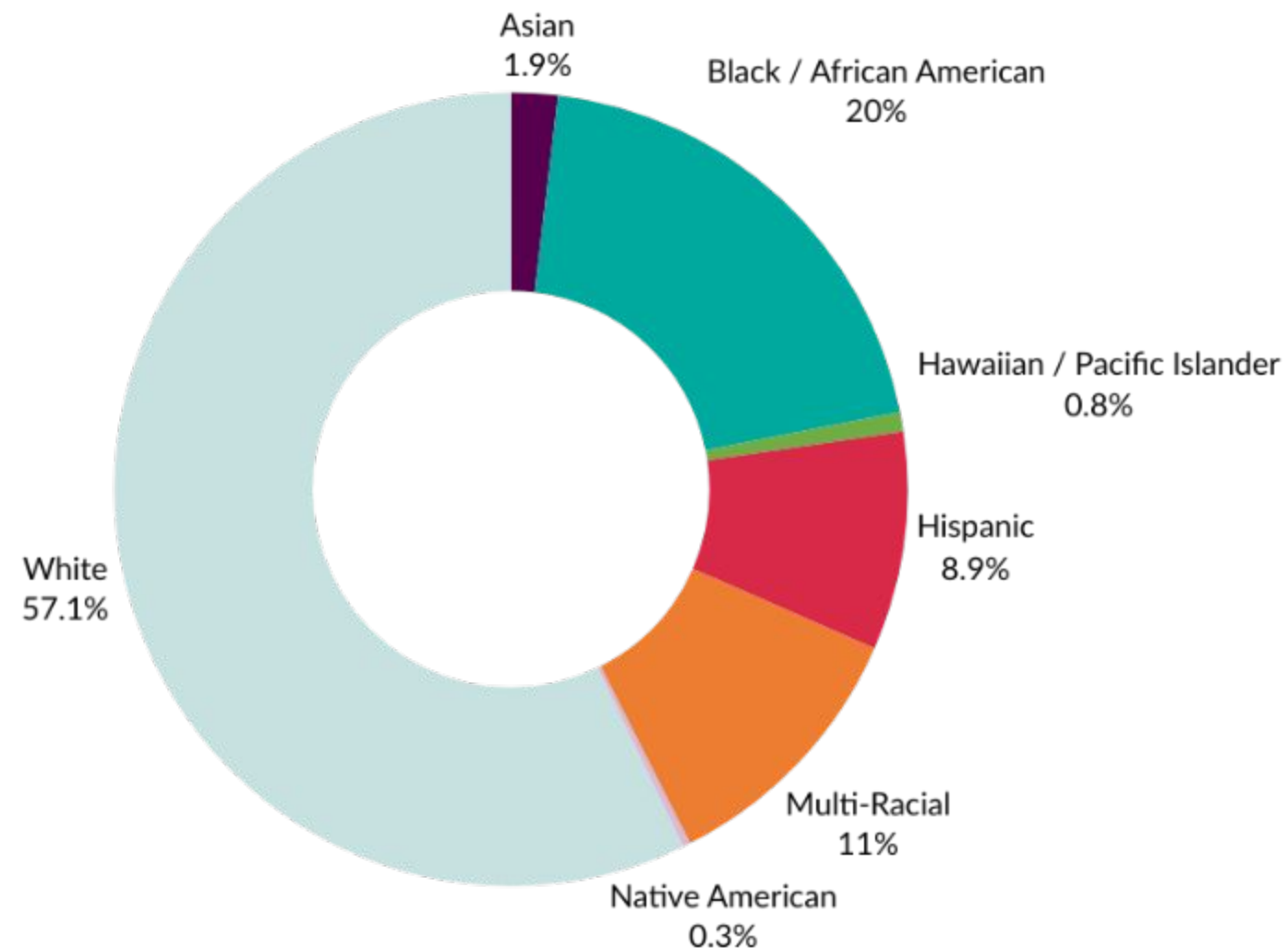
Early Learning
Center

14,689

ENROLLED
STUDENTS

2nd

LARGEST IN
THE STATE



Free and Reduced Lunch



Special Education



English Language Learners

English Language Arts

Math

By June 2027, 80% of students will score proficient or advanced on the Iowa Statewide Assessment of Student Progress (ISASP).

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2023 Percent Proficient

63.8%

2023 Percent Proficient

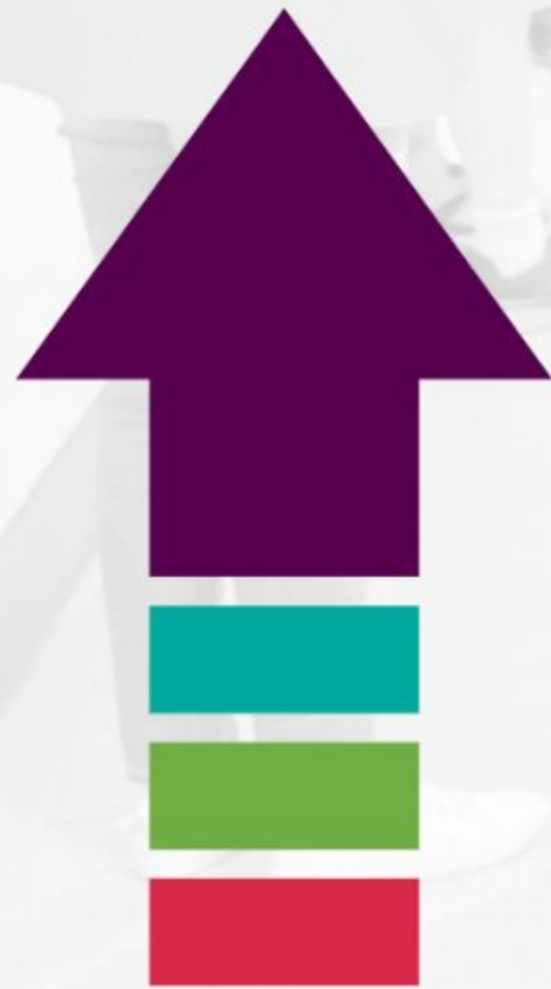
59.7%

2021 Percent Proficient

60.6%

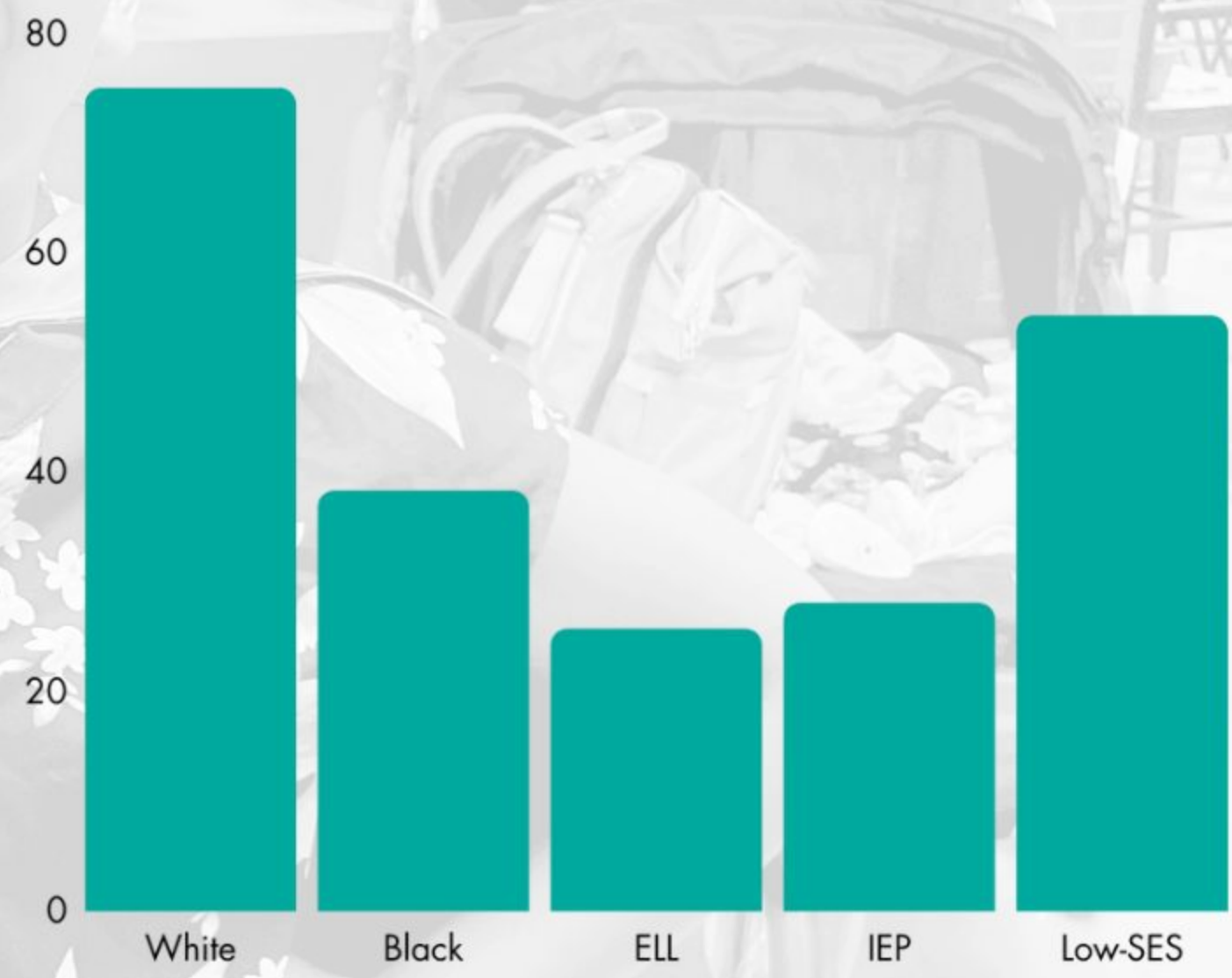
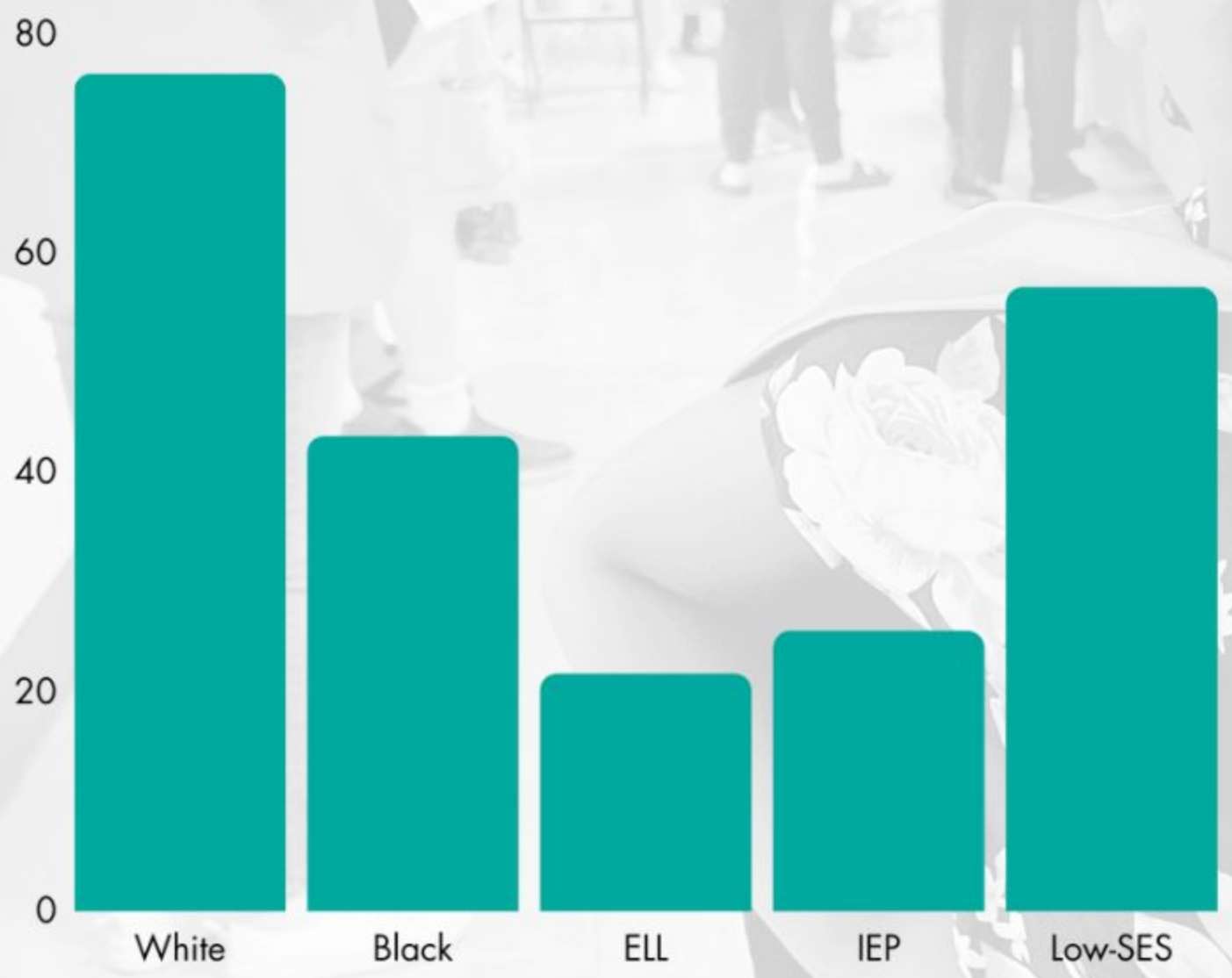
2021 Percent Proficient

51.3%



English Language Arts

Math



WHERE ARE WE GOING?



“EVERY SYSTEM IS PERFECTLY DESIGNED TO GET THE RESULT THAT IT DOES.”

W. EDWARDS DEMING

BLUEPRINT FOR EVERY LEARNER. FUTURE READY.



**PILLAR 1
ELEVATE PLANS,
PATHWAYS,
AND PASSIONS**

Strategic Anchor

Student Achievement

Equitable Student Outcomes

Safe & Secure Learning Environments

Graduating College and Career-Ready Students



**PILLAR 2
ENERGIZE
THE STAFF**

Strategic Anchor

Diverse & Culturally Competent Staff

Development & Promotion

Stable Attendance

Staff Efficacy



**PILLAR 3
STABILIZE
THE DISTRICT**

Strategic Anchor

Build Trust and Credibility

Increased Enrollment

Transparent and Inclusive Communication



**PILLAR 4
MOBILIZE
THE COMMUNITY**

Strategic Anchor

Future Ready Facilities

Strong Family Engagement

Our Vision: Every Learner. Future Ready.

Our Mission: To ensure all learners experience a rigorous and personalized learning experience so they have a plan, a pathway and a passion for their future.

OFFICE OF ACADEMICS STRATEGIC ANCHORS



1

**HIGH QUALITY CORE
INSTRUCTION**

2

CURRICULAR ALIGNMENT

3

**COLLEGE AND CAREER
CONNECTED LEARNING**

WHY ARE WE GOING THERE?





WHAT IS
ENGAGEMENT?



WHAT IS ENGAGEMENT?

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CONTINUOUS SCHOOL IMPROVEMENT

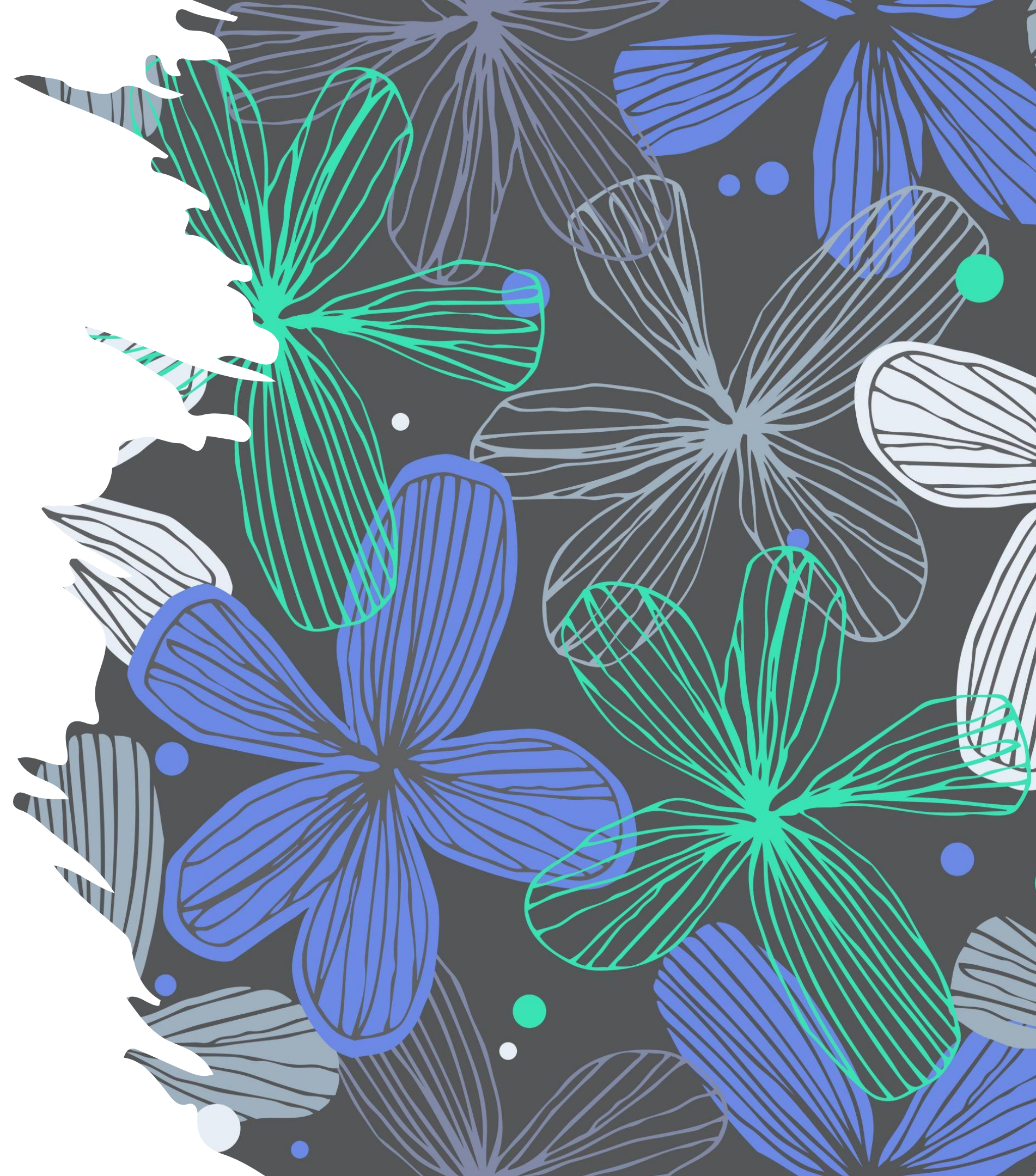




Introductions: Michelle Fitzgerald, Ed.D.

Instructional Empowerment

Why Instructional Empowerment



At IE we are determined to **end the cycle of poverty and eliminate racial achievement gaps** by empowering all students to achieve grade level proficiency, self-efficacy, and upward mobility.

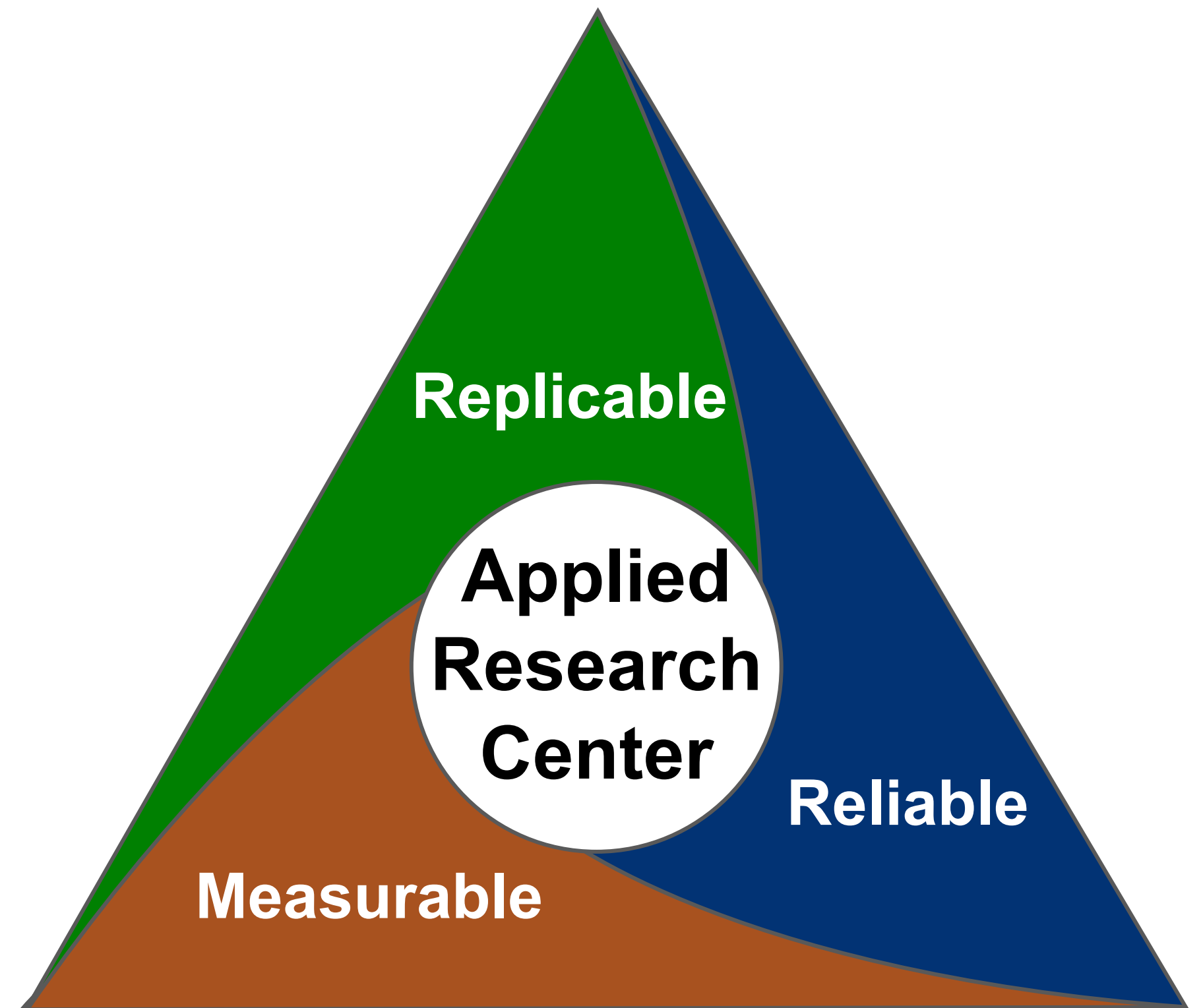


Together we can improve learning experiences to prepare all students for better, richer, fuller lives.

Why IE?

Our **Applied Research Center** offers approaches that are always **measurable, replicable, and reliable.**

Every activity, strategy, and intervention has attained or is in the process of attaining criteria for evidence-based practices under the federal Every Student Succeeds Act (ESSA) at Levels II or III and What Works Clearinghouse protocols.



About Instructional Empowerment (IE)

IE Applied Research Center Past Partnerships

- Highest performance as an External Operator and District Managed Turnaround provider
- Research and measurement partners with CASEL for the first SEL metric for Schoolwide measures
- Research and development partners with EASEL Lab at Harvard University Graduate School
- Wallace and Gates Foundation project partners

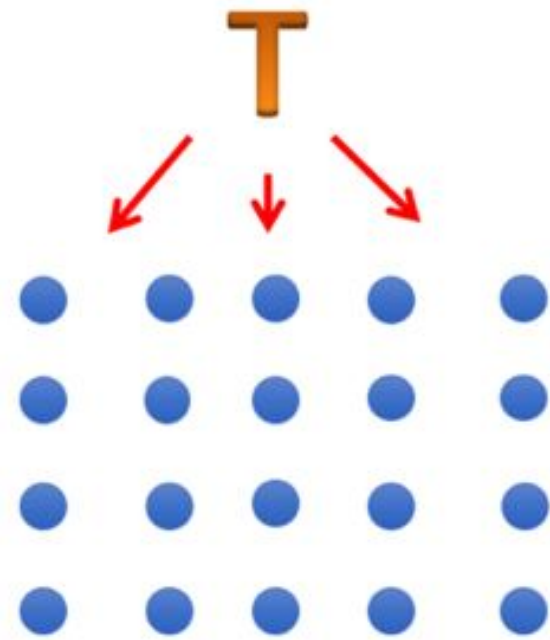


Model of Instruction for Deeper Learning

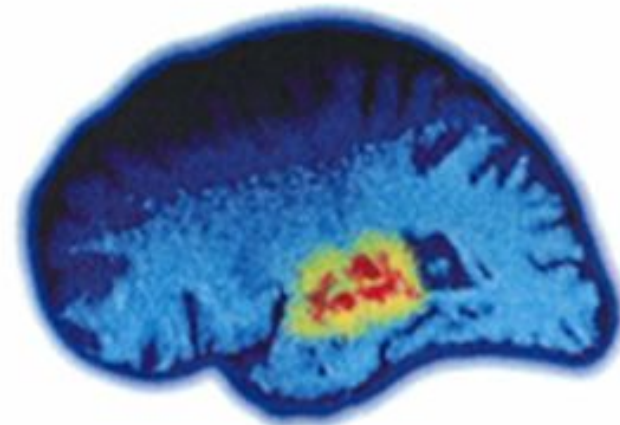
Model for deeper learning for ALL students from all races, languages, cultures, and socioeconomic levels



Typical Classroom



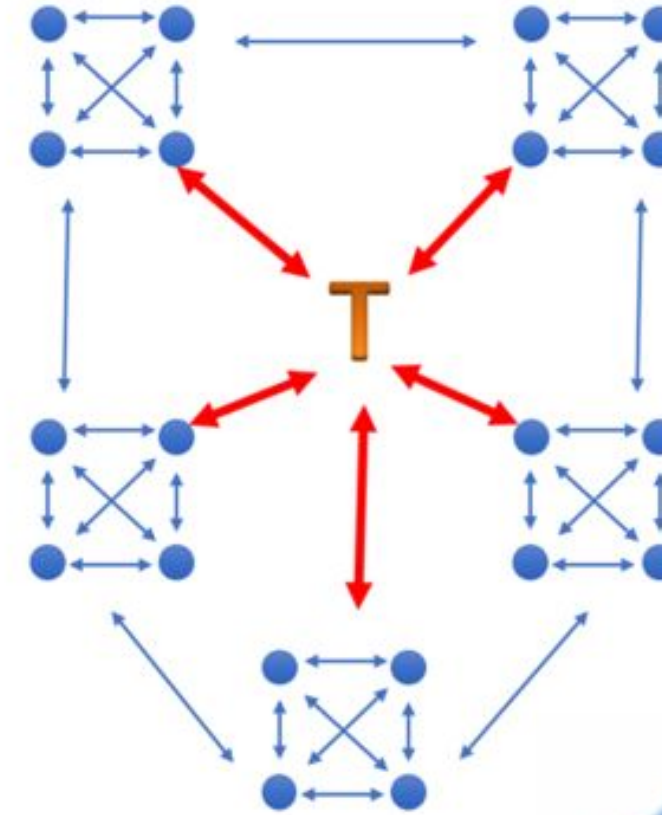
Student



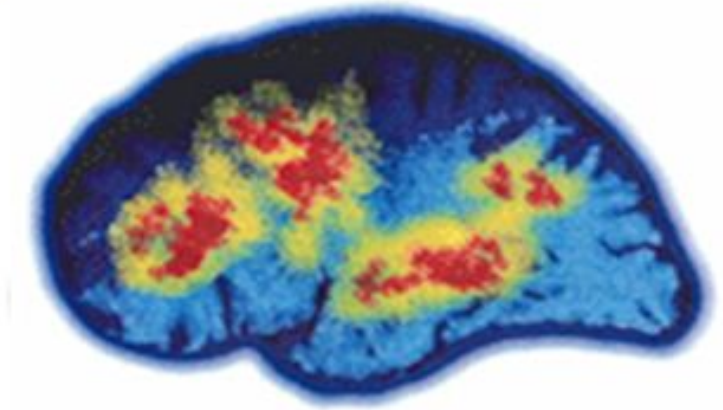
Listening

Teacher owns learning

IE Model of Instruction



Student



Explaining & Coaching

Students own learning

Overarching Levers of **IE Model of Instruction**



Target Task Alignment (TTA)

- Students access information and resources to demonstrate standards as they are used in real life through culturally relevant tasks



Student-led Teaming (SLT)

- Teammates leverage individual strengths as they share their thinking and struggle productively



Collective Agency (CA)

- Teams leverage their strengths in their interactions as they focus on learning



Formative Assessment (FA)

- Instructional decisions by students and teachers are based on student evidence and its alignment to the standard(s)

How do we get immediate
implementation of the
Model of Instruction?





Put the resources in the hands of the students
and provide shoulder to shoulder support of Leaders and Instructional
Coaches



TEACHER RESOURCES

RESOURCES

TEACHER RESOURCES

TEACHER RESOURCES

TEACHER RESOURCES

TEAM RESOURCES

PLANNING

PLANNING

PLANNING

PLANNING

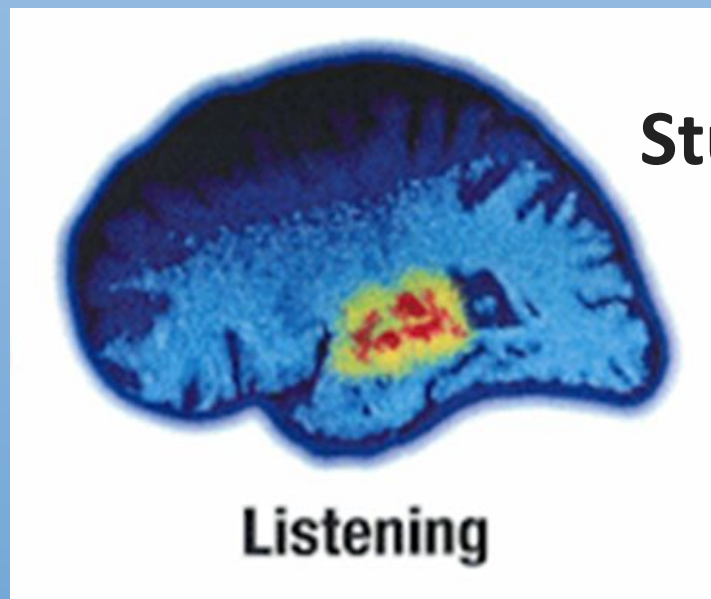
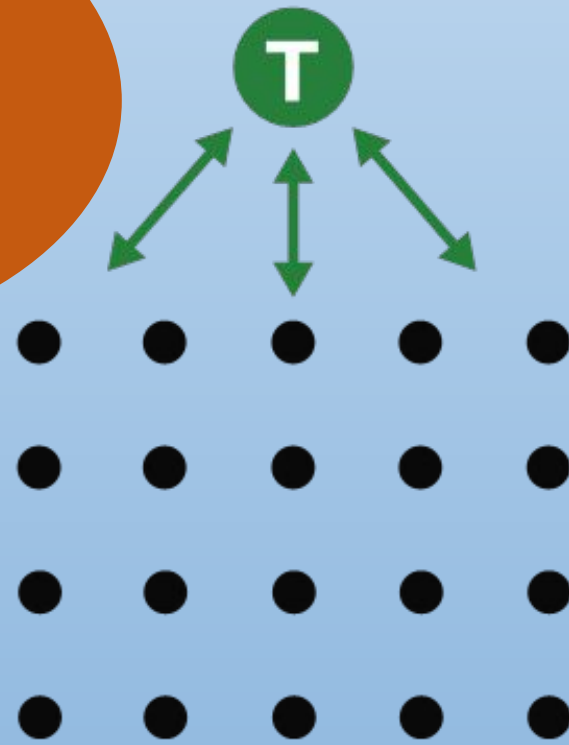
PLANNING

SUMMARIZING THINKING

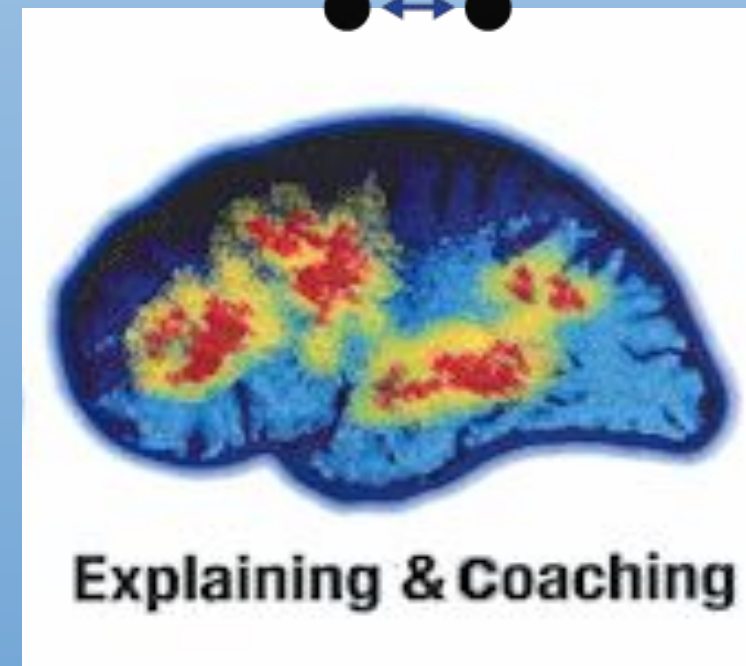
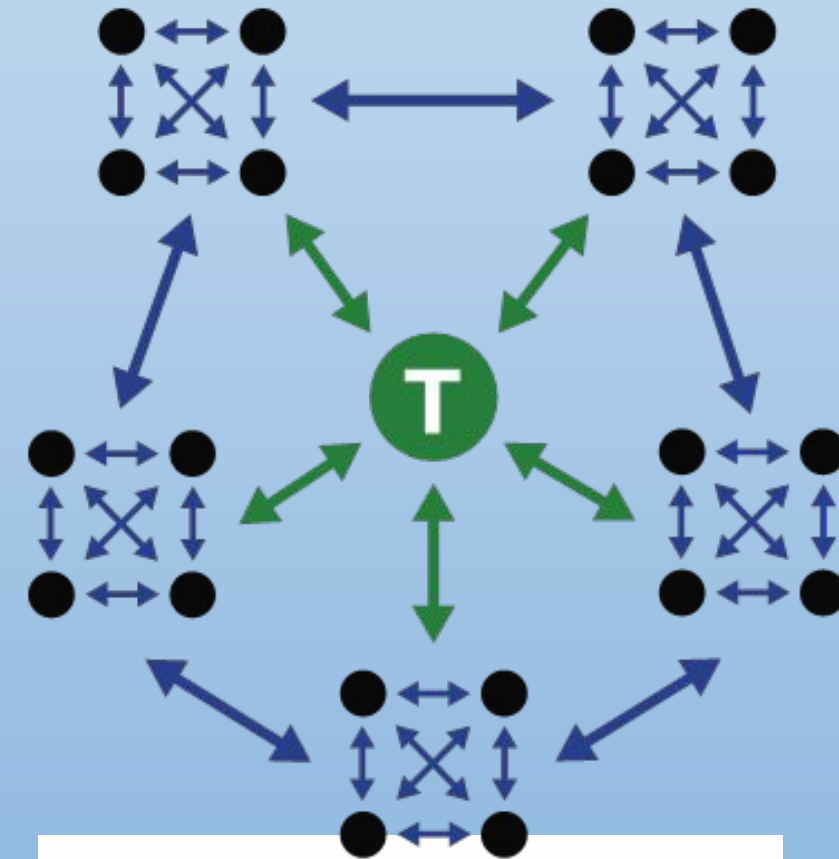


From Expert Teacher to Expert Coach

Teacher's
brain doing
most of the
work

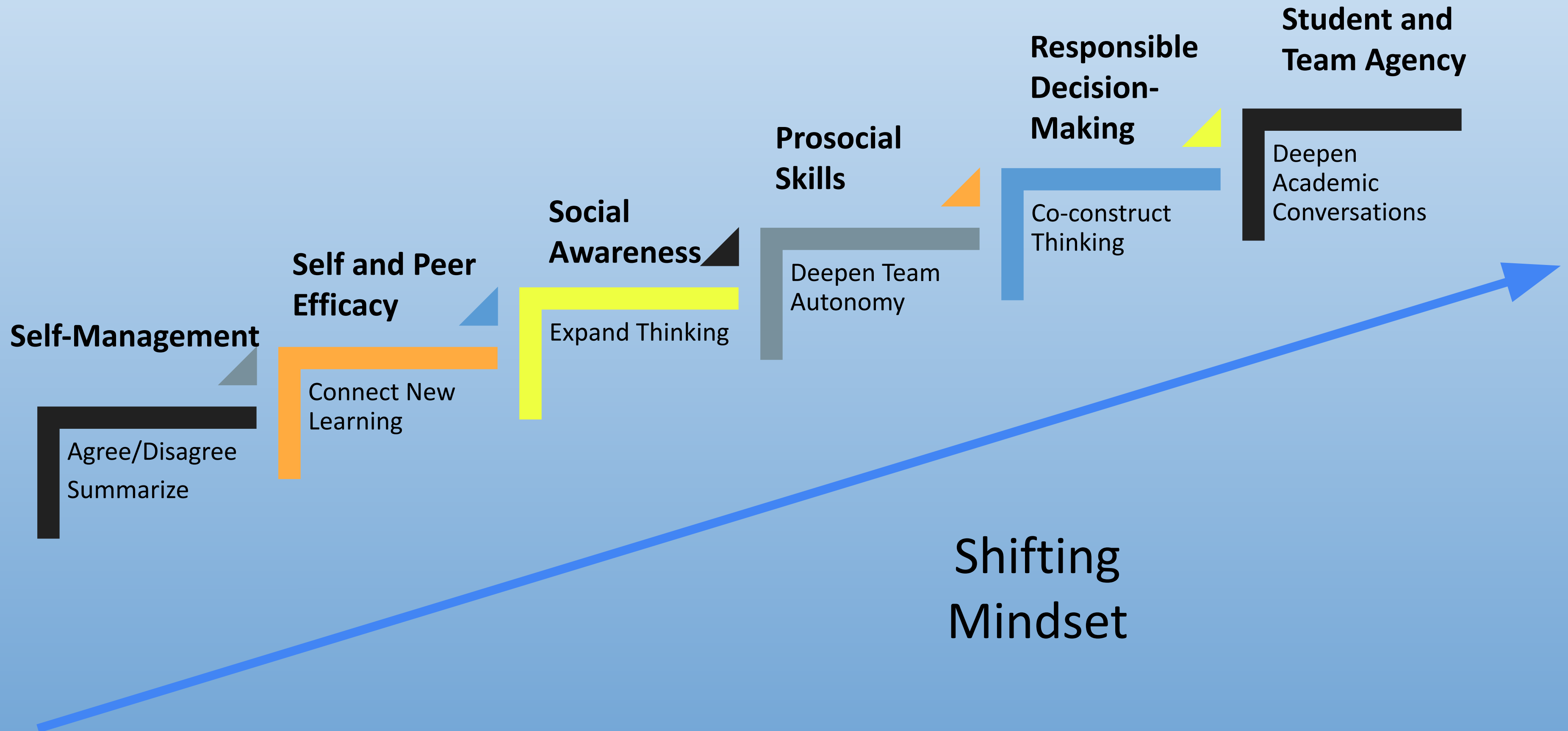


Students' brains

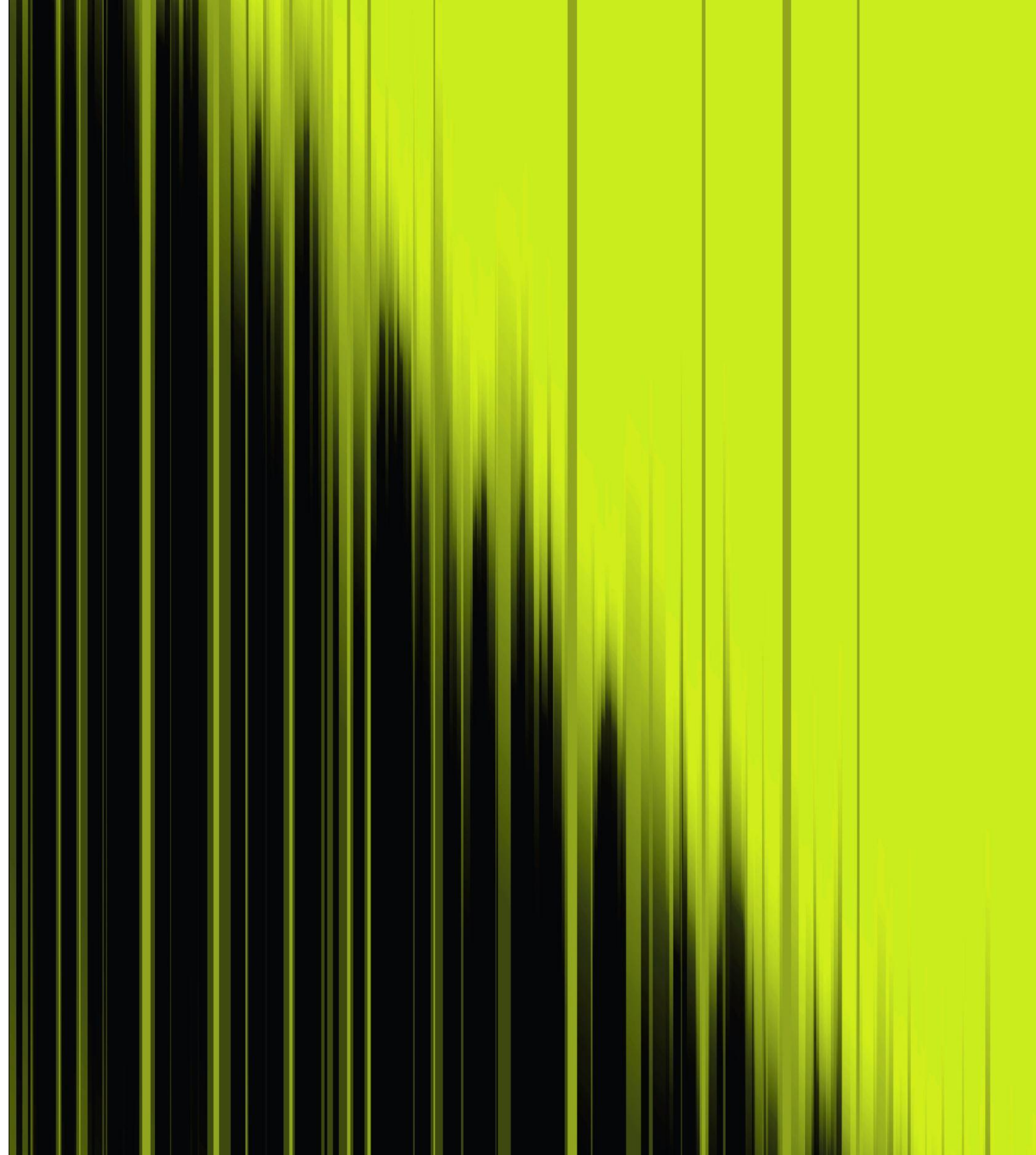


Students'
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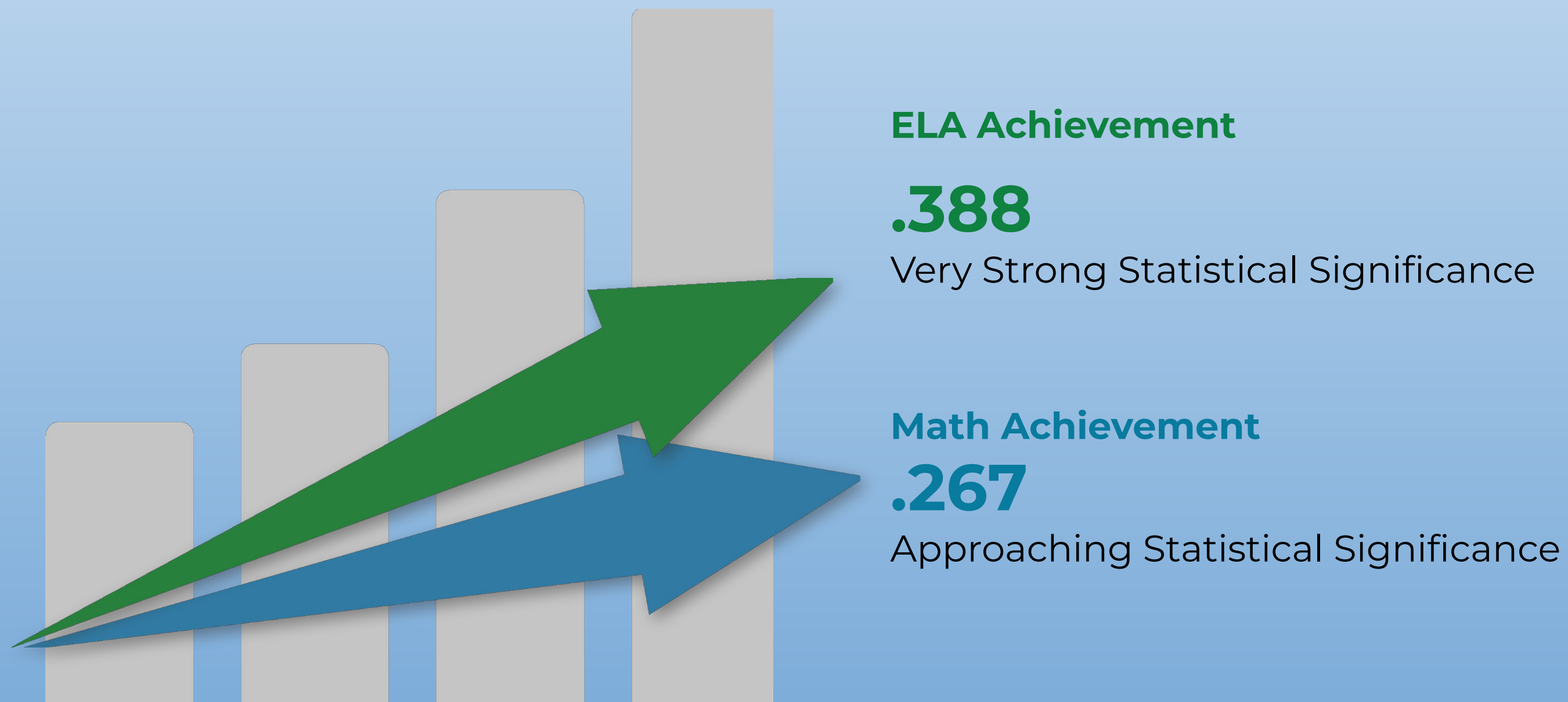
Progression of Skills for Deeper Learning



Research Supporting the Work

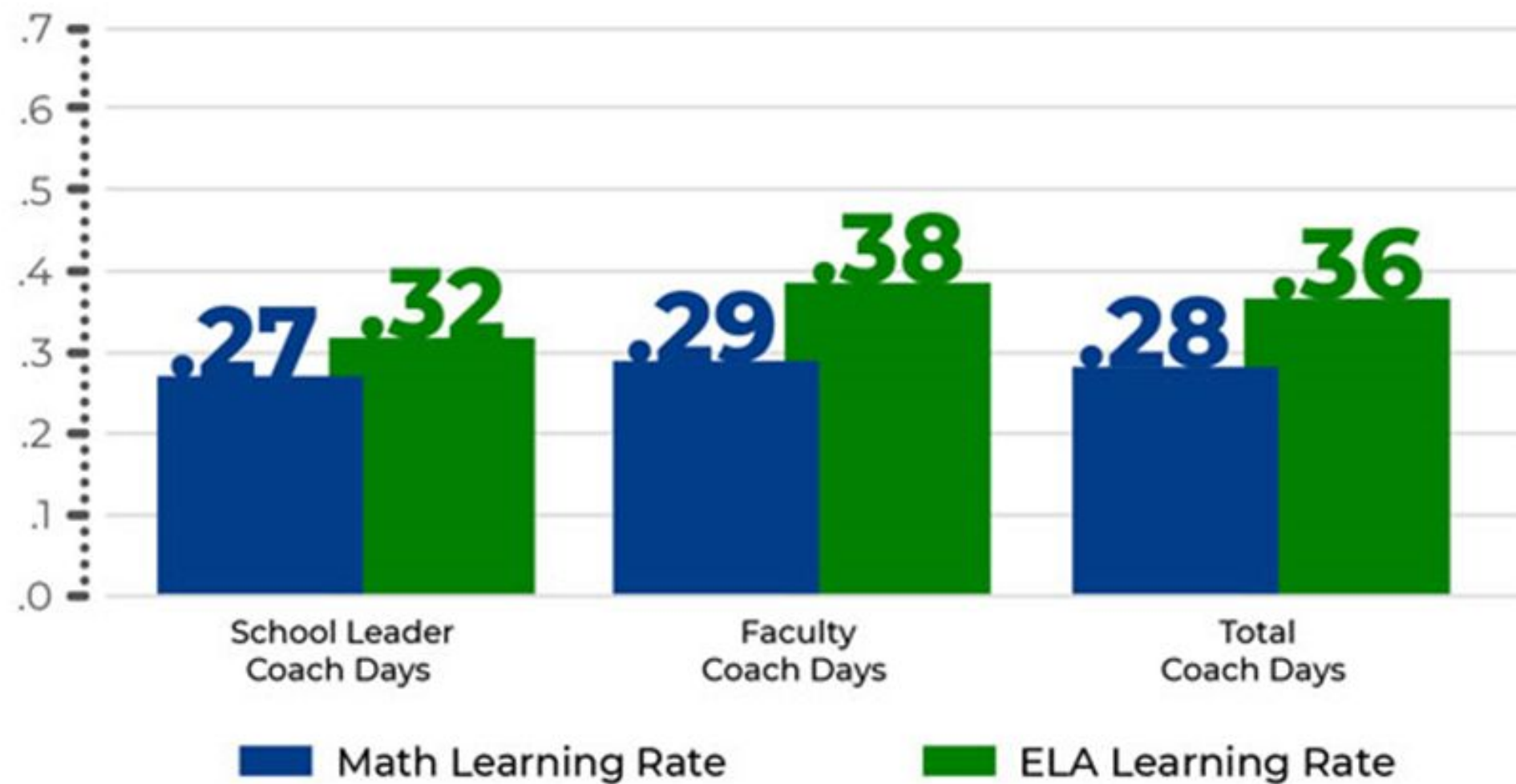


Student Achievement Increased as Rigor Appraisal Scores Increased



The More IE Coaching Days – The More Student Achievement

All Our Coaching Days Are Correlated with Raising Student Achievement



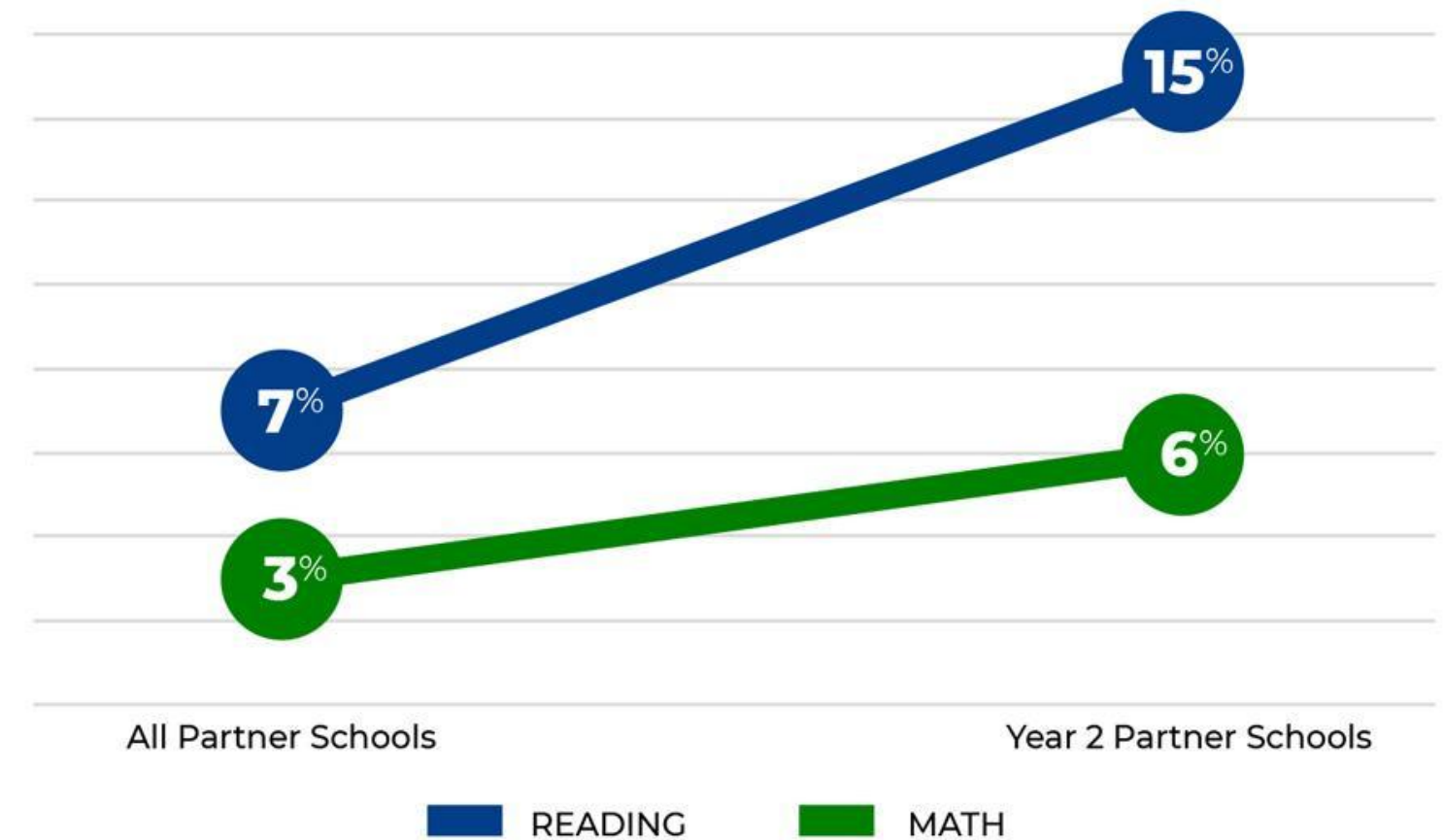
The number of coaching days schools received from our team members had a statistically significant association with ELA and Math learning rates. This means the more coaching days a school had, the larger the achievement on the state assessment.

The Longer You Partner with Us, the Better Your Results

Tripled State Accountability Results by Year 3



Improvements Doubled in Year 2



Student Behavior Referrals and Suspensions Decreased as Rigor Appraisal Scores Increased

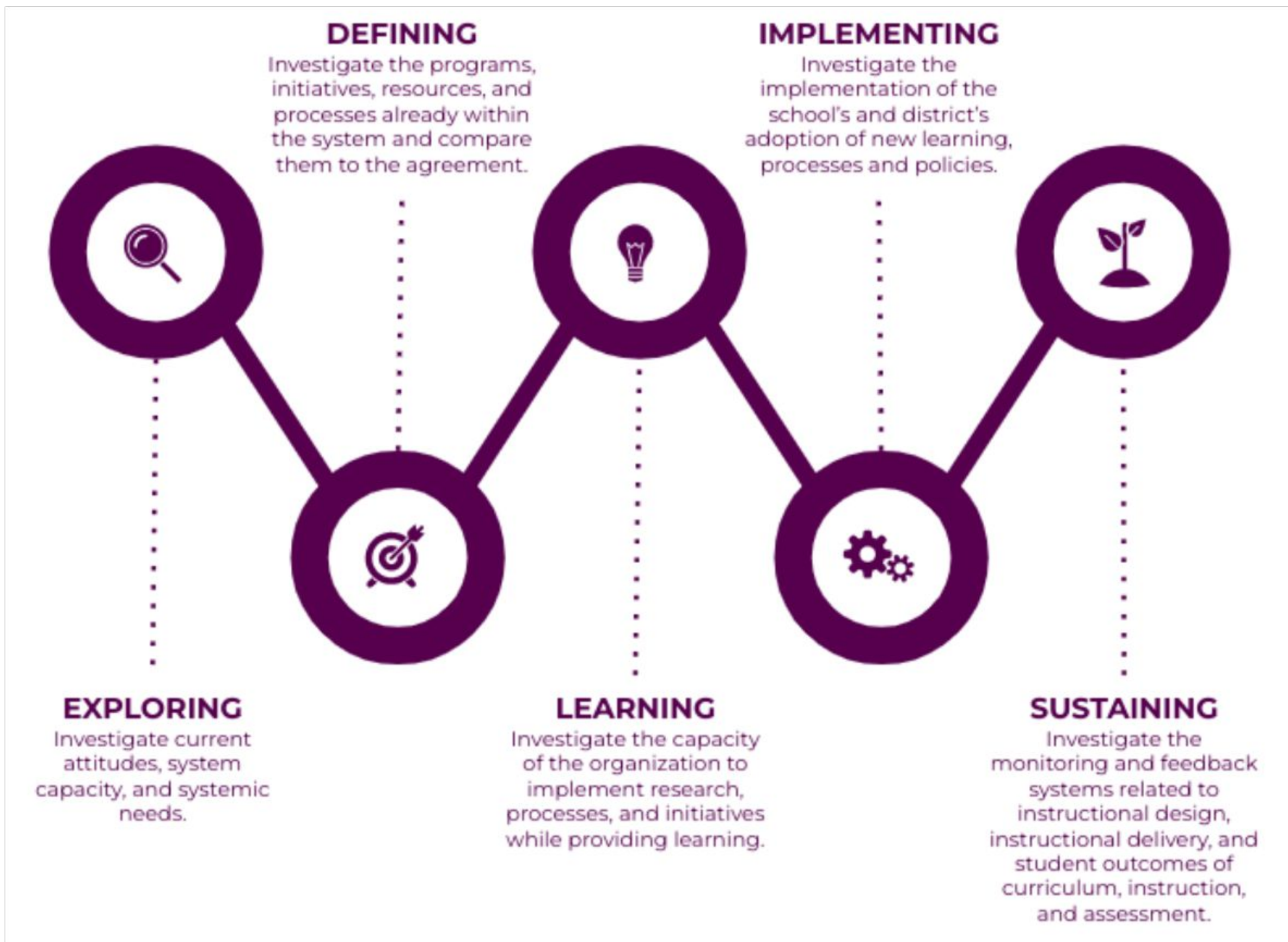


Student Attendance Increased as Rigor Appraisal Scores Increased

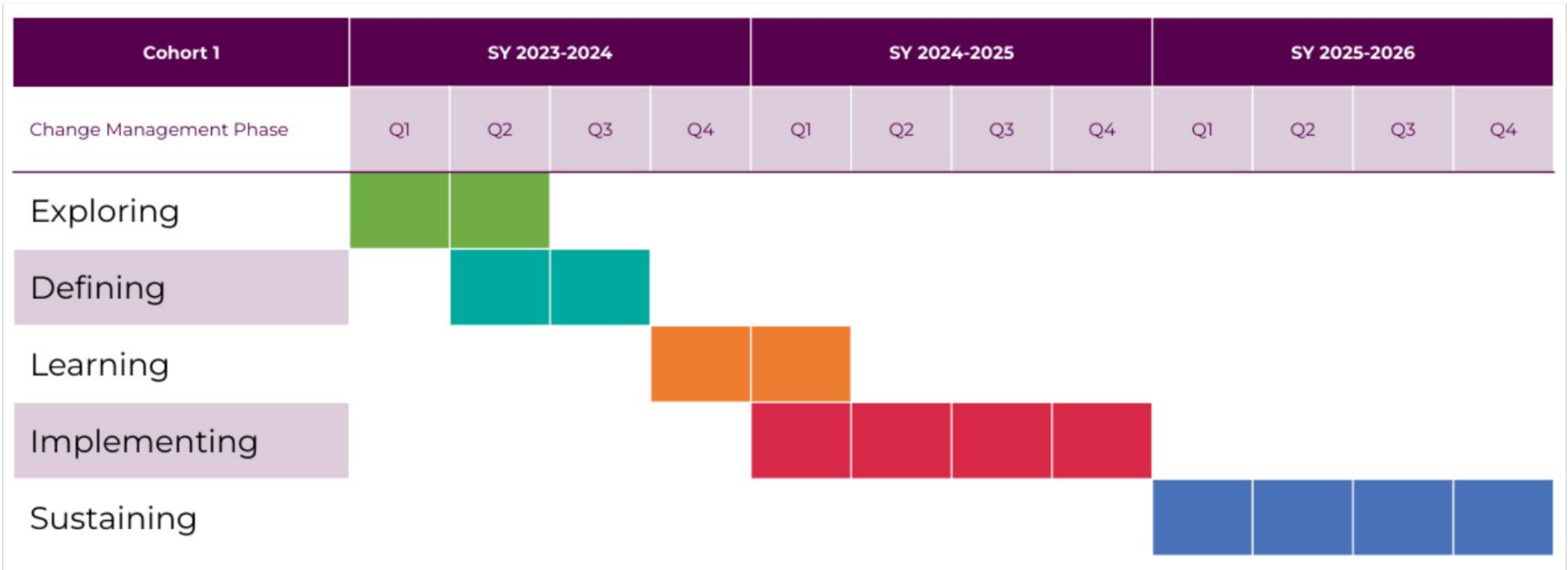


HOW WILL WE DO IT?





HOW WILL WE DO IT?



WHO WILL DO IT?





**MCKINLEY STEAM, WILSON,
RCCBA, TAFT, CRA, JSA,
TRAILSIDE, CITY VIEW**

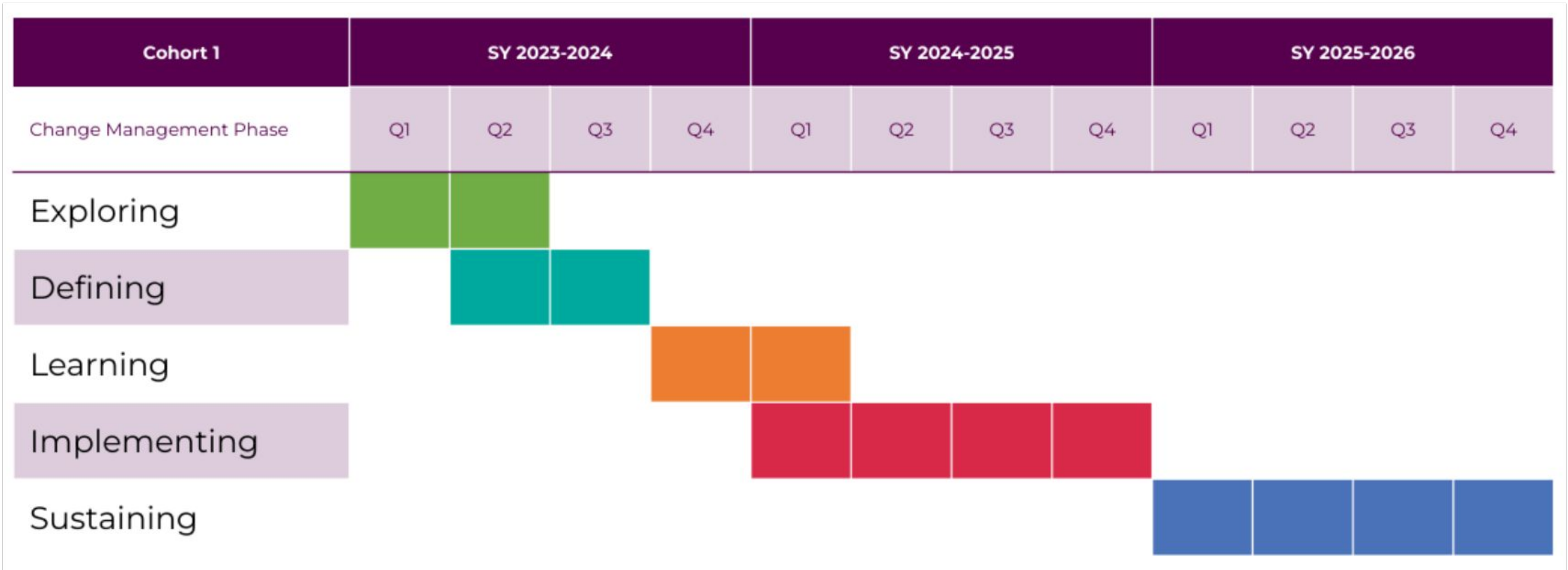
Timeline

Year 1: 2024-2025	Year 2: 2025-2026	Year 3: 2026-2027
<p>IE Schools (McKinley, Wilson, Roosevelt, Taft, CRA, JSA, Trailside, City View):</p> <ul style="list-style-type: none"> ● Data collection ● Coached by IE Team ● Academic Team learning along with the intensive schools <p>District Schools:</p> <ul style="list-style-type: none"> ● Data collection ● Coached by Academic Team ● Instructional Empowerment Professional Development 	<p>Lab Schools (sustained implementation):</p> <p>From the IE Schools</p> <ul style="list-style-type: none"> ● Support from Coaches, Academic Team <p>Select New IE Schools</p> <ul style="list-style-type: none"> ● Data collection ● Coached by IE Team ● Academic Team learning along with the IE schools <p>District Schools:</p> <ul style="list-style-type: none"> ● Data collection ● Coached by Academic Team ● Instructional Empowerment Professional Development 	<p>Additional Lab Schools (sustained implementation) added to roster</p> <p>Select New IE Schools</p> <ul style="list-style-type: none"> ● Data collection ● Coached by IE Team ● Academic Team learning along with the intensive schools <p>District Schools:</p> <ul style="list-style-type: none"> ● Data collection ● Coached by Academic Team ● Instructional Empowerment Professional Development

**WHEN
WILL WE
DO IT?**



HOW WILL WE DO IT?



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GET THE RESULT
THAT IT DOES.”

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Staff Efficacy



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