

**New Orleans Public Schools**

**Five-Year Strategic Plan for Reform**

**1999-2000 through 2003-2004**

**Department/Area: Curriculum and Instruction/Professional Development**

**Name of Initiative Plan: Curriculum and Instruction/Professional Development Plan**

**Goal #1: To reorganize the District to allow for more efficient use of resources available for curriculum development, instruction and staff development activities for certificated personnel, to improve the quality of instruction and increase student achievement (*aligned with: Goals 2000/USDE, LEARN/SDE and DIR/NOPS*)**

**Current Team Leader: TBA**

STRATEGIES	START DATE	COMPLETION DATE	PERSONNEL RESPONSIBLE	OUTCOMES
<p>1. Create an administrative unit responsible for planning and implementing curriculum, instructional programs and professional development activities that are aligned with the State standards and benchmarks, federal/state/local mandates and support the mission of the New Orleans Public Schools. Special focus must be placed upon the following areas: (a) Supporting reading as an essential subject, such as with the K-3 initiative; (b) Providing effective educational alternatives for failing students, including after-school and summer remediation, as social promotion will no longer be permitted; (c) Creating a detailed core curriculum, first in reading, then in math, then in science and social studies, including the development of scripted lesson plans where needed.</p>	April, 1999	September, 1999	CEO Management Team	<p>Administrative Unit established Curriculum, Instruction and Staff Development aligned with standards and benchmarks Federal/state/local mandates are met Unit activities support NOPS mission Reading instruction supported Social promotion ended Educational alternatives provided Core curriculum created Scripted lesson plans</p>
<p>2. Place all instructional programs under a single division head to facilitate coordination of efforts, reduce fragmentation and ensure effective and appropriate use of all funding sources; e.g., local, state, and federal revenues, including grants, endowments, etc., which would support student achievement.</p>	April, 1999	September, 1999	CEO Management Team	<p>Coordination of efforts increased Fragmentation decreased Funds used more effectively</p>
<p>3. Establish a system for collaboration and coordination of efforts between NOPS and external agencies e.g., universities, state agencies, UTNO, business and community organizations, etc. Targeted areas would include staff development, teacher preparation programs, curriculum development, grants, research, etc.</p>	April, 1999	April, 2000	New Division Head of C&I and Professional Development Designated NOPS Personnel	<p>Inter-Agency collaboration Coordinated activities Expansion of available resources Improved delivery of instruction</p>

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<p>4. Develop and institute plans to support instruction at school sites; such plans would include:</p> <ul style="list-style-type: none"> <li>- Establishing a mechanism to reduce student-teacher ratios to allow more time for individualized instruction and improve student achievement, and;</li> <li>- Devising a mechanism that would allow school site planning teams the opportunity to meet as a group during the regular instructional day. (<i>Scheduling "blocks" of planning time would allow for increased collaboration and improve the quality and effectiveness of instruction.</i>)</li> </ul>	April, 1999	September, 2004	New Division Head of C&I and Professional Development Designated NOPS Personnel	<p>Student-teacher ratios reduced Individualized instruction increased Student achievement increased Blocks of time for team planning at school sites Instruction more effective Student performance improved</p>
<p>5. Develop and implement a plan to assure early identification of students in danger of academic failure and remediate in summer school, all 2nd, 3rd, 4th and 8th grade students who fail the Spring 1999 DRA and LEAP/CRT, and 7th graders who are not reading on grade level as per the LEAP/CRT. This will minimize the possibility of failure for these students who will take the DRA and LEAP/CRT during the 2000-2001 school year and improve the reading proficiency of the 5th and 9th grade students who are currently 4th and 8th graders.</p>	February, 1999	July, 1999	Designated NOPS personnel	<p>Early identification process</p> <p>An implemented summer school program for 2nd, 3rd, 4th, 7th and 8th grades</p> <p>A substantial number of the students remediated will pass the DRA and LEAP/CRT and/or will read on, or near grade level</p>

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6. Devise and implement a Professional Development Plan for school personnel that focuses on strengthening and improving instructional activities directly correlated with state standards and benchmarks, the District's mission and initiatives and the state's accountability program. (Staff development activities should be conducted during employee's work year.)	January, 1999	June, 1999	New Division Head or Designee Inter-agency Coalition	Professional Development Plan Workshop agendas and materials Improved teaching and learning
7. Provide workshops for school personnel on classroom management and behavior.	July, 1999	August, 1999 through 2004	New Division Head or Designee Inter-agency Coalition	Workshop agendas and materials Positive classroom climate Improved teaching and learning
8. Investigate the feasibility of performance-based incentive programs.	April, 1999	Ongoing through 2004	New Division Head or Designee	Published report
9. Recognize and support schools that adopt innovative curricula and programs.	April, 1999	Ongoing through 2004	New Division Head or Designee	Annual plans and documentation of District recognition and support

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**Department/Area: Curriculum and Instruction/Professional Development**

**Name of Initiative Plan: Parental Involvement**

**Goal #2: To support District efforts to assist and encourage parental involvement in their childrens' instruction and in the development of District initiative (*Aligned with Goals 2000/USDE, LEARN/SDE and DIR/NOPS*)**

**Current Team Leader: TBA**

STRATEGIES	START DATE	COMPLETION DATE	PERSONNEL RESPONSIBLE	OUTCOMES
1. Assist with the implementation of workshops/presentations designed to share information with and receive input from parents, with regard to such things as: special services, retention, promotion, grades, homework, City Wide Access Schools, discipline, accountability, attendance, parental responsibility, District initiatives, etc.	January, 2000	December, 2000	Curriculum and Instruction and Professional Development Department Designated NOPS Personnel	Workshop agendas and materials
2. Provide instructional materials for discussion and dissemination to parents that can be used to assist children at home.	December, 1999	January, 2000	Curriculum and Instruction and Professional Development Department Designated NOPS Personnel	Copies of materials
3. Facilitate access to community and school services that support parents and their families.	January, 2000	December, 2000	Parent Coordinator	Booklet listing resources