



PUBLIC SCHOOLS OF NORTH CAROLINA

DEPARTMENT OF PUBLIC INSTRUCTION | June St. Clair Atkinson, Ed.D., *State Superintendent*

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INSTRUCTIONAL IMPROVEMENT SYSTEM

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The Instructional Improvement System (IIS) will provide students, teachers, administrators and parents with a new set of tools and resources at the local district and charter school level to improve the learning process in North Carolina. The IIS will comprise six major component areas: Standards and Curriculum; Instructional Design, Practice, and Resources; Assessment and Growth; Data Analysis and Reporting; Professional Development; and Educator Evaluation. These focus areas will combine to support the Learner Profile component that will also contain learner work samples.

Listed below are brief descriptions of each of the six process components and the Learner Profile and Work Sample Repository.

STANDARDS AND CURRICULUM

The Standards and Curriculum component focuses on the ability to manage multiple sets of standards (Common Core, NC Essential Standards, NC Teaching Standards, etc.) and to align IIS content and resources to those standards. The IIS content and resources that will be aligned to the standards includes curriculum and instructional resources (courses, units, activities, resources), assessment items, and professional development resources. Users will be able to easily search and analyze relationships between all resources and the standards. The system will provide tools for curriculum design, development, and best practices.

Content will come from multiple sources (teachers, LEAs, vendors, DPI, consortiums, and more) and will be vetted at several levels to assure quality alignment to standards. The development and management of curricular materials will be designed with role-based security to allow for a workflow in which submitted materials go through a review and approval process prior to being included in the official state, regional, or district curriculum.

LEARNING SYSTEMS

Sarah McManus, Ph.D., *Director of Learning Systems* | smcmanus@dpi.state.nc.us
6307 Mail Service Center, Raleigh, North Carolina 27699-6307 | (919) 807-3776 | Fax (919) 807- 3290
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INSTRUCTIONAL DESIGN, PRACTICE AND RESOURCES

The IIS will allow teachers to search for and select instructional materials for use in lesson plans from an approved and standards-aligned curriculum database. Teachers will be able to add or modify the instruction to customize it for students groups or individual students based on assessed needs.

The system will allow teachers to search for lesson plans by standard, grade, discipline, objective, theme, publisher, unit, and so on. Students and parents will have easy access to resources for learning that are specific to each student's assessed instructional needs.

The system will support the tracking of student activities and assessments directly linked to standards, benchmarks, and/or objectives. Assessments or assignments may be linked to the instruction with either manual scoring or on-line delivery and automatic scoring. Based on student assessment results, teachers will be able to use the IIS to identify and assign instructional material to students that specifically addresses the weaknesses uncovered by the assessment. Students will be provided collaborative work areas to work with fellow students as well as the ability to submit questions and get feedback from teachers.

ASSESSMENT AND GROWTH

The Assessment and Growth component has the capacity to assist instructional staff by allowing them to create, align, deliver, and manage various levels and types of assessment items and strategies ranging from daily classroom formative assessment to district interim/benchmark testing to statewide grades 3-8 and High School summative assessments.

The assessment component serves as a repository for pre-constructed test items and also will display a robust set of tools that allows the teachers and accountability personnel to create and build multiple levels of assessment aligned to the instructional objectives contained within a curriculum. The system will also allow end-users to import pre-constructed assessment items/tasks and formats (including rubrics) to augment locally-developed items/tasks. The resources available through this component will add to the depth of items/tasks available for use at the classroom level across the state.

The assessment system will also have a well-developed reporting system that will enable teachers to aggregate and disaggregate assessment data from multiple sources to analyze student performance and instructional needs. The ability of the assessment system to effectively aggregate and disaggregate assessment results on the basis of pre-set formats or user-defined constraints is one of the ways that the IIS may be used to improve student educational outcomes.

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DATA ANALYSIS AND REPORTING

The data analysis and reporting component of the IIS will provide a wealth of information to teachers, students and administrators and will enable teachers to modify the learning process and assign instructional resources to meet each student's needs. This component can provide a student-achievement profile that contains the student's current level of mastery on standards, benchmarks, objectives, and skills. It can provide to administrators data on teacher effectiveness and demographic, program, and achievement data.

Access to data from all areas of the system will be role-based and highly secure. The system will provide immediate access to all types of integrated student information through system-generated reports which enable teachers and administrators to quickly and efficiently determine students' academic performance and growth needs. School leaders will be able to aggregate data across schools, classrooms, and grades and compare those assessment findings with pre-determined standards of achievement. The system will also provide operations so educators can "drill-down" into the data and perform more detailed analysis of student performance patterns and trends.

PROFESSIONAL DEVELOPMENT

The professional development module of the IIS adopts a proficiency-based approach to human resource management. Data from the IIS system provided to the educator evaluation component of the IIS will enable NCDPI to link and align staff development with curriculum, assessment, learner needs, instructional materials, and the supervision/evaluation process. Educators will be able to create individual staff development plans which address the gaps between their required and mastered lists of job-related proficiencies. The assessment component of the staff development program will not be based upon educators earning a "grade" but rather on attaining specific "proficiencies". For classroom teachers, this may also include a summary of the curriculum, assessment, and instructional resources that align with the acquired proficiency.

EDUCATOR EVALUATION

The online IIS North Carolina Educator Evaluation System (NCEES) instrument will automate the North Carolina Teacher Evaluation Process and the North Carolina School Executive: Principal and Assistant Principal Evaluation Process. The system will allow all employees to complete self-assessments and Professional Development Plans. The system will allow employees to set goals annually and will provide principals/supervisors the ability to modify goals and include feedback to employee. By importing student assessment data, the system will enable administrators to consider student growth as one of the measures of teacher effectiveness.

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LEARNER PROFILE AND WORK SAMPLES

The Learner Profile and Work Samples component of the IIS provides an area for students and teachers to store work samples and other information longitudinally. The student area of this component will house student demographic data, longitudinal assessment results, learning styles or other useful information for planning appropriate instruction for the student. This data may come from other systems such as a Student Information System. The teacher area will allow teachers to upload evidence of their proficiency in meeting the teaching standards and contain other pertinent information about the teacher. Access to this and other modules will be role-based, protecting the privacy of the individual.

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