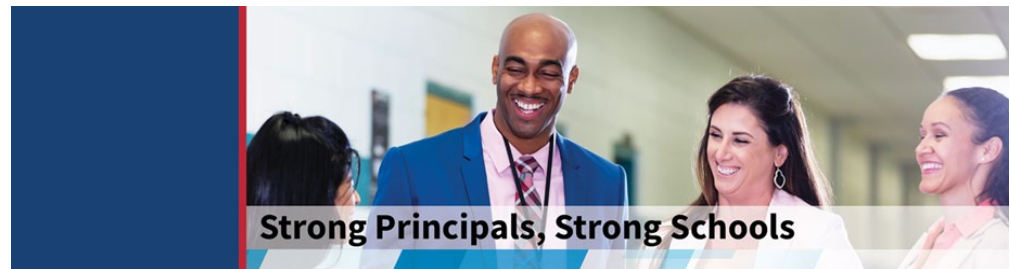




**Department of
Education &
Workforce**

QUALITY SCHOOL IMPROVEMENT PLANS

February 12, 2025



Please note that State of Ohio and Ohio Department of Education and Workforce policies prohibits the use of external AI tools during our meetings.

TODAY'S AGENDA

- Welcome and Updates
- Speakers: Jackie Carlin, Dionne Bartley, and Kate Schaefer, Office of School and District Improvement
- Q & A
- Next Chat – March 12, 2025



**Department of
Education &
Workforce**

LEADERSHIP SUPPORTS WEBPAGE

- Administrative Calendar
- Resources
- Contact:
Schooladmin@education.ohio.gov



Strong Principals, Strong Schools

The Ohio Department of Education is committed to the support of all educators, and Principals and Assistant Principals in particular. A recent report on principal impact from the Wallace Foundation states, “**Principals really matter. Indeed, it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve principal leadership.**”

 Administrative Calendar	 Educator Licenses
 Professional Development	 Associations
 Higher Education	 Resources

TOPICS

- Staff Voices Are the Heart of It All: Use Stay Interviews to Listen for Recruitment and Retention
- Educator Wellbeing: Creating a Culture of Care
- Level Up Your Talent Acquisition: Assessing Current Practices
- Building a Strong Talent Foundation: Essential Recruitment Strategies
- Boosting Your Recruitment Game: Finding Teacher Talent
- Compliance Corner: Your Guide to Legal and Ethical HR Practices
- Elevating HR: A Strategic Approach to Driving Organizational Success
- Recruiting the Future: Engaging Millennials and Gen Z

In-Person (9 a.m.– 4 p.m.):
Tuesday, March 4: Hamilton County ESC

Virtual (Fridays, 9–10 a.m.)
Feb. 7, 14, 21, and 28

Register Today!
OhioHCRC.org



Winter Training | In-Person or Virtual

The Heart of it All: Recruiting & Retaining Educators for Ohio Students



**Department of
Education &
Workforce**
Human Capital Resource Center

NEW PROFESSIONAL LEARNING FROM OLAC



OHIO LEADERSHIP
ADVISORY COUNCIL

New Sessions Added

January-June 2025

Professional Learning Series

Register Now



Message from OAESA and OASSA

Now is the time to join your professional organization!

- [OAESA Membership](#)
- [OASSA Membership](#)

OAESA Events: <https://oaesa.org/events/>

OASSA Events: <https://oassa.org/conferences/>



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<https://oassa.org/conferences/>



OHIO STANDARDS FOR PRINCIPALS | 2018

 Leadership	Standard 1: Mission, Vision and Core Values	The effective educational leader develops, advocates and enacts a shared mission, vision and core values.
	Standard 2: Ethics and Professional Norms	The effective educational leader acts ethically and according to professional norms.
	Standard 3: School Improvement	The effective educational leader implements collaborative structures and shared leadership to analyze data and causality, align evidence-based strategies to deliberate goals, develop the capacity of staff, and partner with internal and external supports to improve teaching and learning conditions and outcomes.
 Learning	Standard 4: Curriculum, Instruction and Assessment	The effective educational leader fosters an environment of effective and rigorous personalized instruction by ensuring each student has equitable access to effective teachers, leaders and learning supports.
	Standard 5: Professional Capacity of School Personnel	The effective educational leader supports all staff by promoting and organizing an environment focused on continuous improvement and personal growth to achieve positive outcomes for each student.
 Culture	Standard 6: Equity and Cultural Responsiveness	The effective educational leader models, supports and cultivates a school culture characterized by equity and inclusiveness.
	Standard 7: Community of Care and Support	The effective educational leader develops and sustains positive partnerships with and among students, staff and stakeholders to create a safe and caring school environment.
	Standard 8: Meaningful Engagement of Families and Community	The effective educational leader develops and sustains partnerships with families and the community by acknowledging the school as a community resource and understanding the context of its existence within the larger community.
 Management	Standard 9: Strategic Staffing	The effective educational leader is integral to the recruitment, hiring and assignment of staff to ensure representation of diverse expertise and skill sets are aligned to the priorities of the focused plan while also promoting staff professional growth, cultural competence and opportunities for leadership.
	Standard 10: School Operations	The effective educational leader develops and implements structures to maximize learning through relationships, management, fiscal responsibility and adherence to district and state laws, policies and procedures.

OHIO'S STANDARDS FOR PRINCIPALS

Standard 3: School Improvement

- Effective education leaders implement collaborative structures and shared leadership to **analyze data and causality, align evidence-based strategies to deliberate goals, develop the capacity of staff, and partner with internal and external supports** to improve teaching and learning conditions and outcomes.

SCHOOL IMPROVEMENT PLANNING VIA ED STEPS

- Many entities are required to use the Education Department's System of Tiered E-Plans and Supports (ED STEPS) to complete an improvement plan. Entities are **required to submit a One Needs Assessment and One Plan** if:
 - The LEA (districts and community schools) **receives federal funding**
 - Is or contains a **CSI/ATSI** school
 - The school has a **Student Group Accountability** status
 - The school is **Title I-A Schoolwide** served
- Any school/district required to submit a One Plan will receive a review from DEW and feedback aligned to review rubrics. The review rubrics can be found in the newly updated [ED STEPS Comprehensive User Manual](#).

SCHOOL IMPROVEMENT PLANNING VIA ED STEPS

- Even if a school is not required to complete a One Plan (or school improvement plan) using ED STEPS, principals may opt to use this resource.
 - It is recommended that schools create a One Plan in ED STEPS through the LEA's assigned cohort year ([Cohort Assignments](#)).
 - Please collaborate with central office staff, as your district likely has a district-level One Plan already.
 - Any schools that opt to create One Plans that were not required to do so will not receive any formal Department review or feedback.
 - Email questions to EDSTEPS@education.ohio.gov


ONE NEEDS ASSESSMENT (ONA)

- **From Standard 3:** “*analyze data and causality*”
 - Aligned to Step One in the Ohio Improvement Process (OIP) of Identify Critical Needs.
 - The ONA provides a structure for collaborative teams to analyze student, educator, and system data.

ONE PLAN (OP)


- **From Standard 3:** *“align evidence-based strategies to deliberate goals, develop the capacity of staff, and partner with internal and external supports”*
 - The OP is a concise plan for educational organizations to utilize over a three-year period.
 - It provides the direction for improvement activities the organization will implement to address challenges identified through the root cause analysis and to impact the priority need identified in the ONA.
 - Allows organizations to incorporate all the required elements that the organization must address through state and federal requirements because of demographics or student results.

ACCESSING THE ONE NEEDS ASSESSMENT




Organization
Chardon Local


View As
District IRN




One Needs Assessment
Needs Assessment Tool for Identification



One Plan
Comprehensive Improvement Plan



Funding Application
Funding selection for Comprehensive Improvement Plan




Supports Schools Tool - One Plan Progress Monitoring
Tool for districts and schools to monitor the progress of their One Plans.


Education Department's System of Tiered E-Plans and Supports

Welcome to YOUR NEW ED STEPS system! ED STEPS will enable districts to develop one comprehensive plan for student growth and leverage all its federal and other resources in creating programs based on available funding to better serve students and communities. This will make it easier for districts and schools to coordinate administrative planning with program planning and implementation.


It's important to remember that the One Needs Assessment will need to be completed PRIOR to completing the One Plan.




Address Book



Document Library




EDSTEPS Website



ODE Website


ACCESSING THE ONE PLAN



Organization
Chardon Local


View As

District IRN




One Needs Assessment

Needs Assessment Tool for Identification




One Plan

Comprehensive Improvement Plan



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Address Book



Document Library



EDSTEPS Website



ODE Website

ED STEPS RESOURCES

- [EDSTEPS Comprehensive User Manual](#)
 - OEDS roles, planning cycles, navigating the systems, and DEW rubrics (for those required to complete a plan)
- [EDSTEPS Quality Plan Rubric](#)
 - Supportive tool for those developing, implementing, or monitoring the One Plan
 - Especially useful for those working with ED STEPS who do not partner with State Support Teams
- Email questions to EDSTEPS@education.ohio.gov

QUESTIONS?

EDUCATION.OHIO.GOV



**Department of
Education &
Workforce**



NEXT PRINCIPAL CHAT

- Second Wednesday each month at 9:30 – 10:30am
- March 12, 2025, featuring Federal Programs

Contact: schooladmin@education.ohio.gov

EXIT SURVEY





Department of Education & Workforce

EDUCATION.OHIO.GOV