



# **WHITTIER ECE-8**

## **EAGLE PRIDE**

**2022-2023**

**Whittier ECE-8**

**Innovation School Renewal Application**

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## Letter to the Whittier ECE-8 Community

March 10, 2023

Dear Whittier Community,

For the past 13 years (September 2010) Whittier has been an innovation school. After careful consideration we have decided to apply for the renewal of our innovation plan. Innovation has allowed Whittier autonomy with specific flexibilities such as curriculum, budgeting, and staffing. We were able to utilize those flexibilities to improve instruction and provide the necessary academic and social emotional support for Whittier students.

As we look forward to the future of Whittier ECE-8 School we know that continuing with our innovation plan is one way for our school community to thrive. We will keep some of the same flexibilities, but also include others that will improve staff instructional practices and give our students even greater opportunities for academic growth. There are three flexibilities that were not a part of the previous plan, but will be added to the renewal application and will impact the Whittier community in a positive way. The flexibilities are Calendar, Schedule/Professional Standards and Extra Duty Compensation.

The way in which we plan to utilize the Calendar flexibility will be to improve the teacher/staff data team process. Currently, Whittier has one teacher per grade level and this is a challenge because teachers do not have student data to compare, colleagues at the same grade level to plan lessons with and teachers can not have true grade level meetings. In addition, DPS has taken all planning days and transformed them into Teal Days leaving Whittier leadership with very little time to plan for anything other than professional development and sometimes that is not possible due to time constraints or some teacher requirements on Teal Days. The Calendar flexibility will give three half days of non-student contact days. These half days will occur after Interim Assessments giving additional time for vertical data team meetings that will also include instructional planning time.

The Schedule/Professional Standards flexibility will primarily be used to flex time during the first semester when parent/teacher conferences are scheduled before and after school. Teachers will be compensated on the day set aside on the DPS calendar for all conferences to be held usually in October. When deemed necessary, the school leadership team will schedule a second conference date in February providing a similar schedule as that in October for teachers to meet with parents regarding continued concerns, such as, academics, social emotional, attendance and retention. The February non-student contact day (PM time only) would be designated as compensation time.

Stakeholders have been engaged during in-person meetings. Their questions and concerns have been addressed and a two day voting process has been scheduled to occur after stakeholders have had no less than ten days to review the plan and ask clarifying questions.

Whittier's future is bright and we will use our Innovation Plan and these new flexibilities to strengthen our educational program.

Sincerely,  
Lynette Hall-Jones  
Proud Whittier Principal

## Innovation Plan Narrative

### School Mission, Vision, and Values

Whittier is an innovation school that also works within the scope of the traditional school model. Our [Whittier Mission & Vision](#) expresses our true passion for our students and community.

Innovation has allowed Whittier autonomy with specific flexibilities such as curriculum, budgeting, and staffing. We were able to utilize those flexibilities to improve instruction and provide the necessary academic and social emotional support for Whittier students. As we look forward to the future of Whittier ECE-8 School we know that continuing with our innovation plan is one way for our school community to thrive. The renewal application will also include the following new flexibilities: Calendar and Schedule/Professional Standards.

### [Whittier UIP](#)

### Innovation Plan Goals

In order to measure specific goal performance district and state assessments will be used and analyzed to determine student growth in language arts and math. CMAS assessments for 2023 will be used when it becomes available. To measure students' social and emotional health and well-being we will administer and analyze the BESS assessment data.

[Whittier Interim Data 22-23](#)

[Whittier Istation Data 22-23](#)

[Whittier BESS Data 22-23](#)

Our school goals align with district priorities, safe and welcoming schools and grade level rigorous tasks. Using the flexibilities to support these goals will give school leadership the autonomy to adjust the calendar to include additional days for data analysis and vertical planning that will increase student achievement.

Table 1. Innovation plan goals.

Performance Indicator/Other Assessment or Measure	Current/Baseline Performance	2022-2023 Goal	2023-2024	2024-2025*
Colorado State SPF <a href="#">Whittier SPF</a>	Insufficient Data due to low participation	Increase student participation to 90% participation grades 3-8 Anticipated rating - Yellow	Increase student participation to 95% participation grades 3-8	Increase student participation to 95% participation grades 3-8

## Innovation Plan Onboarding

New teachers and other staff will meet with the principal or ILT to learn about Whittier's innovation status and how it supports our school. In addition, new teachers will be supported by the new teacher ambassador who can also provide context regarding innovation during scheduled meetings with teachers.

New leader hires will meet with the principal or ILT to gain understanding of Whittier's innovation status and how it pertains to their management of the school.

## Section I: Educational Program Flexibilities

Educational Program Flexibilities		
Flexibility Area	Detailed Flexibility and Rationale	Associated Waivers
Curriculum and Assessment	<p>Whittier will participate in the universal flexibilities process when selecting a new curriculum, and will follow the district approval process if seeking to implement a new curriculum outside of this process.</p> <p>If curriculum flexibility is not provided by DPS, Whittier will retain flexibility to make changes to their curriculum in accordance with state and legal requirements.</p>	<p>State Statute:</p> <ul style="list-style-type: none"><li>• 22-32-109(1)(t): Determine Educational Program and Prescribe Textbooks;</li><li>• 22-32-109(1): Adopt Content Standards and Plan for Implementation of Content Standards</li></ul>

## Section II: Governance and Budget Flexibilities

Governance and Budget Flexibilities		
Flexibility Area	Detailed Flexibility and Rationale	Associated Waivers
Budgeting on Actual Teacher Salaries	<p>Whittier is seeking to budget on actual teacher salaries rather than district average teacher salaries.</p> <p>Whittier currently budgets on actual teacher salaries and will continue to budget this way. This budgeting strategy allows Whittier to spend any additional budget on resources to support student learning and wellbeing.</p>	No Associated Waivers

## Waivers and Replacement Language

### Curriculum and Assessment

#### State Statute:

- [22-32-109\(1\)\(t\): Determine Educational Program and Prescribe Textbooks](#)
- [Section 22-32-109\(1\)\(aa\): Adopt Content Standards and Plan for Implementation of Content Standards](#)

The DPS Board authorizes the school to **develop an educational program that aligns to the mission and vision** of the school and supports the mission, vision, and goals stated in the innovation plan. The school will continue to follow the district's policy on curriculum and assessment as long as the district continues to operate a process through which schools are provided with curriculum flexibilities. The school may maintain this flexibility if the district changes its policy on curriculum and assessment.

The school's curriculum will provide a program of instruction that enables students to meet or exceed the CCSS and CAS. The school will regularly evaluate its education program and make changes to curriculum content, instruction, and assessments.

## Appendix A: Evidence of Engagement and Support from Administrators, Teachers and CSC

Please attach any documentation of staff and community engagement conducted by the school in designing and writing the innovation plan. This could include a description and list of staff and/or community meetings held regarding innovation, materials used during these meetings or in the development of the plan, committees or teams utilized to write the innovation plan, trackers used to monitor engagement communication, or any other means by which the school engaged its community or gathered feedback on the innovation plan. When describing these engagement opportunities, please also include how many people attended and how participation was structured (i.e. open to everyone, committee with specific membership, etc.).

Engagement Opportunity	Participation Structure and Attendees	Links
<b>SLT Meeting</b>	In-person 5 attendees	<a href="#"><u>SLT Innovation Renewal</u></a>
<b>Staff Meeting</b>	In-person 15 attendees Slides also available in Whittier resource folder	<a href="#"><u>Staff Mtg Slides March 10</u></a>
<b>Staff Email</b>	All staff dpsk12.net accounts	
<b>Community Email</b>	All parents and staff School Messenger	<a href="#"><u>Whittier Community Innovation Renewal Letter</u></a>
<b>Staff Meeting</b>	All staff - Final draft review	