**Full Year Planning Cycle**

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| **Time** | **Activity** |
| October | Perform a student-growth analysis for all teachers using multiple-years of performance data when possible. If the district does not currently calculate VAM internally, it is recommended to use a vendor such as ERG for analysis. |
|  | Using school-level data, perform similar analysis of student growth, staff climate surveys, and parent surveys, when available for school principals. |
|  | Determine District approach to current teachers/leaders at newly identified ACE campus(es). |
|  | Determine District timeline for Human Capital components of ACE  Coordinate the public announcement with conversations with impacted staff  Develop timeline and guidelines for moving current staff   * Recommendation: Align announcement to current staff with District-wide open transfer process, provide priority access to impacted employees |
| November/ December | School Leadership walk classrooms of teachers identified as having strong student growth. |
|  | Develop process for ACE campus principal selection |
| January | Select school principal for ACE campus(es) |
| January/ February | Newly identified school principal makes selection of assistant principal(s) |
| March | Announce to current staff at selected campuses the plan and timeline for reconstitution; Notify current teachers at the reconstituted campuses of their 2018-2019 status |
|  | Announce to staff at campuses that are losing a principal to identified campus |
| April | Conduct a recruitment fair for identified Effective Teachers |
|  | Notify new teachers moving to the reconstituted campuses of their 2018-2019 status |
| May | Finalize campus staffing and ensure all reconstituted teachers have secured a position (if they are interested in doing so) |
|  | Fill any remaining vacancies at ACE campuses |

**Condensed Planning Cycle**

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| **Time** | **Activity** |
| January | Perform a student-growth analysis for all teachers using multiple-years of performance data when possible. If the district does not currently calculate VAM internally, it is recommended to use a vendor such as ERG for analysis. |
|  | Using school-level data, perform similar analysis of student growth, staff climate surveys, and parent surveys, when available for school principals. |
|  | Determine District approach to current teachers/leaders at newly identified ACE campus(es). |
|  | Determine District timeline for Human Capital components of ACE  Coordinate the public announcement with conversations with impacted staff  Develop timeline and guidelines for moving current staff   * Recommendation: Align announcement to current staff with District-wide open transfer process, provide priority access to impacted employees |
| January/February | School Leadership walk classrooms of teachers identified as having strong student growth. |
|  | Develop process for ACE campus principal selection |
| January/February | Select school principal for ACE campus(es) |
| January/ February | Newly identified school principal makes selection of assistant principal(s) |
| March | Announce to current staff at selected campuses the plan and timeline for reconstitution; Notify current teachers at the reconstituted campuses of their 2018-2019 status |
|  | Announce to staff at campuses that are losing a principal to identified campus |
| April | Conduct a recruitment fair for identified Effective Teachers |
|  | Notify new teachers moving to the reconstituted campuses of their 2018-2019 status |
| May | Finalize campus staffing and ensure all reconstituted teachers have secured a position (if they are interested in doing so) |
|  | Complete hiring for all vacancies at ACE campuses |