

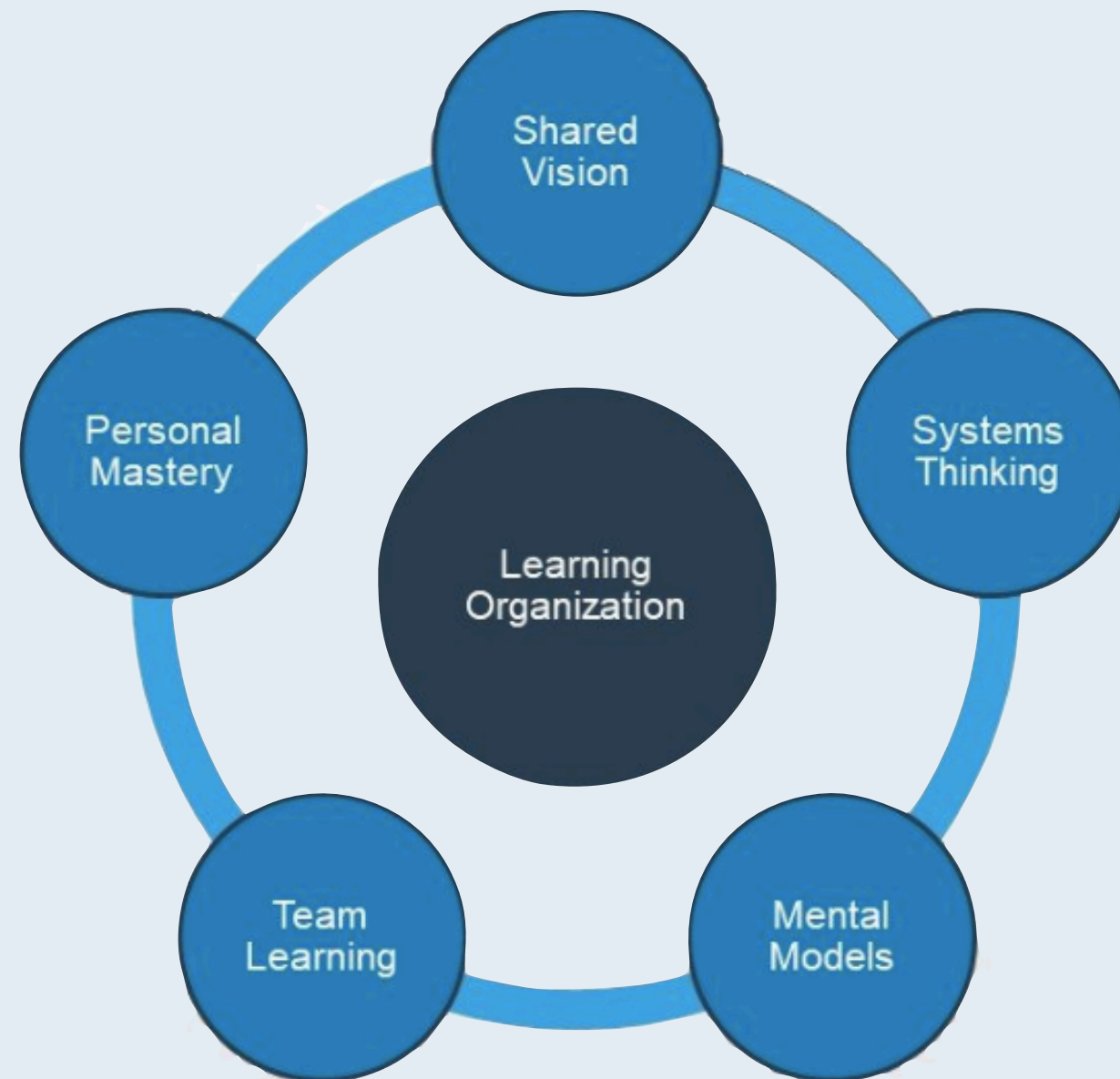
OXFORD SCHOOL DISTRICT

Builders of the Future

Bradley Roberson, Assistant Superintendent

Brian Harvey, Superintendent

Five Disciplines by Peter Senge





OXFORD

SCHOOL DISTRICT



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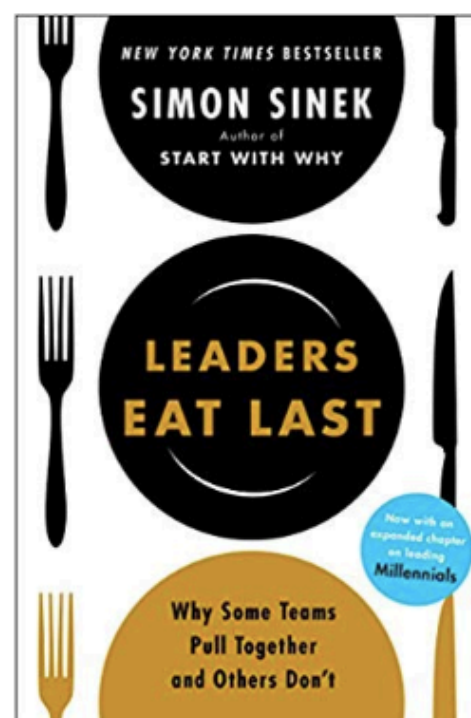
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Oxford School District ▶ School Board ▶ Superintendent



Leaders Eat Last: Why Some Teams Pull Together and Others Don't

by Simon Sinek

Year Published: 2017



Oxford High students enter school.

RECENT POSTS

Ole Miss coach Matt Luke previews fall camp, talks personnel

Four-star athlete Diwun Black flips from Ole Miss to Florida

Local Veterans host healthcare fair

Local Vietnam Veteran named

Oxford schools No. 1 ranking worth celebrating



By David Magee
Email the author

Published 3:31 pm Thursday, October 27, 2016

Oxford High School

Graduation Rate

87.2%

Proficiency Rating



Grade: **A**

Lafayette High School

Graduation Rate

85.5%

Proficiency Rating



Grade: **A**

Oxford School District scores second highest in state to earn A grade



By **Alyssa Schnugg**
[Email the author](#)

Published 12:07 pm Thursday, October 19, 2017

AdvancED Engagement Review Report

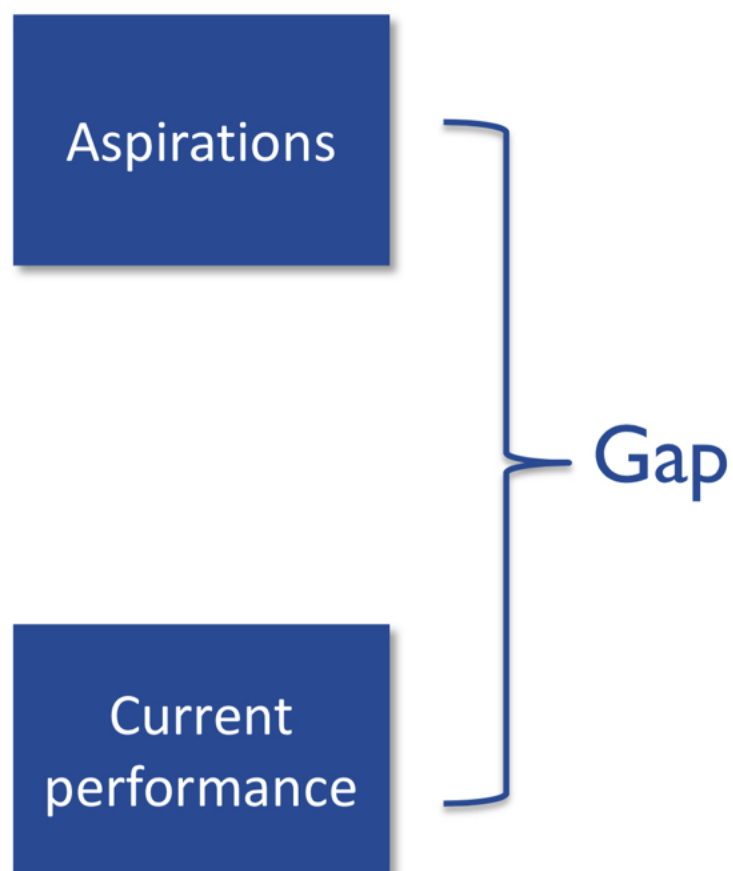
Learning Capacity Standards		Rating
2.1	Learners have equitable opportunities to develop skills and achieve the content and learning priorities established by the system.	Emerging

Learning Capacity Standards		Rating
2.8	The system provides programs and services for learners' educational future and career planning.	Emerging
2.9	The system implements processes to identify and address the specialized needs of learners.	Emerging

**“Every system is perfectly
designed to achieve exactly the
results it gets.”**

–Paul Batalden

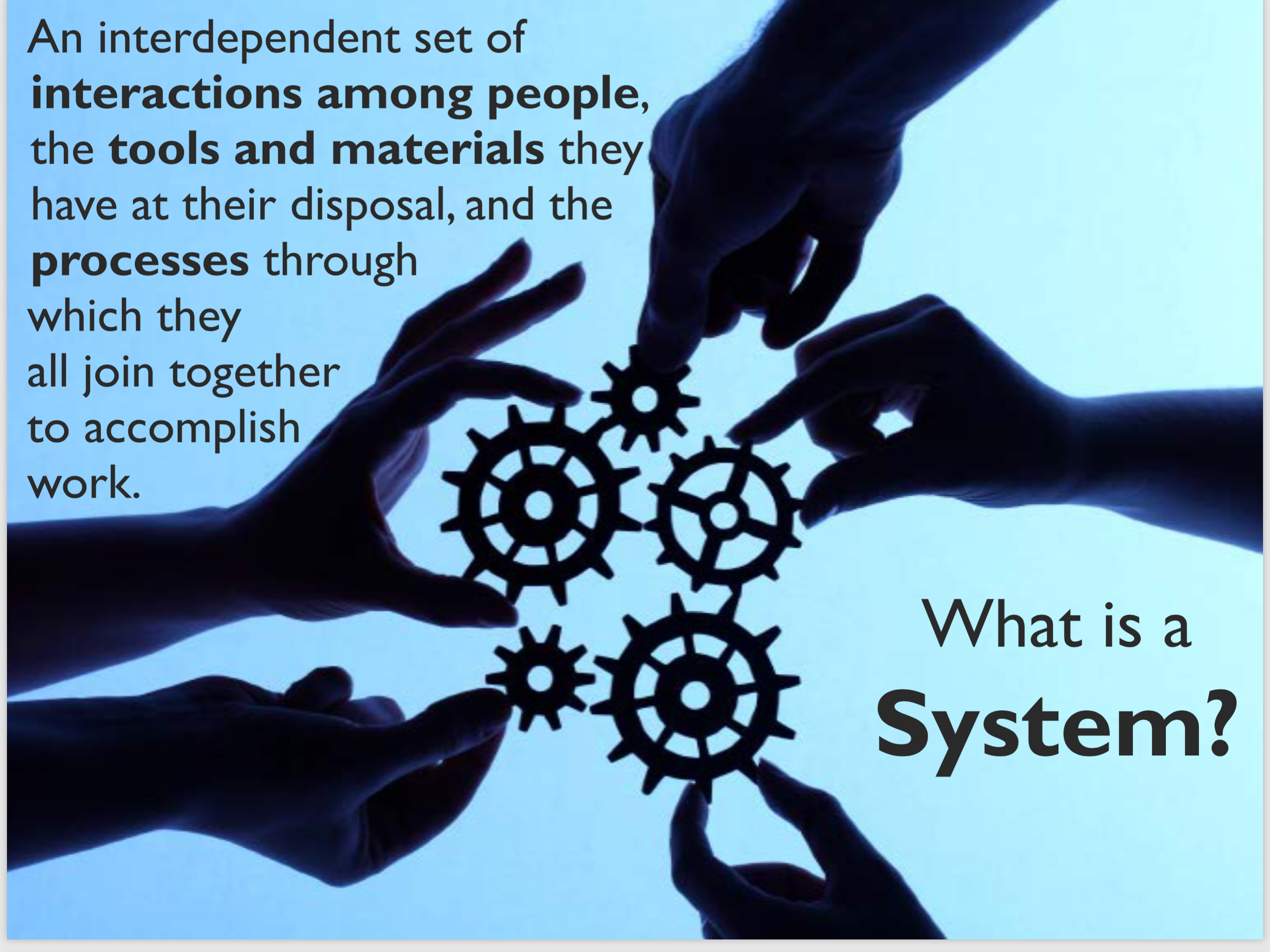




Why are we getting the outcomes we are currently getting?

Let's go investigate.

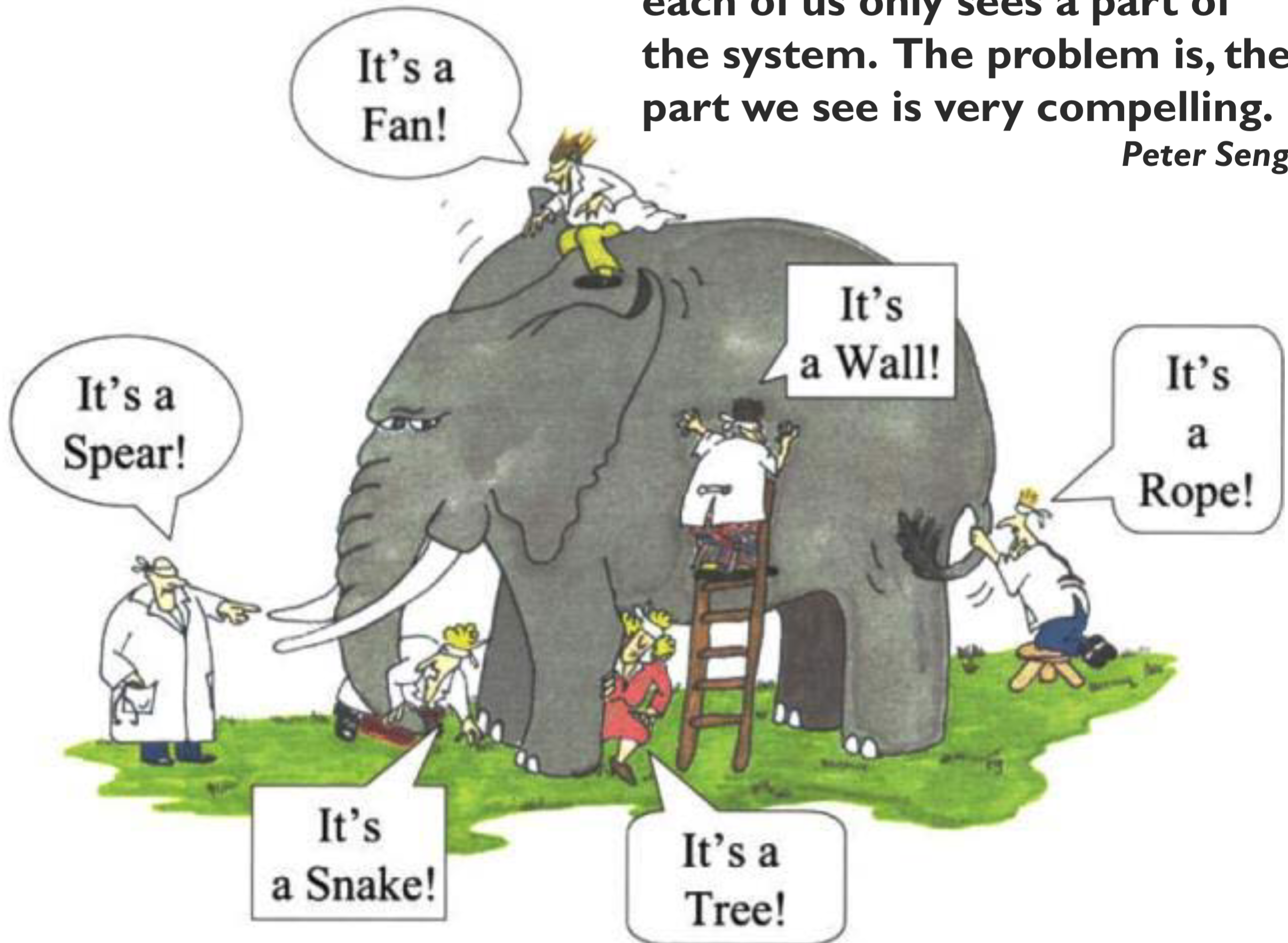
An interdependent set of **interactions among people**, the **tools and materials** they have at their disposal, and the **processes** through which they all join together to accomplish work.

The background of the slide features a light blue gradient. Overlaid on this are several dark silhouettes of human hands reaching in from the edges, holding and interlocking a cluster of black gears of various sizes. The gears are arranged in a way that suggests a complex, interconnected mechanical system. The hands are positioned around the gears, with some fingers pointing towards them and others supporting them from below or the sides.

What is a
System?

**By the very nature of systems,
each of us only sees a part of
the system. The problem is, the
part we see is very compelling.**

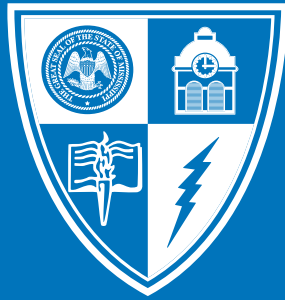
Peter Senge



Leadership and Learning Matrix

Achievement of Results	high	<p><u>Lucky</u></p> <p>high results, low understanding of antecedents</p> <p>Replication of success unlikely</p>	<p><u>Leading</u></p> <p>high results, high understanding of antecedents</p> <p>Replication of success likely</p>
	low	<p><u>Losing</u></p> <p>low results, low understanding of antecedents</p> <p>Replication of failure likely</p>	<p><u>Learning</u></p> <p>low results, high understanding of antecedents</p> <p>Replication of mistakes unlikely</p>
		low	high
		Understanding of antecedents of excellence	

Douglas Reeves



OXFORD SCHOOL DISTRICT DESIGN PROCESS

Research the problem and
find out what others have done.

ASK



IMAGINE



Brainstorm ideas and
solutions to create a plan.

Implement the plan
and innovate.

BUILD



Modify the plan
to make it better.

IMPROVE



EVALUATE

Think about how the
plan can be improved.

Communicate
the outcome.

SHARE



For more information, visit us online at www.oxfordsd.org

Most Likely to Succeed

PREPARING OUR KIDS FOR
THE INNOVATION ERA



Tony Wagner

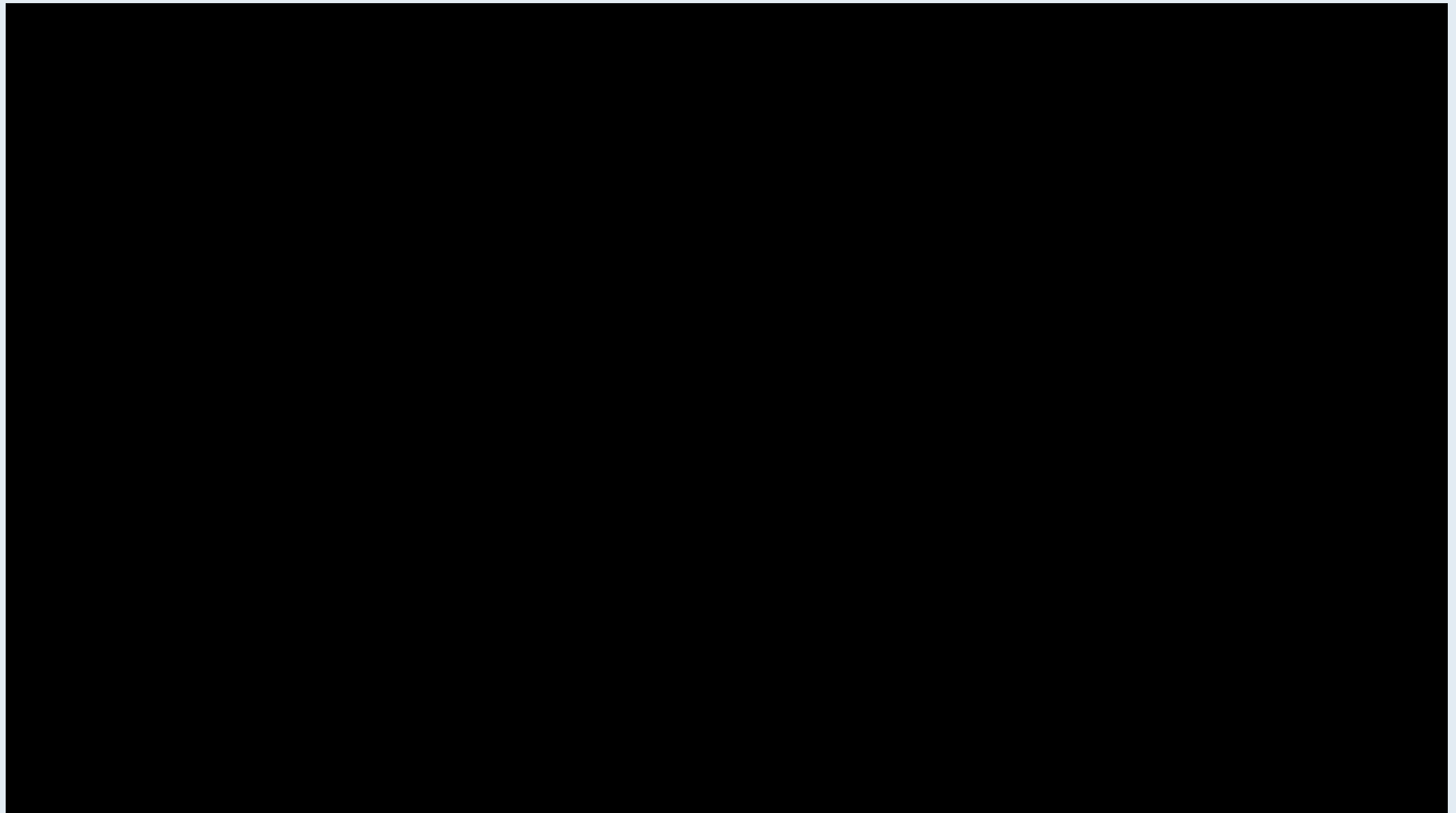
Bestselling author of *CREATING INNOVATORS*
and *THE GLOBAL ACHIEVEMENT GAP*

Ted Dintersmith

"If you read one book about education this decade, make it this one. I couldn't put it
down, and neither will you."

—ADAM BRAUN, *New York Times* bestselling
author of *Promise of a Pencil*

Most Likely to Succeed

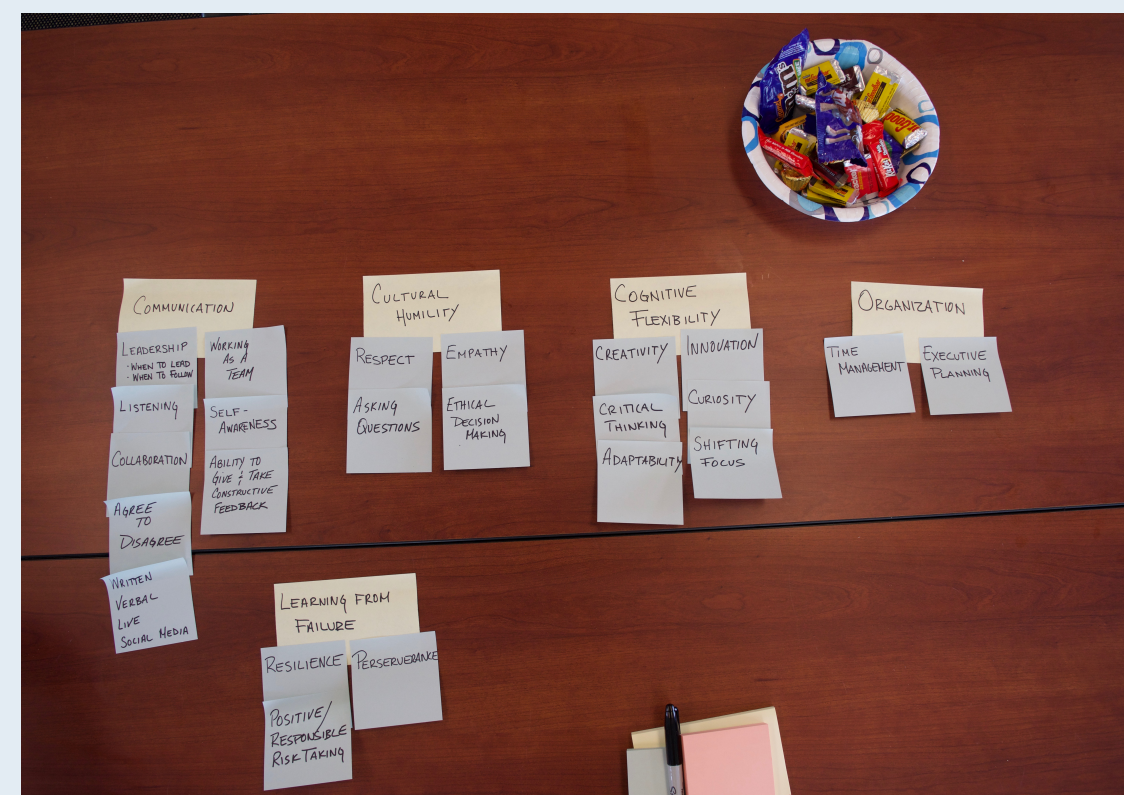
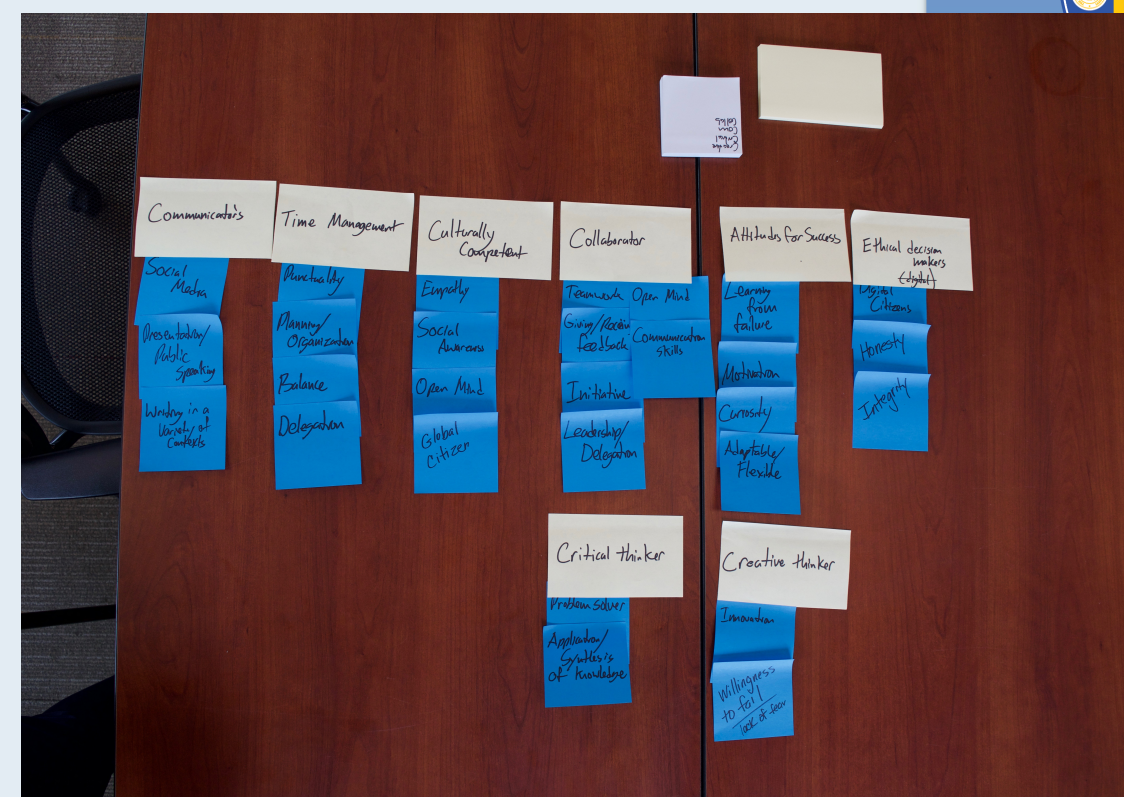


OXFORD SCHOOL DISTRICT
PORTRAIT
OF A
GRADUATE

The Portrait of a Graduate, through this inclusive process,
will become the community's collective vision for our students.







OXFORD SCHOOL DISTRICT PORTRAIT OF A GRADUATE



Oxford School District is committed to developing these essential skills in our Pre-K – 12 students to prepare them for their future.



Effective Communicators

Convey information in a meaningful and effective way to achieve common goals with others.



Culturally Aware

Possess a set of skills, values and principles that acknowledge and adapt to differences in various cultures and ethnicities, in order to work cross-culturally.



Ethical

Act with key moral principles that include honesty, fairness, equity, dignity and individual rights.



Critical Thinkers

Conceptualize, apply, analyze, and evaluate information gathered from observation, experience, reflection, reasoning, as a guide to belief, understanding and action.



Creative Thinkers

Approach problems with curiosity and imagination to generate innovative ideas and solutions without fear of failure.



Resilient

Withstand and recover from challenges with independence, courage and emotional competency.



Personally Responsible

Accept and maintain ownership of one's own actions by meeting obligations, expectations and being accountable within one's power, control, or management.



Active Citizens

Take an active role in society, conducting oneself in accordance with the rights, duties, and privileges of their community, country and world.

Learn more at:
www.oxfordsd.org/portrait

How do we get there?



Oxford School District

Strategic Planning and Continuous Improvement Planning

Futures Thinking

**Informed
reflection**

- 3-5 years ahead
- Four primary areas

**Multi-
disciplinary
approach**

- Disruptors
- Patterns
- Trends

Futures Thinking helps to identify the dynamics that are creating the future and to determine their potential impact.

- Way to go Norah !!

Assumptions about the future should be challenged and explored.

Our Plan



February – Envisioning Phase

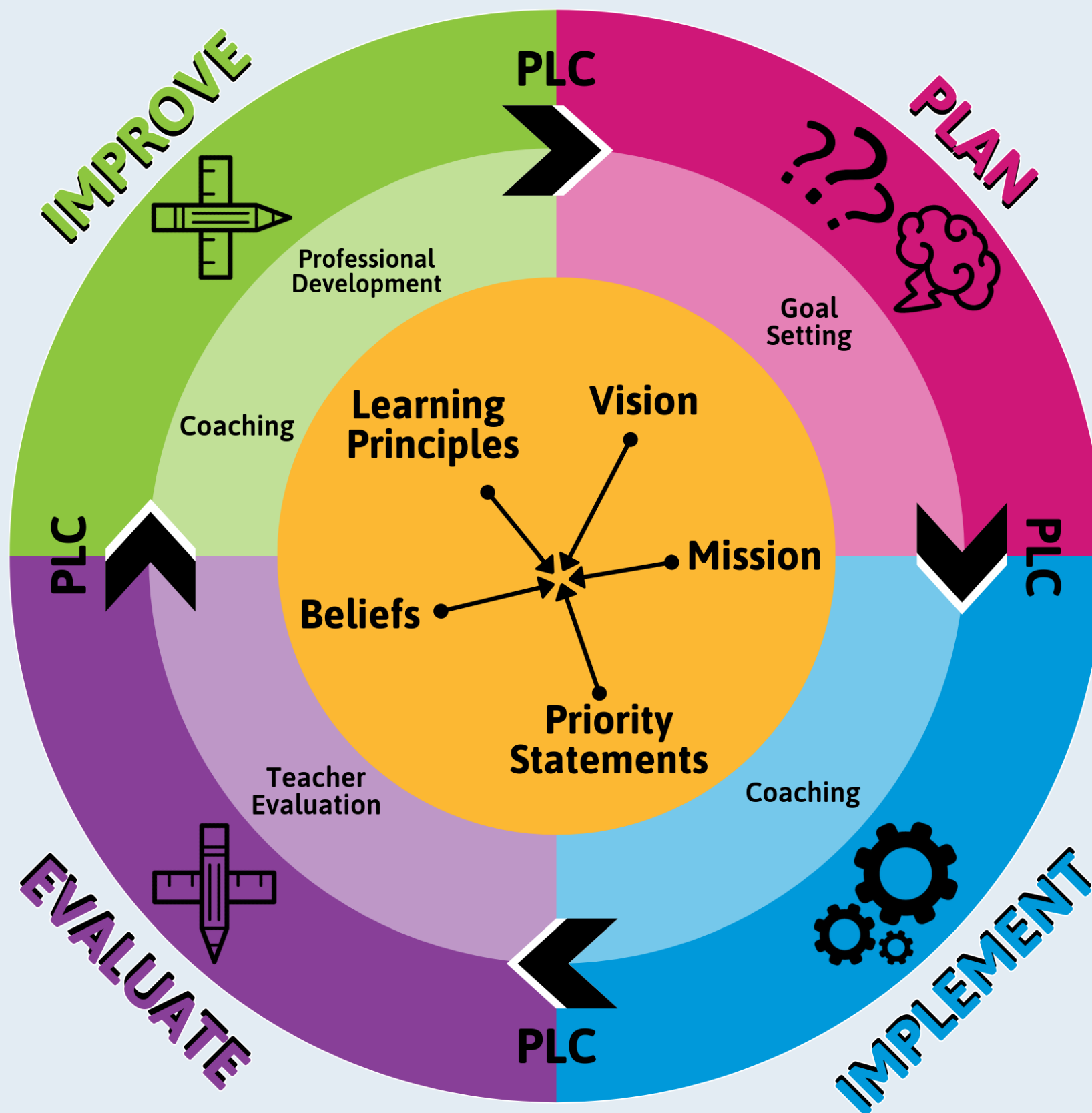
March – Vision, Mission and Beliefs

April – Planning Phase

May – Implementing and Planning Phases



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Student Related

Learning Capacity Standards		Rating
2.1	Learners have equitable opportunities to develop skills and achieve the content and learning priorities established by the system.	Emerging

Learning Capacity Standards		Rating
2.8	The system provides programs and services for learners' educational future and career planning.	Emerging
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whole child initiative
A Ministry of Palmer Home For Children



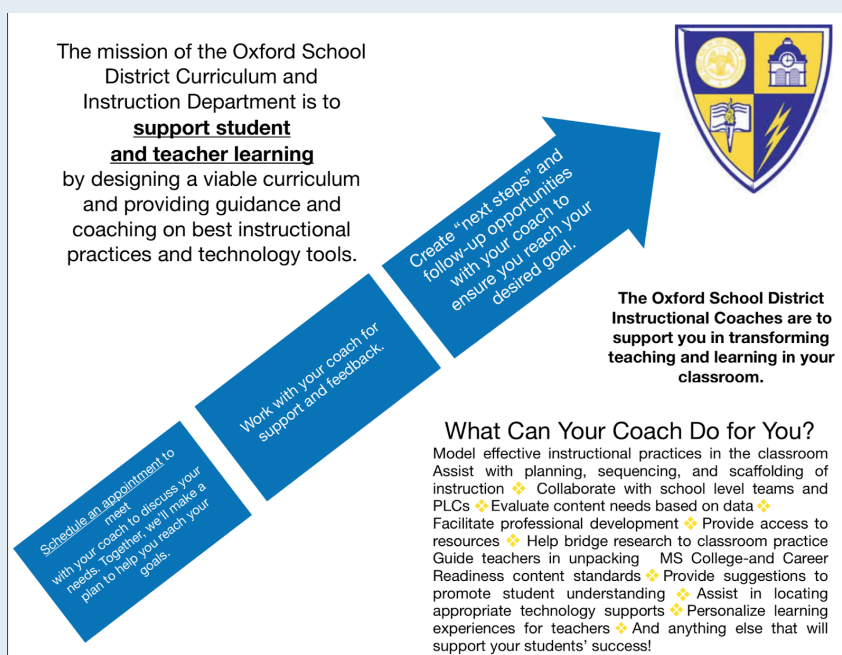
Standards Based Grading (SBG)

Understanding A Proficiency Scale

SBG allows parents and students to understand more clearly what is expected and clearly indicates how to help students be successful.

Staff Related

Name one issue that affects the achievement of our students that you as an educator are passionate about.



1: Love of learning

Mastering new s
formally; relatec
tendency to ad

2: Spirituali

Having coheren
knowing where
life that shape c

3: Judgme

Thinking things
conclusions; bei
evidence fairly.

4: Love

Valuing close re
reciprocated; be

5: Apprecia

Noticing and ap
domains of life,

2019 Administrator Goals Sheet

Oxford School District

Vision: A bold, innovative and continually improving district; understanding today to prepare students for tomorrow

Mission: The Oxford Promise: Empowering all students to become confident and creative builders of the future.

Beliefs: We believe in excellence, equity, service, support, and relationships.

Attracting and retaining high-quality, diverse employees while encouraging career-long growth and development will foster a culture that positively impacts student learning.

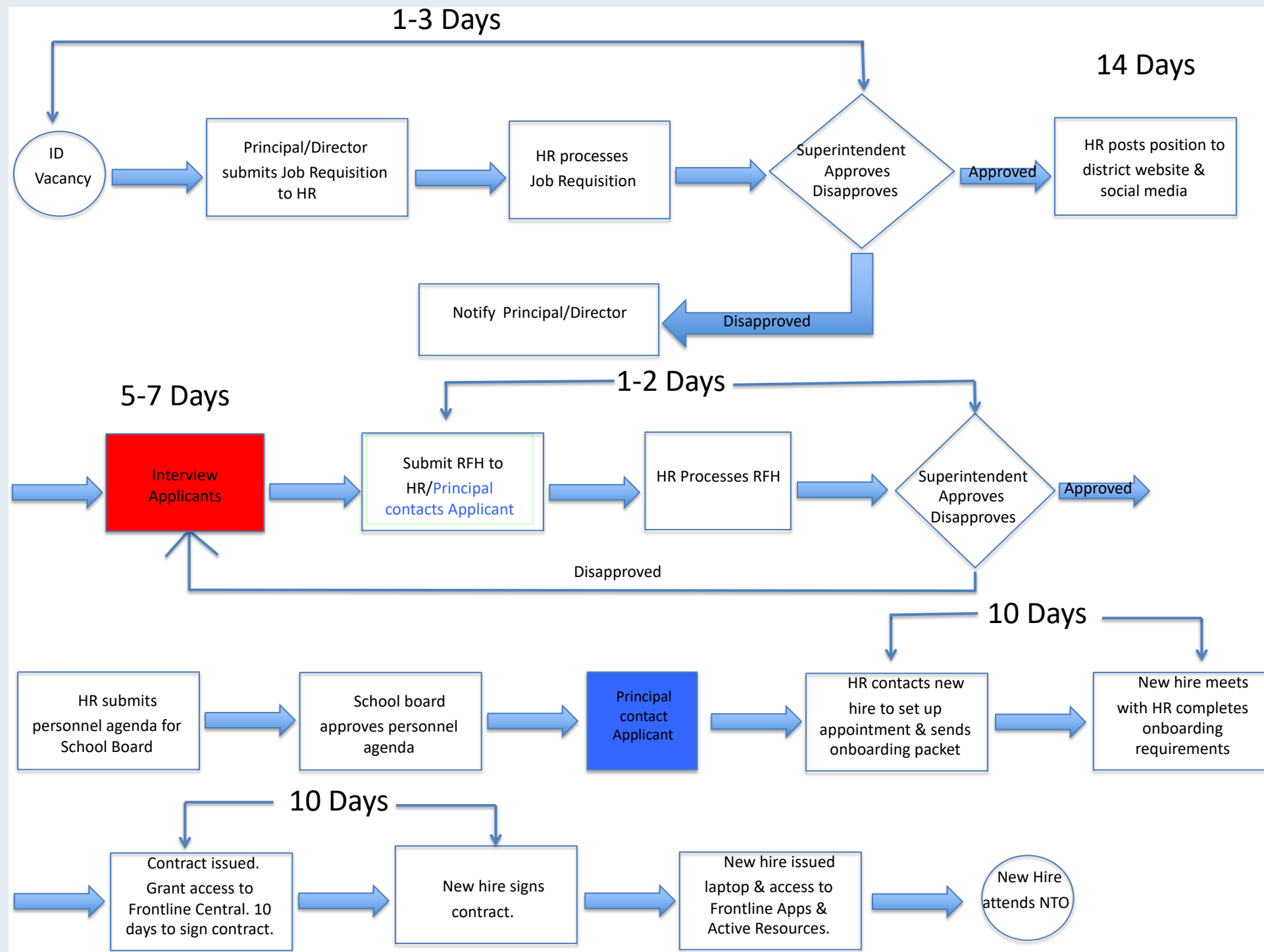
	Progress	Objective fulfillment
Recruit, hire, develop, and retain high quality, diverse employees.		0%
1. Improve employee engagement numbers as measured on the YouthTruth Climate and Culture Survey.	0%	0%
3rd Nine Weeks Goal	0%	0%
1. Meet with each new teacher hired for 2019-2020 by December 15.	0%	0%
1. Investigate best practices in improving employee engagement. (Books and articles) 2. Begin professional development during late arrival days based on strengths and choice.	0%	0%

1. Relationships

1.1 Relationship with Students

Criteria	Not Yet Apparent	Developing	Teaching
Uses proper tone of voice "proper tone of voice" - It is not about what you say but rather the way you say it and the impression that it makes on everyone who hears you.	The teacher does not use proper tone of voice with students	The teacher uses proper tone of voice in stress free environments	The teacher uses proper tone of voice in all environments
Responds to students physical needs "physical needs" - food, cleanliness, water, shelter, etc.	The teacher does not respond to the students' physical needs	The teacher is aware of students' physical needs	The teacher responds to students' physical needs
Responds to students social emotional needs	The teacher does not respond to the students' social emotional needs	The teacher meets the student need without regulating the student	The teacher uses strategies to support students' social emotional needs

Hiring and On-boarding



Educator Career Tracks

Teacher Track

Mentor

PLC/Department Leader

NBCT Master Teacher

Professional

Novice

Apprentice

Specialist Track

Counselor/Specialist

Mentor

PLC/Department Leader

NBCT Master Teacher

Professional

Novice

Leader Track

Principal/District

Assistant Principal

Mentor

PLC/Department Leader

NBCT Master Teacher

Professional

