

Fall 2009

An e-newsletter published by the Educational Service Center of Cuyahoga County

### **Educating** Serving Communicating

Robert A. Mengerink Superintendent

Jennifer Felker Assistant Superintendent

Steve Rogaski Director of Pupil Services

### **Governing Board**

Frank Mahnic, Jr. President

> Tom Thacker Vice President

Carol Fortlage

**Tony Hocevar** 

Tony Miceli



### **Educational Service Center** of Cuyahoga County

5811 Canal Road Valley View, Ohio 44125 (216) 524-3000 Fax (216) 524-3683 www.esc-cc.org

### **ESC Connection**

Editor: Nadine Grimm

Associate Editors: Jennifer Dodd Paula Kucinic

with contributions by: **ESC Staff** 

### **Educational Service Center Receives Accreditation by AdvancED - North Central Accreditation**

By Dr. Robert A. Mengerink, Superintendent



As one of the largest **Educational Service** the Educational Service Center (ESC) of Cuyahoga County recognizes the importance of providing high quality programs, services and products to its constituents. We at the ESC also understand that what separates a successful

organization from the others is their commitment to continuous improvement.

Beginning in the fall of 2008, the ESC, under the guidance of Superintendent Dr. Harry E. Eastridge, embarked on a year long process of self-evaluation and reflection through AdvancED. Dedicated to advancing excellence in education, AdvancED is the parent organization of the North Central Association Commission on Accreditation and School Improvement (NCA/CASI) and provides accreditation, research and professional services to more than 23,000 schools in 65 countries, serving 15 million students.

To earn and maintain accreditation from North Central Accreditation, the ESC needed to demonstrate adherence to the seven quality AdvancED standards:

- Vision and Purpose
- · Governance and Leadership
- Teaching and Learning
- Documenting and Using Results
- Resource and Support Systems
- Stakeholder Communications and Relationships
- Commitment to Continuous Improvement.

The ESC staff spent the first several months of this process engaged in a planned process of Centers in the State of Ohio, internal review and self-assessment. In June, the ESC hosted an external quality assurance review team. This team, composed of superintendents, assistant superintendents, directors and other administrators spent three full days evaluating the ESC's adherence to the AdvancED quality standards, assessing the efficacy of the ESC's improvement process and methods for quality assurance, and providing commendations and recommendations to help the ESC improve. The full written report detailing the team's recommendations can be found at www.esc-cc.org.

> Currently, Ohio has more than 50 Educational Service Centers in operation. At this time, the ESC is proud to be one of three Ohio ESCs, and only seven nationally, that have been accredited by AdvancED.

> As the Superintendent of the ESC, one of my goals is to focus, as an agency, on those areas of commendations and recommendations that will have the greatest impact on our districts and students, and ultimately, will improve our overall organization's effectiveness. At this time, I would like to extend a special thanks to the ESC staff, the ESC Governing Board and all of the individuals from our partnering agencies, universities and districts for their dedication and support and making the AdvancED accreditation process a success.



### In Memory of Dr. Harry E. Eastridge



Dr. Harry E. Eastridge

It is with deep sadness and heavy hearts that the ESC of Cuyahoga County family and the educational community will mourn the loss of Dr. Harry E. Eastridge, retired Superintendent of the Educational Service Center of Cuyahoga County from 1994-2009.

Dr. Eastridge touched the lives of so many of us and will be remembered by not only by his words but by his great leadership.

The ESC family would like to express its deepest sympathy to the Eastridge family and the many friends and colleagues whose lives Dr. Harry E. Eastridge touched throughout his life. He will be deeply missed but not forgotten.

Sincerely,

Dr. Robert A. Mengerink

Professional Development Center Dedication Ceremony

The Professional Development Center of the ESC of Cuyahoga County is a state-of-the-art facility for special events, workshops, conferences, or corporate meetings. On November 4, 2009, this beautifully designed meeting facility was dedicated to Dr. Harry E. Eastridge who had the vision to create this facility. Family, friends, colleagues, co-workers, and the ESC Governing Board were present for the dedication ceremony.





### Remembering My Place

by Dr. Harry E. Eastridge

Few will remember what I did here. Most will forget what I said here. More will remember how I made them feel here.

PROFESSIONAL DEVELOPMENT CENTIES







### Ribbon Cutting Held for New Parmadale Institute

By Annette Hayes, Program Supervisor

Parmadale Family Services celebrated the grand opening of the Parmadale Institute, a state-of-the-art facility on the grounds of Catholic Charities on August 14. This 100,000 square foot building will now be the home to the ESC classrooms at Parmadale. All services for students in this new facility will be offered in a 24-hour secured setting. The faculty members are looking forward to promoting the school theme for the 2009-2010 school year, "Listen, Learn, Lead," in the bright, comfortable classrooms located in each of the five wings. Some of the faculty members were able to join ESC Program Supervisor Annette Hayes and Principal of Catholic Charities Tom Prosinski for the ribbon-cutting ceremony.



Row1 (L-R): Annette Hayes, Chris Carroll, Megan Tabaj, Kristy Krysinski, Monica Goetz, Richelle Frantz. Row 2 (L-R): Tom Prosinski, Marilyn Prosinski, Mary Gibson, Marie Nemeth, Sophia Zivic, Joyce Huntz, MaryLou Hritz.

### **ESC Works to Drive P-16 Initiative**

By Bill Wendling, Director of Public-Private Partnerships

The ESC of Cuyahoga County is working to establish a P-16 Council that would promote collaboration among entities that serve Greater Cleveland children from preschool through college. The P-16 would bring together leaders from pre-K-12 education, higher education, business, government, philanthropic and civic organizations, faith-based initiatives and economic development organizations to develop strategies for improving the economic future of Cuyahoga County.

ESC Director of Public-Private Partnerships Bill Wendling is spearheading the P-16 initiative. ESC Grants and Research Specialist Jennifer Dodd assisted in preparing the initial funding grant and currently is compiling statistics on countywide educational attainment, while Administrative Assistant Cindy Kodek is providing the "glue" to keep the work on track.

Cleveland Mayor Frank Jackson is a strong advocate for regional cooperation on many levels. Earlier this year, in his State of the City speech, the mayor urged area leaders to explore region-wide education collaborations. Such collaborations could be carried out under the P-16 umbrella. One area being explored is the potential for holding a regional summit on education in the spring 2010.

The P-16 Council will attempt to improve the rates at which students in the county are successful in postsecondary education, whether at the college level or in the attainment of professional credentials. The Council is exploring opportunities to connect programs and services across all levels of education to improve student achievement and to close success gaps that exist between minority and white students or between students from higher economic status and those from poverty. The Council will be a strategic clearinghouse for state and national best practices and will be a "nerve center" to stimulate collaborations among providers in Cuyahoga County. The Council will be a strategic facilitator and convener, bringing together the myriad stand-alone initiatives currently carried out by individual education partners in the county and aligning them in a coordinated strategy.

"If Greater Cleveland is to regain its economic competitiveness, it must produce citizens who are better educated and better equipped to take on the challenges of the 21st century workplace and global citizenship," Wendling notes. "With declining financial resources in Ohio and in the region, it is imperative to get greater impact from various education investments, and align those investments for both the near-and long-term."

# Gifted & Talented Consortium News

### 2009-2010 Gifted Seminar Lineup

The Gifted Consortium of the ESC of Cuyahoga County has planned an exciting lineup of events for the students of the districts we serve. Workshops and activities are designed for students in grades 4 through 12 who have been identified as gifted students by their school districts.

YAHOGA HEIGHTS

### The schedule of events for this year are:

Activity	Grade Level	Date
Town Hall	Grades 9-12	Begins September 21
GPS	Grade 8	September 23 & 24
Orienteering	Grade 7	October 7
Peaceful Solutions	Grades 9-12	November 11
Student Leadership	Grades 10-12	November 12
Hyland Software	Grades 9-12	November 17
Equations	Grades 4-8	January 26
Fine Arts	Grade 7	March 10
Stress Conference	Grades 9-12	April 22



Students had an opportunity to participate in workshops at the Cleveland Metroparks in Strongsville and the South Chagrin Reservation in Chagrin Falls this fall. The Orienteering workshop provided activities for seventh grade students in using a compass and in developing logical reasoning skills. Eighth grade students used a GPS unit to



RICHMOND HEIGHTS

# Meet Our Chaff

### Steve Rogaski

### **Director of Pupil Services**



Steve was the middle of three sons born to Louis, Jr. and Pearl Rogaski. He was raised as a child and youth in Cleveland's Slavic Village, East Cleveland and Cleveland Heights communities. As a teenager and young adult, he worked for *The Cleveland Press* newspaper, Hough Bakeries, Pick'n Pay Grocery Stores and Hiram House Camp.

Steve graduated from Cleveland Heights High School in the mid-70s. He successfully completed his Associate Degree from Cuyahoga Community College, Bachelor's Degree from Kent State University, and Master's Degree from Cleveland State University.

Steve's professional career began as a special education teacher-counselor and liaison teacher-counselor for the Positive Education Program (PEP) for 12 years serving children and youth with emotional disturbances. Steve's school administration journey started as an assistant principal at serving the Noble and Coventry Elementary Schools in Cleveland Heights-University Heights City School District. He worked in a central office position as director of pupil services for the Educational Service Center of Ashtabula County and in Perry Local Schools, Lake County. He joined the ESC of Cuyahoga County's central office in 2004 to provide county-wide programs, personnel student services and curricular support to the school districts serving the youth of Cuyahoga County.

Steve and Cindy married in July 1994 and are blessed with two sons, Alex and Eric. The Rogaski family resides in North Perry in Lake County near the Lake Erie shores. Travel is a major activity for the Rogaski family. They hope to reach their goal of visiting all the National Parks in the United States. Alex and Eric play tennis, basketball, football and baseball keeping the family busy and happy. The Rogaski family enjoys downhill skiing, camping, golf, the beach, hiking and most outdoor activities.

### **Leanne Long**

### **Administrative Assistant/Special Education**



Leanne Long was born in Cleveland in 1956, and before she was eight years old she lived in various places on the east and west sides, in Erie, PA, and Pomona, CA. Her family settled in Bedford with Leanne and four siblings. During and after high school she worked for five years, in and out of the office, selling advertising specialties and proofreading for Kondik Advertising.

When interviewing for the special education secretary position back in 1978, she'll never forget that the Superintendent said that he couldn't guarantee the new position would last more than a year because special education was still so new and funding was a factor. More than 30 years later, special education is still new and changing, and funding is still a factor! Leanne enjoys the administrative assistant duties and loves her position because of the people in the office, the many supervisors she's met over the years, her boss Steve Rogaski, and because the job and ESC are ever changing. Some other duties include preschool Education Management Information System (EMIS) and updating the website.

Leanne raised three miracle children as a single mother for 18 years after her marriage of 16 years ended. Extended family support enabled her to continue to work. "It wasn't easy going it alone, and at times, it's even harder now," she says. Daughter Erin (28) and son Ryan (23) live in Pittsburgh together. Sarah (26) lives in Cleveland Heights. Both daughters continue in careers that help people, one in graphic design and customer service, and the other in nursing. Ryan hasn't figured out what he wants to do yet but one passion is 4-wheeling and back road dirt biking. The Long family enjoys visiting Grandma in Florida, beaches, music and family gatherings.

Leanne is active in the Educational Office Professionals of Ohio (EOPO) having served as Vice-President/Program Chair, President Elect, President, and Past President, and on the Awards, Legislation, Scholarship, and other committees. She was named the Ohio Educational Office Professional of the Year in 2007. EOPO affiliates with the national organization and promotes professional development for administrative assistants in schools throughout Ohio.

In her spare time, she enjoys reading, writing poetry and articles, journaling, bicycling, debating life issues, reading Stephen King and science fiction books, following interior design fads, being with friends, and doing everything with Stephen, her companion, for the past several years.

## Recognition Havards & Honors

### **Administrative Assistant Cindy Goga Earns CEOE**

The Board of Directors of the National Association of Educational Office Professionals (NAEOP) has announced that Cynthia L. Goga has completed the requirements for the Associate Degree, Option II certificate, Certified Educational Office Employee (CEOE).

NAEOP provides the opportunity through the Professional Standards Program (PSP) for members to enhance their professional competencies through academic programs, conferences, and institutes. These incentive activities enable the members to take progressive steps to their desired professional growth level. The PSP is the only national certificate program for educational office employees.

At the ESC of Cuyahoga County, Cindy provides administrative support to the financial and personnel departments, processing purchase requisitions for the ESC General Fund, Special Education, arranging travel for approximately 90 staff, and contributing to a variety of other programs. Cindy also coordinates ID cards for staff, Bureau of Criminal Investigations (BCI) and Federal Bureau of Investigations (FBI) fingerprinting, monitors the security system and office equipment, and maintains the substitute listings for **Cuyahoga Heights, Independence** and **Richmond Heights Local Schools.** 





Creating
Countered
Countered
Teaching
American History

### **Creating Cultural Connections**

By Nadine Grimm, Program Manager

Creating Cultural Connections, a professional development program to enhance cultural competencies and global awareness, continued its program series with a summertime viewing and discussion of the film, *The Kite Runner*, a story of the complex lives of two boys growing up in Afghanistan. The program responds to Ohio Department of Education initiatives to better prepare teachers and students for the global context in which we live and work. The program is a collaborative among the ESC of Cuyahoga County and Kent State University's Gerald H. Read Center for International and Intercultural Studies, and it receives support from The Martha Holden Jennings Foundation. During the spring, 35 local teachers met with 16 secondary teachers



from 12 world countries to share personal and professional experiences. They also participated in an on-line book discussion of *The Saffron Kitchen*, as well as an Intercultural Development Inventory to better understand their individual cultural competencies. Some of the educators continue to communicate with one another through email, Skype, and Facebook. The program series continues through December with a book discussion of *Three Cups of Tea*, implementation of lesson plans created for International Education Week, and an international school walk protocol. Teachers may earn optional graduate credit. For information, contact **Nadine Grimm**, at 216-901-4243 or nadine.grimm@esc-cc.org.



### **CCC America Summer Institute Teachers Explore Northeast Ohio**

By Nadine Grimm, Program Manager

The history of America's westward expansion, the contributions of Cleveland's immigrant populations, and teaching history using historical sites were just a few of the topics teachers participating in Constructing, Consuming, and Conserving America experienced during the program's first Summer Institute, June 16 to 24. Teachers learned from historians about the Ohio and Erie Canal (that runs alongside our ESC buildings in Valley View) and how industry, the railroad, and population developed in the area that is now part of the Cuyahoga Valley National Park. Teachers

operated Canal Lock 38, visited Hale Farm and Village, walked Cleveland's Tremont neighborhood where immigrants worked and lived in the early 20th century, and toured the Cultural Gardens built by immigrant groups.

Teachers also learned to use new web-based software and technology to develop their own history exhibits from digitized primary resources such as historical photographs, maps, and census data. They researched in the archives of the Western Reserve Historical Society and the Cleveland Press Collection at Cleveland State University. Teachers are using these exhibits in their own classrooms so their students can learn new skills for "doing" history with primary resources, rather than merely reading about history from textbooks. The topics, that respond to Ohio Social Studies standards, link broad U.S. history themes to local and Ohio history. History exhibits can be viewed at http://csudigitalhumanities.org/ exhibits/exhibits.



"Digger Gallagher" sings about life and work on the Ohio and Erie Canal, Foster Brown of the Cleveland Metroparks interpreted history in a unique way at  $\ensuremath{\mathsf{CCC}}$ America's Summer Institute.

The ESC is actively recruiting teachers from public schools in northeast Ohio to join the CCC America program. Benefits include participant stipends, educational materials for classroom use, membership to the Western Reserve Historical Society, field trips for students, summer institutes, and reimbursement to school districts for substitute teachers. Teachers engage in a variety of handson activities and interact with historians of national reputation to improve their own knowledge of American history, to acquire historical thinking skills, and to create new teaching materials for student teaching and learning. For information, contact **Nadine** Grimm, at 216-901-4243 or nadine.grimm@esc-cc.org.

### **Ohio International Education Summit**

By Nadine Grimm, Program Manager

International Education Week, occurring during the third week of November annually, celebrates the importance and benefits of international education in the U.S. and around the world. U.S. Secretary of Education Arne Duncan views international education as an important part of a "well-rounded and complete education" we need to offer our nation's students. Ohio's educational leaders, too, support internationalizing Ohio's classrooms.

On October 30, 200 educators, government and business leaders, and Ohio and international students assembled in Columbus for Ohio's 2nd International Summit for Education. Vivien Stewart, Senior Advisor for Education at the Asia Society, gave the keynote address that applauded Ohio's accomplishments as a national leader in international education, but she also challenged Ohio to better prepare teachers and students for living and working in our global society. Superintendent Deborah Delisle's response highlighted Ohio's efforts supporting international benchmarking standards, Global Institutes for teacher professional development, Chinese language initiatives and educator exchanges, and its Think Global Ohio website (www.thinkglobalohio.org).

International high school and college students provided their views on education in Ohio schools, and were quite positive about the diversity and language initiatives they have observed as students here. As this work continues amid heightened awareness, look for more programs to prepare our teachers and students for new global realities.

### Sounds of History

By Jim Luteran, Technology Coordinator

Area teachers who are participating in the Sounds of History grant learned how to use Omeka software at a two week summer workshop. The software is designed to promote, preserve and present student research projects, specifically those that document original or previously unpublished historical resources by and about institutions and individuals throughout the region. This software is designed to foster a collaborative relationship between students, scholars, teachers, and regional cultural institutions, encouraging in students a sense of ownership over their own research, and entry into the evolving world of the humanities. To see some of the work created by area teachers go to http://csudigitalhumanities.org/ exhibits/exhibits.



# Professional Development Opportunities

### **Scholars Academy**

By Nina Stein, Administrative Assistant

The Bertram Hotel and Conference Center was the location of our annual Scholars Academy on August 13 and 14. Nearly 100 participants attended the two day event. Our keynote speakers included Wesley Fryer, International Learning Consultant, Author, Digital Storyteller and Educator. Wesley provided the audience with a keynote address on "Reinventing Education for the 21st Century" followed by Alfred "COACH" Powell, Founder and CEO of Human Motivation Council and Human Motivation Circle, who gave an entertaining and insightful presentation on "Coaching in the Classroom." Participating districts included **Cuyahoga Heights**, **Garfield Heights**, **Independence** and **Richmond Heights**.



### **Technology Lessons Available**

By Jim Luteran, Technology Coordinator

If you are interested in learning more about the Smartboard, Skype, blogs or digital cameras, and would like a presentation in your own school district, please contact ESC Technology Coordinator **Jim Luteran** at 216-901-4239.

If you are interested in creating a web site that will enable you to quiz, survey, or inform your audience, arrange for a training session with Jim. See an example by going to http://tinyurl.com/escxyz or http://tinyurl.com/jacobconder to take a quiz or participate in an activity.

<u>Upcoming Technology Workshops at the ESC</u>

Thursday, December 3 Digital Camera Thursday, December 10 Smartboard

All workshops start at 4:30 p.m. and run for three hours with a light dinner provided. For registration information on these workshops and others, please check out our Professional Development Calendar on our website at www.esc-cc.org.

## District Leadership That Works: Striking the Right Balance

The ESC of Cuyahoga County, in partnership with the State Support Team for Region 3, invites all district administrators to a workshop on December 8 from 9 a.m. - 3 p.m. on "District Leadership That Works: Striking the Right Balance."

Dr. Robert J. Marzano, co-founder and CEO of Marzano Research Laboratory will introduce the concept of a top-down power mechanism called "defined autonomy" – a concept that focuses on district-defined, non-negotiable common goals, and a system of accountability-supported assessment tools.

Dr. Marzano is an internationally-known speaker, trainer, and author of more than 30 books and 150 articles on topics that include instruction, assessment, writing and implementing standards, cognition, effective leadership, and school intervention.

For more information, contact **Bonnie Bertschinger** at bonnie.bert@esc-cc.org.

### Tech Byte Session: Using Skype with a Video Cam

On October 9, the ESC of Cuyahoga County presented a session on Using Skype with a Video Cam as part of the "Tech Byte" Brown Bag Lunch Series held in the ESC conference room. The presenter was ESC Technology Coordinator Jim Luteran. Educators are invited to attend these sessions.

Please check our website at www. esc-cc.org for future sessions.





### Parent Engagement is Standard Fare for Families of Students with Disabilities

By Terri McIntee, Family/Community Involvement Consultant

Since 1975 when PL 94-142 Education of All Handicapped Children Act first entered the landscape of public education, parents of students with disabilities have been engaged with their school districts. Over the years as the law has gone through several reauthorizations, the Individuals with Disabilities Education Improvement Act (IDEIA) continues to count on active parent participation. For some it is a labor of love and for others it takes a little more work to put together an effective team of individuals to develop an appropriate Individual Education Program (IEP) that assists the student in closing the achievement gap and reaching their full potential.

The State Support Team–Region 3 offers families various opportunities to develop the skills needed to plan for their child, work with their school district, and to reduce as much anxiety as possible for the family. Several evening workshops will be offered to introduce

- the new IEP and Evaluation Team Report (ETR) forms that school districts are required to use as of September 1, 2009 when they develop new IEPs and ETRs during the 2009-2010 school year
- an overview of educational laws that impact students with disabilities
- how to develop appropriate goals and objects, and
- how to address transition planning for students moving on to secondary schools.

For information on how to register for the above topics, contact **Bonnie Simons**, 216-524-2770, ext. 3818.

Links to additional support for families can be found on our website www.esc-cc.org/public/ps/family\_community\_involvement.cfm.

### 2009-2010 Family Council Agenda

By Juanita Primous, Family/Community Involvement Specialist

We are excited to introduce our 2009-2010 Family Council agenda, featuring a large variety of timely topics. Interested parents, professionals and caregivers are encouraged to attend.

Family Council is a monthly meeting of parents and caregivers of students with disabilities receiving special education services. The purpose of Family Council is to provide a forum for families to exchange information and study various topics relating to the education of their children with disabilities. Members are appointed by the superintendent of their school district. Each month an educational update, along with a specific presentation topic, is offered. Registration is required for interested non-members and guests.

#### **Upcoming Family Council Meetings**

Friday, September 18, 2009 Welcome to the 2009-10 Family Council: School Climate

Friday, October 16, 2009 Response to Intervention (RTI)...What are the Benefits for Students?

Friday, November 20, 2009 Social Skills for All

Friday, December 11, 2009 Navigating the ODE Website

Friday, January 15, 2010 ETR/IEP Training
Friday, February 19, 2010 Sexuality Issues

All Family Council meetings are open to guests. Meetings are held from 9:30-11:30 a.m. at the State Support Team–Region 3, Educational Service Center, 5811 Canal Road, Valley View, Ohio, unless otherwise noted.

### The Ohio Improvement Process Picks Up Momentum

By Michele M. Gaski, Single Point of Contact, State Support Team-Region 3

While state and federal laws both require a needs assessment and an improvement plan, most current district plans are the work of a few individuals working in isolation. They generally do not address how the district intends to make/sustain improvement. Instead, they identify only what the district has done and explain how the district intends to expend funds. Most current district plans cannot provide meaningful data for helping service providers (e.g., ESCs) understand and respond to the needs of districts/schools. The Ohio Improvement Process (OIP) calls for districts to use the Ohio Decision Framework (DF) to focus on critical needs and to determine strategies to address them to make real progress. It promotes a true state system of support by better targeting resources at the state, regional and local level to meet goals.

During the 2008-2009 Ohio Improvement Process services, the State Support Teams (SSTs) facilitated Stages 1 and 2 of the OIP. In Stage 1, districts established a District Leadership Team (DLT) whose charge was to use state and district data to identify the most pressing needs faced by the district. This stage uses the decision framework (DF) as a tool to analyze the effect of district and school practice in critical areas (e.g., instructional management, leadership, school climate, resource management) on student achievement and identify the district's most critical needs and most probable causes contributing to those needs. The DF is now in a Web-based environment. This will enable districts and schools to retrieve and sort the data as well as customize their needs assessment to more effectively plan how to respond to their needs. Data can be used to look at needs on state, regional (SST, ESC) or county (i.e., ESC) levels.

In the fall of 2009, the SST consultants from Region 3 completed a three day training session on Stage 3: Implement and Monitor the Focused Plan of the Ohio Improvement Process, in order to continue to provide district support in taking the plan to the next level. It is during this stage that the DLT begins to establish and implement collaborative structures, processes and practices that support a culture of inquiry and distributive leadership, implement the plan systemically, monitor and analyze changes in student performance and adult implementation, and make and report course corrections to the plan. The monitoring is supported with the Management and Monitoring (IM/M) Tool that provides support for district data gathering.

Stage 4 focuses on evaluating the plan implementation, impact and changes, reports summative progress and promotes the modification of instructional practices and revision of the plan.

Although the explanations of the Stages are very linear, you guessed it... The OIP is based on an ongoing, recursive process. Since the vision for all educators is higher achievement for all students, regardless of race, gender, ethnicity, socioeconomic status, limited English proficiency, disability or giftedness, we are striving to work toward that end, and toward ensuring equitable access to high-quality instruction for all student groups in keeping with federal and state laws. Continuous improvement planning is the core process for improving instructional practice, leading to higher achievement of all students.