



Lebanon Special School District

EMPOWER

Cultivate Student Achievement/Growth



CARE

Support Student Safety and Well Being



GROW

Recruit, Retain and Cultivate High Quality Employees



ALIGN

Ensure Resource Responsibility





Lebanon Special School District's Implementation Journey

- **2019-2020: Initial Adoption of HQIM Resources**
 - Adopted Amplify ELA curriculum for grades Kindergarten - 2nd grade & 6th-8th grade (grade levels, adopted materials)
 - Adopted Great Minds, Wit & Wisdom ELA for grades 3-5
 - Fall of 2019 was the initial Roll-out:
 - Began Literacy Implementation Network in **2020-2021** (selected a vendor, met the network, selected a grade-band focus)
 - Reference that elementary joined this work two years after the initial partnership (sustainability)
 - Experience with TDOE and TNTP for Early Literacy Implementation allowed us to determine a focus for the LIN experience.
- **2021-2022: Began partnership with NIET**
 - Time for teachers and administrators to engage in intellectual preparation (Unit Prep)
 - Administrators also had time to experience learning walks using the TN IPG and consider what their support was essential to strong implementation.
 - This year focused on creating a shared vision.
 - Worked with middle schools to establish a vision and goals for implementation using a strengths-based needs assessment.
- **2022-2023: Creating Sustainability with 3rd-5th Partnership**
 - Key to adding additional grade levels was the initial focus on school leader development.
 - School leaders experienced new learning first and considered how implementation tools could impact teacher practice and student learning.
 - Integrity vs. Fidelity
 - Emphasis of instruction that is aligned to grade-level content (Academic Standards)



Lebanon Special School District Overview

- LSSD is a public-school system that serves more than 4,200 students in grades Pre-Kindergarten through eighth grade in Lebanon, Tennessee (Wilson County).
- It is served by over 700 dedicated men and women who are “Committed to a Community of Excellence” for all of our students.
- Our district includes five elementary schools (Byars Dowdy, Castle Heights, Coles Ferry, Jones Brummett, and Sam Houston) and two middle schools (Walter J. Baird and Winfree Bryant).
- Currently we are in Phase 2 of the HQIM Implementation Framework.
- District and School leaders led the unit preparation and lesson protocol.
- Expectations are established at both the district and school level to support teachers.
- Teachers use and edit the unit plans and lesson plans.
- Currently we are working on teachers creating access points to assure every student can actively engage in materials and content.
- District and School Leaders conduct classroom walkthroughs using the IPG and giving feedback to teachers, and moving toward teachers using that feedback to improve their lesson delivery.
- Student work analysis is a next step.



Tomorrow's School Visits

Byars-Dowdy Elementary School:

Overview:

- 502 Students, Pre-K-5th Grade
- 58% Economically Disadvantaged

Instructional Leadership:

- How do leaders support their teachers at each building?
 - Leaders focus on individual grade levels
 - Leaders emphasize integration of standards to build knowledge

Teacher Support:

- Collaboration, intellectual preparation with district peers, etc.

Bring our ELA Vision to Life:

- Strengthen alignment with Core Action 2.B
- Create access points using the materials and academic standards to support individual student needs

Jones Brummett Elementary School:

Overview:

- 622 Students, Pre-K-5th Grade
- 45% Economically Disadvantaged

Instructional Leadership:

- New school leaders allowed teachers to own their preparation
- Leaders use teachers' preparation strengths to build and refine norms for collaboration

Teacher Support:

- Collaboration, intellectual preparation with district peers, etc.

Bring our ELA Vision to Life:

- Strengthen alignment with Core Action 2.B
- Teachers take ownership of intellectual preparation to better support diverse learners