

Definition of Terms

1. **Action Plans/Activities** – Action plans divide strategies into more specific responsibilities required to implement the programs and practices described in the strategy.
2. **Annual Targets** – Benchmarks used to gauge annual progress.
3. **Behavioral Hiring Practices** – Using questions in interviews that require the applicant to cite prior approaches to handling specific situations common within the new position, and for which desired practices or even best practices have been studied or are understood.
4. **Best Practices** – Approaches or practices that have been shown, through research, to demonstrate higher levels of performance.
5. **Continuous Improvement** – An approach to making meaningful change to improve programs, services, processes or organizational effectiveness and to create new value for students and stakeholders.
6. **District Scorecard** – A means of collecting and reporting data on key outcomes to indicate the level of success the district is experiencing with targeted improvements in district processes.
7. **Goal** – A general statement of improvement; statement of key functions of the school district.
8. **Goal Champion** – The individual who is ultimately responsible for deploying the goal and monitoring progress toward meeting the objective.
9. **Measurement Tool** – The method used to measure progress on achieving the objective
10. **Objective** – Specific intentions identified and measured by quantifiable information. Objectives are tied directly to the district's goals. (Specific, Measurable, Attainable, Realistic, Timely)
11. **Parent and Community Trust Index** – Refers to the extent these stakeholders indicate support of the district in accomplishing their vision, mission and work. It can include measures of stakeholders' perceptions, reactions and behaviors.
12. **Personalized Learning Plan** – A means by which information is communicated for each student. This plan may include a student's academic, social, physical, behavioral, and reflective goals. The plan is developed in collaboration among students, parents and staff.
13. **Process** – Refers to linked activities with the purpose of producing a program or service for students and/or stakeholders within or outside the organization. Generally, processes involve combinations of people, tools, techniques, materials and improvements in a defined series of steps or actions. Processes rarely operate in isolation and must be considered in relation other processes that might impact them.
14. **Professional Learning Communities (PLCs)** – A nationally recognized best practice for deploying professional development and professional learning. This involves assigning staff, especially teachers, to job-alike groups that work on designing and implementing effective instructional and assessment approaches to the district's curriculum.
15. **Project-Based Learning** – An intensive, inquiry experience that engages students in activities interesting to them and important to the course(s) of study. Five key features of project-based learning are: authentic and interest based; academic rigor; active exploration; across disciplines; authentic assessment. The project-based learning process offers rich opportunities for students to be innovative, address academic standards and goals, make connections among disciplines, think critically about multiple facets of a problem, use information-media technology skills, develop life and career skills and discover personal talents and interests.
16. **Rockwood Instructional Technology Teaching Strategies (RITTS)** – An inquiry-based program based on the nationally proven eMINTS instructional model. RITTS uses a combination of classroom technology tools and teacher professional development to help students acquire knowledge and skills for the 21st century.
17. **Stakeholders** – Refers to all groups that are or might be affected by the district's actions and successes. Examples of stakeholders might include: parents, parent organizations, the workforce, students, alumni, employers, and taxpayers.
18. **Strategies** – Approaches which explain how objectives will be accomplished.
19. **Student Engagement Index** – The extent of student commitment to accomplishing their education goals. Engaged students benefit from trusting relationships, a safe environment, good communication and information flow, and empowerment. The index might also include indicators of student perceptions, reactions and behaviors.
20. **21st Century Skills** – Skills identified by several partnerships as critical for students' success in the future. In addition to some traditional academic skills, such as reading, writing, speaking and critical thinking, 21st Century Skills also include skills such as working well in group settings; learning to solve problems as a part of the classroom approach; developing creativity; and gaining an understanding of critical life and career skills (from the Partnership for 21st Century Skills.)
21. **Workforce** – All Rockwood School District employees.