

WIRED TO LEARN FAST:

DRIVING SUSTAINABLE INSTRUCTIONAL INNOVATION



Dr. David K. Moore
Superintendent
School District of
Indian River County

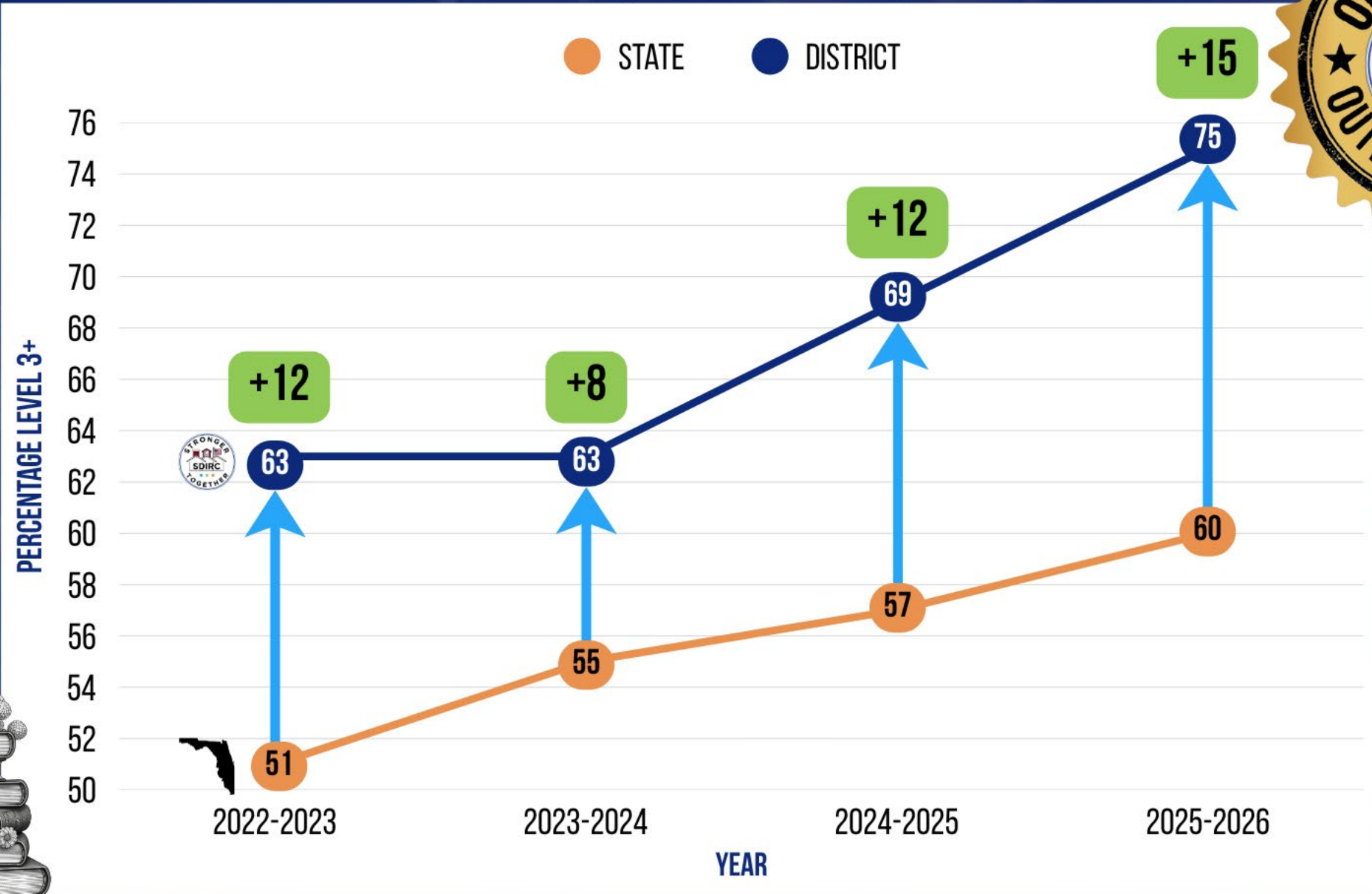
English Language Arts Achievement Grade 3 State Ranking for Students Level 3+



2024-2025
SDIRC State Ranking
2

2018-2019
SDIRC State Ranking
38

ELA (Grade 3)



Note: 2025-2026 scores are estimates as of 05.26.26. The FLDOE has not released official scores and the state window for assessments is open through 05.29.2026.

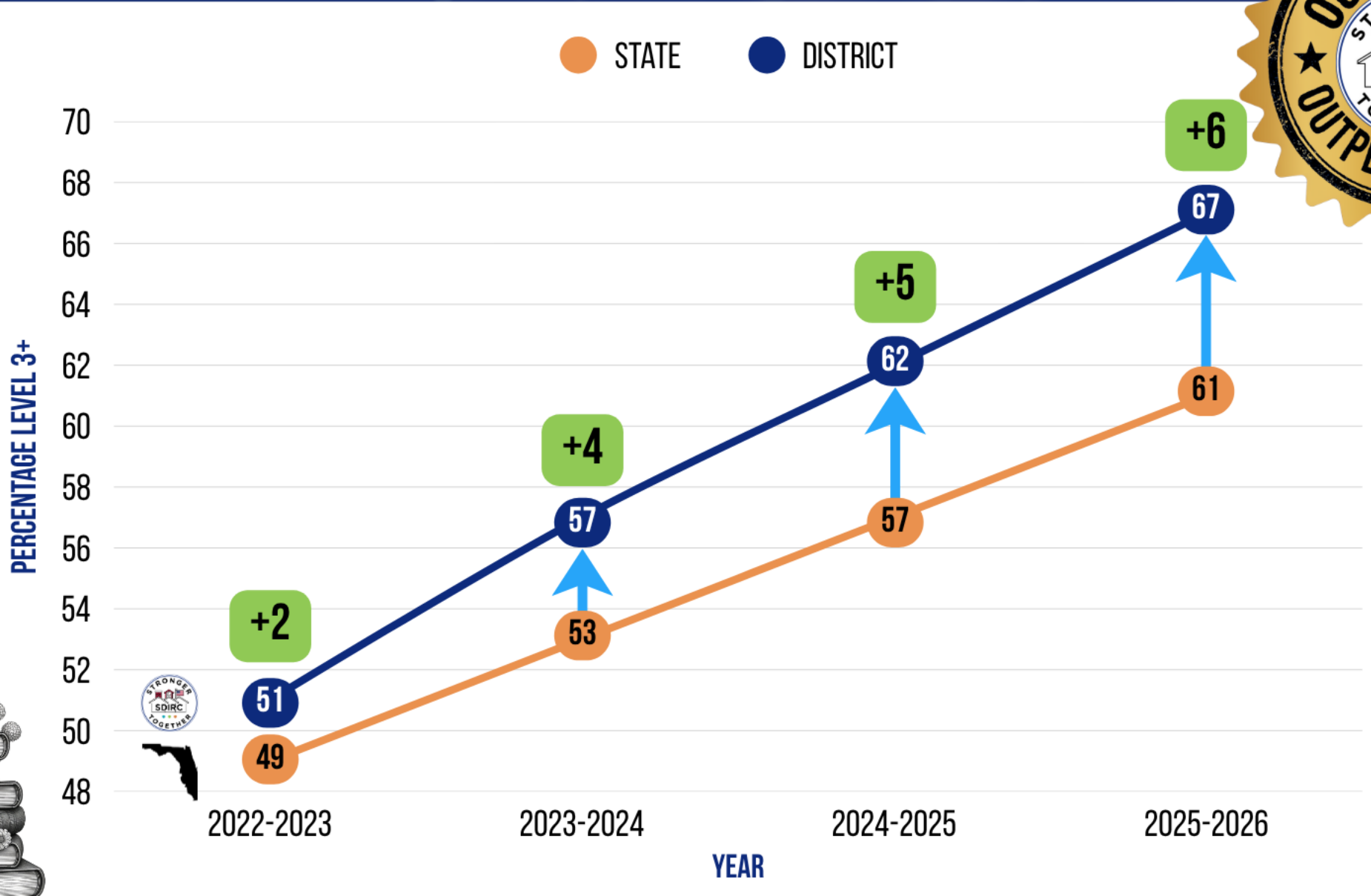
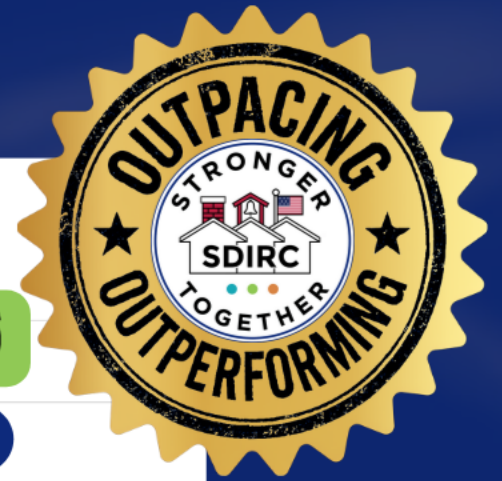
English Language Arts Achievement Grades 3-10 State Ranking for Students Level 3+



2024-2025
SDIRC State Ranking
10

2018-2019
SDIRC State Ranking
31

ELA (Grades 3 - 10)



Note: 2025-2026 scores are estimates as of 05.26.26. The FLDOE has not released official scores and the state window for assessments is open through 05.29.2026.

Mathematics Achievement Grades 3–8, Algebra & Geometry EOC State Ranking for Students Level 3+



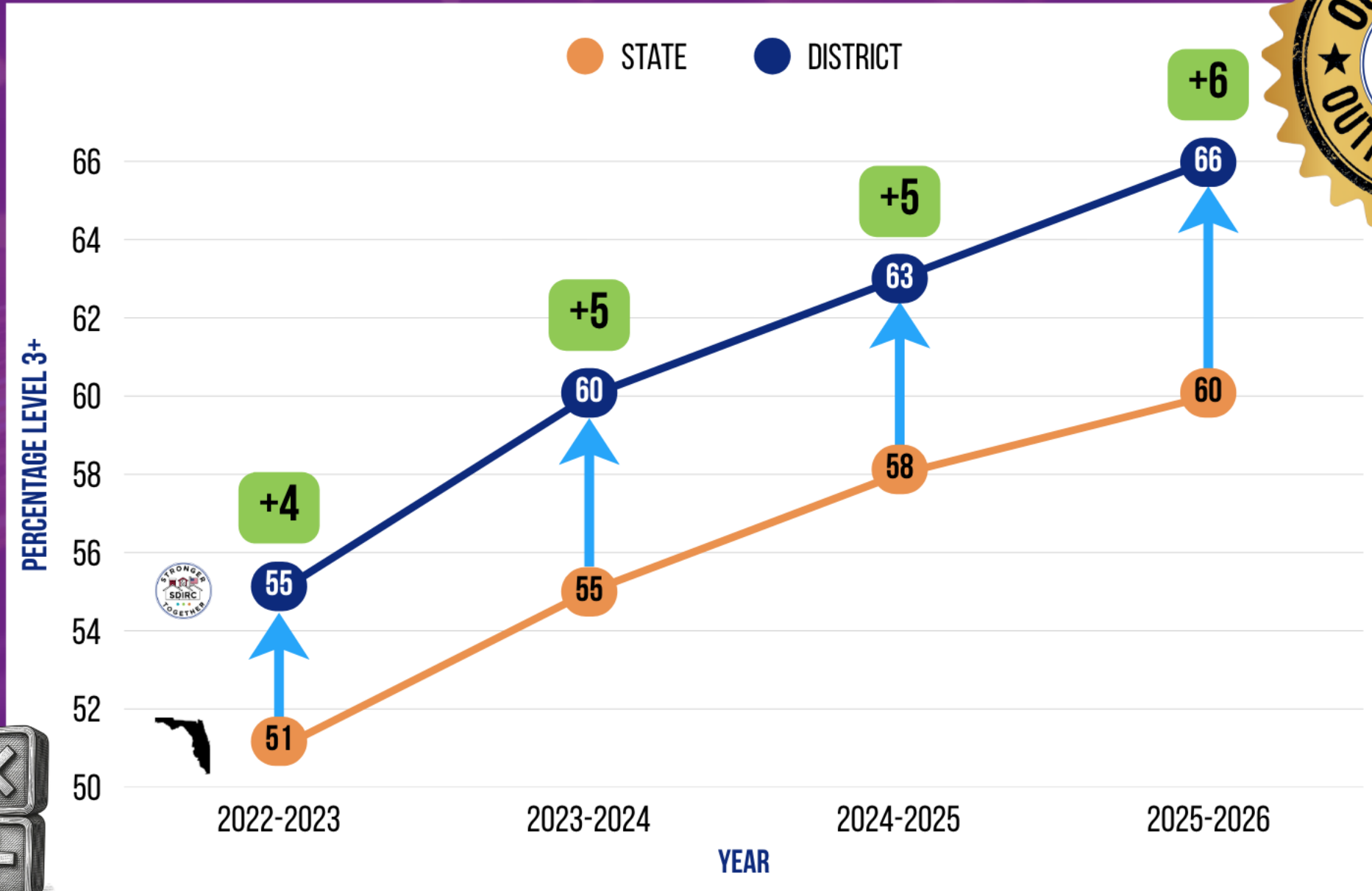
2024-2025
SDIRC State Ranking

14

2018-2019
SDIRC State Ranking

36

Math (Grades 3 - 8, Algebra, Geometry)



Note: 2025-2026 scores are estimates as of 05.26.26. The FLDOE has not released official scores and the state window for assessments is open through 05.29.2026.

Science Achievement Grades 5 & 8, Biology EOC State Ranking for Students Level 3+

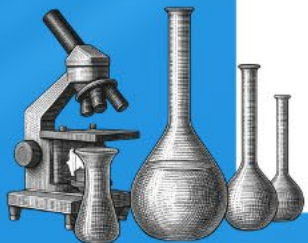
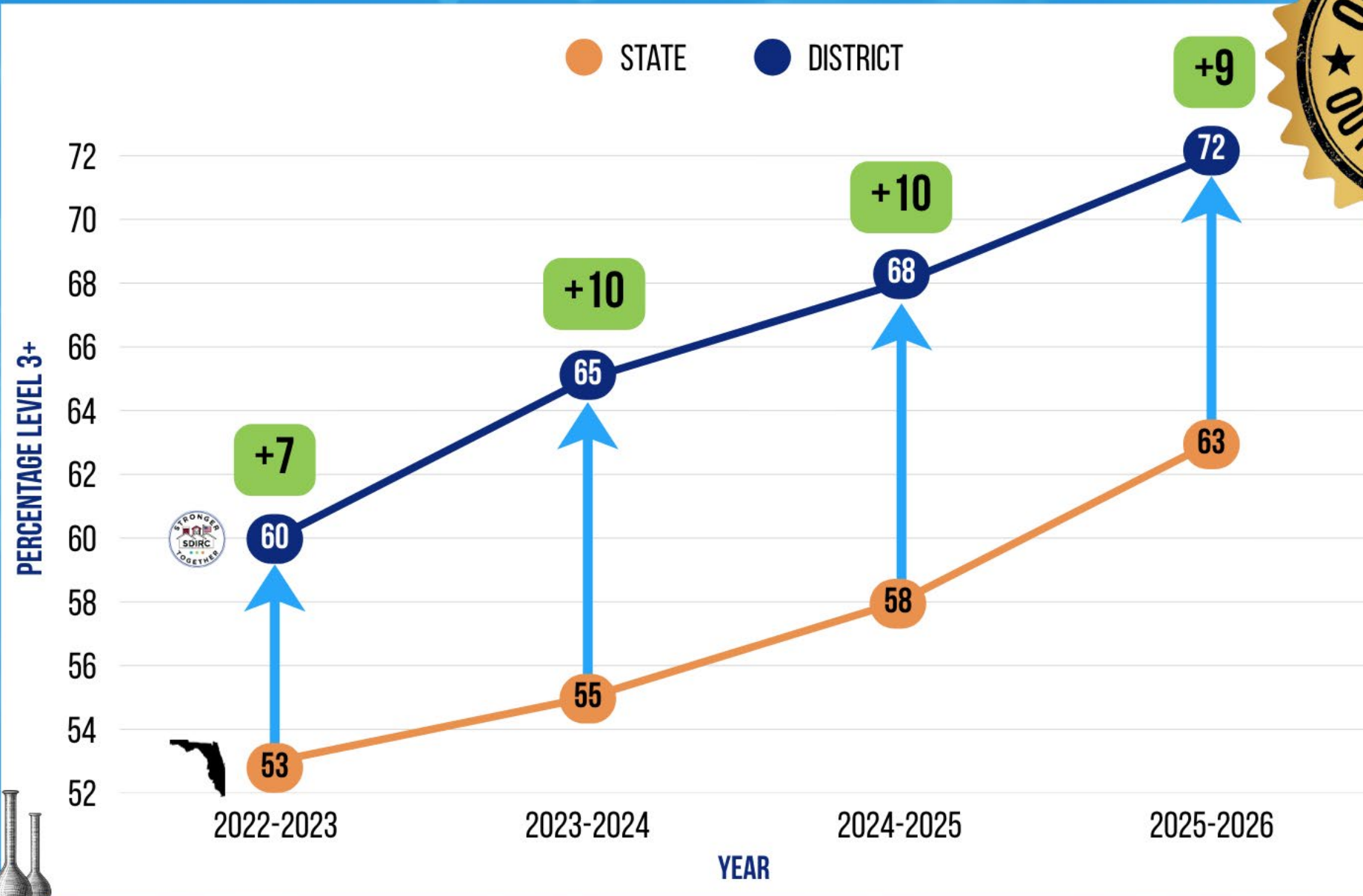


2018-2019
SDIRC State Ranking
35

2024-2025
SDIRC State Ranking
5



Science (Grade 5 and 8, Biology)



Note: 2025-2026 scores are estimates as of 05.26.26. The FLDOE has not released official scores and the state window for assessments is open through 05.29.2026.

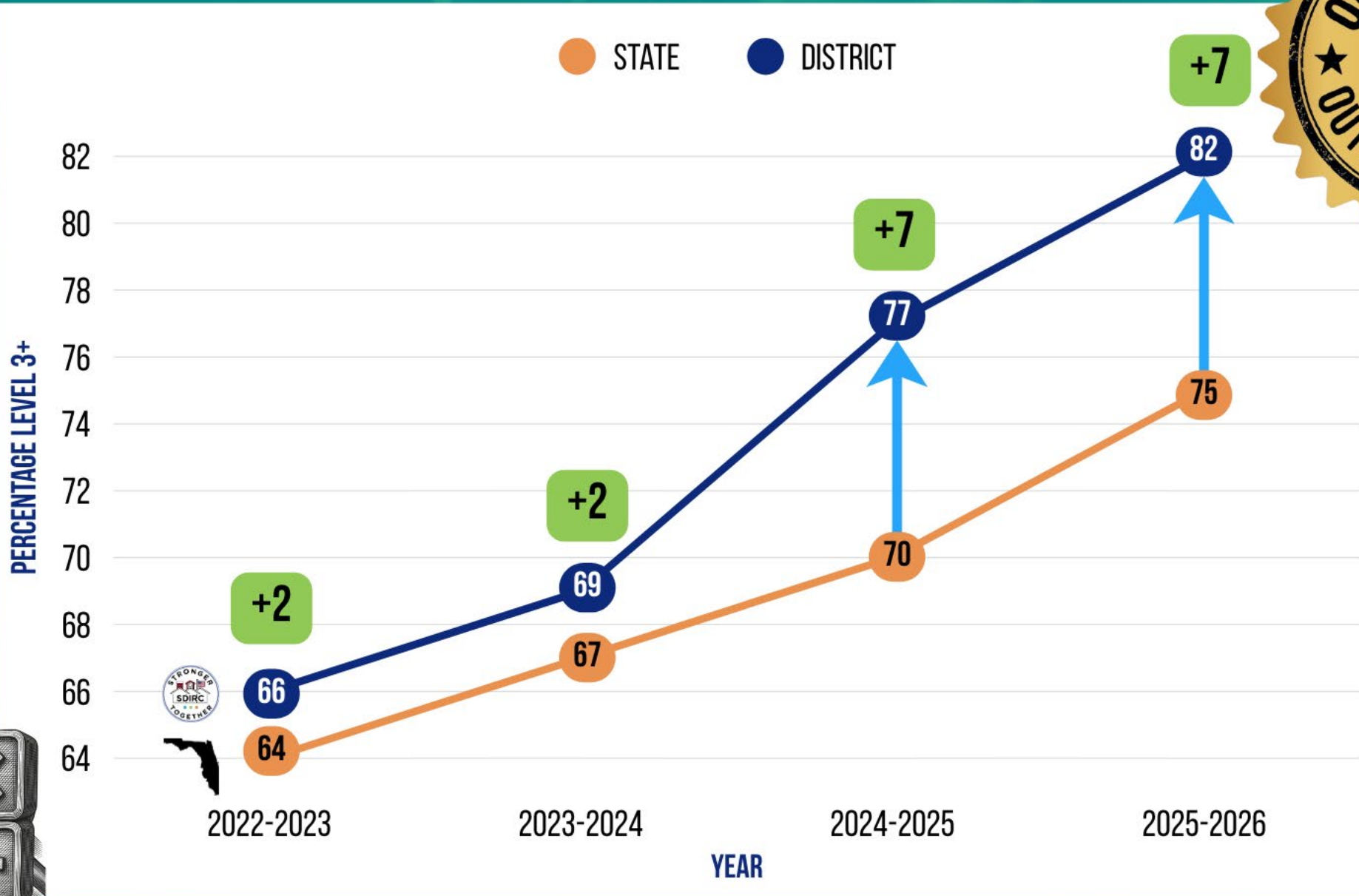
Social Studies Achievement Civics, US History EOC State Ranking for Students Level 3+



2024-2025
SDIRC State Ranking
8

2018-2019
SDIRC State Ranking
38

Social Studies (Civics, US History)



Note: 2025-2026 scores are estimates as of 05.26.26. The FLDOE has not released official scores and the state window for assessments is open through 05.29.2026.

Middle School Accelerated Performance

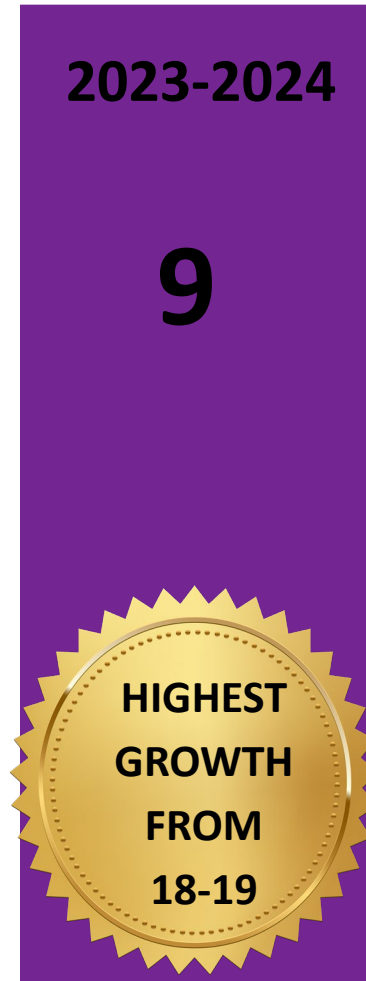
2024-2025
SDIRC State Ranking
2



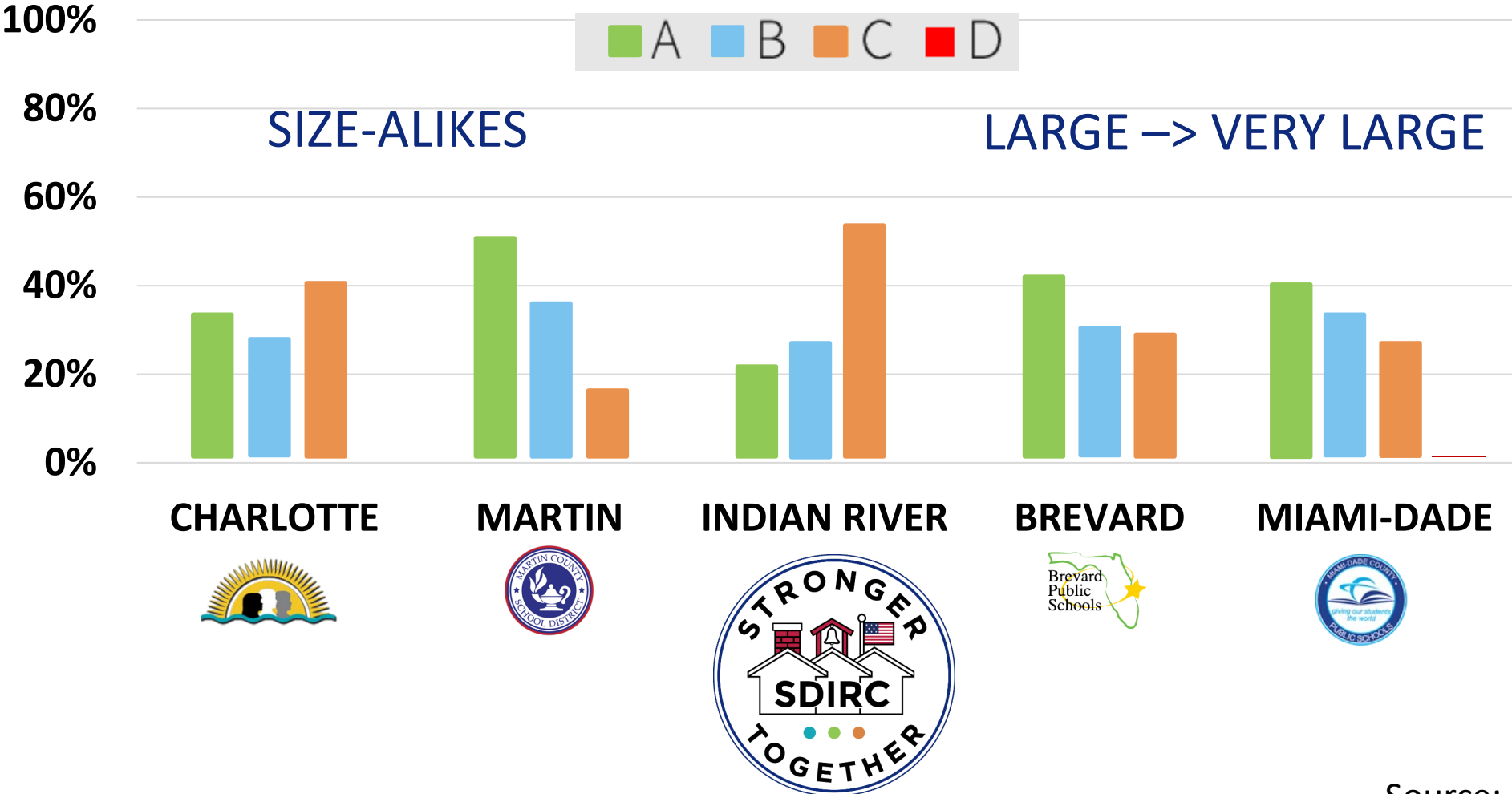
2018-2019
SDIRC State Ranking
56

SDIRC State Rankings – District Grade

Continuous
Improvement

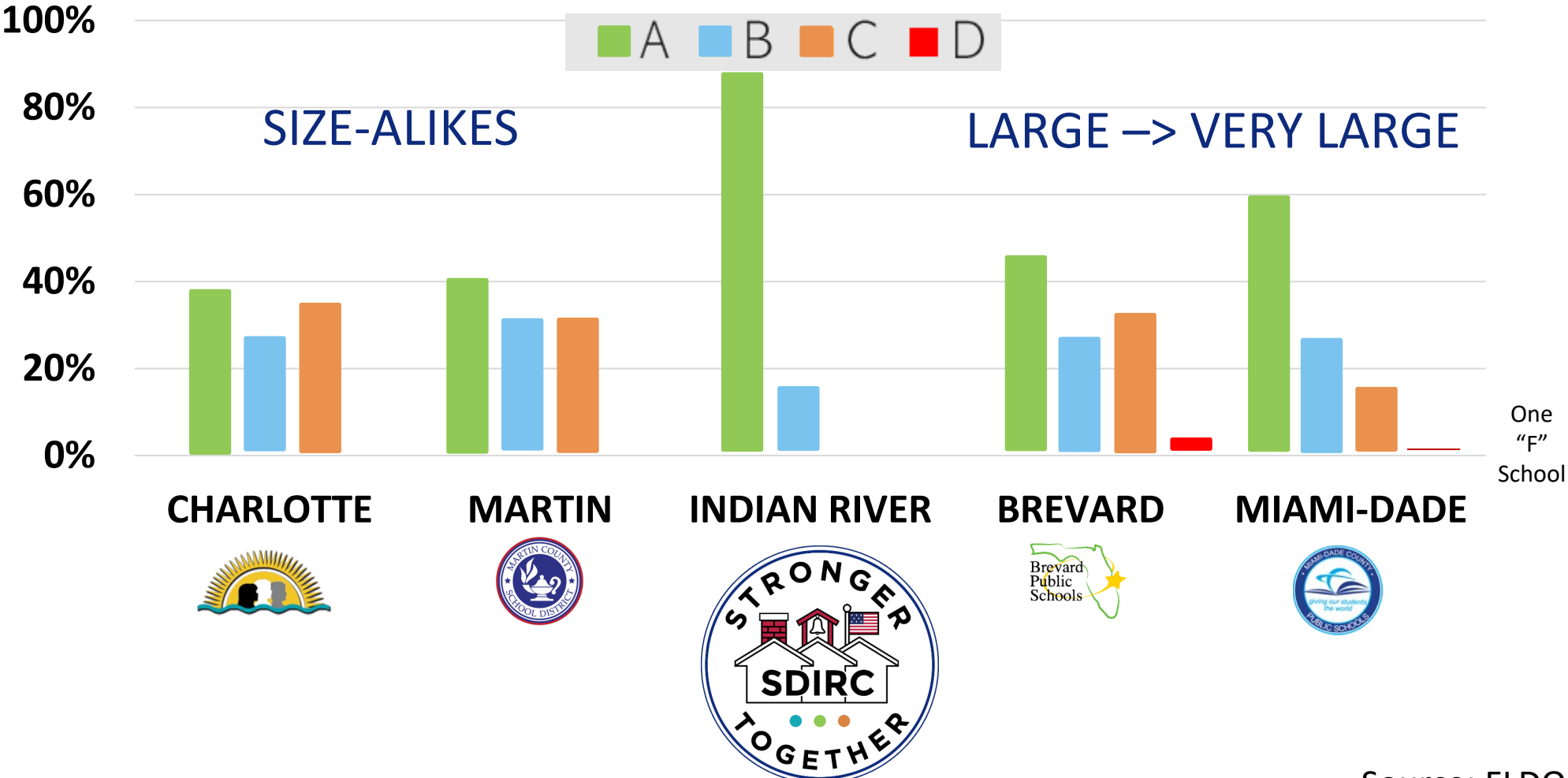


Distribution of School Grades 2018-2019



Source: FLDOE, 2019

Distribution of School Grades 2024-2025



Source: FLDOE, 2025



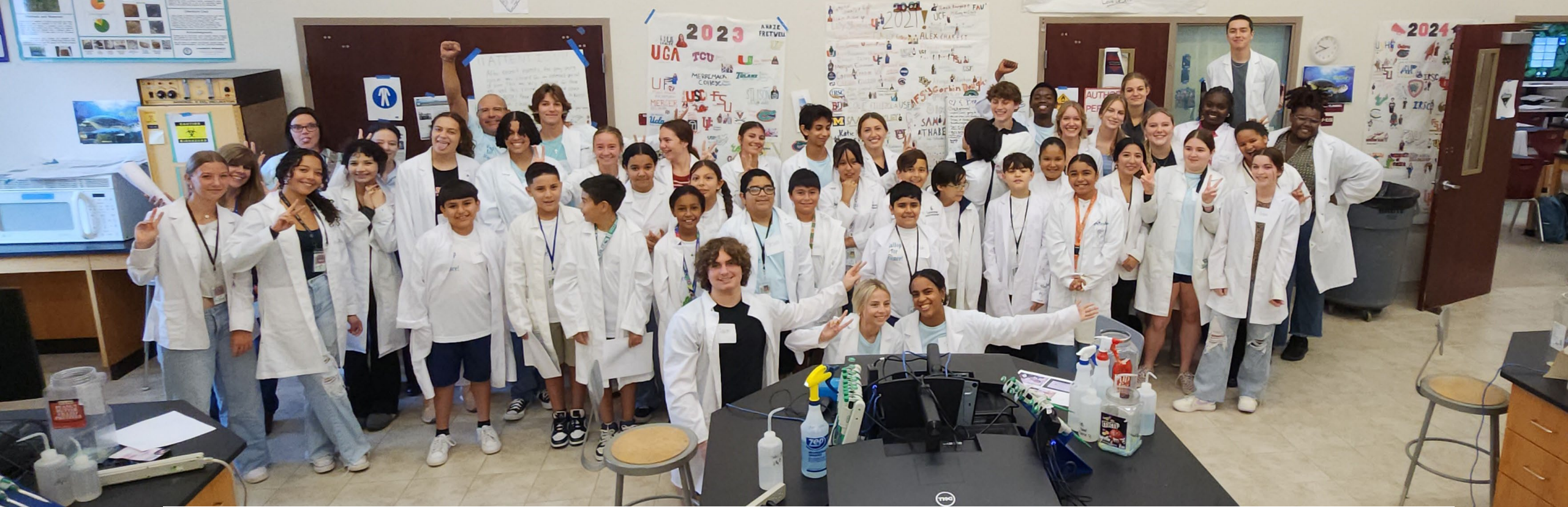
School Grades

2018-2019

47% "A" and "B" schools

2024-2025

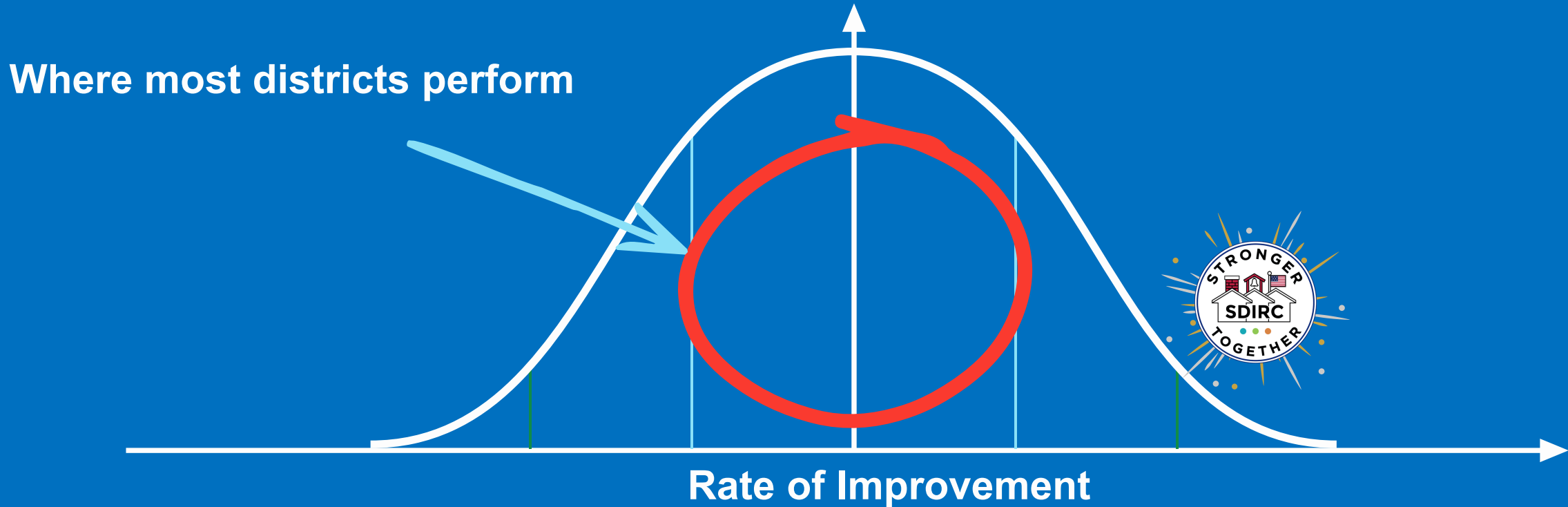
100% "A" and "B" schools



Most Frequently Asked Question...

What is different?

AN ANOMALY TODAY. A BLUEPRINT TOMORROW.



Today, these results appear to be an outlier.
Our work is to make them repeatable.

GROUNDING IN BELIEFS

An authentic and unwavering belief that ALL students deserve a best-in-class education is required for sustainable systems change.

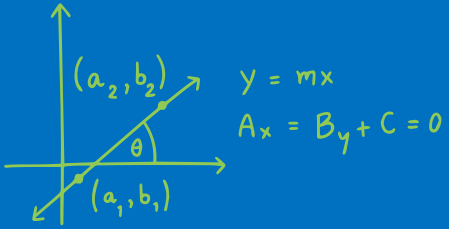
|Align Actions with Beliefs|

“Way of Work”

Systemic | Systematic | Sustainable

Why is important, but how you do the work is just as important.

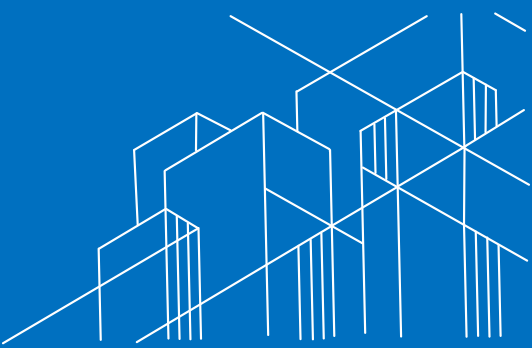




THE ACCOUNTABILITY EQUATION

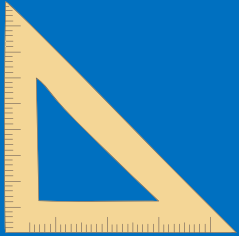
Uncommon Accountability = Support + Responsibility

Too Little Support	Uncommon Accountability	Too Little Responsibility
Compliance	Ownership	Good intentions
Implementation paralysis	Disciplined execution	Maintaining the status quo
Blame	Results	Excuses

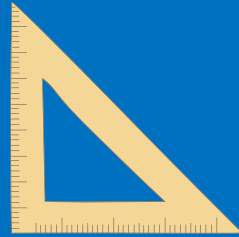


THE ARCHITECTURE OF TRUST

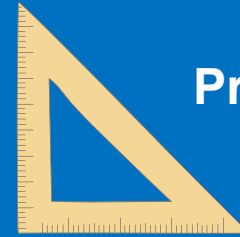
The structures, habits, & behaviors that make trust possible.



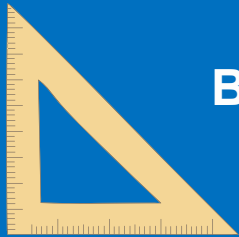
Be clear about expectations.



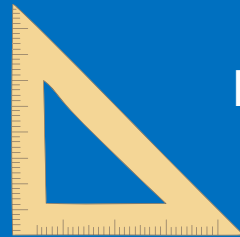
Address issues early & directly.



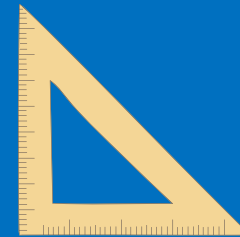
Provide support when challenges arise.



Be transparent with decisions.



Follow through on commitments.



Interact with candor.

Intentionally Choose Coaching > Managing

Theory of Action

If systems for instructional improvement and capacity of human resources are optimized, then accelerated progress in student achievement will be realized.

Classroom Level
School Level
District Level

Same theory of action, unprecedented outcomes.



Miami-Dade

- Decreased the number of schools earning a grade below a "C" from 65 to 1.
- Eliminated all 16 grade "F" schools.



Indian River

- Most improved school district 4 years in a row.
- Increased 33 state rankings for the District Grade (#5).
- Quadrupled the number of grade "A" schools since 18-19.



THE GROUNDWORK

01

**DYNAMIC ACCESS TO DATA
TO DRIVE BEHAVIORS &
HABITS**

02

**ACCELERATED
INSTRUCTIONAL
FEEDBACK CYCLES**

03

**AGILE ADAPTATION
TO CHANGE**

04

**COLLECTIVE
OWNERSHIP FOR
GROWTH**

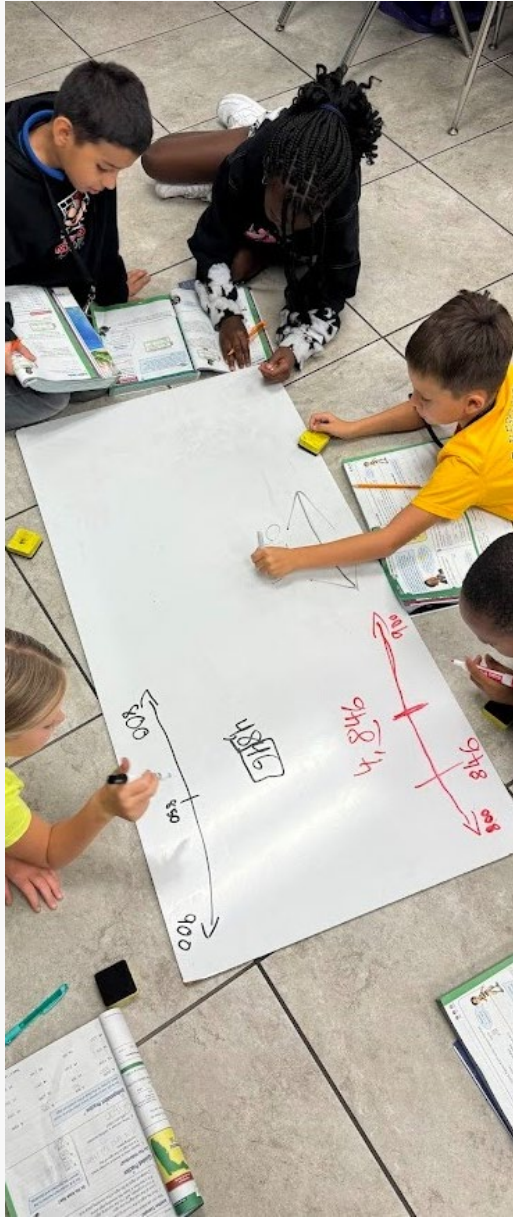
1 DYNAMIC ACCESS TO DATA TO DRIVE BEHAVIORS & HABITS

DYNAMIC:

- Dashboards update daily as new data is received
- Enables end users to flexibly problem solve with data at all levels of the organization
- Dashboards are created and modified based upon changing needs of the system
- Incorporates AI to learn faster from large data sets

ACCESSIBLE:

- Data can be accessed from anywhere
- Ongoing professional learning in the use of data platforms and how data leads to action
- End user feedback is used to improve usability of dashboards



1 DYNAMIC ACCESS TO DATA TO DRIVE BEHAVIORS & HABITS

IT'S MORE THAN JUST
DASHBOARDS...

IT'S DATA ABOUT
BEHAVIORS & HABITS
OBSERVED



1 DYNAMIC ACCESS TO DATA TO DRIVE BEHAVIORS & HABITS: IT'S WHAT YOU DO



Establishes a clearly defined, communicated, and observable pathway between behaviors, sets of habits (i.e., systems), and goals.



1 WHERE IS YOUR DATA FOCUS?

Indicators

Leading

- Student & Teacher Attendance
- School Leadership Team Meetings
- Principal/Assistant Principal Professional Learning
- Evidence of High-Yield Strategies (e.g., Collaborative Planning, Differentiation, Standards-Based Instruction)
- Instructional Time-On-Task
- Diagnostic Assessments
- Formative Assessments & Monitoring
- Intervention Progress Monitoring
- Student Enrollment in Accelerated Coursework
- Student Discipline

Lagging

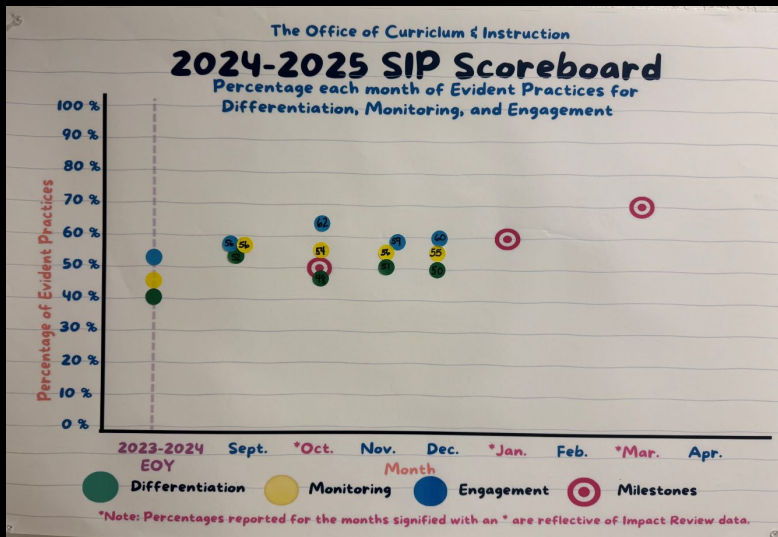
- State Assessment Scores (i.e., Baseline, PM1, PM2)
- Mid-Year Reviews
- Middle School Acceleration
- High School Career & Course Acceleration
- High School Graduation

The focus of most districts.



1 LEADERS' REFLECTION

How are you consistently collecting data on the alignment of behaviors and actions that matter most?



Clearly Visible Scoreboards

Weekly Briefings
 Includes Monitoring of i-Ready Usage

Weekly BRIEFING

Demographics		Topic Tests				
K-2	Ct K-12 Students	16160	Topic Test	Grade	Opens	% Tested
3-5	Ct Full Yr Enr (FYE)	15442	SCLT6	5	2/10/25	94.1%
6-8	Ct Non-Charter	13820	BIO_T6	BIO	2/17/25	66.4%
9-12	Ct FYE Non-Charter	13374	CIV_T6	7	2/24/25	0.0%
	Race (W/B/H)	48.2%/18.2%/26.8%	ELA_Q3	10	2/24/25	0.0%
	ED	8382, 51.9%	ELA_Q3	9	2/24/25	0.0%
	ESE	2674, 16.5%	ELA_Q3	3	2/24/25	0.0%
	504	1332, 8.2%	ALG_Q3	ALG	3/2/25	0.0%
	Gifted	759, 4.7%	GEO_Q3	GEO	3/3/25	0.0%
	ELL	983, 6.1%	SCI_T5	6	3/3/25	0.0%
	Gender (M/F)	50.8%/49.2%				

Student Attendance						
District	GD	PY YTD	YTD	Prior 20	Trend	
PY YTD	91.5%	K-2	93.0%	93.4%	92.6%	-0.8%
YTD	91.2%	3-5	93.3%	93.6%	92.7%	-0.9%
Prior 20	90.3%	6-8	91.1%	91.0%	89.8%	-1.2%
Trend	-0.9%	9-12	89.5%	88.2%	87.5%	-0.7%

Staff Attendance					
Emp Type	Att Rate	7/1/2024	Office		
IN	95.9%		All		
NB	93.8%	2/14/2025			
NI	93.6%				

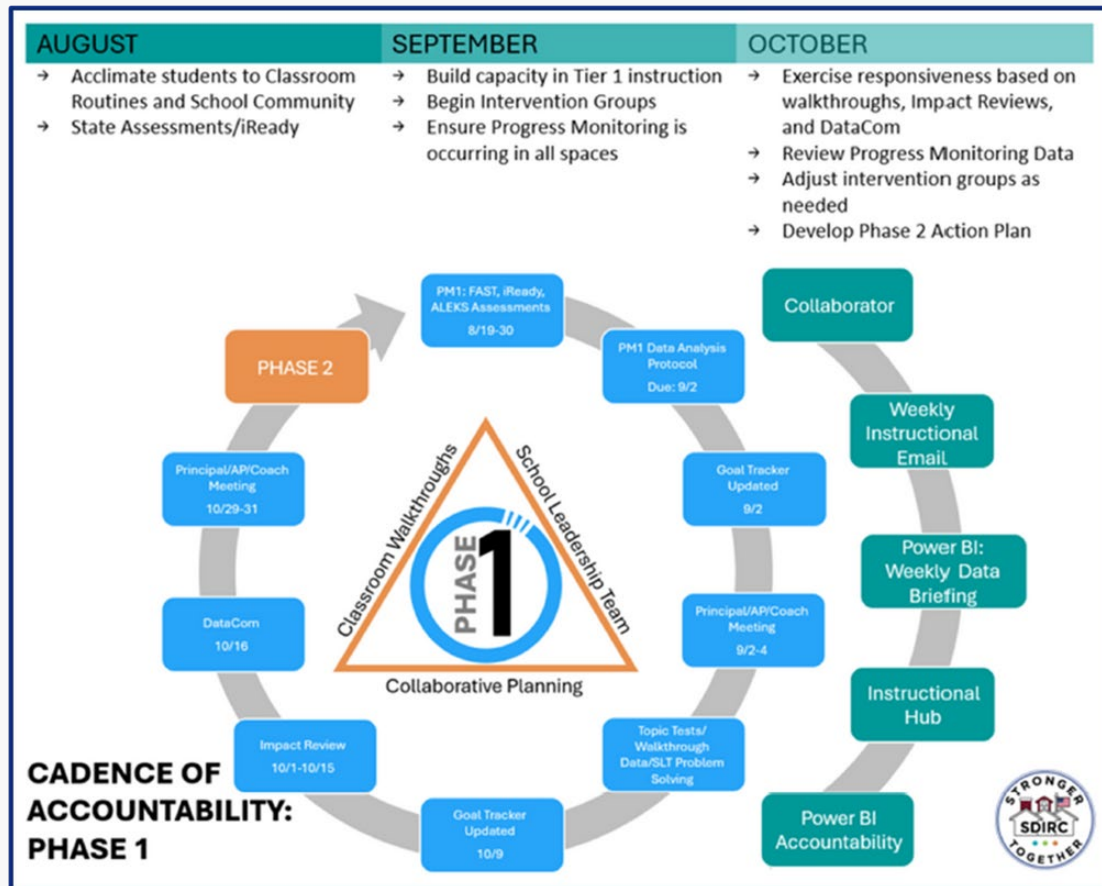
Student Discipline							
Office Discipline Referral			OSS				
GD	PY YTD	YTD	Prior 20	GD	PY YTD	YTD	Prior 20
K-2	809	530	113	K-2	59	58	13
3-5	833	709	179	3-5	119	101	17
6-8	5152	4600	1143	6-8	741	539	117
9-12	7106	5795	1060	9-12	1112	729	108

Enrollment Changes						
GD	Net PY YTD	Net YTD	Net Prior 20	Tot PY YTD	Tot YTD	Tot Prior 20
K-2	287	188	175	769	474	427
3-5	180	169	171	596	463	401
6-8	208	154	153	710	570	491
9-12	132	192	214	1590	948	874



DataCom

2 ACCELERATED INSTRUCTIONAL FEEDBACK CYCLES

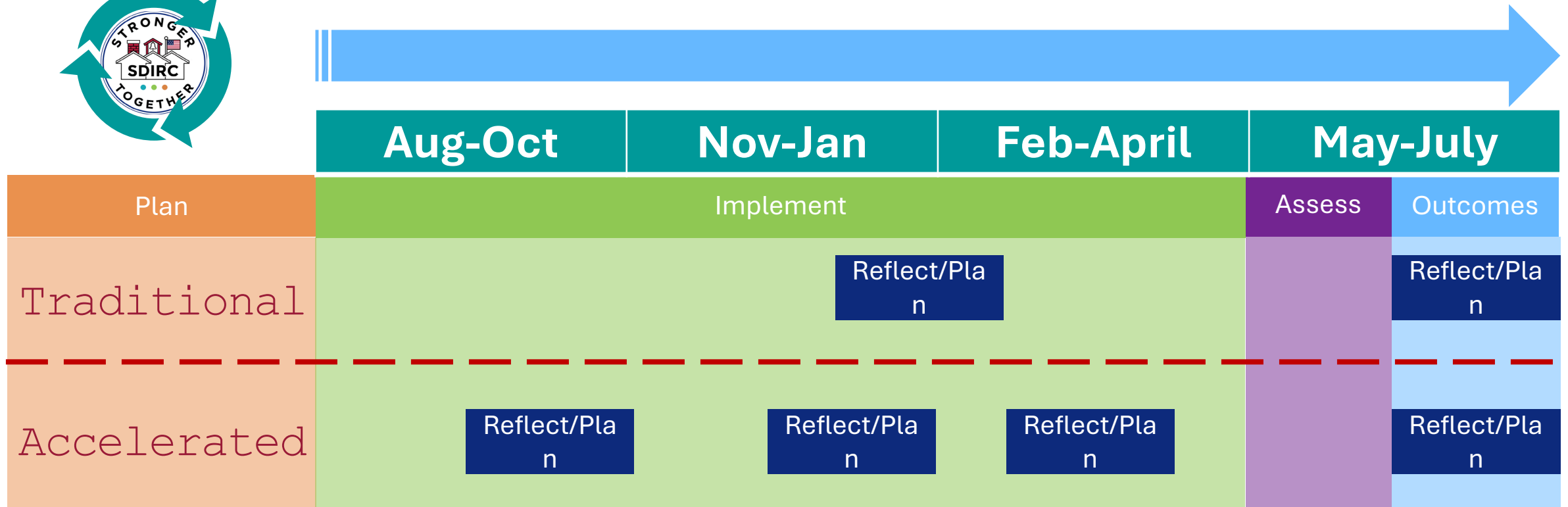


2 ACCELERATED INSTRUCTIONAL FEEDBACK CYCLES



- **Must think, act, and respond more quickly than traditional feedback cycles.**
- **Must attain specific outcomes on a quarterly & annual basis.**
- **Must sustain realized progress year over year.**

2 ACCELERATED INSTRUCTIONAL FEEDBACK CYCLES

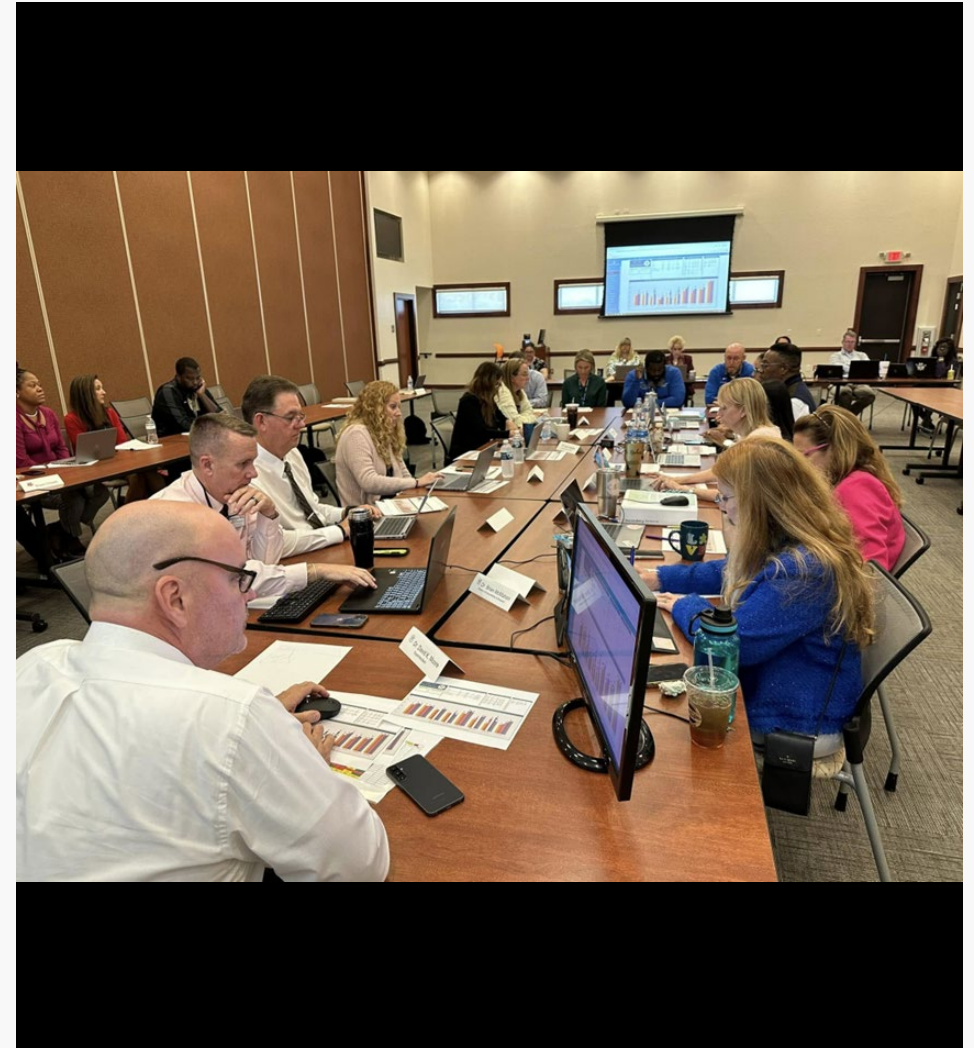


Success has to do with deliberate practice. Practice must be focused, determined, and in an environment where there's feedback. –M. Gladwell

2 ACCELERATED INSTRUCTIONAL FEEDBACK CYCLES



- Establishes a clearly defined cyclical pathway to realize and sustain progress
- Supports a predictable and timely cadence of accountability for high-quality, responsive instruction
- Leads to instructional agility



2 LEADERS' REFLECTION

Are feedback cycles at all levels designed in a way to guarantee the needed rates of improvement for sustained year-over-year progress?



3 AGILE ADAPTATION TO CHANGE



The roadmap **IS GOING TO CHANGE.**

- Identify the limits of challenges and needs and design to the edges
- Create solutions that are sustainable, different, and relevant
- Practice iteration: act, improve, and refine
- Maintain clear, evolving goals
- Keep a balanced scoreboard - if you are not keeping score, you are just practicing



3 AGILE ADAPTATION TO CHANGE



Iteration & Feedback Loops

Strategic ———

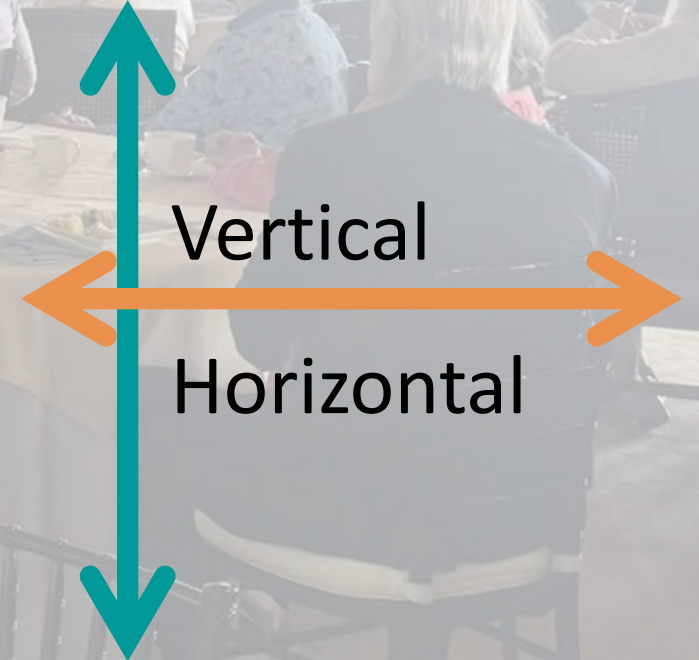
Operational - - -

Tactical - - - - -

Communication
Frequency &
Structures

Vertical

Horizontal



3 LEADERS' REFLECTION

Is your improvement model adaptive enough to drive decision-making related to the most important aspects of your work?



4 COLLECTIVE OWNERSHIP FOR GROWTH

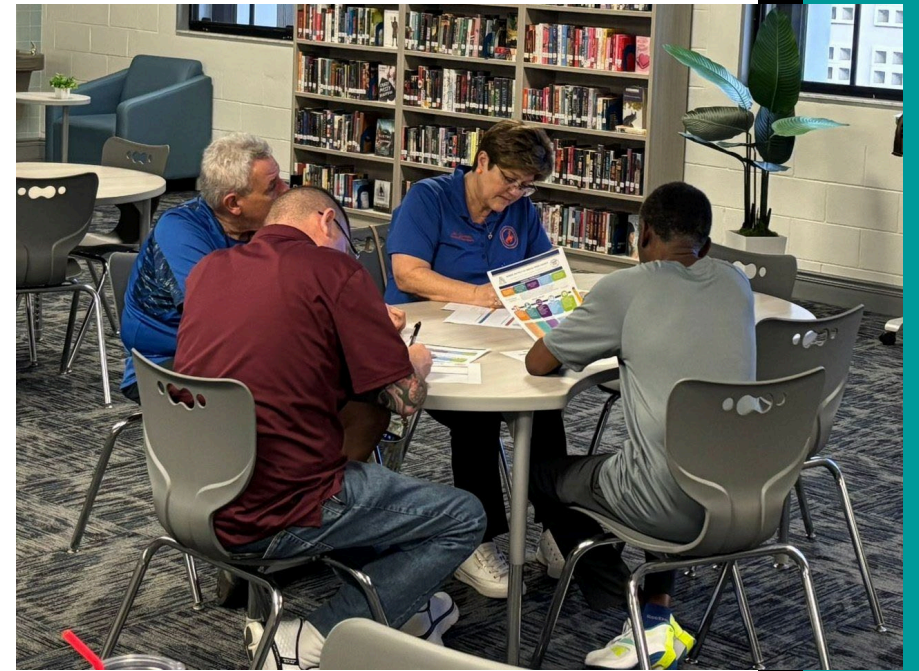
- Uphold a collectively held belief system about the potential of all students
- Clearly articulate and strategically integrate systems of work and roles in that work
- Connect professional learning to established cycles of accountability
- Empower problem solvers at all levels of the organization
- Define ownership for decision-making as close to students as possible



Investments in public education are investments in our community.

4 LEADERS' REFLECTION

- Does everyone in your organization clearly know which decisions they are responsible for making?
- Are the needed conditions in place for individuals to make decisions in a timely manner?



THE ROOTS & THE BRANCHES NEEDED TO LEARN FAST



Uphold Collective Ownership for Growth

Practice Agile Adaptation

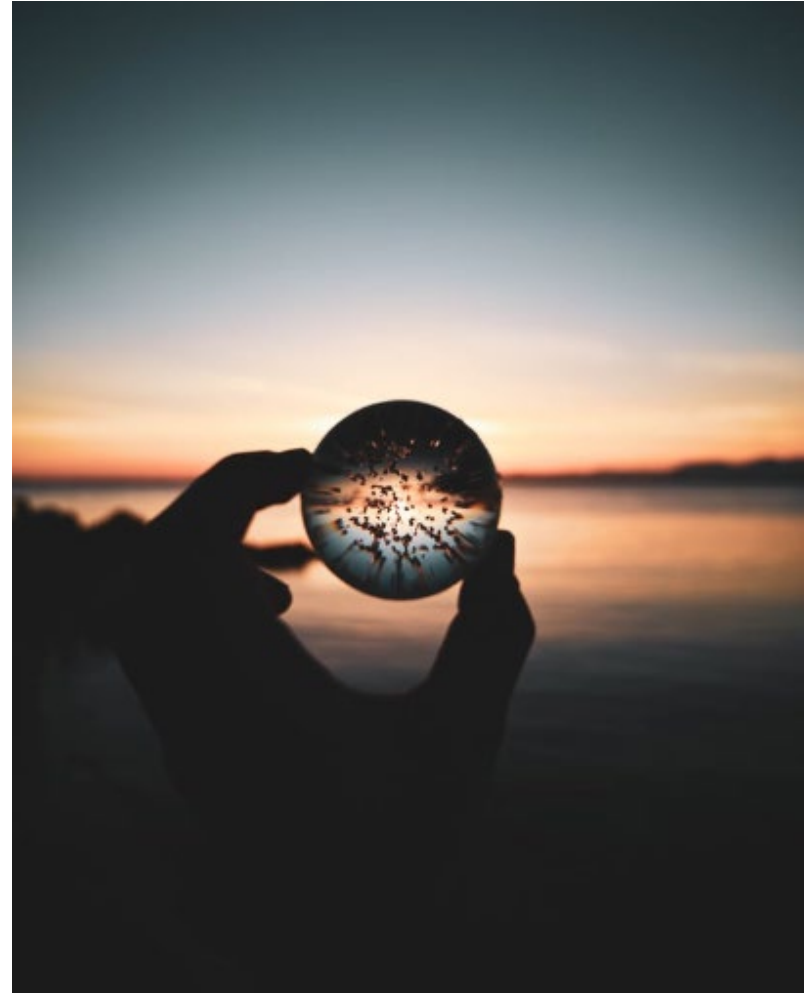
Accelerate Feedback Cycles

Use Data to Drive Habits & Systems

Align Actions with Beliefs

Ground in Belief of the Potential of All Students

THE POWER OF VISION



WIRED TO LEARN FAST:

DRIVING SUSTAINABLE INSTRUCTIONAL INNOVATION



Achieving the
DREAMS of
tomorrow with the
SOLUTIONS of
today.



Contact Information

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**WIRED
TO LEARN
FAST**

