
In this article, Mary Rubadeau, Superintendent of Schools in Telluride, Colorado, and a Senior Consultant with Focused Leadership Solutions, describes an innovative strategy for promoting better teaching and increasing student learning.

Individual Mission and Assessment Plan (IMAP)

Mary Rubadeau

The Telluride (Colorado) R-1 School District has implemented an exciting new process called the “Individual Mission and Assessment Plan” (IMAP). Each Telluride student working below grade level proficiency in reading, writing or math has an IMAP that includes interventions and instructional strategies custom tailored to help the student reach proficiency. IMAP’s are also written at the other end of the spectrum - for those students who need challenging enrichment plans to meet accelerated learning goals.

How does IMAP work? The engine that drives its success is the IMAP leader and team of four to seven grade-level teachers. The IMAP team analyzes classroom performance, learning style preferences, and formative assessment data. They then determine appropriate interventions to close achievement gaps or challenge gifted students. Teachers also develop classroom-based differentiation strategies for individuals and groups of students. Outside the classroom, IMAP strategies might include mandatory tutorials, doubling up on core courses, and pulling targeted students from academic electives, into small lab classes for concentrations on reading, writing and math. Critical to IMAP is the involvement of students and their parents in establishing learning goals, participating in a continual review process, and sharing ownership for success.

The success of the IMAP process is documented in multiple first-hand stories of individual student achievement, and by solid data from the Colorado Student Assessment Program (CSAP). In 2009, more than 75% of all students who had IMAP’s in place achieved over a year of academic progress in reading, writing and math as measured by the CSAP. [click here for more achievement data]

Many interventions, while designed to improve test scores, are untargeted and misaligned with the curriculum or students’ individual needs. In contrast, IMAP is standards-based, focused on best practices, and taps into the wisdom and creativity of teachers. The Telluride school district understands that quality teaching is the key to student achievement. For that reason, they have focused professional development on the skills needed to create and implement the targeted, differentiated instructional practices that are the heart of IMAP.

Our success in Telluride is an exciting indication that IMAP may well be the educational “Swiss Army Knife” of the future for closing achievement gaps.

Mary was selected as Colorado’s Superintendent of the Year in 2009. Call an FLS consultant today to learn how IMAP can benefit your school or district.

[Click here to see achievement results of Telluride students.](#)