School District of Manawa Gifted and Talented (G/T) Plan



Meeting the Needs of ALL Students

Approved by the Manawa Board of Education

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Mission and Vision

Mission Statement:

The School District of Manawa is the place where students choose to excel academically and realize their strengths.

Vision Statement:

The School District of Manawa engages students to reach their full potential in a changing global society through highly effective instruction and leadership.

What is Giftedness?

The concept of giftedness has varied over the course of educational, philosophical, and psychological history. Researchers such as Terman, Bloom, Renzulli, Feldman, Gardner, and Gagne have all contributed to our understanding and to the ensuing debate about the notion of gifts and talents. Historically, giftedness has been considered to be performance which is two standard deviations above the norm on a standardized test. This approach resulted in labeling individuals as "gifted" in intellectual and academic areas. Views, however, have changed over time so that we now have a much different conception of gifts and talents that includes multiple components of intelligence. Gardner¹ notes that intelligence is multifaceted, not a single entity. He posits that we think, learn, and create in many different ways. In Wisconsin, we translate this idea into five areas of identification: general intellectual, specific academic, creativity, leadership, and artistic.

Bright Child Versus Gifted Child

Some of the research by Janice Szabos helps distinguish between children who are bright versus children who are gifted. Bright children have educational strengths to be admired. Their strengths can be supported, and educational opportunities can be enhanced within the classroom. It is important for teachers to be able to differentiate instruction. Gifted students' needs can often be met within the regular classroom as well. Janice Szabos shared the following information in the *Gifted Child Quarterly*, as well as *Gifted Magazine*. It is important to note not all descriptors must be present to determine brightness or giftedness.

These distinctions can be used as a teacher checklist to identify gifted and talented students.

A Bright Child	A Gifted Child
Knows the answers.	Asks the questions.
Is interested.	Is highly curious.
Is attentive.	Is mentally and physically involved.
Has good ideas.	Has wild, silly ideas.
Works hard.	Plays around, yet tests well.
Answers the questions.	Discusses in detail and elaborates.
Is in the top group.	Is beyond the group.
Listens with interest.	Shows strong feelings and opinions.
Learns with ease.	Already knows.
Needs 6-8 repetitions for mastery.	Needs 1-2 repetitions for mastery.
Understands ideas.	Constructs abstractions.
Enjoys peers.	Prefers adults.
Grasps the meaning.	Draws inferences.
Completes assignments.	Initiates projects.
Is receptive.	Is intense.
Copies accurately.	Creates new designs.
Enjoys school.	Enjoys learning.
Is a technician.	Is an inventor.
Absorbs information.	Manipulates information.
Good memorizer.	Good guesser.
Prefers straightforward tasks.	Thrives on complexity.
Is alert.	Is keenly observant.
Is pleased with own learning.	Is highly self-critical.

Descriptions of Gifted & Talented Identification Areas

Giftedness is multidimensional. Students may be capable of superior performance or potential in one or more of the following areas.

General Intellectual Ability (GIA) Demonstrated excellence in most academic areas. Intellectually gifted children exhibit early and rapid development of language ability, strong powers of reasoning and advanced ability in critical thinking and problem solving in multiple areas. They may manipulate information in divergent ways when challenged by complex issues. Typically, these children are noted for being several years beyond their peers in their cognitive ability.
Specific Academic Area (SAA) Exceptional ability and performance in a single academic area. Academically able students have unusual/advanced ability or capability in reading or math. These students often make connections within a discipline that transcends the obvious. They quickly grasp relationships among facts and see facts as parts of a more complex whole.
Creativity Exceptional ability to use divergent and unconventional thinking in arriving at creative and unusual ideas or solutions to problems. Creativity may cross all areas (academic, arts, leadership) or may manifest itself in one specific area such as writing or math. Highly creative students tend to develop original ideas and products. They may express their creativity in oral, written, or nonverbal expression. They are flexible and original in their thinking, tending to reject one-answer solutions. These children tend to possess strong visualization. Frequently these individuals are strongly independent and often resist conformity. Creativity is characterized by originality of thought, human behavior, and product.
Artistic (Visual/Music) Ability to create or perform in music in a way that suggests exceptional talent or an ability to paint, sculpt, photograph or arrange media in a way that suggests exceptional talent. Students can demonstrate unusual adeptness or skill in the fields of music or visual arts. Since this is a performance-based talent, identification centers around nominations, portfolios and expert assessment.
Leadership Exceptional ability to relate to and motivate others. Leadership comes in many forms and may be positive or negative. Individuals gifted in leadership usually have the ability to convince people to act or not act in specific ways. Leaders are often self-confident and comfortable with their peers. They express themselves well and frequently are charming and charismatic. It is important to recognize that leadership traits may manifest into different leadership styles, depending upon the environment and personality of the individual. Observable characteristics may include influencing peers, being sought out by others to accomplish a task, addressing a need, holding high expectations for self and others, demonstrating or delegating responsibility, and internalizing concepts of right and wrong.

Identification of Students

Grades K-2—Students in kindergarten, first, and second grades who display gifts/talents will generally not be formally identified but placed on a watch list. These students will work with the classroom teacher in their area of academic talent and their work will be used as additional evidence for formal identification when entering third grade. Exceptions may be made for young students requiring Tier 3 G/T intervention.

Grades 3-12—Students who are formally identified will have a G/T Intervention Plan and will be flagged in the student information system. This plan will identify the student's strengths and weaknesses, provide for the type and level of opportunity to be provided, and be updated, at a minimum, annually. Formal identification can occur at any grade level above second, and at any time of the school year.

Twice Exceptional Children

These students are gifted children of above average abilities who also have special educational needs—ADHD, learning disabilities, autism spectrum disorders, etc. Because their giftedness can mask their special needs and their special needs can hide their giftedness, SDM recognizes the importance of identifying and servicing this often under-represented group.

The following list should be viewed as characteristics which are *typical* of many children who are gifted and who also have a disability, rather than characteristics which *all* such children possess. These twice exceptional children do not form a simple, homogeneous group; they are a highly diverse group of learners.

STRENGTHS	CHALLENGES
Superior vocabulary	Easily frustrated
Highly creative	Stubborn
Resourceful	Manipulative
Curious	Opinionated
Imaginative	Argumentative
Questioning	Lack of interest in or quality of written work
Problem-solving ability	Highly sensitive to criticism
Sophisticated sense of humor	Inconsistent academic performance
Wide range of interests	Lack of organization and study skills
Advanced ideas and opinions	Difficulty with social interactions
Special talent or consuming interest	

Identification of minority students (including students who are economically disadvantaged as determined by free/reduced lunch eligibility)—It is widely recognized that minority students continue to be underrepresented in gifted programs (from Sousa, D., *How the Gifted Brain Learns*, 2009). In order to close this gap, achievement scores will be used to compare students with similar backgrounds. Students who rank high on achievement relative to their ethnic or socioeconomic peers, will be considered for G/T services.

Service Delivery Model

Students may receive services in a variety of different ways in order to best address student learning needs. Services may include compacting, differentiation, acceleration, mentoring, shadowing and enrichment seminars. The district Response to Intervention (RtI) model is used as the foundation on which service delivery plans are based. These service delivery options will vary in duration, frequency, and intensity based on the student(s) for whom the service is being designed.

What is differentiation? (generally considered RtI Tier I)

Differentiation means providing students with different learning options, generally in the classroom, that best meet their learning needs. There are five elements of differentiation (Winebrenner, 2001) to include:

- Content—providing more advanced, complex instructional resources
- Process—defining higher order thinking methods for students to make sense of concepts or generalizations
 often in a more complex and abstract manner
- Product—offering choices in the ways in which a student demonstrates learning
- Environment—providing the setting that best suits the learning style and needs of the student
- Assessment—providing alternative means of documenting mastery of the curriculum

What is enrichment?

Enrichment refers to learning experiences either in the classroom or out of the classroom where the curriculum content is extended. One way in which enrichment is provided at the elementary level is the "seminar." Students with a common interest or talent are placed together in a cluster group to participate in an extension of the curriculum that may include one or more of the types of differentiation noted above. The classroom teacher facilitates many of the seminars at the elementary and junior high levels. Many departments offer independent study courses at the high school level which serve as seminars. Seminars cover the array of curricular areas and include the talent areas of leadership and fine arts as well. Flexible grouping structures are used so that enrichment opportunities may be provided to many learners over the course of the school year based on the students' interests and areas of talent.

What is compacting?

Compacting begins with a student being pretested either for the unit of study or the course. The pretest identifies the specific knowledge or skills that need to be developed with the learner and those that have already been mastered. In this way, the unit of study or course is completed in a shorter period of time with a focus on the knowledge or skills needed for further development. Compacting can also be used in situations where the student is able to learn the material more quickly than peers as the student needs less repetition or practice to accomplish mastery. Compacting can be done with individuals or with flexible groupings of students.

What is mentoring?

Mentors are individuals who have expertise with a certain skill set or knowledge base and are willing to share this expertise with students who have interests in that area. G/T personnel may seek mentors for individuals or small groups of students to extend the school experience beyond the grade-level curriculum and expectations. Adults, college students, and high school students may serve as mentors following completion of the district's police background check process. "Mentor relationships with dedicated scholars, artists, scientists, or businesspeople are highly suitable for gifted adolescents" and provide an opportunity to network with individuals who share a common set of interests.

What is shadowing?

School personnel may arrange for students to shadow a person on the job site or in post-secondary institution to gain experience in an area of high interest for the able learner as another means of extending the school experience beyond the grade-level curriculum and expectations. Generally, an area business or educational institution provides this type of service.

What is acceleration?

Acceleration generally refers to students attending a class with older students. This option is used more frequently with students in grades 6-12 but includes full grade acceleration which may be used at any grade level. For example, a student may complete first grade in the spring of one school year and be enrolled in third grade for the following school year. A student might also be placed in an advanced grade-level for a single course. The more common application of acceleration is to have a middle school or high school student attend an upper level course. In this way, acceleration is course or subject specific and offers students the opportunity for learning options that provide acceleration in the needed areas while also enabling the student to participate in other courses and activities with age mates. Students may travel between the middle school and high school to access such course opportunities.

Seminar examples may include (but are not limited to):

Everyday
Leadership Junior
Great Books
Caesar's English
Math Investigations
Writer's Workshop
Visiting Artist
Physics Phun
Inquiry Projects

Co-curricular opportunities may include (but are not limited to):

Noetic Math Competitions – Grade 2 and up. Fox Valley Junior Math League—Grades 5-8 Scripps National Spelling Bee—Grades 3-8 National Geographic Geography Bee—Grades 4-8 Destination Imagination—K-12+ Student Council—Grades 3-12

Record of Services:

Currently, information about student participation in G/T services is documented in the student's cumulative file. All faculty that work with a student will have ready access to information about the learner in one location. Documents such as students' intervention plans, and seminar participation records are included in the cumulative file. All students identified as G/T will be flagged in the SDM student information system software.

Gifted & Talented Identification and Options Gifted and Talented National Standards:

Area	Identification	Options
General Intellectual Ability	Recommendation based on the following observables: • iReady scores of >90 percentile rank in both reading and math • F&P running records; 2 grade levels ahead • Statewide assessment scores at advanced/exceeding/>26 (ACT) in all areas • SBG scoring at a 4 early in the year in all subjects • IQ >115	 Quiz Bowl Battle of the Books Debate Team Advance a grade level Enrichment projects Forensics
Specific Academic Area	Recommendation based on the following observables: • iReady scores of >90 percentile rank in either math or reading • F&P running records; 2 grade levels ahead • Statewide assessment scores at advanced/exceeding/>26 (ACT) in one area • SBG scoring at a 4 early in the year in one subject • Classroom data/grades	Math Prodigy, Khan Academy, Accelerated Math, Moby Max Enrichment Projects Project Boxes Math Olympics or other competitions AP classes Accelerated reading class Reading Book bins filled with books at reading level Partner conversations with different grade level peers Enrichment projects Attend other grade's IR time Accelerated reading class Moby Max Battle of the Books Writing Accelerated writing class Enrichment projects Forensiccs
Creativity	Teacher recommendation based on the following observables: Divergent and unconventional thinking Unusual ideas or solutions to problems Original ideas and products Flexible and original thinking Tend to reject one-answer solutions Strongly independent Resist conformity The originality of thought, human behavior, and product 	 UWSP STEAM Days Enrichment Projects Student Council Drama/One-Act Play Forensics

Artistic Visual/Music	Teacher recommendation based on the following observables: Ability to create or perform in music in a way that suggests exceptional talent Unusual adeptness or skill in the fields of music or visual arts	 Enrichment Activities Choir/Band/Art Club Drama/One-Act Play Forensics Advanced Classes Independent Study Solo and Ensemble Pep Band/Jazz Band
Leadership	Teacher recommendation based on the following observables: Influences peers Is sought out by others to accomplish a task Addresses the needs of others Holds high expectations for self and others Demonstrates or delegates responsibility Internalizes concepts of right and wrong	 Student Council FOR Club FFA FBLA Peer Mentor/Tutor

Decision Process

Identification can occur at any time during the school year. Servicing decisions are made based on the learning needs of the individual through the Building Consultation Team (BCT) process using the following data:

- Standardized test scores
- Interest inventories
- Performance data (classroom-based evidence like discussion, projects, written work, etc.)
- Subject or course specific assessments
- Teacher observation

Students may be referred for services by teachers or parents. At the secondary level, students may also refer to themselves by contacting either their school counselor or principal.

- 1. Upon receiving a referral form, the principal or designee will notify the student's parent/guardian and request any information for inclusion on the form. If the referral is initiated by the parent, the counselor will request that the student's classroom teacher (and other teachers if applicable) add school-related information to the referral form
- 2. Counselors will collect other evidence of high-performance capability. This evidence may include but is not limited to: district or statewide test scores, (**local norm referenced test scores will be used for inclusionary purposes only; student whose performance in class work exceeds their standardized test scores will not be excluded from opportunities) classroom observation, classwork and portfolios, and audio or video evidence of performance in the arts. Multiple measures will be used to identify students and no single measure will be used to exclude students from G/T opportunities.
- 3. After evidence is collected, counselors may interview prospective student. This interview will be used to further understand the student's interests, learning style, and willingness to be challenged.
- 4. The BCT will meet using the BCT meeting format to determine the Intervention Plan. Principals will designate a person to contact parents to inform them that their child will be receiving G/T services. All records related to the intervention plan will be maintained by the principal or designee. The principal or designee will add a note in the student information system to indicate the student is identified as a G/T student. Since giftedness is a fluid and dynamic trait, students may at times be best served within their regular classroom and at times via pullout or accelerated opportunities.
- 5. Based on the intervention plan, the team will evaluate the effectiveness of current interventions through progress monitoring at regular intervals. Follow-up with parents will be communicated as necessary.
- 6. Steps four and five of this decision process are repeated until the student is at a level that precipitates a change in intervention.

Referral for Gifted & Talented Services

1. Complete the Gifted and Talented Referral form found on the school district website under District Programs.



2. Click on the Gifted and Talented link on the left-hand side.



3. Choose the Gifted & Talented Handbook under Resources on the right-hand side of the page, and print out the form found within. Please, return to Manawa Elementary or Little Wolf High/Middle main office where the student attends.





Parent/Guardian/Student Gifted & Talented Referral Form

Parents/guardians/student should complete this form if they believe the nominee is performing well above grade level or demonstrating exceptional strengths or talents and would like the nominee's performance and achievement to be reviewed to determine eligibility for gifted education services. Please review the Bright child vs. Gifted Child chart in the SDM Gifted & Talented Handbook.

Student Name:	D.O.B.:	Grade:
Nominated by:	School:	
AREAS OF GIFTEDNESS	SPE	CIFIC EXAMPLES
☐ General Intellectual Ability Processes new information quickly, uses advanced vocabulary, sees connections in concepts, focuses for long periods of time on special interests, or enjoys solving puzzles and problems.		
□ Specific Academic Ability Shows unusual/advanced ability in: □ Reading □ Math □ Science □ Social Studies □ Language Arts		
☐ Creativity Has a vivid imagination, a keen aesthetic sense, unique ideas in problem-solving situations, may be a risk-taker, adventurous, non-conforming, often asks "why" or sees the unusual.		
□ Artistic Selects art media for free time, shows originality and creativity in the use of art media, keenly observes his/her environment, sees the unusual, easily remembers melodies and can produce them accurately, enjoys performing for others. Shows a heightened interest in: □ music □ art		
☐ Leadership Organizes and leads groups, carries responsibility well, tolerant and flexible with peers, possesses good self-confidence, or may be overbearing at times.		
Briefly describe the nominee's major interests, hobbie	es, and other creativ	e endeavors.

Please add or attach any other infor know the nominee's interests and a		believe is relevar	nt and would assist us in getting to	
-				
Parent/Guardian Signature:			Date:	
Student Signature: (if self-nominating)			Date:	
Please submit the	completed form	to the MES, MM	S, or LWHS office.	
☐ Identified as G/T	☐ Placed	on Watch list	☐ Not recommended for G/T at this time	
G/T Signature	Date			
Principal Signature	Date			
If applicable: Meeting to write G/T plan will take p	place on:			

School Year:



Teacher Gifted & Talented Referral Form

Teachers should complete this form if they believe the student is performing well above grade level or demonstrating exceptional strengths or talents and would like the student's performance and achievement to be reviewed to determine eligibility for gifted education services. Please review the Bright child vs. Gifted Child chart in the SDM Gifted & Talented Handbook.

Student Name:	D.O.B.:	Grade:
Referred by:	School:	

AREAS OF GIFTEDNESS	CHARACTERISTICS	
General Intellectual Ability Comments:	understands complex concepts draws inferences between content areas sees beyond the obvious thrives on new or complex ideas enjoys hypothesizing intuitively knows before taught uses an extensive vocabulary does in-depth investigations learns rapidly in comparison to peers 1-2 repetitions for mastery manipulates information	
Specific Academic Ability Comments:	strong memorization ability advanced comprehension intense interest in a specific academic area high academic capacity in special-interest area pursues special interests with enthusiasm operates at a higher level of abstraction than peers asks poignant questions discusses and elaborates in detail	
Creativity Comments:	independent and/or flexible thinker exhibits original thinking in oral/written expression generates many ideas to solve a given problem possesses a keen sense of humor creates and invents intrigued by creative tasks improvises and sees unique possibilities risk taker resists conformity	
Artistic: Visual Arts/Music Comments:	communicates his/her vision in visual/performing arts unusual ability for aesthetic expression compelled to perform/produce exhibits creative expression desire for creating original product keenly observant continues experimentation with preferred medium excels in demonstrating the visual/performing arts	
Leadership Comments:	takes an active role in decision making high expectations for self and others expresses self with confidence foresees consequences & implications of decisions follows through on a plan appears to be well liked by peers ideas expressed accepted by others sought out by others to accomplish a task	

Please include any other information you feel will help the team in making a decision about the needs of this student.			
		_	
Please submit	completed form to your build	ding principal.	
☐ Identified as G/T	☐ Placed on Watch list ☐ Not recommended for G/T at this time		
G/T Signature	Date		
Principal Signature	al Signature Date		

If applicable:

School Year:

Meeting to write G/T plan will take place on:



Date:		
Student Name:	D.O.B.:	Grade:
Nominated by:	School:	
There are four ways to provide an appropriate ed what is taught; change how it is taught; change t student to do)		
Team Members:		
Background Information-What We	Know:	
Summary of Results of Previous Pl	an(s):	
Student Need(s):		
Overall Goal for Student:		
Differentiated Learning Plan:		

Gift/Talent Identification Area:	
General Intellectual Ability	
Specific Academic Area	
Reading	
Writing	
□ Math	
Social Studies	
☐ Science	
□ Creativity	
☐ Artistic	
Visual	
Musical	
□ Leadership	
Begin Date:	End Date:
Provider:	
Differentiation Strategies:	
RCT Chack in Mooting Fraguency:	

BCT Check-In Meeting Frequency: Options:

Area	Options
General Intellectual Ability	☐ Quiz Bowl
	☐ Battle of the Books
	☐ Debate Team
	Advance a grade level
	Enrichment projects
	☐ Forensics
	☐ Other
Specific Academic Area	Math
	Prodigy, Khan Academy, Accelerated Math, Moby MaxEnrichment Projects
	☐ Project Boxes
	Math Olympics or other competitions
	☐ AP classes
	☐ Accelerated reading class

	☐ Other
	Reading
	☐ Book bins filled with books at reading level
	☐ Partner conversations with different
	grade level peers
	☐ Enrichment projects
	Attend other grade's IR time
	Accelerated reading class
	☐ Moby Max
	☐ Battle of the Books
	□ Other
	Writing
	Accelerated writing class
	☐ Enrichment projects
	☐ Forensics
	☐ Other
	Science
	Crystal Growing Competition
	☐ UWSP STEAM Days
	☐ AP Classes
	☐ Other
	Social Studies
	☐ AP Classes
	□ Other
Creativity	☐ UWSP STEAM Days
	Enrichment Projects
	☐ Student Council
	☐ Drama/One-Act Play
	☐ Forensics
	☐ Other

Artistic Visual/Music	 Enrichment Activities Choir/Band/Art Club Drama/One-Act Play Forensics Advanced Classes/Independent
	Study Solo and Ensemble Pep Band/Jazz Band Other
Leadership	Student Council FOR Club FFA FBLA Peer Mentor/Tutor Other

Responsibilities:	
Student:	
Classroom Teacher:	
Parents:	
School Administration:	

Review Date:

Additional meetings may be held if the need arises.

In Attendance	Signature
Administration	
G/T Representative	
Teacher	
Teacher	
Counselor	
Student	
Parent/Guardian	
Parent/Guardian	
Other	