



School Improvement Grant (SIG) Cadre III Application and Planning

Presentation to the Special Administrative Board

September 5, 2013



Background

- ▶ 2010: MO DESE announces SIG Cadre I
 - Eleven SLPS Schools Awarded Funds
 - Average of \$1.5 million per school over three years
 - Schools select one of four federal intervention models (Turnaround, Transformation, Restart, Closure)

- ▶ May 2013: MO DESE announces SIG Cadre III
 - Eight SLPS Schools Apply (all choose Transformation)
 - \$1.5 million over three years per school
 - Applications due to DESE within 3 weeks of grant announcement (June 2013)
 - Elementary: Dunbar, Laclede, Meramec, Nance, Oak Hill
 - Middle: Yeatman-Liddell
 - High: Roosevelt, Sumner



Basis for Cadre 3 Approach

- ▶ Lessons Learned from Cadre I in SLPS:
 - Must focus on intensive support to principals in becoming instructional leaders
 - District resources should focus more on deep implementation assistance of instructional improvement and less on monitoring
 - Effective human capital management makes the difference

- ▶ Lessons Learned Nationally through the SIG program:
 - Significant and consistent performance gains across multiple schools is possible and should be expected
 - Emphasis on instructional leadership, data-driven instruction, and instruction-specific teaming and coaching gets consistent results*

* INSTLL, 2013. *Emerging Practices from Rapid Achievement Gain Schools*



Overview of Cadre 3 Approach

Superintendent's Zone

- Intensive Instructional Coaching & Support
- Removing Obstacles to Implementation
- Oversee Key Programs (Tutoring, Evaluation, etc.)

**Build
Leader
Capacity**

Excellence in Leadership and Instruction

Culture of
High
Expectations

- College-going culture
- Positive behavior systems and learning environments

Frequent
Assessments
to Improve
Instruction

- Instructional systems that empower teachers to identify struggling students
- Data-driven approach to re-teaching, remediation, and small-group differentiation

Daily Tutoring
in Critical
Growth Years

- Daily individualized instruction in key grades
- Targeting individual learning needs, coordinating with teachers



Superintendent's Zone Structure

- ▶ Superintendent Evaluates Principals directly
 - Makes regular site visits to each school
 - Ensures district “rapid responsiveness” to overcome obstacles to implementation (e.g., HR, operations, etc.)
- ▶ Intensive Instructional Coaching and Support
 - Bi-weekly coaching sessions with principals to ensure effective strategies for improving school culture, data use, and instructional improvement
 - Targeted professional development to leaders and teachers
- ▶ Oversee Key Programs
 - In-school Tutoring Initiative
 - Instructional Leadership Capacity Building
 - Piloting New Educator Evaluation Tool



Monitoring Progress

- ▶ Specific Benchmarks for Each School aligned with Provisional Accreditation by 2014
 - MAP, Acuity, and Benchmark goals (interim and summative)
 - Attendance and Behavior Benchmarks
- ▶ Bi-Weekly Principals Network Meetings
 - Data-driven discussions that target each school's data trends and suggested strategies
- ▶ Monthly DESE Site Visits (requirement of the grant)
 - Monthly reviews of staffing and performance data



Major Grant Expenses (Annual)

- ▶ District–Level Staffing: \$350,000
 - Instructional Leadership Specialists, Data Support, etc.
- ▶ In–School Tutoring Initiative: \$1,550,000
 - Up to 940 individual students served
- ▶ Instructional Leadership Partner: \$550,000
 - Emphasis on partner with demonstrated track record
- ▶ Extended Learning Time: \$377,000
 - Targeted in Year 1: Spring Break Academy, Extended Year, etc.
- ▶ Building–Level Instructional Positions: \$840,000
 - Math, Reading, ESOL, and Instructional Technology Specialists based on individual school needs



Implementation Next Steps

- ▶ **August 2013: Tentative Approval from DESE**
 - Positions posted/new staff hired
 - Superintendent's Zone support begins
 - RFPs posted for key contracts (tutoring/instructional leadership)
 - Monitoring process underway (weekly visits, bi-weekly network meetings, DESE site visits)

- ▶ **September/October 2013: Formal Approval**
 - Extended Learning Time details finalized
 - In-School Tutoring Initiative begins implementation
 - District and School budgets finalized for 2013–14 school year
 - Instructional support system implemented



Questions