



# 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



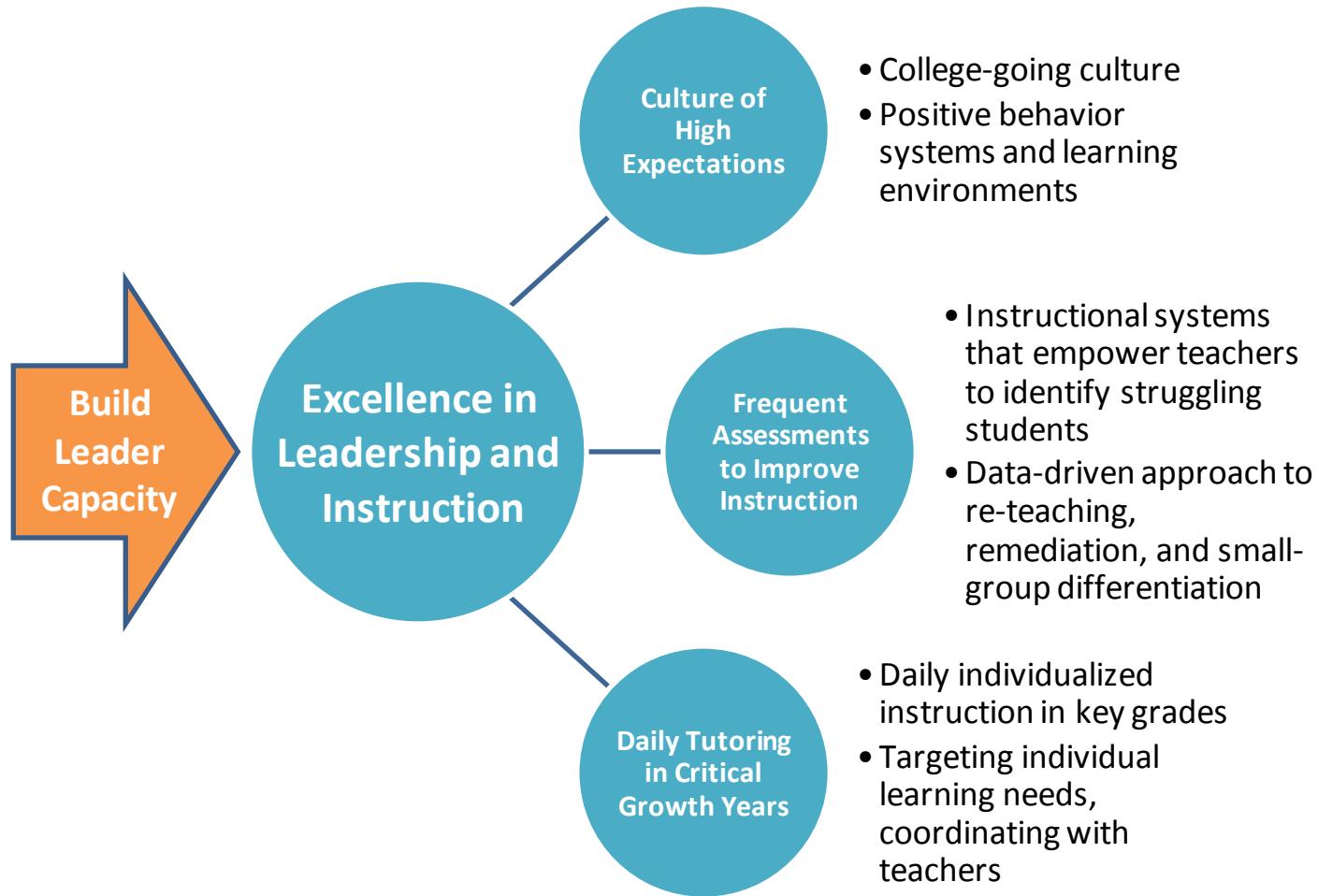
# Basis for Cadre 3 Approach

- ▶ 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 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