



Year End Review 2010/11 “Lessons Learned”

Board of School Trustees

June 13, 2011

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Agenda

- LEAD Process – Lessons Learned
- Recognitions – LEAD Schools
- Preliminary Results – 2011 ISTEP
- Next Steps – Sustainability
- Q & A



Why Are We Doing LEAD?

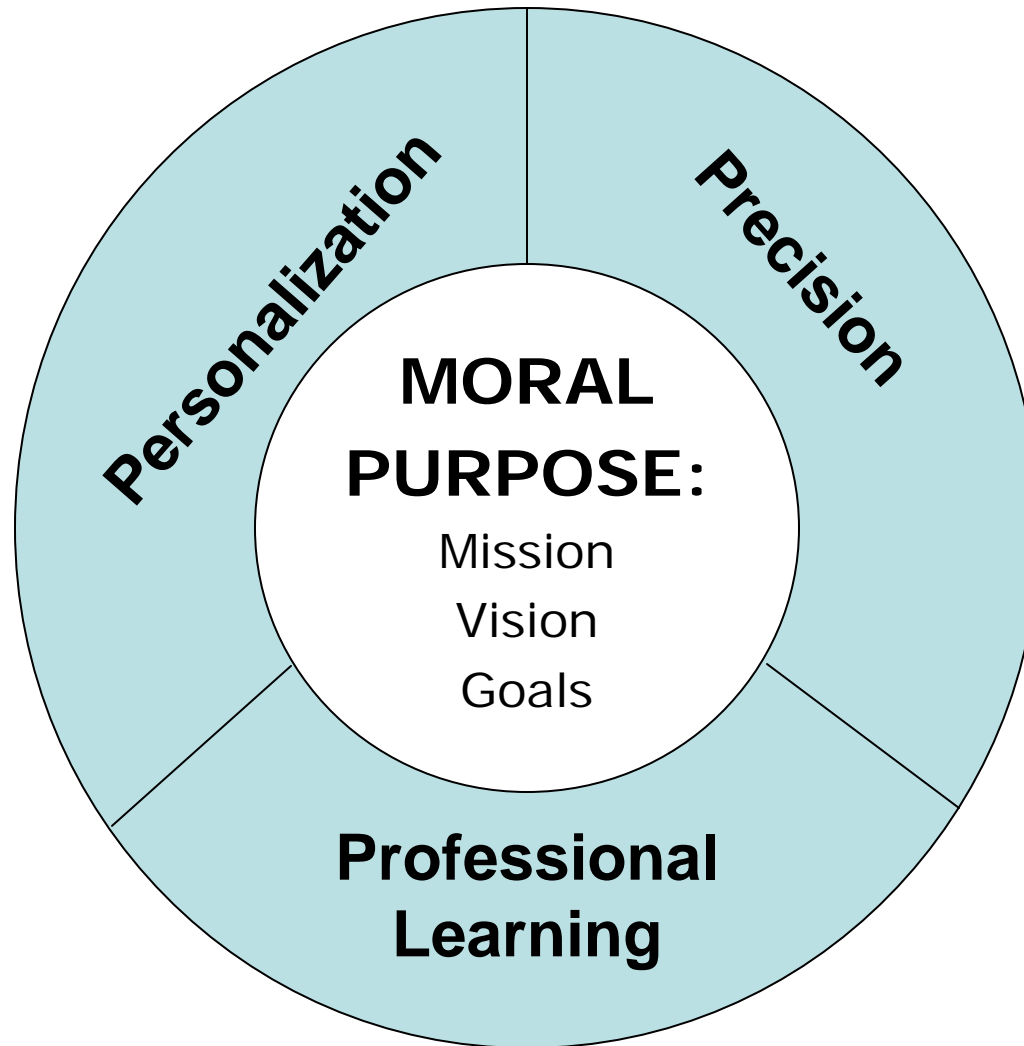
Moral Purpose

Jan. 10, 2011 Board Report

- It's the right thing to do for students – with or without money.
- We have to take an honest look in the mirror and acknowledge that we must do better.
- The culture of the district and the expectation for all adults must change to become more student centered.
- If we don't set our direction for the future, someone else will.

FORT WAYNE COMMUNITY SCHOOLS

Triple P Core Components



Reform Agenda

Assessing status of adults to meet student academic and developmental needs as shown by increased student achievement on standardized measures.

- **Culture/Learning Environment** (commitment)
- **Curriculum/Instruction** (what & how)
- **Accountability for Results** (job descriptions, expectations, annual evaluations)
- **District Support Structures** put in place to ensure success of:
 - Administrators
 - Teachers
 - Support Staff
 - Students



Culture/Learning Environment Commitment

| <p style="text-align: center;">2010/11:</p> <p>From Aug. 9, 2010 Board Report</p> | <p style="text-align: center;">2011/12:</p> |
|--|---|
| <ul style="list-style-type: none"> Principal, teacher and staff commitment letter (LEAD Only) | <ul style="list-style-type: none"> <u>ALL</u> staff expected to commit. |
| <ul style="list-style-type: none"> Six Mandatory Professional Development Days in August (LEAD Only) | <ul style="list-style-type: none"> Three – Four Mandatory Professional Development days in August for All schools |
| <ul style="list-style-type: none"> District committed to implement Best Practices from 2010-11 LEAD Process | <ul style="list-style-type: none"> Practices will be institutionalized district-wide <ul style="list-style-type: none"> - H.R. / Interview selection placement - Benefits - Evaluation (State pilot) |
| <ul style="list-style-type: none"> K-12 Parent Teacher Conferences (New at High Schools) | <ul style="list-style-type: none"> Continued, dates adjusted |
| <ul style="list-style-type: none"> Wednesday 30 minute delays | <ul style="list-style-type: none"> Collaboration – Embedded in teacher workday daily |

2011/12

Daily Collaboration (No Wednesday Delay)

- Student Day doesn't change
- Teacher collaboration – embedded daily

| Level | Teacher Schedule |
|---|-------------------|
| Elementary Schools | 7:45 am – 3:45 pm |
| Intermediate | 7:45 am – 3:45 pm |
| Middle Schools (excluding Memorial Park) | 7:20 am – 3:20 pm |
| Memorial Park | 7:15 am – 3:15 pm |
| High Schools | 7:20 am – 3:20 pm |
| Ward Education Center | 7:20 am – 3:20 pm |
| Anthis Career Center | 7:20 am – 3:20 pm |



August Professional Development

- August 10, 2011
 - All Schools PD (except Elementary LEAD Schools)
- August 11, 2011
 - All Schools
- August 12, 2011
 - High Schools and Elementary LEAD Schools
- August 18, 2011
 - All Schools



Curriculum/Instruction

What & How

| 2010/11: | 2011/12: |
|---|--|
| <ul style="list-style-type: none"> • Instructional Framework | <ul style="list-style-type: none"> • Implementation of Common Core Standards in English/Language Arts |
| <ul style="list-style-type: none"> • Instructional Support System (LEAD only) | <ul style="list-style-type: none"> • All Administrators trained in June 2011. Additional support as needed. |
| <ul style="list-style-type: none"> • Assessment Suite <ul style="list-style-type: none"> - on-line state assessments <ul style="list-style-type: none"> – Acuity K-8 – ISTEP+ – DIBELS – CogAT (5,8) – IREAD-3 Pilot | <ul style="list-style-type: none"> • Assessment Suite <ul style="list-style-type: none"> - on-line state assessments <ul style="list-style-type: none"> – Acuity K-12 – DIBELS Next – CogAT (3, 5,8) – IREAD-3 Full implementation |
| <ul style="list-style-type: none"> • Discovery Learning Pilot (High School) | <ul style="list-style-type: none"> • Discovery/Digital Learning Pilot (Science) |



Accountability for Results

Job Descriptions, Expectations, Evaluations

| 2010/11: | 2011/12: |
|--|--|
| <ul style="list-style-type: none"> • Interview Rubrics developed based on current teacher standards | <ul style="list-style-type: none"> • New Hiring processes: LEAD interview rubrics will be used district wide on-line applications |
| <ul style="list-style-type: none"> • 4-Step Support System in 11 LEAD Schools | <ul style="list-style-type: none"> • All schools will use the 4-Step Support System |
| <ul style="list-style-type: none"> • Current Evaluation used as part of Support System | <ul style="list-style-type: none"> • State evaluation system will be piloted by all schools |
| <ul style="list-style-type: none"> • CIMS (Comprehensive Information Management for Schools) | <ul style="list-style-type: none"> • Pinnacle |

2011/12

IDOE - RISE Evaluation Pilot

- IDOE's three main goals –
 1. Establish that evaluation systems (including the state model as well as other diverse models currently in use) can incorporate state priorities and are fair, accurate and feasible
 2. Gather key learnings about systems and implementation to improve resources and outcomes in state-wide rollout
 3. Create a community of early adopters of state priorities to share information and problem solve in real time

2011/12

Pinnacle System

- **Gradebook Training for Teachers**
 - July 5 through August 9
 - 4 training sessions each week (2 hours)
 - Online video
- **Student Academics, Attendance, Discipline, Enrollment and Health Training for Administrators and Support Staff**
 - Training sessions scheduled throughout the summer



District Support Structures

| 2010/11: | 2011/12: |
|--|---|
| <ul style="list-style-type: none"> • Support System documents on-line for 11 LEAD Principals (iPads) | <ul style="list-style-type: none"> • Support System documents on-line for all Principals (iPads) |
| <ul style="list-style-type: none"> • School Climate Surveys | <ul style="list-style-type: none"> • K12 Insight |
| <ul style="list-style-type: none"> • PBIS (Positive Behavior Intervention Support) Intro- Phase 1 | <ul style="list-style-type: none"> • Eleven schools implementation training |
| <ul style="list-style-type: none"> • Established collaborative relationship with state in support of North Side and South Side High Schools | <ul style="list-style-type: none"> • Community Hearings <ul style="list-style-type: none"> - South Side 5:00 pm - North Side 7:30 pm |

June 21

Community Hearings

5:00 p.m. @ South Side High School

7:30 p.m. @ North Side High School

- Purpose: Opportunity to inform IDOE and the community of the progress of our LEAD Schools, the next phase of our district plan and the support and resources needed from the IDOE.

LEAD Schools

HIGH SCHOOLS:

- North Side – Chad Hissong, principal and 168 staff members
- South Side – Carlton Mable, principal and 153 staff members
- Wayne – Larry Gerardot, principal and 110 staff members

MIDDLE SCHOOLS:

- Kekionga – Jennifer Mable, principal and 60 staff members
- Miami – Hal Stevens, principal and 88 staff members
- Northwood – Adam Swinford, principal and 65 staff members

LEAD Schools

ELEMENTARY SCHOOLS:

- Abbett – Robin Peterman, principal and 45 staff members
- Adams – Federa Smith, principal and 50 staff members
- Bloomingdale – Tim Bobay, principal and 46 staff members
- Fairfield – Jeff Cline, principal and 76 staff members
- South Wayne – Brenda West, principal and 45 staff members

IDOE ISTEP+ Schedule

- Preliminary district results available now (incomplete)
 - June 14 – Student reports arrive in district
 - June 16 – IMAST paper reports arrive in district
 - June 24 – Rescore window closes
 - June or July – State release
 - August 9 – Updated reports available online for parents and schools (reflect rescoring and other changes)



FWCS 2011 ISTEP+

Indiana **S**tatewide **T**est of **E**ducational **P**rogress-Plus

Preliminary Results

- Preliminary because:
 - All student scores have not been added and not included
 - IMAST (Indiana **M**odified **A**chievement **S**tandards **T**est)
 - ISTAR (Indiana **S**tandards **T**ool for **A**lternate **R**eporting)
 - “Rescores” have not been included
 - Mismatched students are counted as “undetermined”
 - High School End-of-Course Assessments (ECA) Algebra I, Biology I and English 10 results in **July**

FORT WAYNE COMMUNITY SCHOOLS

Scores Impacted By:

- Grade eight test security issue
 - Writing prompt item eliminated
 - Scoring system modified
 - Fewer total points; each item “worth” more
- Online test interruptions
 - Statistically affected about 200 students in Indiana who had scores much lower than anticipated; 2 in FWCS
 - Student given an “undetermined” score; will not be counted against or for a school or district for accountability purposes

Despite all of this.....



ISTEP: Three-Year View

| | English/Language Arts | | | Mathematics | | |
|-------|-----------------------|-------------------|--------------------|-------------------|-------------------|--------------------|
| Grade | Spring 2009 ISTEP | Spring 2010 ISTEP | Spring 2011 ISTEP* | Spring 2009 ISTEP | Spring 2010 ISTEP | Spring 2011 ISTEP* |
| 3 | 64 | 74 | | 60 | 67 | |
| 4 | 64 | 70 | | 60 | 66 | |
| 5 | 61 | 67 | | 70 | 75 | |
| 6 | 53 | 63 | | 61 | 67 | |
| 7 | 52 | 60 | | 55 | 62 | |
| 8 | 51 | 58 | | 56 | 64 | |

Key:

Light Green – Up

Dark Green – Higher than previous year

Pink - Down

LEAD School Results

Percent Passing - **Preliminary**

| Grade | E/la | | Math | | Science | | Social Studies | |
|-------|------|------|------|------|------------|------------|----------------|------------|
| | 2010 | 2011 | 2010 | 2011 | 2010 | 2011 | 2010 | 2011 |
| 3 | 60 | | 51 | | Not Tested | Not Tested | Not Tested | Not Tested |
| 4 | 52 | | 50 | | 44 | | Not Tested | Not Tested |
| 5 | 54 | | 55 | | Not Tested | Not Tested | 35 | |
| 6 | 55 | | 55 | | 32 | | Not Tested | Not Tested |
| 7 | 54 | | 58 | | Not Tested | Not Tested | 39 | |
| 8 | 51 | | 58 | | Not Tested | Not Tested | Not Tested | Not Tested |

Key:

Green – Up

Yellow - Same

Pink – Down

Strategies for Improvement

| | FWCS 2010/11 |
|---|-------------------------|
| 1. Acknowledged publicly poor performance and sought solutions (building the will for reform) | √ |
| 2. Focused intensively on improving instruction and achievement | √ |
| 3. Built a system-wide framework and infrastructure to support instruction | √ |
| 4. Redefined and redistributed leadership at all levels of the district | √ |
| 5. Made professional development relevant and useful | √ |
| 6. Recognized there were no quick fixes | √ |



Q & A

FORT WAYNE COMMUNITY SCHOOLS