



FWCS

The LEAD Story

Board of School Trustees
August 9, 2010

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Agenda

- Purpose of Presentation
- How We Started the LEAD Process
- What Has Been Accomplished
- Putting the Pieces Together
- Continuing the Work
- Questions & Answers

Purpose

- Update on LEAD Process & District Staffing
- Establish a Foundation for Future Work Sessions & Board Meetings



How We Started the LEAD Process

- Local, State, National Expectations
- FWCS Timeline
- Triple P – Foundation for Work
- LEAD Plan



Local, State, National Expectations

- **Local**
 - Balanced Scorecard (Continuous Improvement)
- **State**
 - Public Law 221
 - Growth Model
- **National**
 - No Child Left Behind (NCLB)
 - Adequate Yearly Progress (AYP)

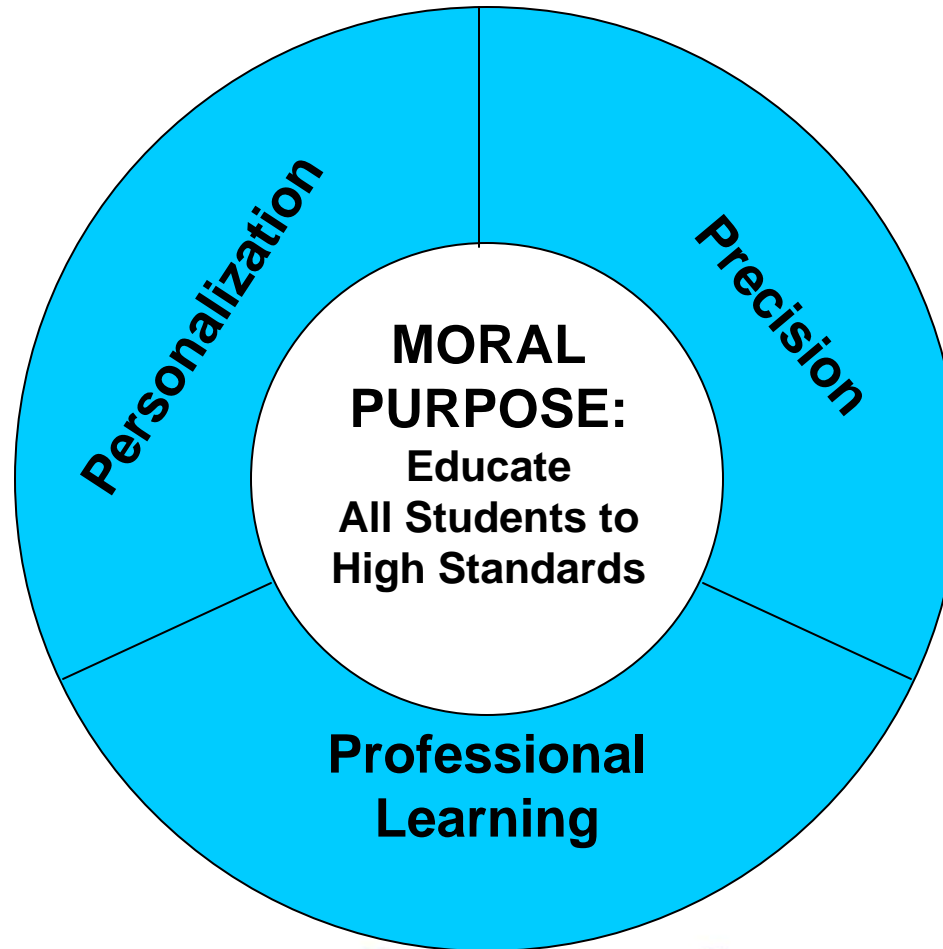
Timeline

- **High School Reinvent / Smaller Learning Communities Grant:** 2006/07
- **Level Reorganization:** 2007/08
- **Board Goals/Balanced Scorecard:** 2007/08
- **Cambridge Visit:** Oct.–Nov., 2009
- **Race to the Top / Fast Forward:** Dec. 2009
- **FWCS LEAD Process:** Jan. 2010
- **Contract Negotiation:** Jan.–Mar., 2010
- **LEAD Planning:** Jan.–Aug. 2010

LOCAL

- The Triple P -

Provides the Overarching Focus for All Activities





LEAD Work Plan

“Structure and maintain a professional learning community that ensures adults are able to meet academic and developmental needs of students as evidenced by increased student achievement on national standardized measure.”

- **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
- **State / Federal Support Structure**



What Has Been Accomplished

- FWCS / FWEA Negotiations
- Wednesday Professional Development
- LEAD Staffing Process / Results



FWCS / FWEA Negotiations

- LEAD Staffing Process
- Three Committees:
 1. Oversight
 2. Benefits
 3. Evaluation



Wednesday 1/2 Hour Delays

Effective Sept. 1, 2010 – June 1, 2011

- District Wide Building Based Professional Development
- Focus Based on Triple P / School Improvement Plan (SIP)
 - Precision: Data Analysis
 - Personalization: Student Centered
 - Professional Learning: Adult Learning
- Weekly / Quarterly Monitoring System Connected to SIP

Charles Cammack

Chief Operations Officer

- Staffing Process
 - LEAD Fairs
 - **LEAD Fair 1 Participants:**
 - Teachers presently in 11 identified buildings
 - Teachers on Leave of Absence from 11 buildings
 - Teachers with Right to Return to 11 buildings
 - **LEAD Fair 2 Participants:**
 - Any FWCS internal Teachers
 - **LEAD Fair 3 Participants:**
 - Any FWCS RIF Teachers
 - **LEAD Fair 4 Participants:**
 - Open to external and internal (Surplus & RIF)
 - **After LEAD Fair 4:**
 - Open to external and internal

Scheduled Interviews for LEAD Fairs

Elementary:	#1	#2	#3	#4	Total
Abbett	16	21	24	0	61
Adams	7	15	31	20	73
Bloomingtondale	12	32	33	51	128
Fairfield	15	20	54	30	119
South Wayne	6	24	17	19	66
					447

Scheduled Interviews for LEAD Fairs

Middle School:	#1	#2	#3	#4	Total
Kekionga	26			7	33
Miami	32			23	55
Northwood	36			10	46
Combined		38	61		99
					233

Scheduled Interviews for LEAD Fairs

High School:	#1	#2	#3	#4	Total
North Side	50			25	75
South Side	41			22	63
Wayne	32			9	41
Combined		95	131		226
					405
Total for All LEAD Schools: 1,085					

LEAD School Status

As of 8/6/10

Elementary:	District Hires After LF #4	Number Positions Remaining
Abbett	0	Full Staff
Adams	1	Full Staff
Bloomingtondale	1	Full Staff
Fairfield	0	Full Staff
South Wayne	2	Full Staff

LEAD School Status

As of 8/6/10

Middle School:	District Hires After LF #4	Number Positions Remaining
Kekionga	2	2
Miami	3	4
Northwood	1	Full Staff



LEAD School Status

As of 8/6/10

High School:	District Hires After LF #4	Number Positions Remaining
North Side	7	8
South Side	5	5
Wayne	7	1
New Tech	0	Full Staff
Number of Positions Remaining: 20		



Scheduled Interviews for Non-LEAD Schools

ELEMENTARY:					
Arlington	19	Holland	16	Scott	6
Brentwood	23	Indian Village	20	Shambaugh	19
Croninger	13	Irwin	12	Study	13
Forest Park	25	Lincoln	11	Washington	16
Franke Park	16	Lindley	8	Washington Ctr	14
Glenwood Park	8	Maplewood	19	Waynedale	16
Haley	12	Nebraska	12	Weisser	8
Harris	20	Northcrest	8	Young	3
Harrison Hill	19	Price	9	TOTAL:	365

FORT WAYNE COMMUNITY SCHOOLS

Scheduled Interviews for Non-LEAD Schools

MIDDLE SCHOOLS:			
Blackhawk	4	Memorial Park	22
Jefferson	8	Portage	14
Lakeside	19	Shawnee	22
Lane	26	Towles	15
		TOTAL:	130

Scheduled Interviews for Non-LEAD Schools

HIGH SCHOOLS:			
Northrop	29	Continuing Ed	4
Snider	19	Youth Life Skills	7
		Ward	4
		TOTAL:	63
TOTAL for All Non-LEAD Job Fairs: 558			

Surplus

On July 30, 2010, the day of surplus placement, we had 76 surplus teachers.

Summary:

- 67 Received Placement
- 2 Resigned
- 3 will remain Permanent Substitutes – Areas of License are Media, English, Art
- 4 will have .50 Contracts paired with a .50 Permanent Sub Contract as we did not have 1.0 Positions in their Area of Certification



RIF (Reduction in Force)

On August 6, 2010, the day of RIF recall, we had 155 teachers remaining in RIF status.

Summary:

- 1 Resigned
- 5 were hired by LEAD Schools
- 60 Teachers were Recalled
- 89 Remain in RIF Status
- 16 RIF Permanent Contract Status Teachers will be Permanent Substitutes



Putting the Pieces Together

- District Support
- Area Administrator Implementation

District Support

- Friday Planning Sessions with LEAD Principals
- LEAD School Training (Wallace funded)
 1. Aug. 4 – All LEAD Schools
 2. Aug. 5 – All LEAD Schools
 3. Aug. 10-11 – All LEAD Schools
 4. Aug. 12 – Elementary LEAD Schools
 5. Aug. 16 – Secondary LEAD Schools
 6. Aug. 17 – All LEAD Schools



LEAD Plan

Dan Bickel

Elementary Area Administrator

FORT WAYNE COMMUNITY SCHOOLS



Elementary Training

Day 1 - August 4:

- District Mission/Vision
- How will we get there?
- Who we are and what we do

Products:

- Produce assumptions and belief statements
- Personalize vision for own school
- Commit to own role

Day 2 - August 5:

- Create Precise Systems – We are better together!
- What is the work that has to be done?
- Set non-negotiables

Products:

- Produce organizational framework for:
 - *Personalization* (Positive Behavior Supports)
 - *Precision* (Data Analysis and Data Driven Decision-Making)
 - *Professional Learning* (Collaboration)
 - *Professional Learning* (Common Planning)



Elementary Training

Day 3 - August 10:

- Personalization and Professional Learning – Our personalized approach to our work and learning

Products:

- Produce structures and systems on how we will plan together

Day 4 - August 11:

- District and School Mission/Vision
- How does our Mission/Vision relate to families and the community?
- Who do we need to be in order to get where we need to go?
- What does the HOPE Foundation's training say about this?

Products:

- Classroom Agreements drafted for development with students
- Reflection:
 - What are my thinking errors?
 - How can others help me to use my intelligence?
- Commit to own role



Elementary Training

Day 5 - August 12:

- Create Precise Systems – We are better together!
- What is the work that has to be done?
- Set non-negotiables

Products:

- Ongoing precise work on Common Instructional Plans
 - *Personalization* (Positive Behavior Supports)
 - *Precision* (Data Analysis and Data Driven Decision-Making)
 - *Professional Learning* (Collaboration)
 - *Professional Learning* (Common Planning)
 - *PYP, IB Learner Profile woven through goal setting with students in both sides of the Pyramid*

Day 6 - August 17:

- Personalization and Professional Learning – Our personalized approach to our work and learning.
- Reading Assignment from August 12: Chapter 10, “Leading Schools to Sustain the Effort and Fulfill the Promise,” of ***Accelerating Student and Staff Learning***

Products:

- Go Green Time plans and expectations understood and owned.



LEAD Plan

Rita Turflinger

Middle School Area Administrator

FORT WAYNE COMMUNITY SCHOOLS



Middle School Training

DAY 1 - Aug. 4:

Precision/Personalization/Professional Learning - All Staff

– Culture and Learning:

- 6 HOPE Principles: Failure Is Not An Option
- 5 Guiding Statements
- Culture/Team Building

DAY 2 - Aug. 5:

Precision/Personalization - Administrators/Teachers/Assistants

– Culture and Learning:

- School-Wide Positive Behavior Supports - Jefri Voelkel & Carmen Garcia-Harris, consultants
- Building Plans for Above
- Instructional Processes



Middle School Training

DAY 3 - Aug 10:

Precision - Administrators/Teachers/Assistants

- **Accountability for Results; District Support:**
 - School Improvement Plan (SIP)
 - Data

DAY 4 - Aug 11:

Precision/Personalization - Administrators/Teachers

- **Curriculum and Instruction; District Support:**
 - Criterion Writing
 - Instructional Framework
 - Instructional Processes



Middle School Training

DAY 5 - Aug 16:

Precision/Personalization/Professional Learning - All Staff

- **Culture and Learning; Curriculum and Instruction; Accountability for Results; District Support:**
 - Building Expectations/Procedures
 - Application of Data

DAY 6 - Aug 17:

Precision/Personalization/Professional Learning - Administrators/Teachers/Assistants

- **Culture and Learning; Accountability for Results:**
 - *Teach Like a Champion* - Doug Lemov
49 Techniques That Put Students on the Path to College
 - Building Applications of Above
 - Content Area Teachers



LEAD Plan

Debra Faye Robbins

High School Area Administrator

FORT WAYNE COMMUNITY SCHOOLS



High School Training

Day 1 - August 4:

- **Culture:** Thinking Errors – Wyatt Mullinax
- **Data Analysis:** District Demographics, School Data, Incoming Freshman Data, Balanced Scorecard
- **Effective Classroom Instruction:** School Administration Manager (SAM), Grading Scale, Individual Profiles
- **Strategic Planning:** Based on Data Analysis, gather input from all staff to begin the development of a SIP

Day 2 - August 5:

- **Culture:** A Framework for Understanding Poverty – Paul Slocumb
- **Data Analysis:** Navigation 101; Assessments, SRI and ECA
- **Effective Classroom Instruction:** Developing Quad D and Gold Seal Lessons – Dale Eggebraaten
- **Strategic Planning:** Continue work on the foundation of a SIP



High School Training

Day 3 - August 10:

- **Culture:** School-wide Positive Behavior Supports – Jefri Voelkel & Carmen Garcia-Harris, consultants
- **Data Analysis:** Early Warning System – Mindee O’Cummings
- **Effective Classroom Instruction:** Project Based Learning
- **Strategic Planning:** Continue work on the foundation of a SIP

Day 4 - August 11:

- **Culture:** HOPE (Failure Is Not An Option) Covering the Principles of HOPE – Carolyn Farrar
- **Data Analysis:** What Data to Collect and Effective Utilization – Ardys Morgan, consultant
- **Effective Classroom Instruction:** Motivating the Unmotivated Student – Raymond J. McNulty
- **Strategic Planning:** Continue work on the foundation of a SIP



High School Training

Day 5 & 6 - August 16 & 17:

- Turn Around Framework
- Instructional Framework
- School Improvement Plan
- Journals and Learning Logs
- Vocabulary Across the Curriculum
 - Word Study and Language Conventions
- Writer’s Workshop for Each Department
 - Process Writing
 - Focused Mini Lessons (Bell Work)
 - Oral Editing Mini-lessons
- Listening and Speaking in All Content Areas
- Reading Conventions Across the Curriculum (SCLM)
- Lesson Planning:
 - Quadrant D Lessons
 - Project Based Lessons
- Math Conventions
 - Math Model



Continuing the Work

- Complete LEAD Training
- First Day for Teacher – Aug. 19
- First Day of School – Aug. 23
- Future Board Work Sessions / Reports – Aug. 17-Dec. 13
- SIP Due to State – Sept. 15
- Complete FWCS / FWEA Committee Work – Jan. 1, 2011

Future Meetings

DRAFT

DATE:	MEETING/TOPIC:	PRESENTER:
8/17/10	WORK SESSION: <ul style="list-style-type: none">• Balanced Scorecard• Memorandum of Agreement• School Improvement Plan	Laura Cain and Charles Cammack
8/23/10	BOARD MEETING: <ul style="list-style-type: none">• 1st Day of School	Charles Cammack

Future Meetings

DRAFT

DATE:	MEETING/TOPIC:	PRESENTER:
9/13/10	BOARD MEETING: • Budget	Kathy Friend
9/21/10	WORK SESSION: • FWCS Instructional Framework • Academic Reorganization	Steve Cobb and Academic Team
9/27/10	BOARD MEETING: • FWCS Instructional Framework • Academic Reorganization	Steve Cobb

Future Meetings

DRAFT

DATE:	MEETING/TOPIC:	PRESENTER:
10/5/10	WORK SESSION: <ul style="list-style-type: none"> • High School LEAD Process <ul style="list-style-type: none"> – LEAD and Non-LEAD 	Faye Robbins
10/11/10	BOARD MEETING: <ul style="list-style-type: none"> • High School LEAD Process <ul style="list-style-type: none"> – LEAD and Non-LEAD 	Faye Robbins
10/19/10	WORK SESSION: <ul style="list-style-type: none"> • Middle School LEAD Process <ul style="list-style-type: none"> – LEAD and Non-LEAD 	Rita Turflinger
10/25/10	BOARD MEETING: <ul style="list-style-type: none"> • Middle School LEAD Process <ul style="list-style-type: none"> – LEAD and Non-LEAD 	Rita Turflinger

Future Meetings

DRAFT

DATE:	MEETING/TOPIC:	PRESENTER:
11/3 or 11/4/10	WORK SESSION: <ul style="list-style-type: none"> • Elementary LEAD Process <ul style="list-style-type: none"> – LEAD and Non-LEAD 	Dan Bickel
11/8/10	BOARD MEETING: <ul style="list-style-type: none"> • Elementary School LEAD Process <ul style="list-style-type: none"> – LEAD and Non-LEAD 	Dan Bickel
11/16/10	WORK SESSION: <ul style="list-style-type: none"> • Quarterly Update 	Laura Cain
11/22/10	BOARD MEETING: <ul style="list-style-type: none"> • Quarterly Update 	Laura Cain



Future Meetings

DRAFT

DATE:	MEETING/TOPIC:	PRESENTER:
12/7/10	WORK SESSION: <ul style="list-style-type: none">• Pyramid for Success™	Steve Cobb and Sandy Sunderland-Willis
12/13/10	BOARD MEETING: <ul style="list-style-type: none">• Pyramid for Success™	Steve Cobb and Sandy Sunderland-Willis

**“We can, wherever and
whenever we choose,
successfully teach all children
whose schooling is of interest to us.**

We already know more than we need to do that.

**Whether or not we do it
must finally depend on how we feel
about the fact that we haven’t so far.”**

Ron Edmonds (1969)