Kansas City Public Schools and
Department of Elementary and Secondary Education

Regional School Improvement Team Meeting

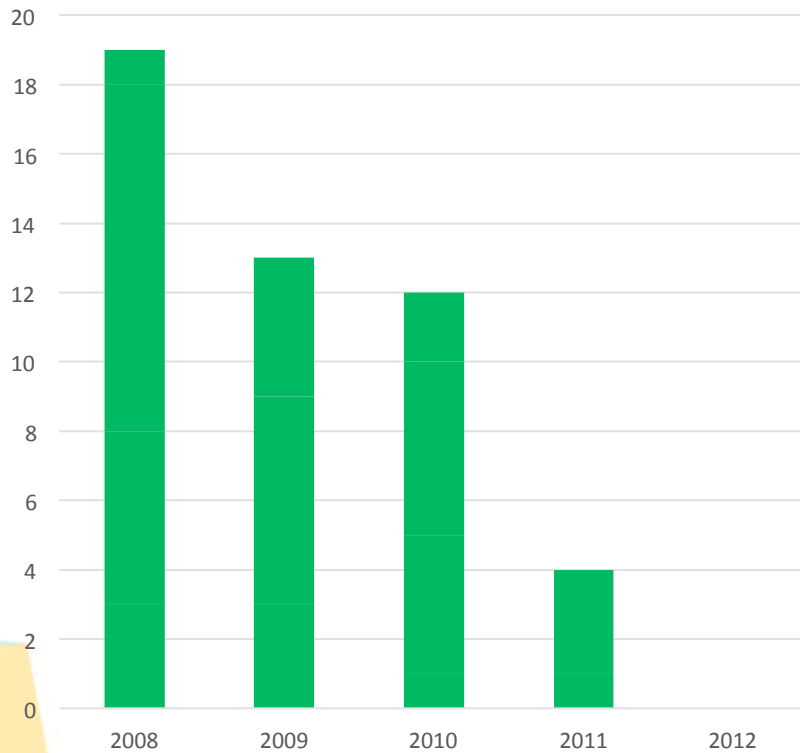# Tuesday, November 27, 2012
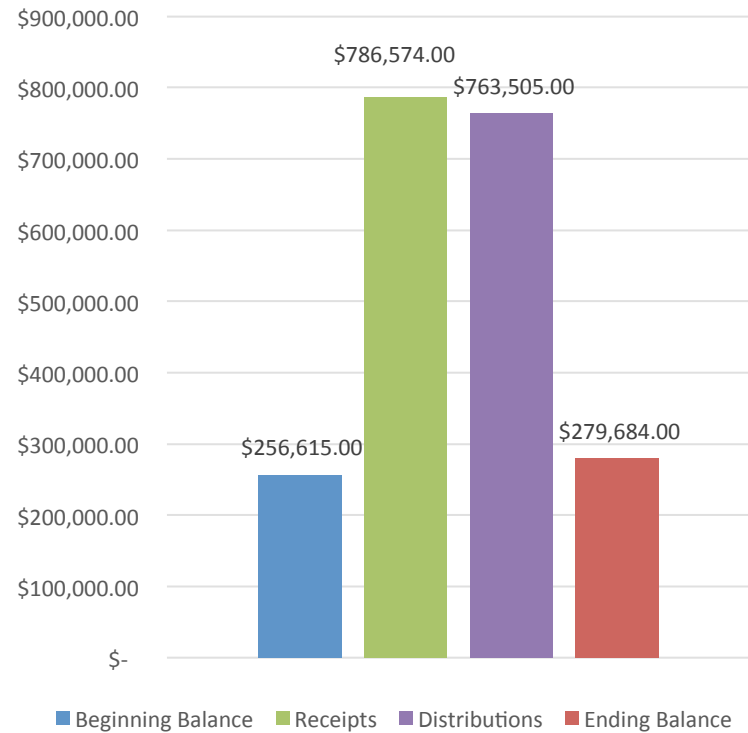
KANSAS CITY
PUBLIC SCHOOLS

Key Performance Indicators

Audit
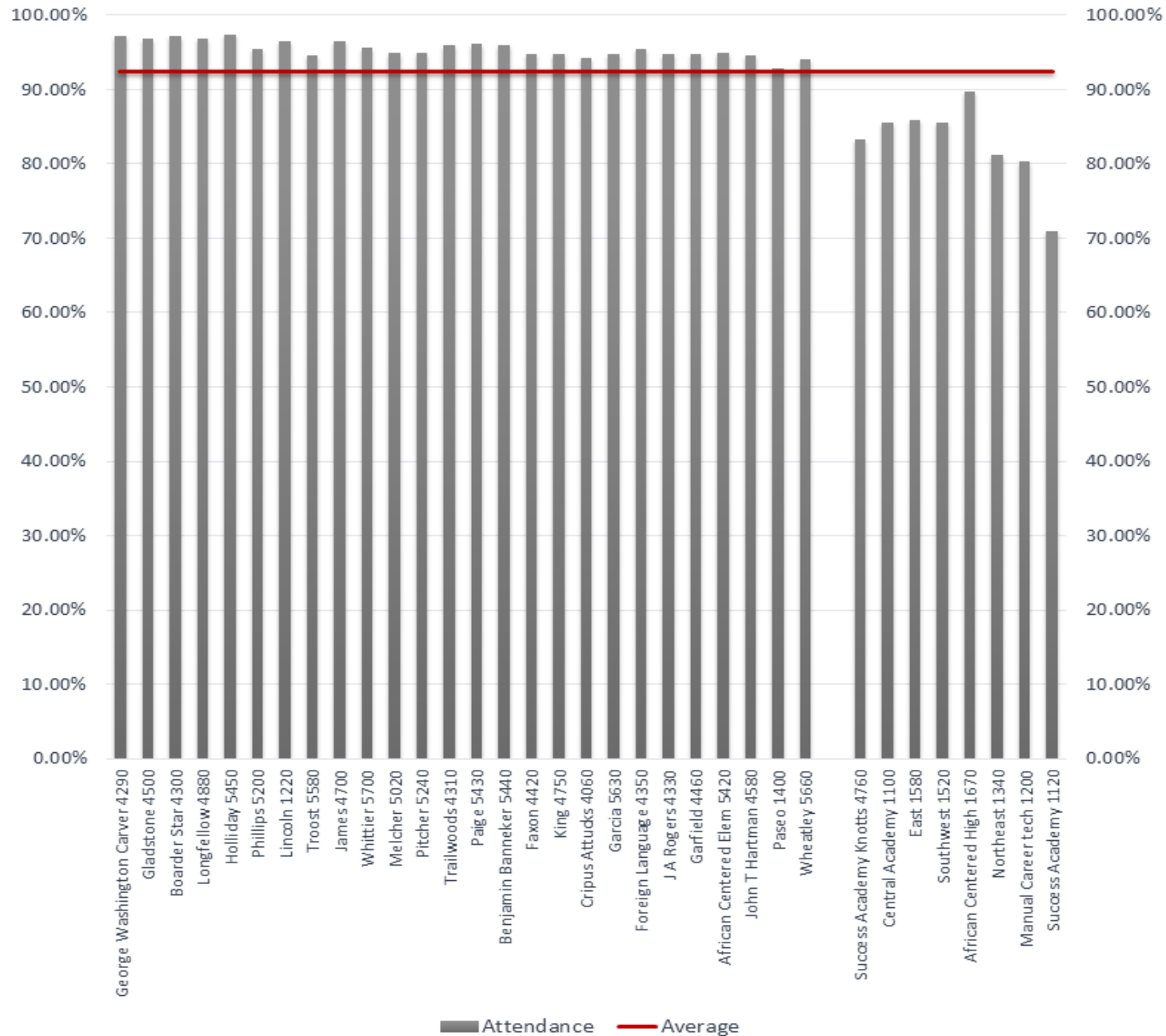

Compliance Audit – Number of Findings for the Past 5 Years (Zero findings in 2012)
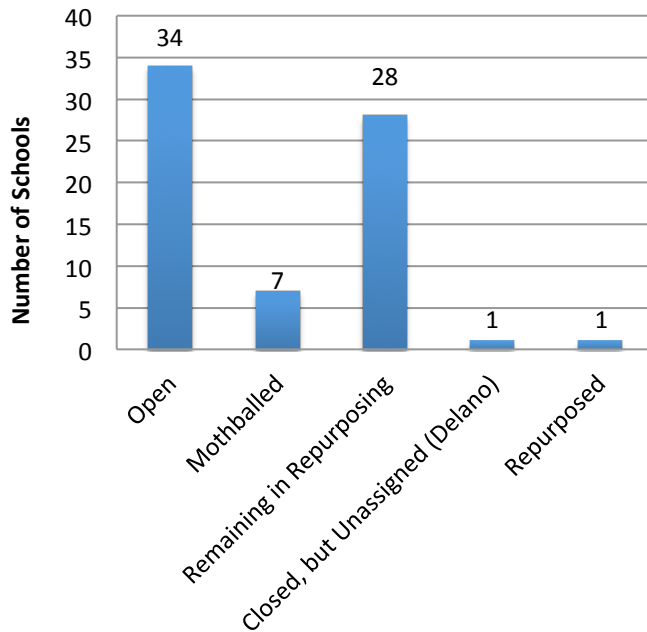

Student Activity Fund - FY 2012

Attendance - August 13, 2012 to Present

Repurposing

KCPS School Inventory
Building Status (as of 10/31/12)

Number of Schools

Status	Number
Open	34
Mothballed	7
Remaining in Repurposing	28
Closed, but Unassigned (Delano)	1
Repurposed	1

Repurposing Initiative
Building Status (as of 10/31/12)

Number of Buidlings (30 total)

Status	Number
Sold	2
Under Contract	7
Evaluating Proposals/ Negotiating	8
Assessing Demolition	3
Soliciting Proposals	8
No Current Action	2
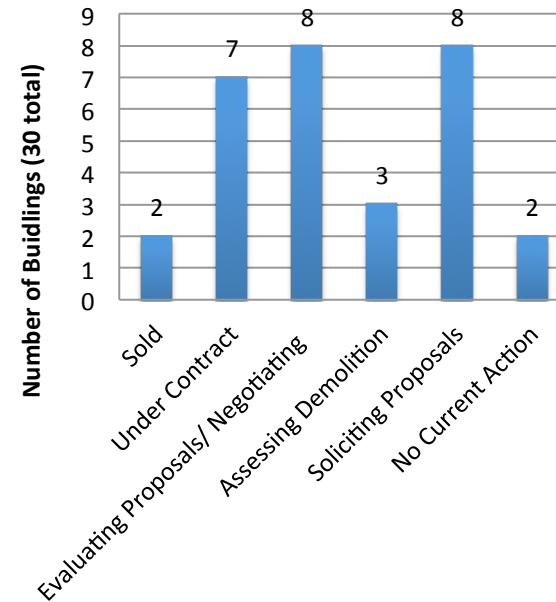
Information Technology

Student/Computer Ratio = 2.33/1

- 16655
- 7148

- Number of Students
- Number of Computers
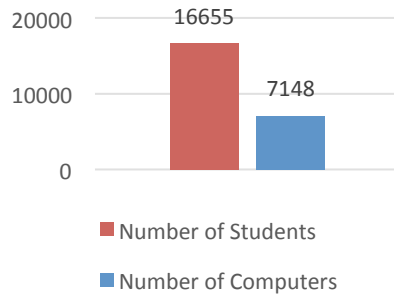
Families accessing Parent Portal – YTD SY13

- 1108 (Registered)
- 305 (Logged On)

Once after Registration

YTD SY13 - Parent Portal Statistics (504 KCPS Students)

- 1660
- 1259
- 871
- 260
- 141

- Total Accesses
- Total Last 30 Days
- Mother Accesses
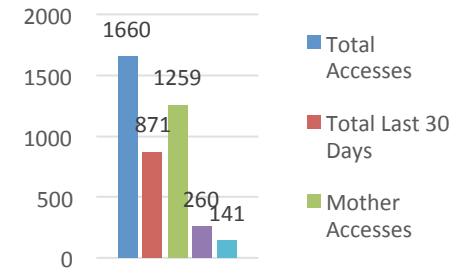
Instructional Technology Classes

- Tyler: 16
- Tyler Gradebook: 16
- Tyler Discipline: 14
- Tyler Progress Reports: 12
- Eno Boards: 14
- MCTC Competencies: 1
- 4
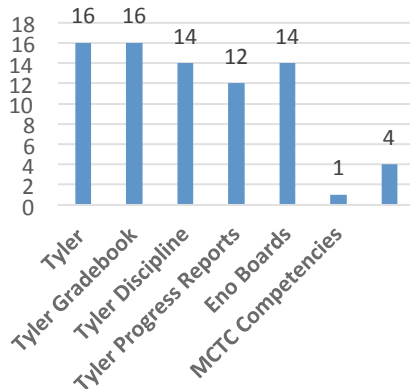
Help Desk Trouble Call Statistics

- E-Mail
- Phone Calls
- Work Orders Placed

- Q1 - 2012 Totals
- Q1 - 2013 Totals
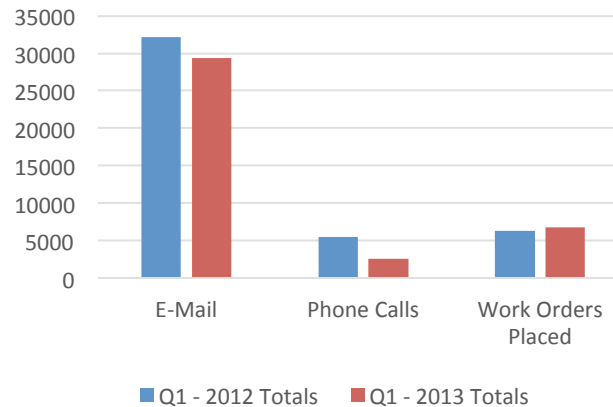
Employee Training Classes

- Classes: 46 (Q1 - 2012), 158 (Q1 - 2013)
- Employees Trained: 346 (Q1 - 2012), 1926 (Q1 - 2013)

- Q1 - 2012 Totals
- Q1 - 2013 Totals
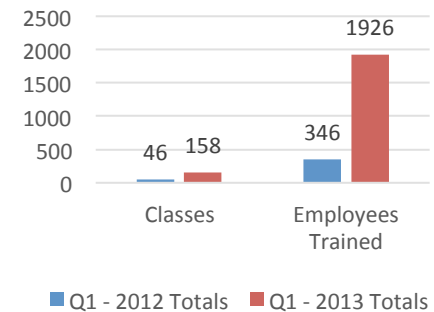
Operations

3,605,611 Square Feet = Open Buildings
2,850,812 Square Feet = Closed Buildings

Custodial Cost per Square Foot

- 2012: $0.48
- 2013: $0.43
- Industry Standard: $0.46

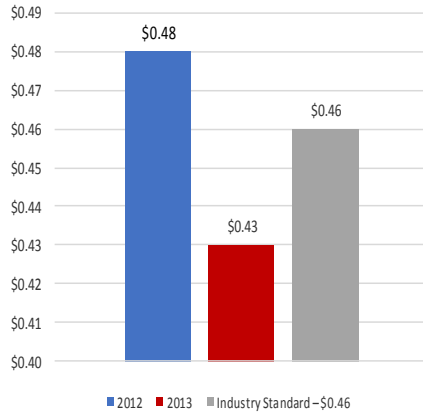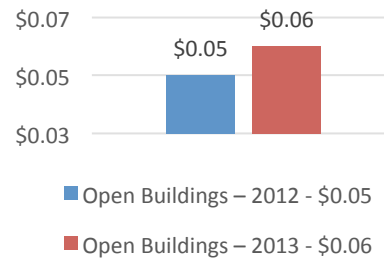Legend: ■ 2012 ■ 2013 ■ Industry Standard – $0.46

Water – Cost per Square Foot

- Open Buildings – 2012: $0.05
- Open Buildings – 2013: $0.06

Legend:
■ Open Buildings – 2012 - $0.05
■ Open Buildings – 2013 - $0.06

Electricity/Gas Cost per Square Foot

- Open Buildings – 2012: $0.44
- Open Buildings – 2013: $0.38

Legend:
■ Open Buildings – 2012 - $0.44
■ Open Buildings – 2013 - $0.38
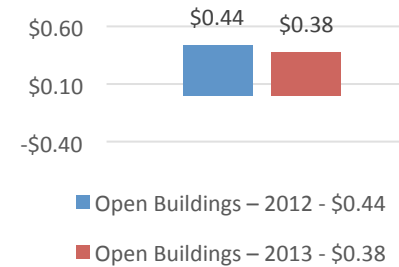
Custodial Supply Cost per Square Foot

- 2012 - $0.12
- 2013 - $0.02
- Industry Standard - $0.025
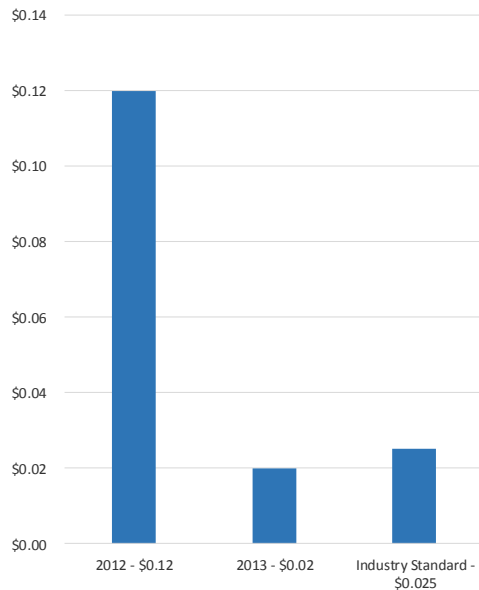
Work Order Completion Time - Days

- 2012 – 33
- 2013 - 13
- Industry Standard – 19 days

Maintenance Cost/ Gross Square Foot

- 2012 - $0.56
- 2013 - $0.41
- Industry Standard - $0.50

MSIP 5 Information

- MSIP (Missouri School Improvement Plan) is the state's school accountability system that sets expectations for public education and improvement in our schools.
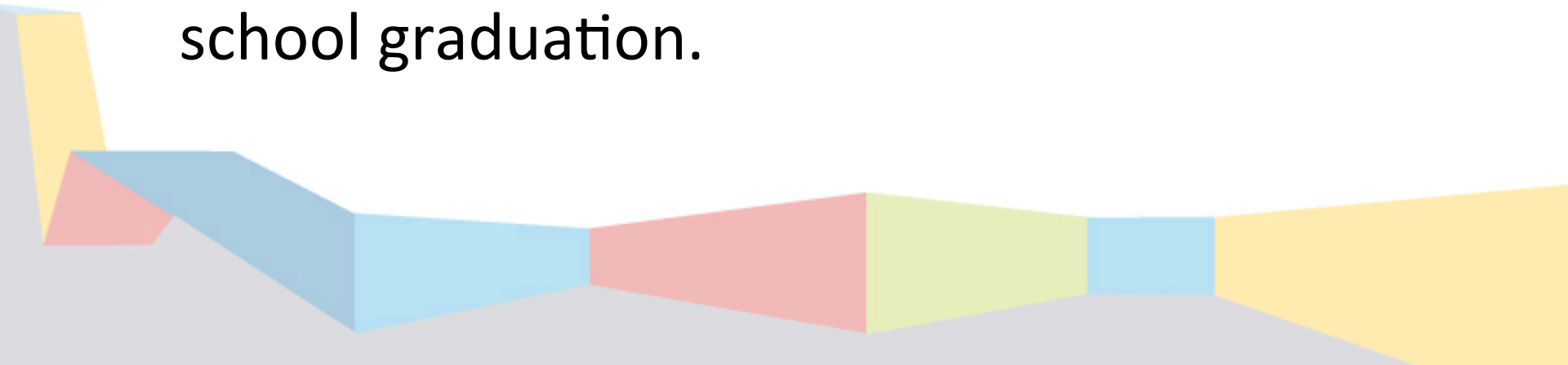
- The new accountability system focuses on helping students prepare for life after high school graduation.

MSIP 5 Information

- The goals of MSIP 5:

  - To promote continuous improvement and innovation,

  - Establish the State's expectations,

  - Distinguish performance of schools and districts.
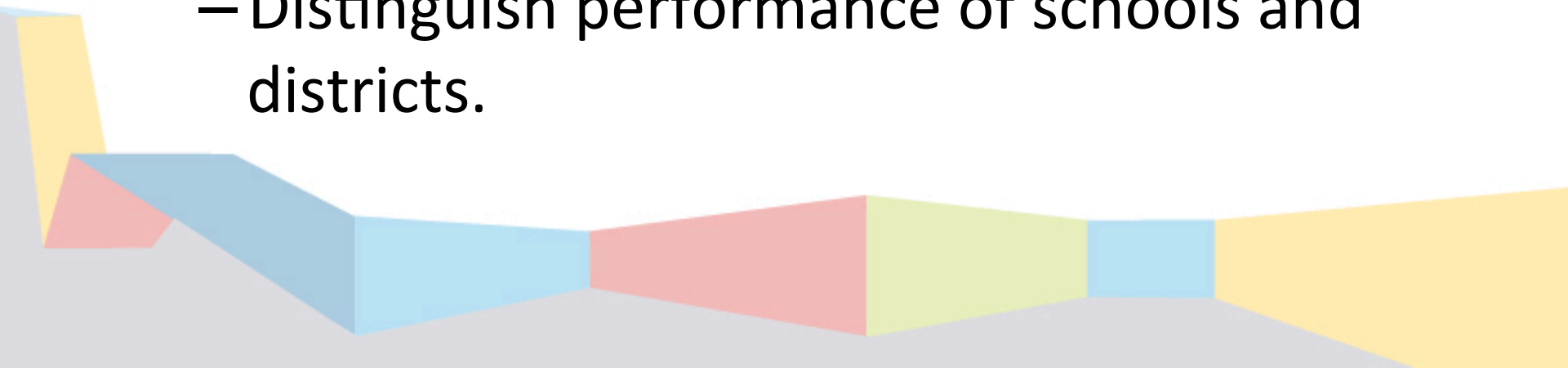
MSIP 5 Information

- The State Board of Education of Missouri establishes standards for the classification and accreditation of Missouri school districts and has the final authority in making the classification determinations.

MSIP 5 Information

- Students will be assessed on how well they perform in the following areas:
    - MAP tests
    - ACT, SAT, Compass and ASVAB scores
    - Successful completion of advanced courses
    - Career education placement
    - College placement
    - Graduation rates
    - Attendance rates
    - Sub group achievement
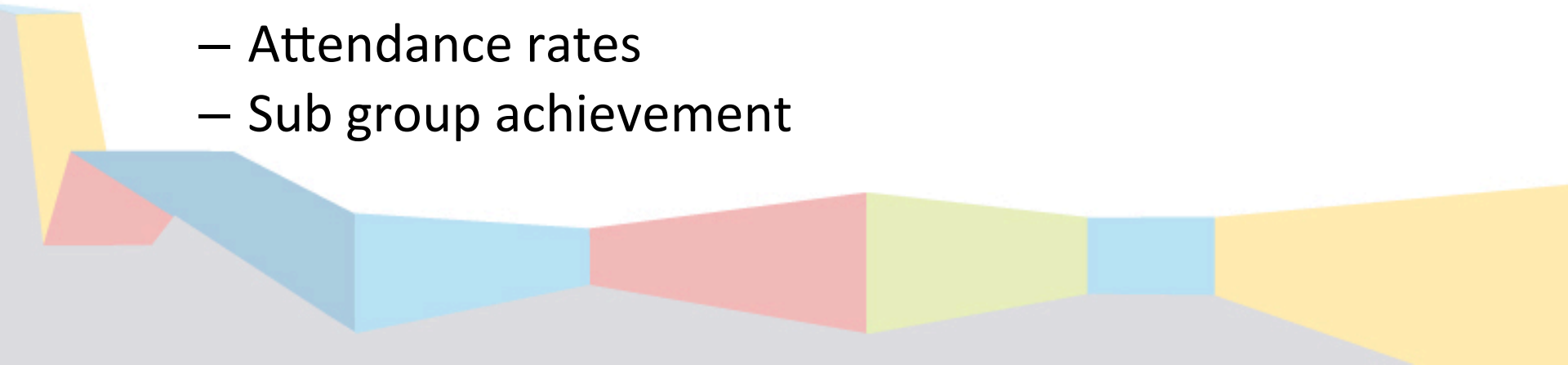
MSIP 5 Information

- The Annual Performance Reports will show how well each district is meeting the standards.

- Students will still fall in one of four categories:
  - Below Basic
  - Basic
  - Proficient
  - Advanced

MSIP 5 District Level Performance Standards SY 12-13

MSIP 4 - District Annual Progress Report APR Scores – Elementary SY 11-12

- 3-5 Mathematics - **Met**
- 3-5 Comm Arts – **Not Met**
- 6-8 Mathematics – **Not Met**
- 6-8 Comm Arts - **Met**
- Attendance – **Not Met**
- Bonus –

    MAP Achievement - **Met**

MSIP 5 - Performance Standards SY12-13

Academic Achievement

- Status (grades 3-11)
- Progress (grades 3-11)
- Growth (grades 4-8 only)

Subgroup Achievement

- Five Significant Sub-groups
- African American, Hispanic, low income students, students with disabilities and English Language Learners

Attendance Rate

- 90% of the students must attend 90% of the time.

MSIP 5 District Level Performance Standards SY12-13

MSIP 4 - District Annual Progress Report
APR Points - High School SY11-12

- 6-8 Mathematics – **Not Met**
- 6-8 Communication Arts- **Met**
- 9-11 Mathematics - **Met**
- 9-11 Communication Arts - **Met**
- ACT – **Not Met**
- Advanced Courses - **Met**
- CTE Courses - **Met**
- College Placement - **Met**
- CTE Placement - **Met**
- Graduation Rate – **Not Met**
- Attendance – **Not Met**
- Bonus –
  MAP Achievement - **Met**

MSIP 5 - Performance Standards SY 12-13

Academic Achievement
- Status (grades 3-11)
- Progress (grades 3-11)
- Growth (grades 4-8 only)

Subgroup Achievement
- Five Significant Sub-groups
- African American, Hispanic, low income students, students with disabilities and English Language Learners.

College & Career Readiness
- Percent of students that score at or above the state standards & the % of students that participate in ACT, SAT, COMPASS or ASVAB
- % of Students who earn qualifying score on AP, IB or Technical Skills Attainment (TSA) &/or received college credit through dual enrollment with a grade of B or higher.
- %of graduates who attend post-secondary education/training or are in the military w/in six month of graduating.
- % of students who complete career education programs & are placed in occupations directly related to their training, continue their education or in military w/in six months of graduating

Attendance Rate
- 90% of the students must attend 90 % of the time.

Graduation Rate
- % of students who complete & met the graduations requirements - meets or exceeds the state standard or demonstrates required improvement.

MSIP 5 Building Level Performance Standards SY 12-13 Goals for Elementary School "A"

MSIP 5 Performance Standards Building Goals for SY 12-13

Academic Achievement

- Move **X** number of BB to B
- Move **X** number of Basic to Prof
- Move **X** number of Proficient to Adv

Subgroup Achievement

- Move **X** number of BB to B
- Move **X** number of Basic to Prof
- Move **X** number of Proficient to Adv

Attendance Rate

- Building Goal of **95%** or higher

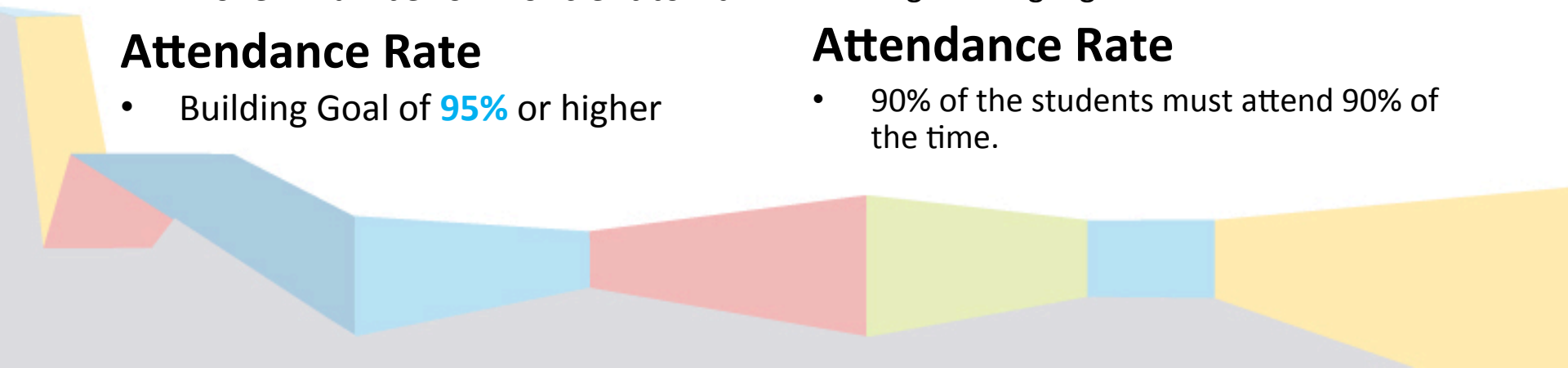## MSIP 5 - Performance Standards

Academic Achievement

- Status (grades 3-11)
- Progress (grades 3-11)
- Growth (grades 4-8 only)

Subgroup Achievement

- Five significant sub-groups
- African American, Hispanic, low income students, students with disabilities and English Language Learners

Attendance Rate

- 90% of the students must attend 90% of the time.

MSIP 5 Building Level Performance Standards SY12-13 Goals for High School "A"

MSIP 5 Performance Standards
Building Goals for SY12-13

Academic & Sub group Achievement
- Move **X** number of BB to B
- Move **X** number of Basic to Prof
- Move **X** number of Proficient to Advanced

College & Career Readiness
- Increase # of student taking the ACT, SAT, COMPASS or ASVAB by **#%**
- Increase # of students who earn qualifying scores on AP, IB or TSA and Dual Credit by **X%**
- Increase **#** of students who attend post-secondary education/training or are in military w/in six month of graduating by **X**%.
- Increase **#** of students who complete career education programs and are placed in occupations directly related to their training, continue their educ. Or in the military by **X%**

Attendance Rate
- Building Goal of **95%** or higher

Graduation Rate
- Increase the # of students who graduate from **X% to X%**

MSIP 5 - Performance Standards

Academic Achievement
- Status (grades 3-11)
- Progress (grades 3-11)
- Growth (grades 4-8 only)

Subgroup Achievement
- Five Significant Sub-groups
- African American, Hispanic, low income students, students with disabilities and English Language Learners.

College & Career Readiness
- Percent of students that score at or above the state standards & the % of students that participate in ACT, SAT, COMPASS or ASVAB
- % of Students who earn qualifying score on AP, IB or Technical Skills Attainment (TSA) &/or received college credit through dual enrollment with a grade of B or higher.
- %of graduates who attend post-secondary education/training or are in the military w/in six month of graduating.
- % of students who complete career education programs & are placed in occupations directly related to their training, continue their education or in military w/in six months of graduating

Attendance Rate
- 90% of the students must attend 90 % of the time.

Graduation Rate
- % of students who complete & met the graduations requirements - meets or exceeds the state standard or demonstrates required improvement.

MSIP 5 Standard 1 - Academic Achievement

ELA	2011	2012	2013	3 Year Avg	Prior 2 Year	Current 2 Year	Progress	Status Earned	Progress Earned	Total Pts Earned	Stdts Reported	MPI Change	Stdts need to move (not BB to B)	Or Stdts need to move BB to B
	299	294.4	309	300.8	296.7	301.7	5.0	9	6	15	7432	14.6	1085	543

Math	2011	2012	2013	3 Year Avg	Prior 2 Year	Current 2 Year	Progress	Status Earned	Progress Earned	Total Points Earned	Stdts Reported	MPI Change	Stdts need to move (not BB to B)	Or Stdts need to move BB to B
	280.1	284.8	297	287.3	282.5	290.9	8.4	0	12	12	7825	12.2	955	478

Science	2011	2012	2013	3 Year Avg	Prior 2 Year	Current 2 Year	Progress	Status Earned	Progress Earned	Total Points Earned	Stdts Reported	MPI Change	Stdts need to move (not BB to B)	Or Stdts need to move BB to B
	247.3	255.7	270	257.7	251.5	262.9	11.35	0	12	12	2729	14.3	390	195

KCPS has established targets to increase MPI in SY 2013 in order to attain Status and Progress Points. The chart above shows the number of students needed to move to the next Achievement Level in ELA, Math and Science to attain Academic Achievement Points. If the 2013 target MPI's are attained, KCPS could gain 39 points in MSIP 5 Standard 1 – Academic Achievement. KCPS did not earn any Growth Points in 2012 and none were included in 2013 Targets, only Progress and Status points were included.

MSIP 5 Standard 1 - Academic Achievement

Social Studies	2011	2012	2013	3 Year Avg	Prior 2 Year	Current 2 Year	Progress	Status Earned	Progress Earned	Total Points Earned	Stdts Reported	MPI Change	Stdts need to move (not BB to B)	Or Stdts need to move BB to B
		246.3	355	300.7	#VALUE!	300.7	#VALUE!	5	#VALUE!	5	1439	108.7	1554	777

In 2013, there will still only be two years of data available for Social Studies, which is not enough data to earn Progress Points. KCPS would need a to gain nearly 109 MPI points to earn 5 status points.

MSIP 5 Standard 2 Subgroup Achievement

ELA	2011	2012	2013	3 Year Avg	Prior 2 Year	Current 2 Year	Progress	Status Earned	Progress Earned	Total Points Earned	Stdts Reported	MPI Change	Stdts need to move (not BB to B)	Or Stdts needed to move BB to B
	296.5	291.7	306	298.1	294.1	298.85	4.8	0	2	2	7258	14.3	1038	519

Math	2011	2012	2013	3 Year Avg	Prior 2 Year	Current 2 Year	Progress	Status Earned	Progress Earned	Total Points Earned	Stdts Reported	MPI Change	Stdts need to move (not BB to B)	Or Stdts needed to move BB to B
	278.5	282.5	295	285.3	280.5	288.8	8.3	0	2	2	7633	12.5	954	477

| Science	2011	2012	2013	3 Year Avg	Prior 2 Year	Current 2 Year	Progress	Status Earned	Progress Earned	Total Points Earned	Stdts Reported	MPI Change	Stdts need to move (not BB to B)	Or Stdts needed to move BB to B
	244.9	252.7	267	254.9	248.8	259.9	11.05	0	3	3	2666	14.3	381	191

The chart above outlines the number of Subgroup Achievement points that could be earned if KCPS is able to move students to the next higher achievement level. The Subgroup MPI change is aligned to the change outlined in Standard 1 Academic Achievement, since most of KCPS students are part of the Super Subgroup as seen in the Students Reported figure. For example, the total students reported for ELA was 7432 as shown in the MSIP 5 Standard 1 Academic Achievement and the Super Subgroup Students reported was 7258. Approximately, 97% of students reported in each content area are members of the Super Subgroup.

MSIP 5 Performance Standards	Best Case Projections for SY 12-13
1. Academic Achievement	44 points
2. Subgroup Achievement	7 points
3. College and Career Readiness	15.5 points (In Progress)
4. Attendance Rate	In Progress
5. Graduation Rate	12 points (In Progress)
Total Points Projected as of 11.26.12	**78.5 points**

Leveraged Leadership & MSIP 5

District Level Leadership

- Inform the principals of the parameters of MSIP5
- Provide professional development to administrators
- Provide the principals with building achievement reports —5 categories of MSIP 5
- School Leadership division collaboratively develop building-level action plans
- Oversee & support dramatic change—monthly data consults
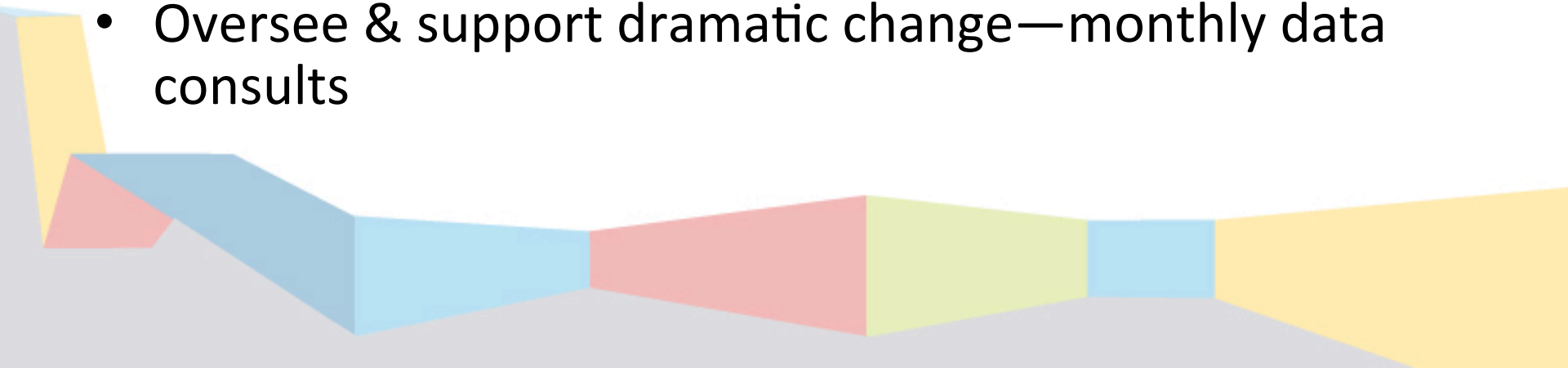
Principal Leadership

- Communicate building plan for MSIP 5
- Adopt turnaround strategies
  - Develop a building plan for success
  - Take action to make big changes *FAST*
    - Early wins with BIG payoffs—Ex. dramatic increases in attendance
    - Drops in disciplinary referrals
  - Flexibility in the use of resources
    - Staffing
    - Scheduling
    - Budgeting

Principal Leadership

- Classroom monitoring/observations
- Data driven decisions—data teams
- Courageous conversations
- Review advance questionnaire data

Teacher Classroom Leadership

- Implement research-based strategies
- Empower students to be the CEO of their learning
- Student engagement using a guaranteed viable curriculum
- Use assessment data to inform instruction
- Increased instructional time
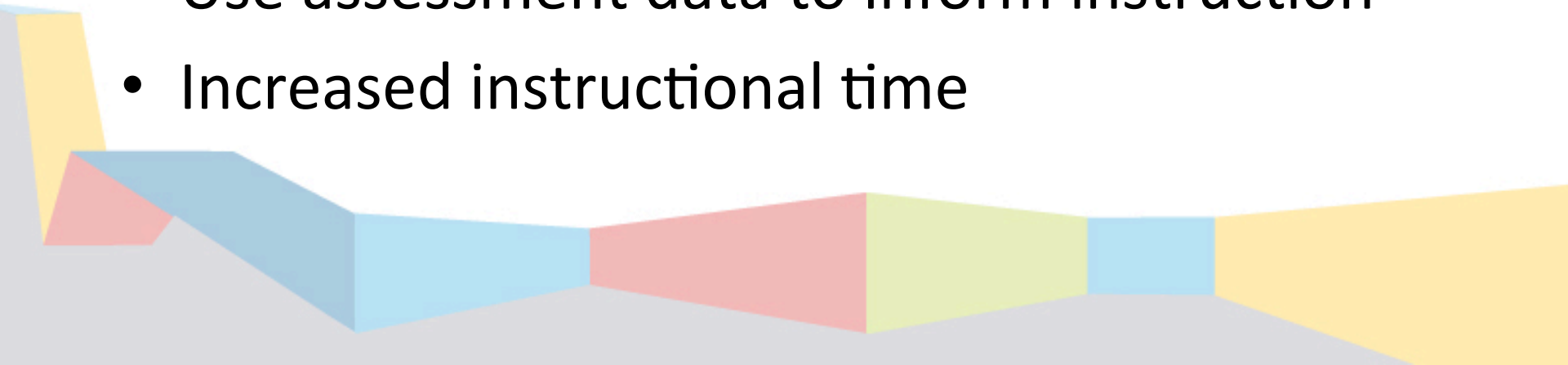
Teacher Classroom Leadership

- Quick & intensive support for struggling students

- Differentiated instruction

- Actively engage in teacher learning teams

Student Leadership & Ownership of Learning

- Set personal goals for the future

- Chart progress in core areas

- Use the Student Portal to track progress

- Commit to excellence

Parent/Guardian & Community Leadership

- Accept responsibility for being informed about the significance of MSIP 5
- Proactively engage the parents and community
  - Publicly acknowledge and take responsibility for the current achievement results
  - Communicate a positive view of the future and their role
  - Talk about results and "No Excuses"
- Community—Serve as mentors
- Parents—Monitor student and use parent portal
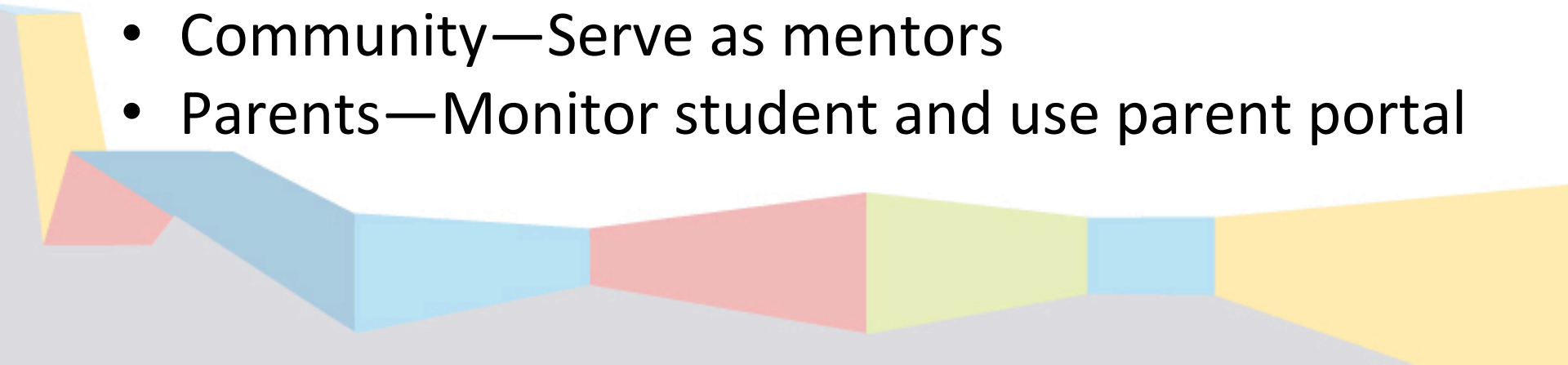
Questions and Answers

KCPS Monitoring of Data Team

Research shows schools with higher achievement scores have principals and teachers that frequently. . .

- Review Data
- Discuss Data
- Use student assessment data
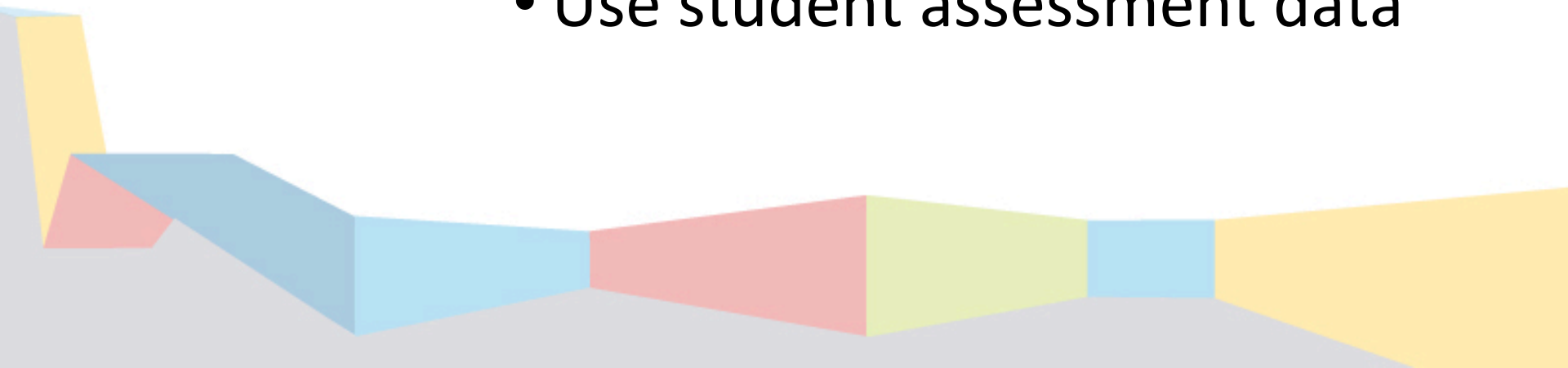
Results-Driven Schools

- Where is the proof?
  - 90/90/90 Schools, Reeves 2003
  - Education Trust, 2002
  - NCREL, 2000
  - Consortium for Policy Research in Education, 2000
  - EdSource, 2005
  - Northern Illinois University Center for Governmental Studies, 2004

The Process for Results

- Inquiry and Treasure Hunt
- Analyze to prioritize
- Set SMART goals
- Select strategies
- Determine results indicators
- Monitor and evaluate results
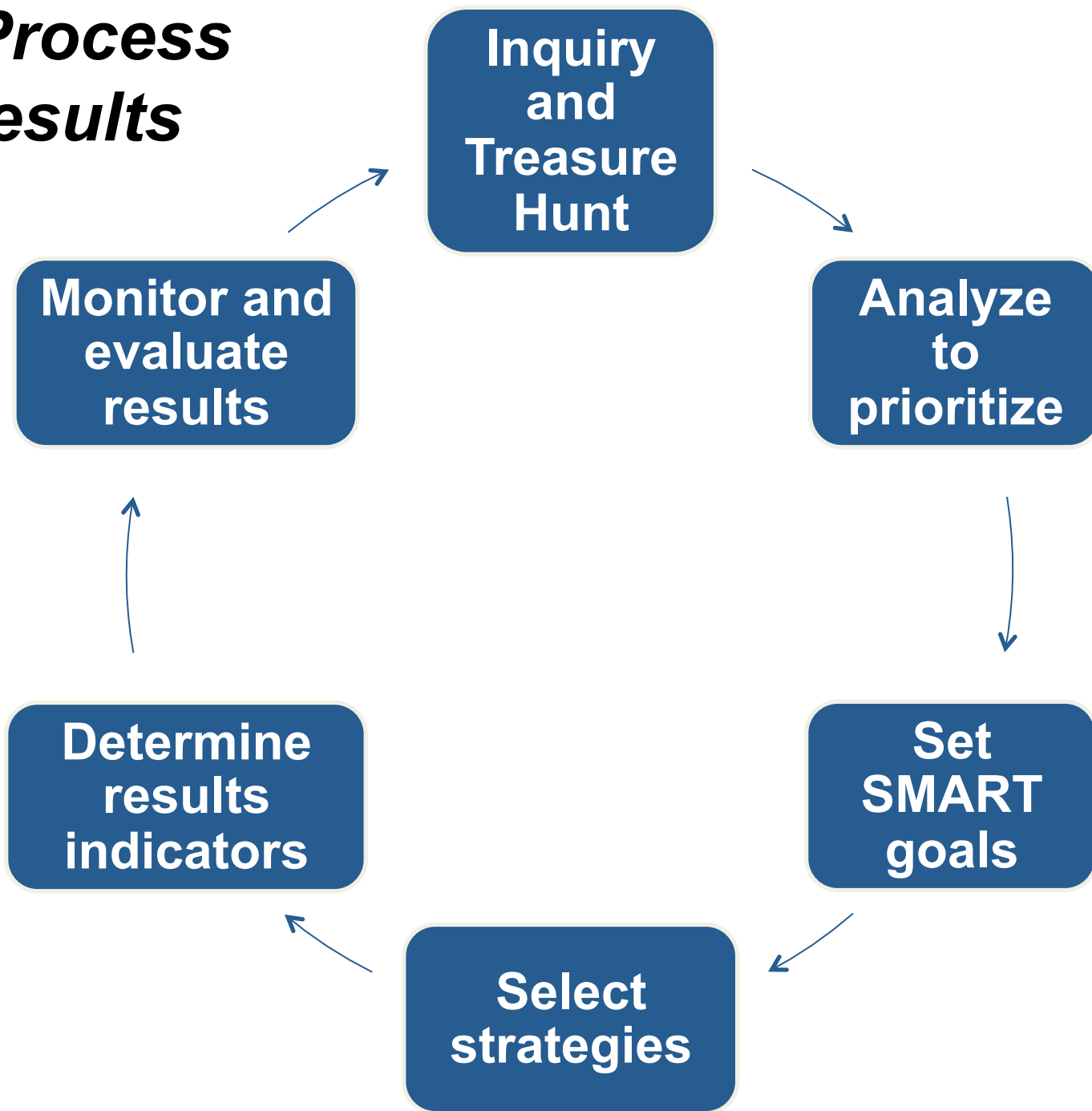
People Involved in Creating Monitoring Plan

- Dr. Steve Green
- Building Principals
- Academic Division
- Consultant from Leading and Learning
- RPDC staff

Highlights of Monitoring Process

- The Data Team Rubric
- Principals' monthly monitoring report
- Copies of data cycle protocols submitted to Academic Team
- Quarterly rankings will be given
  - Beginning
  - Proficient
  - Exemplary

  Assessment of implementation will be shared with Dr. Green – Bi-monthly

Data Cycle Professional Development

- **Data Team peer review/training**
  - Quarterly by zones
- **Monthly support and accountability**
  - District staff
  - RPDC staff
- **Resources**
  - Books
  - Videos
  - Webinar
- **Peer visits to Models of Success**
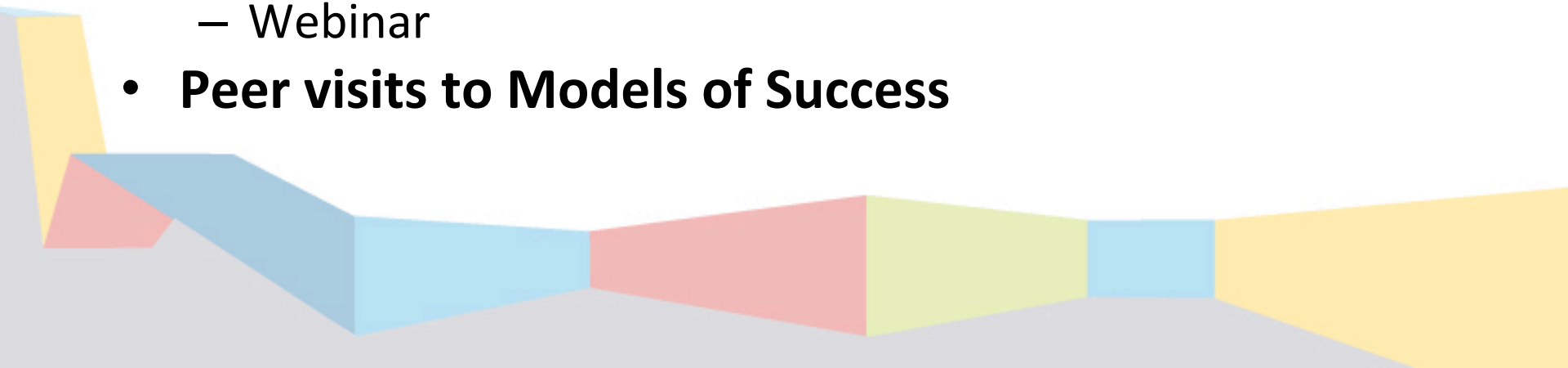
Trainer of Trainers Model

DATA TEAM certification

- 10 Staff
- November 7-9, 2012

PLC and DT support/accountability person

- Lincoln – Cindy Beecher
- Central – Cindy Beecher and Marcelina Lerios
- East – Marcelina Lerios and Ann Randel
- Northeast – Kenny Rodrequez
- SW – Ann Randel
- African-Centered Prep – H.S. – Kenny Rodrequez
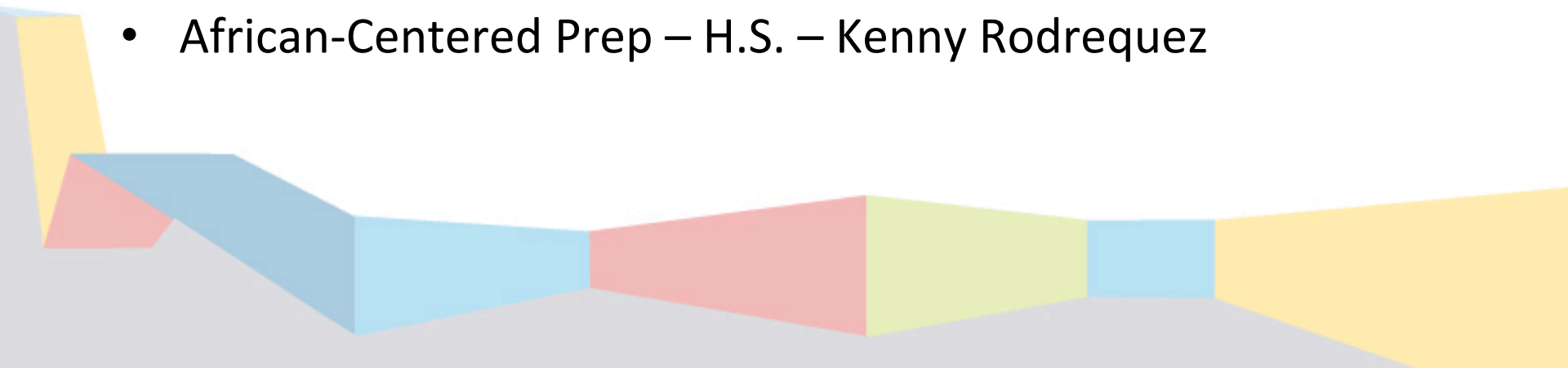
PLC and DT support person

- Carver – Becky Nace
- FLA – Mike McAnally
- Garcia – Steve Fraley
- Holliday – Cindy Hackney
- Hartman – Darrell Alnutt
- Border Star – Trinity Davis

Focus Schools – RPDC

District support

- AC Prep Elem - Anthony Lewis
- Banneker – Anthony Lewis
- Garfield – Cindy Hackney
- Gladstone- CA coordinator
- Longfellow – Becky Nace
- Paige – Anthony Lewis
- Phillips – Anthony Lewis
- Rogers – Mike McAnnally
- Wheatley – Steve Fraley
- Whittier – Darrell Alnutt
- Attucks – Trinity Davis
- Faxon – Cindy Beecher
- King – Steve Fraley
- Melcher – CA coordinator
- Pitcher – CA coordinator
- Trailwoods – Kenny Rodrequez

Data Cycle Monitoring
(Baseline)

Beginning – 22/32

Proficient – 10/32

Exemplary – 0/32

Success Indicators
Improvement Shown on Data Team Rubric

- Present Rankings

Beginning – 22/32
Proficient – 10/32
Exemplary 0/32

Focus schools:
Beginning – 8/11
Proficient – 3/11
Exemplary – 0/11

Priority Schools:
Beginning – 8/9
Proficient – 1/9
Exemplary – 0/11

- Goal by May 2013

Beginning – 0/32
Proficient – 18/32
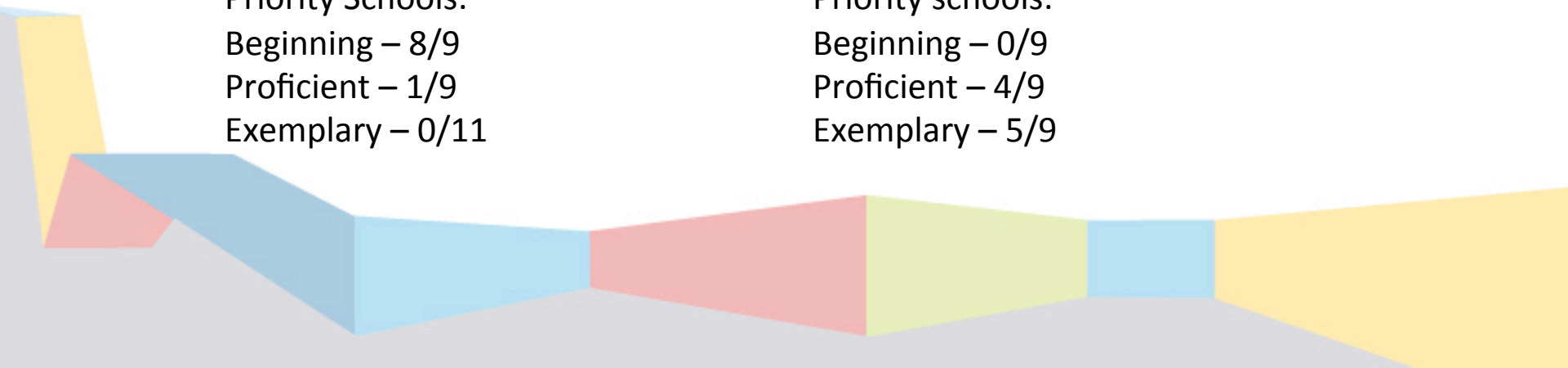Exemplary – 14/32

Focus schools:
Beginning – 0/11
Proficient – 4/11
Exemplary – 7/11

Priority schools:
Beginning – 0/9
Proficient – 4/9
Exemplary – 5/9

Ultimate Success Indicator

**Improved Achievement as indicated on Post Tests Results**

This will demonstrate:

1. Teachers used data to diagnose students needs from examining student work.
2. Teachers used data to modify instruction.
3. Teachers used appropriate interventions with students.
4. Teachers and students have become motivated because of improved achievement.
5. Support and Professional Development were successful.
6. Students are learning.

PLC/Data Team Rankings

- Do you have data teams formed? What is that structure?
- Has your school started using the data team process?
- How many data cycles have you completed?
- Do you want more PD on how to use the data cycle?
- PLC Rank
- Data Team Rank
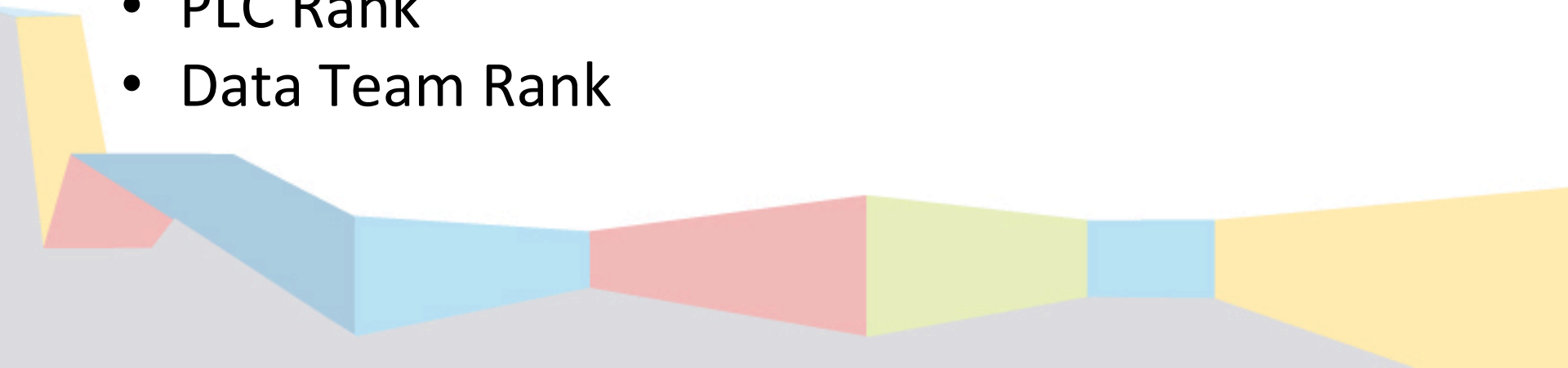
Questions and Answers

Blue Card Questions – 10-23-12

1. I would like to hear from teachers and other staff how they are feeling in relation to student achievement. How can we get them involved in the discussion?

2. Why are high school interventions not discussed?

3. How are teachers and parents made aware of what is posted on the website and trained to utilize the curriculum and student data on the website?

4. It seems the community is here for show, can you change the format of these meetings so that the community's input is not limited to blue cards?
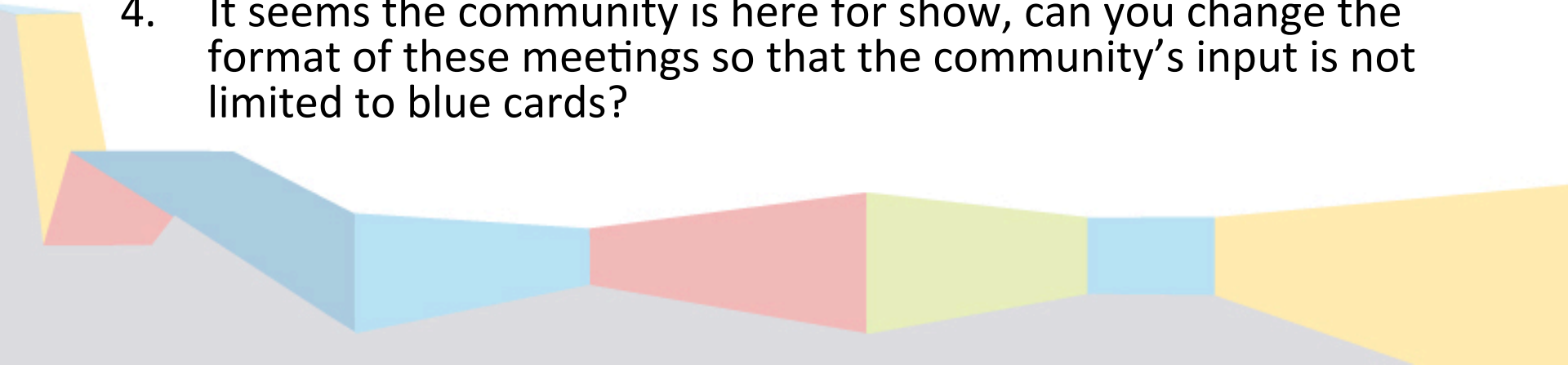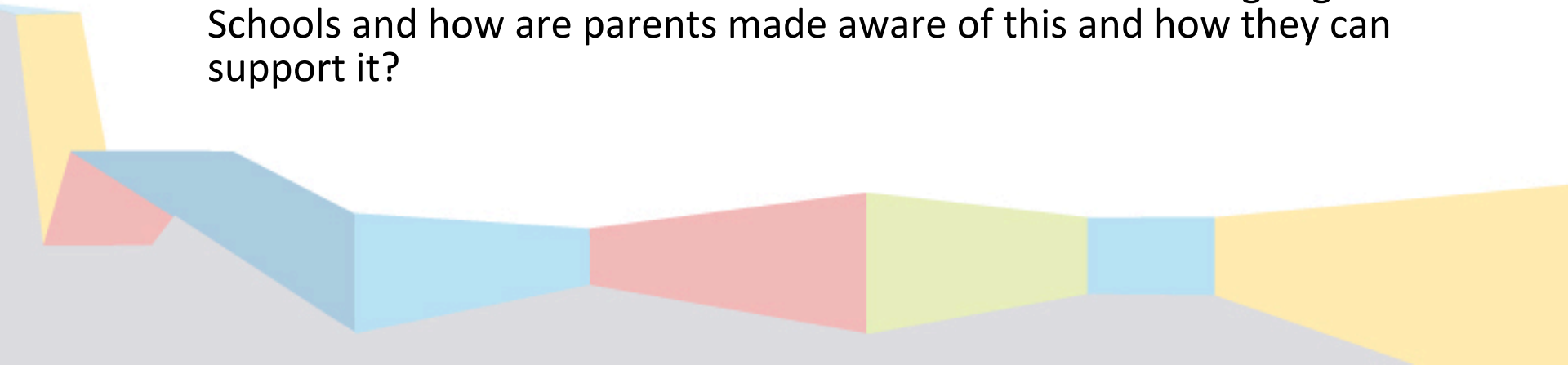
Blue Card Questions – 10-23-12

5. What can be done to prevent building reorganization and teacher transfers several weeks after school starts?

6. What about those students and families who do not have access to computers?

7. Is there a process by which success/acuity data is distributed to parents/families in any easy to understand format in their native language that includes both conferences, online tools and other forms of communications? What are the other forms of communication being used?

8. How is implementation being monitored? How will we know what we are doing is working?
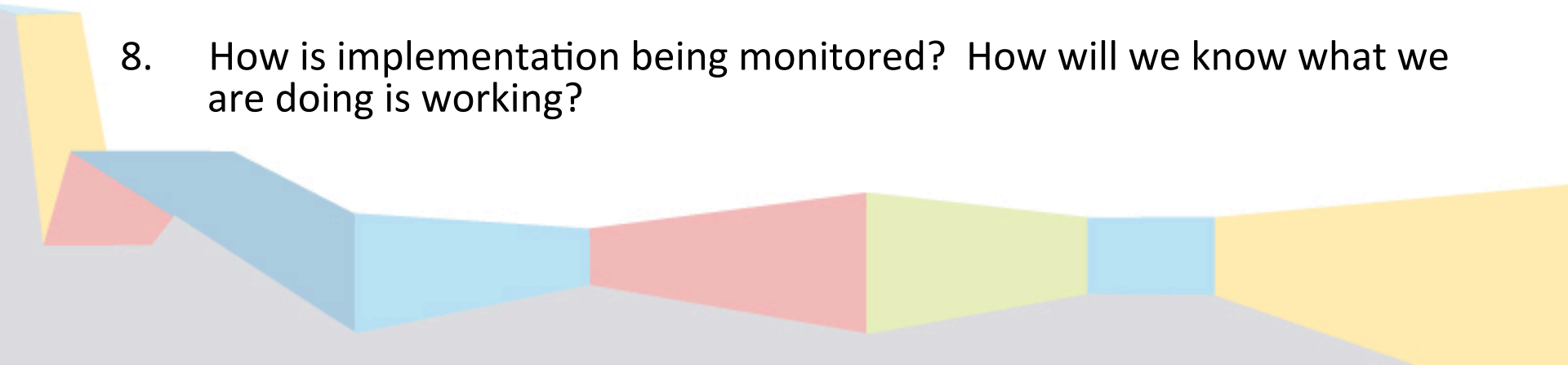
Blue Card Questions – 10-23-12

9. Are parents surveyed to determine need and/or willingness/ability to participate?

10. Is success data available for two years ago? If not, how can we obtain that data and compare past performance to current?

11. A lot of info is placed in portal and on website. How are parents being notified of the Parent Portal launch and how to use it?

12. Is differentiated instruction used at all the schools including Signature Schools and how are parents made aware of this and how they can support it?

Blue Card Questions – 10-23-12

13. How are we engaging parents without Internet access and those who are unable to attend conferences?

14. What about supporting other local university programs that could provide potential district employees like social workers and nurses, etc.

15. Why are we setting up processes that get our children accustomed to dealing with the criminal justice system? Isn't this as bad as determining the number of jails to build based on third grade reading levels? Were parents engaged in the development of these processes?
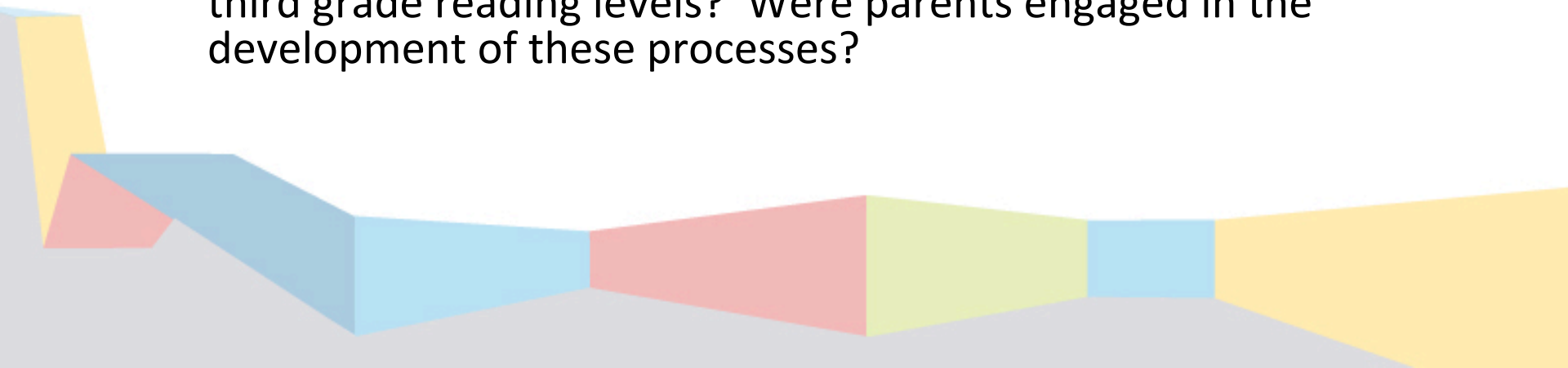
RSIT Breakout Discussion

Feedback/Requests

Monthly Meeting Date