

Kansas City Public Schools and Department of Elementary and Secondary Education

Regional School Improvement Team Meeting

Tuesday, December 18 2012

KANSAS CITY
PUBLIC SCHOOLS



MSIP 5

Missouri School Improvement Plan



KCPS MSIP 4 - APR History

Standard	Standard Description	Indicator	Topic	2006	2007	2008	2009	2010	2011	2012
9.1	General Academic Achievement	1 / 1	Grades 3-5 Mathematics	Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		1 / 2	Grades 3-5 Communication Arts	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		2 / 3	Grades 6-8 Mathematics	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		2 / 4	Grades 6-8 Communication Arts	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		3 / 5	EOC Algebra I Mathematics	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		3 / 6	EOC English II Communication Arts	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		Bonus MAP Achievement		N/A	Met	Met	Met	Met	Not Met	Met
9.3	Scholastic Preparedness	1	ACT	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
9.4	Career Preparation	1	Advanced Courses	Met	Met	Met	Met	Met	Met	Met
		2	Career Education Courses	Met	Met	Met	Met	Met	Met	Met
		3	College Placement	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Met
		4	Career Education Placement	Not Met	Met	Met	Met	Met	Met	Met
9.5	Educational Persistence	1	Graduation Rate	Not Met	Met	Not Met	Not Met	Not Met	Not Met	Not Met
9.6	Educational Persistence	1	Attendance Rate	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
9.7	Student Gap Group Achievement	1	Subgroup Achievement	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
# Standards Met / Total Standards				3/14	5/14	4/14	4/14	4/14	3/14	5/14

KCPS 2013 APR Targets

Standard	2012 APR	2012 APR MET	2013 Pts or Pct. Needed	2013 Best Case Projection	Goal
<i>9.1*1 - 3-5 Mathematics</i>	723.5	N	MAP Index of 726.5	Met	726.5
<i>9.1*2 - 3-5 Communication Arts</i>	708	N	MAP Index of 778	Not Met	778
<i>9.1*3 - 6-8 Mathematics</i>	709.1	N	MAP Index of 728	Met	728
<i>9.1*4 - 6-8 Communication Arts</i>	714.9	N	MAP Index of 731 and Gap Bonus	Met	731
<i>9.1*5 - 9-11 Mathematics</i>	710.3	N	MAP Index of 731	Met	731
<i>9.1*6 - 9-11 Communication Arts</i>	740	N	MAP Index of 765 and Gap Bonus Met	Met	765
<i>9.3 - ACT</i>	15.0%	N	40.1% of Graduates at/above Nat'l Average	Not Met	40.1%
<i>9.4*1 - Advanced Courses</i>	47.2%	Y	12.7% of Credits at 11/12 in Advanced Courses	Met	48.2%
<i>9.4*2 - CTE Courses</i>	17.2%	Y	8.5% of Credits at 11/12 in CTE Courses	Met	18.2%
<i>9.4*3 - College Placement</i>	66.3%	Y	23.1% of 2011 Graduates Successfully Placed	Met	67.3%
<i>9.4*4 - CTE Placement</i>	88.7%	Y	11.5% of CTE Completers Successfully Placed	Met	89.7%
<i>9.5 - Graduation Rate</i>	64.3%	N	100% of Cohort Dropouts Recovered	Not Met	85.0%
<i>9.6 - Attendance</i>	91.3%	N	95% Attendance Goal Across all Levels	Not Met	95.0%
<i>BONUS - MAP Achievement</i>	4 out of 6	Y	4/6 Areas of MAP Index Gains in 2013	Met	4
Total Standards Met 2013 - Best Case Scenario				10	
Projected 2013 Accreditation Status				Full Accreditation	

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Performance Standards for K-12 Districts

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.

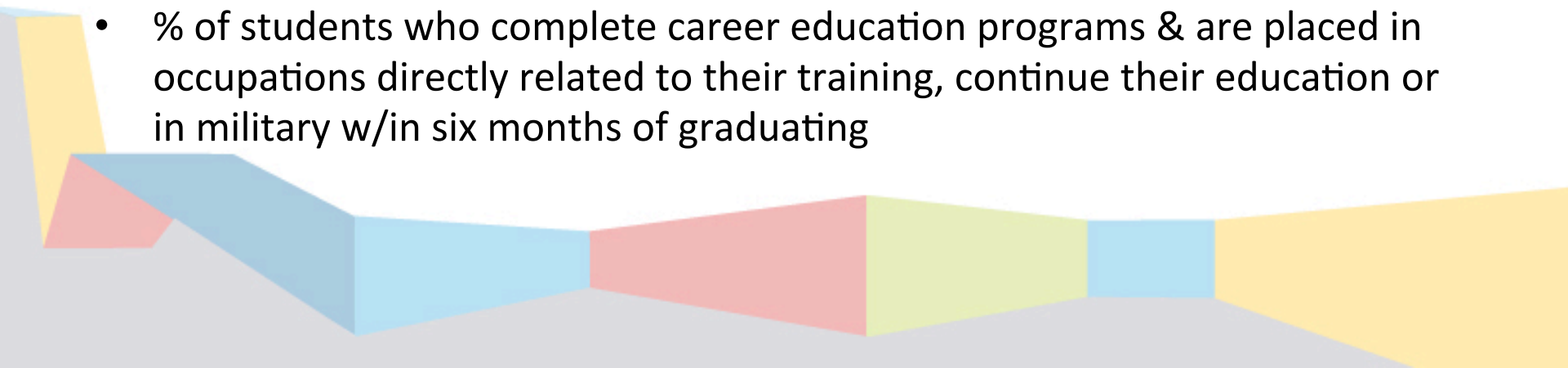


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Performance Standards for K-12 Districts (cont.)

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



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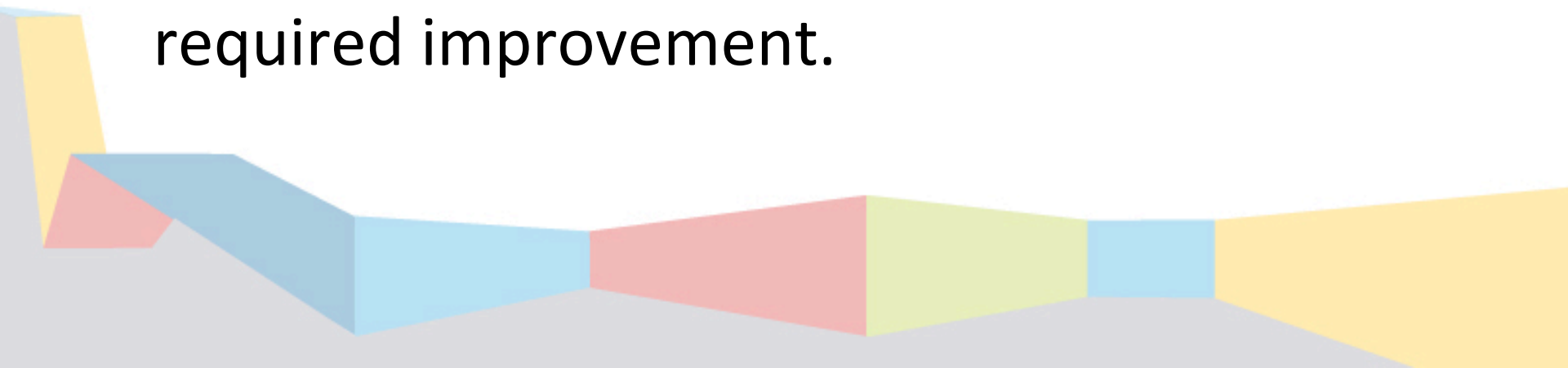
Performance Standards for K-12 Districts (cont.)

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

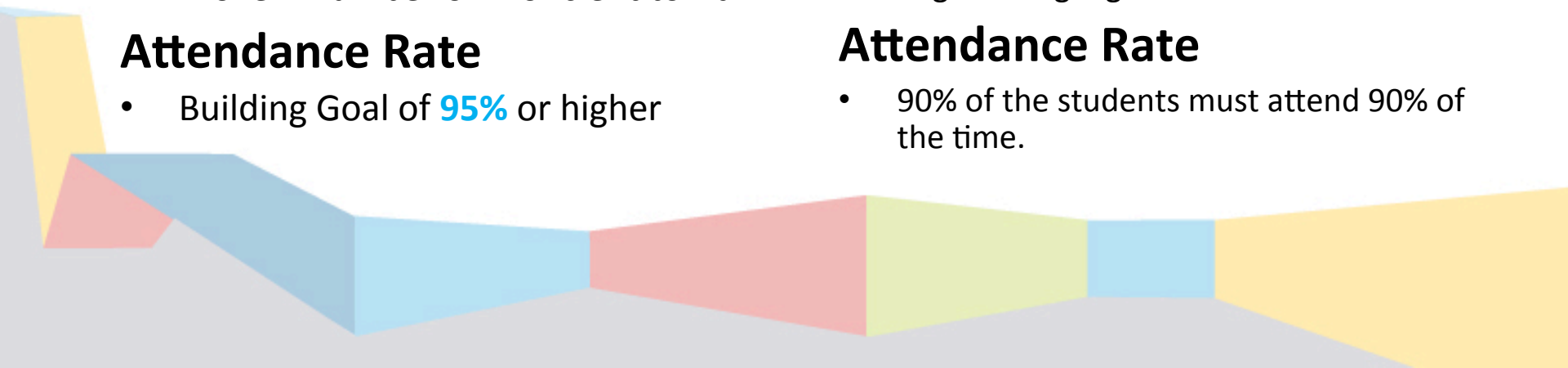
- Status (grades 3-11)
- Progress (grades 3-11)
- Growth (grades 4-8 only)

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 students 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.

Elementary School Attendance Indicator

XYZ Elem

4. Attendance

School Year	SY11	SY12	SY13 YTD Dec 12	Status
Percent of students with 90% or higher attendance rate.	86.7%	96.4%	93.0%	92.1%

Status Measure	Status Points Possible	Status Points Earned	Progress Points Earned	Total Points Earned
Exceeding	10	10	0	10

Elementary Achievement Indicators

1*2 Math				
Grade	BB to Basic	Basic to Prof.	Prof. to Adv.	Total
Total	7	21	9	37
	5.1%	15.3%	6.6%	27.0%
04	3	8	2	13
	5.3%	14.0%	3.5%	22.8%
05	3	5	5	13
	6.8%	11.4%	11.4%	29.5%
06	1	8	2	11
	2.8%	22.2%	5.6%	30.6%
1*1 ELA				
Grade	BB to Basic	Basic to Prof.	Prof. to Adv.	Total
Total	12	21	5	38
	8.8%	15.3%	3.6%	27.7%
04	7	5	3	15
	12.3%	8.8%	5.3%	26.3%
05	4	6	1	11
	9.1%	13.6%	2.3%	25.0%
06	1	10	1	12
	2.8%	27.8%	2.8%	33.3%

1*1 ELA				
Grade	BB to Basic	Basic to Prof.	Prof. to Adv.	Total
Total	26	39	19	84
	6.1%	9.2%	4.5%	19.8%
7	13	20	11	44
	6.5%	10.0%	5.5%	22.0%
8	13	19	8	40
	5.8%	8.4%	3.6%	17.8%
1*2 Math				
Grade	BB to Basic	Basic to Prof.	Prof. to Adv.	Total
Total	30	28	24	82
	7.1%	6.6%	5.6%	19.3%
7	18	16	10	44
	9.0%	8.0%	5.0%	22.0%
8	12	12	14	38
	5.3%	5.3%	6.2%	16.9%

3.1 - 3* College and Career Readiness

School Year	SY11	SY12	SY13 Target	Status
Percent of graduates scoring above the state standard in ACT, SAT, COMPASS, ASVAB.	36.7%	40.6%	50.6%	42.6%

Status Measure	Status Points Possible	Status Points Earned	Progress Points Earned	Total Points Earned
Approaching	6	10	2	8

3.4 College and Career Readiness

School Year	SY12	SY13 Target	Status
Percent of graduates who earned a qualifying score on the AP, IB, TSA, CC that meets or exceeds the state standard.	16.3%	22.5%	19.4%

*** Only one year of APR data available for this standard**

Status Measure	Status Points Possible	Status Points Earned	Progress Points Earned	Total Points Earned
Approaching	10	6	2	8

3.5/6 College and Career Placement

School Year	SY11	SY12	SY13 Target	Status
Percent of post-secondary placement, carrer ed, or college who meet or exceed the state standards	83.9%	82.6%	84.0%	83.5%

Status Measure	Status Points Possible	Status Points Earned	Progress Points Earned	Total Points Earned
On Target	10	7.5	0	7.5

5* Graduation Rate				
School Year	SY11	SY12	SY13 Target	Status
Graduation Rate meets or exceeds the state standard.	50.4%	59.2%	72.0%	60.5%

Status Measure	Status Points Possible	Status Points Earned	Progress Points Earned	Total Points Earned
	30	0	22.5	0

Performance Standards	Status	Progress	Subgroup Achievement	Total Points
English Language Arts (ELA)	9	6	2	17
Math		12	2	14
Science		12	3	15
Social Studies		5	2	7
Attendance	10			10
CCR 3.1-3	6	2		8
CCR 3.4	6	2		8
CCR 3.5-6	7.5			7.5
Graduation Rate				
Projected Points				86.5
Total Points Possible				140 >70 = Provisional

Questions?



Leveraged Leadership & MSIP 5

District Leadership

The “What”

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

The “How”

- Presentation & Q & A at Dec. 6 Meeting—**Metric:** 100% Participation
- MoLead Project & *Art & Science of Teaching* Book Study; *Turnaround Leader*—**Metric:** 100% Participation
- Assessment Department **Reports**—**Metric:** Dec. 20 Target Date
- See Road to Accreditation Plan Handout **Metric:** MAP Tests Improvements
- Monthly School Visits: Focus on Attendance, Behavior, Core Academics **Metric:** 100%

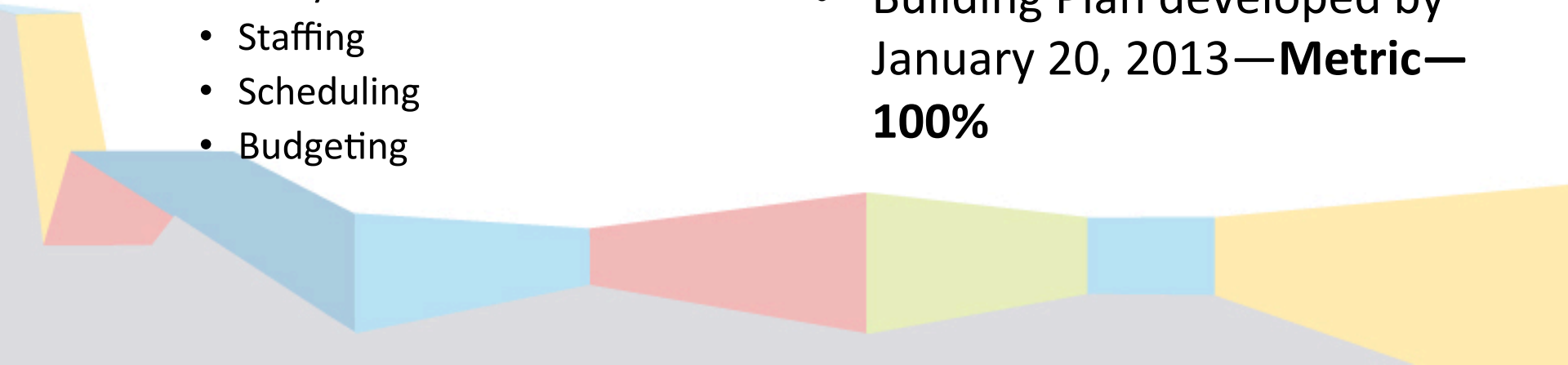
Principal Leadership

The “What”

- 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

The “How”

- January 7, 2013 Faculty Meeting—**Metric**—100% Participation
- January Data Consult **Visit**—**Metric**: 100% Participation
- 30 day Plan—**Metric**: 100% Participation
- Building Plan developed by January 20, 2013—**Metric**—**100%**



Principal Leadership

The “What”

- Classroom Monitoring/ Observations
- Data Driven Decisions—Data Teams
- Courageous Conversations
- Advance Questionnaire Data

The “How”

- Walk-Thrus & Formal Observations —**Metric:** Logs & Observation 360 data
- Data Team Artifacts—**Metric:** Data Team Reports
- With Staff with Low Skill, Low Will or Both—**Metric:** Observation 360 & Staff Mapping
- Review the Data & Develop a Plan of Improvement—**Metric:** Monitored by School Leadership



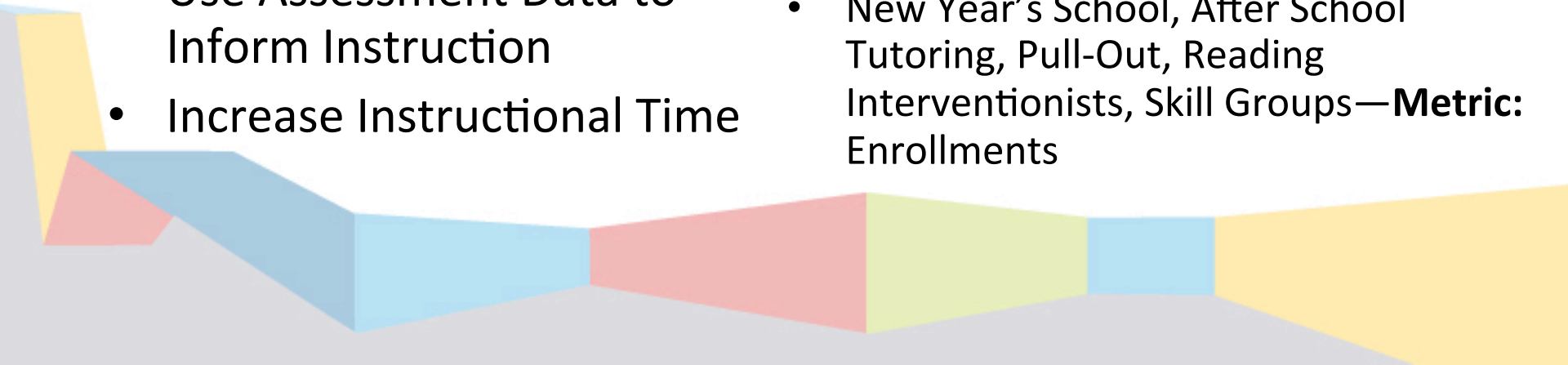
Teacher Classroom Leadership

The “What”

- Implement research-based strategies
- Empower students to be the CEO of their learning
- Increase Student Engagement using a Guaranteed Viable Curriculum
- Use Assessment Data to Inform Instruction
- Increase Instructional Time

The “How”

- Micro- Teaching, Active Learning Strategies—**Metric:** Principal Observation Log
- Implement a Student Tracking Form—**Metric:** The form
- Classroom Observation, Instructional Coach Feedback—**Metric:** Observation 360
- PLC Agenda items & Post-Observation Conferences—**Metric:** Data
- New Year’s School, After School Tutoring, Pull-Out, Reading Interventionists, Skill Groups—**Metric:** Enrollments



Teacher Classroom Leadership

The “What”

- Quick & Intensive Support for Struggling Students
- Differentiated Instruction
- Actively Engage in Professional Learning Community Teams

The “How”

- Utilization of Instructional Coach, Reading Interventionist, Computer –Assisted Instruction

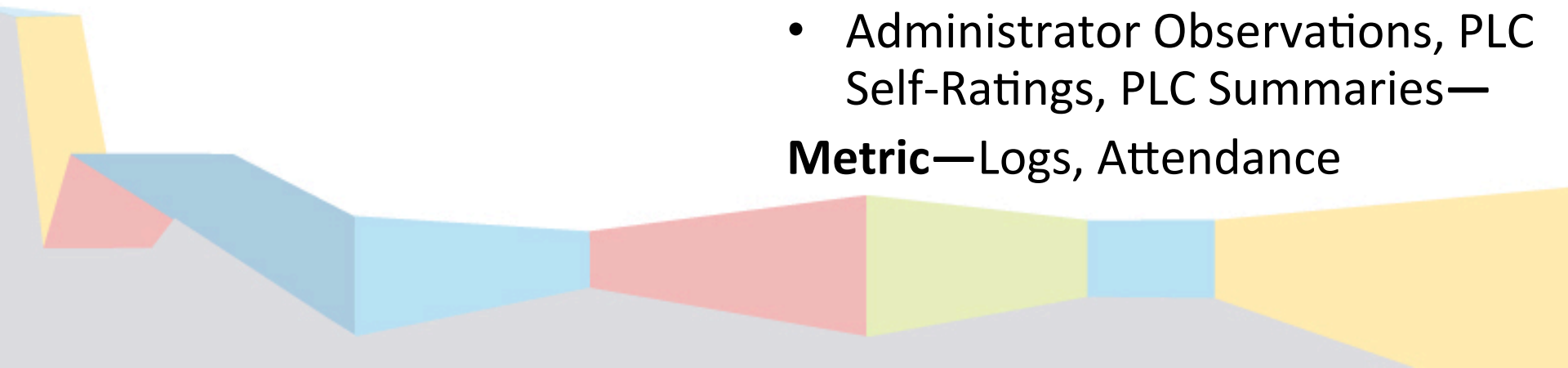
Metric—Logs & Enrollments

- Learning Groups, Cooperative Learning Strategies, Tiered Assignments, Student Options

Metric—Lesson Plans

- Administrator Observations, PLC Self-Ratings, PLC Summaries—

Metric—Logs, Attendance



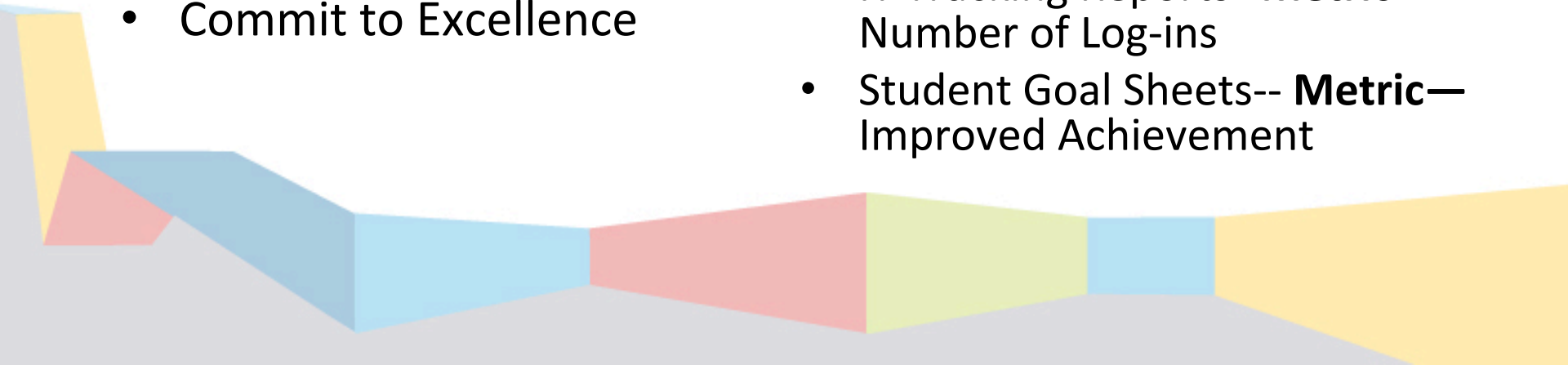
Student Leadership & Ownership of Learning

The “What”

- Set Personal Goals for the Future
- Chart Progress in Core Areas
- Use the Student Portal to Track Progress
- Commit to Excellence

The “How”

- Data Notebooks, Student-Tracking Forms--**Metric**—Surveys & Improved Achievement
- Student Data Notebooks or Tracking Forms--**Metric**—Improved Achievement
- IT Tracking Reports--**Metric**—Number of Log-ins
- Student Goal Sheets-- **Metric**—Improved Achievement



Parent/Guardian & Community Leadership

The “What”

- Accept Responsibility for Being Informed About the Significance of MSIP 5
- Proactively Engage the Parent & Community
 - Publicly Acknowledge & Take Responsibility for the Current Achievement Results
 - Communicate a Positive View of the Future & the Role the parent and the community
 - Discuss our District Results & “No Excuses”
- Community—Serve as Mentors
- Parents—Monitor their Student & Use Parent Portal

The “How”

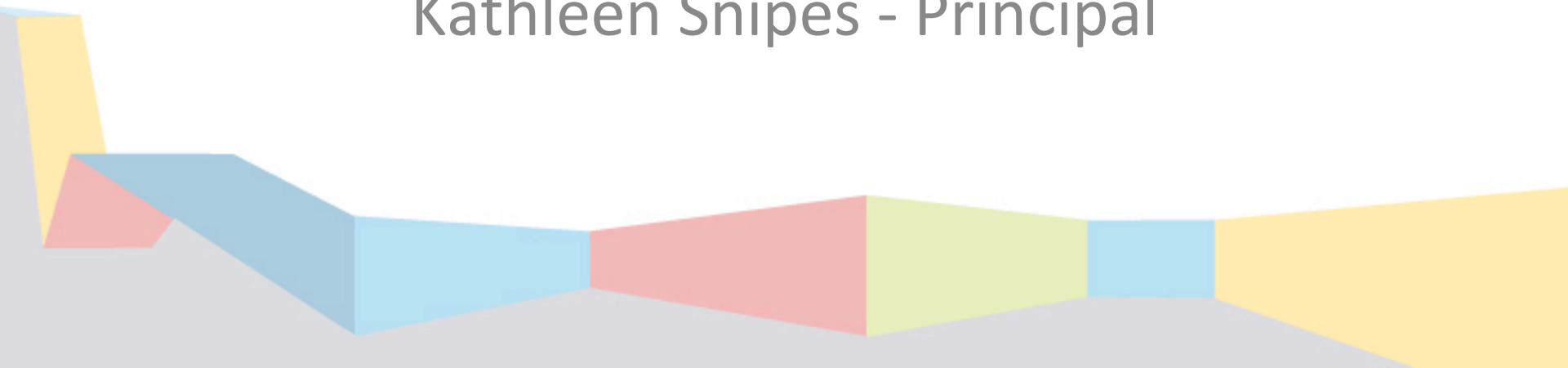
- Attend Information Meetings, Visit Website, Newsletters—**Metrics:** Participation, “Hits,” Circulation Numbers
- “On the Scene” Forums, SAC & DAC Meetings, Zone Meetings—**Metrics**—Participation Numbers
- Data from the Community Resource Office—**Metric**—Increased Participation
- IT Parent Portal Log-Ins—**Metric**—Increases in Participation

Questions?

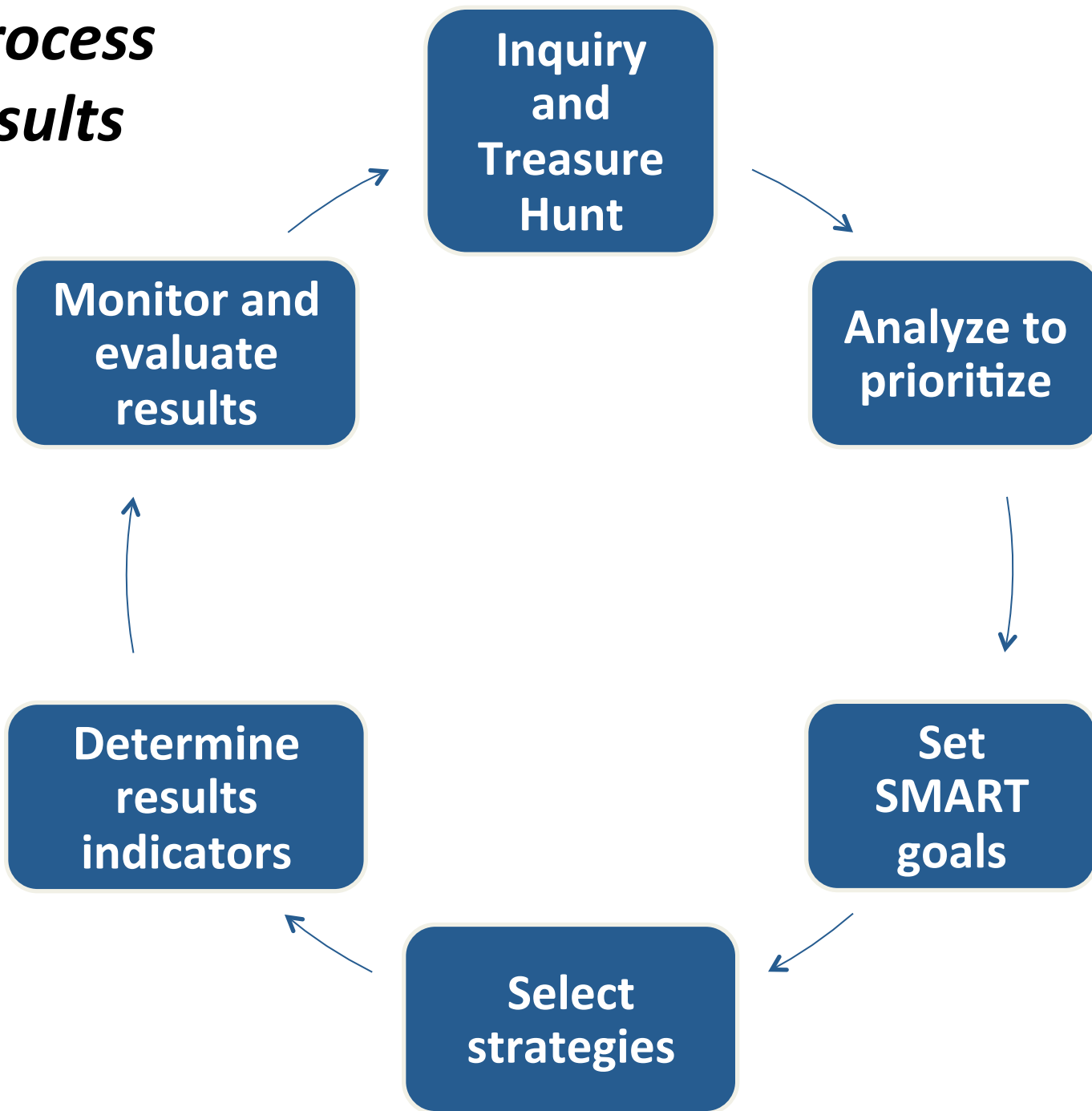


KCPS Data Teams

Faxon Elementary School
Kathleen Snipes - Principal



The Process for Results



Highlights of Monitoring Process

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

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

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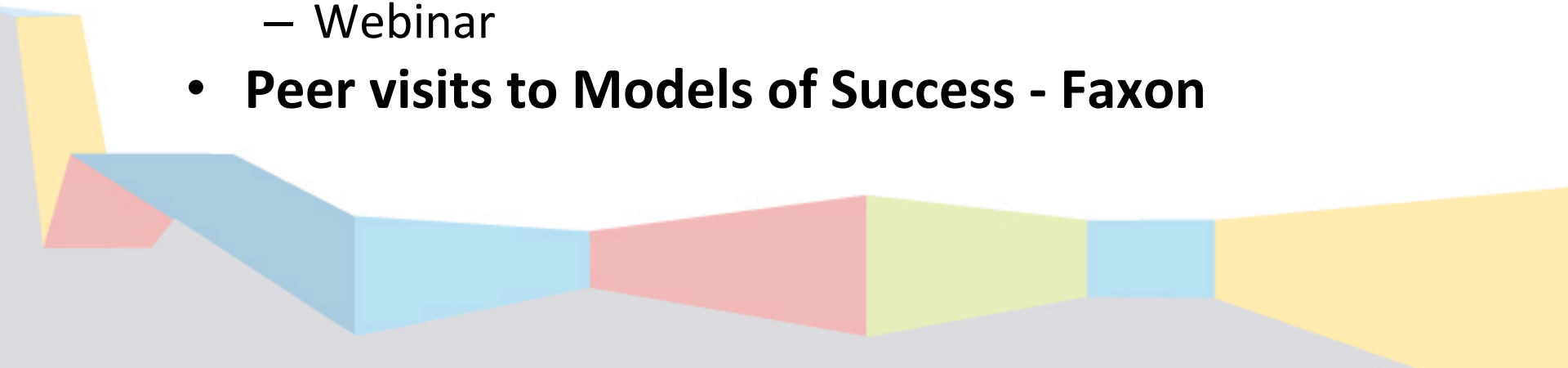


Questions for Data Team Members



How we will get all schools exemplary with the use of Data Team

- **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 - Faxon**



Feedback

Questions from blue cards - November 2012

- We want to follow up regarding parent access to the Parent Portal. How they know it is available and how to access.



Questions and Answers

RSIT Breakout Discussion

Feedback/Requests

Monthly Meeting Date