

Kansas City Public Schools and Department of Elementary and Secondary Education

Regional School Improvement Team Meeting

Tuesday, April 24, 2012



Projected APR as of March 2, 2012

Standard	2012 Target	Best Case Projection	Goal	February 2012 Projected		Data Used for Projection	# of Additional Students Needed
9.1*1 - 3-5 Mathematics	MAP Index of 735.8	Met	735.8	716.2	Not Met	Midyear Acuity and Performance Series Results	689 of 3850 students move up an achievement level
9.1*2 - 3-5 Communication Arts	MAP Index of 777.8	Not Met	777.8	717.9	Not Met	Midyear Acuity and Performance Series Results	2461 of 3850 students move up an achievement level
9.1*3 - 6-8 Mathematics	MAP Index of 745.5	Not Met	745.5	717.3	Not Met	Midyear Performance Series Results	1019 of 3500 students move up an achievement level
9.1*4 - 6-8 Communication Arts	MAP Index of 735.6	Met	735.6	704.7	Not Met	Midyear Performance Series Results	1152 of 3500 students move up an achievement level
9.1*5 - 9-11 Mathematics	MAP Index of 726.3 and Gap Bonus Met	Met	726.3	710.6	Not Met	Winter Mock EOC Results	148 of 1149 students move up an achievement level
9.1*6 - 9-11 Communication Arts	MAP Index of 766.1 and Gap Bonus Met	Met	766.1	738.1	Not Met	Winter Mock EOC Results	312 of 948 students move up an achievement level
9.3 - ACT	41.8% of Graduates at/above Nat'l Average	Not Met	41.8%	12.9%	Not Met	ACT Data Files of Student Scores	234 of 825 seniors score 21+ on ACT
9.4*1 - Advanced Courses	37% of Credits at 11/12 in Advanced Courses	Met	37.0%	53.9%	Met	Master Scheduling from COGNOS	Projected to Meet
9.4*2 - CTE Courses	11% of Credits at 11/12 in CTE Courses	Met	11.0%	15.4%	Met	Master Scheduling from COGNOS	Projected to Meet
9.4*3 - College Placement	56.3% of 2011 Graduates Successfully Placed	Met	56.3%	57.0%	Met	Initial Clearinghouse Data on Graduates	Projected to Meet
9.4*4 - CTE Placement	92.9% of CTE Completers Successfully Placed	Met	92.9%	93.0%	Met	Initial Clearinghouse Data on Graduates	Projected to Meet
9.5 - Graduation Rate	100% of Cohort Dropouts Recovered	Not Met	85.0%	62.9%	Not Met	Core Data Files	358 of 511 dropouts recovered
9.6 - Attendance	95% Attendance Goal Across all Levels	Not Met	95.0%	91.7%	Not Met	COGNOS YTD Attendance Report	NA*
9.7 - Subgroup Achievement	8/16 Subgroups Met on 2012 AYP	Not Met	8	3	Not Met	NA*	NA*
BONUS - MAP Achievement	4/6 Areas of MAP Index Gains in 2012	Met	4	6	Met	Midyear Acuity and Performance Series Results; Winter Mock EOC Results	Projected to Meet
Total Standards Met 2012		9		5			*NA = Target cannot be translated into exact number of students needed
Projected 2012 Accreditation Status		Full Accreditation		Unaccredited			

*Initial Data Not Available **Projections for AYP Not Available

Superintendent's Re-Accreditation Implementation Plan

Objectives	Metrics and Timeline	Responsibility
<p>Student Achievement:</p> <p>KCPS will meet the academic growth requirements in order to qualify for Safe Harbor among 8 of 16 subgroups across Communication Arts and Mathematics on the SY12 Adequate Yearly Progress (AYP) report.</p>	<ol style="list-style-type: none"> 1. At least 37% of tested students will score proficient or above on the year-end state assessments in Communication Arts 2. At least 35% of tested students will score proficient or above on the year-end state assessments in Mathematics 3. 100% of students will demonstrate at least one year of growth across one year of instruction in reading as measured by locally administered scaled assessments 4. 100% of students will demonstrate at least one year of growth across one year of instruction in Mathematics as measured by locally administered scaled assessments 	<p>Dr. Anderson Dr. Thompson</p>
<p>College and Career Readiness:</p> <p>KCPS will meet at least four of the seven College and Career Readiness performance standards on the SY12 Annual Performance Report (APR).</p>	<ol style="list-style-type: none"> 1. At least 20% graduating seniors will score at or above the national average of 21 on the ACT. 2. 100% of graduating seniors will participate in at least one college, military or workforce assessment (ACT, SAT, ASVAB, Compass, etc.) 3. The percentage of credits earned in Advanced and Career Technical Education (CTE) Courses will meet or exceed the established target in order to meet the standards 9.4*1 and 9.4*2 on the SY12 APR (37% and 11% respectively). 4. At least 60% of graduating seniors are successfully placed in post-secondary education, the military, or a field related to their CTE training. 5. The graduation rate will increase by at least five percentage points annually or be maintained at or above 80%. 	<p>Dr. Anderson Dr. Thompson</p>

<p>Classroom Management and Student Behavior:</p> <p>The percentage of KCPS teachers reporting a need for professional development in the area of classroom management will decrease by at least 5 percentage points annually or be maintained below 10% as measured by annual perception questionnaires.</p>	<ol style="list-style-type: none"> 1. At least 80% of teachers will respond positively to climate and classroom management items on the annual perception questionnaire. 2. The percentage of students with more than one suspension during the school year will be reduced by 25% of the baseline from the previous year. 	<p>Dr. Anderson Dr. Thompson</p>
<p>Student Attendance and Dropout Prevention:</p> <p>Student attendance will increase and the dropout rate will decrease during the 2012-13 school year.</p>	<ol style="list-style-type: none"> 1. The student attendance will increase to 95% at the elementary level. 2. The student attendance will increase to 90% at the secondary level. 3. The dropout rate will decrease from 16.6% to 14.9%. 	<p>Ms. Houston-Stewart Dr. Cordoba Dr. Gilbert</p>
<p>Human Capital Management:</p> <p>Customer Satisfaction</p>	<ol style="list-style-type: none"> 1. Increase customer service at the school level with principals by 40%. 2. Increase customer service with all employees across the district by 25%. 	<p>Mr. Brown</p>

Instructional Support and Educational Accountability

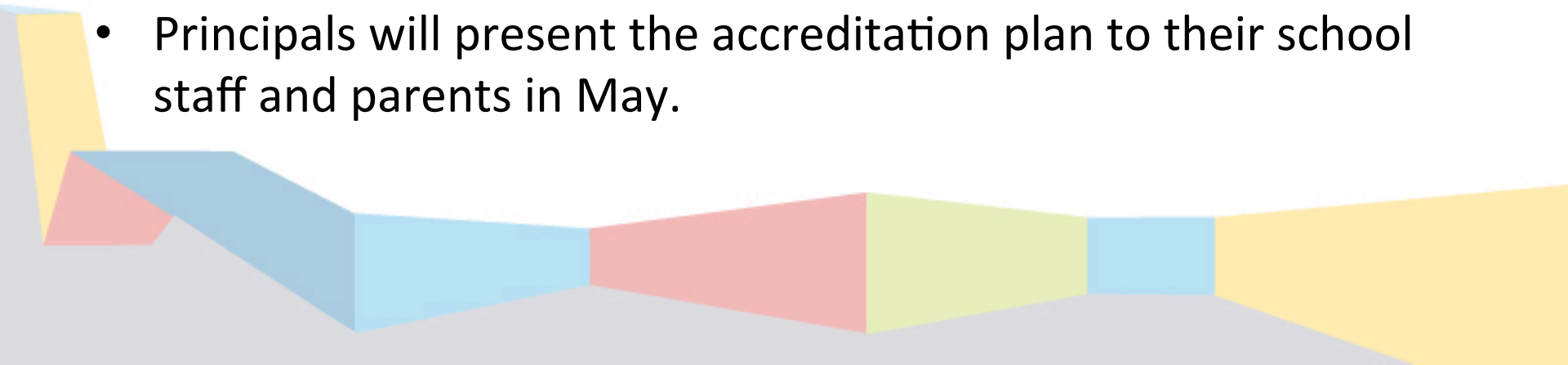


Projected APR – 3/2/2012

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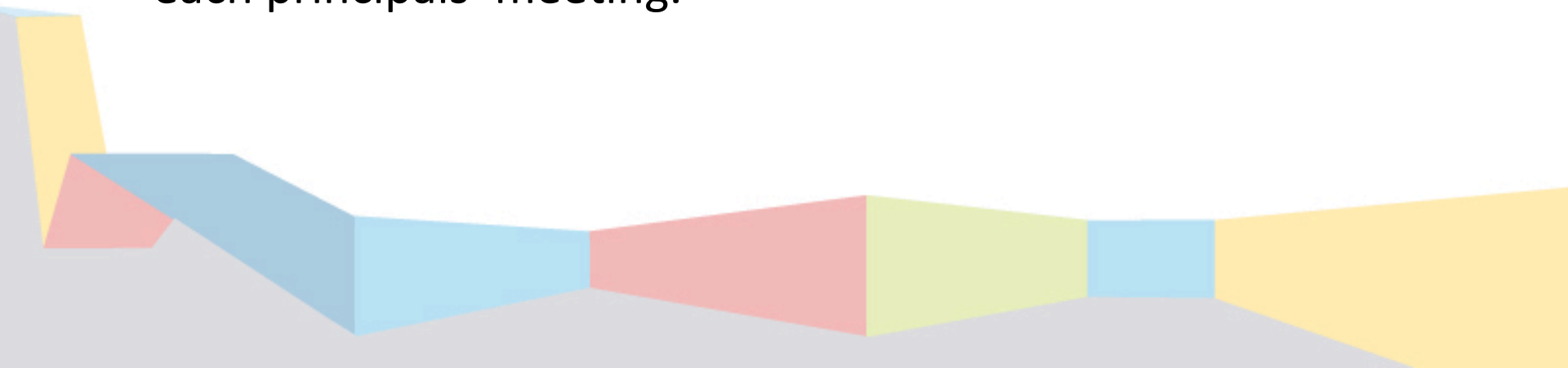
How do you know the principals understand the "Road Map To Reaccreditation Plan?"

- An RSIT Committee of Principals has been formed. The first meeting was in April. The RSIT Principal Committee presents to principals on May 3rd and they will facilitate the implementation of the school based accreditation plan with principals to ensure all schools are following the road map to accreditation.
- The data will continue to be monitored at the district and school level.
- Principals will present the accreditation plan to their school staff and parents in May.



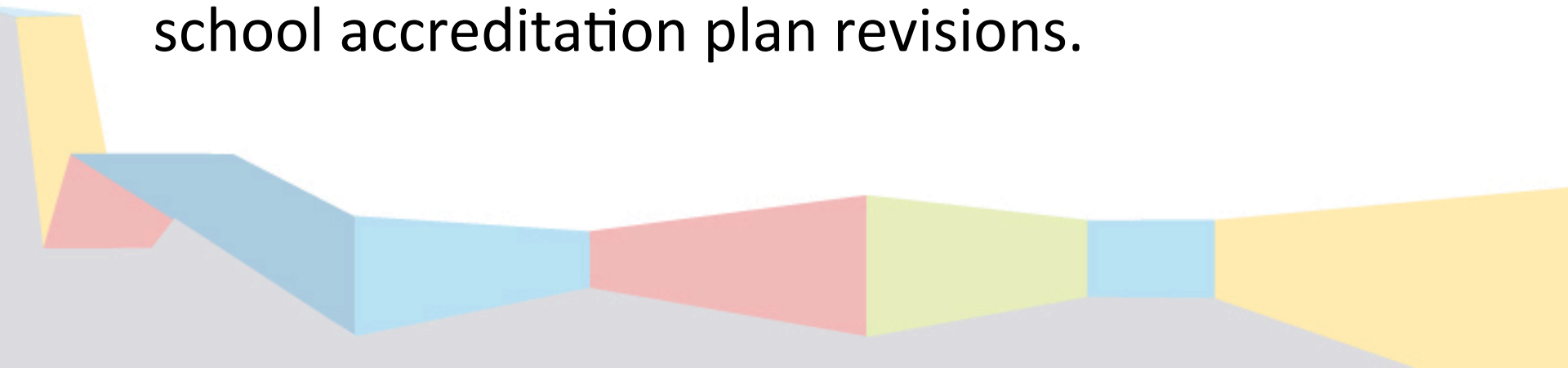
How will you track progress or lack thereof on the Reaccreditation Plan?

- Progress will be tracked using the SMART Goal format. The evidence of completion will be reviewed monthly by the curriculum department and by the principal RSIT Committee.
- An accreditation update will continue to be given at every board meeting.
- Data (attendance, discipline, and achievement) will be monitored each quarter and principals will review the data at each principals' meeting.



How will you respond to the April Small Group and Patron Feedback Card Comments?

- The Principal RSIT Committee reviewed patron feedback and the Accreditation Plan was updated and revised as needed.
- Comments will also be shared with principals at every principals' meeting and incorporated in school accreditation plan revisions.



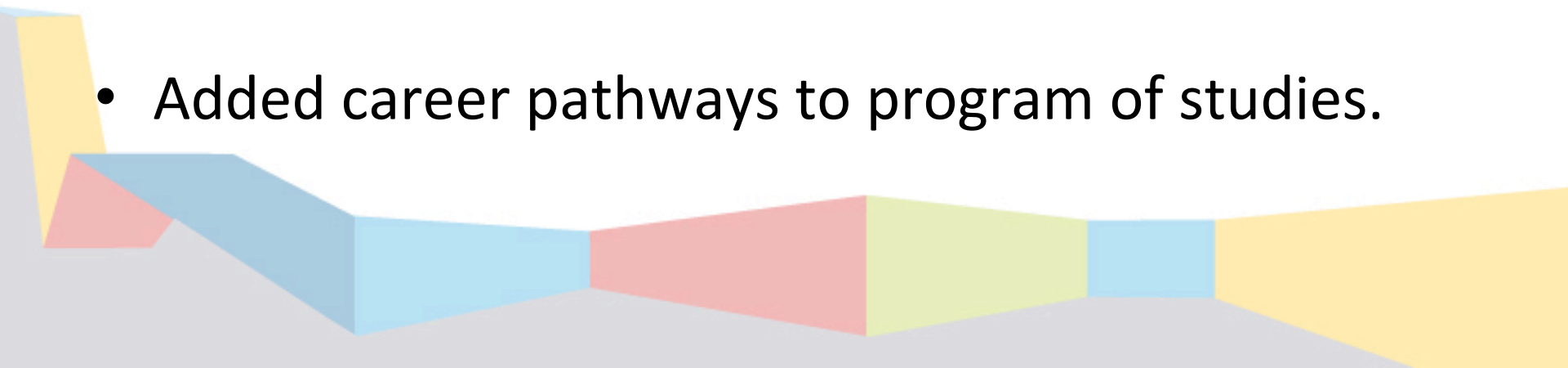
Student Achievement Accomplishments

- DESE Audit was received in April and reviewed.
- Curriculum writing committee was formed.
- Alternative School committee was formed.
- Alternative School was piloted.



College and Career Readiness Accomplishments

- ACT re-testing occurred on April 14.
- Paseo Academy identified as additional site for 2012-2013.
- Master scheduling completed.
- Added career pathways to program of studies.



Classroom Management

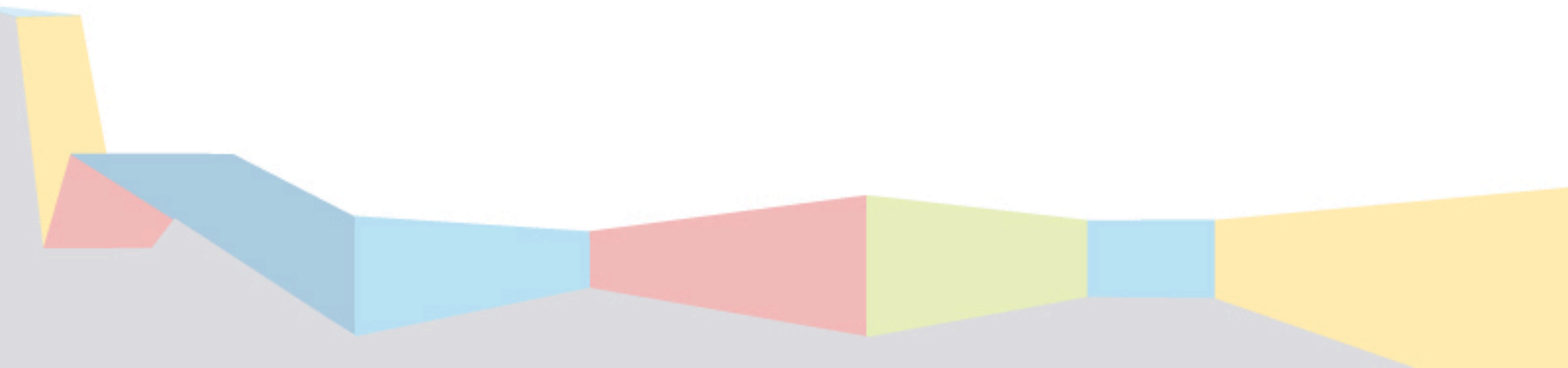
- Alternative School committee formed.
- Pilot Alternative Elementary School implemented.
- Social worker initiative will add social workers to multiple schools.
- PD identified for 2012-2013 for classroom management.



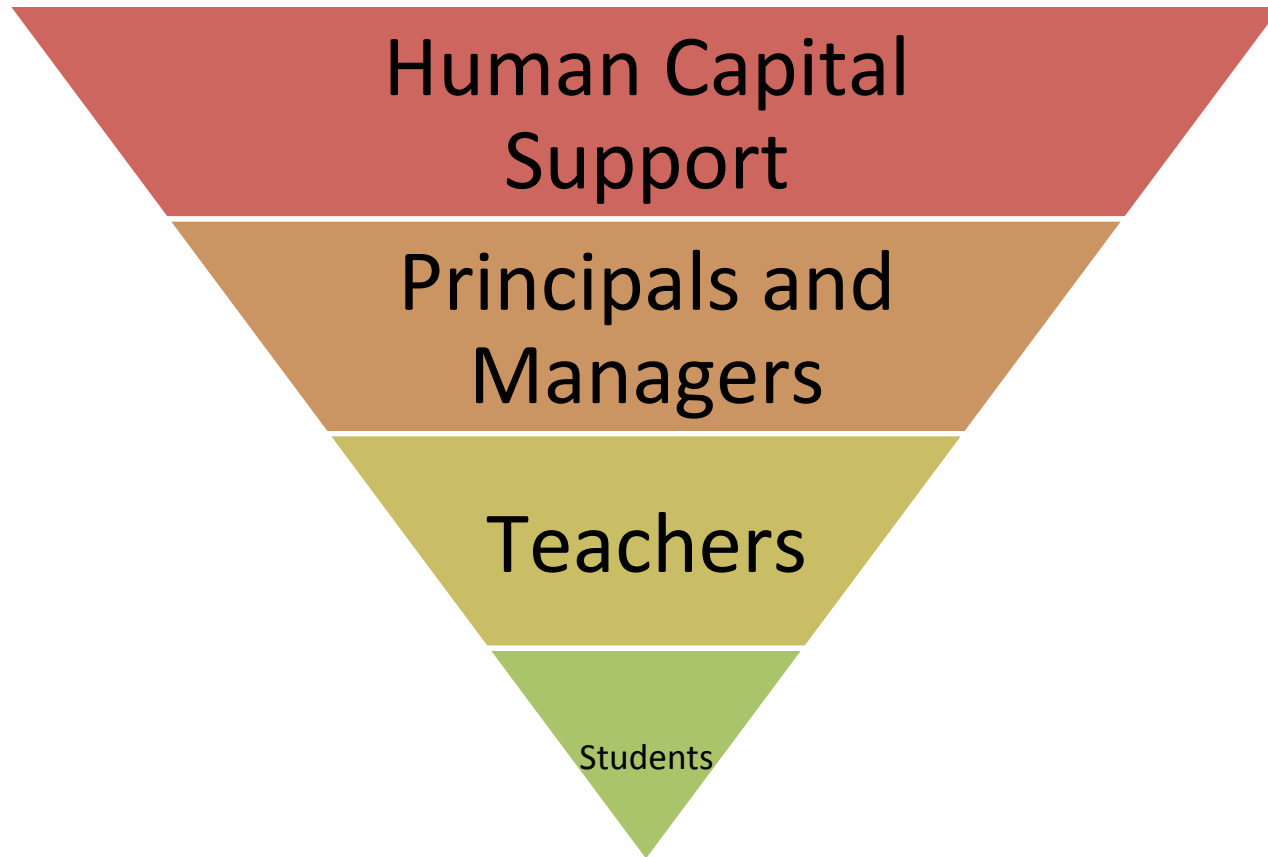
Questions?



Human Capital Management Update



Customer Service



Customer Service Survey Debrief

- Total Responses = 395
 - Supervisor/Administrator, n = 38
 - Non Supervisor/Administrator, n = 357



Customer Service Survey Debrief

	Not Identified	Supervisor or Administrator	Non-Supervisor or Non-Administrator	Total
The HCMSS Staff office is a welcoming and inviting place for visitors.	3.71	4.00	3.47	3.54
HCMSS staff members are professional and courteous.	3.87	4.14	3.59	3.67
HCMSS Staff exhibit solid understanding of HR issues.	3.54	3.68	3.42	3.45
HCMSS Staff provide accurate, helpful information.	3.73	3.78	3.45	3.51
HCMSS Staff treat requests and/or concerns with appropriate level of confidentiality.	3.69	4.03	3.58	3.63
HCMSS adequately communicates changes in benefits or policies.	3.37	3.39	3.46	3.45

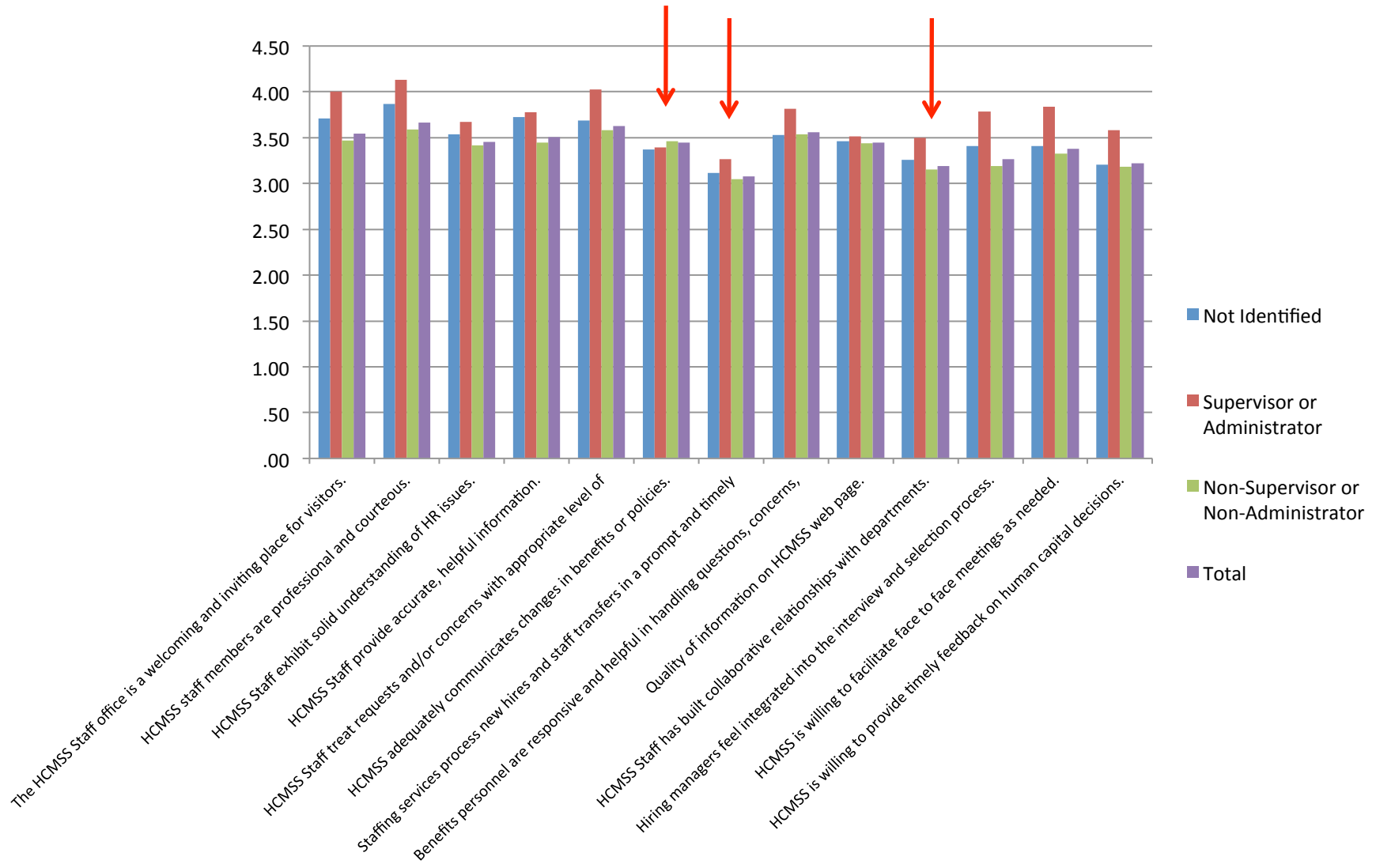
Customer Service Survey Debrief

	Not Identified	Supervisor or Administrator	Non-Supervisor or Non-Administrator	Total
Staffing services process new hires and staff transfers in a prompt and timely fashion.	3.12	3.26	3.05	3.08
Benefits personnel are responsive and helpful in handling questions, concerns, and changes to benefit options.	3.53	3.82	3.53	3.56
Quality of information on HCMSS web page.	3.46	3.51	3.44	3.45
HCMSS Staff has built collaborative relationships with departments.	3.26	3.50	3.15	3.19
Hiring managers feel integrated into the interview and selection process.	3.41	3.78	3.19	3.27
HCMSS is willing to facilitate face to face meetings as needed.	3.41	3.84	3.32	3.38
HCMSS is willing to provide timely feedback on human capital decisions.	3.21	3.58	3.18	3.22
Scale: Strongly Agree =5, Agree = 4, Neutral = 3, Disagree =2, Strongly Disagree =1				

Customer Service Survey Debrief

	Not Identified	Supervisor or Administrator	Non-Supervisor or Non-Administrator	Total
Job applicant screening	3.48	3.47	3.30	3.33
Job posting process	3.46	3.68	3.41	3.44
Defined interview process	3.51	3.49	3.20	3.26
Pre-employment drug screening	3.39	3.29	3.31	3.32
New employee orientation	3.22	3.13	3.15	3.16
Employee Handbook	3.35	3.05	3.15	3.17
Benefits Open Enrollment Process	3.67	3.84	3.60	3.63
Retirement planning process	3.44	3.53	3.32	3.35
Advice on employee/personnel issues	3.40	3.37	3.21	3.24
FMLA Process	3.44	3.68	3.29	3.34
Worker's Compensation Process	3.40	3.68	3.22	3.28
Employee Recognition Events	3.16	2.95	2.90	2.94
Manager and Supervisory Training	3.12	3.05	3.08	3.08
Wellness Events	3.94	4.03	3.90	3.92
Scale: Highly Effective = 5. Effective = 4. No Opinion =3, Ineffective = 2, Highly Ineffective = 1				

Customer Service Survey Debrief



School Visits

High Schools Update

Met with all high school principals

SCHOOL	COMMENTS
East High School	Met
Central High School	Met
Northeast High School	Met
Lincoln College Preparatory Academy	Met
Southwest Early College Campus	Met
Paseo Academy of Fine and Performing Arts	Met

Elementary Schools Update

SCHOOL	COMMENTS
Attucks Elementary	No response as of yet
Banneker Elementary	No response as of yet
Border Star Montessori	Met via phone
Carver Dual Language	Met
Faxon Elementary	No response as of yet
Foreign Language Academy	Met
Garcia Elementary	No response as of yet
Garfield Elementary	NO NEED - REQUESTED NOT TO MEET
Gladstone Elementary	NO NEED - REQUESTED NOT TO MEET
Hartman Elementary	Met
Holliday Montessori	No response as of yet
J. A. Rogers Elementary	NO NEED - REQUESTED NOT TO MEET
James Elementary	No response as of yet
King Elementary *	Meeting scheduled for 04/25/12
Longfellow Elementary	No response as of yet
Melcher Elementary	No response as of yet
Paige Elementary *	Meeting scheduled for 04/25/12
Pitcher Elementary	No response as of yet
Trailwoods Elementary	No response as of yet
Troost Elementary	Met
Wendell Phillips Elementary	Met
Wheatley Elementary	Met
Whittier Elementary	Met

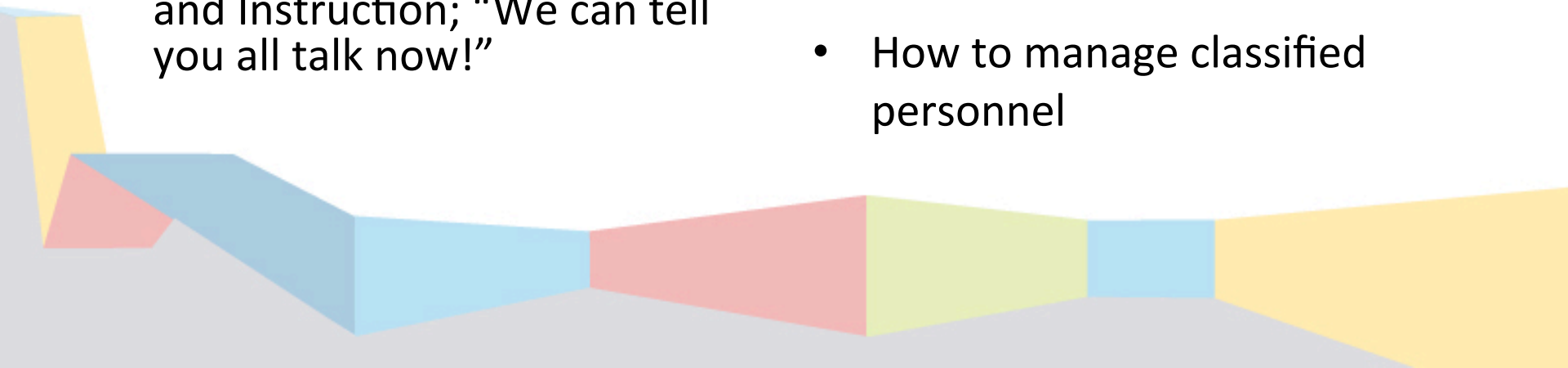
School Visits Themes

Working Well

- Appreciated the meeting
- Good HR customer service; staff is responsive
- Evaluation rubric
- Evaluation tool refinement focus groups. Like giving feedback
- Partnership with Curriculum and Instruction; “We can tell you all talk now!”

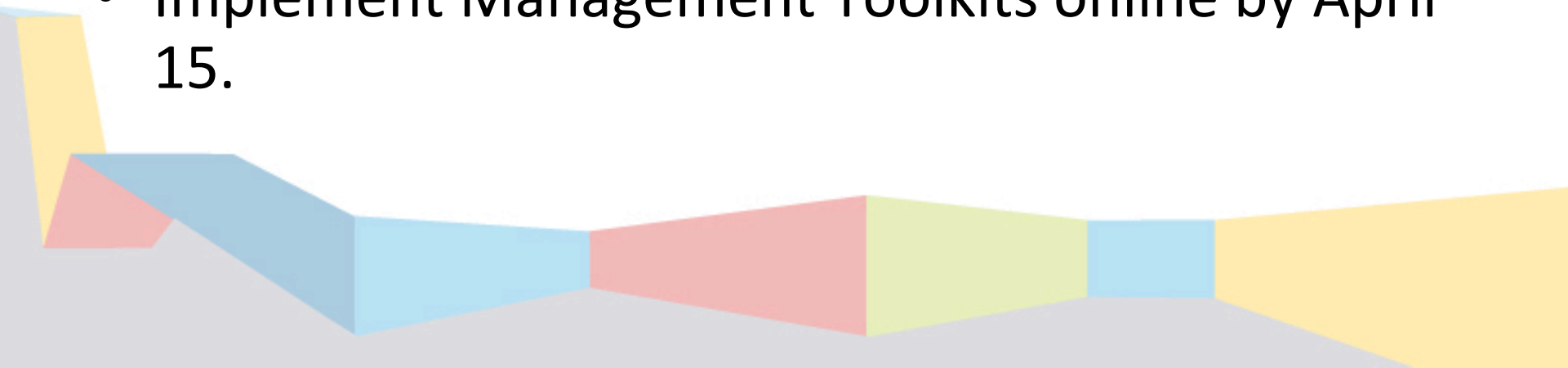
Not Working

- Evaluation process is too onerous; streamline it
- Onboarding turnaround time
- What are the HR rules?; communicate expectations
- We need a substitute pool for administrators
- How to manage classified personnel



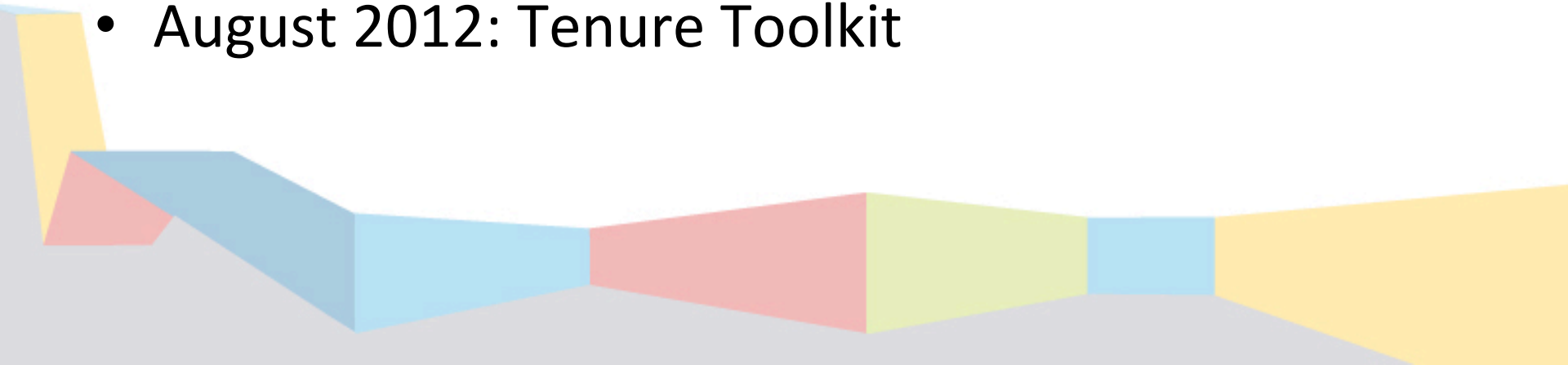
Accomplishments with SMART Goals

- Assistant Superintendent will visit 8 schools per week beginning in April 2012.
- Collaborative meetings with Curriculum and Instruction on a weekly basis.
- Implement Management Toolkits online by April 15.



What's next for SMART Goals

- June 2012: Professional Development
- July 1: Employee Toolkit
- July 1: Employee Handbook
- August 2012: Tenure Toolkit



Questions?



Office of Student Intervention

Action Steps and Results

Office of Student Interventions

- Where we're going:
 - Coordinated approach that will prioritize schools with the most critical needs and provide social supports and resources with input from school level administrations, staff and parents.



ACTION PLAN ACCOMPLISHMENTS

- Office of Student Intervention established.
- Contracted with grant writer/consulting firm and have applied for two grants.
- Elementary and secondary schools have been divided into four zones – Central, Northeast, East and Southwest.



Office of Student Interventions

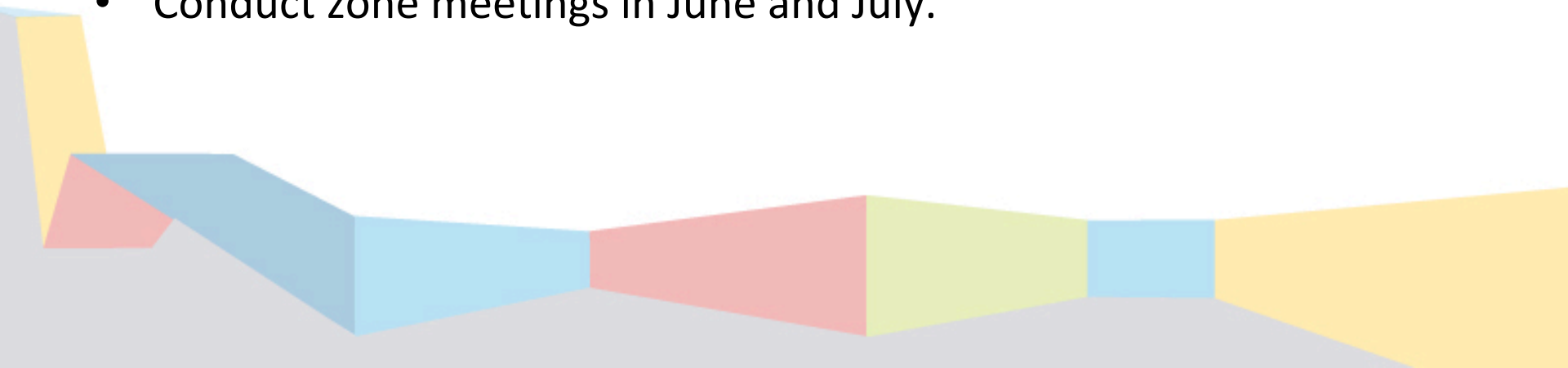
ACCOMPLISHMENTS (cont.)

- Student list of dropouts for the SY12, SY13, SY14 and SY15 cohorts have been identified.
- MOSIS error report with dropout exit code has been accessed and downloaded.



Action Steps

- Divide schools into 4 geographic zones.
- Survey schools to identify critical needs.
- Align and strengthen current partnerships to meet needs by zone and school.
- Identify and recruit promising partnerships.
- Conduct zone meetings in June and July.



Zone 1 Central

Central

Paseo

Faxon

Phillips

Melcher

Foreign Language

M.L. King

Longfellow

Zone 2 East

East

Lincoln Prep

Attucks

Gladstone

Rogers

Trailwoods

Pitcher

Zone 3 Northeast

Northeast

Carver

Garcia

Garfield

James

Wheatley

Whittier

Zone 4 Southwest

Southwest

Hartman

Border Star

Banneker

Holliday

Paige

Troost

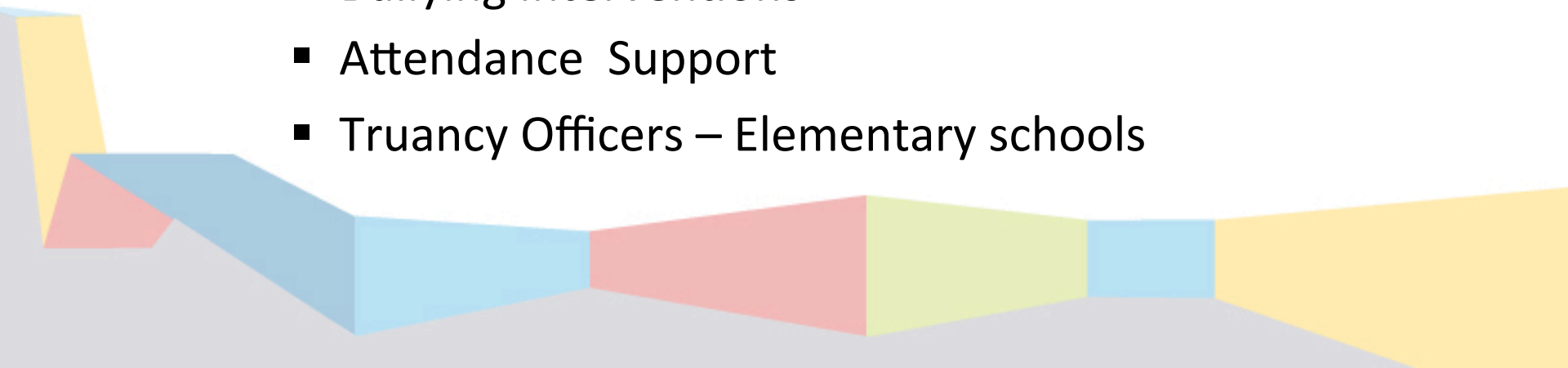
Needs Assessment Summary

High Level of Need:

- Social Workers
- Mental Health Professionals
- Truancy Officers –high schools
- Family Support

Needed:

- Bullying Interventions
- Attendance Support
- Truancy Officers – Elementary schools



Partnerships for Behavioral Support

Current Formal Partnerships

- AIM4Peace Violence Prevention Project
- Awesome Ambitions, Inc
- Big Brothers Big Sisters of Greater Kansas City
- Bridgeport Church
- Campfire USA
- Community LINC
- Community Mediation Center
- Cornerstones of Care, Gillis
- Family Court Division, 16th Judicial Circuit of Missouri
- First Call Alcohol/Drug Prevention & Recovery
- Friendship Baptist Church
- Hallmark Cards
- Harmony
- Ivanhoe Neighborhood Council
- LifeGuard Youth Development
- LULAC National Educational Service Centers, Inc.
- Kansas City (LNEESC KC)
- Mattie Rhodes
- 20/20 Leadership
- MPACT-Missouri Parents Act
- National Alliance on Mental Illness (NAMI)
- Pen or Pencil
- Reconciliation Services
- Research Psychiatric
- Rose Brooks Center, INC.
- Samuel U. Rodgers Health Center, Inc
- Score 1 for Health
- Second Wind Counseling & Consulting
- Shook, Hardy & Bacon
- Children's Connection
- Kansas City Free Health Clinic
- The Somali Foundation, INC.
- United Services Community Action Agency
- Wildflowers and Butterflies, Inc. Get Schooled

Partnerships for Behavioral Support

In Process

- Gillis
- Get Schooled

Potential Partnerships

- Local Congregations
- Concerned Clergy
- School Advisory Committees
- Parent Groups
- Businesses
- Neighborhood Associations

Questions and Answers

RSIT Breakout Discussion

Feedback/Requests

Monthly Meeting Date