



Regional School Improvement Team (RSIT)

January 23, 2020

KANSAS CITY

PUBLIC SCHOOLS



APR Results

Jerome Williams
Research and Assessment
Manager

2019 MSIP5 KCPS APR Support Data Report: Standard 1

2019 MSIP5 District/Charter APR Supporting Data Report - Public Final

KANSAS CITY 33 (048078)

[To Summary Data](#)

[Academic Achievement](#) | [Subgroup Achievement](#) | [CCR-HSR](#) | [Attendance](#) | [Graduation Rate](#)

1. Academic Achievement	Metric		2017 *			2018 *			2019		
English Language Arts			% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score
Status	263.4	Approaching	35.9%	270.1	6.7	24.6%	259.3	3	24.9%	260.8	5.3
Progress	-0.6	Floor	Prior 2 Yr NCE Avg = 4.8			Current 2 Yr NCE Avg = 4.2					
Growth	50.3 / S	Exceeding									
3 Yr Progress = Average(Current NCE and Year 2 NCE) - Average(Year 2 NCE and Year 3 NCE)											
			2017 *			2018 *			2019		
Mathematics			% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score
Status	233.1	Floor	23.5%	246.1	10.3	20.7%	225.0	11.8	21.4%	228.2	14.9
Progress	2.3	Approaching	Prior 2 Yr NCE Avg = 11.0			Current 2 Yr NCE Avg = 13.3					
Growth	50.0 / N	On Track									
3 Yr Progress = Average(Current NCE and Year 2 NCE) - Average(Year 2 NCE and Year 3 NCE)											
			2016			2017			2019 *		
Science			% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score
Status	249.6	Floor	22.8%	256.2	4.7	23.6%	260.1	8	20.8%	232.4	12.9
Progress	4.1	On Track	Prior 2 Yr NCE Avg = 6.4			Current 2 Yr NCE Avg = 10.5					
			2017			2018			2019 *		
Social Studies - # - FIELD TEST			% Prof or Adv	MPI		% Prof or Adv	MPI		% Prof or Adv	MPI	
Status			34.8%	296.1		41.4%	304.6				
Progress											

* A1 and E2 were excluded in 2017. New ELA and MA assessments in 2018. New science assessment in 2019 and field test for social studies. Direct comparison of MPI and proficiency rates across years is not advisable. 2018 and 2019 ELA and Math assessments are comparable



2019 MSIP5 KCPS APR Support Data Report: Standard 2

2. Subgroup Achievement	Metric		2017 *			2018 *			2019		
English Language Arts			% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score
Status	263.4	Approaching	35.9%	270.1	17.7	24.6%	259.3	12.2	24.9%	260.8	15.4
Progress	-1.1	Floor	Prior 2 Yr NCE Avg = 14.9			Current 2 Yr NCE Avg = 13.8					
Growth	50.9 / S	Exceeding									
3 Yr Progress = Average(Current NCE and Year 2 NCE) - Average(Year 2 NCE and Year 3 NCE)											
			2017 *			2018 *			2019		
Mathematics			% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score
Status	233.1	Floor	23.5%	246.1	19.8	20.7%	225.0	20.8	21.4%	228.2	24
Progress	2.1	Approaching	Prior 2 Yr NCE Avg = 20.3			Current 2 Yr NCE Avg = 22.4					
Growth	50.6 / S	Exceeding									
3 Yr Progress = Average(Current NCE and Year 2 NCE) - Average(Year 2 NCE and Year 3 NCE)											
			2016			2017			2019 *		
Science			% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score	% Prof or Adv	MPI	NCE Score
Status	249.6	Floor	22.8%	256.2	11.8	23.6%	260.1	13.9	20.8%	232.4	20.5
Progress	4.4	On Track	Prior 2 Yr NCE Avg = 12.8			Current 2 Yr NCE Avg = 17.2					
			2017			2018			2019 *		
Social Studies - # - FIELD TEST			% Prof or Adv	MPI		% Prof or Adv	MPI		% Prof or Adv	MPI	
Status			34.8%	296.1		41.4%	304.6				
Progress											

* A1 and E2 were excluded in 2017. New ELA and MA assessments in 2018. New science assessment in 2019 and field test for social studies. Direct comparison of MPI and proficiency rates across years is not advisable. 2018 and 2019 ELA and Math assessments are comparable

2019 MSIP5 KCPS APR Support Data Report: Standard 3

3. College and Career Ready		2017			2018			2019			
1-3 CCR Assessments		% at or Abv State Standard	# at or Abv State Standard	Number of Graduates	% at or Abv State Standard	# at or Abv State Standard	Number of Graduates	% at or Abv State Standard	# at or Abv State Standard	Number of Graduates	
Status	Approaching	50.1%	403.00	805	43.6%	355.00	814	39.0%	324.25	831	
Progress	Floor	Prior 2 Yr Avg = 46.9%			Current 2 Yr Avg = 41.3%						
For details on progress please reference the MSIP5 Comprehensive Guide to Missouri School Improvement Program.											
4 Advanced Placement		% at or Abv State Standard	# at or Abv State Standard	Number of Graduates	% at or Abv State Standard	# at or Abv State Standard	Number of Graduates	% at or Abv State Standard	# at or Abv State Standard	Number of Graduates	
Status	Approaching	44.5%	358.50	805	44.9%	365.75	814	39.7%	330.25	831	
Progress	Floor	Prior 2 Yr Avg = 44.7%			Current 2 Yr Avg = 42.3%						
CTE Expansion * (Yes)											
For details on progress please reference the MSIP5 Comprehensive Guide to Missouri School Improvement Program.											
5-6 Postsecondary Placement		% Earning Qualifying Score	# Earning Qualifying Score	Number of Graduates	% Earning Qualifying Score	# Earning Qualifying Score	Number of Graduates	% Earning Qualifying Score	# Earning Qualifying Score	Number of Graduates	
Status	Target	93.3%	694	744	88.8%	712	802	91.7%	743	810	
Progress	Floor	Prior 2 Yr Avg = 91.1%			Current 2 Yr Avg = 90.3%						
3 Yr Progress = Average(Current Pct and Year 2 Pct) - Average(Year 2 Pct and Year 3 Pct)											

2019 MSIP5 KCPS APR Support Data Report: Standard 4

4. Attendance	Pct.		2017			2018			2019		
Attendance *			% of Regular Attendance	Num. Above 90%	Num. Attend.	% of Regular Attendance	Num. Above 90%	Num. Attend.	% of Regular Attendance	Num. Above 90%	Num. Attend.
Status	79.3%	Floor	82.5%	11635.5995	14097.6033	78.2%	10860.2501	13889.6728	77.2%	10640.2498	13787.2693
Progress	-2.7%	Floor	Prior 2 Yr Avg = 80.4%					Current 2 Yr Avg = 77.7%			
	3 Yr Progress = Average(Current Pct and Year 2 Pct) - Average(Year 2 Pct and Year 3 Pct)										

* Students with attendance of $\geq 85\%$ (.25), $\geq 87.5\%$ (.5), $\geq 90\%$ (1.0)



2019 MSIP5 KCPS APR Support Data Report: Standard 5

5. Graduation Rate	Pct.		2017			2018			2019		
Four-Year Graduation Rate			4-Yr Rate	4-Yr Grads	4-Yr Adj. Cohort	4-Yr Rate	4-Yr Grads	4-Yr Adj. Cohort	4-Yr Rate	4-Yr Grads	4-Yr Adj. Cohort
Status	71.8%	Floor	72.8%	701	963	70.9%	737	1040	71.6%	743	1038
Progress	-0.6%	Floor	Prior 2 Yr Avg = 71.9%			Current 2 Yr Avg = 71.3%					
3 Yr Progress = Average(Current Pct and Year 2 Pct) - Average(Year 2 Pct and Year 3 Pct)											

	Pct.		2017			2018			2019		
Five-Year Graduation Rate			5-Yr Rate	5-Yr Grads	5-Yr Adj. Cohort	5-Yr Rate	5-Yr Grads	5-Yr Adj. Cohort	5-Yr Rate	5-Yr Grads	5-Yr Adj. Cohort
Status	76.8%	Approaching	77.3%	773	1000	77.5%	752	970	75.5%	785	1040
Progress	-0.9%	Floor	Prior 2 Yr Avg = 77.4%			Current 2 Yr Avg = 76.5%					
3 Yr Progress = Average(Current Pct and Year 2 Pct) - Average(Year 2 Pct and Year 3 Pct)											

	Pct.		2017			2018			2019		
Six-Year Graduation Rate			6-Yr Rate	6-Yr Grads	6-Yr Adj. Cohort	6-Yr Rate	6-Yr Grads	6-Yr Adj. Cohort	6-Yr Rate	6-Yr Grads	6-Yr Adj. Cohort
Status	77.1%	Approaching	74.0%	686	927	78.9%	791	1003	78.4%	763	973
Progress	2.2%	Approaching	Prior 2 Yr Avg = 76.5%			Current 2 Yr Avg = 78.7%					
3 Yr Progress = Average(Current Pct and Year 2 Pct) - Average(Year 2 Pct and Year 3 Pct)											

	Pct.		2017			2018			2019		
Seven-Year Graduation Rate			7-Yr Rate	7-Yr Grads	7-Yr Adj. Cohort	7-Yr Rate	7-Yr Grads	7-Yr Adj. Cohort	7-Yr Rate	7-Yr Grads	7-Yr Adj. Cohort
Status	76.6%	Approaching	75.9%	698	920	74.5%	691	927	79.4%	794	1000
Progress	1.8%	Floor	Prior 2 Yr Avg = 75.2%			Current 2 Yr Avg = 77.0%					
3 Yr Progress = Average(Current Pct and Year 2 Pct) - Average(Year 2 Pct and Year 3 Pct)											



KCPS 2018 vs 2019 APR Points

KCPS APR Point Summary 2018 vs. 2019		
<i>* SY 2019 APR points will not be officially released</i>		
	2018 Points Earned	2019 Points Earned
1. Academic Achievement		
*ELA	15	16
**Mathematics	15	6
Science	NA	6
Social Studies	5	NA
2. Subgroup Achievement		
ELA	4	4
Mathematics	4	3
Science	NA	2
Social Studies	1	NA
3.1-3 CCR Assessments	6	6
3.4 Advanced Placement	7.5	6
*CTE Expansion	2	2
3.5-6 Postsecondary Placement	10	10
4. Attendance	6	0
5. Graduation Rate	24	24
Total Points	99.5	85
Total Points Possible	120	130
Percent of Points	82.9%	65.4%

**Increased Growth from 6 to 12 pts*

***Only received Growth points*



SY15-19 Total APR Points Earned by Building

School	SY 2018	SY 2019
<i>Lincoln Prep</i>	100%	100%
<i>Hale Cook Elementary</i>	96%	96%
<i>Foreign Language Academy</i>	98%	94%
<i>Carver Dual Language</i>	80%	93%
<i>Phillips Elementary</i>	100%	93%
<i>Border Star Montessori</i>	100%	91%
<i>Holliday Montessori</i>	96%	86%
<i>James Elementary</i>	98%	86%
<i>Pitcher Elementary</i>	100%	84%
<i>Whittier Elementary</i>	95%	82%
<i>Hartman Elementary</i>	100%	79%
<i>Gladstone Elementary</i>	100%	77%
<i>Paseo</i>	67%	76%
<i>Melcher Elementary</i>	75%	75%
<i>AC Prep Elementary</i>	76%	74%
<i>Faxon Elementary</i>	60%	67%
<i>Rogers Elementary</i>	79%	58%
<i>Banneker Elementary</i>	46%	54%
<i>Trailwoods Elementary</i>	96%	54%
<i>Southeast High/AC College Prep</i>	40%	53%
<i>Longfellow Elementary</i>	44%	49%
<i>King Elementary</i>	16%	47%
<i>Garfield Elementary</i>	75%	45%
<i>Central Middle</i>	32%	43%
<i>East High</i>	52%	41%
<i>Wheatley Elementary</i>	28%	39%
<i>Northeast High</i>	34%	33%
<i>Northeast Middle</i>	6%	27%
<i>Central High</i>	27%	25%
<i>Troost Elementary</i>	46%	24%
<i>Garcia Elementary</i>	59%	11%



SY19 Total APR Points Earned by Building and Standard

SCHOOL_NAME	Accreditation	Total Percentage	Total Points	Pts Possible	1_Academic Achievement	2_Subgroup Achievement	3_CCR	4_Att	5_Grad
CENTRAL ACADEMY OF EXCELLENCE	Unaccredited	25.00%	32.5	130	9	2	15.5	0	6
EAST HIGH SCHOOL	Unaccredited	41.20%	53.5	130	18	4	13.5	0	18
NORTHEAST HIGH SCHOOL	Unaccredited	32.70%	42.5	130	9	2	13.5	0	18
PASEO ACAD. OF PERFORMING ARTS	Accredited	76.20%	99	130	34	9	22	4	30
SOUTHEAST HIGH SCHOOL	Provisionally Accredited	53.10%	69	130	18	5	16	0	30
LINCOLN COLLEGE PREP.	Distinguished	100.00%	110	110	32	8	30	10	30
AC PREP ELEMENTARY	Accredited	74.30%	52	70	33	9		10	
B. BANNEKER ELEM.	Provisionally Accredited	54.30%	38	70	30	8		0	
BORDER STAR MONTESSORI	Distinguished	91.40%	64	70	43	11		10	
CARVER DUAL LANGUAGE SCHOOL	Distinguished	92.90%	65	70	44	11		10	
CENTRAL MIDDLE SCHOOL	Unaccredited	42.90%	30	70	24	6		0	
FAXON ELEMENTARY	Provisionally Accredited	67.10%	47	70	36	9		2	
FOREIGN LANGUAGE ACADEMY	Distinguished	94.30%	66	70	44	12		10	
GARFIELD ELEM.	Unaccredited	45.00%	31.5	70	18	6		7.5	
GEORGE MELCHER ELEM.	Accredited	75.00%	52.5	70	36	9		7.5	
GLADSTONE ELEM.	Accredited	77.10%	54	70	35	9		10	
HOLLIDAY MONTESSORI	Accredited	85.70%	60	70	40	10		10	
JAMES ELEM.	Accredited	85.70%	60	70	40	10		10	
JOHN T. HARTMAN ELEM.	Accredited	78.60%	55	70	35	10		10	
LONGFELLOW ELEM.	Unaccredited	49.30%	34.5	70	21	6		7.5	
M. L. KING ELEMENTARY	Unaccredited	47.10%	33	70	24	9		0	
NORTHEAST MIDDLE SCHOOL	Unaccredited	27.10%	19	70	15	4		0	
PHILLIS WHEATLEY ELEM.	Unaccredited	38.60%	27	70	15	6		6	
PITCHER ELEM.	Accredited	83.60%	58.5	70	41	10		7.5	
PRIMITIVO GARCIA ELEM.	Unaccredited	11.40%	8	70	0	2		6	
ROGERS ELEMENTARY	Provisionally Accredited	57.90%	40.5	70	24	7		9.5	
TRAILWOODS ELEM.	Provisionally Accredited	54.30%	38	70	22	6		10	
TROOST ELEM.	Unaccredited	24.30%	17	70	12	5		0	
WENDELL PHILLIPS ELEM.	Distinguished	92.90%	65	70	44	11		10	
WHITTIER ELEM.	Accredited	82.10%	57.5	70	40	10		7.5	
HALE COOK ELEMENTARY	Distinguished	96.00%	48	50	30	8		10	



Questions and Answers



Attendance
90/90

Jerome Williams

Research and Assessment
Manager

Major Stevie Brooks

Dropout Prevention
Coordinator

Proportional Attendance Rate (PAR)

SY 18/19 vs SY 19/20

School	SY19	SY20	Difference
African-Centered Elem	93.2	91.5	-1.7
Banneker Elem	74.8	85.6	10.8
Border Star Elem	96.7	96.0	-0.7
Carver Elem	94.1	93.6	-0.5
Central	55.5	53.2	-2.3
Central Middle School	63.0	58.5	-4.5
East	67.4	65.0	-2.4
Faxon Elem	84.0	87.5	3.5
FLA Elem	96.3	95.9	-0.4
Garcia Elem	83.1	83.6	0.4
Garfield Elem	85.6	89.5	3.9
Gladstone Elem	89.8	93.9	4.2
Hale Cook Elem	90.7	93.1	2.4
Hartman Elem	92.6	87.0	-5.5
Holliday Elem	93.3	93.7	0.4
James Elem	92.3	91.9	-0.4
King Elem	68.1	73.3	5.2
Lincoln Prep	94.2	93.9	-0.3
Longfellow Elem	90.2	85.2	-5.0
Melcher Elem	86.7	85.1	-1.5
Northeast	46.2	57.6	11.5
Northeast Middle	63.0	72.0	9.0
Paseo	86.3	91.1	4.8
Phillips Elem	91.9	88.8	-3.1
Pitcher Elem	89.4	88.7	-0.6
Rogers Elem	90.4	88.6	-1.7
Southeast High School	61.0	56.0	-5.0
Trailwoods Elem	93.0	92.0	-1.0
Troost Elem	71.1	74.9	3.9
Wheatley Elem	86.2	89.2	3.0
Whittier Elem	85.0	90.6	5.6
District Totals	79.8	81.4	1.6

Improvements

Systemic Improvement

- Automation to Protect Attendance Data and Process Integrity
- Developed District-wide Attendance Accountability Standard Operating Procedures (SOP)
- Established District-wide Attendance Training and Certification program
- Security of Tyler Permission and Authorization User Protocol
- District Whistleblower reporting process

Checks & Balances Process

- District-wide Schools Self- Assessment and Unannounced Attendance Audit

Initiatives

- Chronic Absenteeism Intervention Programs
- Graduation Recognize Incentive Program (G.R.I.P.)



Questions and Answers



Mid-Year I-Ready Results

Dr. Marla Sheppard
Deputy Superintendent

IReady Diagnostic 2 Math Growth

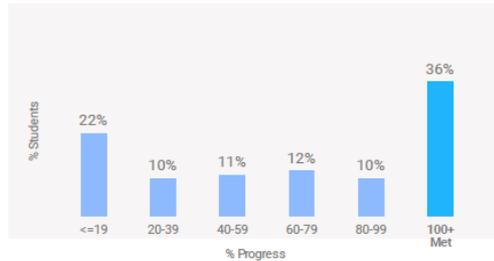
Progress to Annual Typical Growth (Median)

[Learn more about growth](#) 

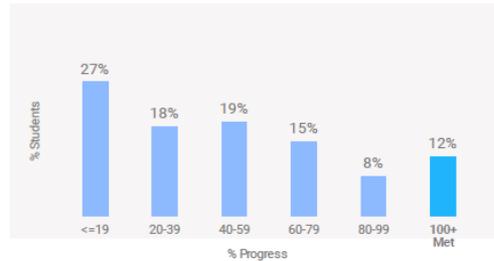


The median percent progress towards Typical Growth for this school is 72%. Typical growth is the average annual growth for a student at their grade and placement level.

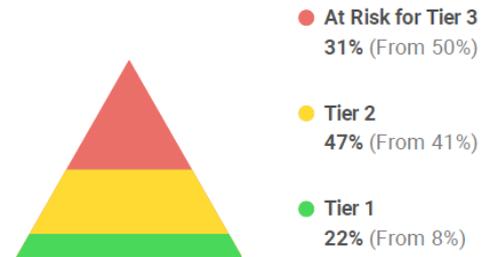
Distribution of Progress to Annual Typical Growth



Distribution of Progress to Annual Stretch Growth



Current Placement Distribution



IReady Diagnostic 2 Reading Growth

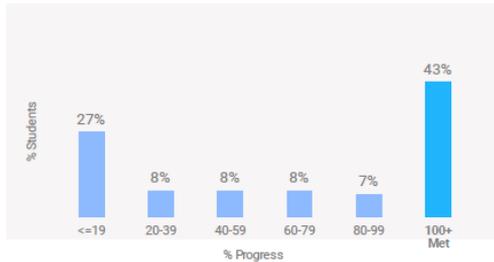
Progress to Annual Typical Growth (Median)

[Learn more about growth](#) 

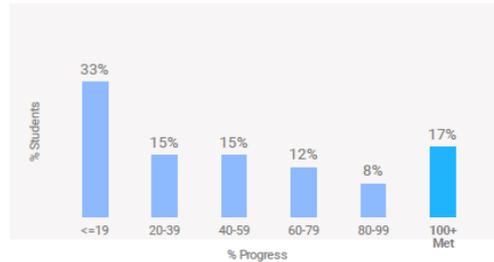


The median percent progress towards Typical Growth for this school is 78%. Typical growth is the average annual growth for a student at their grade and placement level.

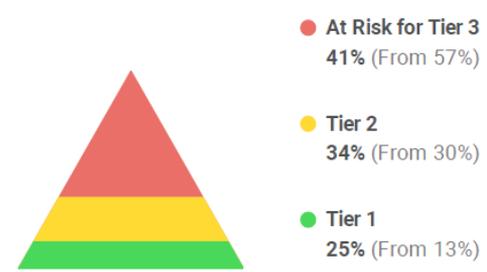
Distribution of Progress to Annual Typical Growth



Distribution of Progress to Annual Stretch Growth



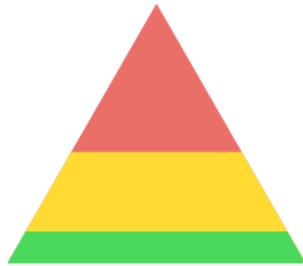
Current Placement Distribution



IReady Diagnostic 2 Math Results

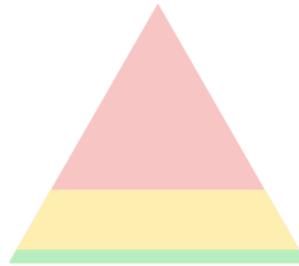
Criterion Referenced

Overall Placement



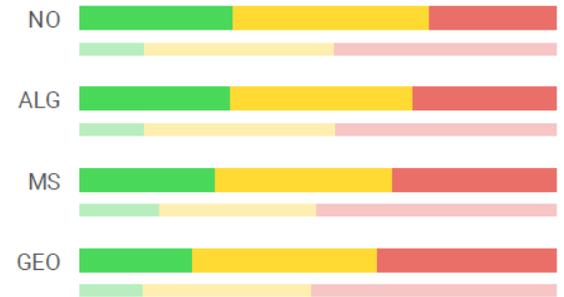
Diagnostic 2

- **At Risk for Tier 3**
33% (From 52%)
- **Tier 2**
45% (From 39%)
- **Tier 1**
22% (From 8%)



Diagnostic 1

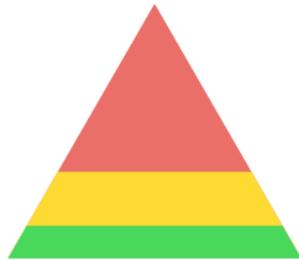
Placement By Domain



IReady Diagnostic 2 Reading Results

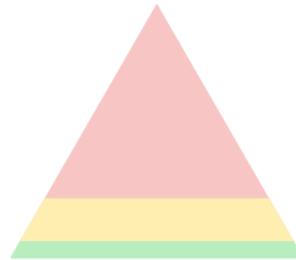
Criterion Referenced

Overall Placement



Diagnostic 2

- At Risk for Tier 3
44% (From 59%)
- Tier 2
33% (From 29%)
- Tier 1
24% (From 13%)



Diagnostic 1

Placement By Domain



Questions and Answers



KCPS
Recruitment &
Retention
SY20

Dr. Jennifer Collier
Chief Human Resources Officer

Teacher Vacancies

"Turnover accounts for 90% of the demand for new teachers, exacerbating shortages and undermining academic progress".

The Role of Principal in Addressing Teacher Shortages (Research Brief)
Learning Policy Institute (2017)

"High-poverty schools are hit the hardest: They find it harder to fill vacancies than low-poverty schools and schools overall,...".

Garcia and Weiss (2019)
The Perfect Storm in the Teacher Labor Market, a series
from the Economic Policy Institute

KCPS Recruitment Strategies

➤ Traditional College Visits Recruitment

➤ 37 University visits scheduled for SY20

- HBCUs based on district staff alumni affiliation
- Texas State University/ Puerto Rico

➤ Teacher Recruitment Team (Began in January 2019)

➤ 15 KCPS Teachers

➤ Required to attend at least 2 recruitment events per year

➤ Each member tasked with:

- Promoting district with a positive image
- Assist with identifying quality teacher candidates
- Assist with interviewing candidates for future positions



KCPS Recruitment Strategies

➤ Experience KCPS (SY2019)

- Northwest Missouri State (Junior class)- 60 attended
- Multiple Universities- 16 attended
- Teach for America- 9 attended

➤ Experience KCPS (SY2020)

- Northwest Missouri State University- September 19th (64 attended/ 1 hired)
- Lincoln University (Jefferson City)- November 8th (3 attended/ 1 hired)
- University of Missouri – November 15th (34 attended)
- Multiple colleges/universities- November 25th (24 attended/ 5 hired)



KCPS Recruitment Strategies

- KCPS Job Fair (February 2019)
 - Total Interviews: 141
 - Blue Card Recipients: 54
 - Offers Made: 38 (Early Contracts Awarded)
 - Signed Contracts: 32

- KCPS Job Fair SY20: February 8th



Recruitment Strategies Partnerships

➤ Key Partnerships

- Teach For America- 17 hired for SY20 (7 in hard to fill areas)
- Kansas City Teacher Residency (KCTR)- 7 hired for SY20 + 6 new residents (1 in hard to fill area)
- MU Fellows- 4 Teachers: Troost (2), Phillips (1), Trailwoods (1)
- Student teachers – 7 (Fall Semester)/ 21 (Spring Semester) Grow Your



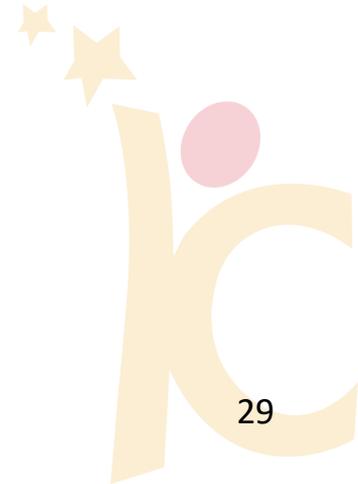
Teacher Vacancy Data (SY20)

Start of SY20	To-Date (January 21, 2020)	Schools/Positions
<p>7.4 (.7% vacancy rate)</p>	<p>20.4 (1.9% vacancy rate)</p>	<p>Elementary (3): Troost; Wheatley ; Phillips Math (3): SEHS; CMS; NEMS Science (3): East; CMS; Lincoln Middle ELA (3): CMS; East (ELL); NEHS</p> <p>Support Teachers Art (3): Rogers/James (rearrange due to additional classes) Gladstone/Phillips; NEHS Music (2.4): Knotts; SEHS; Trailwoods/Whittier PE (1): NEMS (girls) Ispark/ Computers (2): Lincoln Middle; Troost</p>

Teacher Mid-Year Loss Rates

3-Year Trend Data
(Start of school- January 31st)

School Year	Total number of classroom teachers	Total Number of teachers who departed	Loss Rate
SY 2017-18	1021	28	2.7%
SY 2018-19	1085	38	3.5%
SY 2019-20	1059	53	5%



Teacher Mid-Year Loss by School

3-Year Trend Data (Start of school- January 31st)

SY18	SY19	SY20
<p><u>Elementary Schools</u></p> <p>Border Star Hale Cook Phillips Rogers Trailwoods Garcia -2 Hartman- 2 Holliday-2 Wheatley-2</p> <p><u>Middle Schools</u></p> <p>Northeast Middle</p> <p><u>High Schools</u></p> <p>Lincoln Academy Southeast East-3 Northeast-3 Central -5</p> <p><u>Departments</u></p> <p>Language Services (Resource Teacher)</p>	<p><u>Elementary Schools</u></p> <p>Border Star Carver Garfield Hale Cook Holliday James King Trailwoods Wheatley Whittier Garcia-2 Longfellow-2</p> <p><u>Middle Schools</u></p> <p>Central Middle- 3 Northeast Middle- 6</p> <p><u>High Schools</u></p> <p>East Success at Anderson Central- 2 Paseo- 2 Northeast- 3 Southeast- 4</p>	<p><u>Elementary Schools</u></p> <p>James King Rogers Trailwoods Gladstone Whittier Banneker-2 Garfield-2 Success at Knotts-2 Phillips-2 Troost-3 Wheatley-3</p> <p><u>Middle Schools</u></p> <p>Lincoln Middle- 2 Northeast Middle-6 Central Middle- 9</p> <p><u>High Schools</u></p> <p>Lincoln Central - 2 Paseo- 2 Southeast-2 Success at Anderson- 4 East- 5</p>

Teacher Retention

Why Teachers Leave?

State-wide Data

- Family reasons
- Lack of administrative support
- Low salaries
- Challenging working conditions

KCPS Exit Survey Data

- Lack of administrative support
- Student behavior
- Lack of Resources
- Family Considerations



KCPS Retention Strategies

- Excellent Professional Development Opportunities (i.e. Teacher Institute commenced summer 2018: 500+ attendees/ 2019: 800+ attendees)
- Additional Curriculum and Instruction and interventionist staff to provide real-time, hands-on support for teachers (Coaches, Reading Interventionists, Math Interventionists)
- Summer 2020 – New Teacher Bootcamp



KCPS Retention Strategies

- More Competitive Compensation Package
- Teacher Rock Days (October 18, 2019)
- Cordish-sponsored One Light or Two Light Apartment (2-year free of charge for a KCPS Teacher)
- Annual Employee Recognition & Service Awards Ceremony
 - Excellence in Education Awards (commenced SY19)-- SSKC Grant
- Teacher/Principal of the Year Ceremony
- KCPS Intramural Days (November 23, 2019/ Central High School)



Questions and Answers



Department of
Student
Support
Services

Dr. Lateshia Woodley
Executive Director

**Victims of Crime ACT
Program(VOCA)
\$2,587,500
Grant Award**

KANSAS CITY

PUBLIC SCHOOLS





VOCA Grant



KCPS was awarded the VOCA grant to Support the Implementation of our Trauma Informed School System Model.

GOAL:

To implement evidence based interventions through training and education to improve the physical health, and mental health and well-being of our students.



VOCA Funding Targets 10/1/19-6/30/22

- **Increasing the number of Trauma Sensitive Clinicians –**
(6) additional positions
- **Expansion of the Mentoring Program**
(1) Mentoring Data Analyst
(1) Mentoring Coordinator
- **District-wide Implementation of the Restorative Practice Model**
(Beginning with the 8 Comprehensive Schools and 2 Alternative schools)



Trauma Focused



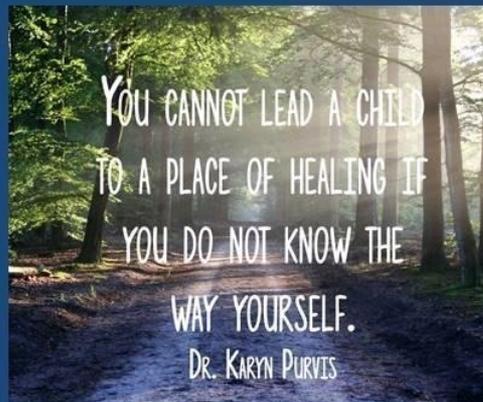
3 Pillars of Trauma Informed Schools

Pillar 1: SAFETY

Pillar 2: CONNECTIONS

Pillar 3: MANAGING EMOTIONS

(Howard Bath- Reclaiming Children & Youth)





Professional Development

- Fires in the Classroom – 1/29
- Behavior is a Symptom and not the disease 2/26
- Understanding the Cycle of Poverty 2/25
- Hotline 911 4/22
- CPI- Crisis Prevention and Intervention Training 1/24 & 1/31
- Mental Health First Aid 2/14 & 3/23



Questions and Answers



**6th Grade
Transition to
Middle School**

**Dr. Marla Sheppard
Deputy Superintendent**

Plan for Transitions

Pre-K

- Learning Inventory for K teacher
- CIPD and Enrollment will be working with KCPS elementary principals on transition

6th to 7th

- 6th grade students will visit middle schools in March
- Parent meeting will be held for elementary school parents
- Students will participate in a summer fish camp
- Systems and procedures will be taught in the summer

8th to 9th

- Students will be invited to their zoned high school
- Parent meeting will be held for middle school parents
- All high schools will have an orientation and camp for incoming students



Questions and Answers



**Plans to address
9th graders who
have failed two
courses**

**Dr. Marla Sheppard
Deputy Superintendent**

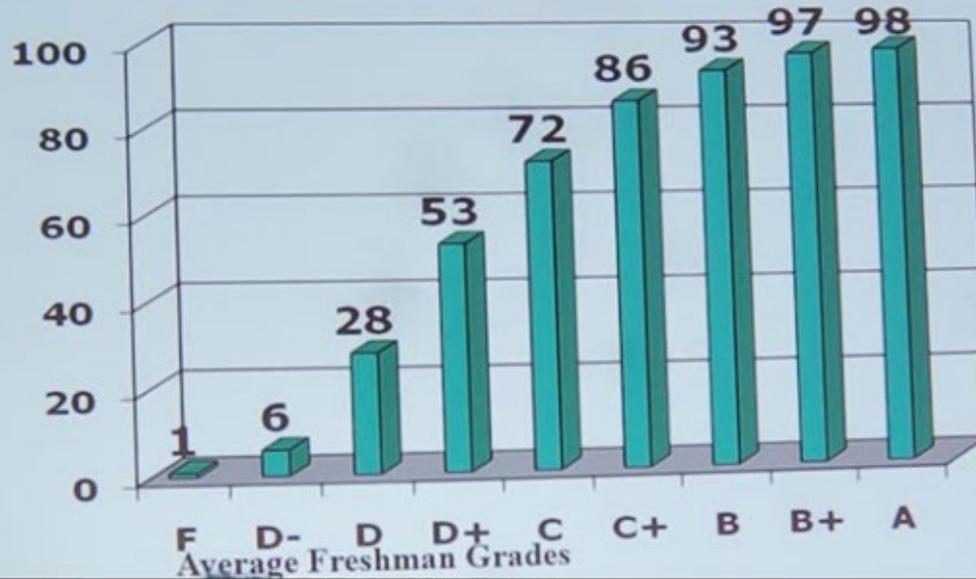
Graduation PLC – Looking at Failure Rates

- 9:05-9:20 Follow Up Items for CCR- Dr. Jermaine Wilson**
- *Project Graduation Debrief (Next Presentation in April)*
 - *Monthly Senior Meetings (EOC, Community Service, and Credits)*
 - *College Acceptance Displays*
 - *Scholarship Opportunities (Matrix)*
 - *Grad PLC Site Visits and Walkthroughs*
 - *Junior Cohort*
- 9:20-10:05 Text Protocol: “Keeping Students On-Track to Graduate”- Dr. Jermaine Wilson**
- 10:05-10:35 Failure Rates: 9th and 12th Grade- Dr. Christy Harrison**
- *Student Supports*
 - *Second Semester Grad Lab Reset*
- 10:35-10:55 DESE Cohort and G.R.I.P. Updates - Major Brooks**
- 10:55 Closure**



Graduation PLC – Looking at Failure Rates

Understanding The Relationship Between Grades and Graduation



Graduation PLC – Looking at Failure Rates

1340	Northeast	0133251	MA	Abdi, Anas Ahmed	09	MA09111Algebra 1	082835	Jennings, Felis	F
1340	Northeast	9129988	MA	Abdi, Shukri Hussein	09	MA09111Algebra 1	082835	Jennings, Felis	F
1340	Northeast	9129988	PA	Abdi, Shukri Hussein	09	VO09102Exploring Computer Science	016145	Guido, Verna	F
1340	Northeast	9129988	FL	Abdi, Shukri Hussein	09	FL09101 French I	024406	Tebe, Godlove	F
1340	Northeast	0111800	MA	Abdulkadir, Abdulkadir Abukar	09	MA09111Algebra 1	082835	Jennings, Felis	F
1340	Northeast	0111800	SC	Abdulkadir, Abdulkadir Abukar	09	SC09121Physics First	415901	Wiltse, Danielle	F
1340	Northeast	0111800	SS	Abdulkadir, Abdulkadir Abukar	09	SS09101World History	428469	Hood, Jennifer	F
1340	Northeast	0116072	EL	Abdulkadir, Leyla	09	MI09502 HS- Reading/Math Intervention	405132	Doty, Amanda	F
1340	Northeast	0085131	FL	Abdulkadir, Mahamed Abukar	12	FL09141 Spanish I	414131	Middleton, Margaret	F
1340	Northeast	0096338	EN	Abernathy, Justis	09	EN10001English 10	427080	Lightcap, Kelly	F
1340	Northeast	0096338	SC	Abernathy, Justis	09	SC09121Physics First	415901	Wiltse, Danielle	F
1340	Northeast	0124834	MA	Acuna-Jimenez, Estefania	09	MA09111Algebra 1	426598	Shores, Scott	F
1340	Northeast	0124834	SC	Acuna-Jimenez, Estefania	09	SC10131Chemistry I	114403	Richberg, Gayle	F
1340	Northeast	0124834	EN	Acuna-Jimenez, Estefania	09	EN10001English 10	427080	Lightcap, Kelly	F
1340	Northeast	0124834	PA	Acuna-Jimenez, Estefania	09	VO09102Exploring Computer Science	016145	Guido, Verna	F
1340	Northeast	0124834	EL	Acuna-Jimenez, Estefania	09	MI09502 HS- Reading/Math Intervention	405132	Doty, Amanda	F
1340	Northeast	0124834	FL	Acuna-Jimenez, Estefania	09	FL09145 Spanish Heritage Language	414131	Middleton, Margaret	F
1340	Northeast	0124827	MA	Acuna-Jimenez, Steve Adolfo	09	MA09111Algebra 1	426598	Shores, Scott	F
1340	Northeast	0124827	MA	Acuna-Jimenez, Steve Adolfo	09	MA1011CAlgebra 2	426598	Shores, Scott	F
1340	Northeast	0124827	SS	Acuna-Jimenez, Steve Adolfo	09	SS1010C American History	424781	Bowers, Maxwell	F
1340	Northeast	0124827	EN	Acuna-Jimenez, Steve Adolfo	09	EN10001English 10	427080	Lightcap, Kelly	F
1340	Northeast	0124827	FA	Acuna-Jimenez, Steve Adolfo	09	MU0912C Music Appreciation	428884	Kinworthy, Scott	F
1340	Northeast	0124827	SC	Acuna-Jimenez, Steve Adolfo	09	SC09121Physics First	427110	Mack, Nathan	F
1340	Northeast	5908522	MA	Adan, Faduma Mohamed	09	MA09111Algebra 1	082835	Jennings, Felis	F
1340	Northeast	5908522	EN	Adan, Faduma Mohamed	09	EN09001English 9	421286	Comiskey, Katherine	F
1340	Northeast	5908522	PA	Adan, Faduma Mohamed	09	VO09102Exploring Computer Science	016145	Guido, Verna	F
1340	Northeast	5908522	FA	Adan, Faduma Mohamed	09	MU0912C Music Appreciation	428884	Kinworthy, Scott	F
1340	Northeast	5908522	SS	Adan, Faduma Mohamed	09	SS09101World History	028172	Morgan, Phillip	F
1340	Northeast	0127127	MA	Aguayo Flores, Iker Alejandro	09	MA09111Algebra 1	426598	Shores, Scott	F

Questions and Answers



RSIT Breakout Discussion



Feedback/Requests



Thank you



Next RSIT meeting is scheduled for February 27, 2020