MAP and EOC "Ramp Up"

2017 State Spring Assessments

**Dr. Vickie Murillo**

**Chief Academic Officer**

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MAP and EOC 2017 Testing Window

- April 17th – MAP testing window for ELL & SPED begins.

- April 24th – EOC Government and Algebra 2 window begins.

- May 1st – MAP testing window for all Students 3-8 begins.

- May 1st – EOC Algebra 1 and English 2 window begins.

- May 8th – EOC Biology window begins.

- May 15th – MAP make-up assessments begins.

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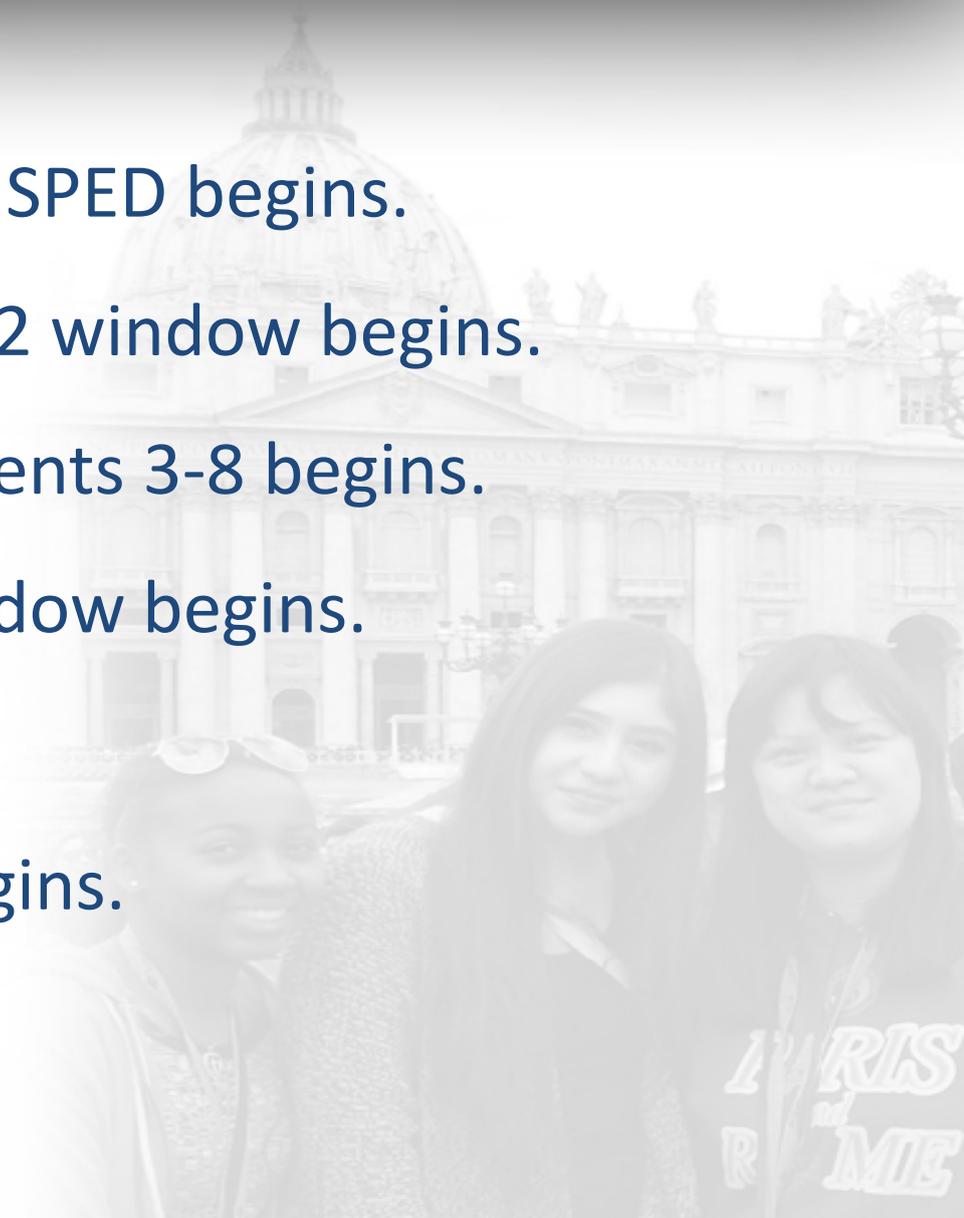
KCPS EOC Testing 2017

- The first mandatory training for EOC Spring Administration - Tuesday, March 28th. Each school must have at least one representative in attendance.

- Student Groups are built within iTester.

- Site Certification and Building Schedules will be due by March 31st.

- Schools will train their staff and have them sign the KCPS Test Security Agreement & KCPS Documentation agreements. This training includes webinars from DESE.

- Schools watch the Chromebook tutorial located on the home page of iTester Admin, it is different from the MO tablet training for Fall 2016.

- EOC Pre-tests are available.

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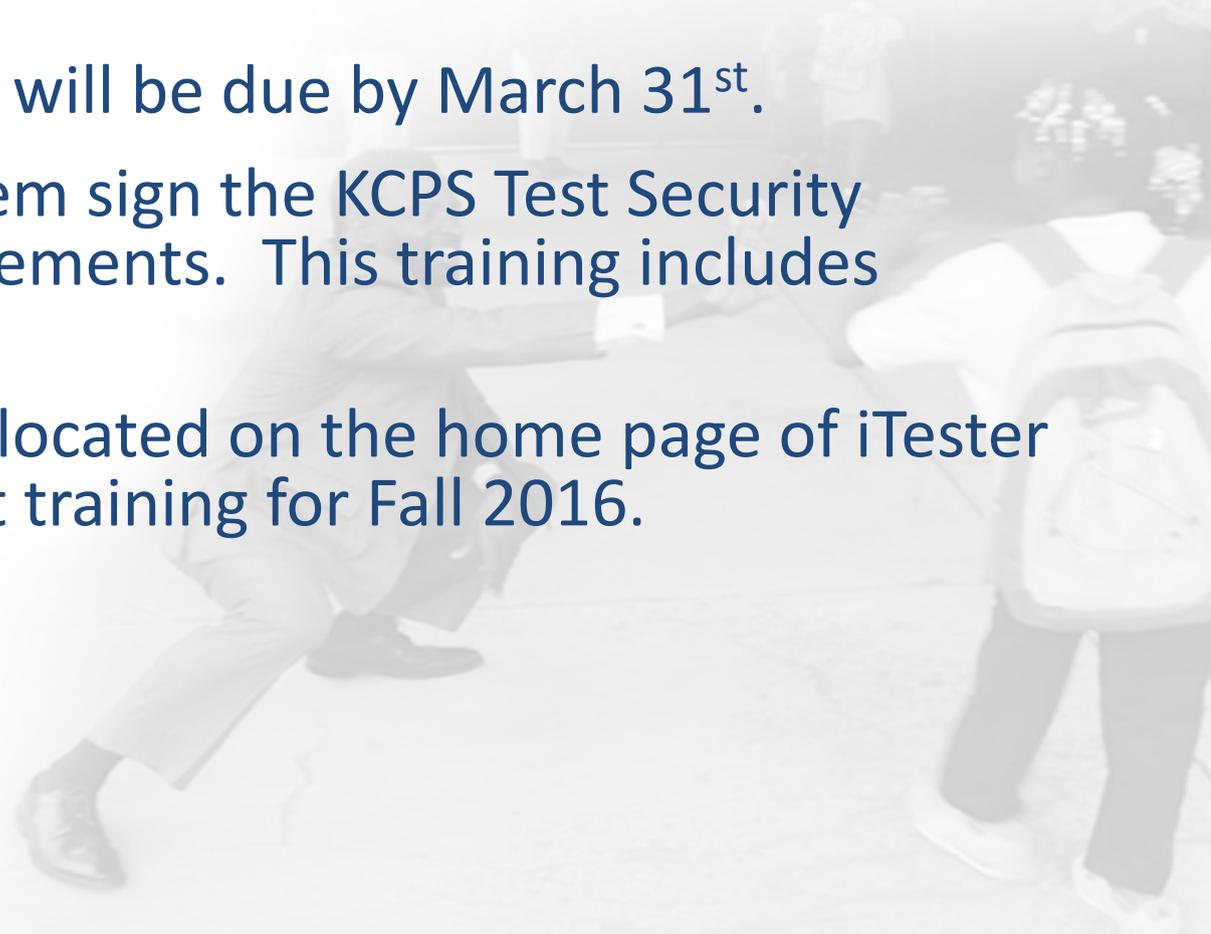
KCPS MAP Testing 2017

- Each school will have a four-member MAP Team.

- On February 3rd, each MAP team member was notified and asked to sign into eDirect and watch the Spring Grade Level (MAP) training.

- eDirect will email announcements, documents, downloads and test tutorials to the team members.

- Each team member was emailed the Grade Level Blueprints for grades 3-8, timing guidelines, grade level tools, accommodations, and the KCPS test security agreement.

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KCPS MAP Testing 2017 (cont.)

- Each building will select a School Information Technology Coordinator (SITC).

- The first meeting for SITC will be March 3rd. The meeting has been loaded on MyLearningPlan.

- Focus – Room(s) dedicated to MAP testing, computers identified, and network drops available. No more than 25 students at anytime on each wireless access point, with a maximum of 150 concurrent students testing on wireless or hardwired.

- Inventory and request for mice, headsets, and partitions must be submitted by March 24th.

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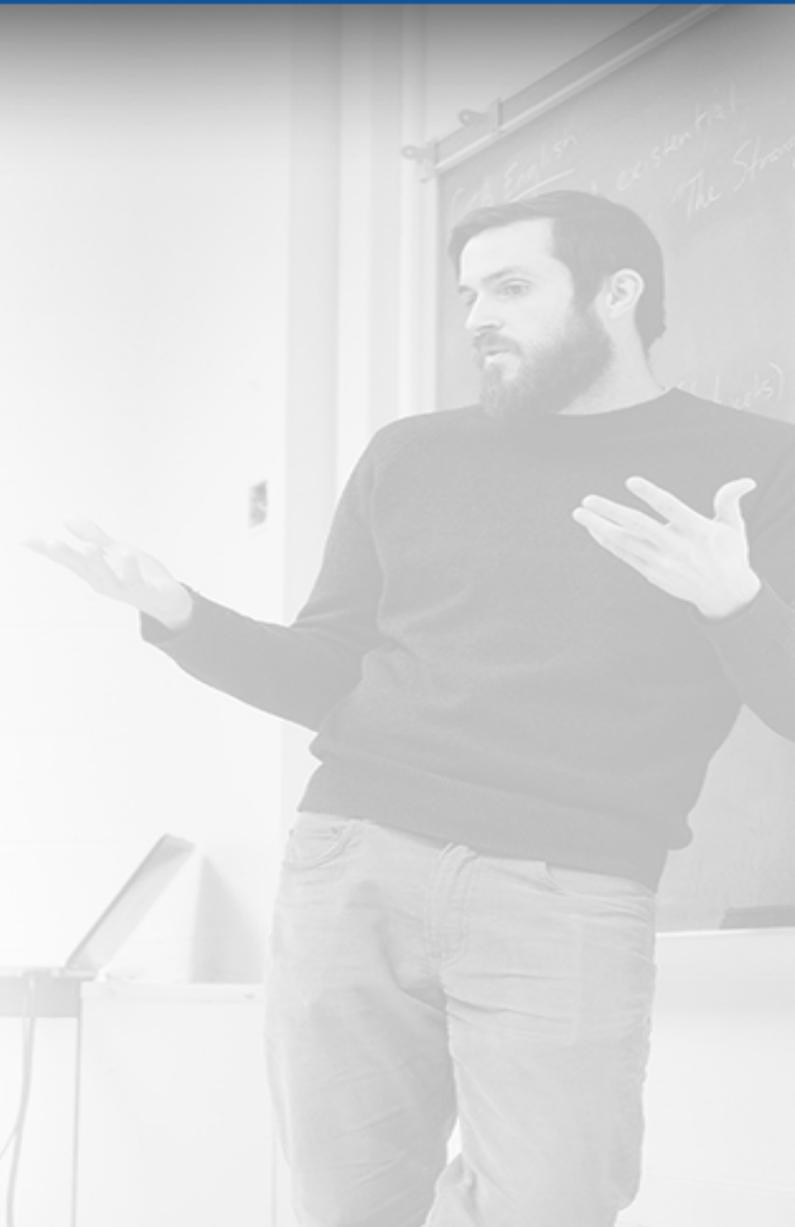PUBLIC SCHOOLS

KCPS MAP Testing 2017 (cont.)

On February 13th the 2017 MAP team members were notified to:

- Distribute the Grade Level Examiners Manuals – one for each grade level.
- Train on the Testing Coordinators Manual (TCM) – cover all subjects and grades that are non-EOC, including timing guidelines.
- Distribute the updated Assessment calendar with dates specifically for MAP, EOC, and NWEA.
- Begin to fill out the template for the MAP Schedule (due to the assessment dept. by March 31st).
- Review the universal tool and accommodation guide for MAP and the timing guidelines.
- Training webinars for site-based employees are available now https://dese.mo.gov/communications/webinar/grade-level-trainings-2016-17

MAP and EOC "Ramp Up" Instructional Focus

- School Leadership will be developing a schedule to meet with principals whose NWEA data did not demonstrate growth of more than 50% of their students.

- The meeting will focus on a plan to ensure there will be a MAP/EOC focus within their building while continuing to teach the core curriculum.

- NWEA results will be presented by Dr. Trinity Davis.

- Support for Priority and Focus schools will be presented by Dr. Anthony Lewis.

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Questions?

Second Semester Academic Progress
Using NWEA and formative assessments to drive instruction

Dr. Trinity Davis
Assistant Supt. Curriculum, Instruction
and Professional Development

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NWEA District Growth Report: Reading

Reading					
Grade	No	Yes	Grand Total	SY 2017 % Met Growth	SY 2016 % Met Growth
K	603	467	1070	43.6%	38.3%
1	727	433	1160	37.3%	38.9%
2	796	363	1159	31.3%	33.1%
3	658	534	1192	44.8%	42.6%
4	572	588	1160	50.7%	46.5%
5	496	525	1021	51.4%	53.5%
6	426	495	921	53.7%	53.1%
7	302	302	604	50.0%	49.9%
8	314	362	676	53.6%	55.8%
Grand Total	4894	4069	8963	45.4%	44.4%

NWEA District Growth Report: Math

Math					
Grade	No	Yes	Grand Total	SY 2017 % Met Growth	SY 2016 % Met Growth
K	576	482	1058	45.6%	39.7%
1	641	489	1130	43.3%	46.5%
2	693	460	1153	39.9%	39.3%
3	671	520	1191	43.7%	47.4%
4	658	500	1158	43.2%	44.3%
5	562	460	1022	45.0%	49.1%
6	449	471	920	51.2%	50.6%
7	355	266	621	42.8%	46.1%
8	309	271	580	46.7%	50.3%
Grand Total	4914	3919	8833	44.4%	45.3%

NWEA District Growth Report: Science

Science					
Grade	No	Yes	Grand Total	SY 2017 % Met Growth	SY 2016 % Met Growth
4	579	499	1078	46.3%	46.9%
5	415	548	963	56.9%	50.8%
6	132	126	258	48.8%	53.7%
7	342	257	599	42.9%	59.8%
8	362	286	648	44.1%	49.8%
Grand Total	1883	1749	3632	48.2%	50.9%

NWEA K-8: Tiers

ELA Tiers

Tier 1
Winter 30.5%

Tier 2
Winter 24.1%

Tier 3
Winter 45.4%

Science Tiers

Tier 1
Winter 31.8%

Tier 2
Winter 16.4%

Tier 3
Winter 51.7%

Math Tiers

Tier 1
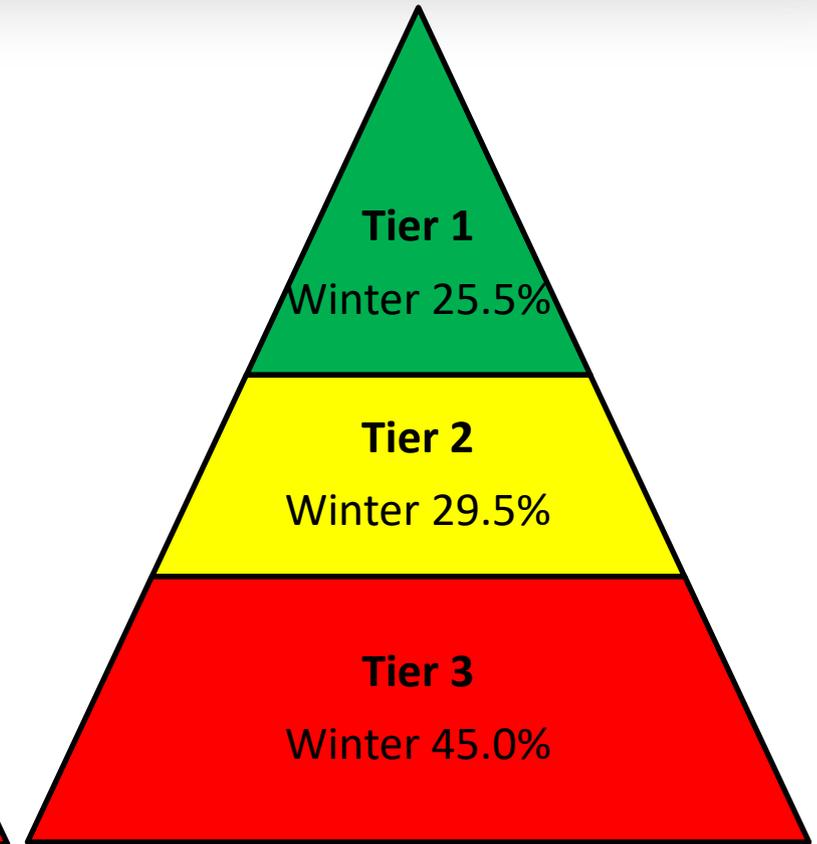Winter 25.5%

Tier 2
Winter 29.5%

Tier 3
Winter 45.0%

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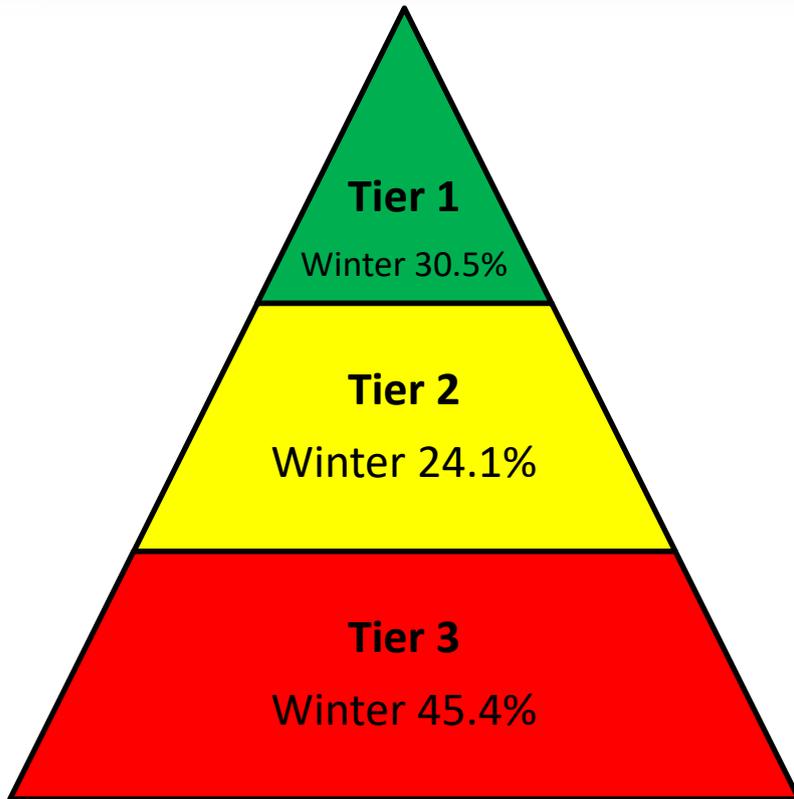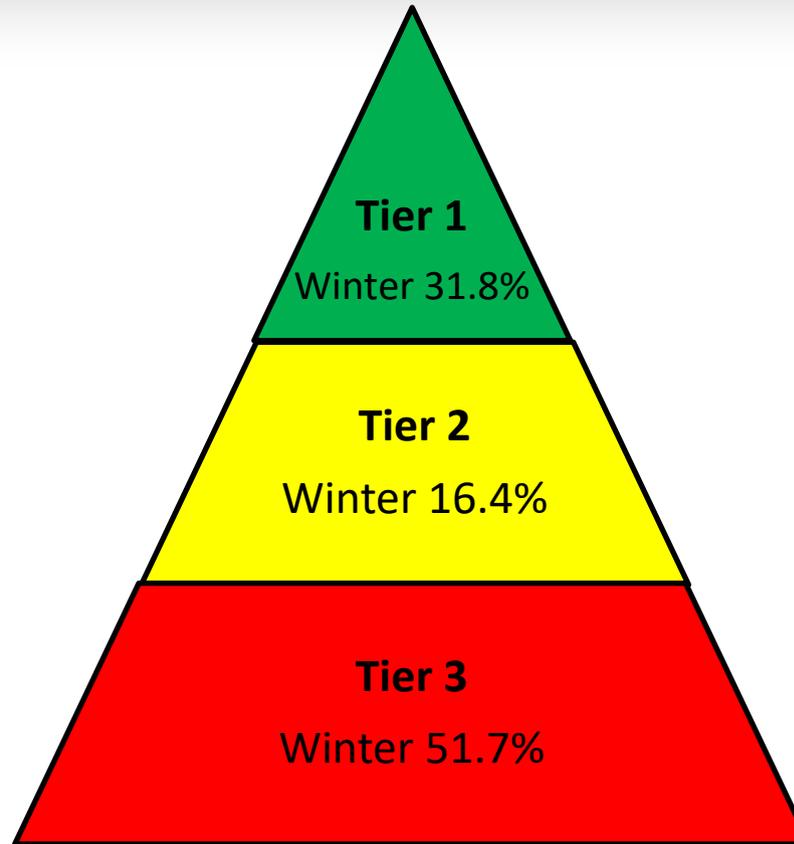
Formative Assessments

- Schools with high growth on pre and post formative assessments also had high growth on the NWEA assessment.

- Elementary Math:
  - Nine schools had low growth in math.
  - Seven of the nine schools did not consistently use formative assessments.
  - Two of the nine schools used formative assessments with low pre and post scores.

- Elementary Science:
  - The three schools with low growth did not consistently use formatives.

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Formative Assessments

- **Middle School ELA:**
  - All schools used the formative assessments and had growth on NWEA (40% or above).

- **Middle School Math:**
  - The school with the lowest formative assessment growth also had the lowest growth on the NWEA.

- **Middle School Science:**
  - One school did not use formative assessments and had the lowest growth on NWEA.
  - The school with the lowest formative assessment growth had low growth on the NWEA.

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NWEA: Content Leader Data

ELA

- 74% of content leaders exceeded the school average on percent of students meeting or exceeding expected growth.
- 50% of content leaders reported more than 100% of expected growth met – thus closing the achievement gap.

Math

- 59% of content leaders exceeded the school's percent of met growth.
- 55% of content leaders had above 50% of students who met or exceeded their growth target.
- 73% of content leaders had more than 100% of expected growth met – thus closing the achievement gap.

Science

- 63% of content leaders exceeded the school's percent of met growth.
- 56% of content leaders had above 50% of students who met or exceeded their growth target.
- 88% of content leaders had more than 100% of expected growth met – thus closing the achievement gap.

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Next Steps

- Meet with School Leadership and Principals with low growth to create a plan of action in using formative assessments to drive instruction.

- Continue to provide professional development to Content Leaders.

- Provide support through CIPD in the areas of planning, modeling, and data analysis.

- Analyze the trends of the tier movement.

- Highlight the highly tested strands in the formative assessments.

Questions?
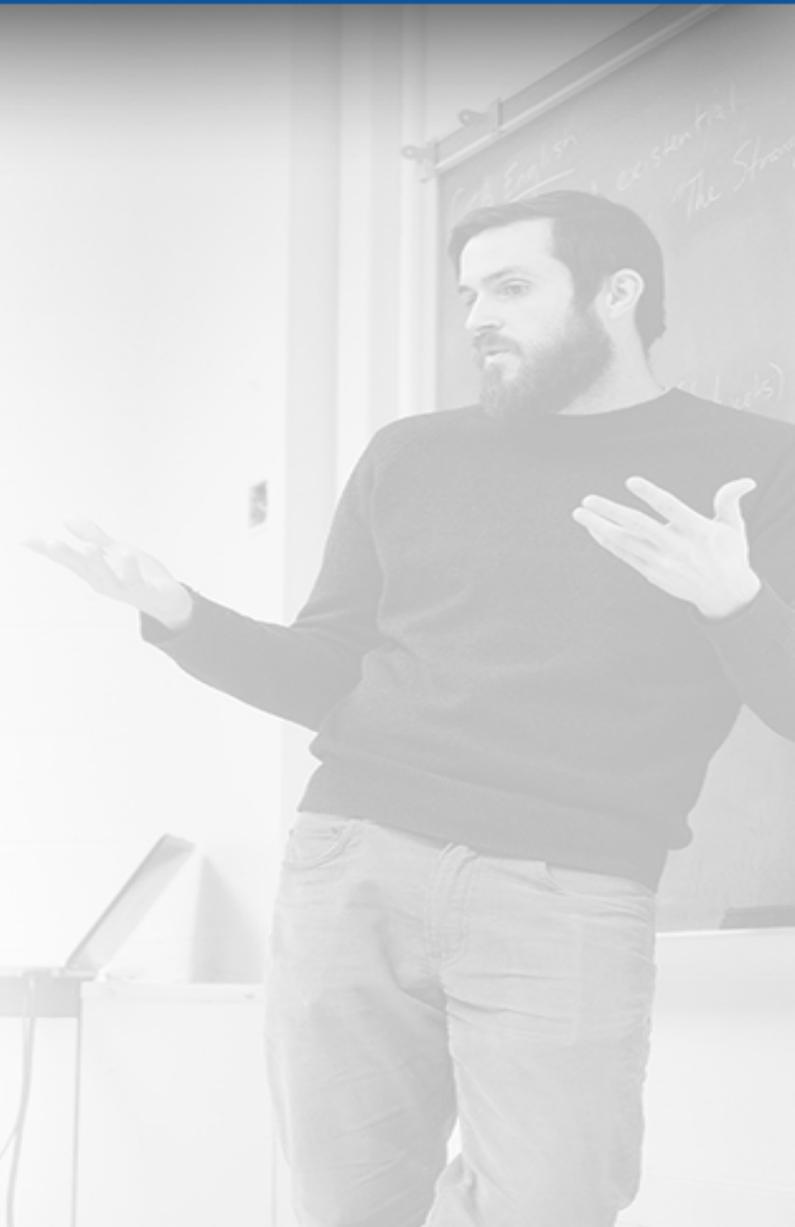
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More Intensive Support
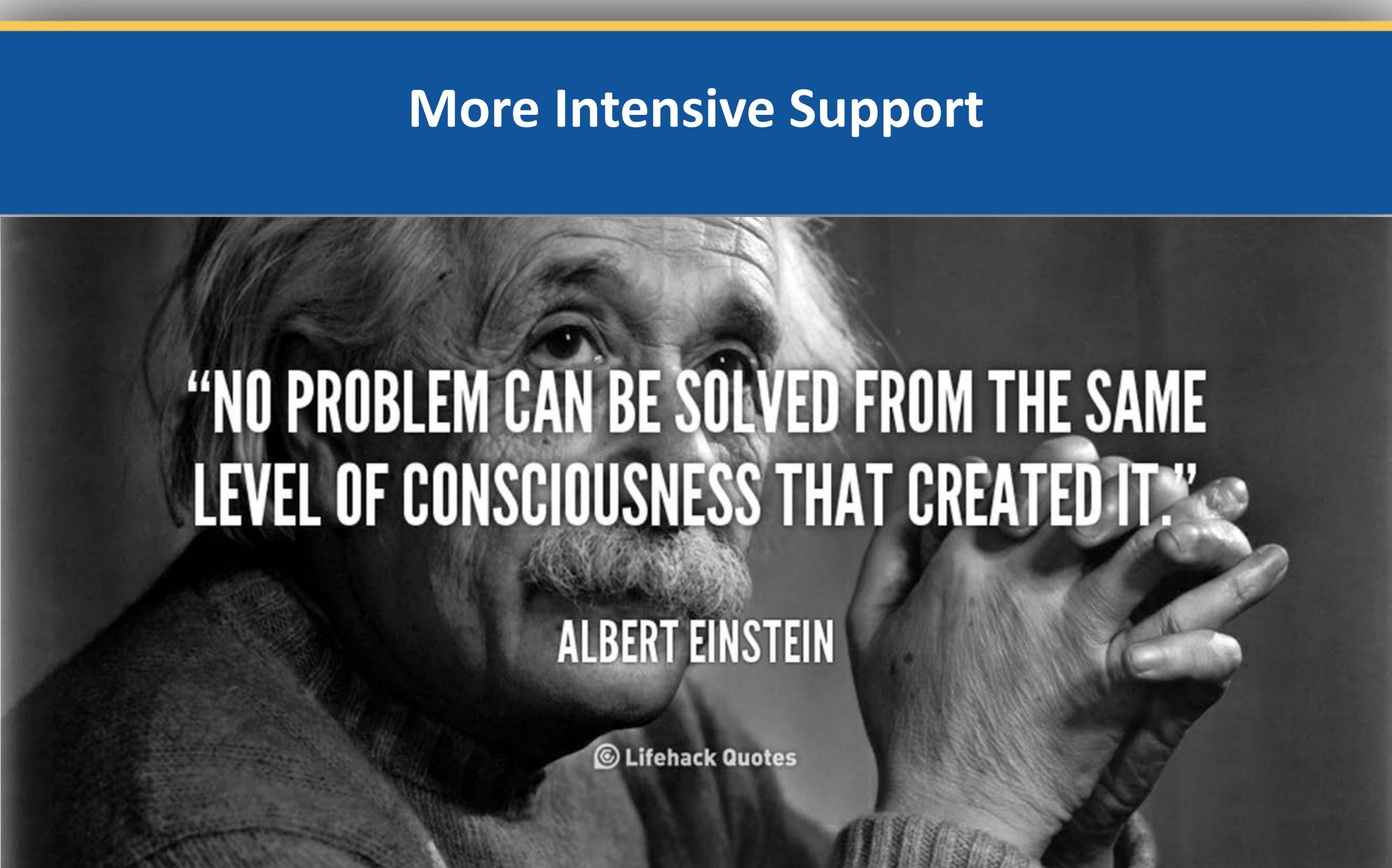
"NO PROBLEM CAN BE SOLVED FROM THE SAME LEVEL OF CONSCIOUSNESS THAT CREATED IT."

ALBERT EINSTEIN

© Lifehack Quotes

The Reality - Elementary Students At Risk

Reading One
Year Below
Grade Level

Chance of graduating from high school near zero

Low Socio-economic Background

Attends school with similar students
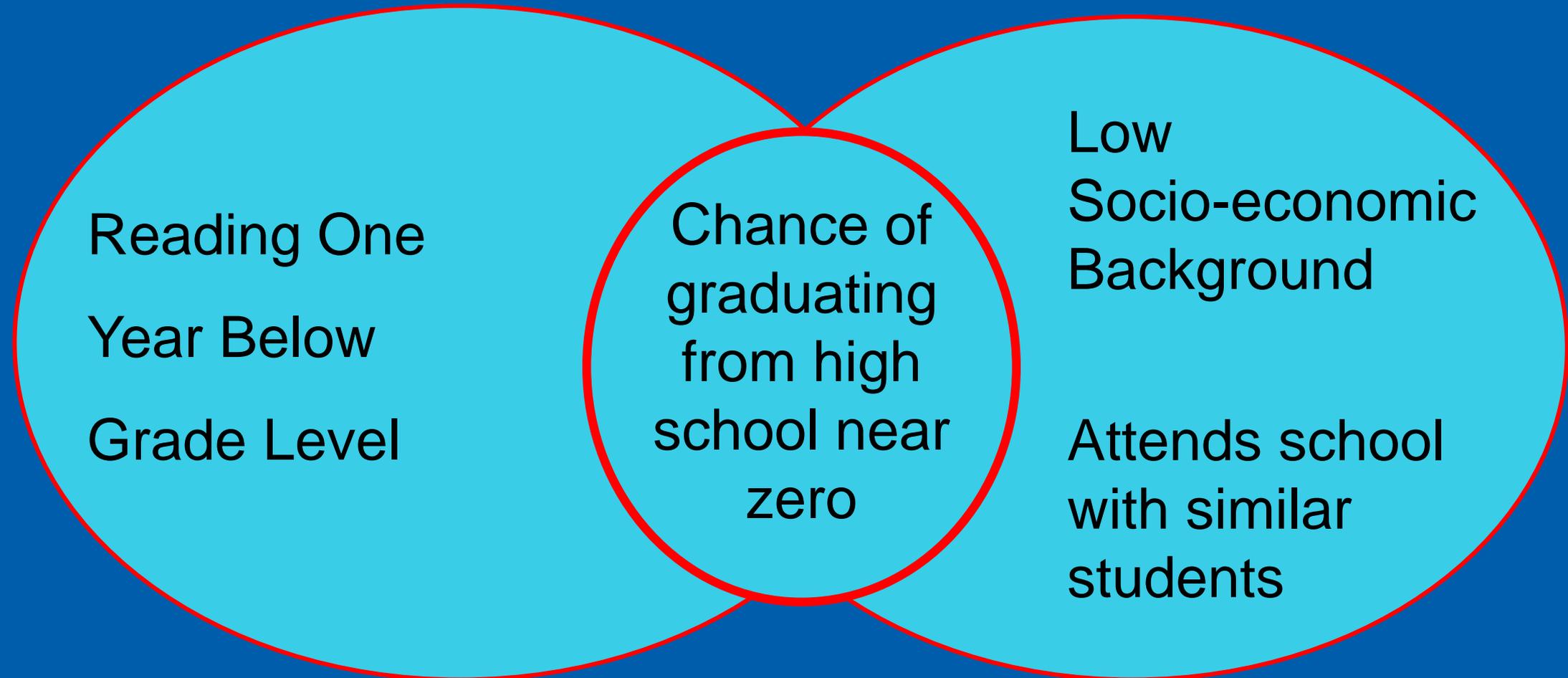
Increasing Achievement of At-Risk Students at Each Grade Level

U.S. Department of Education

Focus and Priority Schools

➢ Focus Schools:

 ➢ Within the lowest performing 10% of the remaining Title I schools as determined by ELA and Math proficiency of the super-subgroup.

➢ Priority Schools:

 ➢ Within the lowest performing 5% of Title I schools (eligible or served) as determined by ELA and math proficiency; or

 ➢ A high school with a graduation rate less than 60% for three consecutive years.

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Focus, Priority, and SIG Schools

PRIORITY HIGH SCHOOLS	SIG* HIGH SCHOOLS
Central Academy	East High
Northeast High	
Southeast High	

PRIORITY ELEMENTARY SCHOOLS	FOCUS ELEMENTARY SCHOOLS
ACCPA	Gladstone
Banneker	Longfellow
Faxon	Rogers
Garfield	Wheatley
King	Whittier
Melcher	
Troost	

*SIG – School Improvement Grant

Core Elements for Student Achievement

- **Leadership** – DESE sponsored leadership activity

- **Collaborative Cultures** – PLC, PBIS

- **Curriculum and Assessment** – Written, Taught, Learned

- **Effective Instruction** – Four Essential Components of a Lesson, Feedback

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Focused Site Visits and Walkthroughs

- Focuses on instructional core (the interactions of the teacher, student and content).
  - is directly observable.
  - is actionable (and can be improved in real time).
  - connects to a broader strategy of improvement and the school's action plan (30-Day and School Improvement Plan).
  - is high-leverage (would make a significant difference for student learning).

Focus School Data Dashboard

	Attendance	OSS	Climate	Reading - NWEA	Math - NWEA	Science - NWEA	ELA - MPI	Math - MPI	Science - MPI	Staff Attendance
ACCPA	87.2	132	3.4	46.0%	45.6%	42.5%	261.6	225.6	NA	92.96%
Banneker	75.9	413	3.0	30.2%	26.3%	45.7%	216.7	193.7	229.6	94.94%
Faxon	75.7	112	2.4	47.2%	51.0%	57.8%	224.3	185.6	185.6	92.99%
Garfield	88.3	38	2.9	44.1%	54.9%	41.9%	241.2	207.3	278.3	93.83%
Gladstone	91.5	67	2.4	58.0%	57.3%	69.3%	267.4	272.4	285.0	91.25%
King	72.4	160	2.8	43.9%	36.2%	48.1%	215.6	189.7	221.7	91.95%
Longfellow	90.1	128	2.7	35.4%	31.8%	37.3%	222.1	196.1	NA	95.47%
Melcher	89.7	69	3.4	44.3%	41.9%	53.3%	186.1	216.4	NA	94.03%
Rogers	81.6	322	2.8	45.9%	44.1%	58.8%	287.8	266.9	271.6	93.29%
Troost	67.6	113	3.3	31.6%	35.5%	44.9%	190.1	200.0	NA	92.39%
Wheatley	81.2	277	2.7	40.5%	41.0%	43.9%	247.5	222.7	214.7	93.93%
Whittier	86.7	58	2.7	42.3%	40.7%	55.4%	275.0	261.4	280.8	91.85%
Central Academy	44.5	535	*				292.9	231.3	242.7	93.17%
East High	66.4	356	2.9				316.8	312.1	266.1	95.60%
Northeast High	49.6	553	3.2				334.3	239.7	273.8	90.53%
Southeast High	52.1	1231	2.5	42.4%	47.1%	21.9%				91.74%

MAP Content Strand Summary

Communication Arts			Reading		Writing		Research		Listening			
Grade	Category/Type	Year	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.		
03	Total/Total	2016	20	31.6%	16	33.7%	8	30.4%	8	29.3%		
04	Total/Total	2016	20	44.3%	16	43.5%	8	53.1%	8	39.4%		
05	Total/Total	2016	20	37.2%	22	37.1%	8	40.0%	8	39.7%		
06	Total/Total	2016	20	35.2%	16	29.9%	8	44.5%	8	38.9%		

Mathematics 3-5			Operations & Algebraic Thinking		Numbers & Operations - Base Ten		Numbers & Operations - Fractions		Measurement & Data		Geometry	
Grade	Category/Type	Year	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	A
03	Total/Total	2016	15	36.7%	6	33.0%	7	36.7%	10	22.8%	4	37.
04	Total/Total	2016	10	42.5%	8	22.4%	12	20.1%	8	23.7%	4	39.
05	Total/Total	2016	6	23.1%	8	32.5%	16	23.6%	7	24.1%	5	20.

Mathematics 6-7			Ratios & Proportional Relationships		The Number System		Expressions & Equations		Geometry		Statistics & Probability	
Grade	Category/Type	Year	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	A
06	Total/Total	2016	6	30.0%	13	31.3%	15	28.7%	6	19.7%	6	32.

Science Form 2			Matter and Energy		Force and Motion		Characteristics of Living Organisms		Interactions of Organisms		Earth Systems		The Universe		Scientific Inquiry		Science, Tech. & Human Activity	
Grade	Category/Type	Year	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.	Pts. Poss.	Avg.
05	Total/Total	2016	7	40.9%	5	27.5%	7	56.3%	9	43.8%	8	36.5%	6	50.5%	14	34.7%	4	58.0%

Multi-Year Category Results and Points Possible, per test area, So the teacher may develop the most efficient teaching time subject's category and question type for maximum benefit.

NF	Number and Operations - Fractions	5.NF.6	Solve real world problems involving multiplication of fractions and mixed numbers, e.g., by using visual fraction models or equations to represent the problem.	1*19	Skill/Concept	MC	1	0.00%
G	Geometry	5.G.3	Understand that attributes belonging to a category of two-dimensional figures also	1*20	Recall	MC	1	0.00%
NF	Number and Operations - Fractions	5.NF.7	Apply and extend previous understandings of division to divide unit fractions by whole numbers and whole numbers by unit fractions. See CCSS 7a-c.	1*21	Skill/Concept	SA	1	0.00%
NBT	Number and Operations in Base Ten	5.NBT.2	Explain patterns in the number of zeros of the product when multiplying a number by powers of 10. Use whole-number exponents to denote powers of 10.	2*1	Recall	MC	1	50.00%
NF	Number and Operations - Fractions	5.NF.1	Add and subtract fractions with unlike denominators (including mixed numbers).	2*2	Recall	MC	1	0.00%
MD	Measurement and Data	5.MD.1	Convert among different-sized standard measurement units within a given measurement system (e.g., convert 5 cm to 0.05 m), and use these conversions in	2*3	Skill/Concept	MC	1	0.00%
G	Geometry	5.G.1	Use coordinate grids and coordinate pairs.	2*4	Recall	MS	1	0.00%
NBT	Number and Operations in Base Ten	5.NBT.3	""Read, write, and compare decimals to thousandths. See CCSS 3a-b. ""	2*5	Recall	SA	1	0.00%
OA	Operations and Algebraic Thinking	5.OA.1	Use parentheses, brackets, or braces in numerical expressions, and evaluate expressions with these symbols.	2*6	Skill/Concept	TE	1	0.00%
NF	Number and Operations - Fractions	5.NF.2	Solve word problems involving addition and subtraction of fractions referring to the same whole, including cases of unlike denominators.	2*7	Skill/Concept	MC	1	0.00%
NF	Number and Operations - Fractions	5.NF.3	Interpret a fraction as division of the numerator by the denominator (a/b = a Ã· b). Solve word problems involving division of whole numbers leading to answers in the form of fractions or mixed numbers.	2*8	Recall	MC	1	0.00%

SAMPLE

Add.

1. 3/4 + 3/5=

    a. 6/9

    b. 1 7/20

    c. 1 1/2

    d. 6/20

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SAMPLES

Vin bought 3/4 of a pound of yellow and 3/4 of a pound of red apples.
How many pounds of apples did he buy all together?

a. 2/8 of a pound
b. 6/8 of a pound
c. 1 1/4 pounds
d. 1 1/2 pounds

Mr. Juarez has 1/3 of a yard of green fabric and 1/2 of a yard of a yard of yellow fabric.
Which equation shows how much fabric Mr. Juarez has all together?

a. 3/6+2/6=5/6
b. 3/6+2/6=5/12
c. 1/3+1/2=2/5
d. 1/3+1/2=1/5

YELLOW		
1/2		
1/6	1/6	1/6

GREEN	
1/3	
1/6	1/6

5th Grade – Numbers & Operations – Fractions -16 Pts.

4th Grade – Numbers & Operations – Fractions -12 Pts.

School	Value
ACCPA-Lower	23.9
Banneker	28.3
Carver	37.8
Hartman	62.4
James	46.5
King	20.1
Longfellow	23.5
Melcher	44.1
Phillips	44.1
Trailwoods	39.4
Troost	33.6
Wheatley	33.0
DISTRICT	35.9
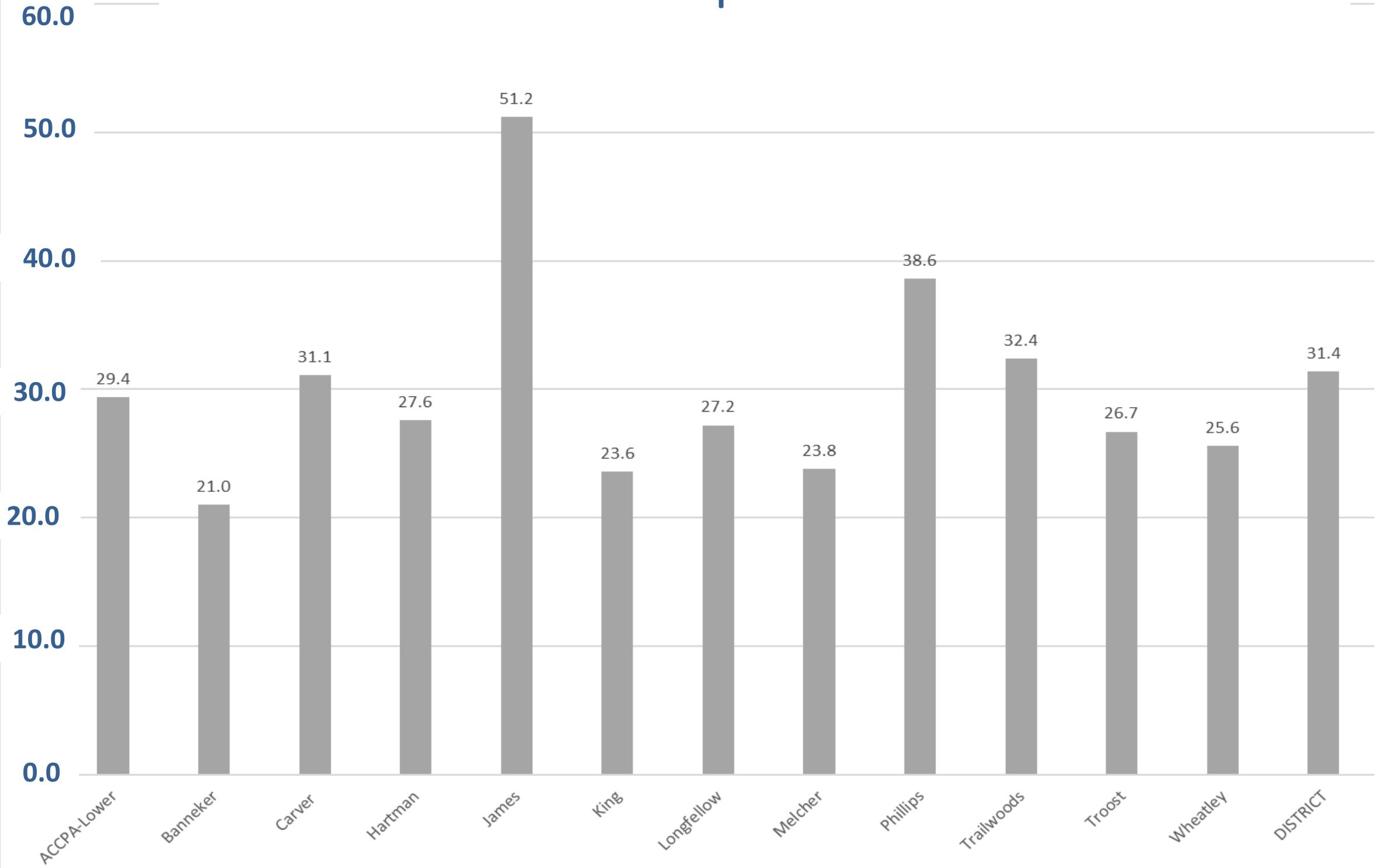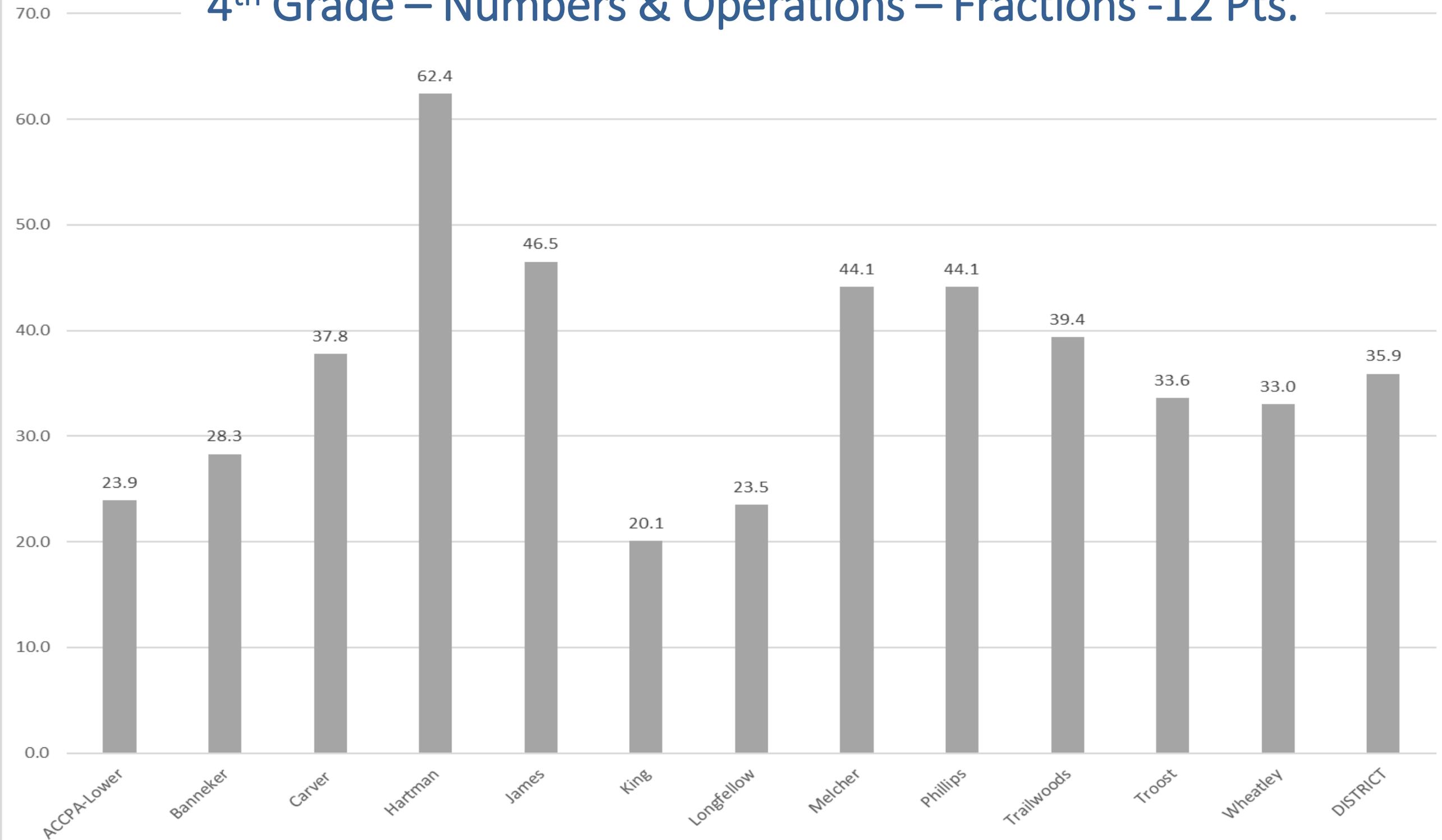
Achievement Series

Grade 5 Math: Achievement Series Data SY16-17 (by school & topic)
"Score" represents Mean Score

School	Topic 5				Topic 6				Topic 7				Topic 8			
	Pre Test Score	Post Test Score	# of Stdts tested Pre	# of Stdts tested Post	Pre Test Score	Post Test Score	# of Stdts tested Pre	# of Stdts tested Post	Pre Test Score	Post Test Score	# of Stdts tested Pre	# of Stdts tested Post	Pre Test Score	Post Test Score	# of Stdts tested Pre	# of Stdts tested Post
African Centered Elementary	46.05%	*	38	0	*	*	0	0	41.80%	*	32	0	35.61%	*	29	0
Banneker Elementary	44.69%	64.83%	40	43	34.38%	75.00%	12	1	54.17%	77.38%	30	21	57.58%	85.20%	22	21
Faxon Elementary	42.36%	53.63%	18	31	36.67%	61.21%	30	29	34.03%	48.21%	18	14	22.20%	66.70%	1	1
Garfield Elementary	38.93%	63.67%	61	64	37.07%	62.30%	58	62	30.48%	62.92%	57	60	30.04%	63.08%	61	65
George Melcher Elementary	41.30%	69.35%	46	42	44.10%	72.38%	36	43	32.95%	65.48%	44	42	36.30%	71.55%	41	41
Gladstone Elementary	46.97%	73.19%	66	69	51.54%	78.22%	65	66	40.37%	71.59%	61	66	32.12%	70.87%	65	61
J A Rogers Elementary	39.83%	64.18%	59	82	43.13%	68.45%	80	82	38.46%	59.84%	52	80	34.97%	63.95%	47	53
Longfellow Elementary	52.08%	47.32%	30	14	35.94%	35.16%	16	16	40.00%	*	15	0	*	*	0	0
Martin Luther King Jr Elem	38.33%	49.72%	45	44	31.25%	43.24%	40	37	*	38.75%	0	40	29.35%	47.23%	42	44
Phyllis Wheatley Elementary	50.00%	66.74%	51	56	36.70%	69.36%	47	51	40.68%	60.16%	55	32	39.80%	54.02%	48	36
Troost Elementary	36.16%	50.83%	28	30	36.03%	*	17	0	*	*	0	0	*	*	0	0
Whittier Elementary	12.50%	12.50%	2	1	36.36%	81.82%	33	55	37.50%	79.59%	1	49	38.85%	80.01%	2	15

Questions?
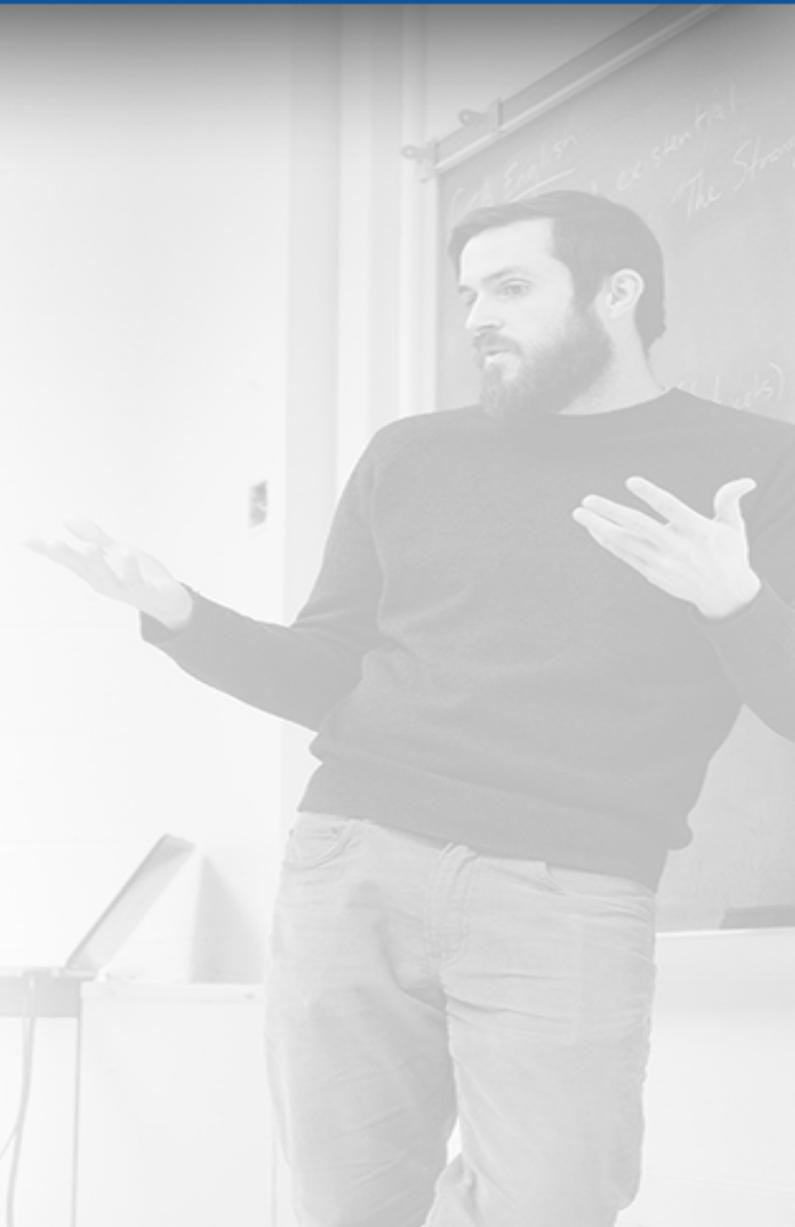
KCPS Attendance Procedures – 90/90 & ADA District's Tracking System

Mr. Rick Bishop

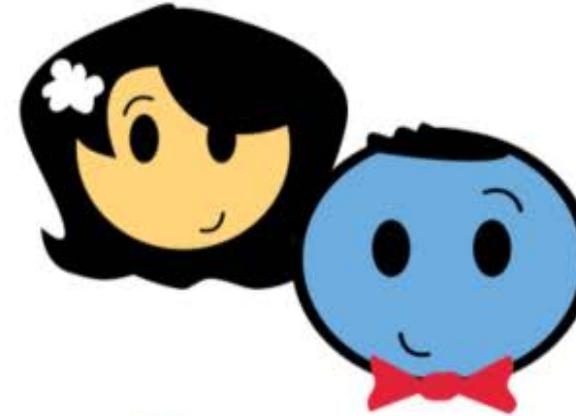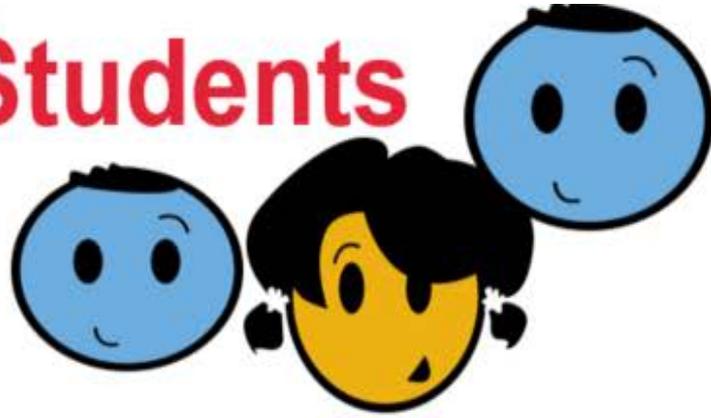**Data Warehouse Project Leader**

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- Student Attendance Procedures

- The Student Information System

- Tracking the Data and Processes

Presented by Rick Bishop
Data Warehouse Project Lead

RSIT Meeting
February 23, 2017

Procedures and Roles*

Students

Attendance Monitor

School Administrator

Parents

Teachers
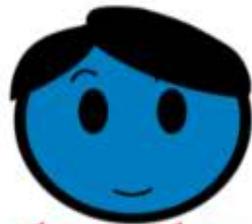
Security and Truancy

Based on the P&P Approved by School Leadership since 2012-13

Attendance Tracking in Tyler

Tyler SIS Home Page View

Take attendance by clicking the chair.

Monitors submissions by viewing the letter column.

"**T**" = Teacher

"**O**" = Office

"**P**" = Perfect

! no attendance recorded

Tyler Attendance Codes

Code	Description	Internal Reporting Group	Status in Building*	Reduces Time in DESE Reporting **
1	(1) First day of attendance	Verification of Enrollment	In	No
A	(A)bsent Unknown	Absent	Out	Yes
B	(B)us Delay	Present	Out	No
D	(D) Early Departure	Absent	Out	Yes
E	(E)xcused Absence	Absent	Out	Yes
F	(F)ield trip/School Activity - Off Campus	Present	Out	No
H	(H)omebound - Off Campus	Present	Out	No

Data Tracking and Reporting

* Current access is at the BOE level only. Filters are used to drill down to school level.

Each day the first data review that should occur will be the attendance submissions by teachers.

1. Tyler SIS – Teacher Attendance Submissions

2. Tyler Pulse – Student ADA and 90/90

Tyler Pulse
Advanced Information Warehouse

HOME PAGE MENUS

- District Home Page
- School Home Page
- MAP - Home Page for Principals
- Teacher Home Page
- KCPS - MOSIS Enrollment Error Counts by School
- Student Profile Review

A MENU 90/90 ATTENDANCE

- 90/90 Attendance (All Sites)
- 90/90 - School / Grade YTD
  90/90 % by Time Sequence
- 90/90 - Student Daily 90/90
  Cumulative Attendance
  Percentage
- 90/90 - Student Enroll
  Segment 90/90 Results

A MENU ADA ATTENDANCE

- ADA - Student Attendance List

ATN - Attend Target Status on Cont Enroll Segments:
This table shows the approximate YTD Attendance Target Status for the school and the school district. This table is based on Continuous Enrollment Segments calculations.

School	Adjusted Enrollment	On Target	%	On Track	%	Approaching	%	Floor	%
African-Centered Elem	346.51	302.20	87.18%	27.51	7.93%	9.62	2.77%	7.28	2.09%
Banneker Elem	338.11	256.69	75.91%	43.53	12.87%	25.11	7.42%	12.78	3.78%
Border Star Elem	279.98	269.15	96.13%	10.83	3.86%	0.00	0.00%	0.00	0.00%
Carver Elem	373.48	349.15	93.48%	19.53	5.23%	3.19	0.85%	1.60	0.42%
Central	431.27	192.71	44.68%	68.59	15.90%	44.83	10.39%	125.14	29.01%
Central Middle School	372.68	250.08	67.10%	39.55	10.61%	34.58	9.27%	48.47	13.00%
	967.02	657.44	67.98%	88.25	9.12%	54.26	5.61%	167.07	17.27%
Faxon Elem	294.46	222.90	75.69%	46.00	15.62%	12.62	4.28%	13.04	4.39%
FLA Elem	650.02	613.46	94.37%	30.55	4.69%	4.00	0.61%	2.01	0.30%

Tyler Pulse accessed through *the SIS* or *KCPS icon* or *KCPS Webpage*.

NOTE: Pulse is the **ONLY** Tyler product that calculates MSIP 90/90.

3. Tableau – Multi Year District Trend

Today's MSIP 90/90 Attendance

Thursday, 23 February, 2017

2016-17 MSIP 85.6%

2016-17
79.41%

2015-16
78.38%

2014-15
73.40%
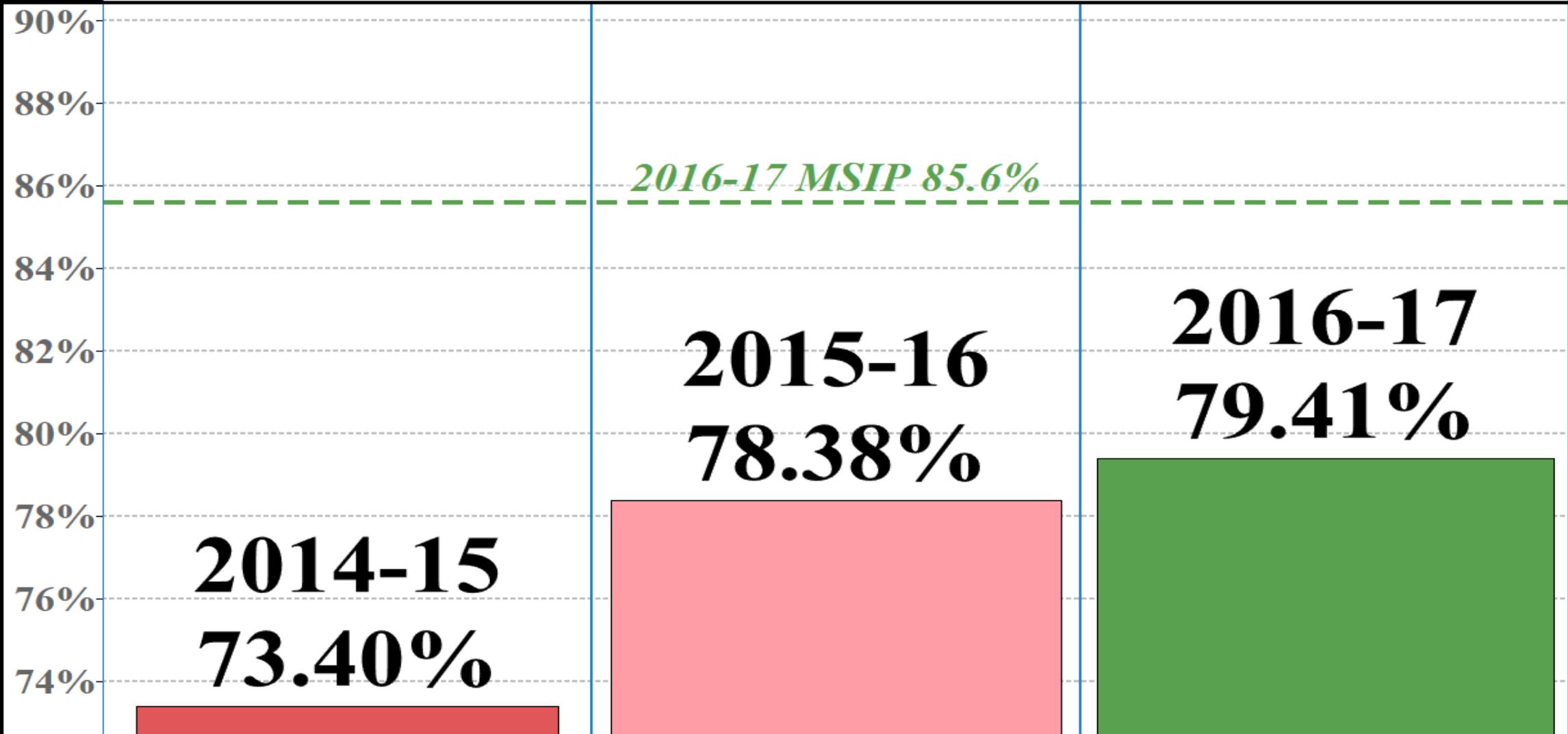
3. Tableau – Multi Year Trend Reports

Cycle of Learning - Period ADA Analysis

High School Percentage Minutes by Period Times

Period	HS Time	Central *	East	Lincoln Prep	Northeast	Paseo	Southeast Hig..
1st Per	7:20 AM	17.89%	17.02%	16.01%	18.18%	18.45%	18.50%
2nd Per	8:15 AM	14.39%	15.09%	14.26%	14.12%	14.05%	15.11%
3rd Per	9:10 AM	12.81%	13.42%	13.48%	13.30%	13.04%	14.11%
4th Per	10:05 AM	12.91%	14.70%	13.50%	13.53%	13.98%	13.48%
5th Per	11:00 AM	12.69%	12.86%	13.72%	13.51%	13.38%	13.37%
6th Per	12:35 PM	12.16%	13.21%	14.54%	13.40%	13.61%	12.64%
7th Per	1:30 PM	12.68%	13.71%	14.49%	13.95%	13.49%	12.80%
8th Per	2:54PM-3:42P..	4.48%					

Do the math, 7 Period days = 14.3% per period

3. Tableau Multi-Filter Current Year Report

2016-17 Demographic ADA Dashboard

Other Factors - Grade

Grade	Student Co..	Percent Pre..	Min. Absent	Min.Possible
0	1,304	91.52%	3,405,431	43,471,734
00	1,453	93.97%	3,047,130	52,080,384
01	1,541	93.89%	3,273,321	56,068,740
02	1,565	94.19%	3,225,617	56,955,618
03	1,547	94.81%	2,856,200	57,785,610
04	1,524	94.92%	2,737,285	56,711,550
05	1,373	94.83%	2,410,670	50,271,360
06	1,232	94.69%	2,263,624	45,402,259
07	902	91.94%	2,463,361	32,374,613
08	1,045	91.27%	2,933,090	36,840,951
09	1,614	86.21%	6,847,174	53,818,605
10	1,052	88.95%	3,708,165	37,775,297
11	945	89.08%	3,540,319	35,215,075
12	911	86.42%	4,289,305	34,257,028

Other Factors - Ethnicity

Ethnic..	Student Co..	Percent Pre..	Min. Absent	Min.Possible
Am In..	45	89.78%	116,954	1,317,966
Asian	720	95.06%	1,275,709	26,990,013
Black/..	10,217	91.42%	28,917,499	359,739,495
Hispa..	4,826	93.31%	11,397,880	182,969,952
Multi-..	377	91.69%	910,942	12,854,134
Pac Isl..	48	92.01%	114,501	1,356,787
White	1,775	92.55%	4,267,207	63,800,477

Other Factors - Languages

Langu..	Student Co..	Percent Pr..	Min. Absent	Min.Possible
English	13,790	91.60%	38,133,394	492,657,298
Spanish	2,856	93.76%	6,455,889	108,786,882
Other ..	1,361	94.83%	2,411,024	47,580,409
SMO	1	90.91%	385	4,235

Other Factors - ELL

ELL	Student Cou..	Percent Pre..	Min. Absent	Min.Possible
ELL	4,138	94.07%	8,795,196	155,023,266
Not Ell	13,870	91.62%	38,205,496	494,005,558

Other Factors - In Transition

Homel..	Student Cou..	Percent Pre..	Min. Absent	Min.Possible
In Tra..	1,248	88.74%	4,161,412	38,778,753
Not In ..	16,760	92.44%	42,839,280	610,250,071

Other Factors - SpEd

Spec..	Student Cou..	Percent Pre..	Min. Absent	Min.Possible
SpEd	2,114	90.54%	6,534,654	76,013,089
Not S..	15,894	92.41%	40,466,038	573,015,735

Leadership Reorganization in the District Office

Dr. Mark Bedell

Superintendent

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Questions?
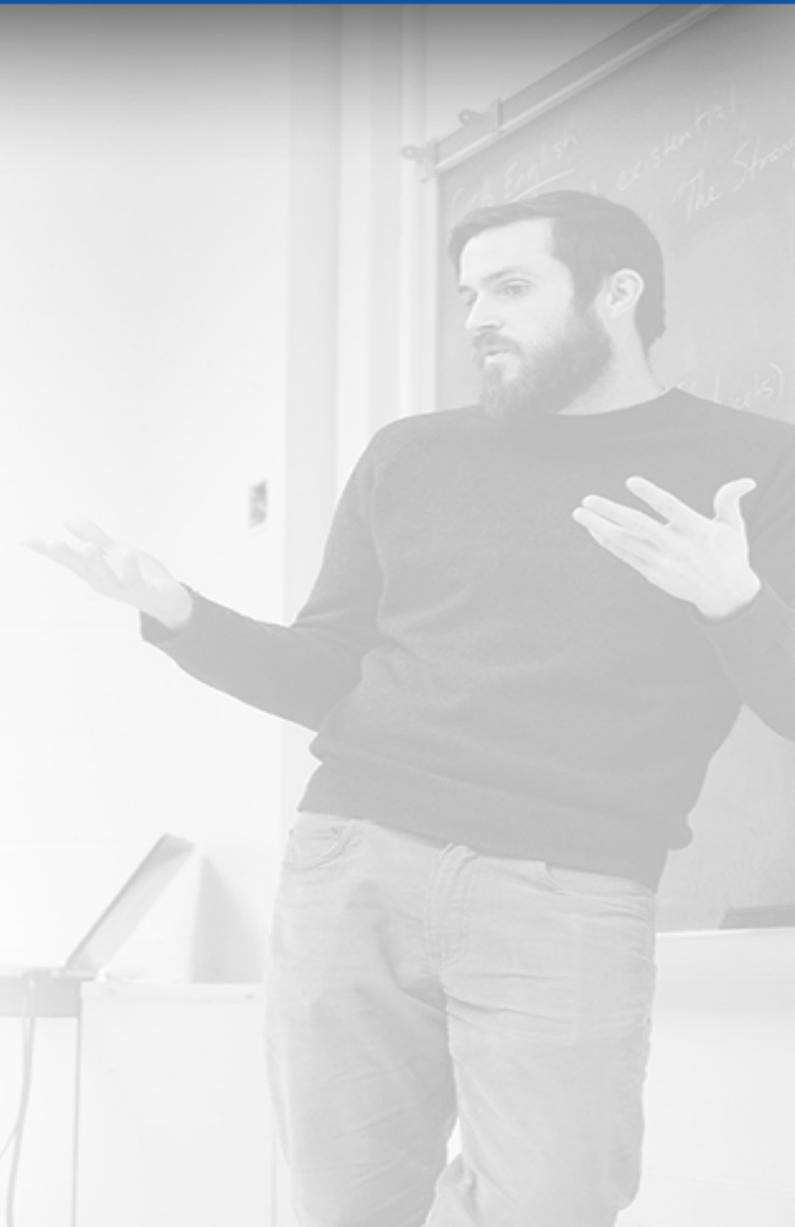
Human Resources Department Recruitment/ Retention Strategies

Ms. Jennifer Collier
Chief Human Resources Officer

KCPS Teacher Retention Rate

School Year	Total Number of Teachers	Total number of teachers who departed	Retention Rate
SY 15	1188	152 (44)	87%
SY 16	1196	169 (38)	86%
SY17 (to-date)	1122	38	97%

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Classroom Teacher Years of Experience

Years of Experience	# of Teachers (2015-2016)	% of Teachers (2015-2016)	# of Teachers (2016-2017)	% of Teachers (2016-2017)
0-5 years	501	44%	634	56%
6-10 years	86	7.5%	56	5%
11-15 years	146	13%	117	10%
16-20 years	106	9%	92	8%
21-25 years	143	13%	81	7%
26- 30 years	98	9%	89	7.9%
31-35 years	43	4%	40	3.6%
36-40 years	12	1%	9	.8%
41-45 years	4	.4%	3	.3%
45-50 years	1	.08%	1	.09%

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Recruitment Strategies to address staffing needs

➢ 25 University Recruitment/Teacher Interview Days

> (Truman State, UMKC, NWMSU, UCM, KU, MU, MSSU, MNU, Avila, Pittsburg, K-State, Missouri Western, Washburn, Maryville, Rockhurst, Park, MSU)

➢ Specialized recruitment at local Schools of Education
- 5 local universities: UMKC, Park, Rockhurst, William Jewell, Avila
- Dr. Bedell, 2-3 Principals, and HR visit, form an interview panel and answer critical questions for pre-service teachers

➢ KCPS Job Fair (Feb. 4th)
- 185 certified candidates
- Letters of intent sent to blue card recipients (30 teachers)
- 24 letters have been signed and returned
- Principal-teacher match event (March 2017)

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Recruitment Strategies
to address staffing needs

➢ Specialized Recruitment/ School of Education Visits

(Visits to local schools of Education w/ Dr. Bedell, Principals, HR,

Schools include: UMKC, Park University, Rockhurst, William Jewell and Avila)

➢ Strategic Outreach: HBCU Recruitment

   ➢ Southern University

   ➢ Alabama State University

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Recruitment Strategies
to address staffing needs

➢ Key Partnerships

    ➢ TFA (12)

    ➢ KCTR (8) (all 8 have applied with KCPS)

    ➢ MU Fellows (4)

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Recruitment Strategies
Job Posting Sites

TalentED Recruit & Hire

CareerBuilder

Monster

MOREAP

Missouri Teaching Jobs

Education Week- Top School Jobs

National Association of Black School Educators (NASBE)

TESOL

American Association of School Administrators (AASA)

HireMizzouTigers.com

Indeed

K12JobSpot

LinkedIn

Missouri Admin Jobs

National Association of Secondary School Principals (NASSP)

Glassdoor

American Association of School Personnel Administrators (AASPA)

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Retention Strategies

➢ Enhancement of compensation package: aligned for internal and external equity.

➢ All new teachers receive a mentor within their school (Arranged by CIPD).

➢ Newly revised onboarding process.
(to include KCPS priorities: Cultural Competency, Equity in Practice and Trauma-Informed Care)

➢ Initiating "Teacher Check-Ins" designed to touch bases and hear from 1st and 2nd year teachers. (March 2017) Will occur quarterly in the future.

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Retention Strategies

➢ Provide clear pathways for advancement within the organization

- ▪ KCPS-LEAD: Partnership with UMKC/KCPS.   School Leader Preparation program. Identify and train current teaching staff who are prepared to provide leadership in an urban environment. KCPS priorities will be infused in the curriculum.

- ▪ KC-PLUS: Partnership w/ Kauffman and TNTP. School Leader Preparation program. Designed to prepare potential leaders to serve in an urban environment.

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Questions?

RSIT Breakout Discussion

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Feedback/Requests

Monthly Meeting Date

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