

**Kansas City Public Schools and  
Department of Elementary and Secondary Education  
Regional School Improvement Team Meeting**

February 25, 2016

**KANSAS CITY**  
PUBLIC SCHOOLS



# **Northwest Evaluation Association (NWEA) Assessment**

Fall to Winter Growth

Grades K-8



# NWEA Fall to Winter Growth Reading K-8

**Reading K-8 NWEA Fall to Winter by Grade**

|                    | Met Growth  |             |             |                      |
|--------------------|-------------|-------------|-------------|----------------------|
| Grade              | No          | Yes         | Grand Total | Met Projected Growth |
| K                  | 729         | 452         | 1181        | 38.3%                |
| 1                  | 762         | 486         | 1248        | 38.9%                |
| 2                  | 848         | 419         | 1267        | 33.1%                |
| 3                  | 701         | 520         | 1221        | 42.6%                |
| 4                  | 649         | 564         | 1213        | 46.5%                |
| 5                  | 471         | 541         | 1012        | 53.5%                |
| 6                  | 369         | 418         | 787         | 53.1%                |
| 7                  | 364         | 362         | 726         | 49.9%                |
| 8                  | 314         | 396         | 710         | 55.8%                |
| <b>Grand Total</b> | <b>5207</b> | <b>4158</b> | <b>9365</b> | <b>44.4%</b>         |

# Reading K-8

## Average RIT Gains by Grade Level

| <b>Grade</b>       | <b>Average Fall RIT</b> | <b>Average winter RIT</b> | <b>change</b> |
|--------------------|-------------------------|---------------------------|---------------|
| K                  | 136.3                   | 144.3                     | 8.0           |
| 1                  | 152.8                   | 161.6                     | 8.8           |
| 2                  | 169.8                   | 176.3                     | 6.5           |
| 3                  | 177.4                   | 184.0                     | 6.7           |
| 4                  | 187.7                   | 193.1                     | 5.4           |
| 5                  | 193.7                   | 199.5                     | 5.7           |
| 6                  | 199.3                   | 203.9                     | 4.6           |
| 7                  | 202.0                   | 204.9                     | 2.8           |
| 8                  | 204.3                   | 208.4                     | 4.1           |
| <b>Grand Total</b> | <b>176.8</b>            | <b>183.0</b>              | <b>6.2</b>    |

# NWEA Fall to Winter Growth Math K-8

| Math K-8 NWEA Fall to Winter Math by Grade |             |             |             |                      |
|--|-------------|-------------|-------------|----------------------|
|  | Met Growth  |             |             |                      |
| Grade                                      | No          | Yes         | Grand Total | Met Projected Growth |
| K  | 694         | 456         | 1150        | 39.7%                |
| 1  | 672         | 583         | 1255        | 46.5%                |
| 2  | 770         | 498         | 1268        | 39.3%                |
| 3  | 637         | 574         | 1211        | 47.4%                |
| 4  | 667         | 530         | 1197        | 44.3%                |
| 5  | 511         | 493         | 1004        | 49.1%                |
| 6  | 393         | 402         | 795         | 50.6%                |
| 7  | 403         | 344         | 747         | 46.1%                |
| 8  | 292         | 295         | 587         | 50.3%                |
| <b>Grand Total</b>                         | <b>5039</b> | <b>4175</b> | <b>9214</b> | <b>45.3%</b>         |

# Math K-8

## Average RIT Gains by Grade Level

| Grade              | Average Fall RIT | Average winter RIT | change     |
|--------------------|------------------|--------------------|------------|
| K                  | 133.0            | 143.0              | 10.1       |
| 1                  | 153.2            | 164.7              | 11.5       |
| 2                  | 172.9            | 180.7              | 7.8        |
| 3                  | 180.2            | 188.1              | 7.9        |
| 4                  | 192.2            | 198.3              | 6.1        |
| 5                  | 199.1            | 205.1              | 6.1        |
| 6                  | 204.8            | 209.7              | 4.9        |
| 7                  | 211.1            | 213.6              | 2.5        |
| 8                  | 210.2            | 213.1              | 2.8        |
| <b>Grand Total</b> | <b>179.8</b>     | <b>187.0</b>       | <b>7.2</b> |

# NWEA Fall to Winter Growth Science Grades 4 – 8

## Science NWEA Fall to Winter by Grade

|                    | Met Growth  |             |             |                      |
|--------------------|-------------|-------------|-------------|----------------------|
| Grade              | No          | Yes         | Grand Total | Met Projected Growth |
| 4                  | 565         | 499         | 1064        | 46.9%                |
| 5                  | 471         | 486         | 957         | 50.8%                |
| 6                  | 38          | 44          | 82          | 53.7%                |
| 7                  | 217         | 323         | 540         | 59.8%                |
| 8                  | 362         | 359         | 721         | 49.8%                |
| <b>Grand Total</b> | <b>1653</b> | <b>1711</b> | <b>3364</b> | <b>50.9%</b>         |

# Science Grades 4-8

## Average RIT Gains by Grade Level

| Grade              | Average Fall RIT | Average winter RIT | change     |
|--------------------|------------------|--------------------|------------|
| 4                  | 187.1            | 192.0              | 4.9        |
| 5                  | 192.2            | 196.6              | 4.5        |
| 6                  | 210.8            | 212.7              | 1.9        |
| 7                  | 192.6            | 198.1              | 5.6        |
| 8                  | 201.0            | 203.6              | 2.5        |
| <b>Grand Total</b> | <b>193.0</b>     | <b>197.3</b>       | <b>4.3</b> |



# MPI Prediction – 5<sup>th</sup> Grade Science

5th Grade MPI Predictions - Science

| Row Labels                          | Students Tested | %Adv | %Prof | %Basic | %BB   | MPI   |
|-------------------------------------|-----------------|------|-------|--------|-------|-------|
| African Centered Elementary Academy | 34              | 0.0% | 5.9%  | 76.5%  | 17.6% | 270.6 |
| Benjamin Banneker Elementary        | 26              | 0.0% | 3.8%  | 69.2%  | 26.9% | 250.0 |
| Border Star Montessori              | 40              | 5.0% | 22.5% | 62.5%  | 10.0% | 312.5 |
| Carver Dual Language Elem           | 44              | 0.0% | 9.1%  | 75.0%  | 15.9% | 277.3 |
| Crispus Attucks Elementary          | 23              | 0.0% | 4.3%  | 56.5%  | 39.1% | 226.1 |
| Faxon Elementary                    | 30              | 0.0% | 0.0%  | 60.0%  | 40.0% | 220.0 |
| Foreign Language Academy            | 56              | 3.6% | 14.3% | 76.8%  | 5.4%  | 310.7 |
| Garfield Elementary                 | 64              | 3.1% | 4.7%  | 70.3%  | 21.9% | 267.2 |
| George Melcher Elementary           | 48              | 0.0% | 2.1%  | 58.3%  | 39.6% | 222.9 |
| Gladstone Elementary                | 86              | 3.5% | 10.5% | 69.8%  | 16.3% | 284.9 |
| Harold L Holliday Sr Montessori     | 10              | 0.0% | 0.0%  | 90.0%  | 10.0% | 280.0 |
| J A Rogers Elementary               | 109             | 0.0% | 9.2%  | 73.4%  | 17.4% | 274.3 |
| James Elementary                    | 52              | 0.0% | 9.6%  | 71.2%  | 19.2% | 271.2 |
| John T. Hartman Elementary          | 37              | 5.4% | 2.7%  | 48.6%  | 43.2% | 227.0 |
| Longfellow Elementary               | 15              | 0.0% | 0.0%  | 73.3%  | 26.7% | 246.7 |
| Martin Luther King Jr Elementary    | 72              | 0.0% | 4.2%  | 69.4%  | 26.4% | 251.4 |
| Phillis Wheatley Elementary         | 35              | 0.0% | 2.9%  | 85.7%  | 11.4% | 280.0 |
| Pitcher Elementary                  | 45              | 2.2% | 11.1% | 73.3%  | 13.3% | 288.9 |
| Primitivo Garcia Elementary         | 33              | 3.0% | 18.2% | 54.5%  | 24.2% | 275.8 |
| Satchel Paige Elementary            | 29              | 0.0% | 0.0%  | 55.2%  | 44.8% | 210.3 |
| Success Academy at Knotts           | 22              | 0.0% | 0.0%  | 40.9%  | 59.1% | 181.8 |
| Trailwoods Elementary               | 37              | 0.0% | 16.2% | 73.0%  | 10.8% | 294.6 |
| Troost Elementary                   | 30              | 0.0% | 6.7%  | 53.3%  | 40.0% | 226.7 |
| Wendell Phillips Elementary         | 27              | 3.7% | 14.8% | 81.5%  | 0.0%  | 322.2 |
| Whittier Elementary                 | 79              | 1.3% | 22.8% | 55.7%  | 20.3% | 284.8 |
| Students Tested                     | 1083            | 1.4% | 9.1%  | 67.3%  | 22.2% | 267.6 |

# MPI Predictions – 8<sup>th</sup> Grade Science

8th Grade MPI Predictions - Science

| Site                                  | Students Tested | %Adv | %Prof | %Basic | %Below Basic | MPI   |
|---------------------------------------|-----------------|------|-------|--------|--------------|-------|
| African-Centered College Prep Academy | 31              | 0.0% | 0.0%  | 32.3%  | 67.7%        | 164.5 |
| Central Middle                        | 210             | 0.0% | 4.3%  | 38.1%  | 57.6%        | 189.0 |
| Foreign Language Academy              | 42              | 2.4% | 26.2% | 57.1%  | 14.3%        | 302.4 |
| Lincoln College Prep Academy          | 124             | 1.6% | 34.7% | 60.5%  | 3.2%         | 331.5 |
| Northeast Middle                      | 330             | 0.0% | 5.2%  | 32.4%  | 62.4%        | 180.3 |
| Paseo Acad. of Performing Arts        | 58              | 0.0% | 3.4%  | 43.1%  | 53.4%        | 196.6 |
| Success Academy at Anderson           | 22              | 0.0% | 0.0%  | 36.4%  | 63.6%        | 172.7 |
| Grand Total                           | 817             | 0.4% | 10.0% | 40.3%  | 49.3%        | 212.1 |

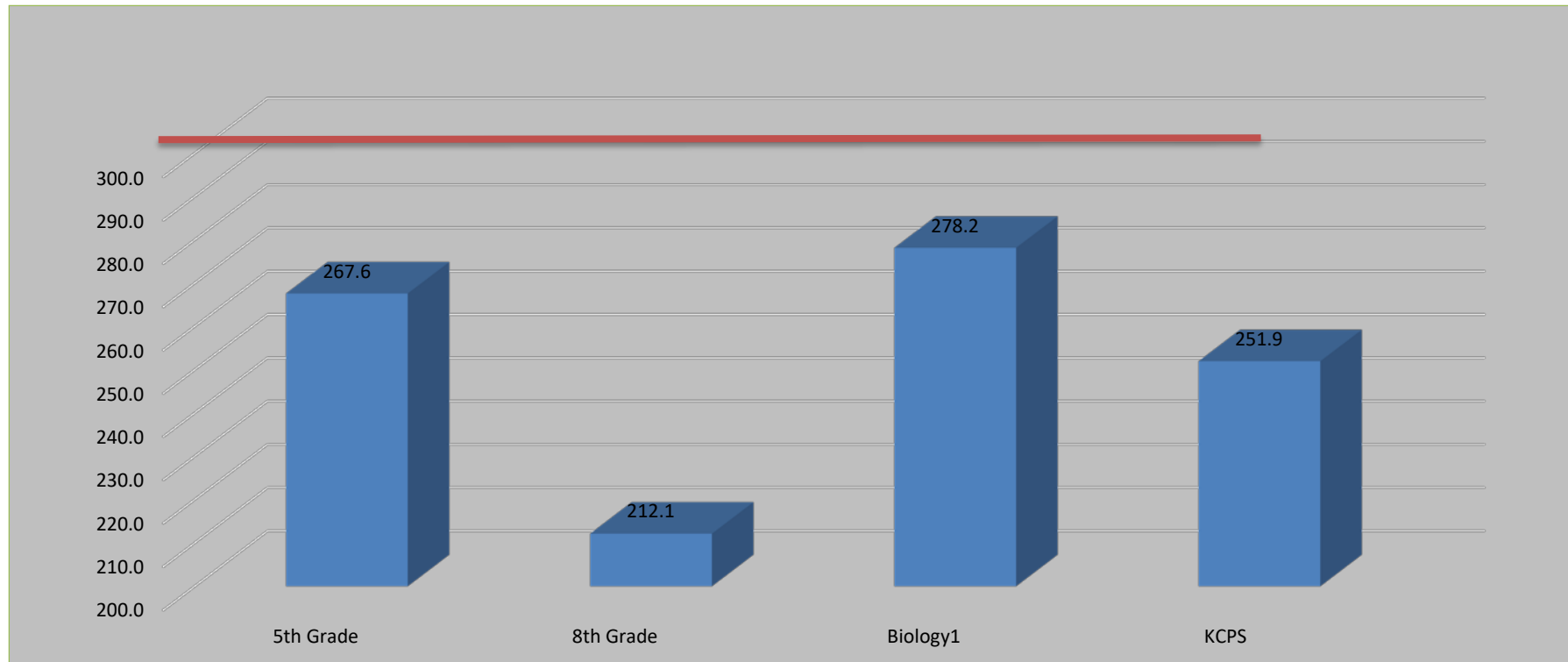
# Biology

## Biology 1 MidTerm Exam

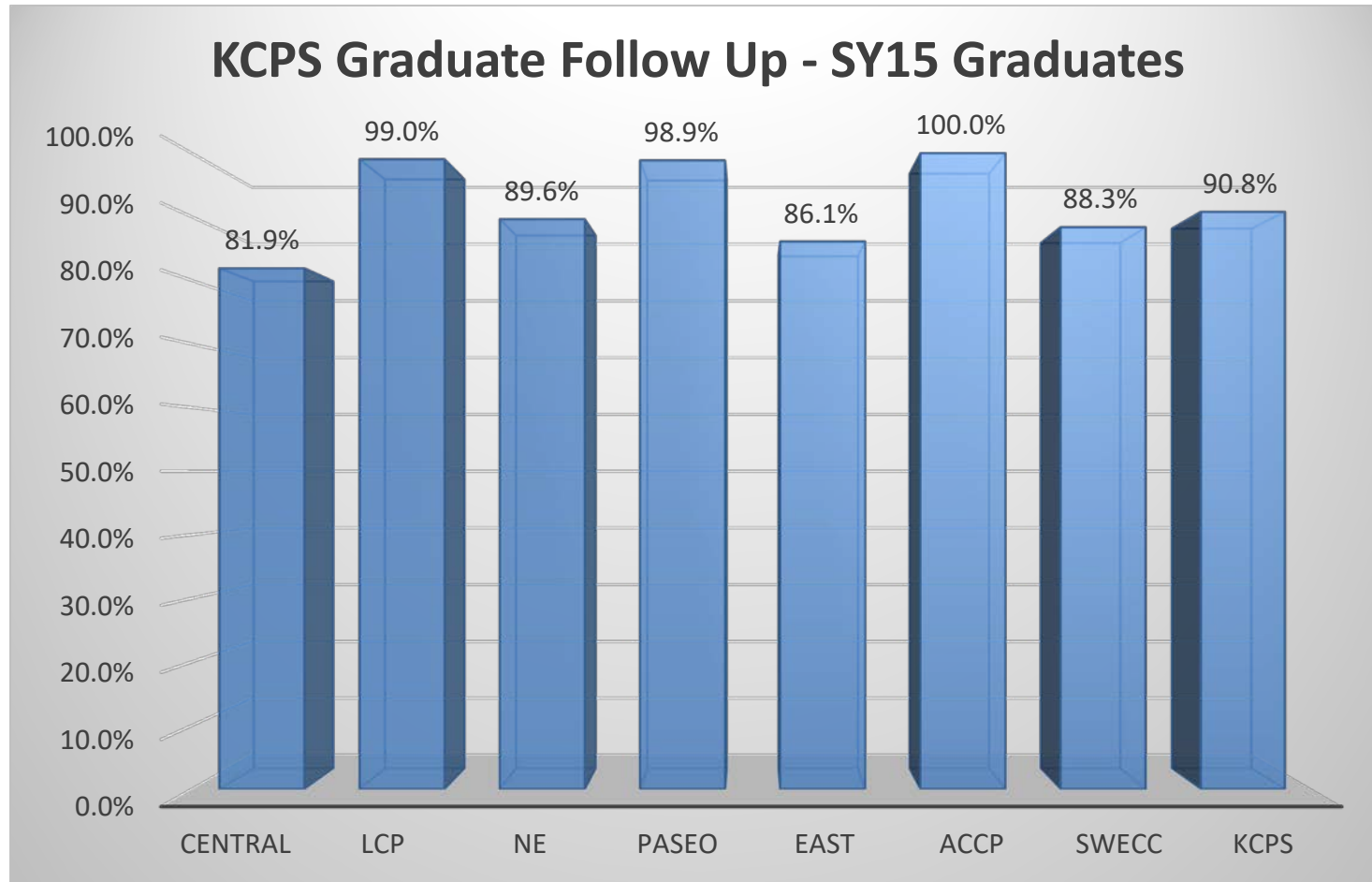
| Site                                    | Students Tested | A %    | P %    | B %    | BB %   | MPI   |
|---|-----------------|--------|--------|--------|--------|-------|
| African-Centered College Prep Upper     | 53              | 37.74% | 45.28% | 11.32% | 5.66%  | 409.4 |
| Central High School                     | 60              | 15.00% | 48.33% | 20.00% | 16.67% | 345.0 |
| East High School                        | 198             | 2.02%  | 16.16% | 45.96% | 35.86% | 248.5 |
| Northeast High School                   | 134             | 2.24%  | 29.85% | 46.27% | 21.64% | 291.1 |
| Paseo Academy                           | 89              | 0.00%  | 6.74%  | 68.54% | 24.72% | 257.3 |
| Southwest Early College Campus          | 61              | 3.28%  | 4.92%  | 34.43% | 57.38% | 196.8 |
| School District of Kansas City Missouri | 595             | 6.39%  | 22.52% | 42.52% | 28.57% | 278.2 |

# 5<sup>th</sup>, 8<sup>th</sup> & Biology Predictor – as of 2.15.16

| Site      | Students Tested | %Adv | %Prof | %Basic | Below Bas | MPI   |
|-----------|-----------------|------|-------|--------|-----------|-------|
| 5th Grade | 1083            | 1.4% | 9.1%  | 67.3%  | 22.2%     | 267.6 |
| 8th Grade | 817             | 0.4% | 10.0% | 40.3%  | 49.3%     | 212.1 |
| Biology1  | 595             | 6.4% | 22.5% | 42.5%  | 28.6%     | 278.2 |
| KCPS      | 2495            | 2.2% | 12.6% | 52.5%  | 32.6%     | 251.9 |



# MSIP 3\*5-6 Postsecondary Placement

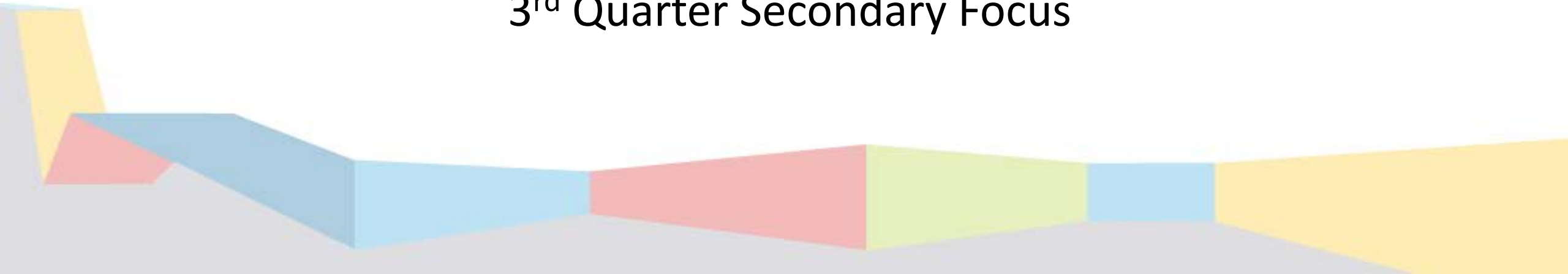


- KCPS certified the Postsecondary placement file on Feb. 19, 2016.
- CTE and Assessment Dept. located 698 SY15 graduates that either went to college or are positively employed.
- The KCPS positive placement rate of 90.8% will earn ten out of ten possible points on the SY16 APR.

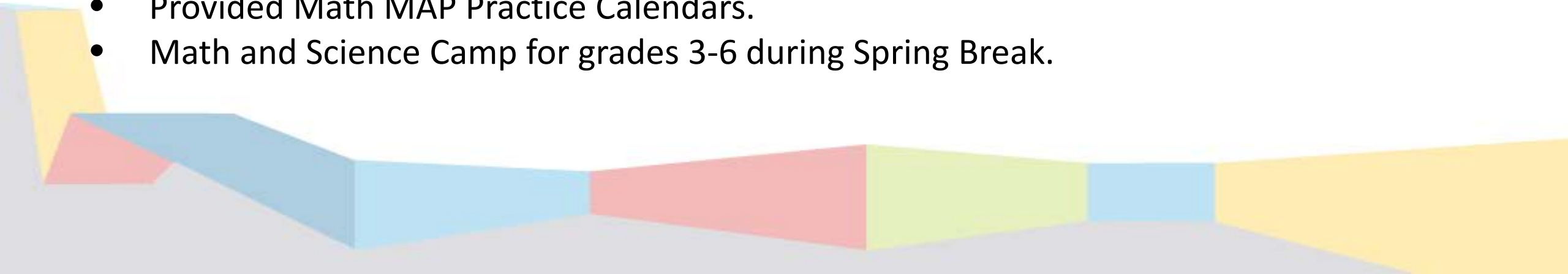
# Questions?

# Curriculum and Instruction Professional Development

K-8 Focus after the NWEA Winter Assessment, Rtl Meetings  
and  
3<sup>rd</sup> Quarter Secondary Focus

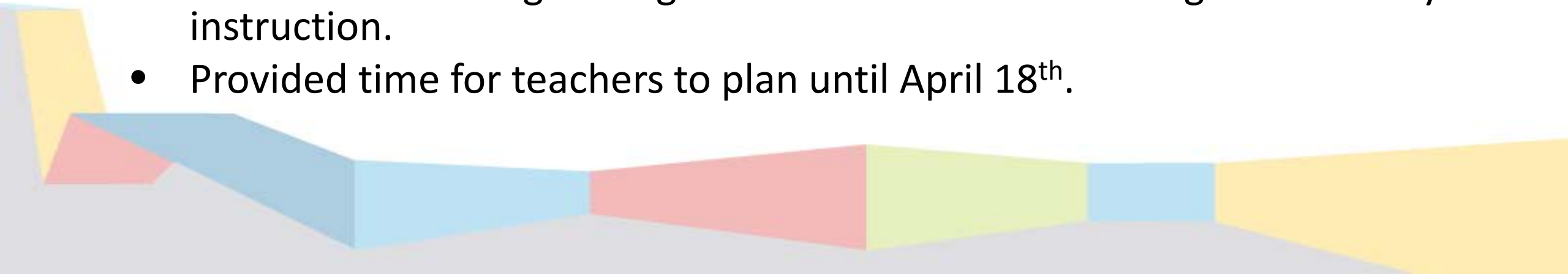


# Increasing Quality Instruction: Elementary

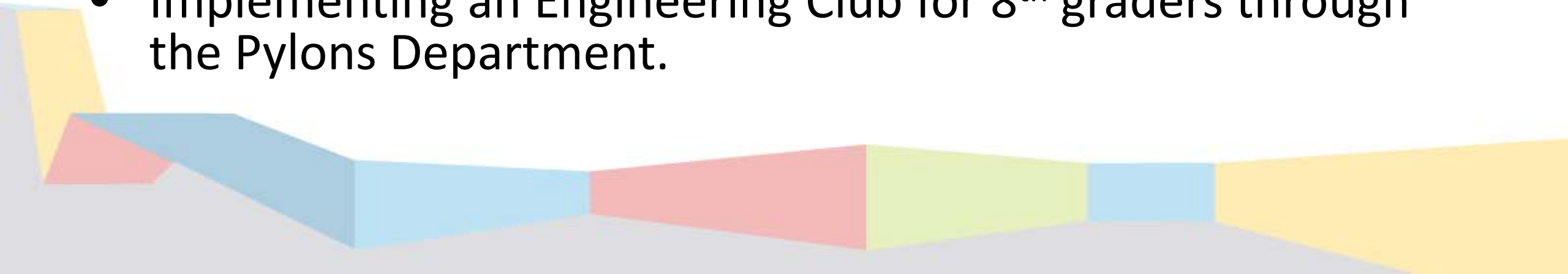
- Met with each elementary principal to support year one implementation of RtI for Literacy.
  - Highlighted usage and data on intervention resources (Imagine Learning, Study Island, and STAR).
  - Discussed use of Informal Reading Inventories with alignment to STAR and NWEA.
  - Provide professional development to teachers, TMCs, and principals to increase knowledge of Informal Reading Inventories.
  - Provide make and take professional development for practice stations.
  - Provide weekly Math Number Talks professional development for grades 3-5 teachers.
  - Provide a weekly course taught by a UCM Adjunct Professor for grade 6 teachers.
  - Provided Math MAP Practice Calendars.
  - Math and Science Camp for grades 3-6 during Spring Break.
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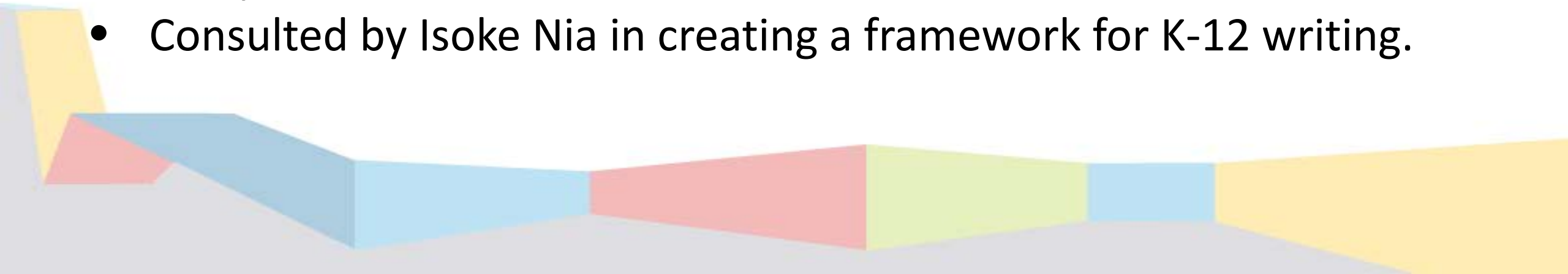
# Increasing Quality Instruction: Science

- Provided professional development for grade 5 and 8 Science teachers.
  - Analyzed NWEA data to provide interventions on low strands and standards.
  - Aligned the data to the blueprint and achievement level descriptors.
  - Identified students close to moving up or down in performance categories.
  - Provided a daily do now in each highly tested strand.
  - Provided formatives to align to instruction.
  - Included test-taking strategies and use of on-line training tools in daily instruction.
  - Provided time for teachers to plan until April 18<sup>th</sup>.
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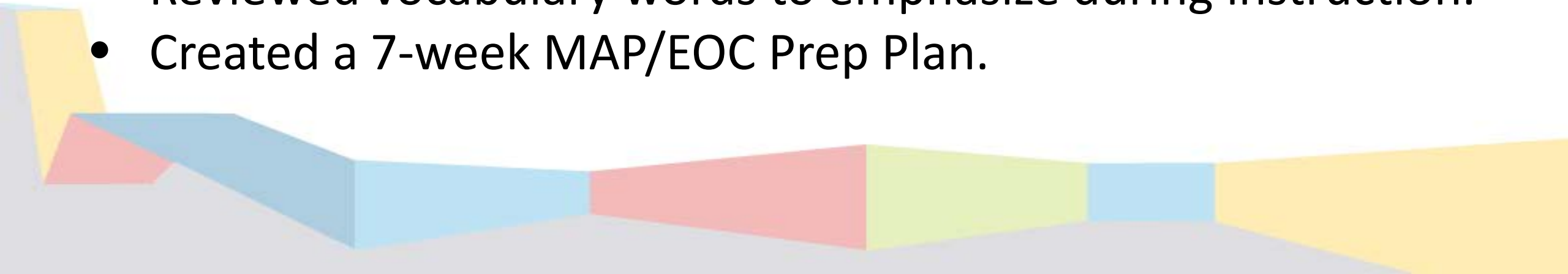
# Increasing Quality Instruction: Science

- Provided after school professional development through Science Pioneers.
  - Implemented side-by-side coaching.
  - Aligned leveled text to the content.
  - Provided each 5 and 8 teacher a Science A-Z license.
  - Provided quarter assessments to identify re-teaching needs.
  - Implementing an Engineering Club for 8<sup>th</sup> graders through the Pylons Department.
- 

# Increasing Quality Instruction: Secondary ELA

- Modeled direct instruction of Missouri Learning Standards.
  - Improved quality of writing connected to the genres for reading.
  - Provided and analyzed STAR Reading data for grades 9 and 10 to diagnose and monitor growth in comprehension.
  - Provided professional development on MAP Online Tools, EOC practice test, and ACT English and Reading practice tests.
  - Provided a collaboration planning session to implement units of study.
  - Consulted by Isoke Nia in creating a framework for K-12 writing.
- 

# Increasing Quality Instruction: Secondary Math

- Analyzed Quarter 3 pre-test results.
  - Examined a variety of instructional strategies to teach each standard and skill.
  - Provided additional practice problems aligned to the blueprint and achievement level descriptors.
  - Identified the topics requiring graphing calculators.
  - Reviewed vocabulary words to emphasize during instruction.
  - Created a 7-week MAP/EOC Prep Plan.
- 

# Questions?

# **School Leadership**

## **Second Semester Focus**

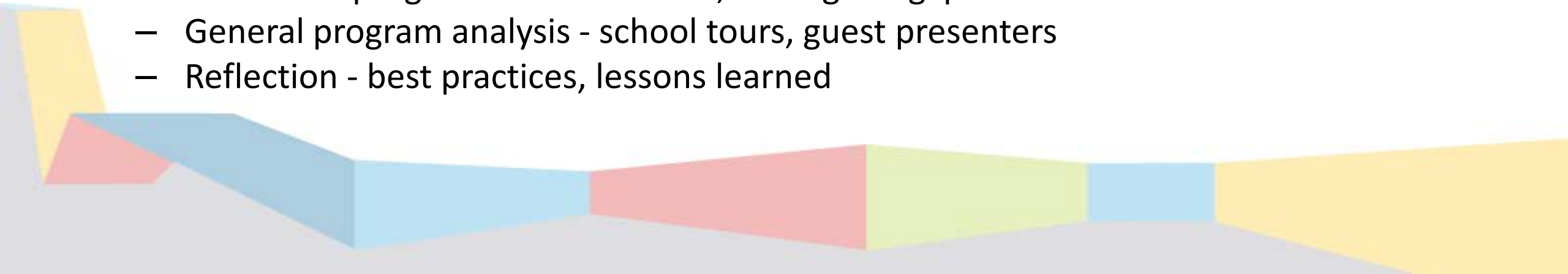
Building an Academic Climate and Culture

Monitoring Schedule

Supporting Building Leadership



# Principals PLC

- Supports connectivity between principals and expanding the intellectual capital of the organization.
  - Principals are placed in natural PLC groups based on secondary or elementary school, and divided by SL Director.
  - PLC agendas include:
    - ABC's – attendance, behavior, course performance
    - Research - Marshall memo, book study, articles
    - Legislative initiatives - bullying, teacher evaluation, college & career requirements
    - Innovative programs - assessments, closing the gap
    - General program analysis - school tours, guest presenters
    - Reflection - best practices, lessons learned
- 

# Attendance

- By demographics (month and grade level)
- Pertinent information by hour
- Attendance goals and Action Plan
- MSIP 5 Goal
- Student Recognition





# Behavior

- Infraction and total
- Grade Level
- By month
- Ethnic Group
- Behavior Goal and Action Plan
- Student Recognition



# Course Performance

- Academics (2-year trend)
  - NWEA, DRA2
  - High School EOC and MAP Data - ELA, Social Studies (American History and Government) Science, Math, Algebra, Algebra II, Geometry, Biology
  - Breakdown by demographics
  - Students below basic, basic, proficient, and advanced
  - Goal for Improvement
  - Data Teams
  - Student Recognition
- 

# Monitoring

| Mon 2/22     | Tue 2/23     | Wed 2/24      | Thur 2/25 | Fri 2/26                |
|--------------|--------------|---------------|-----------|-------------------------|
| 8 In Schools | 8 In Schools | 8             | 8         | 8 In Schools            |
| 9            | 9            | 9             | 9         | 9                       |
| 10           | 10           | 10 SL Meeting | 10        | 10                      |
| 11           | 11           | 11            | 11        | 11                      |
| 12           | 12           | 12            | 12        | 12                      |
| 1            | 1            | 1             | 1         | 1                       |
| 2            | 2            | 2             | 2         | 2 SL Attendance Meeting |
| 3            | 3            | 3             | 3         | 3                       |
| 4            | 4            | 4             | 4         | 4                       |
| 5            | 5            | 5             | 5         | 5                       |
| 6            | 6            | 6             | 6         | 6                       |
| Evening      | Evening      | Evening       | Evening   | Evening                 |

# Questions?

# Staff Certification

|                                       | 2016-2017 |
|---------------------------------------|-----------|
| Total # of teachers                   | 1159      |
| # of non-certified classroom teachers | 0         |

# KCPS Job Fair

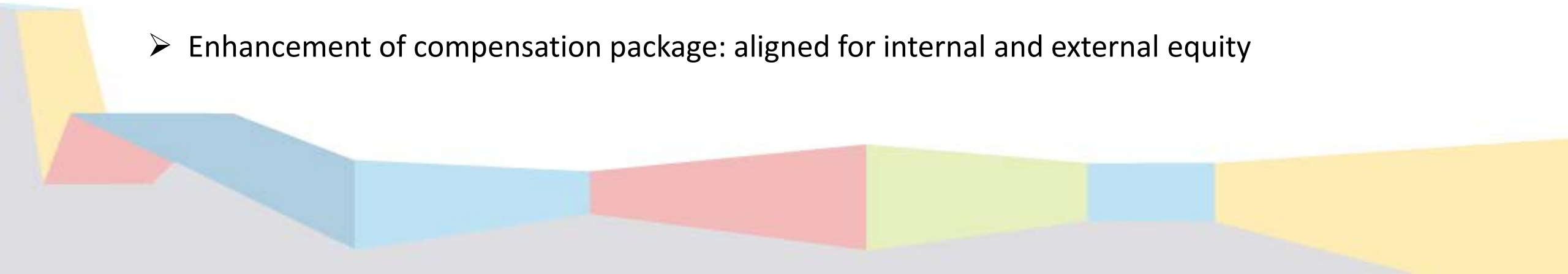
## January 30, 2016



# KCPS Job Fair

|                                    | 2015-2016    |
|------------------------------------|--------------|
| # of candidates                    | 243          |
| # of certified                     | 136          |
| # of classified                    | 107          |
| # of teacher candidates            | 86           |
| # of administrator candidates      | 50           |
| # we hired                         | 6 (thus far) |
| # of KCPS leaders who participated | 47           |

# Recruitment/ Selection/ Retention Efforts

- 11 Job/Career Fairs attended: Park University, Alabama A & M, University of Arkansas (Pine Bluff), University of Nebraska, Northwest Missouri State, University of Central Missouri, University of Louisiana, Louisiana State University, University of Kansas and KC3+ (Teach for America), KCPS, UMKC, MU
  - 6 additional Job/Career Fairs for Spring 2016: Harris-Stowe State University, Mid-America Nazarene, Avila University, University of Kansas, Rockhurst University, University of Nebraska
  - KCPS Job Fair (January 30<sup>th</sup> @ Paseo Academy): Total of 243 candidates interviewed
  - Strategic Outreach: HBCU Recruitment (recent hires)
  - Enhancement of compensation package: aligned for internal and external equity
- 



# Recruitment/Selection/Retention Efforts

## Job Posting Sites

**TalentED Recruit & Hire**

Career Builders

Monster

**MOREAP**

**Missouri Teachers Association**

Education Week- Top School Jobs

National Association of Black School Educators  
(NASBE)

HireMizzouTigers.com

**Indeed**

K12JobSpot

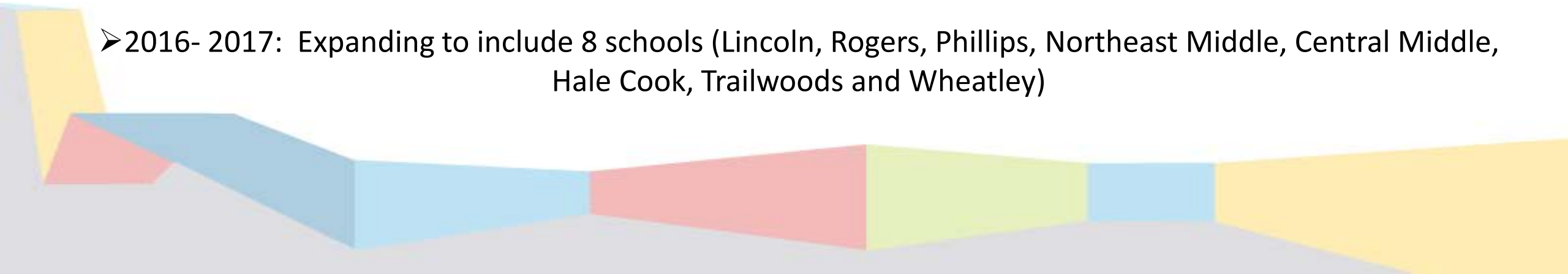
LinkedIn

Missouri Admin Jobs

National Association of Secondary School  
Principals (NASSP)

# Recruitment/Selection/Retention Efforts

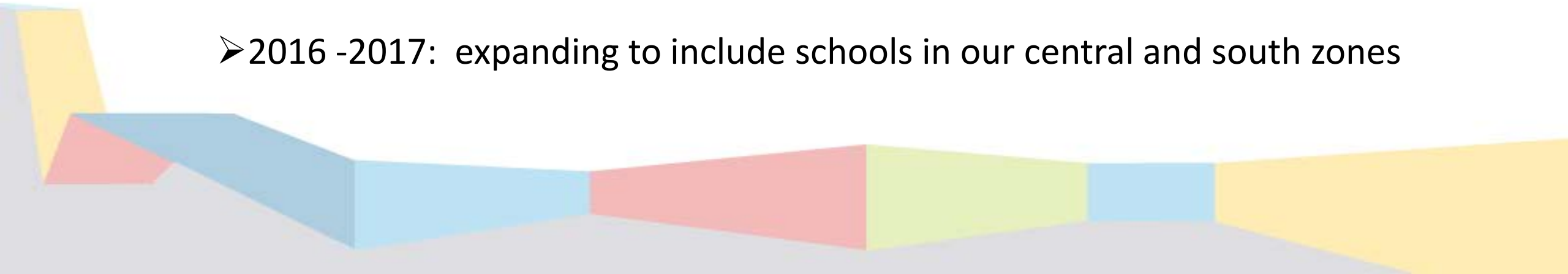
## MU Fellows

- Fully certificated first year teachers
  - Graduate students earning their master's degree free of charge
  - One fellow fills a vacancy, while the other takes over the classroom of an outstanding teacher and that teacher serves as the mentor for the 2 fellows
  - 2015-2016: 4 total/ Rogers Elementary (2), Lincoln (2)
  - 2016- 2017: Expanding to include 8 schools (Lincoln, Rogers, Phillips, Northeast Middle, Central Middle, Hale Cook, Trailwoods and Wheatley)
- 

# Recruitment/Selection/Retention Efforts

## Professional Development Schools

In partnership with UMKC (student teacher placement)

- Refined the partnership and collaboratively designed a handbook to address the functioning of the partnership
  - 2015-2016: 6 schools (Garfield, Gladstone, Trailwoods, Rogers, Northeast Middle, Northeast High)
  - 2016 -2017: expanding to include schools in our central and south zones
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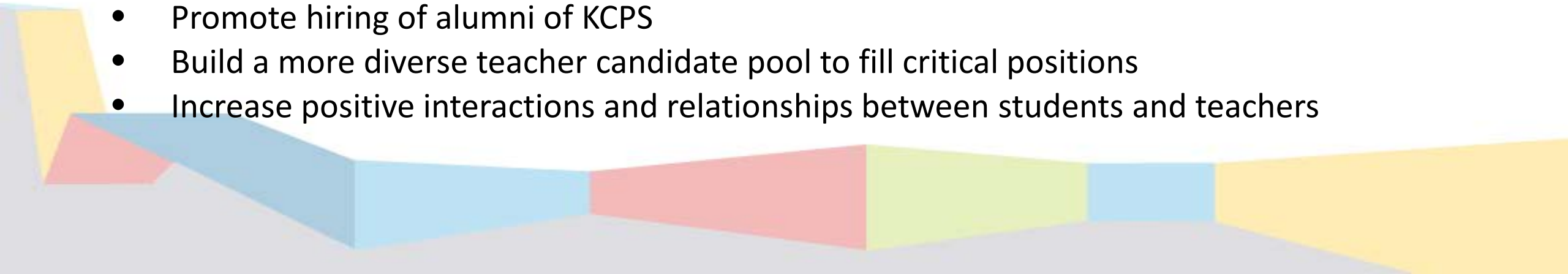
# Recruitment/Selection/Retention Efforts

## Teachers of Tomorrow (ToT)

### Goals:

- To identify, train and nurture students who are interested in a teaching career
- To cultivate a “grow your own” model tailored to our needs
- To build a teacher pipeline for KCPS
- To create a positive school culture experience throughout elementary and secondary schools
- To expose students to the education field and high needs areas (foreign language, special needs, math, science) in the teaching field


### Expected Outcomes:

- Promote hiring of alumni of KCPS
  - Build a more diverse teacher candidate pool to fill critical positions
  - Increase positive interactions and relationships between students and teachers
- 

# Recruitment/Selection/Retention Efforts

## Teachers of Tomorrow (ToT)

### Benefits of the Program

- KCPS student will gain knowledge about the teaching profession
  - High school students could earn up to 3 college credits- UMKC
  - Scholarship information made available
  - Field trips/experiences
  - Classroom observations
  - Teacher shadowing
  - Development of leadership skills
  - Opportunity to impact peers and to contribute to building a positive teacher perception.
- 

# Recruitment/Selection/Retention Efforts

## Teachers of Tomorrow (ToT) Tentative Implementation Plan

Pilot SY 2016- 2017

### 9<sup>th</sup> and 10<sup>th</sup> Graders:

Attend ToT program once per month – led by instructional coach

Explore various careers with emphasis on education careers

Attend fieldtrip to UMKC School of Education

Job shadow a teacher

### 11<sup>th</sup> Graders:

Attend ToT program once per quarter – led by instructional coach

Enroll in dual credit Introduction to Urban Education course – 2 credits

Attend fieldtrip TBA

### 12<sup>th</sup> Graders:

Attend ToT program once per quarter – led by instructional coach

Enroll in dual credit Elective course – 1 credit

Attend fieldtrip TBA

Teacher assistance in high school

Apply to UMKC school of education

# Training and Performance Management Review System

## On-going Training / Talent Development

Development of Onboarding Program for Principals/ Teachers

New Employee Orientation: Every Monday

Nutritional Services Department (Workforce Team Building)

Information Technology Department (Effective Communication Series)



# Questions?



# Feedback

Questions from feedback cards –



# RSIT Breakout Discussion



# Feedback/Requests

# Monthly Meeting Date

