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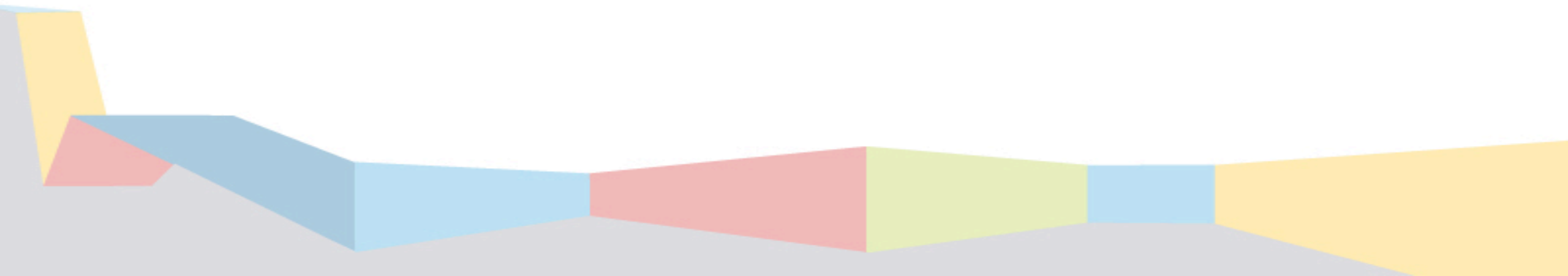
Regional School Improvement Team Meeting

Wednesday, January 21, 2015
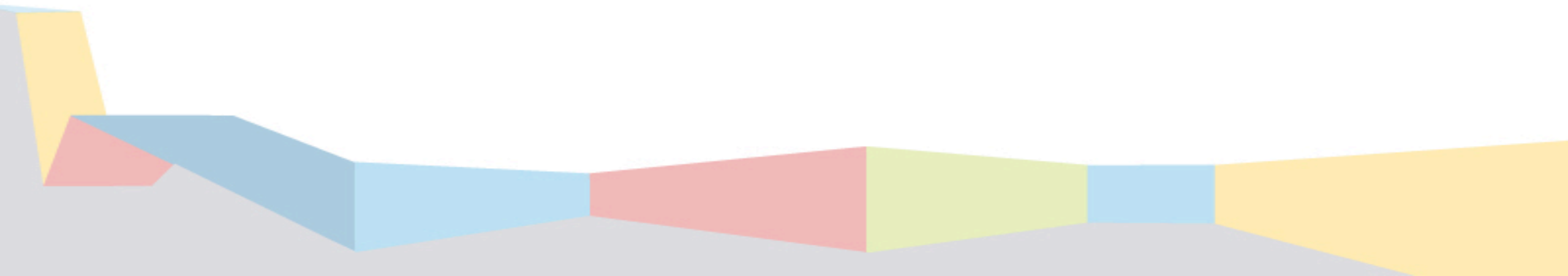
KANSAS CITY
PUBLIC SCHOOLS

# KCPS District High School Assessments

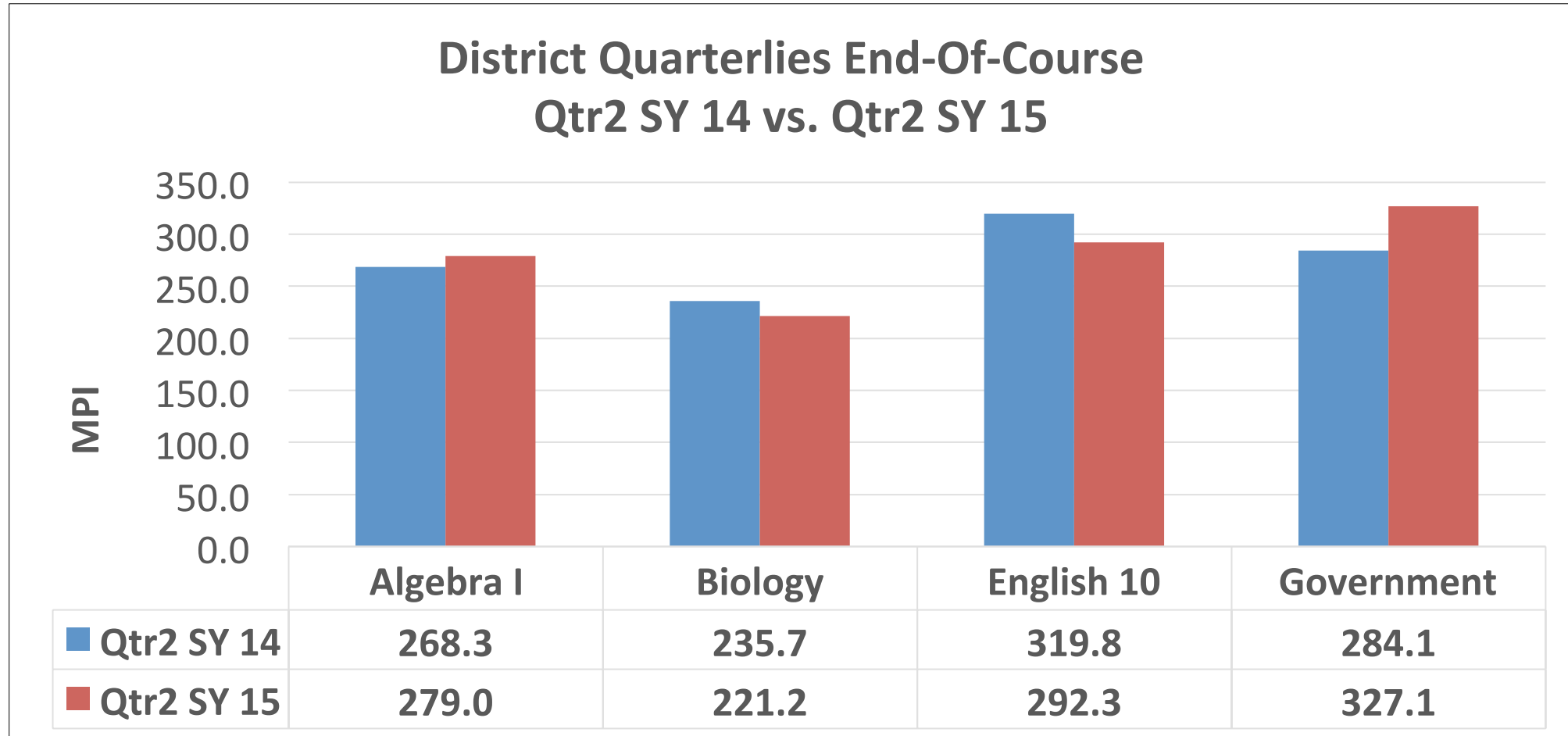Quarterlies End Of Course assessments

# High School 2$^{nd}$ Quarter EOCs

- Transition Year from the Show-Me-Standards to Missouri Learning Standards
- New State and District Assessments
- From paper and pencil to on-line assessments
- New Cut Scores and Achievement Level Descriptors

# District Quarterlies EOC

District Quarterlies End-Of-Course
Qtr2 SY 14 vs. Qtr2 SY 15

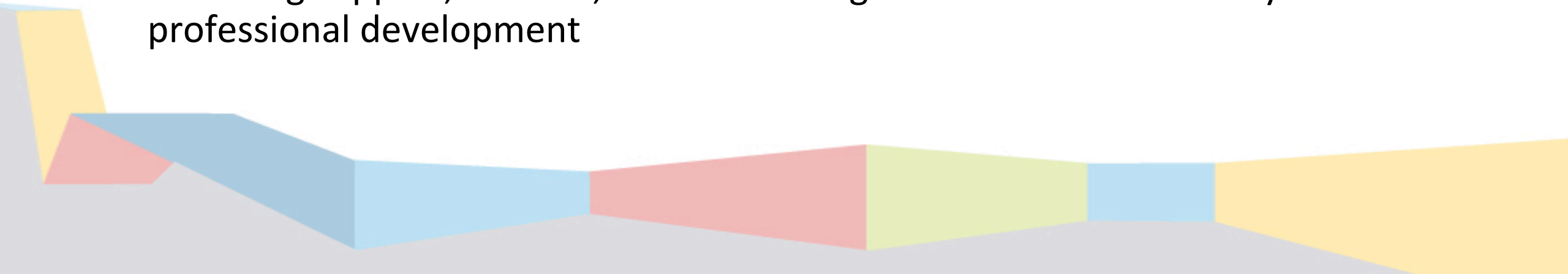| | Algebra I | Biology | English 10 | Government |
|---|---|---|---|---|
| Qtr2 SY 14 | 268.3 | 235.7 | 319.8 | 284.1 |
| Qtr2 SY 15 | 279.0 | 221.2 | 292.3 | 327.1 |

MPI

# Curriculum, Instruction and Professional Development

- Shift to Missouri Learning Standards (Common Core)
- Lexile ranges have increased in all content areas
- Increased content—cross-referencing text to have primary and secondary sources
- Increased rigor—focus on argumentative literacy across curriculum
- New assessments in all four core contents
- Format – using online versions of assessments
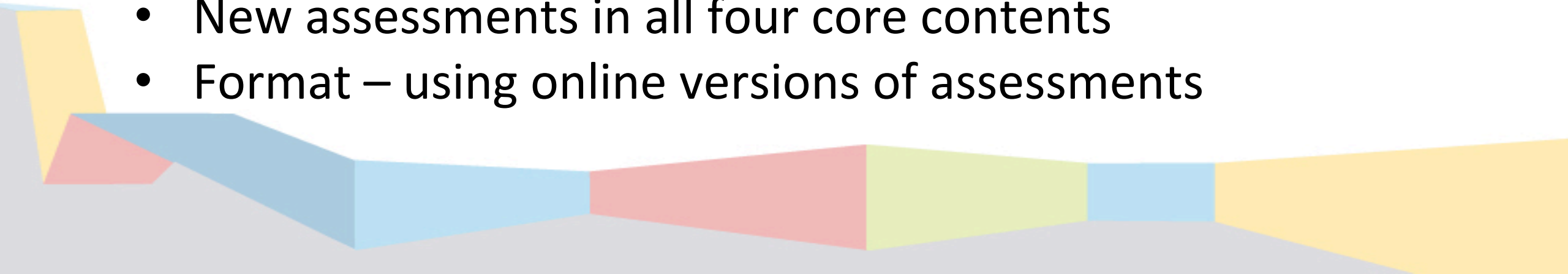
# Next Steps

- Conduct professional development for teachers - focusing on instructional strategies to increase rigor
- Identify individual teachers to provide targeted support
- Increase "close reading" time for students to improve in the areas of vocabulary and comprehension
- 60 Day Plan - Identify areas in the curriculum to emphasize for the next quarter
- Promote quality instruction
- Providing support, content, and monitoring of the 75 minute weekly professional development

# State Achievement Levels

**Promote Quality Instruction The KCPS Framework**

# KCPS Walkthrough form

**KANSAS CITY PUBLIC SCHOOLS**
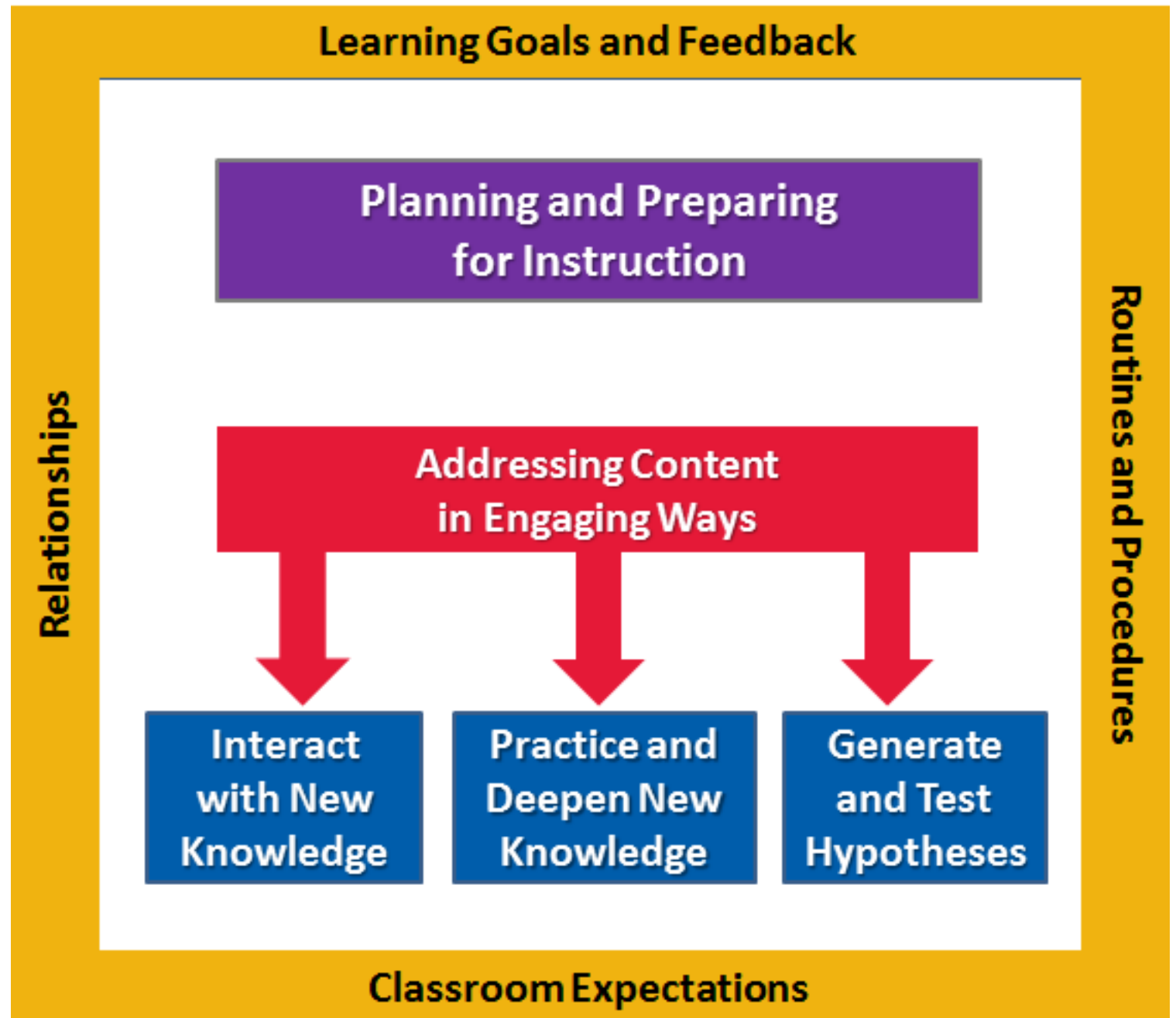
## KCPS Walkthrough Form

Date _____ Time _____ Teacher _____ Subject _____ # of Students_____

☐ Beginning ☐ Middle ☐ End ☐ Co-teaching/Class within a class ☐ Special Ed Self-Contained
Was instructional activity observed? ☐ Yes ☐ No ☐ Large Group ☐ Small Group ☐ Independent

**Planning and Preparing:**

| | |
|---|---|
| **Learning Targets(s)** | Were learning targets clearly articulated for the lesson? ☐ Yes ☐ No |
| | Was the instructional activity aligned to the learning targets? ☐ Yes ☐ No |
| | Were students focused on the learning objectives? ☐ Yes ☐ No |

Was differentiated instruction observed? ☐ Yes ☐ No
Did feedback elicit respectful communication in the classroom? ☐ Yes ☐ No
Did feedback drive instruction in the classroom? ☐ Yes ☐ No
Did formative/summative assessment drive instruction in the classroom? ☐ Yes ☐ No

| Mark "E" for extensive, "M" for moderate, or "S" for Slight | | |
|---|---|---|
| **Marzano's Lesson Delivery** | Teacher | Student |
| Identifying the critical information | E M S | E M S |
| Organizing students to interact with new knowledge | E M S | E M S |
| Previewing new content | E M S | E M S |
| Chunk content into digestible bites | E M S | E M S |
| Helping students process new information | E M S | E M S |
| Helping students elaborate on new information | E M S | E M S |
| Helping students record and represent knowledge | E M S | E M S |
| Helping students reflect on their learning | E M S | E M S |
| Practicing and Deepening Knowledge | E M S | E M S |
| Generating & Testing Hypotheses | E M S | E M S |
| **Instructional Delivery Methods** | Teacher | Student |
| Class Discussion | E M S | E M S |
| Group work | E M S | E M S |
| Small Groups | E M S | E M S |
| Student Engagement | E M S | E M S |

21ˢᵗ Century Goals:  (Check all that apply)

____Communication  ____Collaboration  ____Critical Thinking

____Creativity  ____Caring

| | Teacher | Student |
|---|---|---|
| Argumentative Literacy | E M S | E M S |
| 6+1 Trait Writing | E M S | E M S |
| Use of Digital Resources | E M S | E M S |
| Curriculum on Pace | Yes | No |

| DOK Level | DOK Description | Prevailing | Highest Reached |
|---|---|---|---|
| Level 1 | Recall | | |
| Level 2 | Skill/Concept | | |
| Level 3 | Strategic Thinking | | |
| Level 4 | Extended Thinking | | |

**Classroom Learning Environment**
**The physical climate is:**
☐Conducive to learning ☐ Somewhat conducive ☐ Not
 ☐ Classroom design  ☐ Safety issues
 ☐ Attractiveness  ☐ External disruptions
 ☐ Cleanliness / Temperature

Comments: _____
_____

**The instructional climate is:**
☐Conducive to learning ☐ Somewhat conducive ☐ Not
 ☐ Disruptive behavior  ☐ Lack of organization
 ☐ Off-task behavior  ☐ Internal disruptions

Comments: _____
_____

**Student Work Displayed:**  ☐ Yes ☐ No (skip)
 Has a scoring guide: ☐ Yes ☐ No
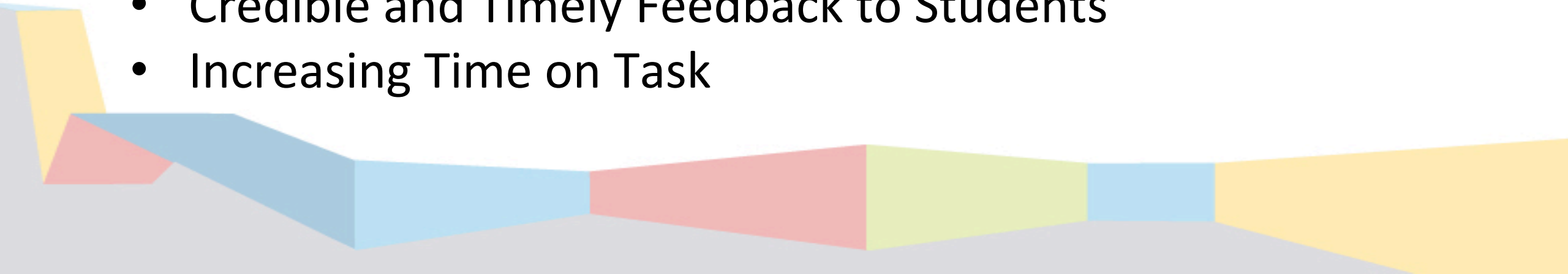 Has a current date: ☐ Yes ☐ No
 DOK: ☐ Level 1 ☐ Level 2 ☐ Level 3 ☐ Level 4

Comments: _____
_____

# School Leadership

How Will We Monitor Student Progress?

- Frequent Classroom Observations
  - Differentiated instruction
  - Student engagement
  - Examining student work displays
  - Examining classroom assessments
- Credible and Timely Feedback to Students
- Increasing Time on Task

# 2nd Semester Focus

- Clear Expectations
- Strategic and Deliberate
  - Professional Development
  - Walk-throughs
  - Data Team Cycles
  - 1:1 Digital Resources
- Relevant
- Additional Support for those schools who did not reach the full accreditation status.
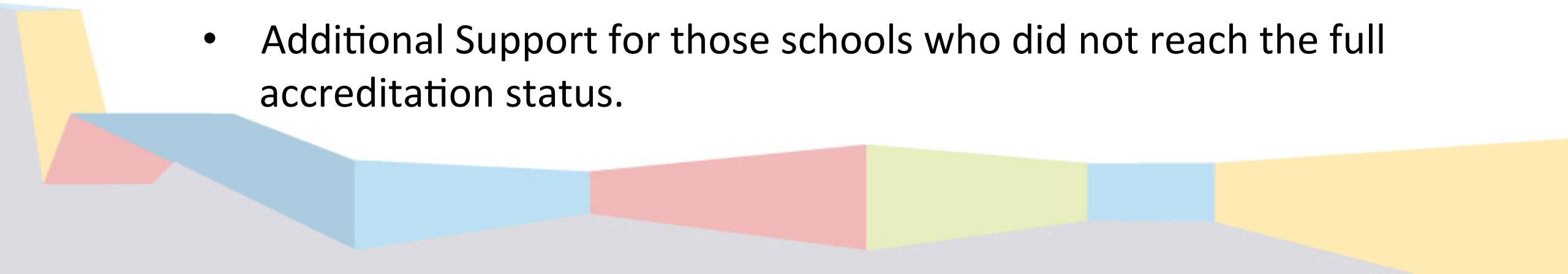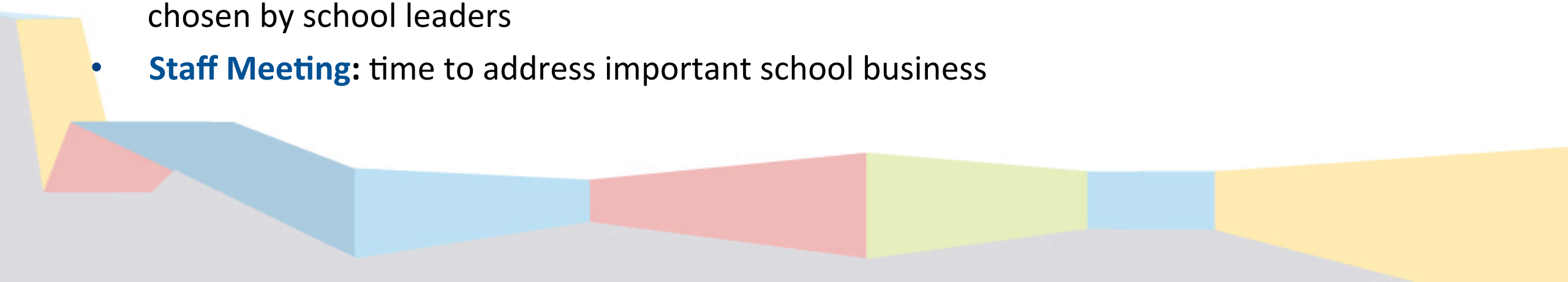
# 75 Minute PLC/PD Sessions: Purpose & Structure

**Purpose**: Provide teachers with time to study and collaborate with their peers in ways that enhance the teaching and learning in every classroom.

75 Mins

30 Building PD
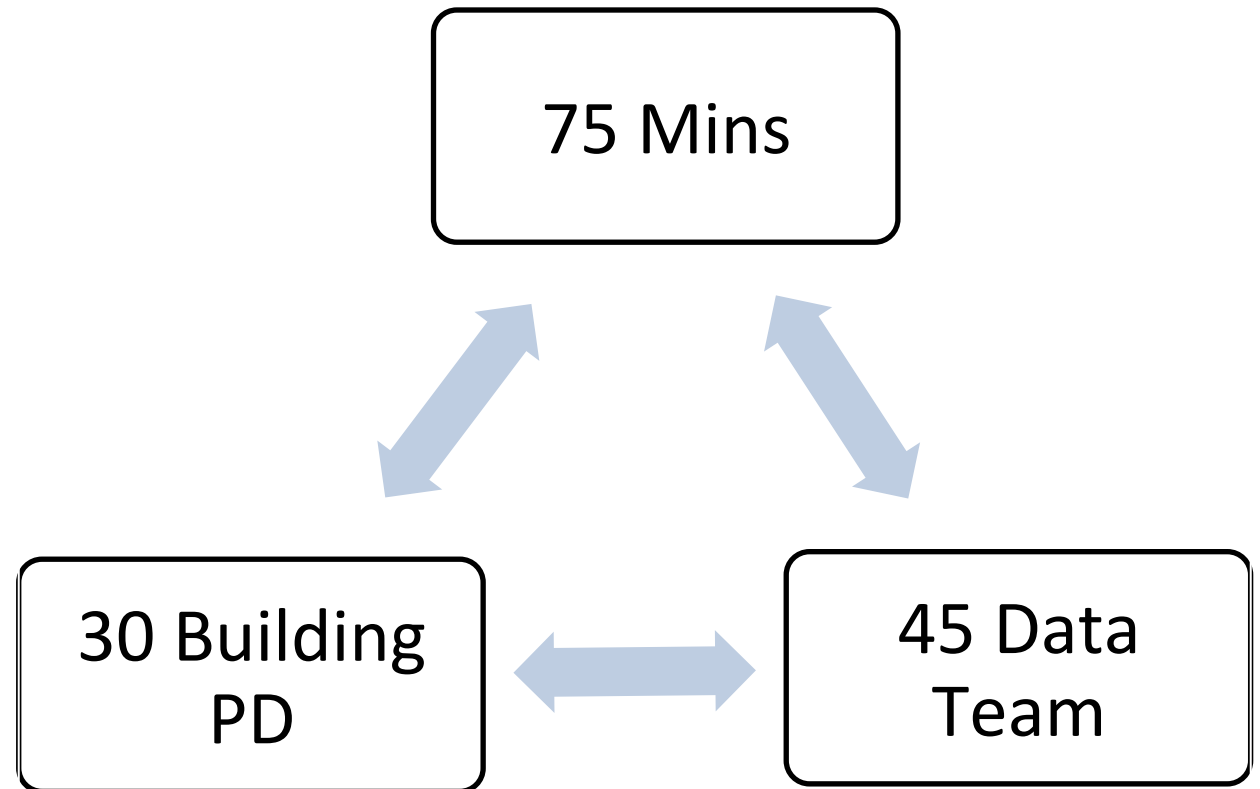
45 Data Team

# 75 Minute PLC/PD Sessions: Content

Each weekly session includes one or more of the following **5 key topics**:

- **CIPD Department Modules:** time to build understanding, and plans for implementing, district initiatives (Required)

- **Data Teams:** time for teachers to plan and implement the components of an effective data cycle (Required)

- **PLC Meetings:** time for teachers to problem-solve, share ideas/resources, team plan, or study and learn together (Required)

- **Building-specific PD:** time to build understanding, and plans for implementing, initiatives chosen by school leaders

- **Staff Meeting:** time to address important school business

# 75 Minute PLC/PD Sessions: Expectations

| Principals | Instructional Coaches | Teachers |
|---|---|---|
| • Plan and Prepare PD<br>• Co-Present<br>• Study and develop own knowledge of the material<br>• Be <u>the</u> Leader<br>• Have a data team monitoring system<br>• Visit rooms and give feedback connected to CIPD module, building-specific PD, and data team strategies/plans<br>• Start/End on time<br>• Be Present and Engaged | • Plan and Prepare PD<br>• Co-Present<br>• Study and develop own knowledge of the material<br>• Provide in-class support to follow up<br>• Be on time<br>• Be Present and Engaged | • Implement the content of CIPD modules and building-specific PD<br>• Take ownership of learning<br>• Implement strategies, interventions, and assessments determined by the data team<br>• Come prepared to data team<br>• Collaborate with a team<br>• Know your student data<br>• Utilize district-adopted resources<br>• Present Best Practices<br>• Be on time<br>• Be Present and Engaged |

# 75 Minute Professional Development

**Checklist for Effective Professional Development for KCPS**

**Content**: Each weekly session includes one or more of the following 5 key areas of school improvement:

1. **CIPD Department Modules**: time to build understanding, and plans for implementing, district initiatives (Required)
2. **Data Teams**: time for teachers to plan and implement the components of an effective data cycle (Required)
3. **PLC Meetings**: time for teachers to problem-solve, share ideas/resources, team plan, or study and learn together (Required)
4. **Building-specific PD**: time to build understanding, and plans for implementing, initiatives chosen by school leaders
5. **Staff Meeting**: time to address important school business

Below are guidelines of what to look for as you monitor Wednesday PD.  Please email Trinity at tdavis1@kcpublicschools.org with the results of what you observed.
All observers will complete **the norms** and the **section observed**.

| **Norms:** | |
|---|---|
| ☐ The meeting began on time | ☐ The IC participated |
| ☐ The meeting ended on time | ☐ The principal was present |
| ☐ The IC was present | ☐ The principal participated |
| | ☐ Teacher engagement |

**CIPD Department Module for January:**
- ☐ Teachers demonstrating an understanding of information vs. knowledge
- ☐ Teachers know the definition of rigor
- ☐ Teachers participating in an activity to support the learning of information, knowledge and rigor
- ☐ Teachers participate in an activity to identify high level questioning cues

**Data Teams:**
- ☐ Step 1:  Teachers charting and/or discussing student data from an assessment
- ☐ Step 2:  Teachers are determining student strengths and weaknesses based on an assessment
- ☐ Step 3:  Teachers are setting S.M.A.R.T goals to set levels of student proficiency
- ☐ Step 4:   Teachers selecting instructional strategies, sharing resources, and are determining formative assessments
- ☐ Teachers are examining student work

**PLCs Meetings:**
Teachers engaged in professional learning
- ☐ School focused discussion
- ☐ Trainer in Me training
- ☐ Trauma Sensitive training
- ☐ Article or Book Study to foster learning
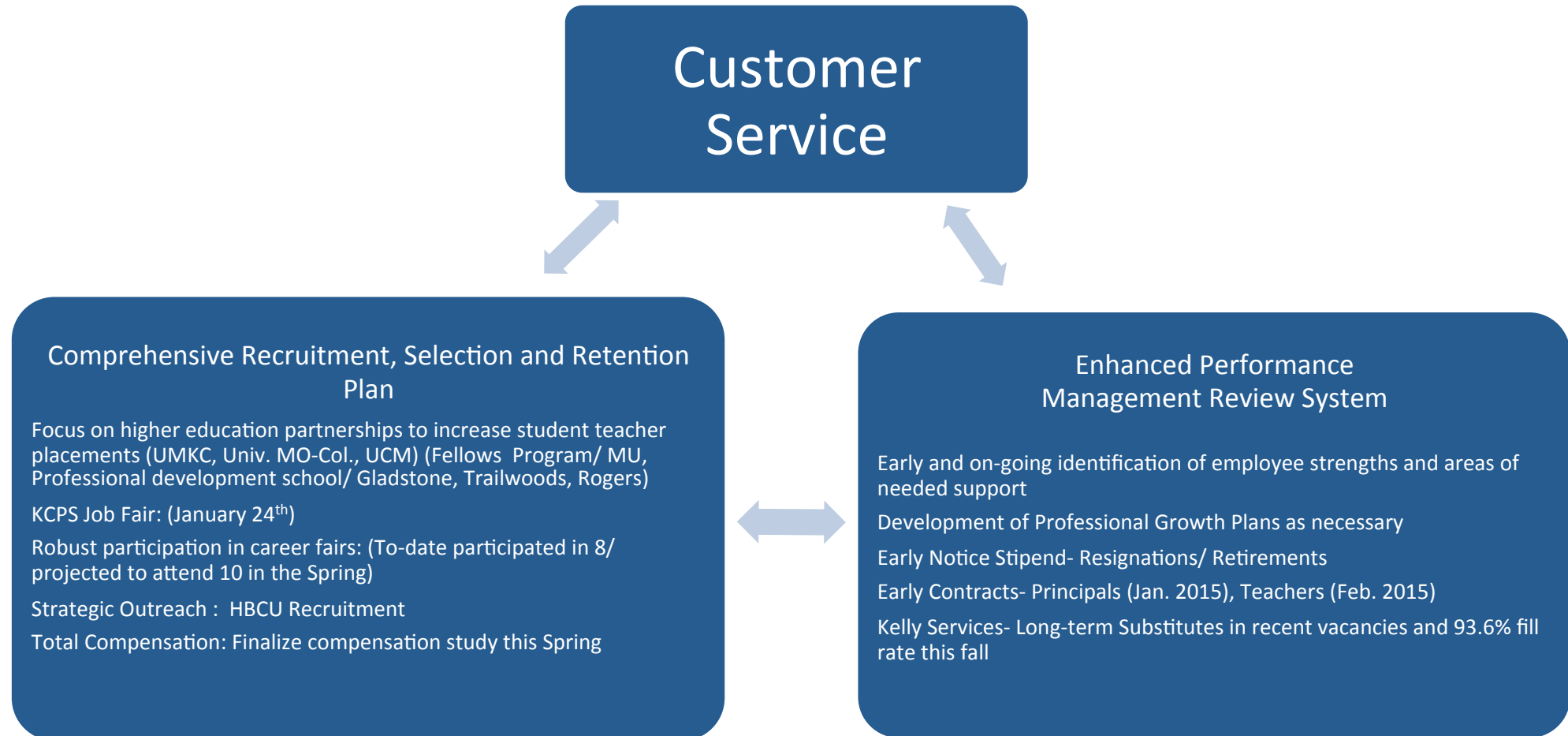
**Additional Comments:**
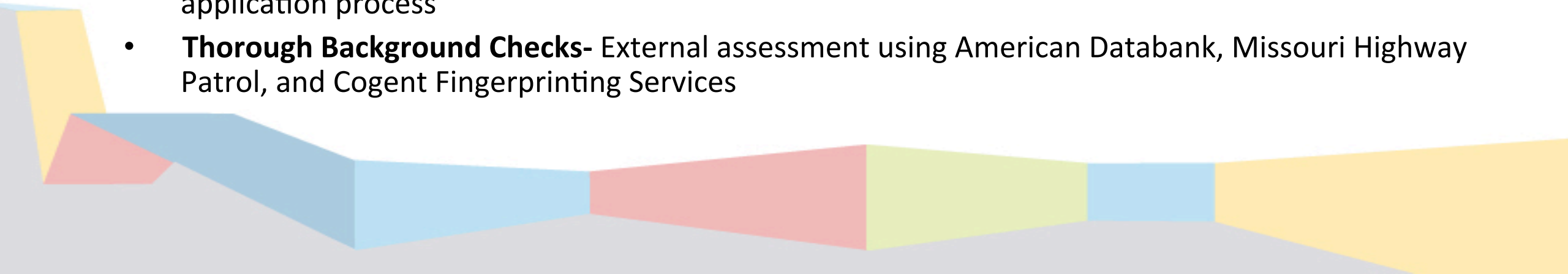
# Questions?

# Personnel Standards
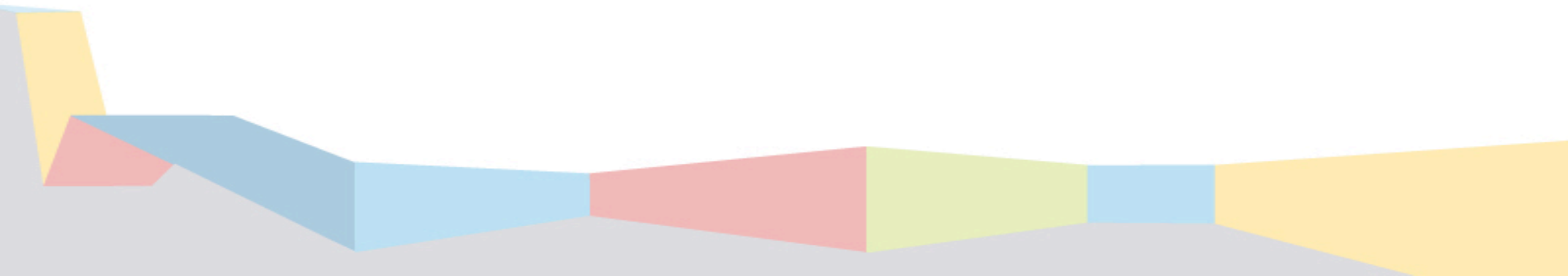
# Personnel Standards

The Superintendent shall neither cause nor allow the district to employ staff that cannot advance the district toward its Board-adopted *Ends* objectives
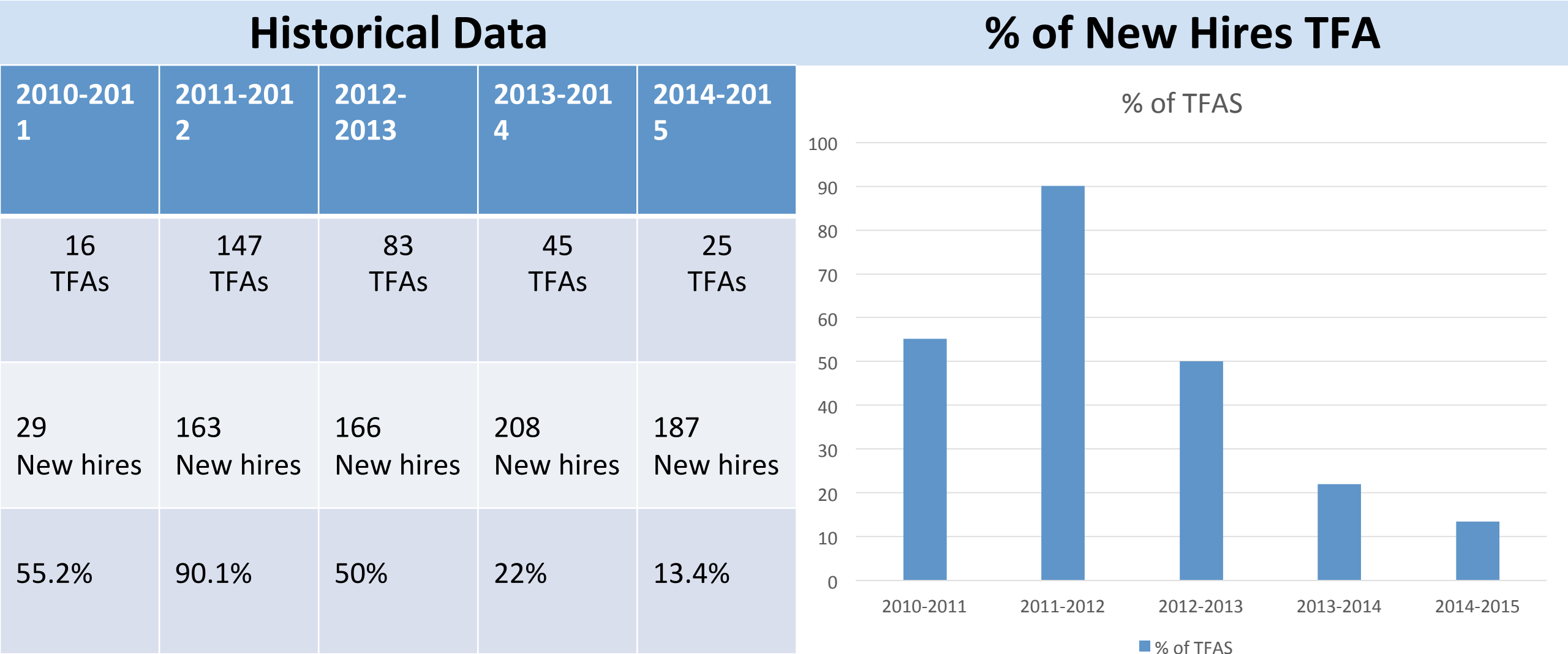
**Customer Service**

**Comprehensive Recruitment, Selection and Retention Plan**

Focus on higher education partnerships to increase student teacher placements (UMKC, Univ. MO-Col., UCM) (Fellows Program/ MU, Professional development school/ Gladstone, Trailwoods, Rogers)

KCPS Job Fair: (January 24th)

Robust participation in career fairs: (To-date participated in 8/ projected to attend 10 in the Spring)

Strategic Outreach : HBCU Recruitment

Total Compensation: Finalize compensation study this Spring

**Enhanced Performance Management Review System**

Early and on-going identification of employee strengths and areas of needed support

Development of Professional Growth Plans as necessary

Early Notice Stipend- Resignations/ Retirements

Early Contracts- Principals (Jan. 2015), Teachers (Feb. 2015)

Kelly Services- Long-term Substitutes in recent vacancies and 93.6% fill rate this fall

# Effective Applicant Management System
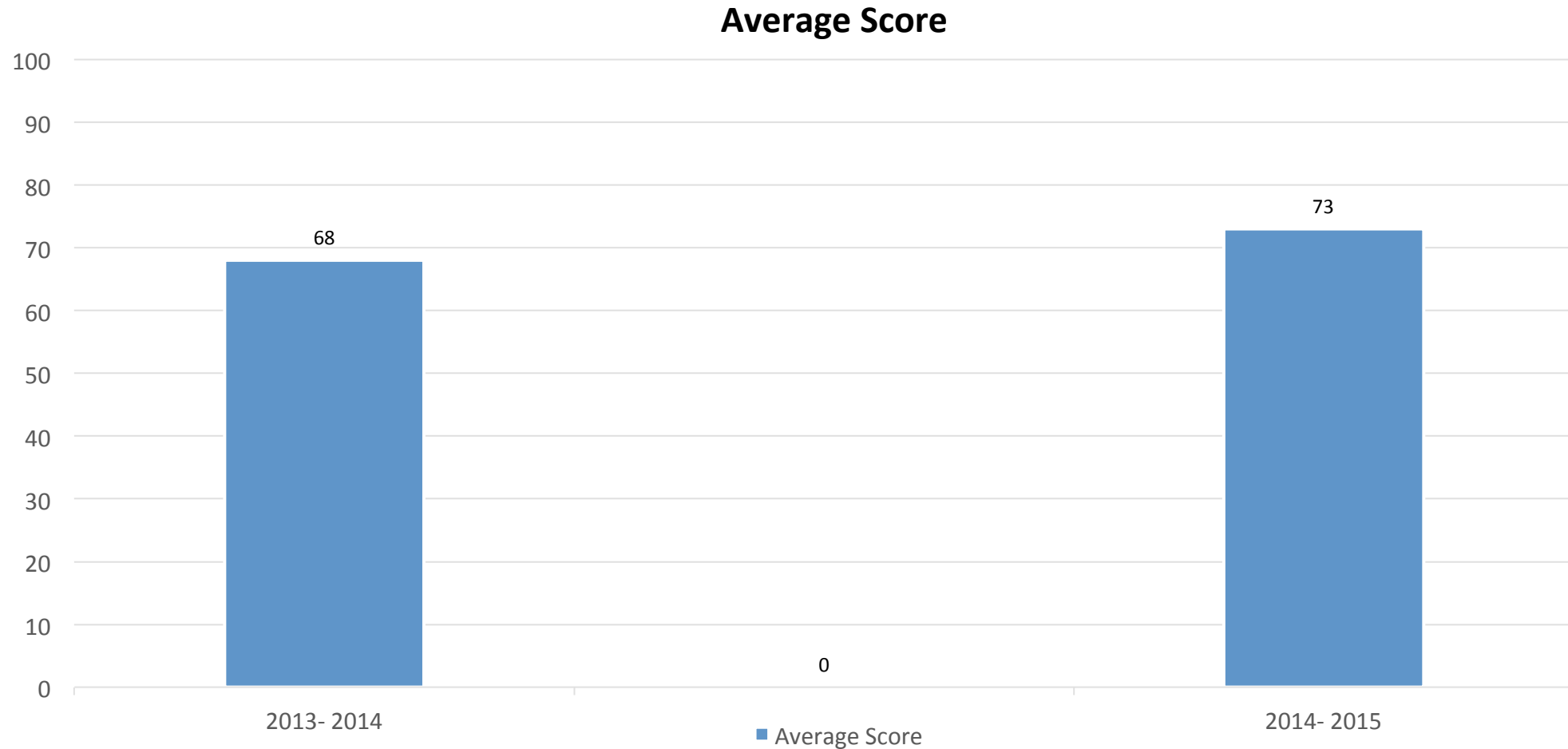
## Talent Ed Recruit and Hire:

- **Job Requisitions-** Standardizes the requisition process and opens the lines of communication between HR and hiring managers

- **Applicant Tracking and Recruitment-** Easy to use application, no more hunting for resumes, cover letters or references, sort and search for candidates by qualifications and certification

- **Highly Qualified Screening-** Identify our best candidates in a few clicks

- **Document Library-** Store interview questions, evaluation rubrics, interview notes, and candidate information

- **Immediate Communication-** Provides candidates updates as they are moved through the application process

- **Thorough Background Checks-** External assessment using American Databank, Missouri Highway Patrol, and Cogent Fingerprinting Services

# Teach For America (TFA) History

## Historical Data

| 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 |
|---|---|---|---|---|
| 16 TFAs | 147 TFAs | 83 TFAs | 45 TFAs | 25 TFAs |
| 29 New hires | 163 New hires | 166 New hires | 208 New hires | 187 New hires |
| 55.2% | 90.1% | 50% | 22% | 13.4% |

## % of New Hires TFA



% of TFAS

# Customer Service Survey
## (supervisory & non-supervisory personnel)

**Average Score**

# Employee Portal

# Strategic Outreach
## Visual Representation



Represented States

Unrepresented States
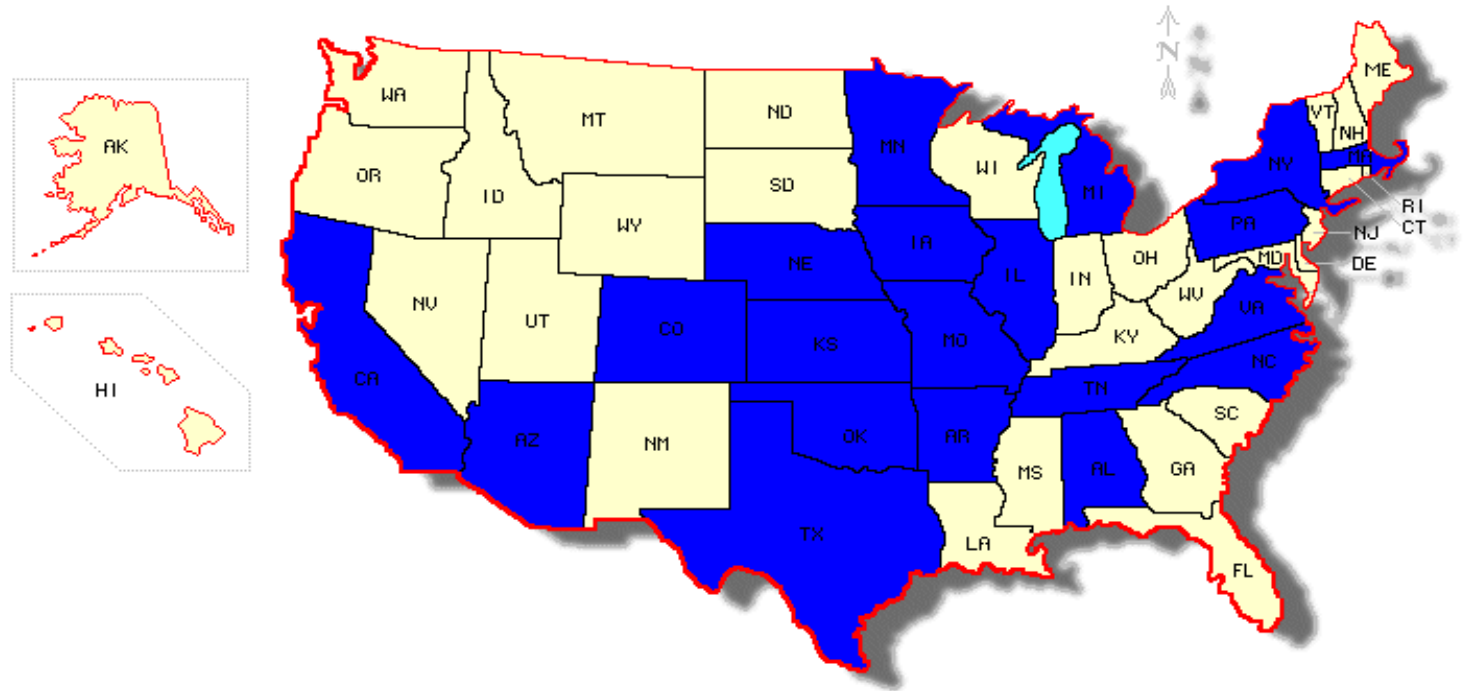
# The Interview Experience
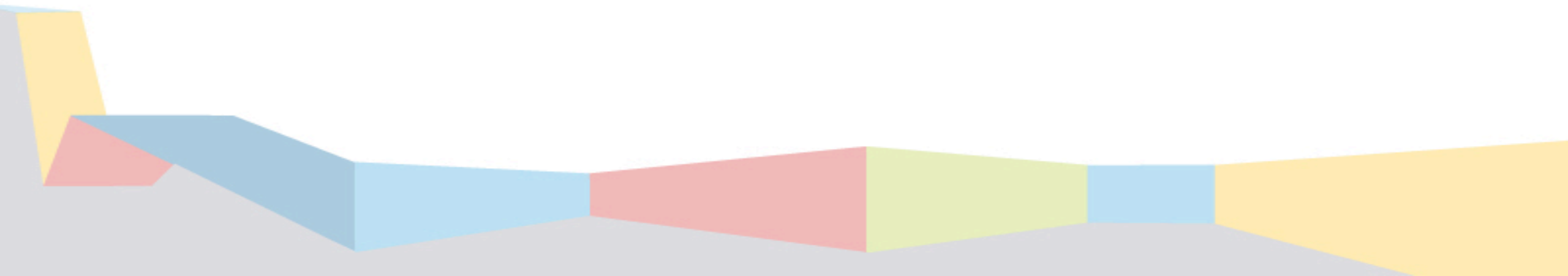
Principal

Vice Principal

- Participate in Teacher Fairs and KCPS's Job Fair
- Situational Based Interview Guides
- "School Fit"
- Fidelity to Identifying Instructional Strengths
- Building Walk-Throughs with Candidates
- Performance Management Review

# Questions?

# Feedback

**Questions from feedback cards –**

# RSIT Breakout Discussion

# Feedback/Requests

# Monthly Meeting Date