

Kansas City Public Schools and Department of Elementary and Secondary Education

Regional School Improvement Team Meeting

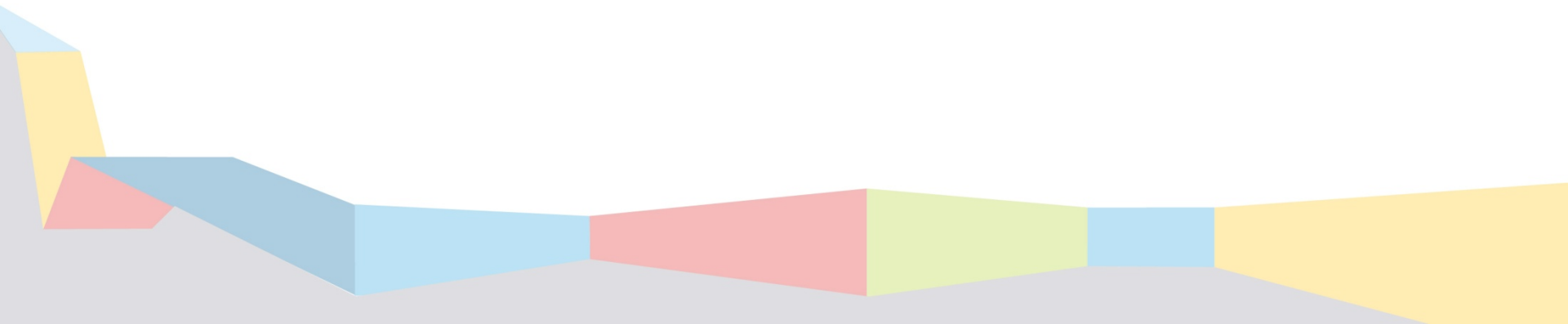
Thursday, May 30, 2013

KANSAS CITY
PUBLIC SCHOOLS



Superintendent Reaccreditation Plan

- School Year 2012 - 2013
- MSIP 4 to MSIP 5
- Transition and adjustments



KCPS MSIP 4 - APR History

Standard	Standard Description	Indicator	Topic	2006	2007	2008	2009	2010	2011	2012
9.1	General Academic Achievement	1 / 1	Grades 3-5 Mathematics	Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		1 / 2	Grades 3-5 Communication Arts	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		2 / 3	Grades 6-8 Mathematics	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		2 / 4	Grades 6-8 Communication Arts	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		3 / 5	EOC Algebra I Mathematics	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		3 / 6	EOC English II Communication Arts	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
		Bonus MAP Achievement		N/A	Met	Met	Met	Met	Not Met	Met
9.3	Scholastic Preparedness	1	ACT	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
9.4	Career Preparation	1	Advanced Courses	Met	Met	Met	Met	Met	Met	Met
		2	Career Education Courses	Met	Met	Met	Met	Met	Met	Met
		3	College Placement	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Met
		4	Career Education Placement	Not Met	Met	Met	Met	Met	Met	Met
9.5	Educational Persistence	1	Graduation Rate	Not Met	Met	Not Met	Not Met	Not Met	Not Met	Not Met
9.6	Educational Persistence	1	Attendance Rate	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
9.7	Student Gap Group Achievement	1	Subgroup Achievement	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met	Not Met
# Standards Met / Total Standards				3/14	5/14	4/14	4/14	4/14	3/14	5/14

2011 vs. 2012 MSIP Standards/Indicators

<i>MSIP Standard/Indicator</i>	<i>2011</i>	<i>2012</i>	<i>Improved?</i>	Earned a 'MET' on 2012 APR?
9.1*1 - 3-5 Mathematics	716.1	723.5	Y	N
9.1*2 - 3-5 Communication Arts	709.2	708.0	N	N
9.1*3 - 6-8 Mathematics	700.9	709.1	Y	N
9.1*4 - 6-8 Communication Arts	714.7	714.9	Y	N
9.1*5 - 9-11 Mathematics	706.8	710.3	Y	N
9.1*6 - 9-11 Communication Arts	763.1	740.0	N	N
9.3 - ACT	17.3	15.0	N	N
9.4*1 - Advanced Courses	10.0	17.2	Y	Y
9.4*2 - CTE Courses	35.5	47.2	Y	Y
9.4*3 - College Placement	52.2	66.3	Y	Y
9.4*4 - CTE Placement	91.8	88.7	N	Y
9.5 - Graduation Rate	57.3	64.3	Y	N
9.6 - Attendance	89.1	91.3	Y	N
BONUS - MAP Achievement	0	4	Y	Y

Kansas City Public Schools

Superintendent's SMART Goals for the 2013-2014 school year

Superintendent Goals

Target Areas

- Target No. 1 – Academic & Subgroup Achievement
- Target No. 2 – College and Career Readiness
- Target No. 3 – Graduation Rate
- Target No. 4 – Student Attendance
- Target No. 5 – Business and Finance
- Target No. 6 – Community Engagement



Superintendent Goals

Target 1: Academic & Subgroup Achievement

Goals

Academic & Subgroup Achievement:

- Students that achieve BB or B on state assessment will show at least a 10% growth by scoring at the 50th percentile or higher according to Acuity B or C
- EPS assessment will be used to measure student grade level growth of at least 10% in literacy, numeracy and critical thinking skills

Benchmarks

District Assessments

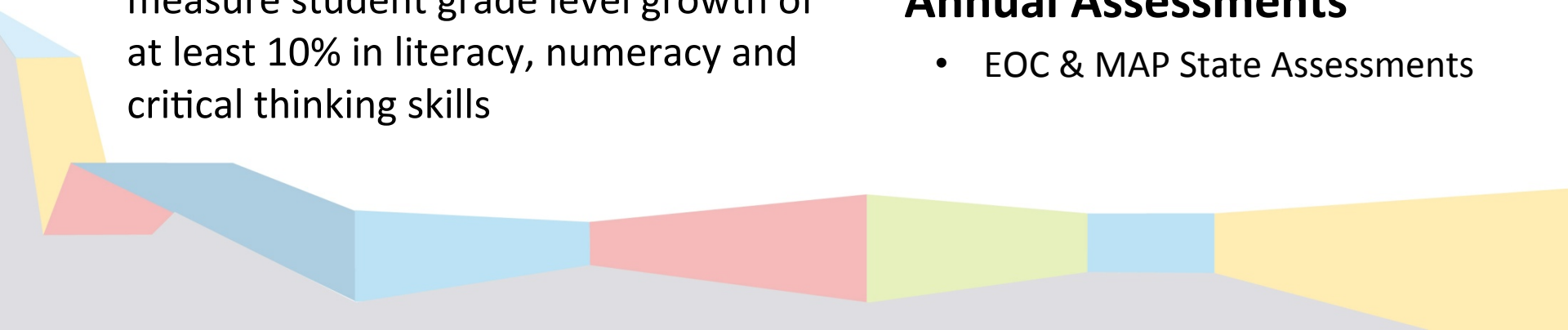
- Acuity – DRA2 – NWEA

Semester Assessments

- Mock EOCs
- Ed Performance Series (EPS)

Annual Assessments

- EOC & MAP State Assessments



Superintendent Goals

Target 2: College and Career Readiness

Goals

KCPS will provide adequate post-secondary preparation for all students by increasing by five percent:

- The percentage of students scoring at or above the state standards
- The percentage of students that participate in ACT, SAT, COMPASS or ASVAB
- The percentage of students who earn a qualifying score on AP, IB or Technical Skills Attainment (TSA) and/or received college credit through dual enrollment with a grade of B or higher
- The percentage of graduates who attend post-secondary education/training or who enlist in the military within six months of graduating
- The percentage of students who complete career education programs and are placed in occupations directly related to their training, continue their education or in military w/in six months of graduating

Benchmarks

- Director of Assessment will provide monthly reports following receipt of data from ACT Testing Center of students tested and their scores
- Director of Counselors will provide a quarterly report that tracks all seniors' college readiness participation
- Career and Technical Education Director will provide monthly updates on CTE enrollment and TSA assessments
- Director of Assessment will provide a report on the number of students enrolled in advanced placement courses two weeks following the beginning of each semester
- The Director of Assessment will provide a graduate verification report at the end of first semester

Superintendent Goals

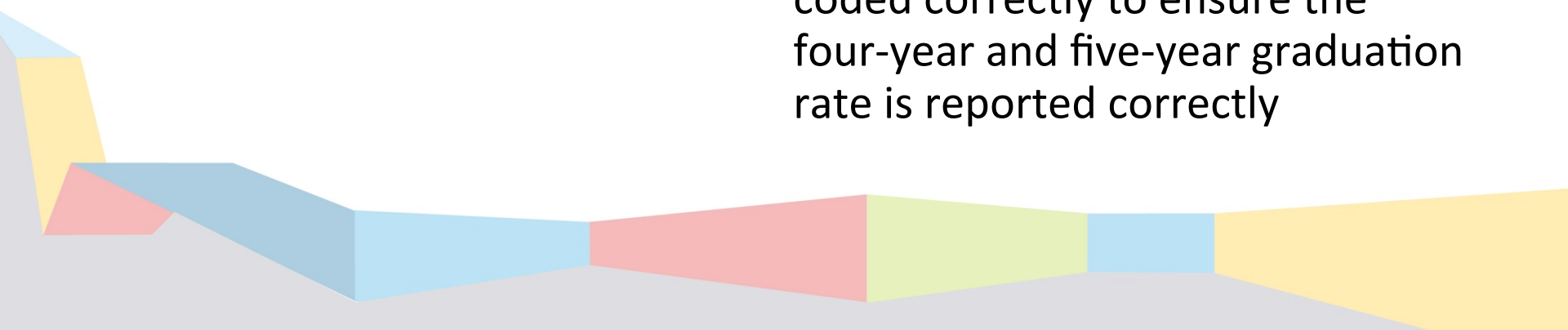
Target 3: Graduation Rate

Goal

- Increase the percent of students who graduate from KCPS by 5 percent

Benchmarks

- Director of Counselors will conduct Senior Audits three times a year to monitor senior credits, CCR readiness requirements and the Capstone Project
- Director of Research will monitor core data to ensure all seniors are coded correctly to ensure the four-year and five-year graduation rate is reported correctly



Superintendent Goals

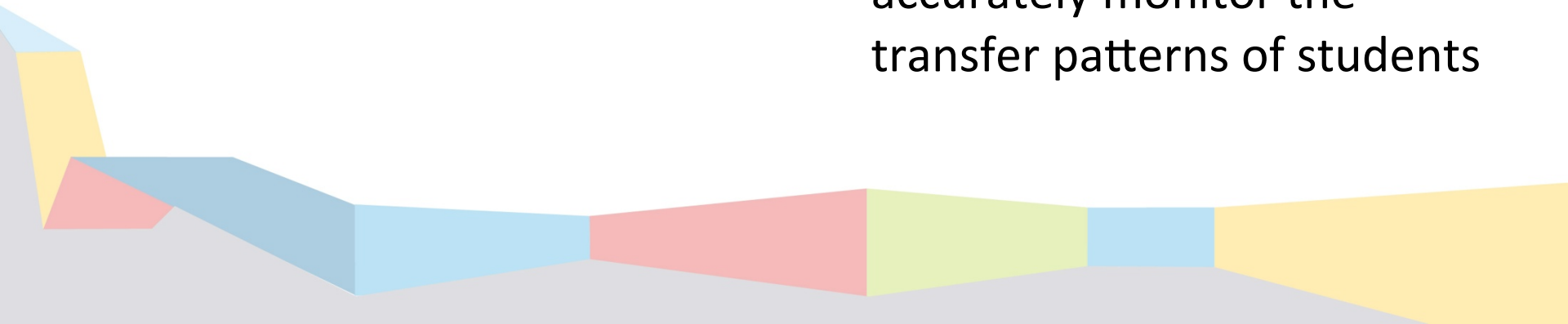
Target 4: Student Attendance

Goal

- Increase, by 5 percent, the number of students who attend school more than 90 percent of the time

Benchmarks

- Monthly student attendance reports will be provided for elementary schools and for secondary schools
- Student mobility will be tracked using MOSIS to accurately monitor the transfer patterns of students



Superintendent Goals

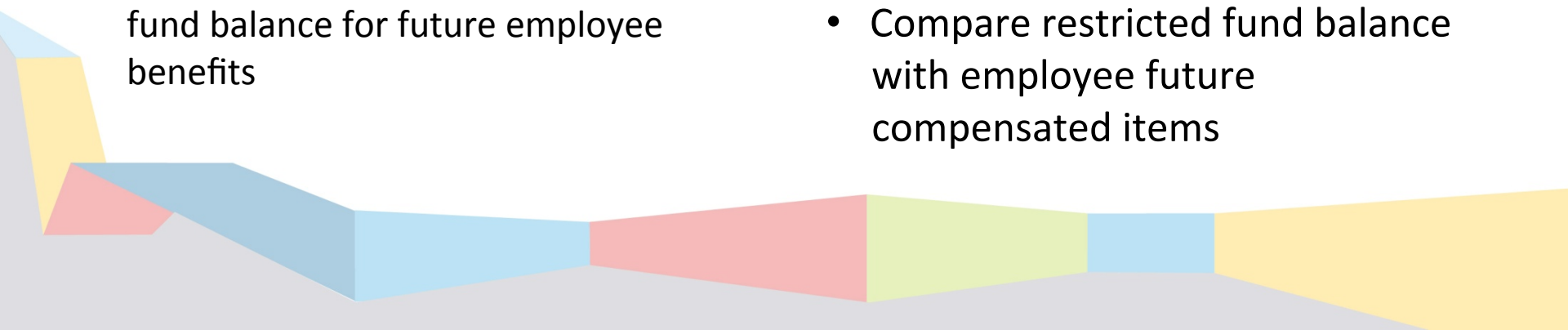
Target 5: Business and Finance

Goals

- Operate and maintain a balanced budget
- Maintain at least a 25-percent unrestricted fund balance as of July 1, 2013
- Maintain a debt ratio less than 15 percent of the KCPS' assessed value
- Report zero findings from an external auditor
- Maintain at least a 90-percent restricted fund balance for future employee benefits

Benchmarks

- Monthly comprehensive summary of revenues and expenditures
- Comprehensive Annual Financial Report (Nov. 2013)
- Compare outstanding debt with KCPS' Certified Assessed Value
- Audit report of McGladrey Pullen for Fiscal Year 2013
- Compare restricted fund balance with employee future compensated items



Superintendent Goals

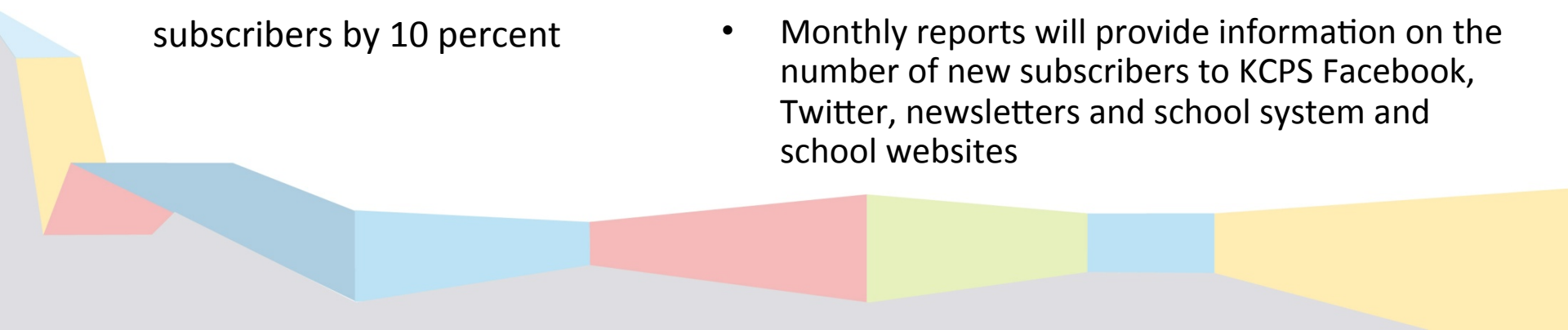
Target 6: Community Engagement

Goals

- Develop a grassroots campaign that will inspire and engage school and community-wide action to increase student achievement through a pledge of support
- Increase the number of formal partnerships by 5 percent
- Increase social media subscribers by 10 percent

Benchmark

- Reports on the number of pledges to support achievement from four affinity groups: students, community, parents and staff
- Survey parents, students and community two times a year to assess perception of KCPS, its schools and the campaign
- Coordinator of Partners in Education/Volunteers will submit formal memorandums for partnerships through BoardDocs for Superintendent and Board Approval
- Monthly reports will provide information on the number of new subscribers to KCPS Facebook, Twitter, newsletters and school system and school websites

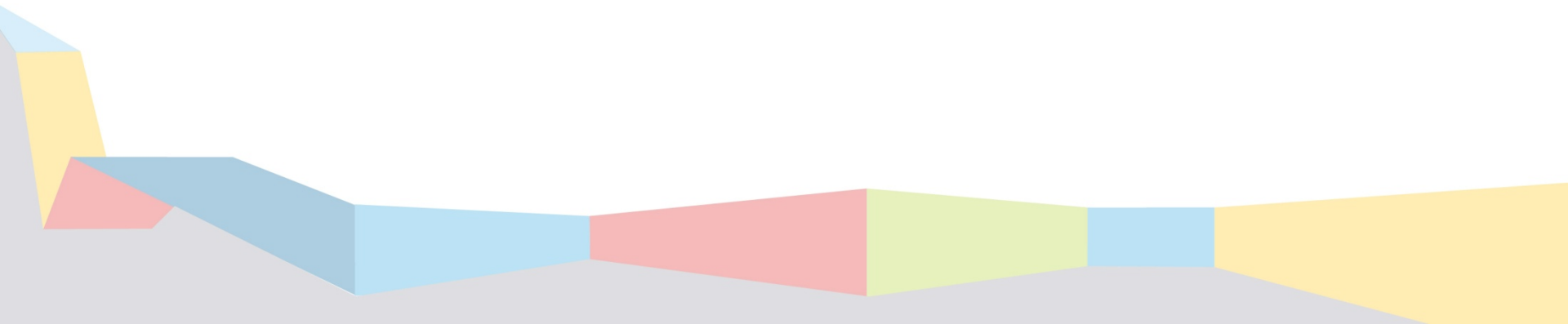


Curriculum and Instruction

Full Court Press
Outcomes and Next Steps

“There is a difference between interest and commitment. When you are interested in doing something, you do it only when it is convenient. When you are committed, you accept no excuses, only results.”

--Ken Blanchard



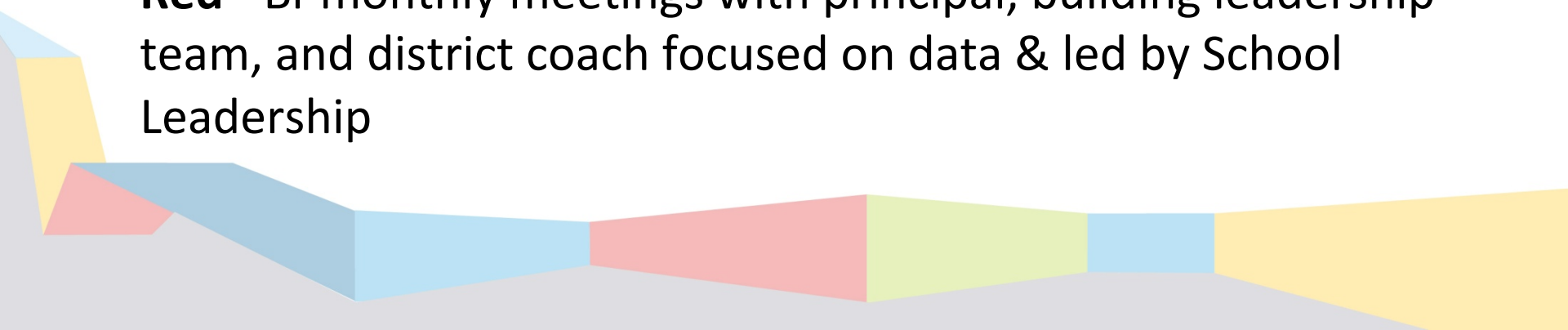
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Turnaround Criteria:

Research-Based, Evidence-Informed Strategies

Map Buildings by Performance Categories (green, yellow, red)

- **Green** - Trends: Data Teams, Data Walls, Student Data Notebooks/Tracking Forms, Use of Pre-Post Unit Tests
- **Yellow** - Mandatory use of item analysis from Acuity & Ed. Performance
- **Red** - Bi-monthly meetings with principal, building leadership team, and district coach focused on data & led by School Leadership



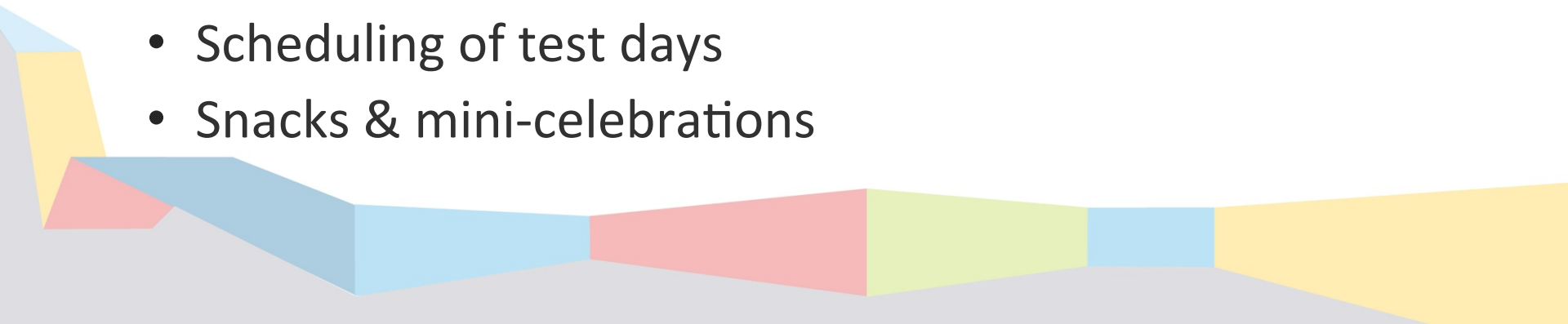
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Turnaround Criteria:

Research-Based & Evidence-Informed Strategies

Educational performance and MAP-like testing environments & conditions:

- SPED accommodations
- ELL accommodations
- Test security
- Time limits
- Scheduling of test days
- Snacks & mini-celebrations

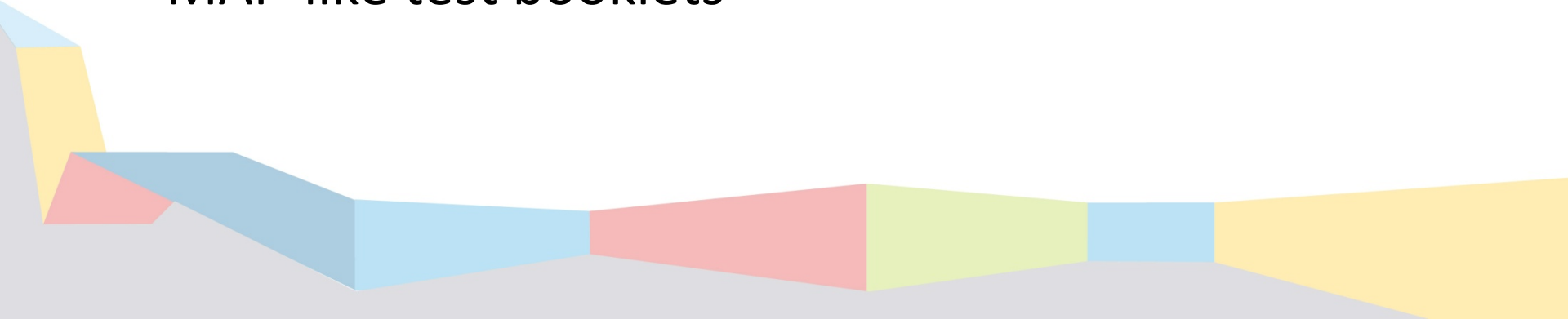


Full Court Press

Turnaround Criteria:

Increase instructional time

- After-school tutoring/Saturday School
- Snow day make-up strategies
- New Year's School
- Spring Break School
- MAP-like test booklets

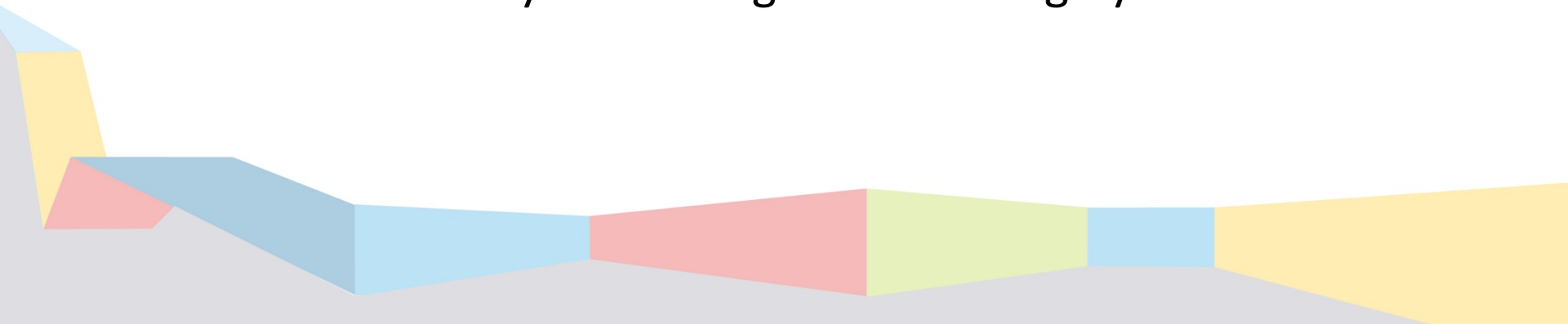


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Turnaround Strategies: Research-based, Evidence-Informed Strategies

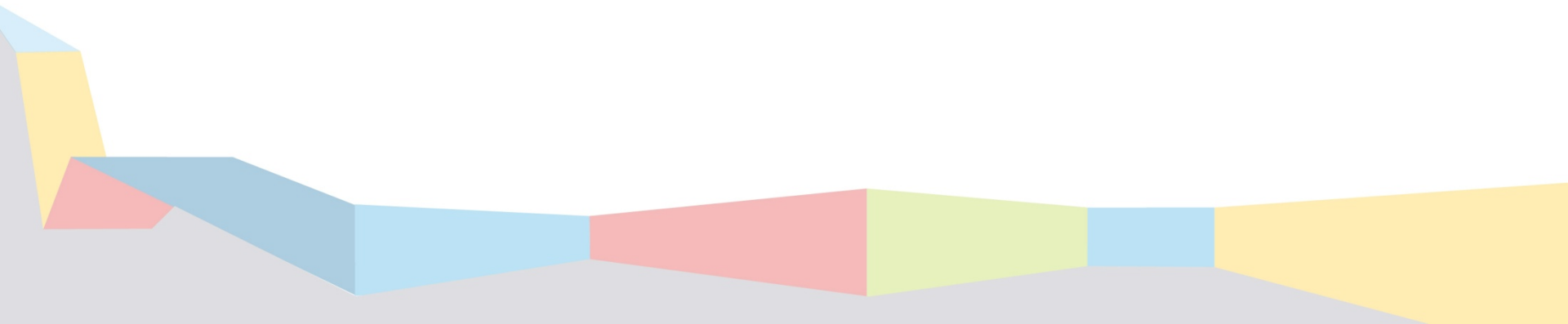
Professional development by building:

- Red Zone—On-site professional development
- Focus on Grade Level Expectations (GLE) and Course Level Expectations (CLE) that yield the most MSIP 5 points
- Student item analysis tracking sheets on highly-tested GLEs



Full Court Press

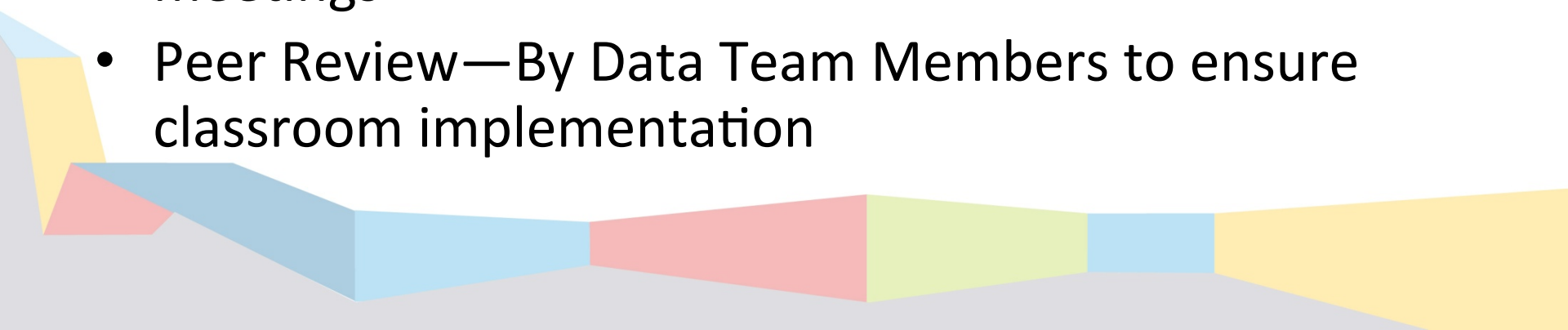
- Identify threshold students
- Students set individual goals
- Student incentives
- Parent involvement and incentives



Full Court Press

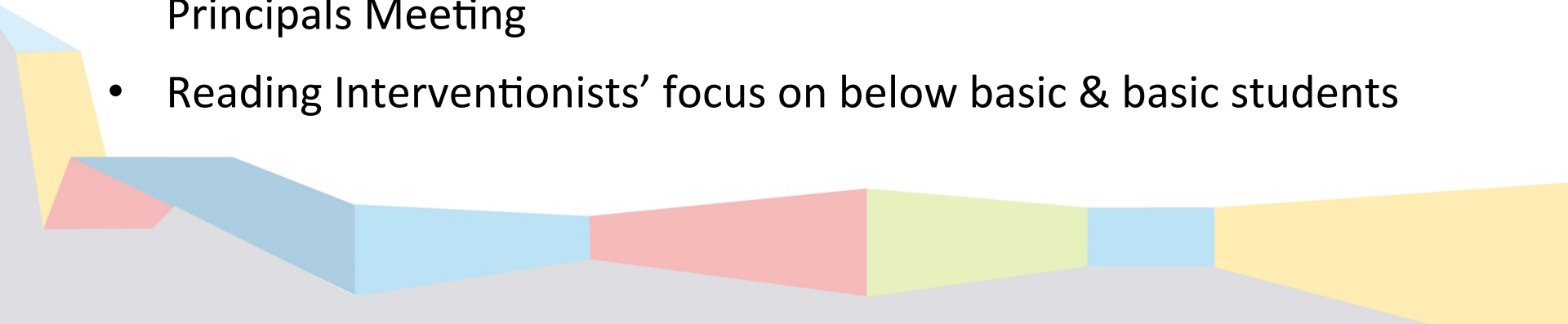
Turnaround Criteria:

Increase leadership capacity

- Data Consults—The ABC's
 - Participation in the National School Leadership Institute
 - Bi-monthly meetings in Red Zone Schools
 - District coaches attend Building Leadership Team meetings
 - Peer Review—By Data Team Members to ensure classroom implementation
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Leveraging Successes

- Principal Data Team training and MSIP 5 Training
- Principals' Meetings—Feature building success stories
- Cabinet involvement—Cabinet meetings and walk-throughs at buildings
- March 7 Principal Meeting— Every principal is required to share success in attendance, achievement, and behavior
- Principal and/or Instructional Coach from Green Zone attend to leadership meetings in Yellow and Red Zone schools
- Expect each Building Principal to bring one assistant to each Principals Meeting
- Reading Interventionists' focus on below basic & basic students



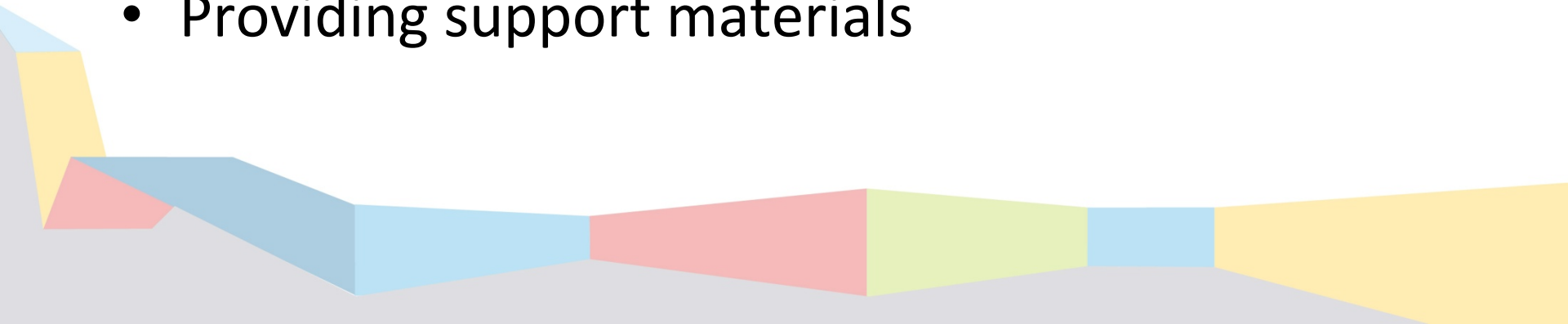
What Worked and Lessons Learned

- Tiering the schools
- Extended learning
- Instructional coaches
- Data teams
- Professional development



What Worked and Lessons Learned

- Data consults
- Parent involvement
- Student ownership
- MAP-like materials
- Exceptional Education and ELL accommodations
- Providing support materials



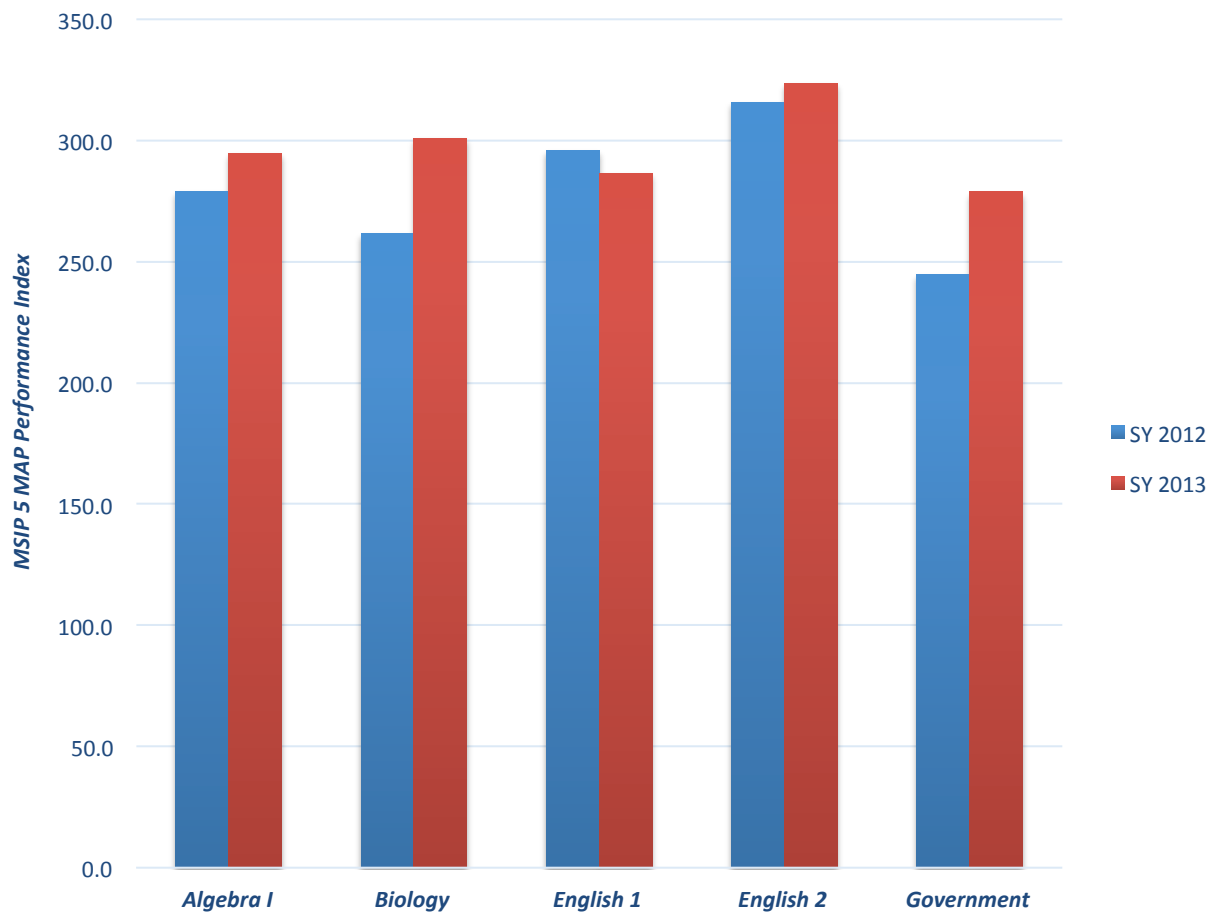
Assessment, Accountability and Precision

EOC Preliminary Scores

Preliminary SY13 EOC Results

- The following scores information has no demographics currently associated, and once “exclusionary” rules are applied (i.e. In Building Less Than a Year, In District Less Than a Year, ELL in US Less Than a Year, etc.) it can have an impact due to appeals and other accountability actions
- The following **preliminary scores only represent high school EOCs 9-11**. The final MSIP 5 APR released in August 2013 will be inclusive of grades 3-11 and all five performance standards
- TBA represents scores KCPS will receive by July 1

End-Of-Course MSIP 5 Results SY 2012 vs. SY 2013



<i>End-Of Course</i>	<i>SY 2012</i>	<i>SY 2013</i>	<i>MPI Change from 2012</i>
<i>Algebra I</i>	<i>279.1</i>	<i>294.8</i>	<i>15.6</i>
<i>Biology</i>	<i>261.8</i>	<i>301.0</i>	<i>39.1</i>
<i>English 1</i>	<i>295.7</i>	<i>286.5</i>	<i>-9.2</i>
<i>English 2</i>	<i>315.7</i>	<i>323.6</i>	<i>7.9</i>
<i>Government</i>	<i>244.6</i>	<i>278.8</i>	<i>34.2</i>

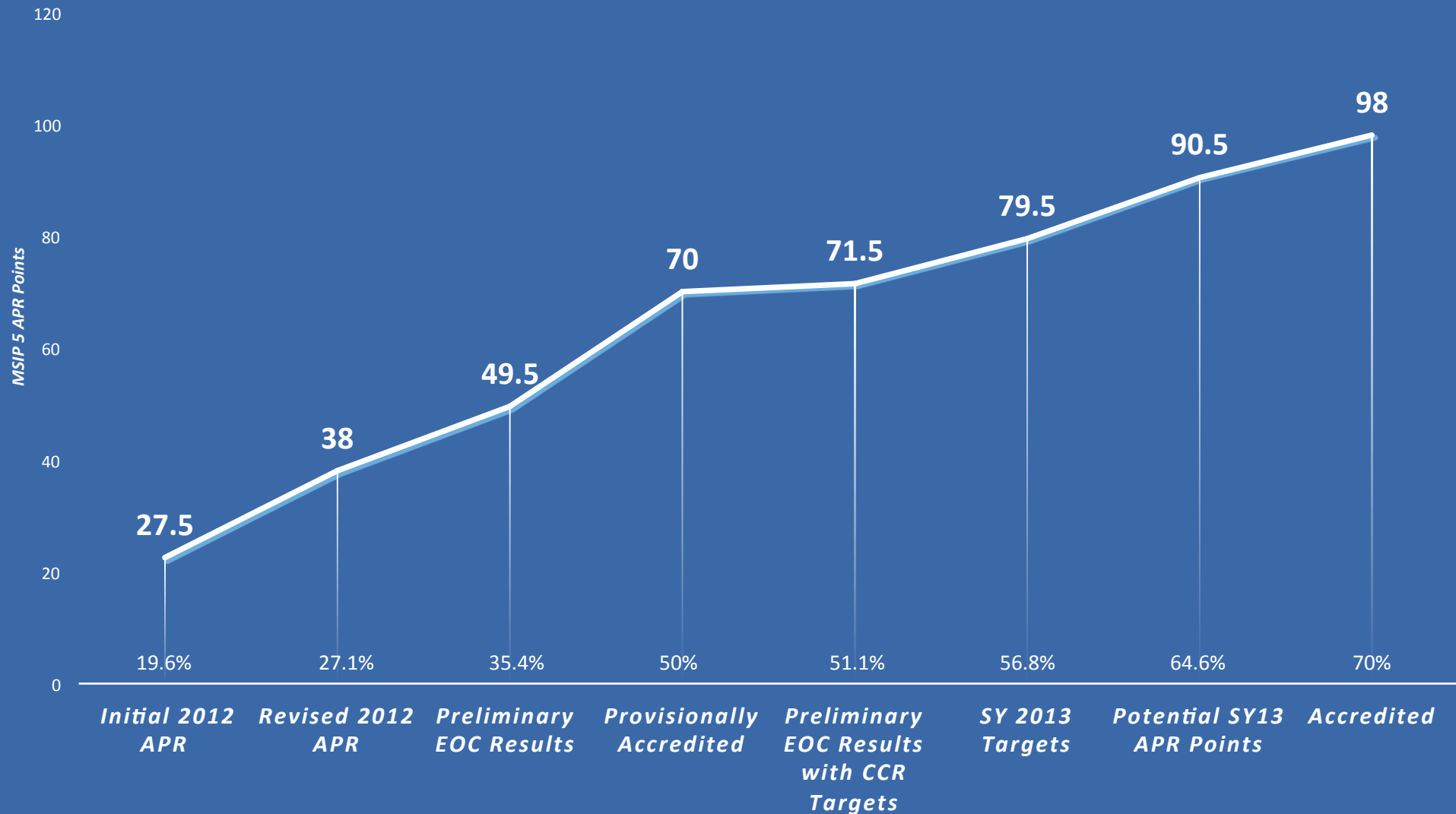
2013 Preliminary Scores Off the Floor

Needed 9.9 point MPI 2 year average increase for 12 progress points – Preliminary scores show 26.7 MPI point increase

1.3 MAP ACADEMIC ACHIEVEMENT Science									
	Year 1 2011	Year 2 2012	Year 3 2013	STATUS		Yr1 & Yr2 PY AVG	Yr2 & Yr3 CY AVG	Diff.	
MPI	247.5	255.7	301.0	268.1		MPI	MPI		
Part. Rate	1.2	1.4	2.2	1.6		251.6	278.4	26.7	
	Constant MPI		Yr1&Yr2 Avg		MPI GAP		Multiplier		Yr2&Yr3 Avg MPI must be between
MPI	450.0	-	251.6	=	198.4	x	5%	=	261.5 to 500.0
									Increase Needed: 9.9
STATUS				PROGRESS					
Status Measure	MPI Score (3-yr Avg)	LEA Score	Status Points Earned	Progress Measure	MPI GAP Increase	LEA Score	Progress Points Earned		
2020 Target	352.8 - 500.0		16	Exceeding	5%	5%	12		
On Track	344.0 - 352.7		12	On Track	3%		6		
Approaching	300.0 - 343.9		9	Approaching	1%		3		
Floor	100.0 - 299.9	Floor	0	Floor	< 1%		0		
Level Not Determined (LND): Zero (0) points will be awarded for data when the LND is exceeded.									
Academic Achievement Total: Status + Progress									
A maximum of 16 points per subject may be applied to the LEA or school level score.									
	Status Points Earned		Progress Points Earned		Total Points Earned		Maximum Points Available		Actual Points Earned
Points Earned	0	+	12	=	12		16		12

MSIP 5 Performance Standards	SY13 MSIP 5 Targeted Points	Targeted Status Points	Targeted Progress Points	Targeted Subgroup Points	Potential 3-8 Points	High Schools' EOC Preliminary Points
ELA	17	9	6	2	13	4
Math	14		12	2	6	8
Science	15		12	3	0	15
Social Studies					0	7.5
Attendance	4		4			7.5
CCR 3.1-3	8	6	2		0	TBA (8)
CCR 3.4	8	6	2		0	TBA (8)
CCR 3.5-6	7.5	7.5			0	7.5
Grad Rate	6		6		0	TBA (6)
SY13 Targets	79.5				19	71.5

SY 2012 -SY 2013 PROGRESS TOWARDS ACCREDITATION



Questions



Office of Student Intervention Programs

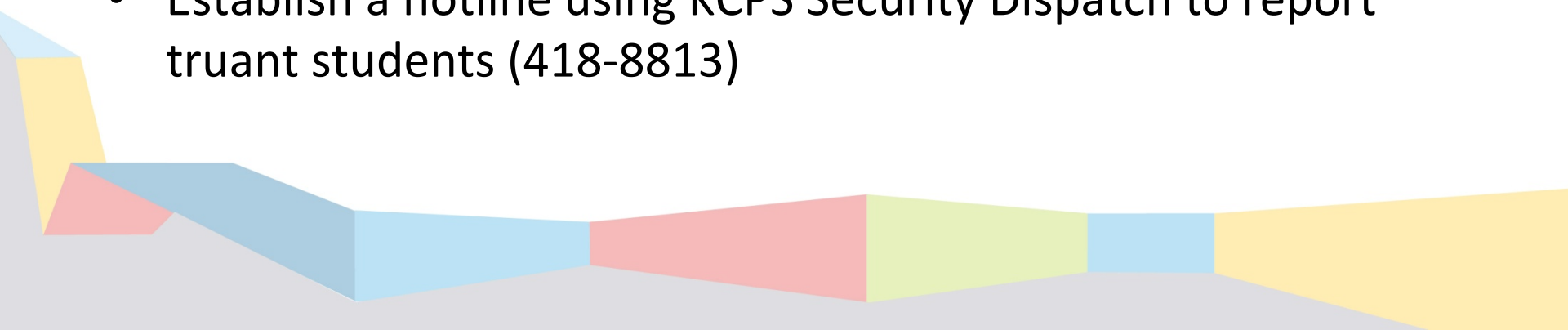
Attendance

Dropout Recovery

Attendance Efforts

- Monitor daily attendance and absences at the principal, teacher, and attendance specialist level
- Create and monitor weekly attendance/dropout reports
- Follow-up with telephone calls, letters and daily home visits
- IT created a custom made KPI for monitoring attendance at every building
- OSI team completed training on new KPI's by IT
- Conducted truancy sweeps
- Established Truancy Court
- Established Youth Court at Northeast High School with the intent of identifying students who fall below 80 percent attendance, have maladaptive behaviors and are failing academically
- Formed the Attendance Advisory Committee

Truancy Intervention Strategies

- City Compulsory Attendance Ordinance (passed Aug. 15, 2012)
 - Success Court established (September 2012)
 - Established Truancy Court (October 2012)
 - Diversion Truancy Program (KCK Model - March 2013)
 - Formation of the Attendance Policy Committee
 - Hiring of two truancy officers (July 1, 2013)
 - OSI Team monitors attendance and conducts home visits
 - Establish a hotline using KCPS Security Dispatch to report truant students (418-8813)
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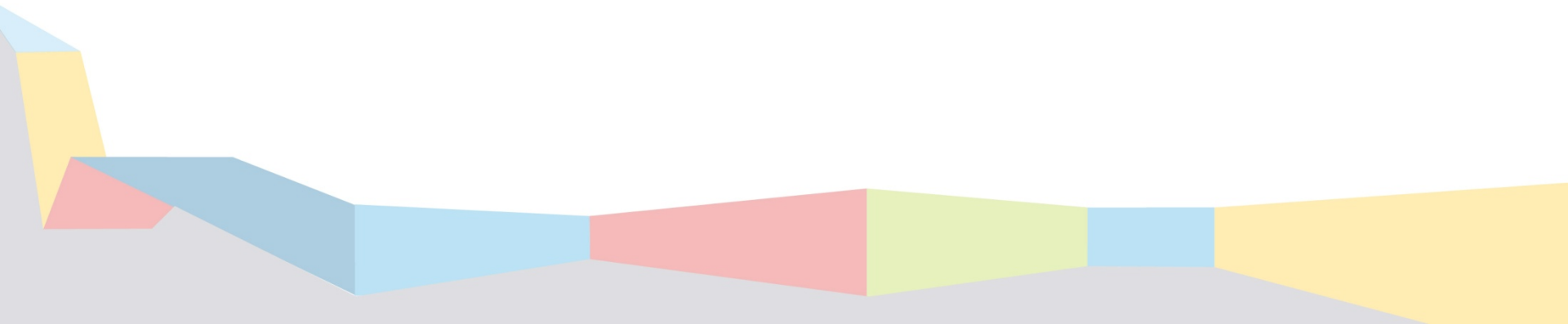
Questions



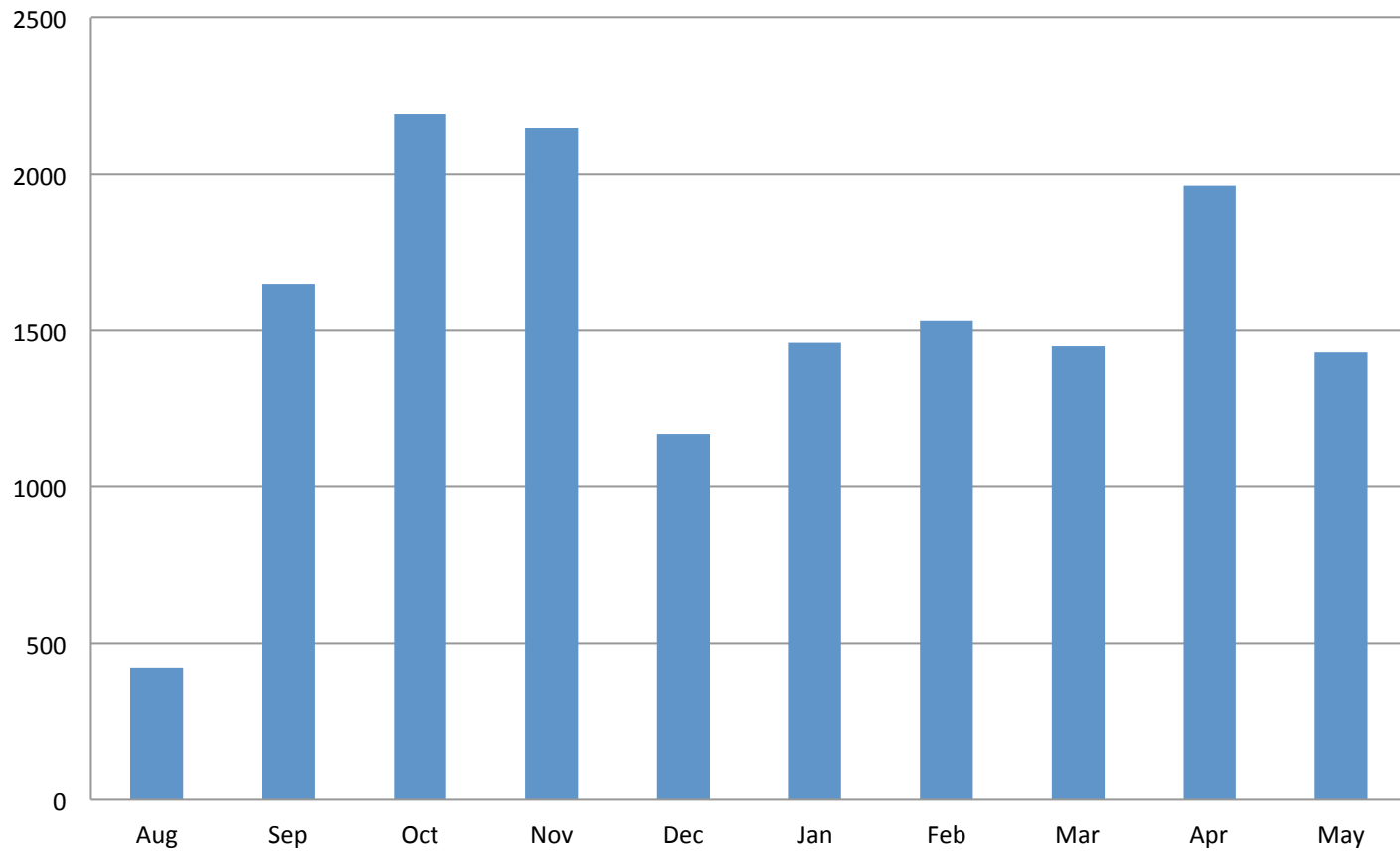
Office of Student Support and Community Services

Discipline

Discipline

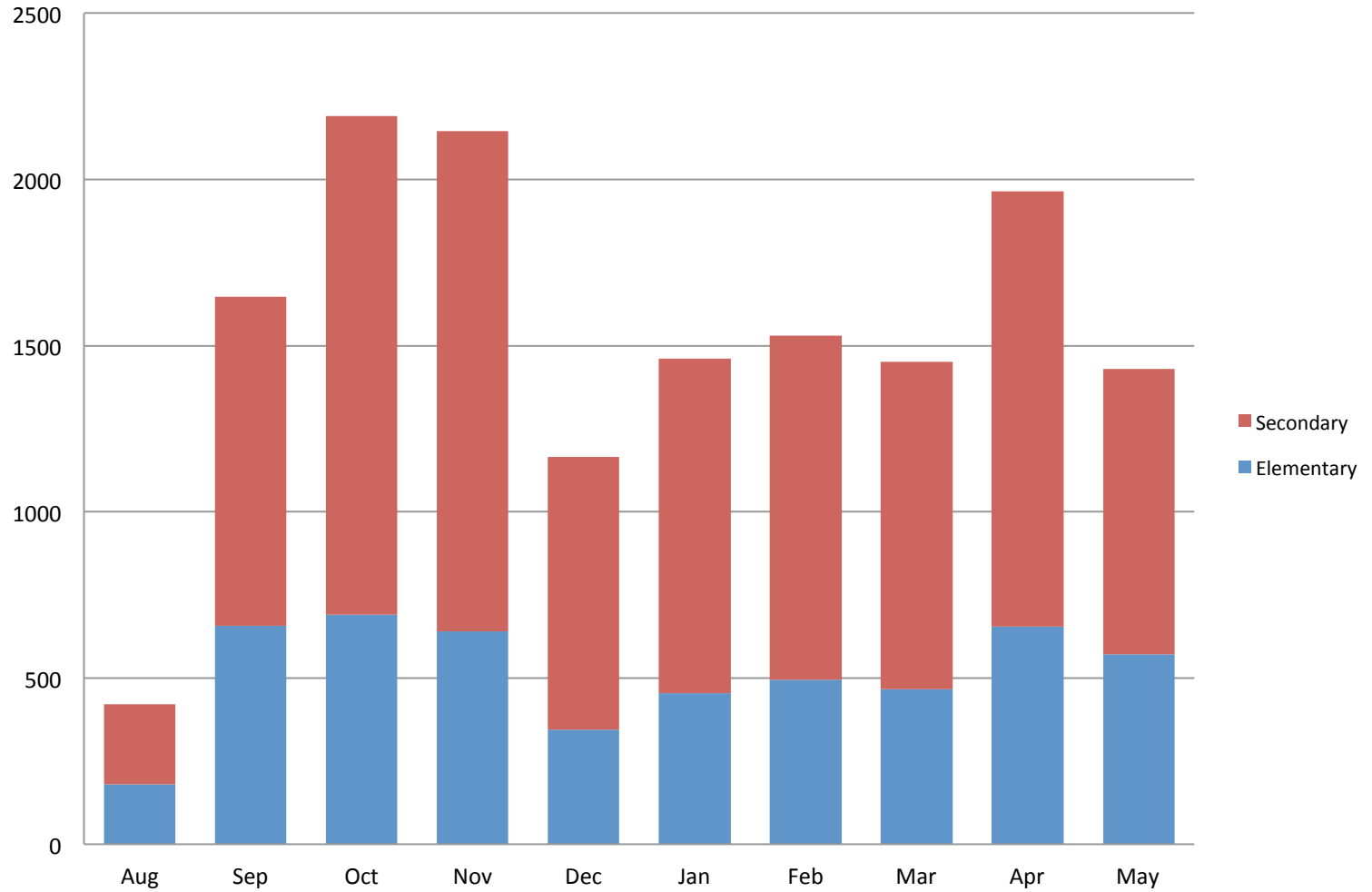


Discipline Incident by Month



15,407 discipline incidents

Discipline Incidents by Month



Discipline Incidents by Grade Level

P3	17
P4	17
K	471
1	628
2	675
3	776
4	804
5	870
6	871
7	2662
8	2283
9	3426
10	1141
11	468
12	297
Grand Total	15407

22% →

54%

DEFIANCE	3519	<h1>Top Ten Incidents in Secondary Schools</h1>	
DISRUPTIVE	2102		
FIGHTING	901		
LANGUAGE	588		
CHRONIC MISCONDUCT	585		
TARDY	408		
INCITING FIGHTS	329		
DANGEROUS BEHAVIOR	317		
ASSAULT OF STUDENT	215		
THREATENING	101		
Total Incidents	10253		

DISRUPTIVE	1189	<h1>Top Ten Incidents in Elementary Schools</h1>	
FIGHTING	805		
DANGEROUS BEHAVIOR	673		
ASSAULT OF STUDENT	381		
BUS INFRACTION	359		
DEFIANCE	339		
CHRONIC MISCONDUCT	274		
INCITING FIGHTS	196		
ASSAULT OF PERSONNEL	153		
LANGUAGE	149		
Total Incidents	5154		



District Discipline Incidents

KANSAS CITY 33	2009	2010	2011	2012	
Enrollment	17,677	16,868	15,826	15,336	
Total Number of Incidents	1,107	696	1,310	1,063	
Incident Rate (per 100 students)	6.30	4.10	8.30	6.90	
Type of Offense					
Alcohol (number rate)	5 0.0	3 0.0	0 0.0	2 0.0	
Drug (number rate)	39 0.2	57 0.3	91 0.6	61 0.4	
Tobacco (number rate)	1 0.0	0 0.0	1 0.0	0 0.0	
Violent Act (number rate)	7 0.0	3 0.0	9 0.1	1 0.0	
Weapon (number rate)	46 0.3	14 0.1	39 0.2	58 0.4	
Other (number rate)	1009 5.7	619 3.7	1170 7.4	941 6.1	
Type of Removal					
In-School Suspension (number rate)	40 0.2	2 0.0	2 0.0	1 0.0	
Out of School Suspension (number rate)	1066 6.0	692 4.1	1308 8.3	1062 6.9	
Expulsion (number rate)	1 0.0	2 0.0	0 0.0	0 0.0	
Length of Removal					
10 Consecutive Days (number rate)	953 5.4	598 3.5	1203 7.6	901 5.9	
More than 10 Consecutive Days (number rate)	154 0.9	98 0.6	107 0.7	162 1.1	

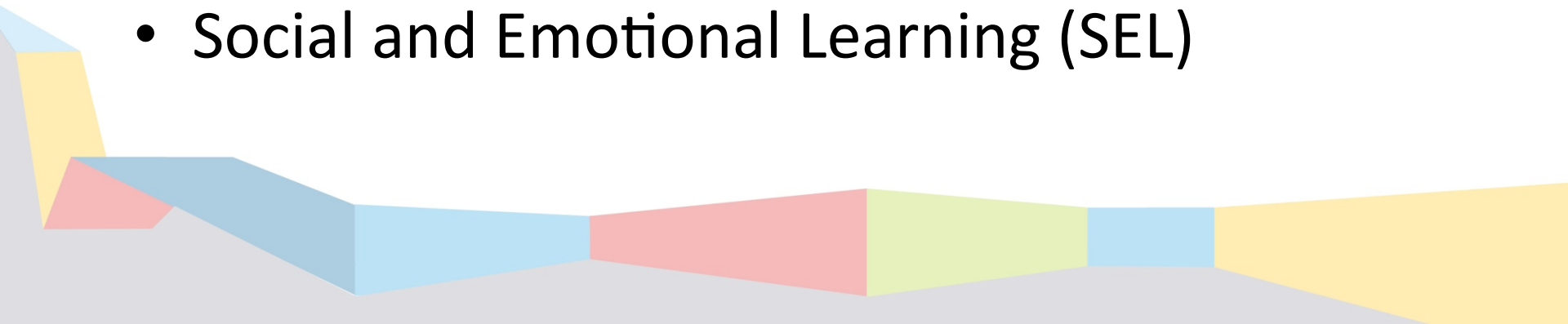
Discipline

- Launch of Success Academies
- Student Placement prior to August 13
- PBIS
- Virtual instruction component
- Behavior interventionist
- Increased parental involvement



Discipline Con't.

- New Student Information System - “Tyler”
- Additional professional development
- Continued enforcement of the Code of Student Conduct
- Social and Emotional Learning (SEL)



Questions



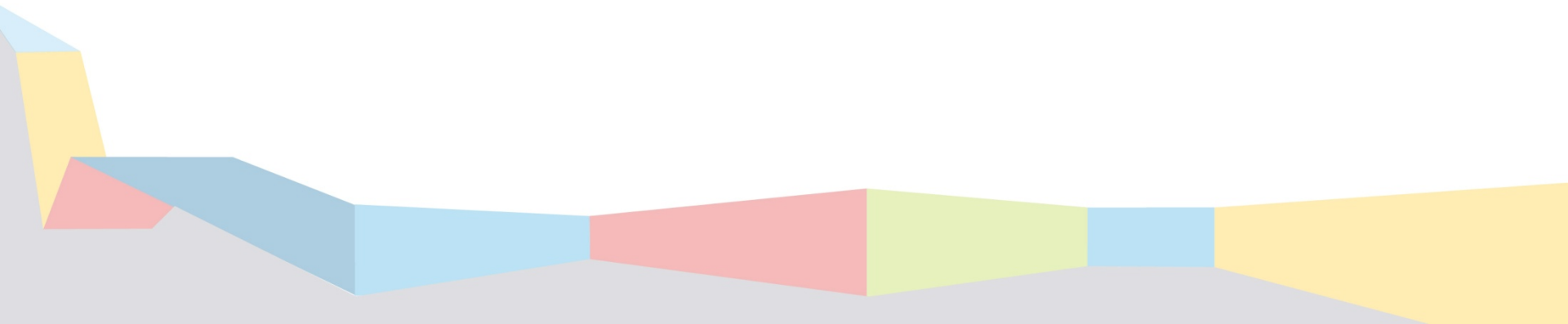
Curriculum and Instruction

Summer Plans Priorities for 2013-2014
Literacy Plan

Summer Plans: Priorities for 2013-14

Summer School

- Offer to approximately 2,000 students
- KCPS will partner with Community Organizations to serve approximately 1,000 students



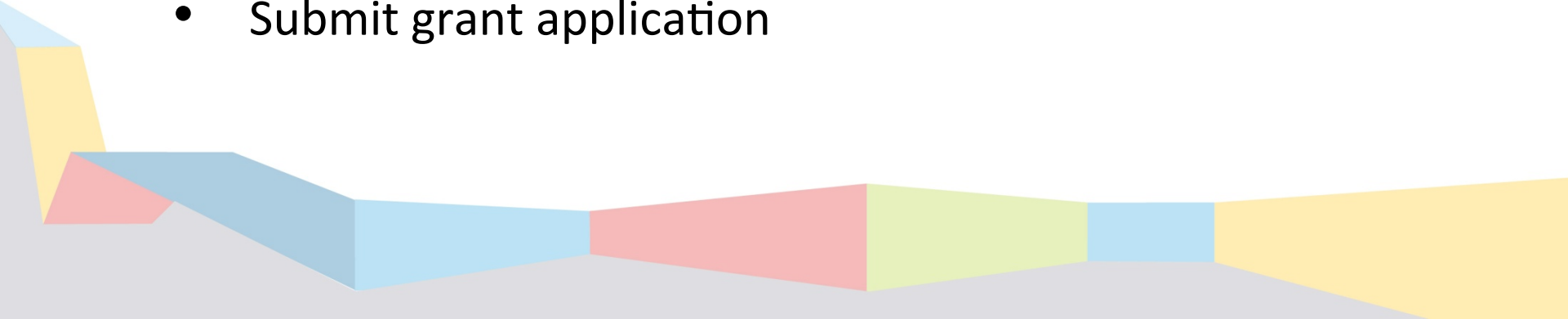
Summer Plans: Priorities for 2013-14

Focus on increasing high school achievement

- Increase dual credit offerings
- Train advanced placement teachers in core areas
- Credential more Montessori teachers
- Investigate implementing AVID

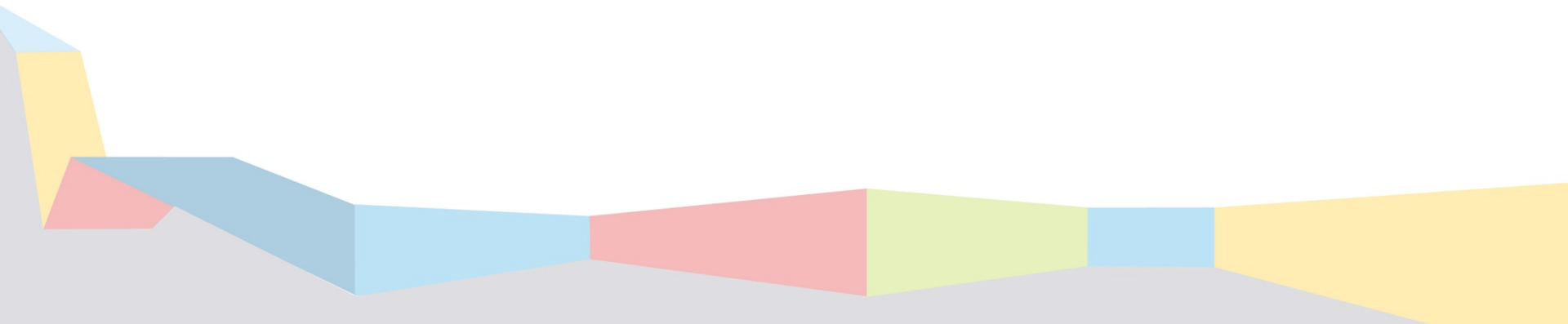
Increase leadership capacity

- Submit grant application



Priorities for 2013-14

1. One to One
2. Evaluation System Revision
3. Common Core



One to One

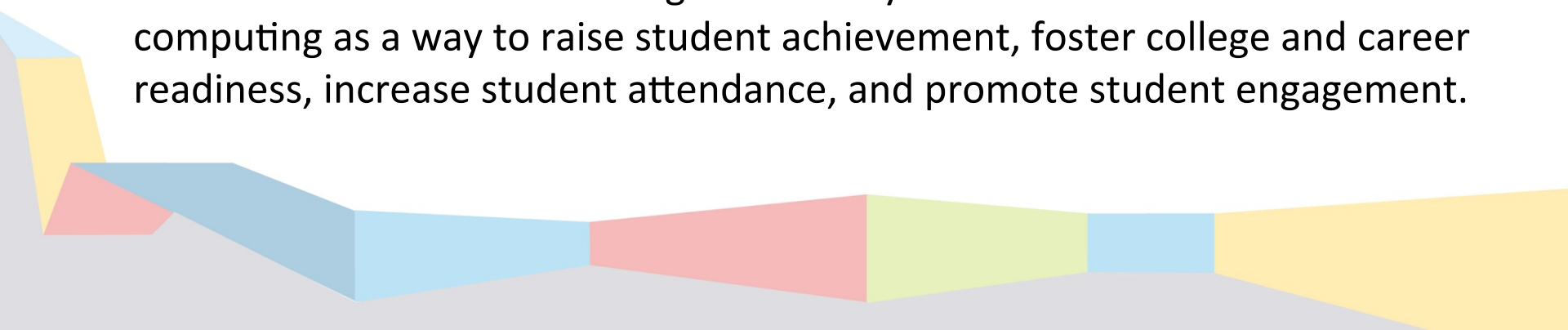
RFP due on June 7, 2013

School Board presentation on June 27, 2013

Begin roll out in August 2013

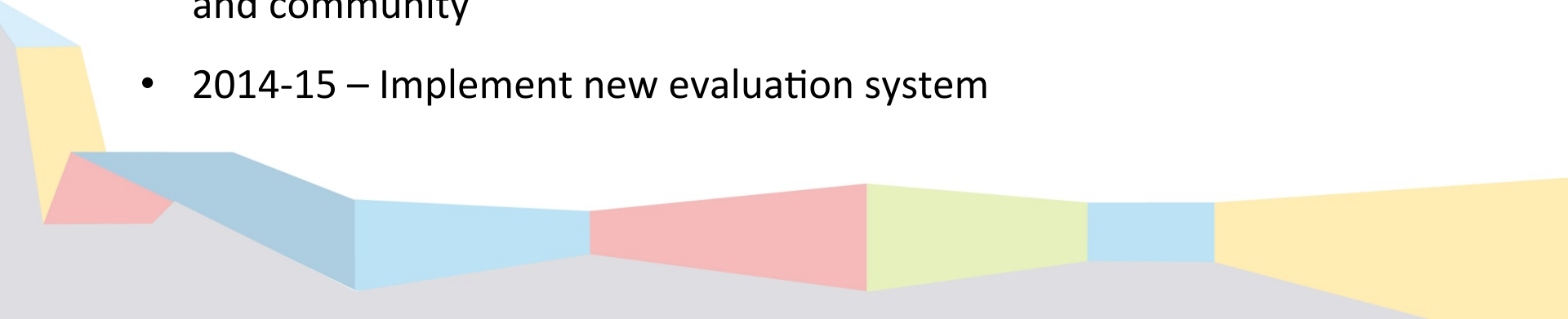
Vision: The growth and prevalence of technology has challenged schools to prepare children for complex tasks for the 21st century. One to One technology will allow students to communicate, gather information, collaborate, problem solve, and compete globally.

The KCPS Professional Learning Community embraces One to One computing as a way to raise student achievement, foster college and career readiness, increase student attendance, and promote student engagement.

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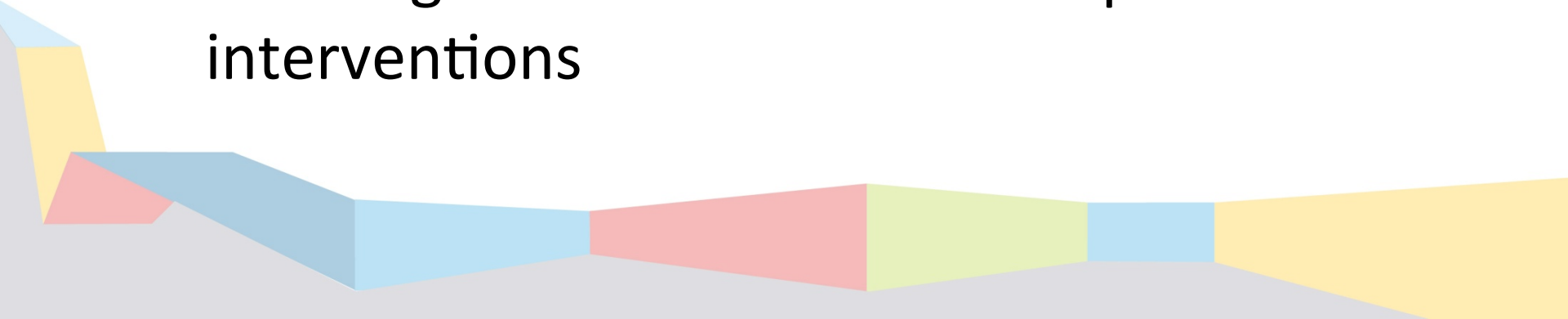
Evaluation System Revisions

- January 2013- Began discussions about changes to current evaluation system with about 75 teachers and administrators
- February 2013 - Conference call with DESE
- May 2013 - Working group identified
- Summer 2013 - Working Group will develop evaluation system
- June 4 – Overview of Missouri’s model Teacher Evaluation System by Paul Katnik
- 2013-14 School Year – Pilot to revise evaluation system, conduct professional development for all evaluators and staff, inform parents and community
- 2014-15 – Implement new evaluation system



KCPS Shifts to the Common Core

- Aligning targets
- Selecting of resource materials
- Creating pacing guides
- Aligning of grade cards
- Professional development
- Creating an observation tool to provide interventions

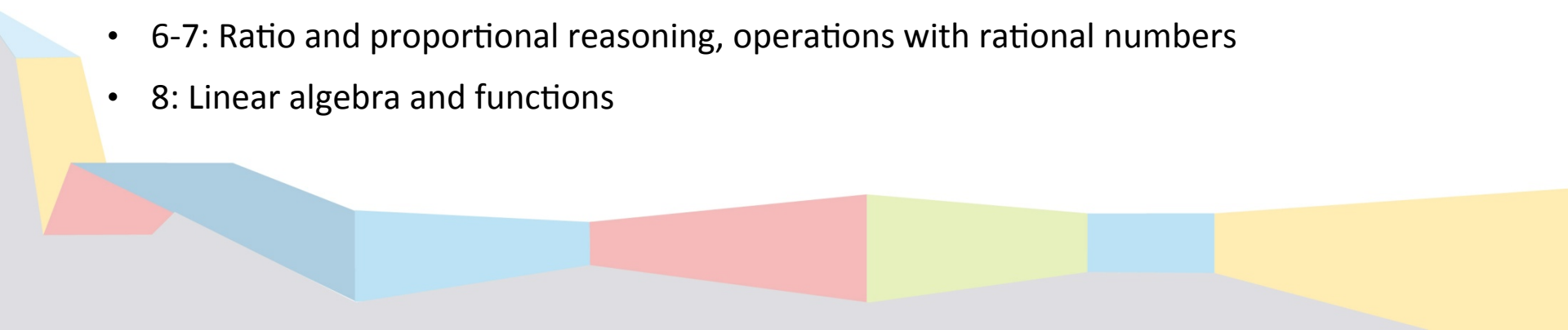


Focus for SY 2013-2014

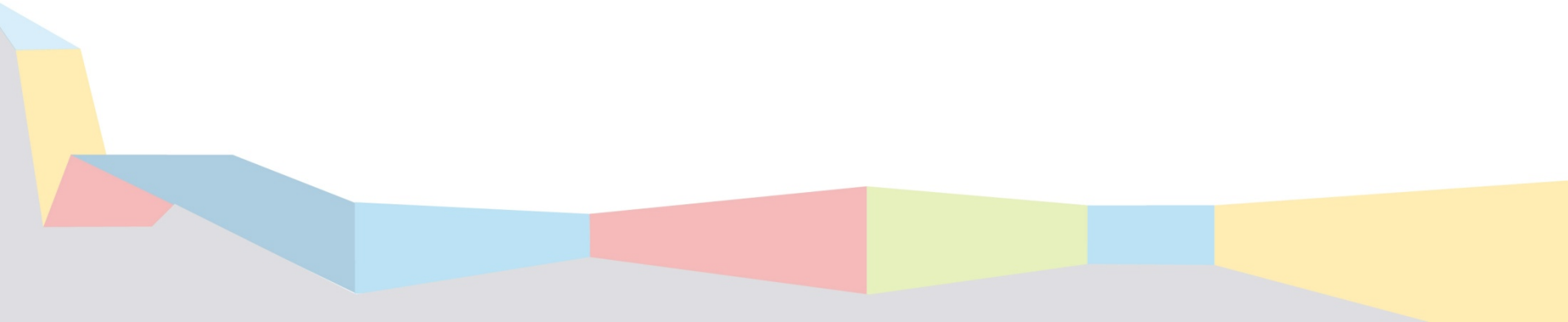
English Language Arts

- Text Complexity: Identifying the reading level, the interest level, and the complexity of the task
- Close Reading: Paying attention to detail and the general parts of a text so that ideas unfold while reading
- Argumentative Writing: Convincing others to agree with the writer's point of view
- Providing Evidence: Proving the answer by citing the evidence or research

Math

- Focus areas in support of rich instruction and expectations of fluency and conceptual understanding
 - K-5: Fluency in the four basic operations on whole numbers and fractions – concepts, skills and problem solving
 - 6-7: Ratio and proportional reasoning, operations with rational numbers
 - 8: Linear algebra and functions
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, semi-transparent geometric shapes in shades of blue, yellow, and red, creating a modern, abstract design.

KCPS Literacy Plan Process and Progress



Literacy Plan Update

- **Standards-based curriculum**

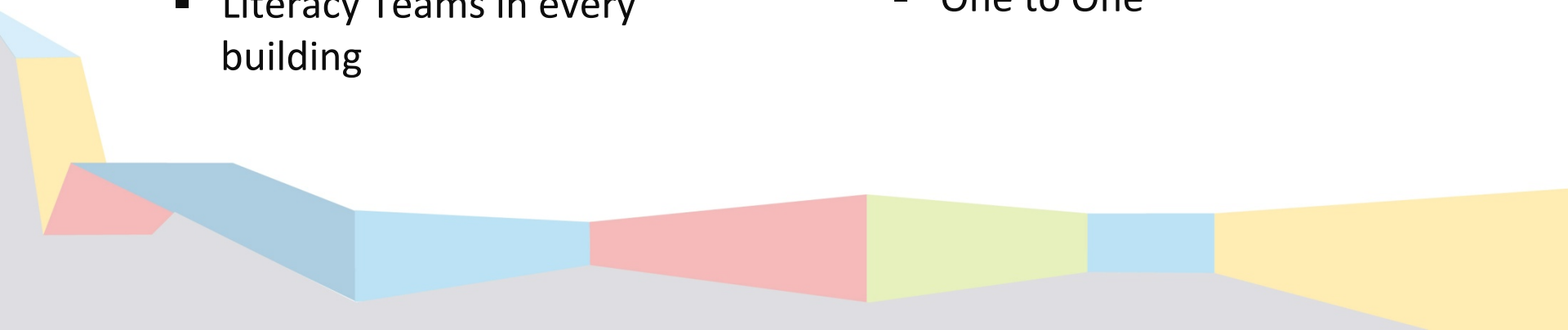
- Aligned to Common Core
- Research-based

- **Leadership and Sustainability**

- Literacy Teams in every building

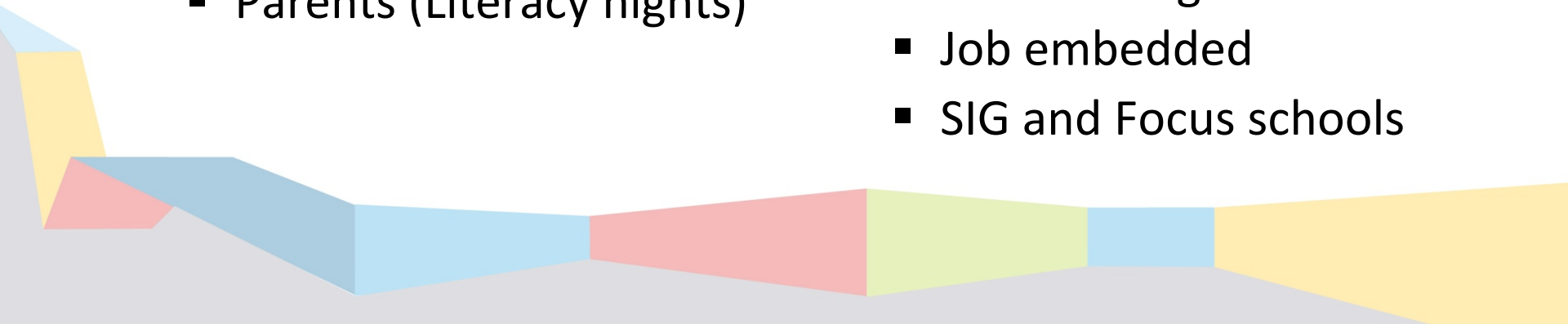
Instruction and Interventions

- Literacy block for K-6
- Interventions
- Double blocking at the secondary level
- Read 180
- Use of Data Team
- One to One



Literacy Block

- **Assessment**
 - Monitor student progress
- **Partnerships**
 - KC Public Library
 - KCPT
 - Parents (Literacy nights)
- **Professional Development**
 - Researched based components
 - CCSS
 - Integrated with all content areas
 - Driven by data at district and building level
 - Job embedded
 - SIG and Focus schools



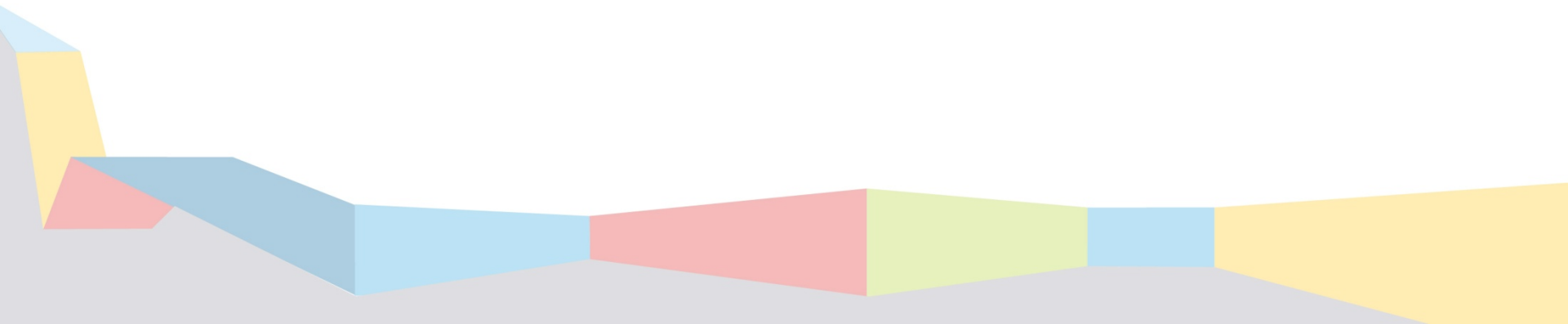
Questions

Human Capital Management

Staffing Update

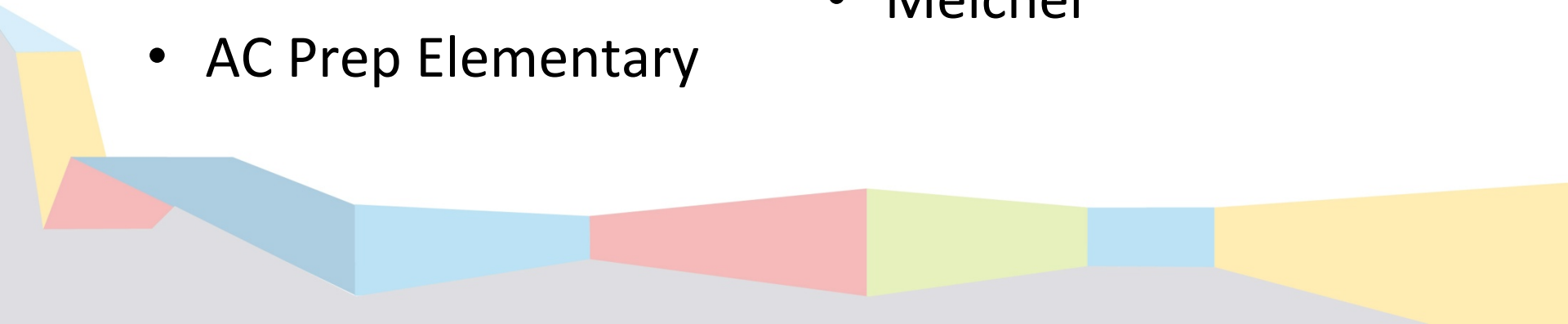
A Look Back 2012 – 2013

- 46 certified teachers reassigned
- 33 Instructional Coach positions reassigned
- 56 Teach for America instructors contracted



Principal Hires 2012-2013

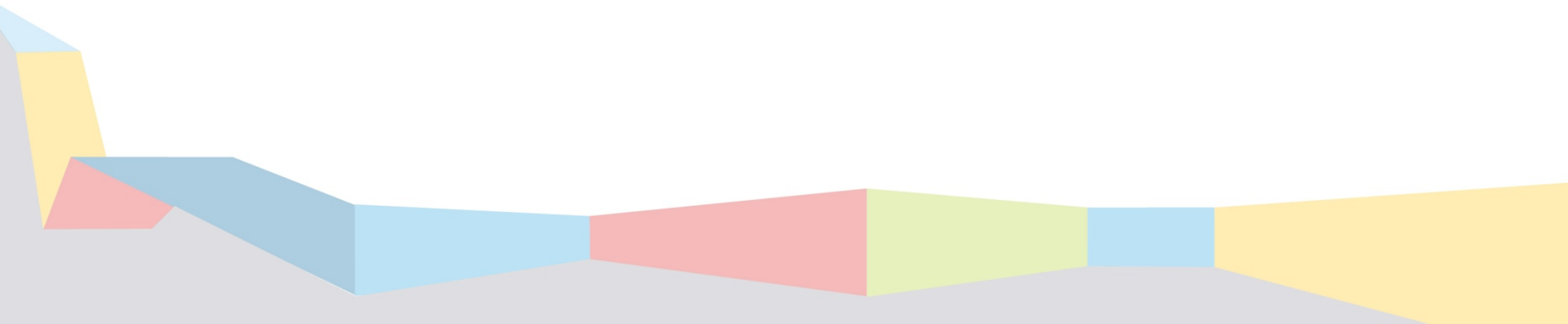
- Banneker
- Troost
- Northeast
- Success Academy at Knotts
- Success Academy at Anderson
- AC Prep Elementary
- AC Prep Secondary
- Lincoln College Prep
- Attucks
- Border Star Montessori
- Faxon
- Longfellow
- Melcher



A Look Forward

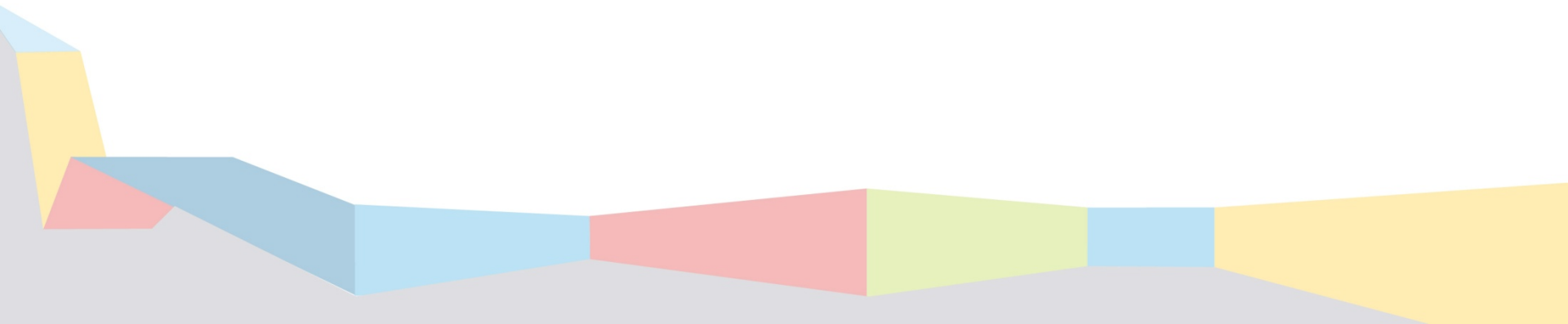
2013 – 2014

- Early contracts issued
- Recommend for hire
- Board approval
- Remaining positions
- TFA



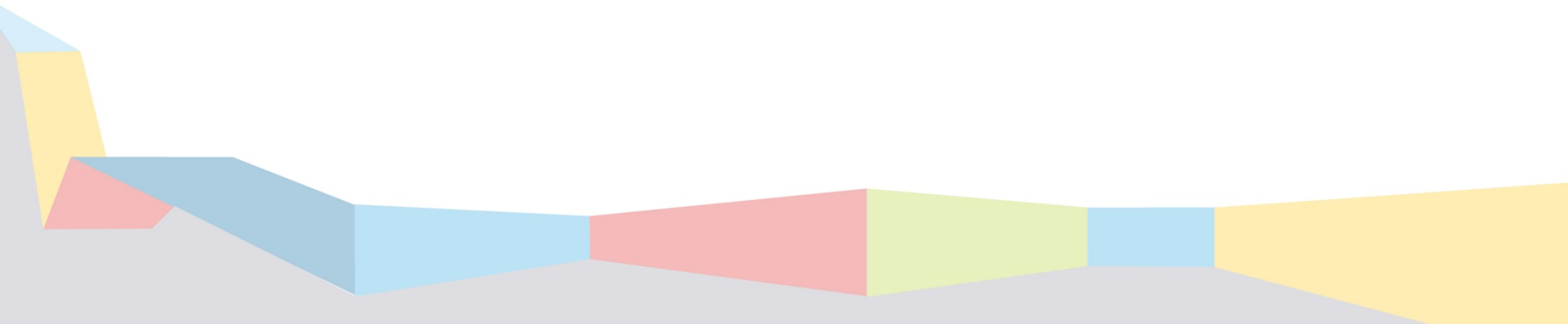
Factors that Affect Recruiting

- Background checks
- Declined offers
- Retirements, resignations and terminations



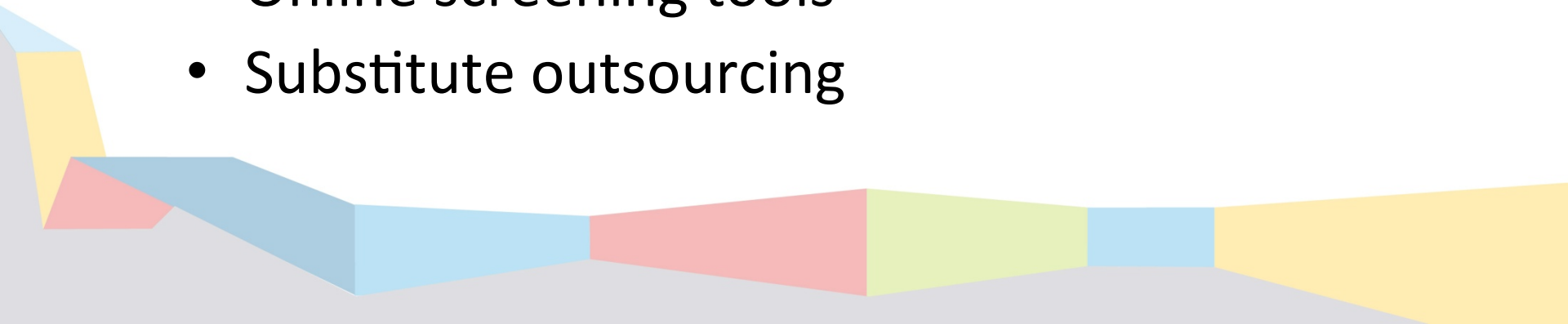
Factors that Influence Positive Recruiting Efforts

- 48 recruiting events
- KCPS Career Fair
- Networking events with local colleges and universities



Next Steps


- Summer KCPS Career Event
- Student Internship Program
- Student Teacher Program
- Speaking engagements
- College and university career fairs
- Media and advertisements
- Online screening tools
- Substitute outsourcing



Questions

Feedback

Questions from blue cards – April 2013

1. Is staff ready and trained to effectively engage parents and what prep work is done with parents to help their children succeed?
 2. When will KCPS write comprehensive plans for parent involvement and community engagement?
 3. How many parents attended PU Curriculum Nights?
 4. Why are both Montessori schools in the south part of the district?
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, semi-transparent geometric shapes in shades of blue, yellow, and red, creating a modern, abstract border.

Questions

RSIT Breakout Discussion



Feedback/Requests

Monthly Meeting Date

