

Attachment A

Improvement Plan for African American Student Achievement

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Presentation Objectives

1. Share the Improvement Plan for African American Student Achievement; its rationale, development process, and organization.
2. Share the District's next steps for plan implementation.

About the Improvement Plan

Executive Cabinet led the development of an Improvement Plan to accelerate outcomes for African American students.

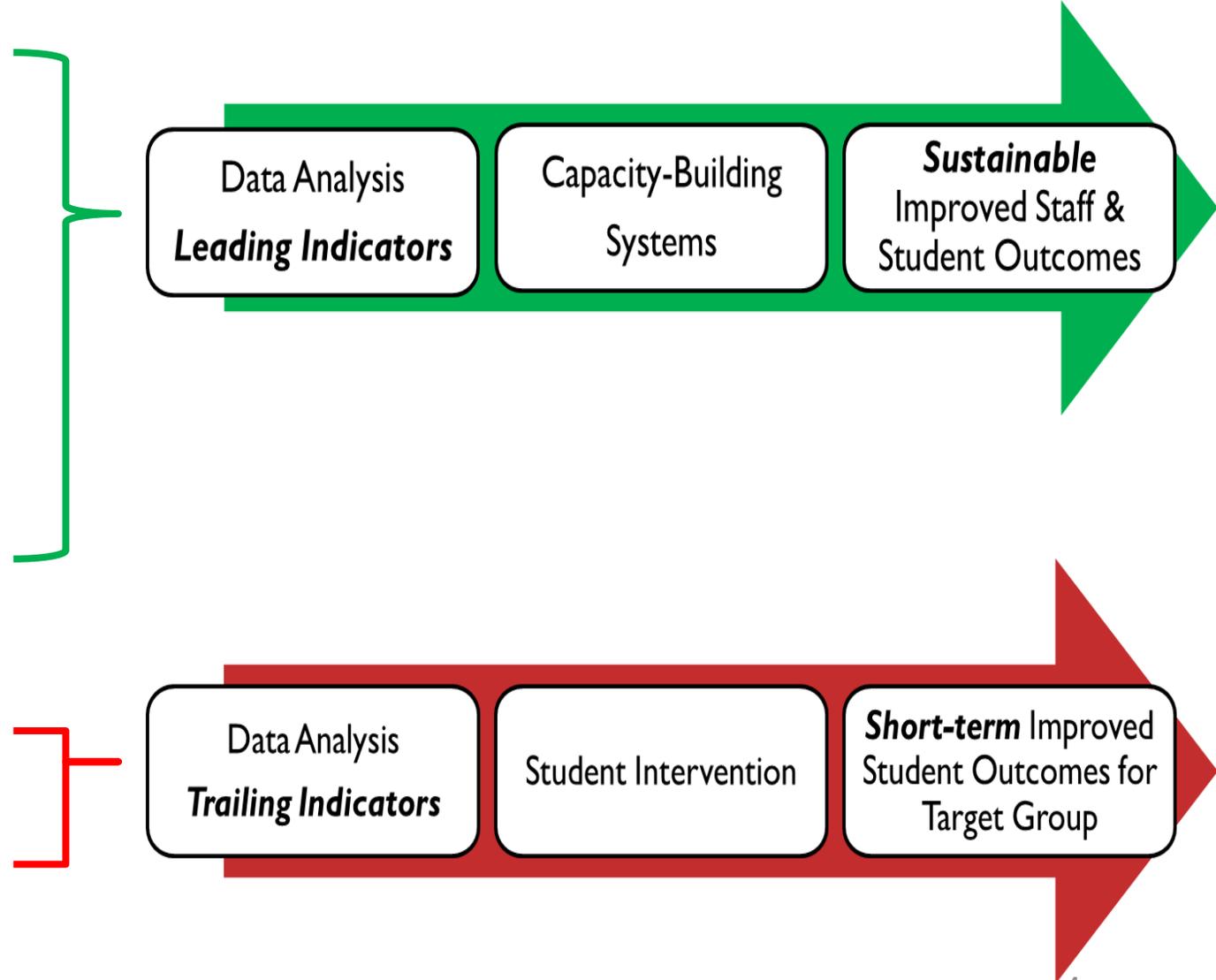
The focus areas of the Improvement Plan are as follows:

- 1) 3rd Grade Reading
- 2) 4th, 5th, and 8th grade Mathematics
- 3) 9th Grade A-G Course Completion
- 4) Parity in *enrollment, participation, and success* in Early Education and High School in the following programs:
 - a) **Early Education**—Transitional Kindergarten, Vanguard, Pre-school, Child Development, Full-Day Kindergarten, Magnet programs, and Dual Language
 - b) **High School**—International Bachelorette (IB), Advance Placement (AP), Honors, Career Pathways, Academic Teams, AVID, Dual Language, Middle College HS, Richardson MS, & Rodriguez MS.
- 5) Family Engagement

Outcomes for the Improvement Plan

Outcomes for the plan are as follows:

1. Improve the skill knowledge of teachers in the teaching of *Reading, Math*; improve student engagement; use of formative data; and use of culturally relevant instructional strategies.
2. Implement improvements in the District's progress monitoring systems.
3. Implement improvements in supports for students.



Improvement Plan Development Process

Using an adapted improvement design framework, the District implemented the following process to develop the plan:

1. Analyzed *Trailing & Leading* Indicators:
 - a) Conducted an exhaustive data review
 - b) Force ranked the largest deficits
 - c) Conducted an impact analysis
 - d) Established the focus areas
2. Established a data/problem statement for each focus area.
3. Developed preliminary strategies for each focus area.

Improvement Plan Development Process (cont.)

List of the Largest Deficit Areas

- 3rd Grade Reading
- 4th/5th Grade Math
- 8th Grade Math
- High School A-G Course Completion
- Chronic Absenteeism
- 9th Grade Credit Deficiency
- 6th-9th Grade Suspension
- Family Engagement
- Low Enrollment in Accelerated Programs & Academic Teams
- Over-enrollment in Special Education
- Low exposure to “*College Knowledge*”
- Social-Emotional Learning Competency

The Improvement Plan will target African American students and the adults (*staff, parents, community*) whom serve them in the following focus areas:

1. 3rd Grade Reading
2. 4th, 5th, and 8th grade Mathematics
3. 9th A-G Course Completion
4. Parity in *enrollment, participation, and success* in targeted Early Education and High School acceleration programs as follows:
 - a) Early Education—Transitional Kindergarten, Vanguard, Pre-school, Child Development, Full-Day Kindergarten, Magnet programs, and Dual Language.
 - b) High School—International Bachelorette (IB), Advance Placement (AP), Honors, Career Pathways, Academic Teams, AVID, Dual Language, Middle College HS, Richardson MS, & Rodriguez MS.
5. Family Engagement

Improvement Plan Highlights—3rd Grade Reading

Strategies (Excerpt)

- Increase the skill and knowledge of teachers in the teaching of fundamental literacy skills and comprehension.
- Provide training in *Culturally Responsive Pedagogy* for teachers and school leaders to incorporate culturally relevant instructional strategies into daily instruction.
- Opportunity Gap Specialists and support staff will monitor student progress, provide formative data, and identify and target students for increased and/or improved in-class and out-of-class supports.

Improvement Plan Highlights—4th, 5th, & 8th Grade Math

Strategies (Excerpt)

- Provide training to teachers on the District's scope of sequence in math content and delivery strategies.
- Provide training to teachers to increase structured collaboration time during class to increase student engagement.
- Provide training in *Culturally Responsive Pedagogy* for teachers and school leaders to incorporate culturally relevant instructional strategies into daily instruction.

Improvement Plan Highlights—9th Grade A-G Course Completion

Strategies (Excerpt)

- Academic planning & monitoring for every student entering 9th grade.
- Counselors will conduct progress checks with students during the 10th & 15th weeks of school and implement appropriate interventions.
- Identify at-risk students in the spring of 8th grade for targeted interventions in math during the summer.

Improvement Plan Highlights—Family Engagement

Strategies (Excerpt)

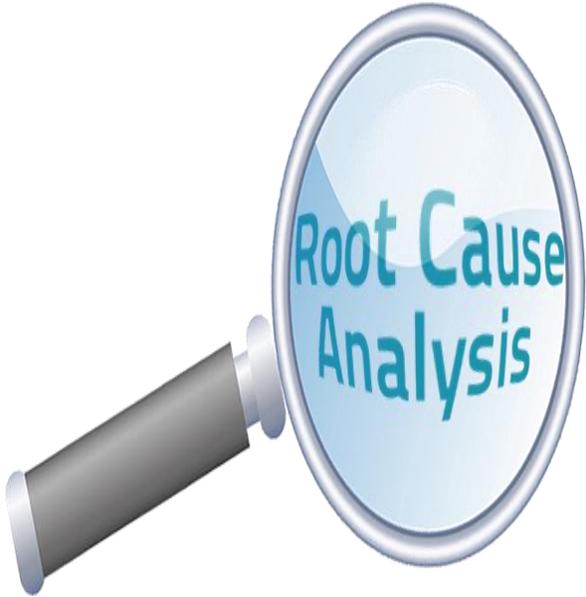
- Increase/improve enrollment & marketing efforts for all early education (*TK, Vanguard, Pre-school, Child Development, Full-Day Kinder, Magnet programs & Dual Language*), and High School accelerated programs (*IB, AP, Honors, Pathways, Clubs, AVID, Dual Language, Middle College, Richardson, & Rodriguez*).
- Provide workshops, study trips, presentations, mentorship, and progress-monitoring for students focused on increasing student self-efficacy; resiliency; access; opportunity; and success in accelerated programs and services.
- Revise the District's Board policies on entrance requirements for magnet programs and accelerated schools to increase access and opportunity.

Improvement Plan Highlights—Parity & Support in Accelerated Programs

Strategies (Excerpt)

- Provide trainings, workshops, and inspirational speakers for families on topics related to building "*college knowledge*," student resiliency, recognition of student success, and supports for student success.
- Re-purpose the objective of school-based AAPACs to increase meaningful participation and engagement of parents of African American students.
- Revise the District's Board TIIP Policy to reflect the State's testing and accountability system, as well as the District's programs and services.
- Monitor opportunity, access, and performance indicators for students by providing regular reports to the Cabinet, principals, DAAAC, and AAPACs, to better inform and increase awareness of the academic performance and behavioral outcomes of African American students.

Improvement Plan Next Steps



1. Conduct a **Root Cause Analysis** (*Empathy Interviews, Classroom Observation, Data Analysis, Survey, Focus Groups*) for each focus area and adjust the Improvement Plan as necessary (April 2019-June 2019).
2. Involve staff and community thru the Task Force for African American Student Achievement in the Root Cause Analysis process (April 2019-June 2019).
3. Develop a budget (not to exceed \$2mil) for plan implementation (June 2019).
4. Implement the Improvement Plan (July 2019-June 2020).