

Colorado Springs School District 11
DAC (District Accountability Committee) Accreditation Subcommittee

<https://www.d11.org/Page/6992>

DAC Accreditation Meeting Minutes
Monday, January 11, 2021 (5:00pm-6:30pm)

Recording of meeting commenced at 5:08pm

Meeting Attendees:

Alexis Knox Miller, Ama Dei, Clara Hoellerbauer, Chris Wallace, David Khaliqi, Jane Tucker, Jan Rennie, Lyman Kaiser, Michael Thomas, Parth Melpakam, Stacy Brisben, Velvet Stepanek

Agenda discussion:

I. Mitchell USIP and Innovation Plan (Dr. Michael Thomas)

Mitchell High School has a communication breakdown within employee groups. Staffing changes will be coming but no details for discussion at this time. We will have drastic changes and an innovative approach that does not exist anywhere else in the District. Not to say that Mitchell will have separate rules similar to a charter school. What we will do at Mitchell, we will bring to scale for the entire District, including staffing. We will be engaging in codified processes at a much deeper level. When we look at how we might leverage this as a strategy, we have something that we can follow versus trying to replicate and put pieces together that may have not been clear. We have a significant tension of “us vs. them” at Mitchell. We are one staff so I will attempt to flatten Mitchell and get out of the hierarchical power differentials that exist. We are going to do this with significant fidelity and bring a true distributed model of leadership. When it comes to staffing, we will have department chairs who will hire and staff their individual departments as they have the most expertise for their respective departments to hire those with the most content expertise. Principals will have administrative authority to hire department chairs, department chairs will hire their department staff. This is true distributed leadership. HR will continue to make sure all qualifications are met with applicants. Many of the details coming will be management decisions, not for public consumption. This process will yield a strong distributive model of leadership and away from binary thinking of administration and staff. How we evaluate staff is something that we need to look at very differently. You cannot draw a direct correlation (causation) to staff performance and student achievement, they are two different systems of measurement that are being used. Standards being assessed are completely different sets of standards. We do have metrics within the RANDA system that have a student achievement component, but it is not as heavily weighted or in as much quantity. This is why we are working on building a new forward-facing data literacy model for average community and parent for simpler understanding and not getting caught up in a singular data metric or standardized assessment. The employee evaluation system will have the department chair working primarily with their teachers, and Principals secondarily. With this new model, department chairs will have significantly more responsibilities than they currently have. Due to COVID and the changes we have had to make, we can leverage time

with technology in ways that we never thought of before. We have to protect the staffing model we put in place for Mitchell. Schools like Mitchell tend to have a hire propensity of concentration of brand new teachers and poor placement of teachers. We cannot allow Mitchell to be a dumping ground. Once we get the right people “on the bus”, we need to protect them so that we can create that drift of professionalism. We do not have a performance culture at Mitchell. Once we establish that performance culture, we have to stay in it. We want to align people’s virtuosities with their placements. Mitchell tends to have high student turnover and mobility. The students don’t pick and choose which family they are born into, but this is the reality of many Mitchell families. These are our students, we are going to love them no matter what. We need to support these students that might not necessarily attend a Coronado or Doherty. When students do not do well at other high schools, we tend to move them to Mitchell. We have to find a way to protect the enrollment at Mitchell. We will get a strategy in place that pushes innovation so that we can stop the influx and outflux of student enrollment at Mitchell. If we create a positive drift for students, the culture will take care of itself.

Do our curriculum and assessment platforms meet the needs of Mitchell students? The learning needs of Mitchell students typically are higher EL background comparatively to the District as a whole on average. Do we need to look at a different approach? This is open for conversation.

In essence, staffing, evaluation, and distributed leadership are the non-negotiables and the way we plan to help Mitchell become a better Mitchell. We have been in conversation with the CDE with regard to Mitchell. There has not been another District taking the approaches we are proposing with a turnaround school in the state of Colorado. There will be a lot of eyes watching this. Our proposed strategy and pathway on sequencing will appease both sides of the CDE- State Board (reformers and traditionalists) and all will see the value in this approach.

(Dr. David Khaliqi) Timeline:

**MITCHELL HIGH SCHOOL:
DRAFT SCHOOL REDESIGN & ACCOUNTABILITY CLOCK TIMELINE**

SCHOOL YEAR 2020-21

November 2020	Local Board directs Superintendent to take over planning for Mitchell
January 2021	Superintendent works with HR to make plan to staff Mitchell with new staff for following year using flexibilities provided in local CBA and/or state statute
Spring 2021	Hire new staff for Mitchell - all staff have to apply or reapply
Spring 2021	Superintendent leads planning process for Mitchell for 2021-22 school year
August 2021	<i>POTENTIALLY NO 2021 FRAMEWORK RELEASED</i> ; if no Framework, Mitchell remains Year 4 (3rd Year 4 due to pauses)

SCHOOL YEAR 2021-22

August 2021	New staff starts at Mitchell, implementing elements of new model
Fall 2021	New staff co-creates final version of innovation plan
November 2021	New staff, Local Board vote and pass innovation plan, to take effect spring 2022
Winter-Spring 2022	EARLY ACTION YEAR 4 HEARING WITH STATE BOARD: Innovation pathway proposed
July 2022	State Board Directed action starts - likely two-year order to implement innovation plan
August 2022	PRESUMED 2022 FRAMEWORK RELEASED; Mitchell either progresses to Year 5 on clock or comes off clock into On Watch Year 1

SCHOOL YEAR 2022-23

August 2023	PRESUMED 2023 FRAMEWORK RELEASED; Mitchell either progresses to Year 6 on clock, progresses to On Watch Year 1, or comes off clock / off performance watch
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SCHOOL YEAR 2023-24

August 2024	PRESUMED 2024 FRAMEWORK RELEASED; Mitchell either progresses to Year 7 on clock, progresses to On Watch Year 1, or comes off clock / off performance watch
Fall 2024	POSSIBLE RE-HEARING WITH STATE BOARD if Mitchell is still on clock (in Priority Improvement or Turnaround) on 2024 Framework

(Dr. Thomas) Grant monies will help support this initiative but we will also find ways in D11 and with state support, to financially sustain this initiative without future grant support. Mitchell will still have a USIP approval process. The same process will be in place but we are currently developing the innovation plan as the new USIP (along with the strategic alignment plan) for next year.

Questions:

Jane Tucker- How can teacher performance not reflect student achievement? How do we have a model for teacher evaluation that does not reflect how effective they are as teachers?

Alexis Knox-Miller- More than the rubric is the conversations that come from coaching and using RANDA. Systematizing using RANDA to input your coaching conversations is more effective and will tell you more about what is going to happen in that school than the numbers you get on that RANDA rubric.

Lyman Kaiser- We should be advocating to the Board for a manpower change to be able to give effective coaching.

Stacy Brisben- Is the innovation plan going to be addressed with the middle and elementary schools feeding into Mitchell?

David Khaliqi- It has been talked about but unknown as far as systematizing into innovation plan. Some will come through Academic Master Plan and some through the Innovation plan. We have a template related to the continuous improvement process that we are using as well.

Any additional questions to take forward to David Engstrom or Dr. Thomas pertaining to the Innovation Plan, please email Dr. Khaliqi: david.khaliqi@d11.org

II. SchoolMint questions for testing (David Khaliqi)

SchoolMint is a school finder tool. Your assistance is requested to determine how well SchoolMint performs. Power School will have a similar tool. We would like you to be a “secret shopper” and with the four questions I will send you, search a school and give us feedback based on the four questions on how well this tool is performing and provide any feedback you have.

Dr. Khaliqi will send the questions via email later this week.

III. CDE process for State Board hearings (David Khaliqi)

Time did not allow for discussion

Next Accreditation meeting will take place Monday, January 25th, 2021 from 5:00pm-6:30pm

DAC Accreditation meeting minutes can be found in the DAC Drop box:

<https://www.dropbox.com/login?cont=https%3A%2F%2Fwww.dropbox.com%2Fh>

Meeting adjourned at 6:31pm