

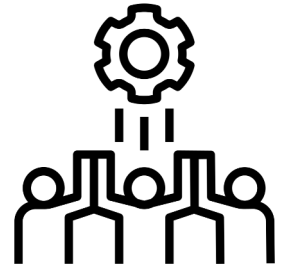
Learning and Leading

Support Structure and Division Priorities

Board Workshop
August 8, 2023



Workshop Goals



Proposed Meeting Goals

1. Provide an overview of the structure and focus of the Learning and Leading Division
2. Introduce the School Performance Framework and the status of schools
3. Discuss the Learning and Leading Support Plan



Workshop Goals

**Provide an overview
of the structure and
focus of the Learning
and Leading Division**



The Vision for the Reorganization

- Strategically improve and accelerate student outcomes district wide.
- Reimagine the District Service Center (DSC) to support, scale, and sustain school improvement and academic efforts.
- Improve the coherence among departments within the DSC to provide optimal support to campuses.
- Enhance the shared accountability for student and school outcomes through establishing transparency in the responsibilities of each leadership team member.
- Enable school support teams to address instructional gaps and mobilizing to support campuses while connecting communities with needed resources.

SERVICE NETWORK 1

PYRAMIDS

Arlington Heights • Benbrook
Southwest • Western Hills

ASSOCIATE SUPERINTENDENT



Melissa Kelly

EXECUTIVE DIRECTORS



Dr. Miguel Serrano
Secondary School Leadership



Christine Renteria
Elementary School Leadership



Todd Koppes
Elementary School Leadership



Olayinka Ojo
Early Learning



Mary Jane Bowman
Humanities & Academic
Support Initiatives

SERVICE NETWORK 2

PYRAMIDS

Amon Carter-Riverside
North Side • O.D. Wyatt

ASSOCIATE SUPERINTENDENT



Charles Garcia

EXECUTIVE DIRECTORS



Dr. Christopher Barksdale
Secondary School Leadership



Christin Reeves
Elementary School Leadership



Guadalupe Cortez
Elementary School Leadership



Dr. Lisa Castillo
CCMR & Enrichment



Diane Lopez-Martinez
Math/Science & Professional
and Innovative Learning

SERVICE NETWORK 3

PYRAMIDS

Diamond Hill-Jarvis
Dunbar • Paschal

ASSOCIATE SUPERINTENDENT



Dr. Gracie Guerrero

EXECUTIVE DIRECTORS



Gloria Martinez
Secondary School Leadership



Dr. Dorene Benavidez
Elementary School Leadership



Valencia Rhines
Elementary School Leadership



Dr. Marie Mendoza
Emergent Bilingual

SERVICE NETWORK 4

PYRAMIDS

Eastern Hills • Polytechnic
South Hills

ASSOCIATE SUPERINTENDENT



Dr. Tamekia Brown

EXECUTIVE DIRECTORS



Dr. Susan Hernandez
Secondary School Leadership



Deborah Traylor
Elementary School Leadership



Dr. Olga Romero
Elementary School Leadership



Audrey Thomas
Specialized Learning



Dr. Sandra Benavidez-Perez
Guidance & Counseling

Lone Star Governance Board Goals

Improve
Operational
Effectiveness and
Efficiency

Increase
Student
Achievement

Highly Effective
District Service
Center

Student and
Customer-Centered
Workforce

Enhance Family
and Community
Engagement



Learning and Leading Priorities



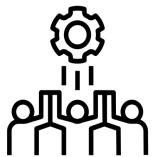
Improve Operational
Effectiveness and
Efficiency



Increase Student
Achievement



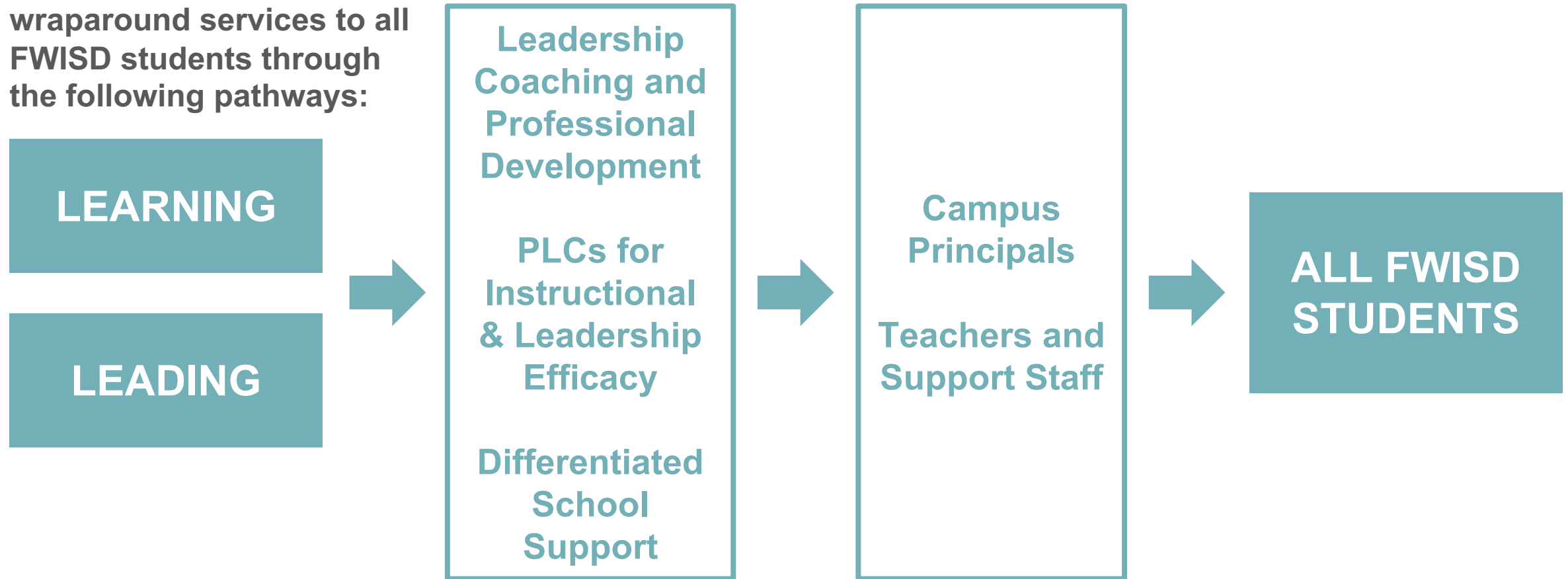
Highly Effective
District Service
Center

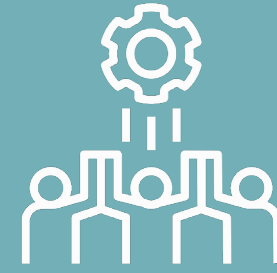
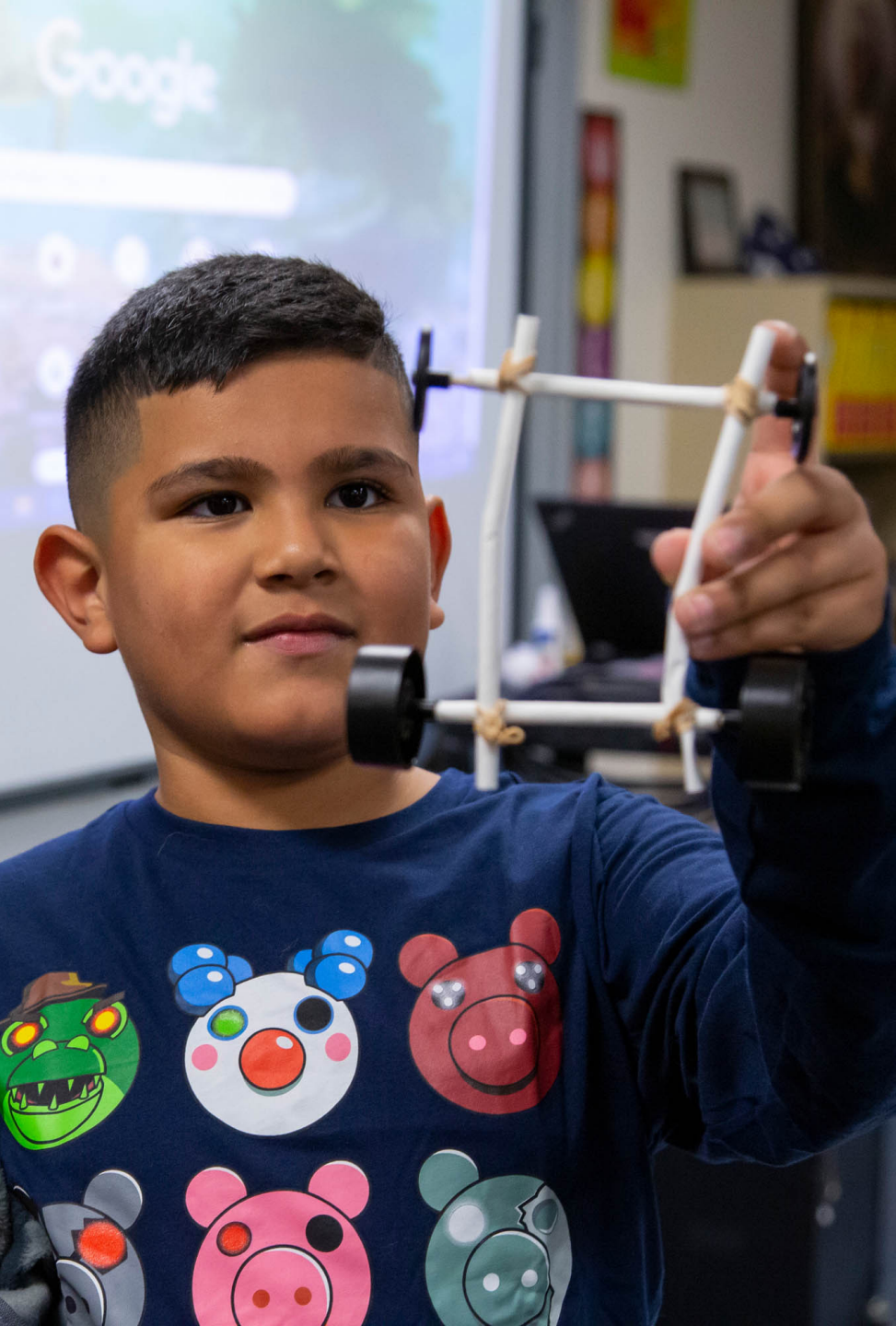


Student and
Customer-Centered
Workforce

Learning & Leading Organizational Overview

The L&L Division provides wraparound services to all FWISD students through the following pathways:





Workshop Goals

**Introduce the School
Performance
Framework and
status of schools**

WHAT is a School Performance Framework?

A School Performance Framework (SPF) is a tool that provides a **single definition of school quality across a variety of measures.**

District SPFs can build upon state rating systems to incorporate additional information and **inform actions from district leaders, school leaders and educators.**

WHY use a School Performance Framework?

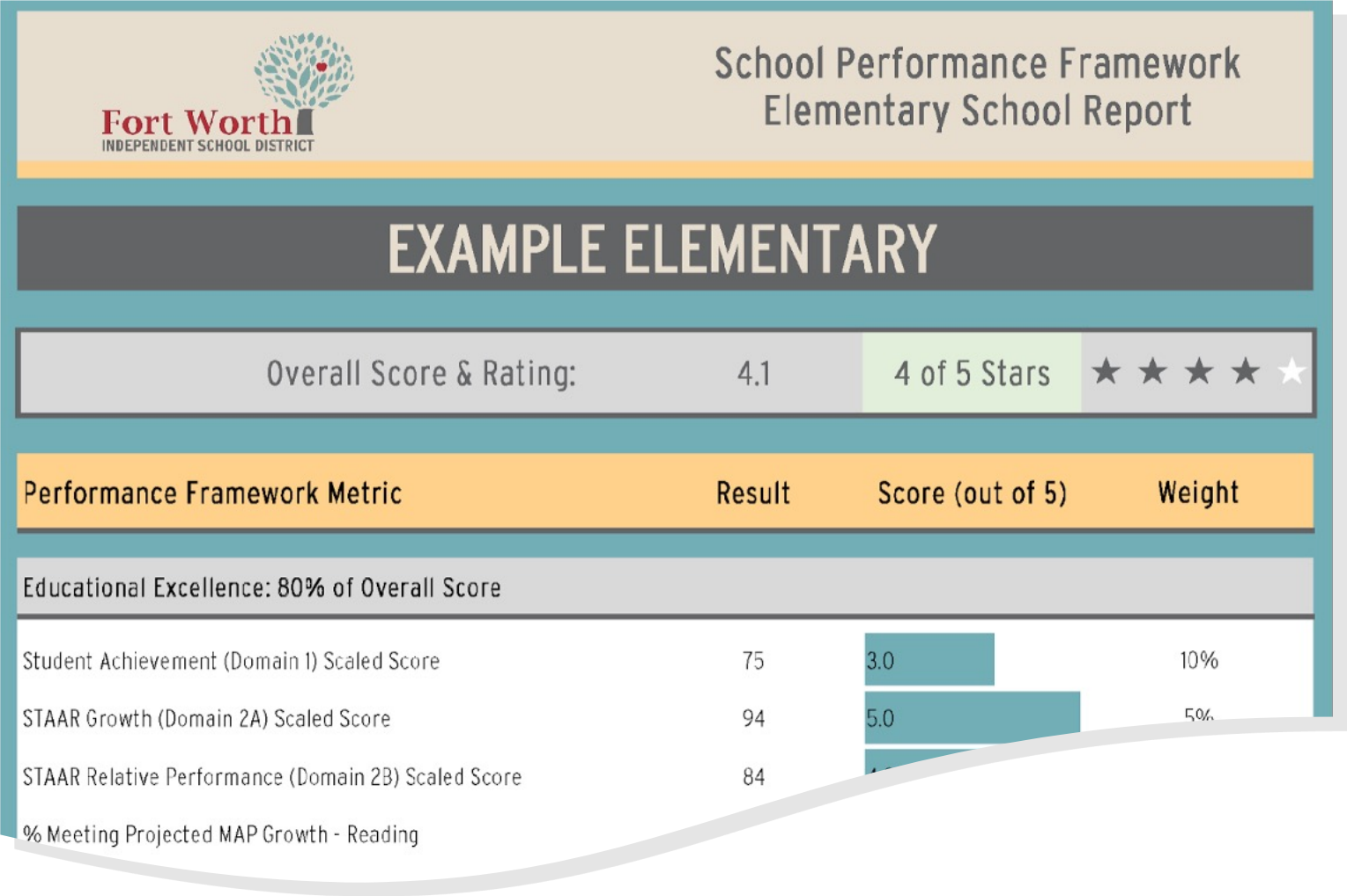
Now more than ever, school leaders are asking for a wide variety of **supports to close learning gaps**.

New data tools are needed to ensure that the areas and **students most in need of support** at all schools are **identified and prioritized**.

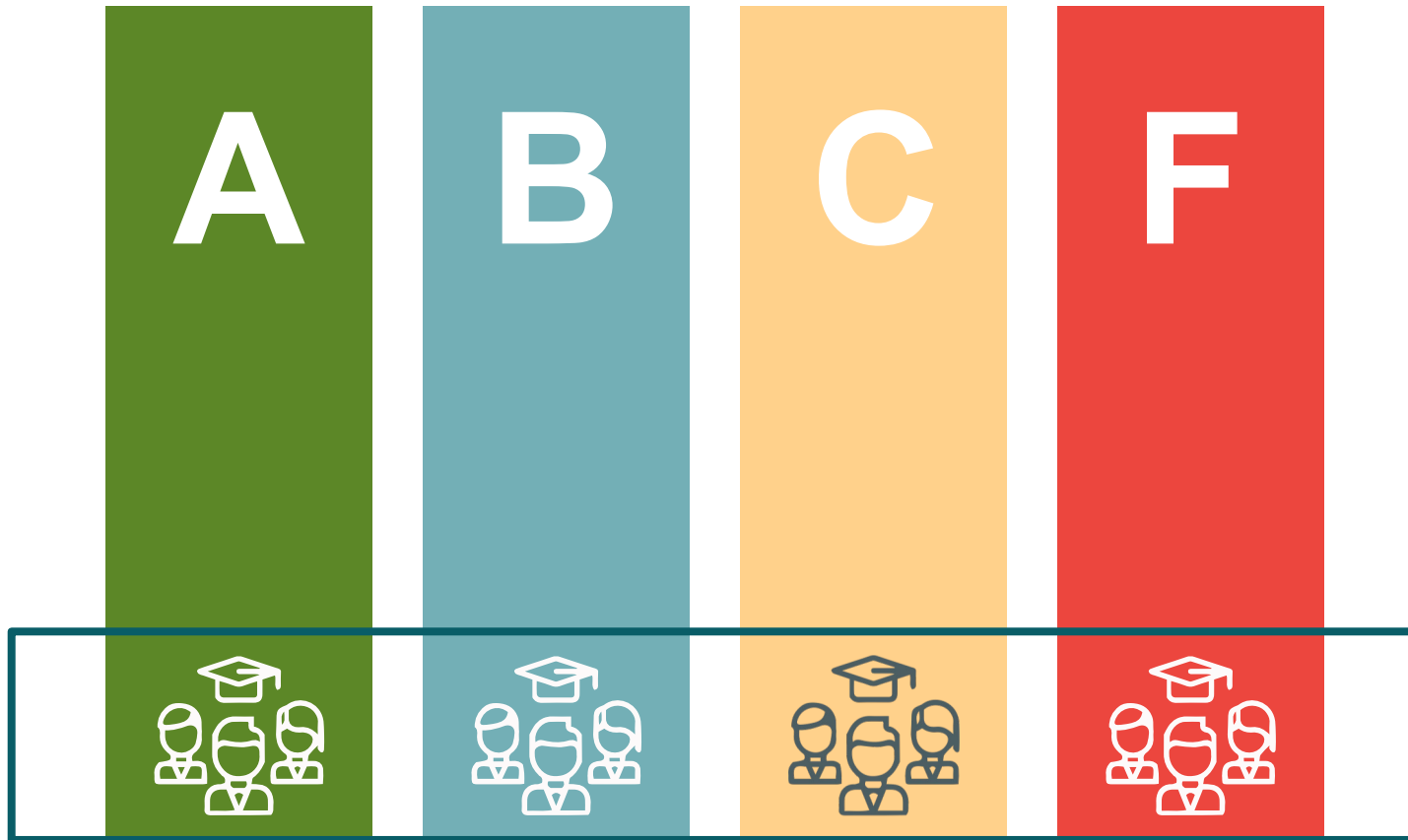
The new tool can meet FWISD needs by:

- Focus on the **metrics we think are most important that build on state accountability** but focus more on **student growth and school experience**
- **Provide actionable information** that can be used to set priorities and identify students most in need of support

SPF Example Report: Elementary School



What is the Opportunity Group?



Every campus has an opportunity group to focus on for **growth** regardless of the campus' overall performance.

Students are identified for the opportunity group based on their beginning of year reading or math score.

25th percentile

Opportunity Group

Students Currently Performing in Lowest 25%

	African American students tested on MAP in K-5	African American students in Opportunity Group	Emergent Bilingual students tested on MAP in K-5	Emergent Bilingual students in Opportunity Group	Special Education students tested on MAP in K-5	Special Education students in Opportunity Group
Elementary School 1	22	12 55%	27	16 59%	64	38 59%
Elementary School 2	63	29 46%	121	45 37%	30	16 53%
Elementary School 3	8	3 38%	213	92 43%	46	31 67%
Elementary School 4	18	10 56%	261	120 46%	56	45 80%

HOW will FWISD Use the SPF?

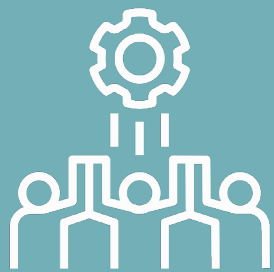
Set priorities for continuous improvement

- Inform decisions about district-wide strategies and priorities for school and system improvement
- Inform campus improvement plans and priorities
- Set targets grounded in schools' data and areas of highest need

Develop accountability and support plans

- Determine the level of autonomy for each school and a transparent process for campuses to receive additional autonomy
- Develop a unique support and intervention plan for each campus
- Identify bright spot campuses
- Focus interventions on students who need the most support

Profile of the District



Workshop Goals

Discuss the Learning and Leading Support Plan



Learning & Leading Support Plan

Tier III

Identified **SPF 1 and 2** campuses with the most need, receive **high levels of targeted campus support** to increase student outcomes and close learning gaps

Opportunity
Zone
Schools

Tier II

Identified **SPF 3 and 4** campuses with some need, will receive support for targeted student groups

Tier I

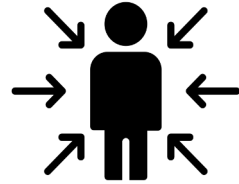
Identified **SPF 5** campuses, will receive support to continue growth and close gaps between groups

Overview of Tiered Supports

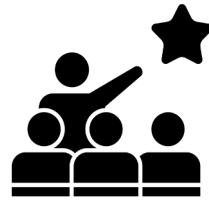
Reimagined Support



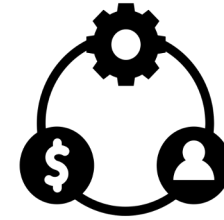
Reintroduction of **Unit Assessments** to support **Data-Driven Instructional Practices**



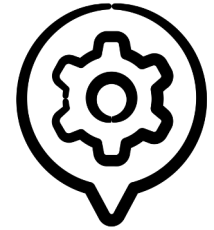
Investment in **Leadership Development** and **Teacher Capacity**



Inclusion of **Assistant Principals** and **District Coaches** in professional learning to support **District Priorities**

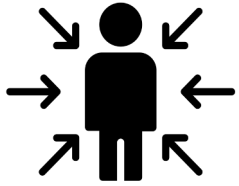


Explicit use of **High-Quality Resources**



Aligned **Progress Monitoring Systems** to help close student achievement gaps

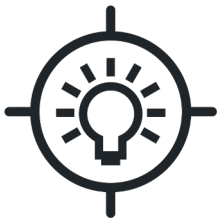
Opportunity Zone: Additional Supports



Leadership Development



Human Capital & Support



Targeted Supports



Math and Literacy Support for Opportunity Groups



**Direct Instructional Support
provided by Content Coaches**



**Standards-Based Curriculum
Collaboration across
Opportunity Zone Schools**



**Targeted Supports for
Resource Utilization**



Principals' Perspective

Ricardo Alvarez Uzcategui

M.H. Moore Elementary School

Dr. Channa Barrett

J. Martin Jacquet Middle School

“I appreciate that we, as a district, are focusing on the fundamentals of quality teaching strategies that are research-based and proven to be effective.”

– Jose Angel Lara, Trimble Technical High School

**Learning and Leading in Fort Worth ISD
with hope, joy, and urgency.**

#OneFortWorthISD



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