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LEADERSHIP ACADEMY  
NETWORK

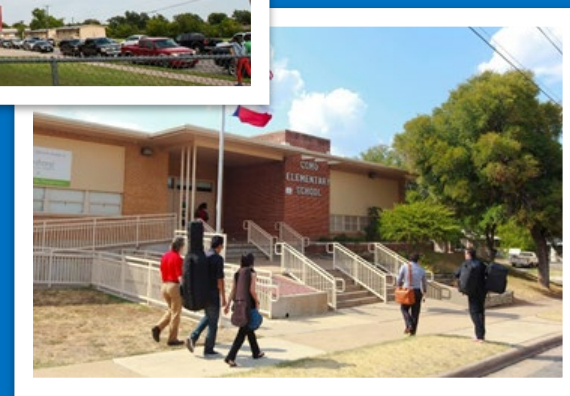
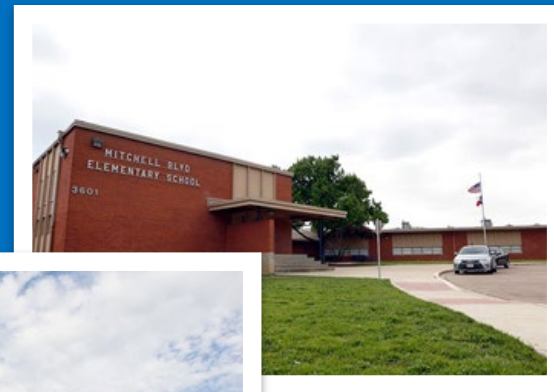
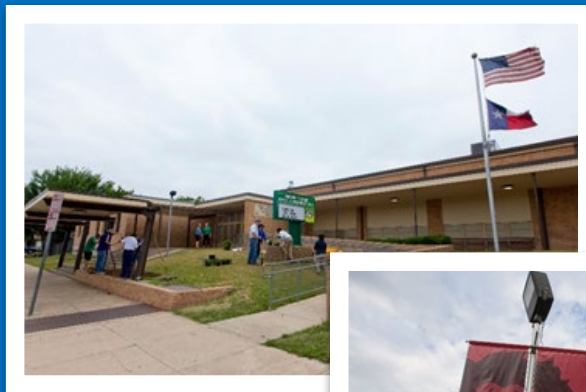
# Leadership Academy Network Partnership Update

Fort Worth ISD Board Meeting  
October 11, 2022

Priscila Dilley and Dr. Carlos Martinez



# LAN Schools



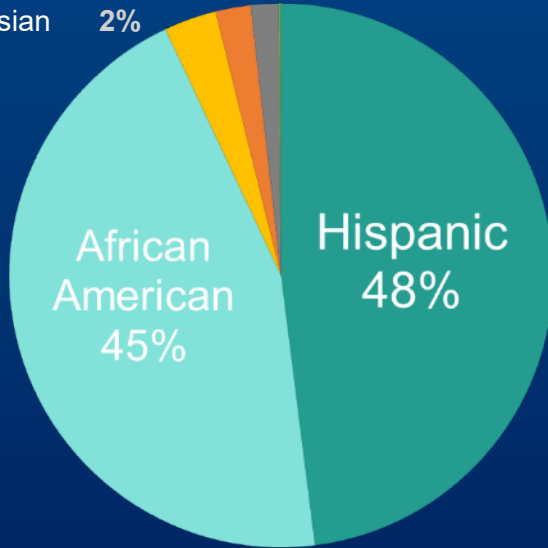
# LAN Demographics

## Total Enrollment

21-22: **2,874 scholars**

22-23: **2,735 scholars**

White **3%**  
Two or More Races **2%**  
Asian **2%**



Econ Dis

94%

EL

35%

Spec Ed

12%

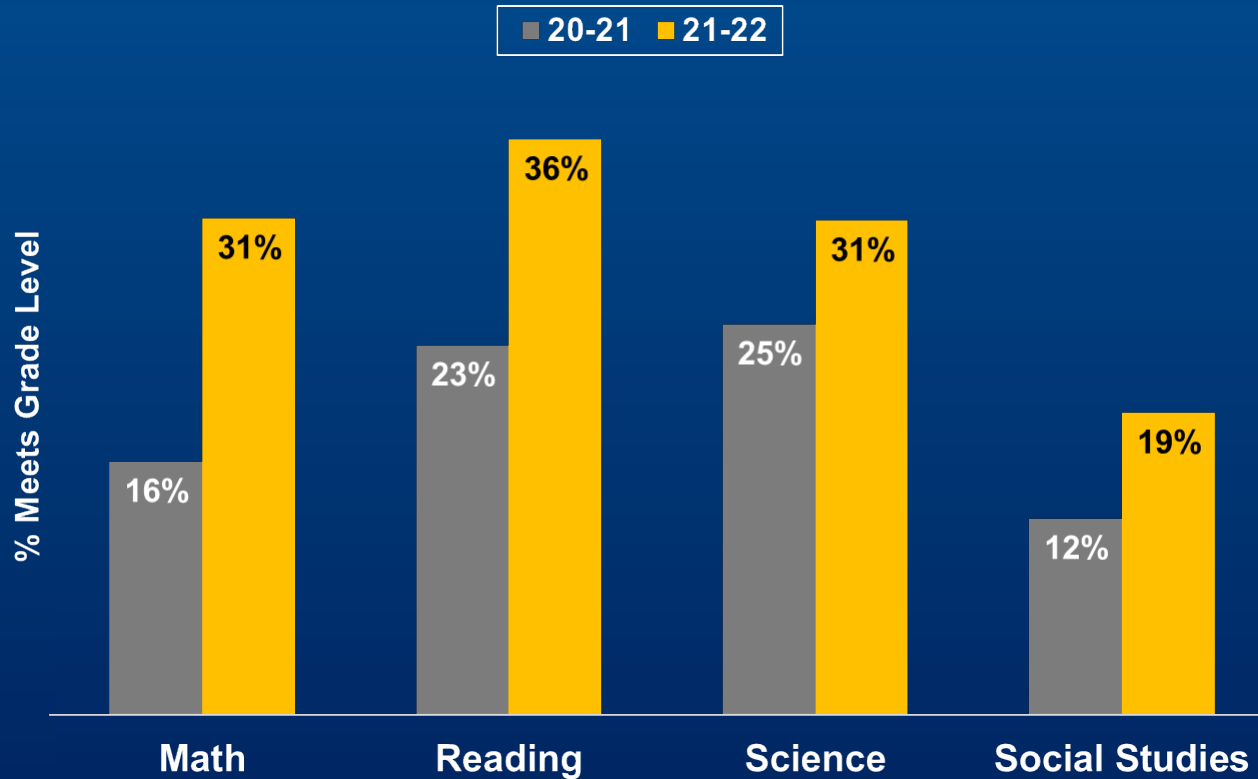


# STAAR & State Accountability 21-22

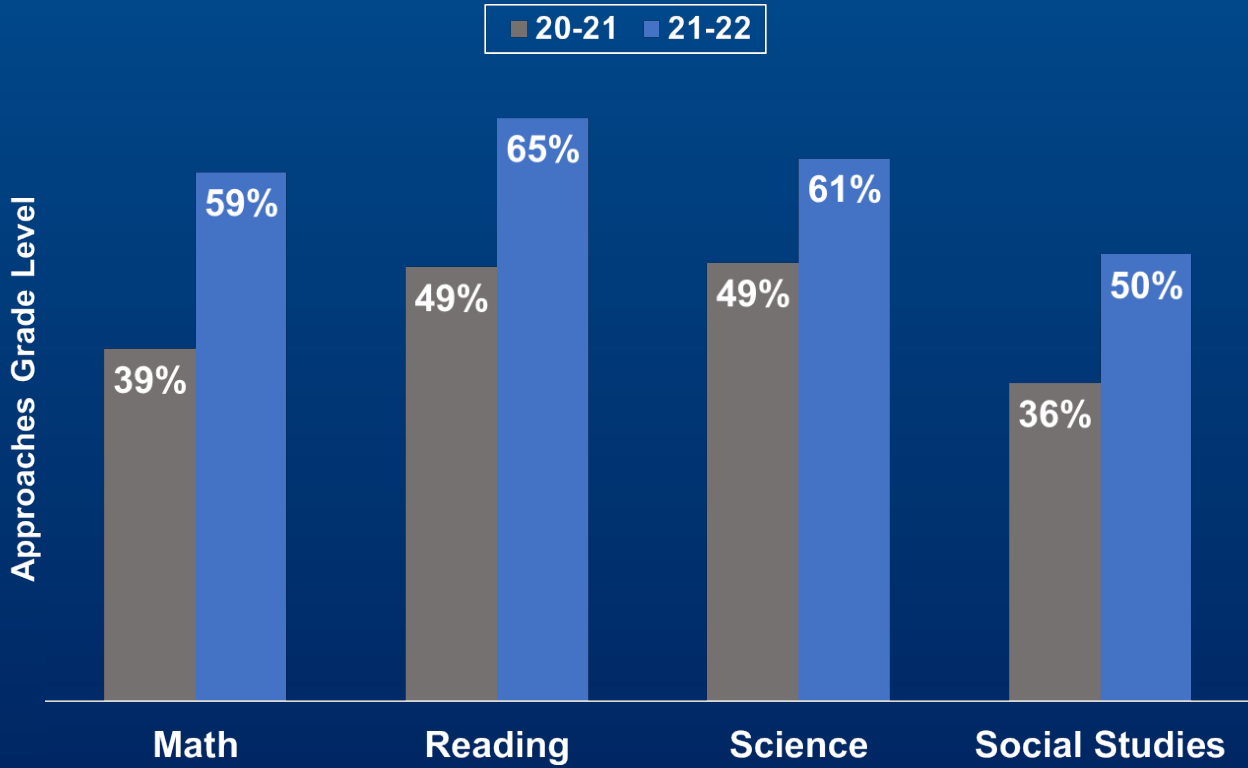


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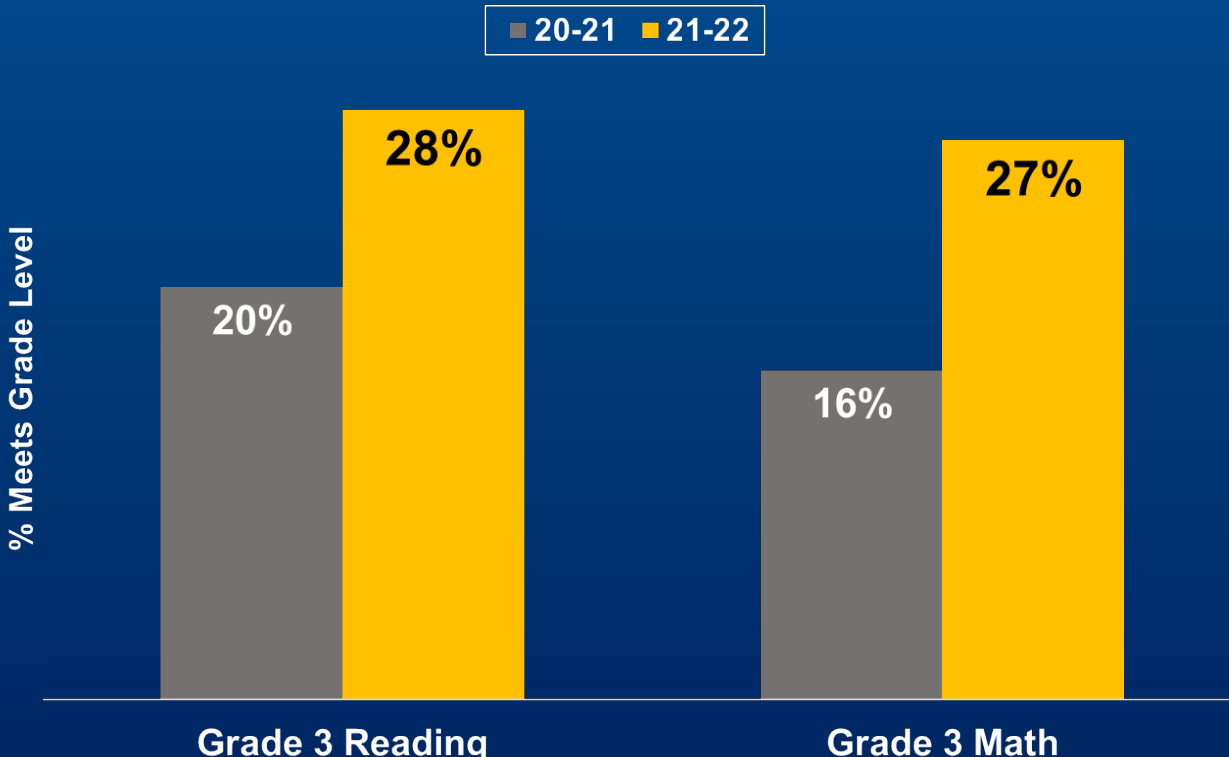
Compared to 20-21 performance, LAN saw **large increases** in the percent of students at **Meets Grade Level** in all contents, with double-digit gains seen for Math and Reading.



Compared to 20-21 performance, LAN saw **double-digit increases** in the percent of students at **Approaches Grade Level** in all content areas, with Math showing a gain of +20% points.

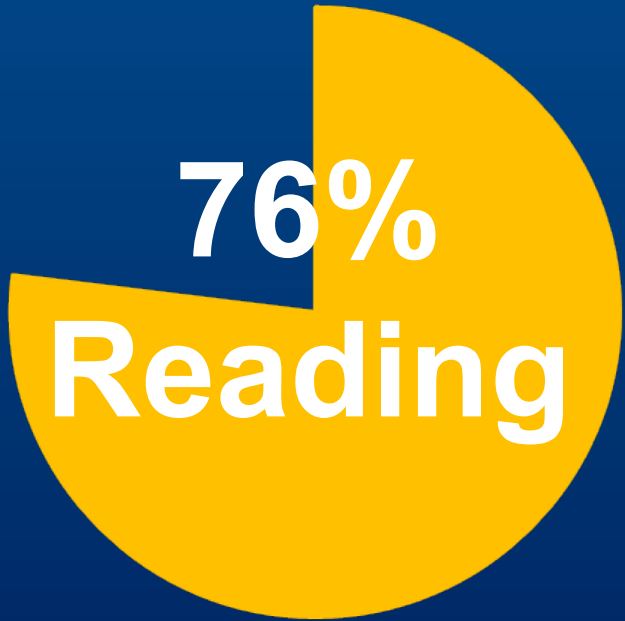
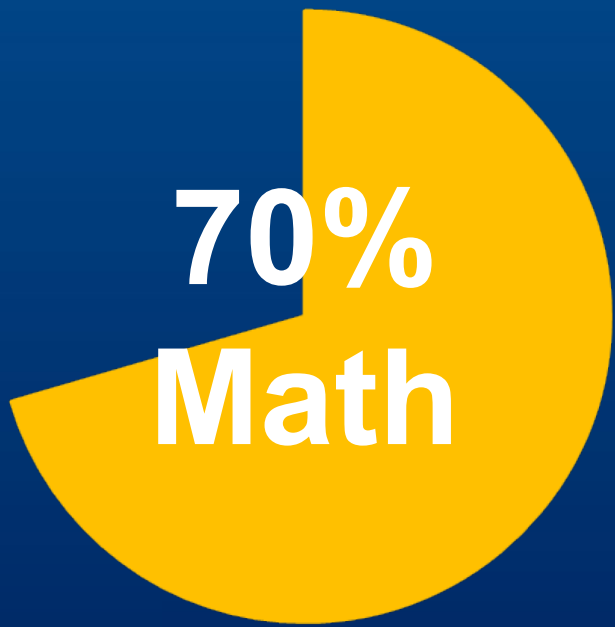


Compared to 20-21 performance, LAN saw **gains** in the percent at **Meets Grade Level** in both **Grade 3 Math** and **Grade 3 Reading**.





High percentages of LAN students met or exceeded their **Progress Measure** in both Reading and Math.



**LAN Dual Language students** showed particularly high levels of students meeting or exceeding their **Progress Measure** in both Math and Reading.

**Math**

**91%**

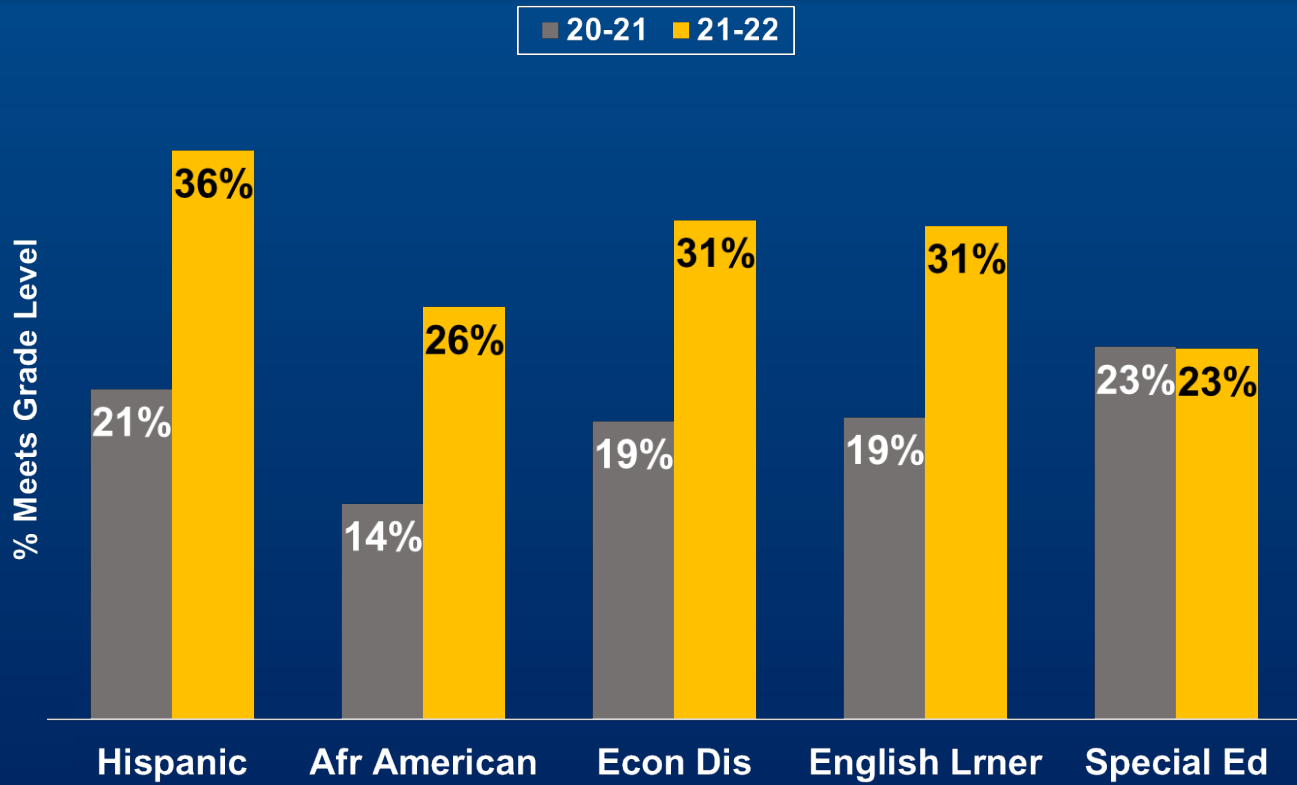


**Reading**

**90%**



Most major LAN student groups saw large gains in percent at Meets Grade Level across all tests.



# LAN Performance Targets

	21-22	22-23	23-24	24-25
LAFO 6	<b>C</b>	C	B	A
LAFO 7/8	<b>B</b>	B	B	A
Como ES	<b>B</b>	B	B	A
Logan ES	<b>B</b>	B	B	A
John T White ES	<b>B</b>	B	B	A
Mitchell Blvd ES	<b>B</b>	B	B	A

Looking at **overall scores & ratings**, most LAN campuses maintained high-level scores (Como) or improved their overall scores, with John T. White ES and Mitchell Blvd ES making especially impressive gains.

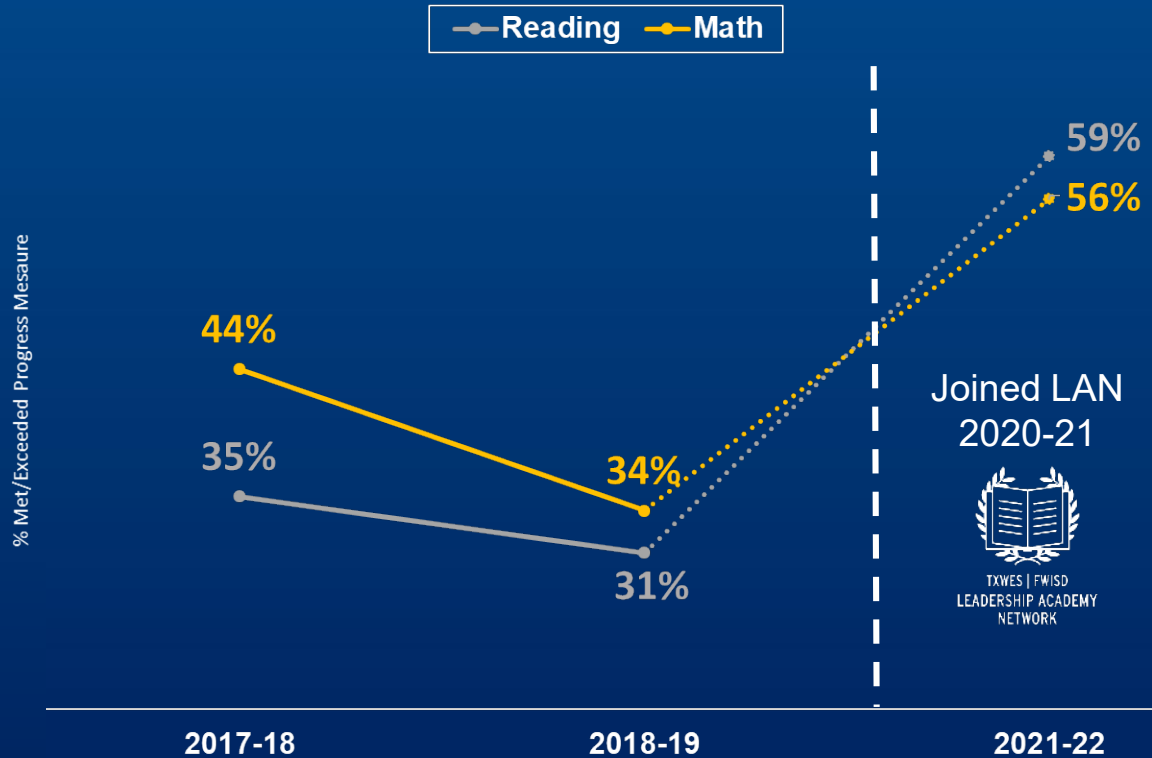
	2018-19		2021-22	
	<i>Score</i>	<i>Rating</i>	<i>Score</i>	<i>Rating</i>
<b>LAFO 7/8</b>	76	<b>C</b>	85	<b>B</b>
<b>LAFO 6</b>	57	<b>F</b>	58	<b>Not Rated</b>
<b>Como ES</b>	85	<b>B</b>	85	<b>B</b>
<b>Logan ES</b>	74	<b>C</b>	87	<b>B</b>
<b>John T White ES</b>	58	<b>F</b>	83	<b>B</b>
<b>Mitchell Blvd ES</b>	72	<b>C</b>	91	<b>A</b>



Looking at **student growth (Domain 2A)**, almost all LAN campuses saw **double-digit scaled score gains** relative 2018-19 when accountability was last calculated.

	2018-19 Scaled Score	2021-22 Scaled Score	Change
LAFO 7/8	77	88	+11
LAFO 6	49	59	+10
Como ES	89	89	0
Logan ES	75	91	+17
John T White ES	59	88	+29
Mitchell Blvd ES	72	97	+25

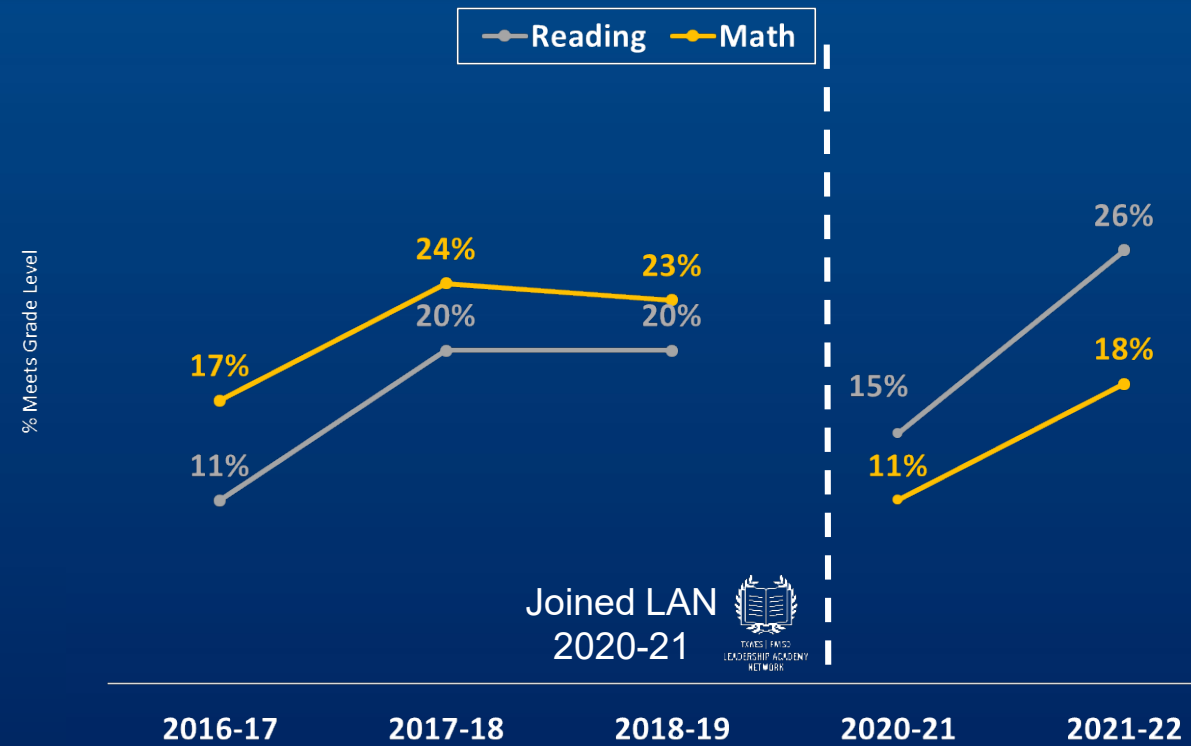
Prior to joining the LAN, the percentage of students making growth (as measured by **STAAR Progress** ) was on the decline in both **Reading** and **Math** . After two years as part of the network and the LAFO team, **growth has dramatically increased** .



Joined LAN  
2020-21



Like many schools across the state, LAFO 6 saw a loss in the percent of students on grade level after 2019-2020. However, percentages on grade level for **Reading** have already exceeded any in the three years prior to COVID. **Math** has exceeded the rate in 2016-17.



Joined LAN  
2020-21





If taken as a single campus, the Leadership Academy at Forest Oak would earn a high C (with a combined overall score of 79).

	Dom 1 Performance	Dom 2A Growth	Dom 2B Relative Performance	Dom 3 Closing the Gaps	Overall Score	Overall Rating
LAFO 7/8	67	88	79	77	85	B
LAFO 6	57	59	66	50	59	NR
<b>LAFO Combined</b>	<b>65</b>	<b>81</b>	<b>77</b>	<b>75</b>	<b>79</b>	<b>C</b>



# LAFO 6 Focus and Response

- Strategic Staffing
- LAN Instructional Model
- Executive Leadership at the Campus Level
- ELL Focus
- Mentorship



# LAN

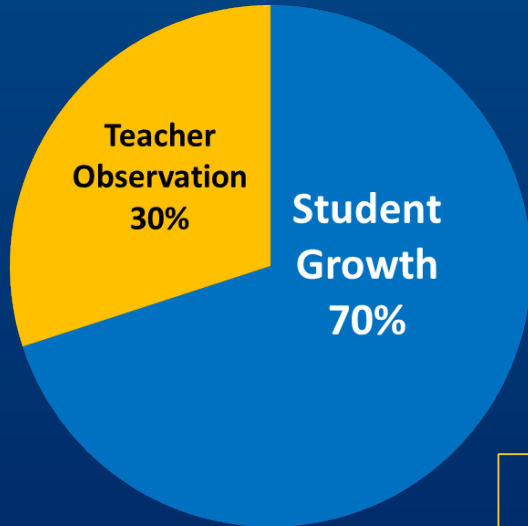
# Strategic Compensation & Teacher Retention

# 21-22



# LAN Strategic Compensation Design 21-22

## TIA Designations



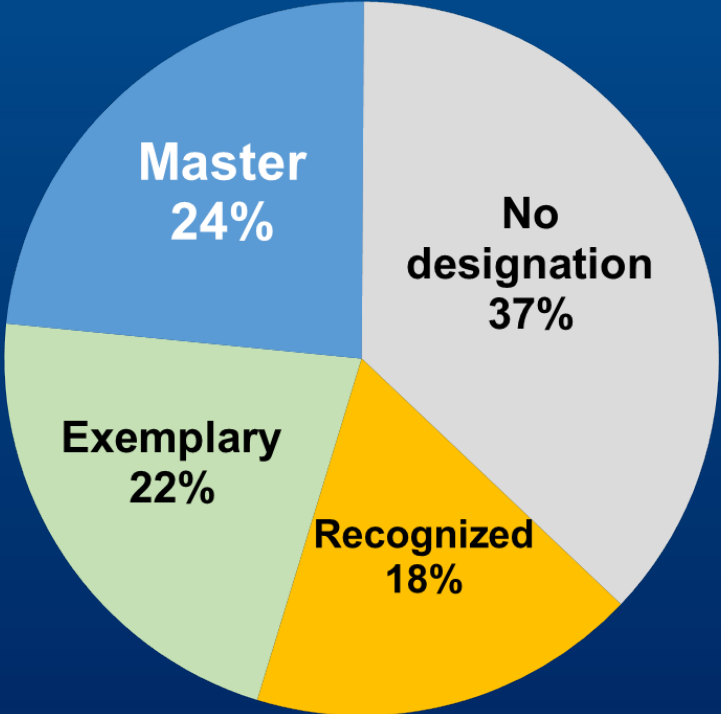
- 70% based on **Student Growth** *as measured by assessment data*
- 30% based on **Teacher Observation** *as measured by FTESS*
- $\leq 10$  sick/personal days taken during the year

Combined with that weighting to get an overall score



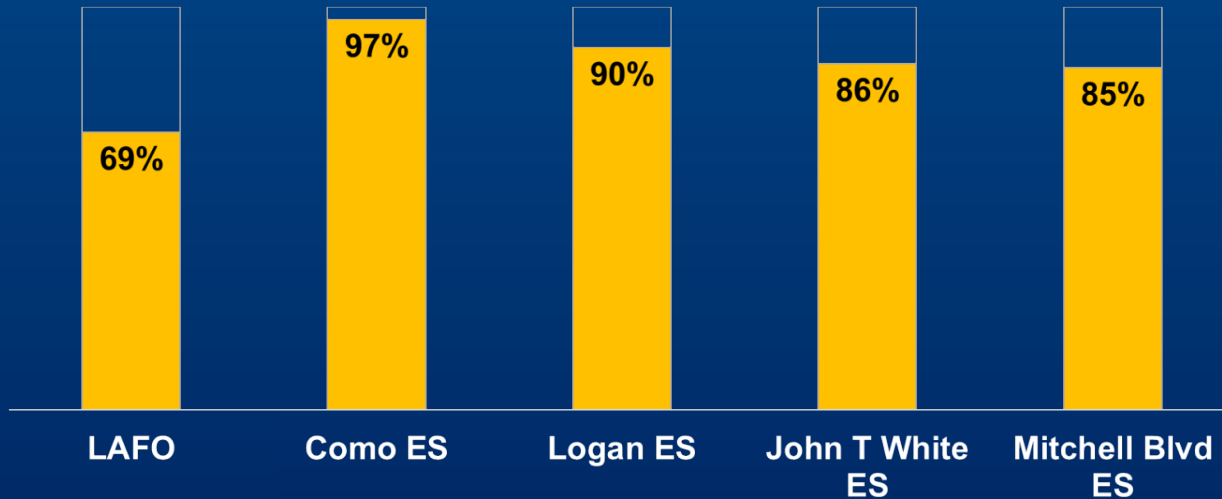
# LAN Preliminary TIA Results 21-22

Designation	# of Teachers
No Designation	44
Recognized	21
Exemplary	26
Master	28



# LAN Teacher & Leader Retention 2122

**81%** of LAN teachers retained  
**96%** of LAN Leaders promoted or retained



## *Factors contributing to retention*

- Opportunity for growth/promotion
- Opportunity for TIA/Bonus Pool
- Campus Culture & Climate
- Professional Support and Coaching (all levels)



# Partnership Best Practices and Highlights

- Instructional Alignment
- Teacher and Leadership Development
- Teacher Retention
- Tailored Response to Students Needs
- Collaboration and Planning



# Areas of Focus for LAN Schools

- Foundational Phonics programming in PK-5
- Tier 1 instruction with grade level rigor
- MTSS and targeted intervention for HB4545
- Shift from growth to achievement





# 1882 Contract Update

- The Leadership Academy Network is in Year 4 of our 5 year agreement.
- Cumulative data will be combined with a Comprehensive Review during this school year to formulate a recommendation.
  - Academic Outcomes
  - Campus walk – throughs
  - Parent and Community Input
  - Staff Input
  - Student input



# Contract Options

- Our agreement stipulates that our board can take action on this partnership by the end of the 4<sup>th</sup> year of our agreement. Goal is to provide a recommendation to our board to consider by June 2023.
- Contract options once recommendation is presented:
  - 1) Extend the current contract for an agreed upon number of years
  - 2) Invite the Leadership Academy to reapply for a new contract
  - 3) End our partnership at the end of the 2023-2024 School Year



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