



FORT WORTH ISD

# LEADERSHIP ACADEMY

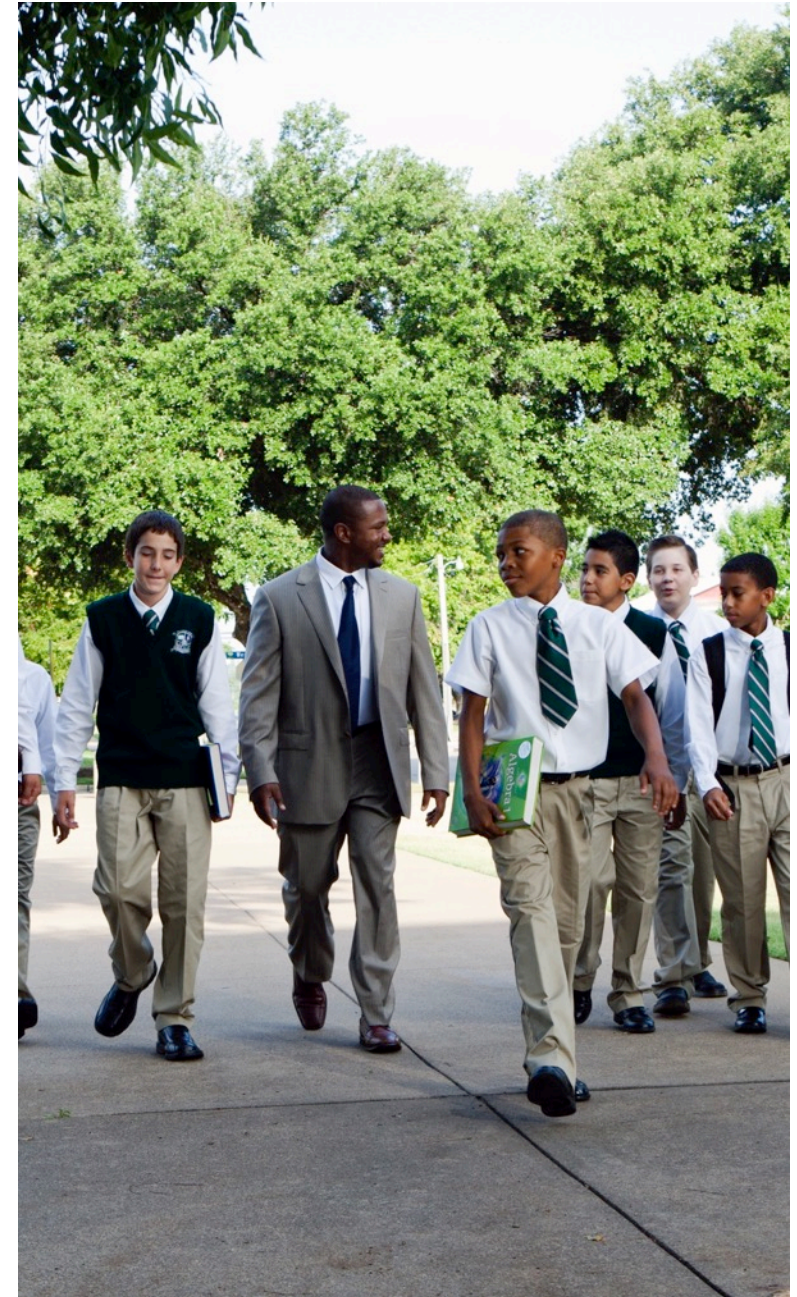
*Building Leaders and Learners*



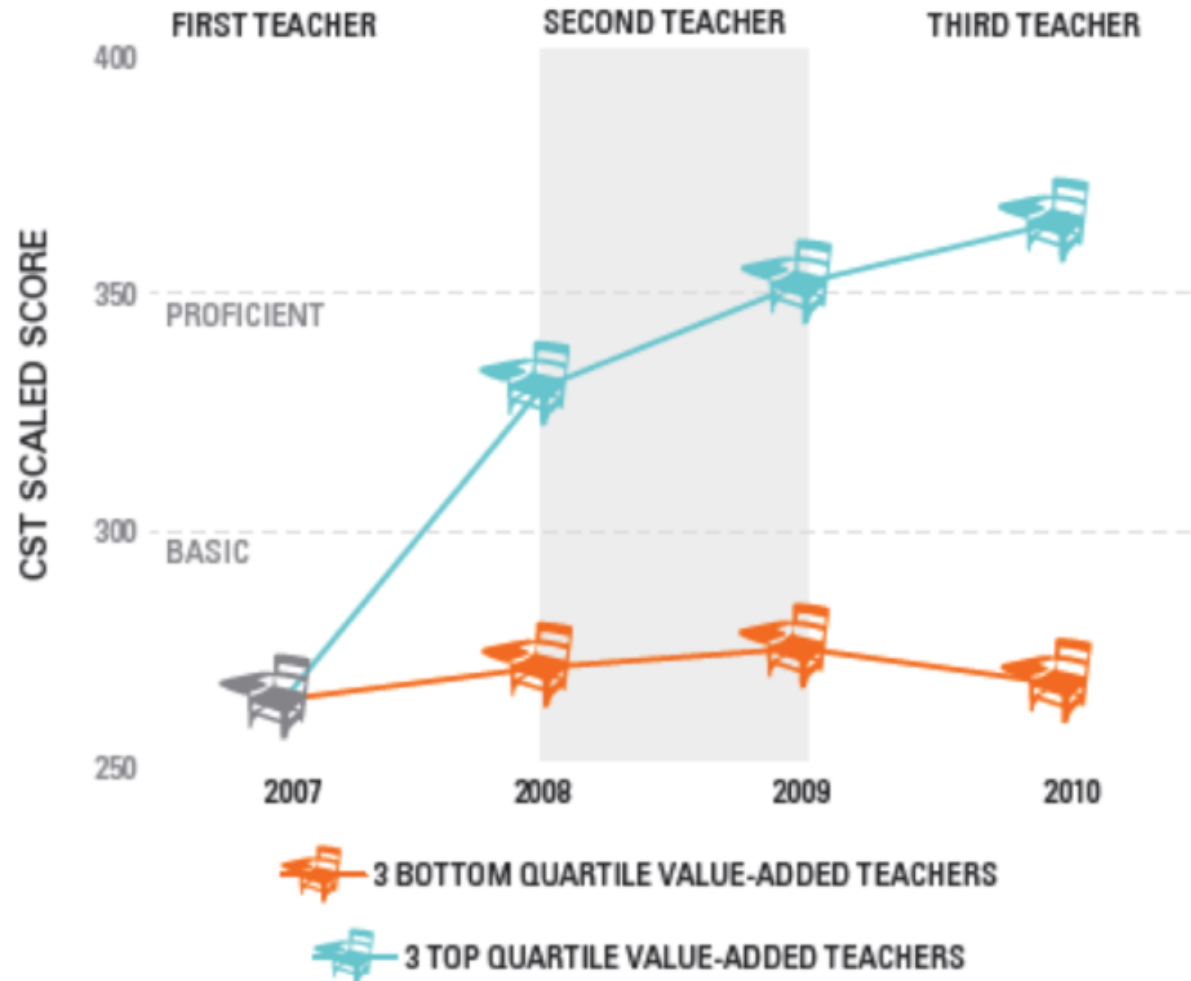
**Fort Worth**  
INDEPENDENT SCHOOL DISTRICT

# Our Challenge

- 144 schools
- 22 improvement required
- 5 multiple-year improvement required
  
- Academic achievement
- Climate and culture
- Attendance and discipline



# Effective teachers make the difference



Source: The Education Trust (2015)



# Fort Worth ISD Proposes a Strategic Teacher Compensation Initiative at 5 Schools



Mitchell Blvd ES



John T. White ES



Como ES



Logan ES



Forest Oak MS

# Fort Worth ISD Proposes a Strategic Teacher Compensation Initiative at 5 Schools

Campus	TEA Accountability Rating	Years	3rd Grade Reading
<b>Mitchell Blvd ES</b>	IR	2	19%
<b>John T. White ES</b>	IR	4	21%
<b>Como ES</b>	IR	2	12%
<b>Logan ES</b>	IR	4	7%
<b>Forest Oak MS</b>	IR	3	N/A

# Leadership Academies Overview

- A strategic staffing and culture-changing initiative
- Designed to accelerate transformation
- Results in ALL students being college and career ready





# Factors of school success

- Strong leadership
- Effective teaching
- Rigor, relevance and relationships



# Selecting the Right Teams

- **Courage** to lead dramatic change, even in the face of adamant push-back
- Eager to receive **constructive feedback** from their team members
- **Desire to build stronger distributed leadership** on campuses
- **Self-aware** and willing to be **vulnerable** and openly discuss their gaps in knowledge and skill





# Five components of FWISD Leadership Academies

1. Effective principals and teachers
2. Instructional excellence
3. Extended learning
4. Social-emotional support
5. Parent and community partnerships



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# Program Components

Principal & Teachers	Instructional Excellence	Extended Day	Social Emotional Support	Parent & Community Partnerships
Strategic Staffing with Financial Incentives	Good First Instruction	Extra hour embedded into the RLA & Math daily	Positive Relationships	Facility Improvement
Professional Commitments: <ul style="list-style-type: none"> <li>• 5 summer PD days</li> <li>• 3 hours per week</li> </ul>	Teaching for Mastery	Open Until 6 PM for Intervention with a focus on progress monitoring	Restorative Discipline Focus	Increased Communication
Emphasis on Mission and Continuous Improvement	Data-Driven Planning Collaboration/ PLCs	Open Until 6 PM for Enrichment	Student Celebrations	New Partnerships
Additional Personnel	Professional Individualized Growth Opportunities	Breakfast, Lunch and Dinner	Habits of Mind	Parent, Student, School Compact

# Component 1: Principals and Teachers

- Strategic staffing with financial incentives
- Professional commitment – **Five** summer PD days and **three** hours per week
- Emphasis on mission and continuous improvement
- Additional personnel



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# Component 2: Instructional Excellence

- Effective instruction
- Teaching mastery focused on student
- Data-driven planning, collaboration through PLCs
- Professional individualized growth opportunities



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# Component 3: Extended Day

- Daily extra hour embedded in English Language Arts and Mathematics
- School is open until 6 p.m. for intervention and enrichment opportunities
- Students receive breakfast, lunch, and dinner



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# Component 4: Social and Emotional Support

- Positive relationships
- Celebrate student success
- A focus on restorative discipline



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# Component 5: Parent and Community Partnerships

- Increased communication
- New partnerships – and rejuvenation of existing relationships with churches, non-profits and companies
- Parent-student involvement and compacts



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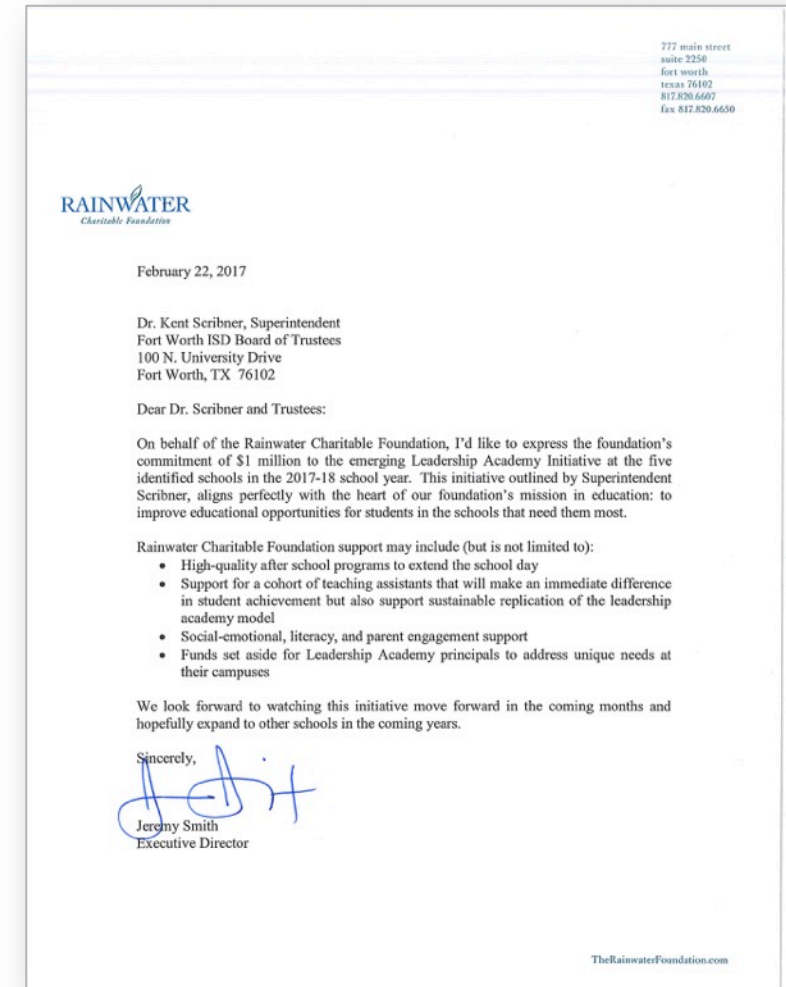
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# Rainwater Commitment of \$1M

Rainwater Charitable Foundation support for:

- “High-quality after school programs... extend the school day”
- “a cohort of teaching assistants that will make an immediate difference in student achievement”
- “Social-emotional, literacy, and parent engagement support”



# Expected results for Students

Students will experience:

- A growth mindset
- Classwork that connects to their reality
- A desire to attend school and not “miss out”





# Teachers experience

- Administrators who support their work
- Peers who work effectively together to help ALL students grow in learning
- Increased resources and support



# Parents experience

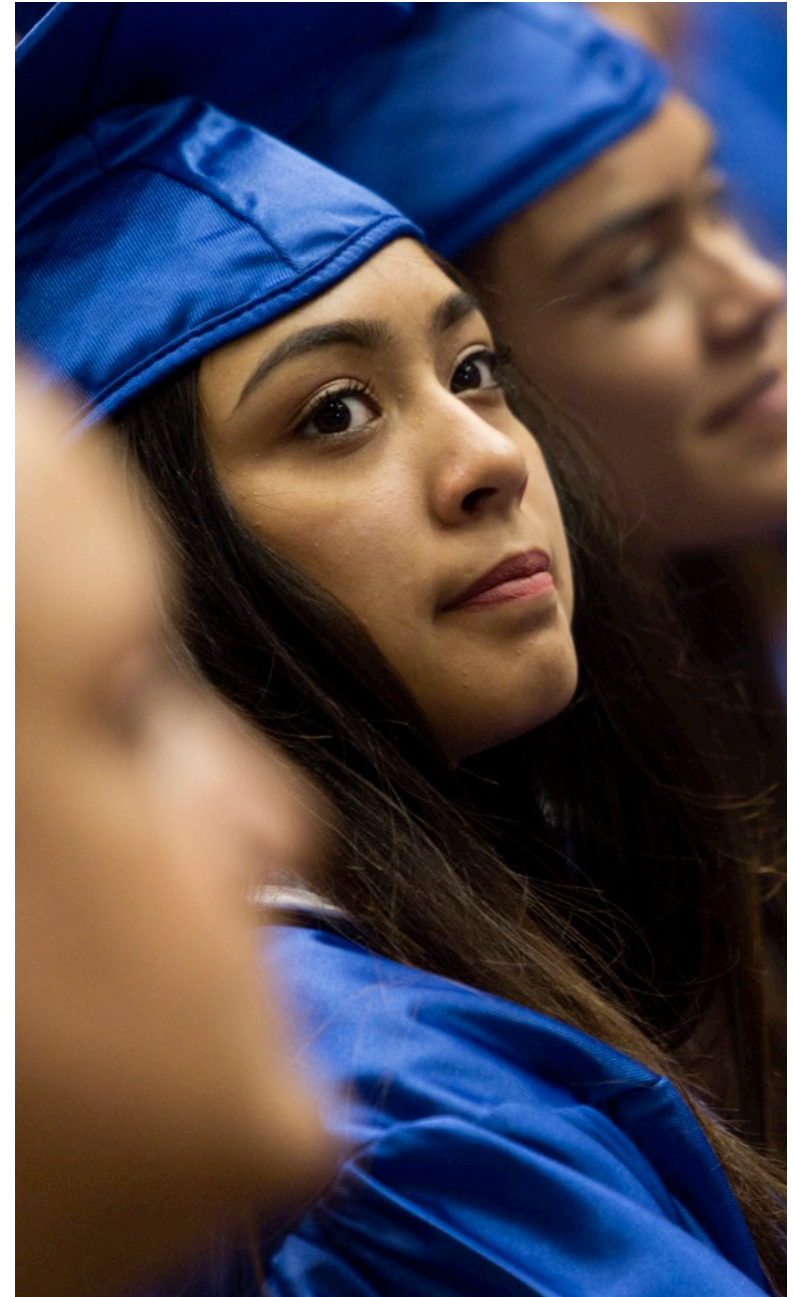
- A welcoming culture
- An appreciation by administrators and teachers of their student
- Guidance and resources for how they can best support their child and aid student success





# Results

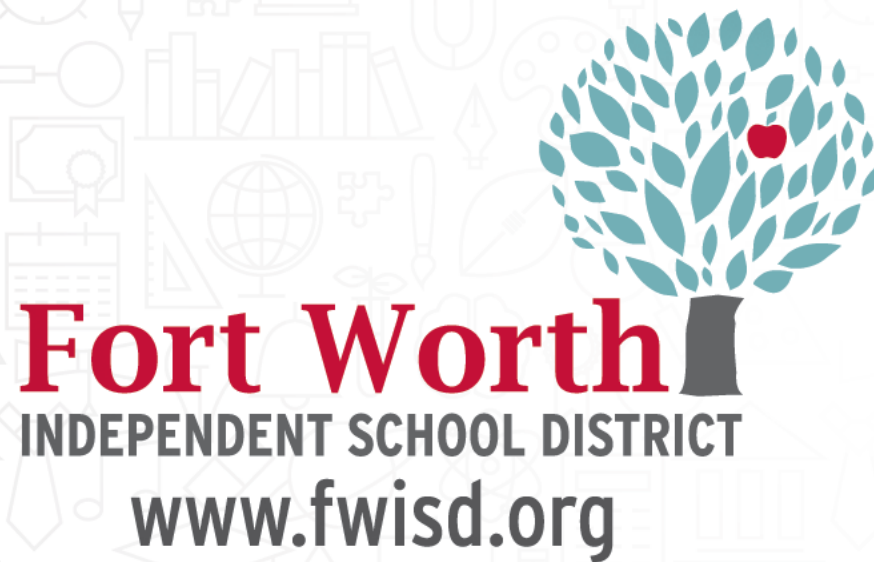
- Increased attendance
- Improved student achievement
- Improved educational experience for all stakeholders: students, educators, and families





## CALL TO ACTION

*“Student outcomes won’t change until adult behaviors change.”*



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