

**MI Excel
Statewide Field Team**

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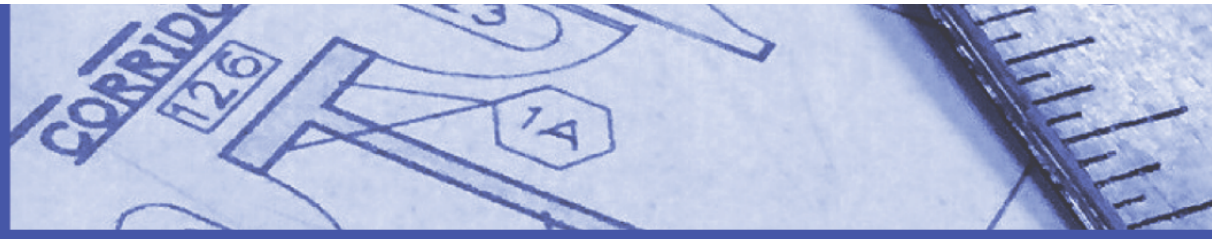
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Memorandum

To: Dr. Jennifer Green, Superintendent

cc: Pamela English, *Blueprint* Facilitator – Southfield Public Schools

From: Dr. Grant A. Chandler, Executive Director
Katherin Mohney, Associate Director



Re: *Blueprint* Installation Fidelity Appraisal – Mechanical Level

Date: February 7, 2019

During the week of February 4, 2019, the MI Excel team conducted, at your request, a fidelity appraisal in order to compare your district's installation of the *Blueprint* with its theoretical design.

Thank you for the pleasure of being able to meet with your team and to hear about your district's incredible journey toward success for all students. We are impressed with the work you and your team are doing to support students.

In completing this appraisal, the MI Excel team conducted focus group interviews, analyzed *Blueprint* artifacts, and examined your district's use of other *Blueprint* tools to create the systems, driver, driver systems, and routines. Based on our review, we believe you and your team have installed the *Blueprint* at Southfield Public Schools with ***Strong Fidelity***. Congratulations!

The intent of this review is to provide you with critical information you need to help you in your efforts to reconfigure your district in the strongest way possible to realize dramatic improvement in student, teacher, and leader performance in a short amount of time.

The attached appraisal tool documents your progress in creating the *Blueprint's* driver, driver systems, and the foundation of critical district systems. We were incredibly impressed that the *Blueprint* is beginning to live in your district and that the work is dramatically changing how the district supports teaching and learning all while strengthening collective responsibility. As one District Network member said, "Times up for pockets of greatness. Every student deserves high-quality instruction and we can't continue to do business as usual." The energy and commitment to students and to this work are noted and are most impressive.

Recommendations:

In order to make the appraisal process helpful to you as you lead the installation of the *Blueprint*, we offer several thoughts for your consideration. These comments are offered in the spirit of technical support and are not offered as criticism.

1. Continue your approach to developing shared understandings of the “major moves” the district is making throughout the process of systemic reconfiguration. As you move, officially, into the Lobby Level of installation, how will your approach to “full leader immersion” to the systems transcend to teachers? Consider how you can utilize your Communication Driver System to permeate the district and measure the degree to which your staff understands your focus on instructional improvement.
2. You have established a strong District Network, with a sense of collective responsibility around the work of systemic reconfiguration. How can you strategically and intentionally develop that culture of collective responsibility at scale across the district as you install Building Networks?
3. Consider how you will maintain the district’s inventory of *Blueprint* competencies. How is the data collected and maintained on a regular basis (three to four times per year) in order to highlight talent needed, where talent is located, and what the district needs to do in order to increase the capacity of current staff members?
4. As you continue to work with the visions for high-quality subject-specific instruction, consider how you might ensure teacher and student action data get collected and maintained on a routine basis in order to determine strengths and areas of improvement.
5. Consider how you will build understanding of the ISSN Vision at scale. How will the district regularly measure the depth of student/teacher relationships? How will the district ensure that each school has a systemic approach to supporting students’ non-academic needs?

Please do not hesitate to reach out to us if we can provide you with any additional support. We are so proud of the remarkable work that has been done at Southfield Public Schools. You should be very proud of yourself, your team, and your entire district. We look forward to continuing to support your outstanding work.

Congratulations!