

# TRANSFORMING FUTURES

## REGION 5 QUARTERLY UPDATE

WINTER 2023

Region 5 leadership continues to be proud of the commitment shown with the implementation of our strategic plan. The plan outlines our dedication to ensuring our students thrive in our district's key priorities: excellence in foundational skills, great educators in every school, career empowerment and preparation, and success for every student. Additionally, it serves as a roadmap for our schools, encompassing high academic expectations, retaining and recruiting elite educators, providing college and career pathways for all students, building systems to meet whole child needs for academic success, and establishing strong foundations for family and community partnerships. Since the school year began, our implementation teams in Region 5 have achieved significant outcomes including, but not limited to, the following:

- Math & ELA fall universal screeners completion rate exceeded 99% for Region 5 students
- Improved attendance rates compared to Q1 last year across the region
- Increased Fall 2023 Aimsweb scores compared to Fall 2022 in Region 5
- Highest percentage of schools without teaching vacancies
- Introduced Transformation Thursdays to all Region 5 schools for tailored professional development
- Successfully trained all relevant teachers in SSP development

We're thankful for everyone's contributions to our progress and excited to continue shaping success for Region 5 students and educators through our strategic plan.

**Dr. Dexter Murphy**  
Region 5 Director



**Sallee Reynolds**  
Region 5 Supervisor



## HIGH ACADEMIC EXPECTATIONS

The Region 5 Strategic Plan elevates the need to provide all students with high academic expectations. The district is centered on providing access to grade-level aligned instruction by engaging all students in enhanced learning and providing opportunities for advancement.

### Key Accomplishments

- Transitioned Transformation Thursdays to High Academic Expectations team and provided professional learning experiences and opportunities to process and apply new learning
- Drafted a plan and collaborated with a variety of stakeholders to receive feedback and make refinements by the Pre-K Expansion Working Group
- Reviewed updated RTI guidance from TDOE and the RTI Working Group made recommendations based on that guidance and evidence-based practices
- Considered what school-based supports are necessary for teachers to have ample time to internalize curriculum materials to effectively implement instruction that yields positive student learning outcomes

### Next Steps

- The High Academic Expectations team is reflecting on feedback from teachers and leaders in Region 5 to continue to develop support structures that impact student learning.
- The PreK Working Group will continue to refine the plan for expansion by utilizing feedback in an effort to develop a plan that is comprehensive and inclusive.

### STRATEGY IN PRACTICE

*Transformation Thursdays have provided teachers the opportunity to relearn, refine, and reflect on best teaching practices, which foster meaningful learning and provide EVERY child with the potential to achieve lifelong success!*

**Heather Johnson**  
5th Grade Teacher  
Christenberry Elementary



# RECRUIT & RETAIN ELITE EDUCATORS

Region 5 has struggled to recruit and retain elite educators, and KCS is committed to employing uniquely qualified and highly effective teachers in Region 5 and retaining them with ongoing strategic support.

## Key Accomplishments

- Developed an early automated early interview process for teacher candidates featuring Region 5 leadership and support personnel
- Continued work on TeachKnox, a program to recruit and retain a diverse group of highly effective educators
- 115 teachers in the Region earned perfect attendance in the second quarter

## Next Steps

- Launch the TeachKnox program in Spring 2024
- Continue encouraging strong attendance within teacher workforce



## STRATEGY IN PRACTICE

*If I know someone in engineering, I may mention to them that we're looking for a science teacher. There may be someone out there who's interested in changing their careers. I now have three people who are job-embedded for science because they didn't feel like they were changing the world where they were.*

**Daniel Champion**  
Principal  
Whittle Springs Middle

## STRATEGY IN PRACTICE



*Being in the engineering pathway in the Health Science Academy, it's preparing me with the tools and knowledge of what I need for when I go to college to study computer science. I'm also in a fine arts program, so I'm taking my engineering classes, but I'm also in the dance studio. I'm able to do the two things I love at the same time.*

**Shermija Whitehead**  
Student Ambassador  
Austin-East Magnet High School

# COLLEGE AND CAREER PATHWAYS

College and career pathways to prepare Region 5 students for high school and beyond have long been inadequate. Now, career exposure begins in preschool and continues through graduation.

## Key Accomplishments

- Completed a College and Career Readiness Needs Assessment for every school in Region 5
- Shifted the incoming IB feeder pattern to Sarah Moore Greene > Vine Middle > Austin-East High
- Put out a bid for advanced academic programs with international focuses that lead to college credit
- Focused in on earning Holston Middle a STEM designation through TSIN
- Created an overarching STEM training document based on TSIN rubric and Needs Assessments
- Collaborated with Communications team to create collateral for each school

## Next Steps

- Plan STEM training for all Region 5 teachers
- Create a clear plan for AVID grades 4-12
- Discover how elementary IB program will coincide with the High Academic Expectations priority
- Plan Transformation Thursday sessions for Q4



# MEETING WHOLE-CHILD NEEDS

Region 5 has refocused the support for students by strengthening their implementation of a Whole Child Support Team in each school. These multi-disciplinary teams tailor Tier 1 supports to students in the areas of academics, behavior, emotional needs, and social skills.

## Key Accomplishments

- Facilitated follow-up trainings based on individual school needs
- Increased attendance for Beaumont Magnet Academy’s Walking School Bus

## Next Steps

- Continue the IIRP (International Institute for Restorative Practices) work into Phase 3 for each of the five selected schools
- Review the use of Positive Behavioral Interventions and Supports (PBIS) in schools
- Create a Region 5 Way playbook for addressing absenteeism



## STRATEGY IN PRACTICE

*Whole-child support means you’re looking at every piece of the child, so when a kid is struggling in math, for example, we dig deep into what else is going on in their life that might lead them to struggle in math.*

**Hannah Roberts**  
Counselor  
Holston Middle



## TRANSFORMING FUTURES THE REGION 5 WAY

Region 5 school administrators, teachers, and support staff spent Thursday afternoons during the first semester focusing on school culture and strategies for effective classroom management as well as high expectations for teaching and learning.

Special thanks is extended to the Office of School Learning and the Office of Learning and Literacy for their support and training through the first semester.

During the third quarter, the plan is to shift the focus for educators and support staff to implementing strategies learned from the High Expectations training into school-based content-specific professional collaborations to deepen their focus on teaching and learning.

In the meantime, school administrators, with the support of the KCS Business and Talent Acquisition Department, will spend the third quarter focusing on recruiting and retaining excellent educators for their schools.



**Jason Myers**  
Assistant Superintendent of  
Student Success



**Dr. Dexter Murphy**  
Region 5 Director



**Sallee Reynolds**  
Region 5 Supervisor