

**MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:****October 2014**

**REPORT FROM THE JOINT EXECUTIVE GOVERNING BOARD  
AND APPROVAL OF ACCOUNTABILITY PLAN**

**STATUTORY AUTHORITY:**

Section 161.092, and 162.081 RSMo

Consent  
ItemAction  
ItemReport  
Item**DEPARTMENT GOAL NO. 1:**

All Missouri students will graduate college and career ready.

**SUMMARY:**

On May 20, 2014, the State Board of Education determined that the only feasible way to maintain schools in the Normandy district was to lapse the Normandy School District effective June 30, 2014, with direct oversight by the State Board of Education effective immediately. The State Board also authorized the establishment of the Normandy Schools Collaborative to be governed by a Joint Executive Governing Board to provide leadership to the new local education agency, pursuant Missouri law, Section 162.081, RSMo.

Since current standards of the Missouri School Improvement Program (MSIP) do not address the state intervention and alternative governance recently authorized under new legislation, the board voted on June 16, 2014, to waive its own rule and to accredit the Normandy Schools Collaborative using a new school accreditation, "state oversight district."

This presentation will provide an overview of the Normandy Schools Collaborative Accountability Plan approved by the Joint Executive Governing Board. With this presentation we submit the Accountability Plan to the State Board of Education for their approval.

**PRESENTER(S):**

Margie Vandeven, Deputy Commissioner, Division of Learning Services; Ty McNichols, Superintendent, Normandy Schools Collaborative; Peter Kachris, Transition Officer, Normandy Schools Collaborative, and Charles Pearson, President of the Joint Executive Governing Board will participate in discussion of this agenda item.

**RECOMMENDATION:**

The Department recommends that the State Board of Education approve the Accountability Plan submitted by the Normandy Schools Collaborative.



October 28,  
2014



**NORMANDY SCHOOLS**  
COLLABORATIVE

CHARTING A NEW COURSE FOR LEARNING



# Performance Accreditation Levels

## MSIP 5

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### MSIP 5

- < 70 points (0% – 49.9%) = **Unaccredited**  
**Normandy = 10.0 points (7.1% of possible points)**
- 70 - 97 points (50% – 69.9%) = **Provisional**
- 98 - 125 points (70%- 89.9%) = **Accredited**
- 126 - 140 points (90% - 100%) = **Accredited with Distinction**



# MSIP 5 Academic Areas Measured by Subject

ELA	Mathematics	Science	Social Studies
GLA 3-8 MAP-A 3-8, 11 English II	GLA 3-8 MAP-A 3-8, 10 Algebra I	GLA 5 and 8 MAP-A 5, 8, 11 Biology	Government

# The Accountability Plan

- ❑ The Normandy Schools Collaborative (NSC), in coordination with the JEGB, will have a comprehensive school improvement plan that requires state approval and review. This new plan builds on the assets of Normandy students, parents, educators, and other community members to ensure that every student graduates and is ready for success after high school.
- ❑ A Regional School Improvement Team (RSIT) will conduct monthly progress monitoring meetings. Their focus will be on immediate progress seen in the district rather than relying on end-of-year test results. Additionally, this team is in place to reduce competing priorities and to keep the district focused on the improvement goals.

# The Accountability Plan

The Normandy Schools Collaborative is positioned to carry out a plan for improvement that includes:

- ❑ A rigorous and relevant instructional program
- ❑ Ongoing, high-quality, job-embedded professional development
- ❑ Increased instructional time
- ❑ Social-emotional and community-oriented services and supports
- ❑ Use of data to inform instruction
- ❑ Continuous focus on results

# Core Elements of Plan

- ❑ **Leadership** – Creating a culture of learning and high expectations through ongoing, relevant feedback
- ❑ **Collaborative Cultures** – Building and sustaining collaborative cultures that collect, analyze and act on student performance data to create high levels of learning for all
- ❑ **Curriculum and Assessments** – Implementing a comprehensive, rigorous and relevant curriculum aligned with the Missouri Learning Standards
- ❑ **Effective Instruction** – Growing effective teachers who demonstrate a command of both content and pedagogy and who engage students in meaningful learning

# Leadership

- ❑ Goal 1: The Normandy principals and assistant principals will increase inter-rater reliability implementing the new teacher observation system.
  - ❑ Strategy A: Using the Missouri Observation Simulation Tool (MOST), administrators must successfully complete five simulations for each evaluation indicator.
  - ❑ Strategy B: Administrators must successfully practice an additional video simulation per quarter for each indicator.

# Leadership

- Goal 2: The Normandy principals will provide frequent feedback to staff based on accurate observations of performance, as measured by a pre and post feedback survey to all teachers.
  - Strategy A: Principals will participate in collaborative Coaching Lab sessions per month.
  - Strategy B: Principals will complete a minimum of 5 observations for each teacher.
  - Strategy C: Principals will provide weekly feedback to each teacher based on the work of Mike Rutherford.

# Leadership

- Goal 3: The Normandy principals will ensure the establishment of a building leadership team.
  - Strategy A: The principal's leadership team will meet each month to review school-wide student data and modifications to instructional practice based on the findings in the data.

# Collaborative Cultures

- ❑ Goal 1: All educators in the school will participate in 90% of the bi-monthly collaborative team meetings scheduled for their team.
  - ❑ Strategy A: All schools will provide collaborative team time.
  - ❑ Strategy B: All certificated staff will be a member of a collaborative data team.

# Collaborative Cultures

- Goal 2: All collaborative teams will demonstrate proficient group processing skills as evidenced by the Data Teams Evidence Tool.
  - Strategy A: Data teams will effectively implement group processes as measured by the Data Teams Evidence Tool.
- Goal 3: All collaborative teams will document shared discussions based on the 6-step data team process.
  - Strategy A: Staff will use the 6-step data team process to determine the most effective curriculum, instruction, assessment and climate practices.
  - Strategy B: Each data team member will demonstrate increased proficiency using the data team process to improve instruction as measured by the Evaluation Growth Guide on Indicator 7.2.

# Curriculum and Assessments

- ❑ Goal 1: By the spring 2015, each core content area will complete an overall framework with supporting units for a written NSC curriculum.
- ❑ Goal 2: By the end of SY2014-15, 80% of students will meet the literacy growth targets as measured by interim benchmark assessments.
- ❑ Goal 3: By the end of SY2014-15, 80% of students will meet the mathematics growth targets as determined by interim benchmark assessments.

# Effective Instruction

- ❑ Goal 1: All classrooms will demonstrate increased student engagement and depth of knowledge as measured by new Educator Evaluation System.
  - ❑ Strategy A: High school classrooms will use flipped classroom instructional strategies.
  - ❑ Strategy B: English language arts, mathematics and science teachers will implement National Math & Science Initiative strategies (NMSI).
  - ❑ Strategy C: Elementary classrooms will implement a balanced literacy system in ELA – reading, writing, listening and speaking.

# Effective Instruction

- Goal 2: All teachers will demonstrate growth on the Teacher Growth Guide Standard 1.2 the new Education Evaluation System.
  - Strategy A: Principals will complete a minimum of 5 observations for each teacher.

# Regional School Improvement Team (RSIT)

- ❑ The process for monitoring the implementation of the Accountability Plan.
  - ❑ Monitor and evaluate plan implementation, and if necessary, modify improvement efforts.
  - ❑ Monitor technical assistance and professional learning sessions that support the implementation of the plan.
  - ❑ Identify and assist in removing barriers that prevent effectively implementing the accountability plan.
  - ❑ Monitor the implementation of the core elements of the plan including: leadership, collaborative culture, curriculum and assessment and effective instruction.
  - ❑ Measure, analyze and report progress on a monthly basis.

# Impact

<u>Effect Data</u>	<u>Cause Data</u>
<b>Student</b>	<b>Adult Actions</b>
<ul style="list-style-type: none"><li>○ Improved achievement based on multiple data points</li></ul>	<ul style="list-style-type: none"><li>○ Effective instruction and engaging classes</li></ul>
<ul style="list-style-type: none"><li>○ Learning that is relevant to student interest</li></ul>	<ul style="list-style-type: none"><li>○ Deeper knowledge of content</li></ul>
<ul style="list-style-type: none"><li>○ Student ownership in their cognitive development</li></ul>	<ul style="list-style-type: none"><li>○ Staff ownership in the development of student learning</li></ul>