

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

**July 2014**

**UPDATE ON DIVISION OF LEARNING SERVICES**

**STATUTORY AUTHORITY:**

Sections 161.092, and 162.081, RSMo

Consent  
Item

Action  
Item

Report  
Item

**DEPARTMENT GOALS NO. 1:**

All Missouri students will graduate college and career ready.

**SUMMARY:**

The State Board of Education classified the Normandy School District as unaccredited on September 18, 2012, effective January 1, 2013.

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 to Missouri law, Section 162.081, RSMo.

This presentation will provide a status update on the instructional components of the Normandy Schools Collaborative.

**PRESENTER:**

Margie Vandeven, Deputy Commissioner, Division of Learning Services, will participate in discussion of this agenda item.



# THE NORMANDY SCHOOLS COLLABORATIVE

A PRESENTATION TO  
THE STATE BOARD OF EDUCATION

July 22, 2014

Missouri Department of Elementary  
and Secondary Education

# Planning Checklist presented June

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Allocate time to plan / prepare



Recruit and select highly skilled leaders and teachers

- Joint Executive Governing Board
- School and District level (principal / central office)



Establish conditions to support fresh start

- Freedom to act
- Staff aligned with mission / approach



Engage parents and community



Implement effective instructional practices and rigorous performance accountability

# Today's Update

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- Staffing
- Improvement Planning
- Professional Development
- Changes
- Community Outreach

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# Staffing

# Staffing

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- Current Hiring Status
- Additional Recruitment
  - Strategies
  - Job Fairs – July 24 and 26

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# Improvement Planning

# Description of the Planning Process

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- Collect, Sort and Select Data for Review
- Clarify the Root Causes and Prioritize Needs
- Study and Select Research Based Best Practices
- Set Goals and Create Action Plans for Each Goal
- Implement the Plan
- Monitor, Monitor, Monitor
- Evaluate the Impact on Student Achievement
- Revise when and where necessary

# Data Analysis — Annual Performance Report (APR)

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- Academic Achievement
- Subgroup Achievement
- College and Career Readiness
- Attendance Rate
- Graduation Rate

# LEA Summary For Annual Performance Report

Year

LEA

1 of 2 ?

100%

Find | Next

## 2013 LEA Annual Performance Report (APR) - Final LEA Summary Report MSIP 5 NORMANDY (096109)

[Back to MSIP 5](#)

[To Supporting Data](#)

	2013	2014	2015
APR Total Points	15.5/140		
Percent of Points	11.1%		

MSIP 5 Standards	Points Possible	Points Earned	Percent Earned
1. Academic Achievement	56.0	0.0	0.0%
2. Subgroup Achievement	14.0	0.0	0.0%
3. College and Career Ready (CCR)	30.0	8.0	26.7%
4. Attendance	10.0	7.5	75.0%
5. Graduation Rate	30.0	0.0	0.0%
<b>Total</b>	<b>140.0</b>	<b>15.5</b>	<b>11.1%</b>

# Prioritize Need - Focus

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- ❑ Leadership
- ❑ Collaborative Cultures (Data Teams)
- ❑ Curriculum and Assessment
- ❑ Effective Instruction

# S.M.A.R.T. Goals

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- Specific
- Measurable
- Achievable
- Relevant
- Timely

# Strategies

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- Leadership – Creating a Culture of Learning and High Expectations
  - Teacher Evaluation Training for Principals
    - 1.1 Content Knowledge
    - 1.2 Student Engagement
      - Measure growth through MOST (Missouri Observation Simulation Tool) practice and implementation of teacher evaluations
  - Missouri Leadership for Excellence, Achievement and Development (MoLEAD) Training

# Strategies

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- Collaborative Cultures (Data Teams)
  - Data-Team Training and Implementation Every School
  - Measure growth through Quality Indicator 7.2 on the Use of Data to Improve Instruction
  - Attendance data, behavior data, student performance data

# Strategies

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- Curriculum and Assessment
  - Implement Rigorous Curriculum aligned to Missouri Learning Standards
    - Balanced Literacy Approach Across Content
    - National Math and Science Institute
    - Increasing School Readiness
  - Measure growth through effective use of interim benchmark assessments, running records and data walls and expanded early learning opportunities

# Strategies

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## □ Effective Instruction

- Teachers demonstrate content expertise and provide learning experiences that make subject matter meaningful and engaging for students
  - Flipped Classrooms
  - Effective Use of Instructional Time
  - Student-centered Instruction
  
- Measure growth using the General Classroom Observation Feedback Form (Missouri's Educator Evaluation System) and the Teacher's Growth Guide Standard 1.2

## *Core Elements for Student Achievement*

### **Leadership**

An effective leader is a competent instructional leader and manager who continuously acquires new knowledge and skills and is constantly seeking to improve their leadership practice to provide for high academic achievement for all students.

#### SMART Goal (Specific, Measurable, Achievable, Relevant and Timely):

Using the Missouri Observation Simulation Tool (MOST) NSC administrators will complete all five video clips (providing rationale and feedback for each) for indicators 1.1 Content Knowledge and 1.2 Student Engagement. Administrators must also successfully achieve a minimum of one additional video per quarter where their rating is within one of the state's benchmark rating. If their rating fails to meet the criteria, the administration must complete additional videos until successfully reaching this quarterly goal.

Following this practice on assessing performance provided by MOST and training based on the research of Mike Rutherford, administrators will complete a minimum of 5 observations for each teacher. Administrators will accurately assess teacher performance and provide meaningful feedback using the 30 second or 5 minute feedback strategy. Administrators will be monitored and coached to achieve higher levels of proficiency on these skills.

#### Rationale (name the existing conditions/data points to support the selection of the objective/goal):

A 2009 study done by New Leaders for New Schools found that principal effectiveness accounts for 25 percent of student gains.

Action Steps	Start Date	Person Responsible	Resources	Complete / Date
<b>30 Days:</b> 1. 2. 3.				<input type="checkbox"/>

# Regional School Improvement Team

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- Facilitate implementation and evaluation of Accountability Plan
- Facilitate coaching/technical assistance and professional learning
- Conduct regular visits to monitor plan implementation
- Measure, analyze and report progress toward meeting goals
- Revise plan when necessary
- Identify and remove barriers
- Hold responsible parties accountable

# Updates to be Provided

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- Monthly Progress Report of Data
- Mapping Chart for Instructional Support

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# Professional Development

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# Changes

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# Community Outreach

# Next Steps

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- Implement Principal and Teachers Professional Development – NOW
- Status Report – JEGB and SBE Meetings
- Student and Parent Outreach - August
- Students Start School - August 18th
- 2014 APR Public Release - August 29<sup>th</sup>
- APR Accountability Targets – September