

District: Miami-Dade  
 School: Miami Edison Edu-Plex  
 Region: Region II

**Implementation Plan Approval Signatures**

Superintendent's Signature

*[Handwritten Signature]*  
 8/26/09

Date

Requirements	Action Steps	Person Responsible	Start Date	Expected Date of Completion	Funding Source	Funding Amount
a. A District point person is assigned to the turnaround process.	1. The Superintendent has appointed a Cabinet level position, the Assistant Superintendent for Differentiated Accountability (DA), to manage the turnaround process.	Superintendent	11/18/2008	6/9/2010	Title I School Improvement Grant 1003(a) and 1003(g)	\$159,903
b. The District will replace the principal, all assistant principals, and instructional coaches.	<ol style="list-style-type: none"> <li>Human Resources (HR) provided the Superintendent with employment data on the staff based on the hire date and eligibility requirements for rehire.</li> <li>Assessment and Data Analysis Department provided data on each instructional coach as outlined in the Florida Department of Education (FLDOE) requirements for hiring.</li> <li>Superintendent, Deputy Superintendent for The District/School Operations, and Regional Superintendent made the determination to replace the administrative team with a Provost, Associate Provost, Dean of Academic Affairs, and Dean of Student Affairs. Instructional coaches were replaced as needed based on a comprehensive site needs assessment and following the guidelines set forth by the Florida Department of Education which include evidence of students making learning gains.</li> </ol>	Superintendent; Deputy Superintendent District/School Operations; Chief Financial Officer; Assistant Superintendent HR; Regional Superintendent; and Assistant Superintendent DA	6/30/2008	8/1/2009	No new costs	\$0

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<p>c. Relevant faculty and staff are reassigned or replaced. Reading and mathematics teachers will not be rehired at the school unless they are highly qualified and effective instructors, defined by students achieving learning gains.</p>	<ol style="list-style-type: none"> <li>1. HR provided a list of qualified staff who met the requirements for rehire based on FLDOE requirements.</li> <li>2. HR developed an interviewing process for interviewing and selection of 2009-2010 faculty and staff for the Job Fair held on 7/28/09.</li> <li>3. An application was developed jointly with the principal to identify key academic targets customized for the school.</li> <li>4. A selection committee comprised of the Provost, Associate Provost, Dean of Academic Affairs, and a member of the leadership team interviewed and selected faculty and staff who are highly qualified and effective instructors as defined by students achieving learning gains.</li> <li>5. The Provost will have the option to replace relevant staff through the process of transfers as agreed upon with The Deputy Superintendent District/School Operations in collaboration with Labor Relations and UTD. (Staff replaced: 26-Teachers, 2-Reading Coaches, 1-Math Coach, 1-Writing Coach, 12-Teachers transferred, and 14-staff transferred.)</li> </ol>	<p>Superintendent; Deputy Superintendent District/School Operations; Assistant Superintendent HR; Regional Superintendent; Assistant Superintendent DA; and Provost</p>	<p>7/1/2009</p>	<p>8/1/2009</p>	<p>No new costs</p>	<p>\$0</p>
<p>d. A comprehensive search should be conducted to recruit a new principal with a clear record of turning around a similar school. The contract should include differentiated pay in the form of a signing bonus and performance pay for raising student achievement. The principal should be selected by the superintendent with the Department's guidance.</p>	<ol style="list-style-type: none"> <li>1. The Superintendent replaced the current principal with a Provost on 7/16/09 based on the overall needs of the school.</li> <li>2. The Provost selected has 19 years with the Miami-Dade County Public School System. His last position was principal at Jorge Mas Canosa Middle School for the past two-years. Under his leadership, the school moved from a letter grade of "C" under the A+ Plan for Education Grading System to its current grade of "A".</li> <li>3. The Provost will receive a bonus for raising student achievement as required by FLDOE.</li> </ol>	<p>Superintendent; Deputy Superintendent District/School Operations; Chief Financial Officer; Assistant Superintendent HR; Regional Superintendent; and Assistant Superintendent DA</p>	<p>7/16/2009</p>	<p>8/1/2009</p>	<p>All Funds</p>	<p>TBD in FY 2009-10</p>

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<p>e. The principal and new leadership team selects new faculty and staff with the Department's assistance. Differentiated pay may be offered to faculty through signing bonuses and compensation for mandatory professional development and involvement in additional parent and student functions after school. Performance pay may also be offered to teachers for raising student achievement. Hiring process should be completed by August 1.</p>	<ol style="list-style-type: none"> <li>1. Instructional staff in the areas of reading, mathematics, and science will be selected based on a set of criteria which include evidence of students making learning gains as defined by FLDOE. (26-Teachers replaced and 4-New Teachers hired)</li> <li>2. An application was developed jointly with the Provost to identify key academic targets customized for the school.</li> <li>3. A recruitment event was held on 7/28/09 to enable the Provost to interview and select instructional staff who demonstrated the qualities of effective teaching. (170 Teachers attended)</li> <li>4. A selection committee comprised of the Provost, Associate Provost, Dean of Academic Affairs, and a member of the leadership team will interview and select faculty and staff who are highly qualified and effective instructors as defined by students achieving learning gains.</li> <li>5. M-DCPS in collaboration with UTD will develop a compensation plan to support and facilitate the recruitment of instructional staff. Additionally, an end-of-year performance pay stipend based on student learning gains on the FCAT will be considered for all instructional staff at the Miami Edison Edu-Plex.</li> </ol>	<p>Superintendent; Deputy Superintendent District/School Operations; Chief Financial Officer; Assistant Superintendent HR; Assistant Superintendent Labor Relations; Regional Superintendent; Assistant Superintendent DA; Provost; Associate Provost; Dean of Academic Affairs and Leadership Team</p>	<p>7/16/2009</p>	<p>8/1/2009</p>	<p>All Funds</p>	<p>TBD in FY 2009-10</p>

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<p>f. The District provides school with a fully released reading and mathematics and/or science coach and provides additional coaches based on enrollment unless the District provides direct instructional support services.</p>	<ol style="list-style-type: none"> <li>1. HR provided a list of eligible coaches for hire based on FLDOE requirements.</li> <li>2. The District will provide funding to retain the three fully released reading coaches, two fully released mathematics coaches, and one fully released science coach.</li> <li>3. All reading coaches hired will be required to have reading endorsement credentials.</li> <li>4. Mathematics and science coaches will be required to hold a valid certificate in the subject area.</li> <li>5. A selection committee comprised of the Provost, Associate Provost, Dean of Academic Affairs, and a member of the leadership team will interview and select coaches. These coaches will be selected based on a set of criteria which include evidence of students making learning gains on the FCAT. HR will provide on-going consultation during the staffing process as needed.</li> </ol>	<p>Superintendent; Deputy Superintendent District/School Operations; Chief Financial Officer; Associate Superintendent C&amp;I; Assistant Superintendent HR; Regional Superintendent; Assistant Superintendent DA; and Provost</p>	<p>7/1/2009</p>	<p>8/1/2009</p>	<p>Federal Funds and State Categorical Funds</p>	<p>\$502,334</p>

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<p>g. The District will assemble an Advisory Board, with membership including but not limited to, the Department, District personnel, and community members. The Advisory Board will be presented with all information gathered by The District Leadership Team. A report on the Board's activities, concerns, and recommendations will be provided to the superintendent monthly. Only one Advisory Board is necessary for a District with multiple Intervene schools.</p>	<ol style="list-style-type: none"> <li>1. One District Advisory Board will be assembled to meet monthly to review school performance data and educational concerns.</li> <li>2. The Board will be comprised as follows: Superintendent/Designee, Associate Superintendent for Curriculum and Instruction, Regional Superintendent, Assistant Superintendent DA, FLDOE Regional Executive Director, Provost, and a community member.</li> <li>3. The Superintendent of Schools/Designee will attend monthly Advisory Board meetings to receive status reports.</li> </ol>	<p>Superintendent and Assistant Superintendent for DA</p>	<p>7/1/2009</p>	<p>6/9/2010</p>	<p>No new costs</p>	<p>\$0</p>

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<p>h. A Summer Professional Development Academy that is developed in conjunction with the Department will be available for the school's administrators and teachers prior to the opening of school.</p>	<ol style="list-style-type: none"> <li>1. A Summer Professional Development Academy will be designed to address needs identified through multiple data elements including: 2009 FCAT scores, cumulative 2008-09 Interim Assessment Data, Individual Professional Development Plans or IPEGS Goal Setting and, the NT Core Learning modules for new teachers. (8/17-8/19/09)</li> <li>2. The academy will target faculty, student support staff and school administrators.</li> <li>3. The Academy will provide core professional learning in the areas of: Data analysis; Curriculum and Instruction Toolkit (Item Specifications, Pacing Guides, Instructional Focus Calendars, (to be negotiated with UTD) and Sunshine State Standards); Strategies for Instructional Rigor (Differentiated Instruction, Bell to Bell Instruction, Rigor and Relevance, Brain Based Instruction), and Instructional Rounds for Administrators.</li> <li>4. The participating school team will be provided time for planning and developing focus calendars.</li> <li>5. Follow-up support to the Summer Academy will be ongoing throughout the year through the established Professional Learning Communities and site based support provided by instructional coaches.</li> <li>6. Participating instructional personnel (e.g., classroom teachers, school psychologists, student services personnel, and instructional coaches) will be compensated for their participation.</li> </ol>	<p>Associate Superintendent for Curriculum and Instruction; Regional Superintendent; Assistant Superintendent DA; and FLDOE Regional Director</p>	<p>4/1/2009</p>	<p>8/19/2009</p>	<p>Federal Funds and State Categorical Funds</p>	<p>\$71,750</p>

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i. Professional Learning Communities (PLCs) are either established within the master schedule to allow grade level meetings to occur a minimum of two times a week in elementary schools or by subject area at the secondary level. PLCs should be scheduled so that all grade level and subject area teachers participate at the same time. If the master schedule prevents this from occurring, the District should establish weekly PLCs after school for a minimum of one hour a week on the same day.	<ol style="list-style-type: none"> <li>1. PLCs will be required for grade level teachers.</li> <li>2. PLCs may be established within the master schedule as scheduling permits by grade level content courses.</li> <li>3. Grade level and/or subject area teachers will participate in professional development in PLCs.</li> <li>4. When participation in PLCs is required, master plan points will be provided to participants.</li> <li>5. Teachers will have common planning by subject area and common planning for colleges.</li> </ol>	Provost, Associate Provost and Dean of Academic Affairs	6/9/2009	8/21/2009 On-going	All Funds	TBD in FY 2009-10
j. The District's school allocation formula should be enhanced to provide additional funds, resources, and personnel to the school.	<ol style="list-style-type: none"> <li>1. The School Allocation Plan Committee for FY2009-2010 held its first meeting on January 26, 2009.</li> <li>2. Enhanced funding for Turnaround Schools has been added to the agenda.</li> <li>3. Final approval of the allocation plan coincides with adoption of the Annual budget in September 2009.</li> </ol>	Chief Financial Officer and School Allocation Committee	1/26/2009	8/1/2009	General Fund	\$75,000

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<p>k. The District may invoke the ability to renegotiate collective bargaining agreements in accordance with State Board Rule 6A-1.09981 to address provisions that impede student learning, as determined by The District School Board.</p>	<ol style="list-style-type: none"> <li>1. District staff in the Office of Differentiated Accountability identified learning and programmatic strategies needed to effectively implement the Differentiated Accountability Implementation Plan as required by FLDOE. 01/24/09 – 02/16/09</li> <li>2. A collaborative committee of stakeholders will review the identified strategies in conjunction with the labor contract to identify any contract provisions which may need to be waived or modified at designated school sites in order to improve student achievement. 02/16/09 -02/27/09</li> <li>3. The Office of Labor Relations staff will contact The United Teachers of Dade to schedule and engage in collective bargaining and will proffer proposals that address the needs of the implementation plan. 02/16/09 – 9/10/09</li> <li>4. Collaborative language will be developed in the form of a Memorandum of Understanding (MOU) to implement necessary strategic objectives for the improvement of student achievement. 02/16/09 – 09/10/09</li> <li>5. The United Teachers of Dade and The School Board will present the Memorandum of Understanding for their consideration and ratification. 09/10/09</li> </ol>	<p>Assistant Superintendent Labor Relations and Assistant Superintendent DA</p>	<p>1/24/2009</p>	<p>9/10/2009</p>	<p>All Funds</p>	<p>TBD in FY 2009-2010</p>

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I. Additional enhancements, as needed.	<ol style="list-style-type: none"> <li>1. The Miami Edison Edu-Plex will begin with an International Education Academy; a College Board Academy; a Global Business and Technology Academy; and an Arts Academy, each with an overarching global focus.</li> <li>2. The Miami Edison Edu-Plex will be transformed into a destination school, serving both the surrounding community as well as the children of those who work in the downtown area.</li> <li>3. The school site will implement the Smaller Learning Communities Academies based on subject area, content, grade level, and academy.</li> <li>4. The existing academies at Miami Edison Edu-Plex will be absorbed into the new academies where possible.</li> <li>5. The SpringBoard curriculum will be offered in the area of English and Mathematics, to increase rigor and exposure to higher level instruction.</li> <li>6. Professional Development will be offered to all teachers participating in the SpringBoard curriculum program during the summer. (8/11-8/14/09)</li> <li>7. The District Office of Career Technical Education will review E911 procedures and curriculum, develop a scope and sequence plan, and focus calendars.</li> <li>8. A summer Professional Development workshop will be offered in Technology for Health Science/ EMT teachers. (8/11-8/14/09)</li> <li>9. The school-site will follow the waiver process for modifying SLC Academies.</li> <li>10. The District will identify and implement state-adopted evidence-based curriculum/programs/materials based on student achievement data.</li> <li>11. The District will align the curriculum/programs/ materials to the Next Generation Sunshine State Standards, develop core content area instructional focus calendars and monitor implementation.</li> </ol>	Deputy Superintendent District/School Operations; Associate Superintendent C&I; Regional Superintendent; Assistant Superintendent DA; Provost; and Associate Provost	3/1/2009	8/1/2009	All Funds	TBD in FY 2009-2010

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I. Additional enhancements, as needed.	<ul style="list-style-type: none"> <li>12. The FLDOE and the District staff will conduct instructional program reviews to determine and monitor effectiveness of curriculum/programs/materials implementation.</li> <li>13. Implement educational summer services program for eligible students.</li> <li>14. The District will provide the school with screening and progress monitoring tools in order to allocate appropriate resources aligned with instructional needs.</li> <li>15. Based on a SPED/ESOL standards review, additional on-site support will be provided by the District.</li> <li>16. The school will participate in the Florida Assessments for Instruction in Reading.</li> </ul>	Deputy Superintendent District/School Operations; Associate Superintendent C&I; Regional Superintendent; Assistant Superintendent DA; Provost; Associate Provost and Dean of Academic Affairs	3/1/2009	7/23/2010	All Funds	TBD in FY 2009-2010