

Escambia County School District: External Operator Scope of Work

Schools: Ensley Elementary, Global Learning Academy, Holm Elementary, and Warrington Elementary

Description	Cost
<p><u>Organizational Capacity and Instructional Leadership</u></p> <ol style="list-style-type: none"> 1. Assign a senior turnaround specialist to work with the instructional leadership team throughout the year. 2. Establish supporting structures: schedule, staffing, and development that includes a clear recruitment, interview, hiring, and development process geared at adding to the staff with a turnaround mindset. 3. Hire and develop new leadership at the school 4. Engage in re-interview process for all instructional staff 5. Provide intensive training in strategies and characteristics leveraged by successful turnaround leaders. 6. Provide on-going on-site mentoring and support to leaders and the leadership team. 7. Participation in monthly cohort meetings as well as mid-year and end-of-year conferences. 	\$60,000
<p><u>Academic Performance</u></p> <ol style="list-style-type: none"> 1. Assist with the development of the school's turnaround design which will include clear targets and milestones aligned to turnaround process. 2. Establish clear targets for students and involve students in individual target setting conferences 3. Establish clear "stretch" goals for student achievement and measure progress towards goals through benchmark, short cycle and formative assessments 4. Leadership team will align resources to supporting achievement of targets – including purchase of materials, deployment of staff and use of leadership time. 5. Universal diagnostic screeners will be used to determine student areas of strength and weaknesses upon entry into the school and will determine students in need of Tier II and Tier III interventions prior to the beginning of the school year, allowing for immediate intervention 6. Students will be assessed often via the use of benchmark and short cycle assessments. Teachers will be provided with data analysis and tools for use in weekly professional learning communities. 7. Model Classrooms will be established at each school. 	\$100,000
<p><u>Professional Learning in a Continuous Improvement Model</u></p> <ol style="list-style-type: none"> 1. Create individual capacity plans for each individual on behavior change and core competencies. These efforts will be in response to each teacher's needs and interests – with clear teacher input. 2. Direct support to instructional leadership team on a coaching model for intensive intervention leading to continuous improvement. Integration of quick coaching, outcome-focused PLCs, and deep coaching with gradual release. 3. Data use at the teacher and student level – with strong communication to families 4. Identification of high growth areas for teachers and quick burst professional development 5. Curriculum alignment in literacy and numeracy with targeted professional development for each 6. Working with flexible student groups targeted to meet individual student needs while increasing student and family agency. 7. PD will be delivered in embedded form (within classrooms) as well as planning periods, PLCs – and as needed after school. 	\$90,000

Total for Year One: \$250,000