



Bay District Schools

Bill Husfelt, Superintendent

2016-2017 Turnaround Option:
Hybrid Model

Cedar Grove Elementary
and
Oakland Terrace School for the Visual and Performing Arts

Teacher Placement

- No Needs Improvement (NI) or Unsatisfactory (U) VAM teachers in state assessed grades 3-5 at Cedar Grove or Oakland Terrace
- Other placement decisions based on 3rd grade FSA data, MAP data, new hires
- Teacher's Union has agreed (on 8/30/16) to recruitment incentives:
 - **\$10,000.00:** Teacher has a Direct single year student growth measure (FSA DOE Standardized VAM/MAP) that is Highly Effective for the most recent year reported and the total student growth/achievement is HE/E.
 - **\$7,500.00:** Teacher has a Direct single year student growth measure (FSA DOE Standardized VAM/MAP) that is Effective for the most recent year reported and the total student growth/achievement is HE/E.

Cedar Grove Data

	2016 % of Total Possible Points	2016 School Grade (FSA- Learning gains)	2015 % of Total Possible Points	2015 School Grade (FSA-No learning gains)	2014 School Grade (FCAT)
Cedar Grove	31% (1 % from D)	F *Appealing Grade	35%	D	F

***Cedar Grove 2016 School Grade is under APPEAL**

Oakland Terrace Data

	2016 % of Total Possible Points	2016 School Grade (FSA- Learning gains)	2015 % of Total Possible Points	2015 School Grade (FSA-No learning gains)	2014 School Grade (FCAT)
Oakland Terrace	35%* (6 % from C)	D	26%	F	F

***9% increase from 2015 to 2016**



*PLUS² Data Monitoring System

Similar to Miami-Dade Data Com

- Decisions are made immediately. If a school needs a resource or support, adjustments occur **IMMEDIATELY**.
- **Systematic** progress monitoring of schools through the **systemic** Progressive Learning and Understanding through Support Systems (PLUS²) four times per year with the PLUS² team and bi-monthly support. **Tier 3 support- most intensive for these schools.**
- PLUS² was created to **systematically** provide schools with timely, specific and guiding feedback. PLUS² consists of two phases: the learning walk and the data discussion. District and school staff collaborate to have data dialogue and conversations about the data and how to improve.

*BDS PLUS² Monitoring System will receive the **2016 FASD Outstanding Professional Learning Practices Award**





Turnaround Option Plan Selection

Bay District Schools has chosen to implement the **hybrid option** for the 2016 Turnaround Option Plan (TOP) consisting of:

- District Managed Turnaround
- External Operator- The New Teacher Project (TNTP)

By October 2016, TNTP will provide final recommendations for improvement to BDS on Cedar Grove and Oakland Terrace's support plan for the remainder of the year. BDS will follow TNTP's recommendations.

- Regarding Cedar Grove Elementary, should the findings of TNTP indicate a change in leadership is necessary for improvement and the school grade for 2016-17 does not show growth, the Superintendent will replace the principal at the end of school year 2016-17.



TNTP reimagine teaching



TNTP

Timeline



August	<ul style="list-style-type: none">● Initial data collection● One-on-one interviews of school leaders, faculty and staff (15 interviews completed) to gather baseline data● Review of current turnaround plans● Finalization of research questions and recommendation hypotheses
September	<ul style="list-style-type: none">● Initial data collection● One-on-one interviews of school leaders, faculty and staff (15 interviews completed) to gather baseline data● Review of current turnaround plans● Finalization of research questions and recommendation hypotheses
October	<ul style="list-style-type: none">● Classroom walkthroughs at both schools● Teacher focus groups at both schools● Review of data analysis with district and school leaders● Teacher training for both schools to build understanding of and practice with Florida standards-aligned instruction● Final recommendations for revisions to turnaround plans submitted

Best Practices for 2016

District Assistance Team (DAT)

Tiered Support Model- strategic onsite school visits based on Risk Factor Analysis, continued implementation of PLCs (Professional Learning Communities)

Data communication and monitoring through PLUS2 (Progressive Learning and Understanding through Support Systems) (Year 3 of implementation)

NWEA (Northwest Educational Association) Measures of Academic Progress administration and data chats at PLUS2 (Year 2 of implementation)

4 days of preservice professional development

Standards Based Curriculum Resources

Cedar Grove- Full Time Resource Teacher and Interventionist



NEW Supports for 2016-2017

- **Cedar Grove** Principal has been assigned weekly support of a “Principal Coach/Mentor” to provide assistance in conducting walk throughs, have deep conversations related to data-driven instruction, and guide immediate corrections. Principal Coach/Mentor was a successful principal of an A middle school of 4 years and turnaround principal taking a middle school in turnaround statute from F to a C.
- **Oakland Terrace** has a new Assistant Administrator/Assistant Principal
- **Both Schools**
 - TNTP Partnership - External Operator
 - Full-time ELA and Math coaches
 - Principal and Assistant Principal mentoring from Elementary Director and Office of School Improvement
 - Science staff training specialist provides weekly instruction and coaching in grades 4 & 5
 - Social worker support- for behavior and attendance





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