

STATE BOARD OF EDUCATION

Action Item

July 18, 2018

SUBJECT: Review of Turnaround Option Plan for School District of Brevard County

PROPOSED BOARD ACTION

For Approval

AUTHORITY FOR STATE BOARD ACTION

Section 1008.33, Florida Statutes

EXECUTIVE SUMMARY

Brevard has one school that requires a new turnaround plan:

- Endeavour Elementary School

Supporting Documentation Included: Turnaround Option Plan for Endeavor Elementary School and District response letter. Contract with External Operator (under separate cover)

Invited Presenters: Mark Mullins, Superintendent, Brevard County Public Schools; John Craig, School Board Chair; Hershel Lyons, Chancellor, K-12 Public Schools; and Wayne Green, Lead Regional Executive Director, Bureau of School Improvement



Turnaround Option Plan – Phase 2 Brevard County Public Schools

This form, to be used by districts for implementation in 2018-19, satisfies the requirements of Form TOP-2, which is incorporated by reference in Rule 6A-1.099811, F.A.C. (2014).

Turnaround Option Plan – Phase 2
for districts implementing in 2018-19

Endeavour Elementary 1051

External Operator

Part I: Needs Assessment

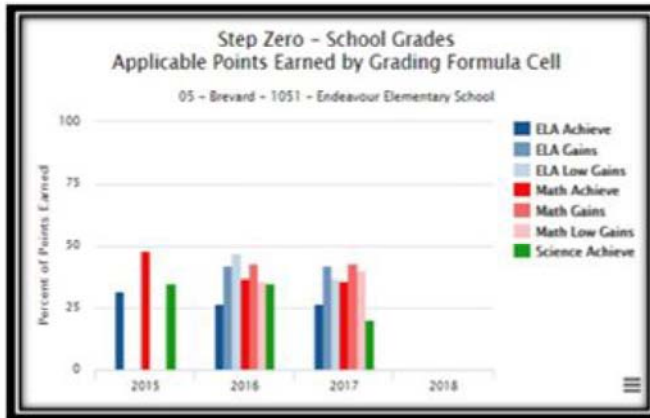
Item 1: Description of the needs assessment methodology and summary of the results.

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The district reviewed school performance trend data and qualitative information such as data collected through school visits, climate surveys, and interviews to develop a new turnaround plan. School performance data examined included 5 year trend data of reading, math and science data, early warning system data, staffing patterns, the strength of the principal, and enrollment trends of the school. Staffing patterns reveal a revolving door of new hires and teachers in the beginning stages of their career. Considering the relatively flat levels of improvement in proficiency categories, the district believes that the external operator option is the model to yield stronger results in the future. To ensure that progress continues and accelerates, the district will hire an external operator with a record of improving the proficiency of students of low socioeconomic backgrounds.

Needs Assessment Data
1051 Endeavour Elementary

School Grade History	
Year	Grade
2016-17	D
2015-16	D
2014-15	D
2013-14	D
2012-13	F

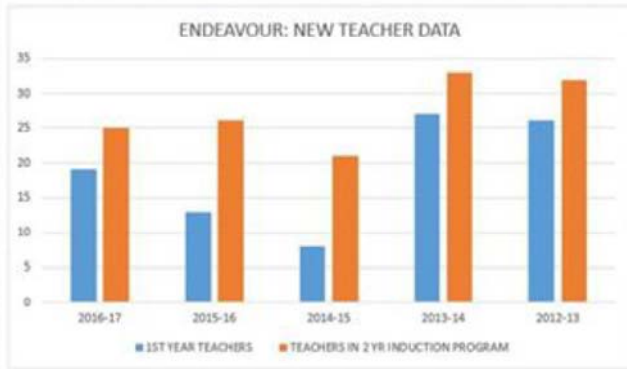


TRENDS Students At Proficiency	ELA 3+	MATH 3+	SCIENCE 3+
2016-17	27	36	20
2015-16	27	37	35
2014-15	32	48	35
2013-14	37	49	30
2012-13	34	35	29

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Endeavour HR Data



EARLY WARNING SYSTEM DATA – 2016-17

1. The number of students by grade level that exhibit each early warning indicator listed above

Indicator	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Attendance below 90 percent	84	86	57	73	48	47	54	0	0	0	0	0	0	449
One or more suspensions	15	12	23	34	25	36	19	0	0	0	0	0	0	164
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Level 1 on statewide assessment	0	0	0	63	57	66	47	0	0	0	0	0	0	233

2. The number of students identified by the system as exhibiting two or more early warning indicators

Indicator	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Students exhibiting two or more indicators	11	11	16	48	43	49	40	0	0	0	0	0	0	218

EARLY WARNING SYSTEM DATA – 2015-16

1. The number of students by grade level that exhibit each early warning indicator:

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Attendance below 90 percent	77	54	71	38	42	35	37	0	0	0	0	0	0	354
One or more suspensions	20	15	33	18	23	16	22	0	0	0	0	0	0	147
Course failure in ELA or Math	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Level 1 on statewide assessment	0	0	0	25	29	13	32	0	0	0	0	0	0	99

The number of students identified by the system as exhibiting two or more early warning indicators:

Indicator	Grade Level												Total	
	K	1	2	3	4	5	6	7	8	9	10	11		12
Students exhibiting two or more indicators	14	14	25	27	29	24	22	0	0	0	0	0	0	155

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Item 2: Rationale for the turnaround option(s) selected.

Endeavour Elementary has been supported by the community, staff and district, but has not been successful at raising proficiency levels of students. The principal has been replaced 3 times over the past 5 years. Currently, the right principal with a strong background in standards-aligned curriculum is in place and is working towards leading Endeavour to a school grade of C or higher. After engaging stakeholders from the school and community in discussion around the three options available for the 2018-19 school year, it was determined that contracting with an external operator would be in the best interest of the students being served within Endeavour's community. The district is investigating several organizations to contract with as an external operator in the event that the school does not reach a grade of C or higher.

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Part II: Implementation Plan

A. Areas of Assurance

Item 3: Description of how the district will address the Areas of Assurance required by the selected turnaround option(s), as acknowledged in Phase 1.

Assurance 1: Contracting with External Organization – The district shall enter into a contract with a school turnaround or education management organization to operate the school, following established policies and procedures for contracting with external providers.

Once careful review and vetting of possible organizations has been completed, a contract will be established that is acceptable to all parties.

Assurance 2: Selecting a Successful Organization - The district shall select an organization with a successful record of providing support to high-poverty, low-performing schools, and shall provide evidence of its qualifications to the department.

The district will develop a list of priorities to use when selecting an external operator. Evidence such as (but not limited to) student achievement results, use of standards-aligned curriculum, and a proven track record of transforming a school similar to Endeavour, will be considered prior to entering into a contract with an external operator.

Assurance 3: Instructional Staff - The district shall ensure teachers are not rehired at the school, unless they are effective or highly effective instructors, as defined in the district's approved evaluation system, pursuant to section 1012.34, F.S.

The district will include in the contract language that the external operator must examine the most current 3 year aggregated VAM data to ensure that instructional staff rehired or hired are effective or highly effective.

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B. Areas of Focus

Item 4: Area(s) of Focus selected by the district based upon the school’s needs assessment.

- 1. Assessments
- 2. Instructional Programs
- 3. Differentiated Instruction
- 4. School Leadership
- 5. Increased Learning Time

Item 5: Summary of the strategies the district will implement to reduce or eliminate internal systemic barriers and address the needs of the school, including a description of how the district will address the selected Area(s) of Focus.

Brevard Public Schools (BPS) will contract with an external operator for Endeavour Elementary. BPS will maintain ongoing communication with the external operator to ensure the effort is progressing as intended and desired outcomes are achieved. If Endeavour does not attain a school grade of at least C for the 2017-18 school year, the external operator will take action on areas identified during the needs assessment which may include, but is not limited to leadership, staffing, curriculum, instructional systems, and other functional areas. If Endeavour attains a grade of C or higher, the external operator will continue significantly enhanced treatment as a school partner to build school capacity to sustain continued growth.

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