



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org



TOP-2



Turnaround Option Plan—Step 2(TOP-2)
External Operator/Outside Entity (EO)

Polk County Public Schools
McLaughlin Middle and Fine Arts Academy

Form Number TOP-2, EO, incorporated in Rule 6A-1.099811, F.A.C., effective August 2018

Turnaround Option Plan—Step 2 (TOP-2)

External Operator/ Outside Entity

Due: October 1 for Cycle 1 or January 31 for Cycle 2-4

Purpose

The purpose of this document is to guide districts to develop a plan for implementation of the turnaround option External Operator/Outside Entity (EO). The district shall provide the Department with this plan for approval by the State Board of Education (SBE).

Directions

Districts shall complete this Step 2 form for each school for which the district is selecting EO. This completed form must be signed by the superintendent or authorized representative and emailed to BSI@fldoe.org no later than October 1 if Cycle 1 or January 31 if Cycle 2-4. The subject line of the email must include district name, school name and TOP-2(EO).

School

In the box below, identify the name and MSID number of the school that will be supported through EO.

School Name/ MSID Number
McLaughlin Middle and Fine Arts Academy 53-1341

EO Assurances

The district must agree to ALL of the following assurances by checking the boxes below.

Assurance 1: Selecting a Successful EO

The district shall select an EO that has a record of school improvement in turning around schools that are high-poverty and low-performing with students of similar demographics.

Description of how the district will address Assurance 1: Selecting a Successful EO

The review of various external operators took place to ensure that the company selected had a proven track record of turning around struggling schools that are consistently low performing. The Superintendent has selected Educational Directions as the External Operator for this school. Determination of the district's capacity and support, the selection and or retention of administration and staff outlined during the selection process were factored into the decision for the external operator for this school. The External Operator will have full autonomy to make decisions for staffing, curriculum and professional development. This will include interviewing the current staff for hiring and releasing. The Polk County School District will work with the external operator to support these efforts.

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Assurance 2: Selecting Leadership

- The district and the EO shall ensure the incoming principal and school leadership team have a successful record in leading turnaround schools and the qualifications to support the population being served.

Description of how the district will address Assurance 2: Selecting Leadership

Administrators at this school have been made aware that should the school grade not move to a C or higher, they will be removed from the school. The Superintendent and District will ensure that all leaders placed at the school have the capacity and experience to increase student proficiency thus moving the school grade to a “C” or higher.

Assurance 3: Selecting Instructional Staff

- The district and the EO shall ensure that teachers rated as Unsatisfactory and Needs Improvement based on the three-year aggregated state Value-added Model (VAM) rating and on the district’s approved evaluation system, pursuant to section 1012.34, F.S., shall not be staffed at the school.
- If the district establishes a district-managed charter school, the district shall ensure all instructional personnel are not employees of the school district, but are employees of an independent governing board composed of members who did not participate in the review or approval of the charter.

Description of how the district will address Assurance 3: Selecting Instructional Staff

The External Operator will determine the level of support needed. The selection and/or retention of administration and staff outlined during the selection progress is dependent on what is needed for the school after conducting our needs assessment. The External Operator will have full autonomy regarding staffing, curriculum, and professional development for this school. The Polk County Public School District will work with the external operator to support these efforts.

In hiring, the school and the External Operator will be looking for several attributes for the “right fit”:

- Candidates will have to have effective or highly effective VAM scores in core areas.
- Prior knowledge of working in a similar type of school and a track record of success will be preferred.
- Candidates must also be willing to learn the approach of the External Operator to help the school.
- Candidates must have a positive approach and willingness to work as a team.

Assurance 4: Contracting with the EO

- The district shall enter into a contract with an EO to operate the school following established district policies and procedures. To ensure the district is well positioned in contract negotiations with an EO the following must be addressed in the contract:

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1. Services and responsibilities for leadership and instructional staffing, curriculum and instruction, assessments and progress monitoring, professional development and any other identified school improvement areas.
2. The EO has a record of school improvement in turning around schools that are high-poverty and low-performing with students of similar demographics.
3. The role of the EO in the recruitment, selection and placement of instructional personnel with proven experience and capacity to serve students who may need intensive remediation and instruction.
4. The role of the EO in the recruitment, selection, placement, training and oversight of the school leadership team, including specific information about the EO's authority in these areas.
5. A detailed provision outlining the new or modified services to be provided by the EO if the district had an existing contract with the EO.
6. A detailed budget.

Description of how the district will address Assurance 4: Contracting with the EO

The district will ensure that the External Operator will address Assurance 4 as outlined by the following:

- (1) Develop standards-based assessments or have access to the district's assessments in order to track student success and growth based on the standards. Teaching and Learning will provide, upon request, assessments that are aligned to the state standards in support of the effort to increase achievement.
- (2) The company will have the authority to either develop or design their own curriculum that they feel will improve student performance or the option to use the district's curriculum. To decrease any barriers or blocks, the district will allow the outside entity upon request to district-made or purchased curriculum.
- (3) Along with identifying appropriate curriculum for the school, based upon the data gathered from the company's assessments, it will be expected that teachers will differentiate their instruction to address individual needs of students. If there is a need, the district can provide content coaches to assist teachers with professional development on differentiating instruction upon the request of the company.
- (4) In the event that the EO will request to interview school leadership as well as instructional staff, Human Resources will assist in scheduling individuals to aid in this process.
- (5) To remove all barriers that may impact student achievement, the district will enter into a Memorandum of Understanding that will grant increased learning time for students. This will allow the company to add additional instructional time within the day to support students and provide professional development for teachers.

Budget:

- Spring Comprehensive Needs Assessment - \$62,500
- Year 1: \$325,000 to \$350,000 (based upon school needs assessment)
- Subsequent years: \$225,000 to \$250,000 (based upon continued school needs)
- *If the school makes the grade of "C", Educational Directions will relinquish management oversight and offer support at the request of the district and/or school administration.*

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Acknowledgement

Check the box that applies to the district selection of EO.

For Cycle 1, the district acknowledges that the plan and the final EO contract is due to the Department by October 1.

For Cycle 2-4, the district acknowledges that the plan and proposed EO contract are due to the Department by January 31 and the final EO contract is due to the Department by May 1.

Name and title of person responsible for completing and submission of the TOP-2
Patricia J. Barnes, Regional Assistant Superintendent / Turnaround Schools
Contact information: email, phone number
Patricia.barnes@polk-fl.net (863) 815-6721
Date submitted to the Bureau of School Improvement
November 1, 2018
Superintendent Signature (or authorized representative)
