



Innovations and Change Structures Being Proposed

INNOVATION 1: Leadership Structure Community Synopsis:

- Clarity and definition of roles
- State accountability for provost in leadership audits
- More guidance counseling is needed
- Timeline defined for administrative success

SUMMARY:

- Clearly define roles and responsibilities for Provost, Vice Principal and Dean positions
- Clearly define KDE Accountability expectations and timeline for implementation
- Community would recommend counselors instead of deans
- Community input supportive of changing leadership structure as long as clearly defined

COMMUNITY, STAFF AND STUDENT COMMENTS:

The school needs more counselors.

Would Shawnee have SBDM?

How will the state assess a provost in leadership audits?

Transformation of who is here vs. transplanting who is here.

I would love to see a certified school social worker in every academy to provide additional mental health services, social/emotional support, counseling, and crisis intervention.

The proposed innovations should begin with the middle school students transitioning into the high school. (2)

The idea is revolutionary and is needed; however, how will accountability of the leadership and support staff be implemented to make the concept a reality? (2)

What is the timeline to hire a provost?

Every subject area needs a partner (e.g., 2 English, 2 Geometry).



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Leadership Structure (continued)

Maintain consistency, compassion and communicate.

Will there be an opportunity for more input as to the structure later on?

Does the new structural change impact the state accountability? Priority status?

Need a realistic timeline for success.

Bring in more staff and teachers from outside the district.

How will faculty meetings work?

Would like the Academy to be less isolated and have more opportunities for teachers to work together.

(S) Students should have someone to go to for management issues

(S) Students should have surveys and petitions for concerns

The proposed structure seems "top-heavy" and the roles/responsibilities are unclear.

(S) Work on how the staff handles students that return to school from suspensions. (2)



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INNOVATION 2: Managed Extended Day Synopsis:

- Community members supported the innovation
- High school parents comments were equally mixed
- Middle school parents were opposed
- Students supported the extended day as long as individualized opportunities for career development, awareness and exposure are included

SUMMARY:

- Primary theme was expanding career opportunities for students
- High school students and parents were generally supportive as long as opportunities were individualized to meet student needs and provide career and college enhancement
- The majority of high school staff are supportive of the managed extended day concept and scheduling opportunities
- Middle school parents, students and staff are not supportive of the managed extended day for middle school
- The community is supportive of managed extended day as long as child care is provided if necessary for younger siblings

COMMUNITY, STAFF AND STUDENT COMMENTS:

Why have the additional days if they do not cover core instructions.

Stronger Math program

(S) Students should be offered all the normal electives (e.g., chorus, band) in addition to the innovative additions.

P.R. should be positive: Framing of the "extra hour" should be sold as nurture; not punishment.

Need more advertisement and promotion for Shawnee (7)

(S) Need more positive advertisement and stuff like pep rallies

Incentives to achieve higher standards (Honors, AP, dual enrollment, etc.)

Financial incentives (e.g., U of L or JCTC scholarships, etc.) (2)

How will this concept attract students and promote extra activities?



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Managed Extended Day (continued)

How will this concept enforce the Code of Acceptable Behavior and Student Bill of Rights?

How will this affect the sport program? (2)

(S) Will we still get to play sports (2)?

How will you motivate the teachers? (2)

You want to attract top performers to Shawnee that currently attend Eastern, Manual, Male, etc., but live near Shawnee. The proposal increases the school year by 26 days. Why would students want to come to Shawnee for an extended year when they can go elsewhere for fewer days and receive the same education?

How will J/ROTC be affected? Currently freshman and sophomores that are in aviation already stay at school an extra hour 3 days/week to take J/ROTC classes (3).

How will this affect the J/ROTC Instructors?

I like the idea of the interventions built into the school year. We will need to plan out our interventions. When will we have time to plan for the collaborative setting? (2)

Teachers should be trained to create our own assessments that are scaffolded. Our standards in English are so large that the current assessments do not help us accurately measure students' progress.

Advisory groups stay with their advisors all 4 years of school. This would be good for our kids.

A/B day is a good idea.

Changing the schedule often sounds like a nightmare.

Need to see student's schedule and teacher's yearly schedule to understand.

These plans are very confusing. Can you provide more of a narrative outline in the future?

Cultural Competence Training (4)



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Managed Extended Day (continued)

What are the opportunities going to be for students who don't need remediation?

(S) Students should be allowed to pick their own classes (3)

(S) Time should be utilized for job-shadowing. (2)

How would elective teachers work? (Can't be on different daily schedules if teaching different grades)

Would like to see a sample of a two month calendar

Who helps figure out the logistics of the calendar?

Who can help in district with majors? resources?

How long are these periods?

Advisory will be difficult for students. How many schedules are there?

Attempted to do advisory, but opted out... impact of sub days on kids. Concerned?

Kids have hard time shifting, so don't understand—how often does schedule change... every 3 weeks?

How will this affect students who are frequently absent or truant? How are teachers supposed to catch-up students who miss 2 out of the 3 week rotation?

We need at least 1 AP course in each content area and/or grade level.

Offer dual credit college (Gen-Ed) classes (2).

Is there an elementary school on the same module? Some of our students are caretakers for younger siblings.

All double block English gains could be lost.

If day is an hour longer, then how does the class length work 5 x 70 min. = 75 hours?

How can CTE teach REQUIRED curriculum while collaborating with English, Science, Math, or Social Studies? Our curriculum is well-defined.



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Managed Extended Day (continued)

How will the library work? Will the librarian have a shifted/off schedule or would she be here on every student day for the proposed 8½ hour day?

Have there been any focus groups with students? What would they like to see happen with the school? Ask the students; if they are not interested than it will fail (5)

Pilot the program in the middle school and transition the program into HS as those students transition. (2)

Too much change too quickly for the Jr./Sr. class may cause higher drop-out rate.

How will this benefit students that are doing well?

Where is the funding coming from? What will be cut to allow for the extended days?

I do not agree that lengthening the school day will be beneficial or fair. The students at Shawnee need motivation to do well not extended time.

Year-around schedule does not work (Ref: Dixie) Student: Teacher ratio is the most important concern.

Do not include the middle school in this program.

We do not need additional programs. Consistency is the only "refinement" we need (2).

How will the extended hours affect the class size and schedule of the existing ECE classrooms that are at capacity? I expect the discipline issues to increase if a student has the same instructor 2 hours out of the day.

Will there be time for weekly team meetings? There will need to be a higher amount of teacher collaboration and planning. How will this time be provided in addition to PLC, faculty, Academy and individual time to plan?

(S) This should be a voluntary program



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Managed Extended Day (continued)

(S) Make the options interesting not just a longer day of the same stuff

How will this affect students with jobs and or child care responsibilities (2)

(S) Offer incentives and rewards for students to participate (e.g., Scholarship opportunities, paid-for-the-grade program, extra credit, etc.)

Can Newcomer be intertwined in extended-day/year? This would be helpful to our population.

(S) Extra time should be for active hands-on activities not more book work. Additional time should be real-world activities not more class work. Kids need to be active not just sitting .(4)

(S) Give students an opportunity to tell you what they want. If the students don't care then it will not matter what you choose. Student surveys prior to making any decisions. Students need a voice. (7)

(S) We need to offer a BP (beginners) as well as an AP (advanced) program

Who will provide transportation? (3)

How will transportation work? My son already rides the bus for almost an hour.

Rather than suspending students, will there be an after-school program where students may stay and do their work?

How does the transportation change impact ESL Newcomer Academy?

(S) What if kids have jobs?



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INNOVATION 3: Aerospace Magnet Synopsis

- Magnets are highly regarded by both parents and students, but do not reach enough students.
- Career pathways must be clearly articulated, defined and advertised
- Community/business partnerships will be critical to success

SUMMARY:

- Clearly define and expand majors/career pathways to fully implement Five Star/NGL recommended design
- Establish job shadowing and apprenticeships for students with community/business partners
- Effectively advertise the career pathways opportunities throughout the district
- Size of student population at the Academy has prohibited expanded course offerings/majors thereby creating an inequitable opportunity for Academy students

COMMUNITY, STAFF AND STUDENT COMMENTS:

What about additional magnets (e.g., preparation for law enforcement or cyber security, scuba certification, music programs, life guard, technology, nursing etc.)? (12)

Allow freshman to participate in aviation program

Promote the Travel and Tourism program

What is the public relations plan to recruit students?

Application required for students for Prep & Upper Academy. Students know they must earn their way in.



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INNOVATION 4: Community-Supported School Model Synopsis

- Overall support for the innovation

SUMMARY:

- Innovation supported by community, parents, students and staff
- Need for a clearly articulated Memorandum of Understanding between the University of Louisville and JCPS roles, responsibilities ,and commitments

COMMUNITY, STAFF AND STUDENT COMMENTS:

Need more parental involvement (6)

Evening or weekend classes for parents/caregivers to learn the subjects their children take (e.g., English, Algebra) so that we can help our kids at home.

Evening social support programs

A web page to keep the community informed

Assign a parent mentor to each class to assist with the transition process; this will bring the parent theme up to par.

How will you monitor community partnerships?

How will you screen mentors and maintain community commitment?

Some of these children have homes so destroyed by drug use that they really can't learn. How does the school expect to impact this problem?

The provost will need an advisory board at the community level.

There should be a person to coordinate governmental actions.

Small group interventions

How many parents have attended these meetings? Until you have wholesale buy-in from all parents, change will be slow to come.

Would like to see more business sponsorship (2)



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Community-Supported School Model (continued).

(S) Mentors should be chosen based upon like-interest. Have young role-models for students (e.g. recent successful graduates, college students, etc.) Students to choose mentors rather than assigning one randomly (6)

Would like to see more Alumni support with the mentoring program

(S) Bring in more people to help with job-training and job placement. Would like help getting a job (5)

(S) Would like more coaches as mentors.

Would like more school and community-wide events to promote our school and raise school spirit.

(S) Have students involved in planning community events.



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OTHER COMMUNITY, STAFF AND STUDENT COMMENTS:

Utilize the daycare opportunity- offer Early Childhood/Human Growth courses so students could be career-ready.

How could we utilize the pool for certain certifications like CPR or Lifeguard?

Provide TARC tickets for students who move out of Shawnee area.

Technology needs to be updated to support training vs. information that can be communicated in an e-mail.