



SUCCESS PATHWAYS

Ensuring Each **Student Matters**

March 30, 2015



Our Challenge

We are attempting to...

- **Increase graduation rates and college/career readiness**
- **Address great amounts of funds and other resources spent on a very small number of students**
- **Assist A1 Schools with the large number of students in their schools that challenge their capacity**
- **Address track-back issue: Only 9% of the students in our present Alternative Schools “track-back” to our priority schools with college/career readiness**
- **Provide an opportunity for ALL students to have a “sense of belonging” and a sense of hope for a future they have never envisioned**
- **Ensure each child graduates prepared**



Theory Of Action If We

- Provide individualized pathways
- Take advantage of technology
- Personalize each student's educational plan and setting
- Intervene with students who are behind
- Respond to students' life circumstances with an appropriate educational pathway
- Become trauma informed
- Accelerate the response to social, emotional, behavioral, and educational needs
- Create pathways and implement deeply



We Will.....

- Give students hope
- Increase safe and orderly environments in our A1 schools
- Increase instructional time and academic achievement for all students
- Align our programs with Kentucky Legislation
- Increase College and Career Readiness
- Improve graduation rate
- Reduce drop-out rate
- Be better equipped for Compulsory Education Law

Demographics of our Present Alternatives

Present Realities of Our Alternative Schools

	Grades	% AA	% White	% Other	Total
Breckinridge	09-14	79.5%	17.4%	3.0%	132
Buechel Metro	09-14	72.9%	25.4%	1.7%	118
JCHS	09-14	26.2%	66.9%	6.8%	263
JCPS e-school	09-14	23.1%	68.8%	8.0%	199
Kennedy El	04-05	100.0%	0.0%	0.0%	1
Kennedy Middle	06-08	67.2%	27.6%	5.2%	58
Liberty Middle	06-08	44.3%	47.1%	8.6%	70
Liberty HS	09-14	56.2%	35.7%	8.1%	308
Phoenix El	04-05	50.0%	50.0%	0.0%	8
Phoenix Middle	06-08	21.9%	69.8%	8.3%	96
Phoenix High	09-14	25.6%	70.7%	3.8%	133
South Park TAPP	09-14	42.5%	43.7%	13.8%	87
Westport TAPP	09-14	58.9%	25.3%	15.8%	95

Student Enrollment in “Discipline Alternatives” by Behavior Violations

Code	Category	Severity	Kennedy	Buechel	Total
14	Intimidation/Harassment of staff or student	Moderate	105	95	200
17	Assault/Sexual abuse/Sexual assault	Severe	20	67	87
	ECE Continuum of Services				74
13	Fighting/striking faculty or staff	Moderate Severe	48	12	60
12	Fighting/Striking student	Moderate	48	12	60
19	Weapons/Dangerous instruments	Severe	28	26	54
16	Drug/Alcohol distribution	Moderate	12	29	41
	District Placement (out of County)		12	27	39
15	Drug/Alcohol possession/Under the influence	Moderate	5	29	34
	Interim Placement				26
2	Deliberate disruption	Mild/Moderate	17	6	23
20	Bomb threat/Terroristic threatening/Fireworks	Severe	9	14	23
10	Theft/Vandalism	Moderate	6	8	14
3	Failure to follow rules/Academic dishonesty	Mild-Moderate	11	0	11
9	Inappropriate sexual behavior	Moderate	5	5	10

ALTERNATIVE SCHOOLS 2014-15 BUDGETS

Liberty	6,506,836.36
Mary Ryan	825,926.76
Total	7,332,763.12
Buechel Metro	4,186,875.95
Breckinridge Metro	3,936,322.48
Phoenix	5,086,568.00
JCHS	8,506,872.29
Kennedy Metro	4,080,241.09
TAPP (2 locations)	6,648,104.97
Total	39,777,747.90



**Why do
Students
Attend these
Schools?**

	Present Reason
Kennedy	Assigned due to behavior incidents as outlined in the Code of Conduct (4th through 8th)
Buechel	Assigned due to behavior incidents as outlined in the Code of Conduct (9th through 12th)
Breckinridge	Adjudicated/Return from State Facilities (9th through 12th)

Enrollment by Behavior Violation

Code	Category * Mandatory placement	Latest Incident Prior
1	Attendance/Tardiness	8
2	Deliberate disruption	9
3	Failure to follow rules/Academic dishonesty	11
4	Leaving school grounds without permission	1
6	Profanity	2
8	Use of tobacco products	1
9	Inappropriate sexual behavior	1
10	Theft/Vandalism	3
11	Robbery	1
12	Fighting/Striking student	5
13	Fighting/Striking faculty or staff	21
14	Intimidation/Harassment with staff or student	38
15	Drug/Alcohol possession/Under the influence	16
16	Drug/Alcohol distribution *	16
17	Assault/Sexual abuse/Sexual assault*	12
19	Weapons/Dangerous instruments*	11
20	Bomb Threat/Terroristic threatening/Fireworks*	5

**BUECHEL**

Student Enrollment by Behavior Violations



Code	Category	Latest Incident Prior
2	Deliberate disruption	12
3	Failure to follow rules/Academic dishonesty	5
4	Leaving school grounds without permission	1
6	Profanity	3
8	Use of tobacco products	1
9	Inappropriate sexual behavior	3
10	Theft/Vandalism	2
12	Fighting/Striking student	15
13	Fighting/Striking faculty or staff	13
14	Intimidation/Harassment with staff or student	65
15	Drug/Alcohol possession/Under the influence	4
16	Drug/Alcohol distribution	9
17	Assault/Sexual abuse/Sexual assault	5
18	Arson	2
19	Weapons/Dangerous instruments	11
20	Bomb Threat/Terroristic threatening/Fireworks	4

Alternative Schools Present Enrollment Ratios

A5 Location	# of Teachers	# of Adults	# of Students Enrolled	Ratio Tchr to Student	Ratio Adult to Student
Kennedy	24	52	141	1 to 5.8	1 to 2.7
Buechel	24	47	171	1 to 7.5	1 to 3.6
Breck	24	57	151	1 to 6.5	1 to 2.6
Phoenix	36	69	243	1 to 6.7	1 to 3.5
Liberty	49	84	390	1 to 7.9	1 to 4.6
Westport TAPP	19 + Care	63	95	1 to 5	1 to 1.5
South Park TAPP	17 + Care	61	93	1 to 5.4	1 to 1.5

Academic Results

Present Alternative System

A5 Location	2014-15 CCR Performance Year to Date
Breckinridge	0%
Buechel	13%
JCPS eSchool	28%
JCHS	31%
Liberty	2%
Phoenix	11%
South Park TAPP	10%
Westport TAPP	6%

College and Career Outcomes—February 2015

- 686 CCR Eligible students Alternative Schools, excluding JCHS
- 100 of those students have met College and Career Readiness
- **419 of those 686** “track back” to State Identified Priority Schools according to KDE
- Only 9% of the 419 students tracking back are College and Career Ready

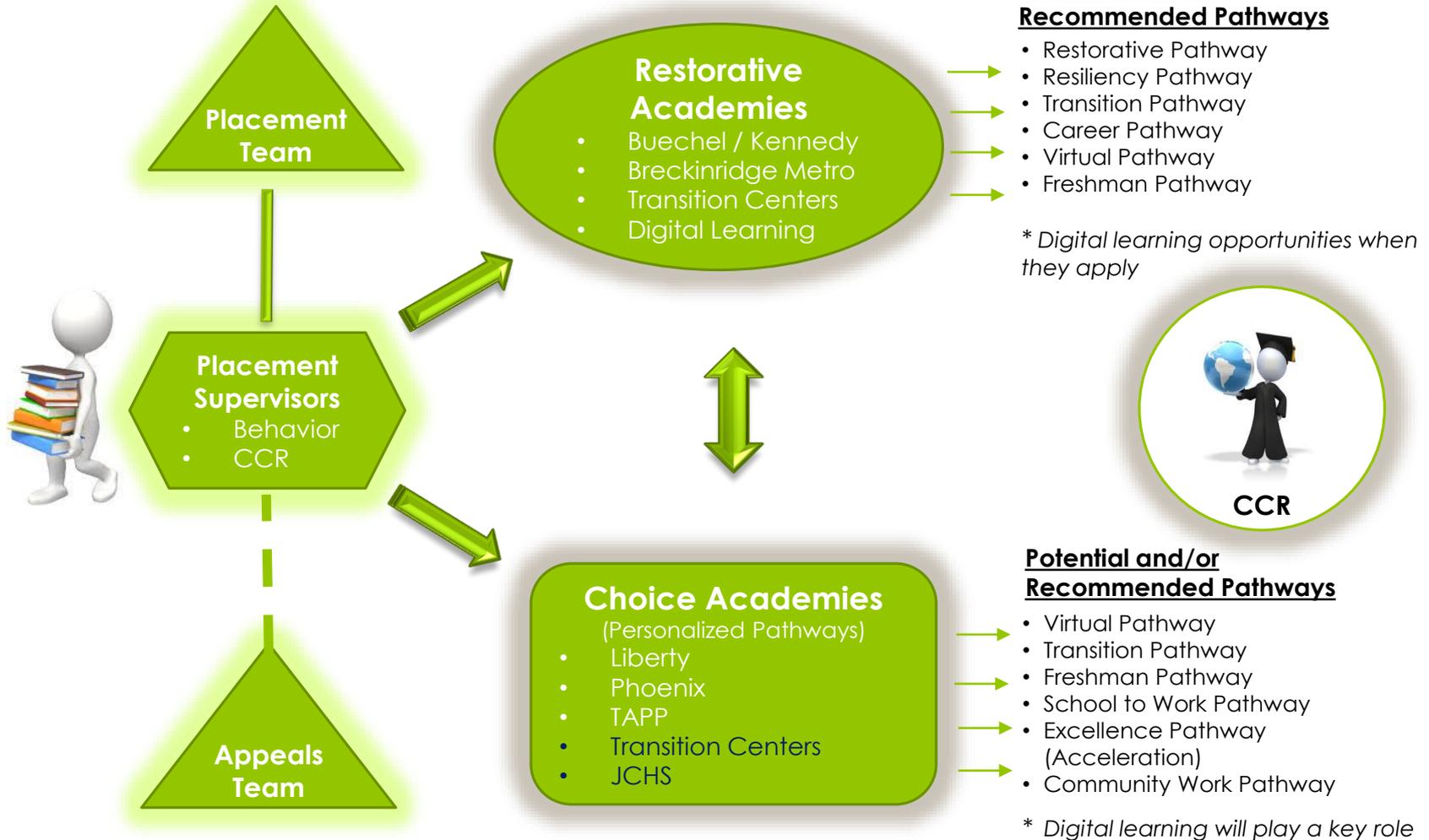


Success Pathways

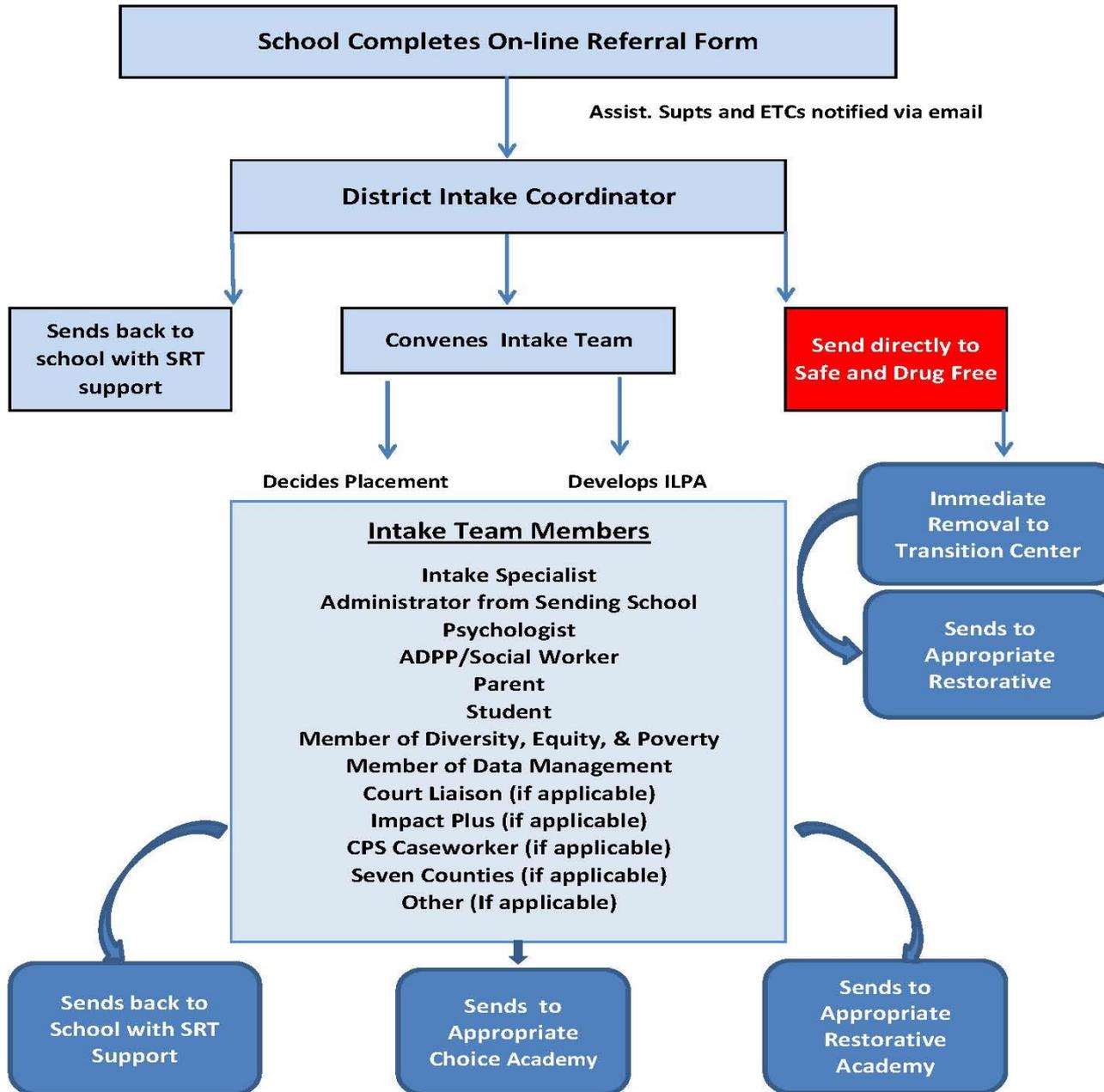
**SHIFTING TO THE
NEEDS OF STUDENTS**

Choice & Restorative Pathways

"All Children - Each Child"



Referral Protocol for Choice and Restorative Academies



Scope of Students at Restorative Academy

	Restorative Academy Changes
<p><u>Working Title Only</u></p> <p>Bashford Restorative Academy</p>	<p><i>Needs of individual student and family, not just the incident</i></p> <p><i>Intensive Restorative Approach—teach replacement behaviors and restore them to belonging</i></p> <p><i>Target students who need structure and require behaviors</i></p> <p><i>Will serve a more targeted group of students 6 through 12 grade—based on need (6th through 12th)</i></p>
<p>Breckinridge Metro</p>	<p><i>Adjudicated and High Severity Behavior Incident students (9th through 12th)</i></p>

Investment in Alternative Schools Per Student

SCHOOL	FY YEAR 2014-15 (per pupil)	FY YEAR 2015-16 (per pupil)	Projected increase of Students 2015-16
BUECHEL/KENNEDY	40,976.84	20,270.76	+147
PHOENIX	21,370.69	18,146.14	+105
BRECKINRIDGE	56,332.95	22,879.30	+160
LIBERTY	22,761.27	18,815.76	+150
JCHS *	30,267.00	22,710.00	+200
Westport TAPP (includes infant costs)	36,677.00	28,418.00	+27
South Park TAPP (includes infant costs)	40,850.00	32,589.00	+20
* Includes costs of all schools under JCHS enrolled in other schools		TOTAL	799



Students with Disabilities

- **Follow ECE Regulations/Procedures under Individuals with Disabilities Education Action (IDEA)**
- **Assemble Admission and Release Committee (ARC) including parent**
- **ARC applies Manifestation Determination, when appropriate**
- **ARC reviews/revises Student Individual Education Program (IEP) and when appropriate Behavior Intervention Plan (BIP)**
- **ARC determines Placement according to the Continuum of Services**
- **ARC may consider Choice or Restorative Academies**

Bashford Restorative Academy

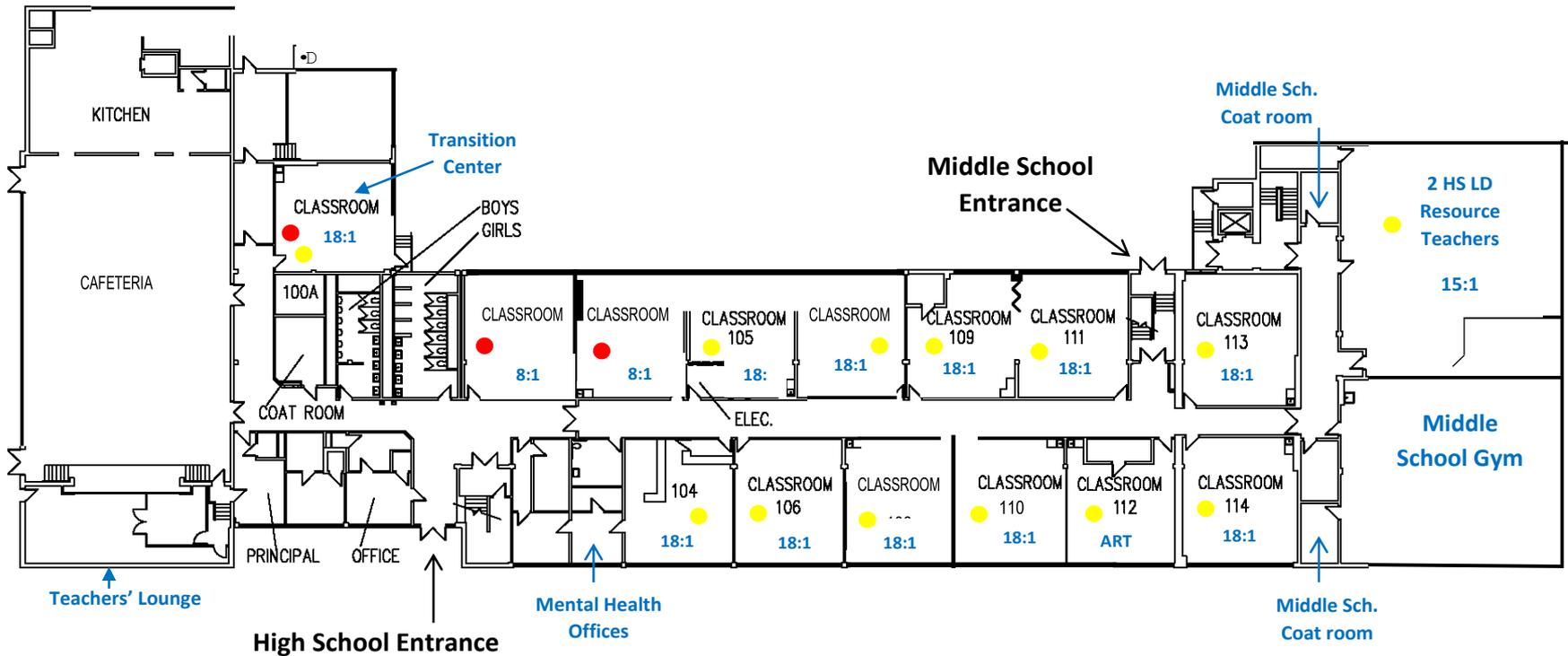
First Floor Plan – High School

SCALE 1" = 40'-0"

- Red level – Severe behaviors / 13, 16-21 in the Code of Conduct
- Yellow level – Moderate behaviors / 9-12, 16 in the Code of Conduct
- Green level – Mild behaviors / 1- 8, 15 in the Code of Conduct

**Overall Student to
Teacher Ratio**

11.8/1

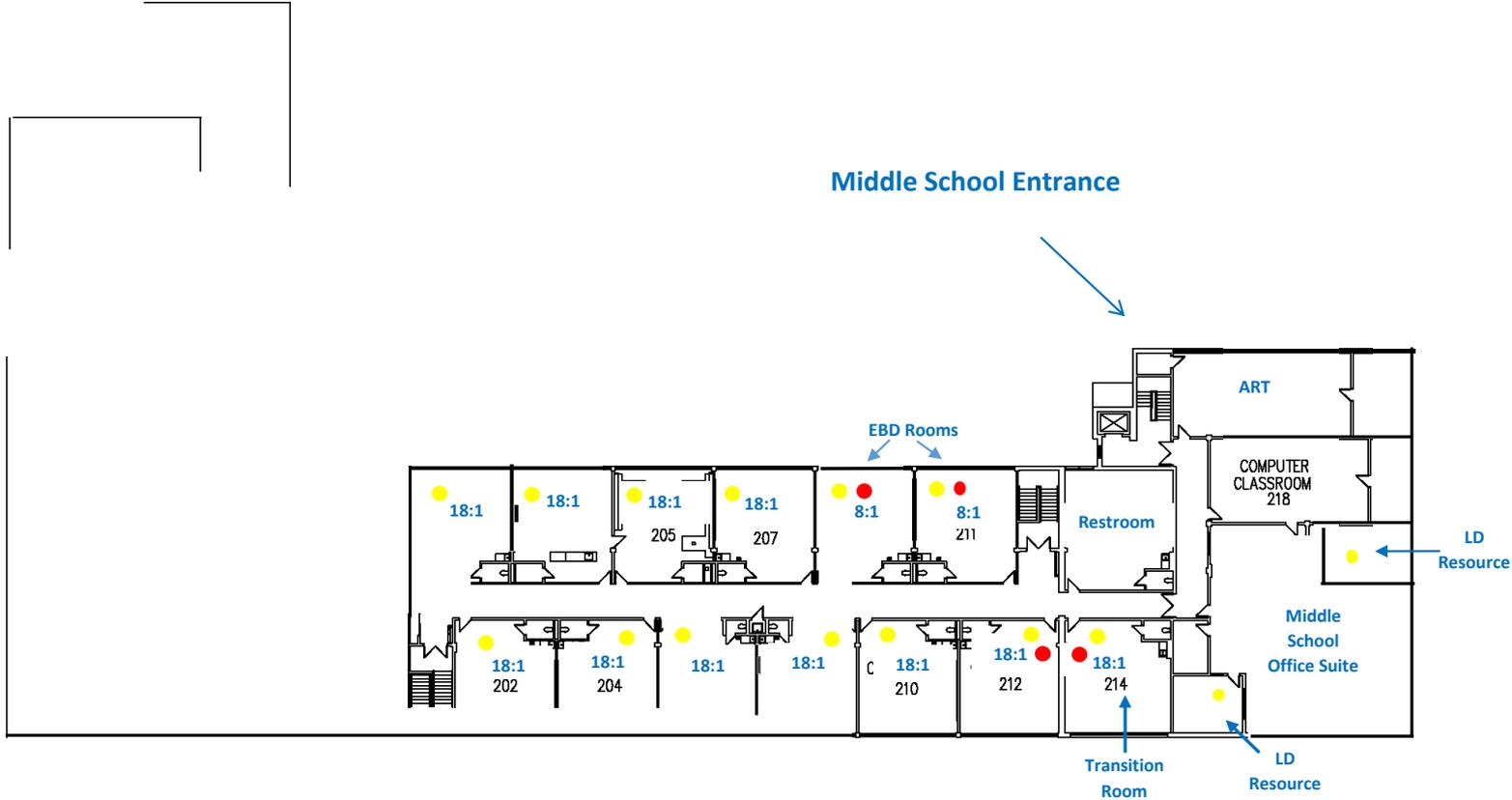


Bashford Restorative Academy

Second Floor Plan – Middle School

SC.ALE, 1" = 40'-0"

- Red level – Severe behaviors / 13, 16-21 in the Code of Conduct
- Yellow level – Moderate behaviors / 9-12, 16 in the Code of Conduct
- Green level – Mild behaviors / 1- 8, 15 in the Code of Conduct





Bashford Restorative Academy (Working Title) Staffing Allocation and Student Numbers

Certified Administrators

Roles	#	Grand Total
Principal	1	1
Asst. Principals	3	3
Counselors	4	4
Total		8



Bashford Restorative Academy (Working Title) Staffing Allocation and Student Numbers

Certified Teachers

Roles	#	Total
Middle School	14	14
High School	15	15
ECE	6	6
Goal Clarity Coach	1	1
Resource Teacher	1	1
Total		37 *

* 2 CTE Teachers will be added



Bashford Restorative Academy (Working Title) Staffing Allocation and Student Numbers

Classified Instructional Staff

Roles	#	Grand Total
Instructor III	1	1
ECE Instructional Asst.	3	3
Social Worker	1	1
Total		5



Bashford Restorative Academy (Working Title) Staffing Allocation and Student Numbers

Classified Hourly Staff

Roles	#	Grand Total
Secretary II	1	1
School Records Clerk	1	1
Attendance Clerk	1	1
Order and Receive Clerk	1	1
Plant Operator	1	1
Custodians	2	2
Security Monitor	7	7
Total		14

People Stayed Attached to their Building



Special Staffing Note

CTE Success Pathway

- Repurpose 2 positions to be CTE Pathway Teachers
- All locations (except TAPP—already there)
- Outcome—Career Ready opportunities for students that presently do not exist
- Opportunity for Career Work experiences (All Students)

Projected Average Daily Attendance (ADA)

2015-16	Targeted Enrollment (staffed for capacity)	% Attend (based on current year 6 th Pupil Month)	ADA Projected (actual number of students present)
"Bashford Restorative"	438	69%	302.22
Phoenix	356	92%	327.52
Breckinridge	257	73%	187.61
Liberty	431	84%	362.04



Bashford Restorative Academy (Working Title) Staffing Allocation and Student Numbers

Total Staffing and Allocation at the new “Bashford Restorative Academy”

Total number of Teachers	37
Total number of staff	64
Total number of students	438 max
Teacher to student ratio	11.8 to 1
Adult to student ratio	7.2 to 1
Total increase in students served	126
Total Increase in Number of students across all Success Pathways	799



Process for Staffing Bashford Restorative Academy

- **Close Kennedy Metro**
- **Staff appropriately for all pathways at Bashford Restorative Academy**
- **Some classified staff will simply stay at Alex P. Kennedy building**
- **Teachers who are not staying at Bashford will follow our process—transfer or overstaff**
- **We are creating the programming and staffing for that program—we will staff according to the needs of the schools**
- **Teachers will get overstaff notice and start transfer process—10 Options for Transfer**
- **Seniority will take over if no selection**



Jefferson County High School— Expanding to Support ALL Pathways

School	Classrooms	Capacity	CCR
Jefferson County High School	21	550	31%
Digital Learning (eSchool)	NA	NA	28%
Louisville Metro Youth Detention Center	5	70	0%

TeenAge Parent Program (TAPP) Decision Rationale

Westport TAPP	South Park TAPP
<ul style="list-style-type: none">• Best Facility to Merge	Transportation costs are the same or lower to SP TAPP
<ul style="list-style-type: none">• Has capacity for mandated child care features	Bus rides are shorter
<ul style="list-style-type: none">• Transportation is costly	Does not have the capacity for mandated child care
<ul style="list-style-type: none">• Bus rides are longer and may be difficult for families	

Recommendation

Further analysis should be conducted to determine if a third facility with capacity to serve all students and infants and is not a transportation burden.



Professional Development Opportunities

- **Positive Behavior Interventions and Supports (PBIS) Training**
- **Trauma Informed Training**
- **Aggressive Replacement Training**
- **Social Skills Training-Second Steps**
- **Safe Crisis Management**
- **De-escalation Training**
- **Student Response Team and Positive Action Centers**
- **Bullying Prevention**
- **Cultural Responsiveness**
- **Professional Learning Communities**
- **Differentiated Instruction**
- **Literacy**
- **Math**

How do we support A1 Schools and Students?

School
Based
SRT

PBIS
Support

Mental
Health
Supports
And
SRT
Coaches

Transition
Centers

Area
and
District
SRT

Trauma
Informed
Training/
ACE
Study
Training

Success
Pathways
System
to
Restore
and
Provide
"Choice"

Questions? More Information?

