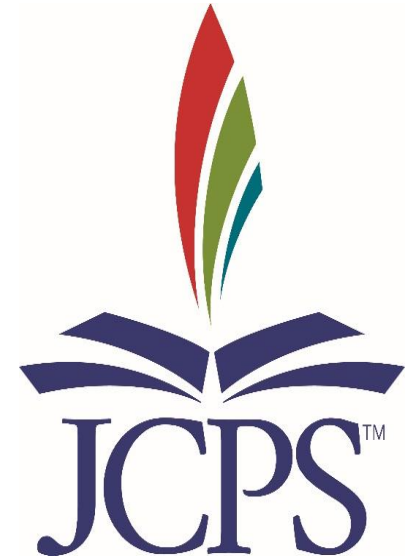


Vision 2020 *In Action*

Quarterly Review of Key Metrics



Board of Education Meeting
January 22, 2019

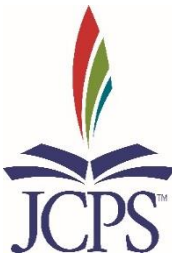
Quarterly Review

Purpose:

- Report on progress of Vision 2020 actions and key metrics
- Identify high level trends
- Share next steps for implementation or support needed to improve outcomes

Non Purposes:

- Examine school level data
- Solve issues

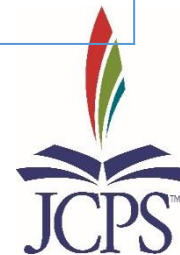


District Actions and Key Metrics

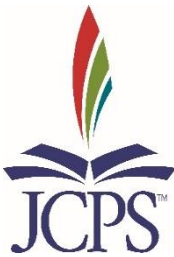
Actions	Metrics
Backpack of Success Skills Transition Readiness	<ol style="list-style-type: none">1. # success skill artifact tags and success skills2. % students meeting MAP Reading benchmarks3. % students meeting MAP Math benchmarks4. % seniors transition ready (HS only)
Meaningful Relationships	<ol style="list-style-type: none">1. % students chronically absent & attendance rates2. % staff attendance3. # Referrals4. # Suspensions & Top Reasons5. # Bus Referrals & Suspensions
Racial Equity Policy School Redesign and Innovation	<ol style="list-style-type: none">1. # staff attending Racial Equity Institute2. MAP scores for AIS schools

Notes:

- Learning Data Through Dec 21, 2018, Climate Data through Jan 15, 2019

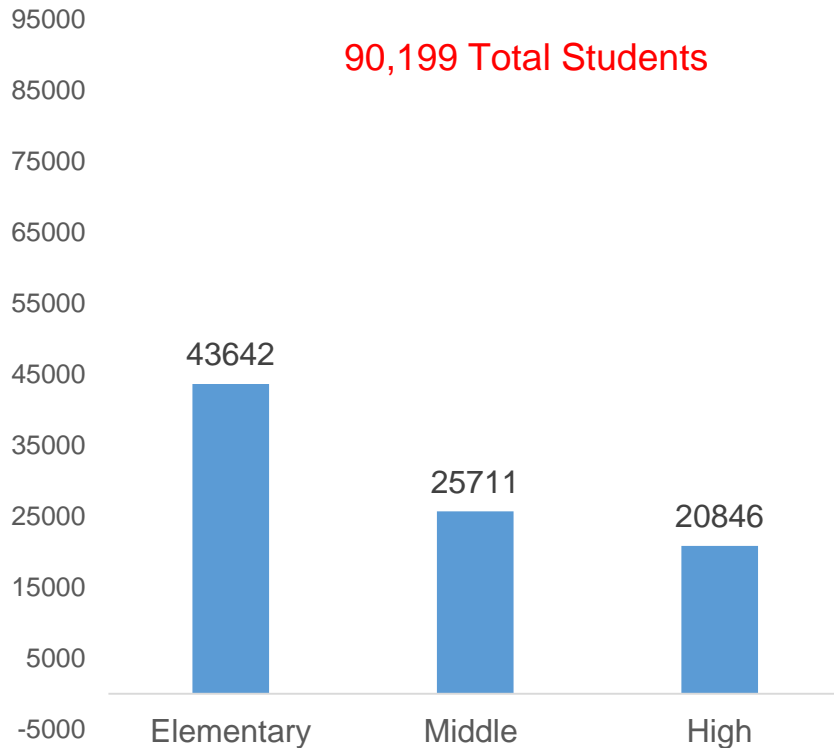


Learning Actions and Key Metrics

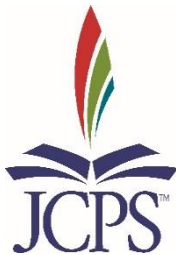
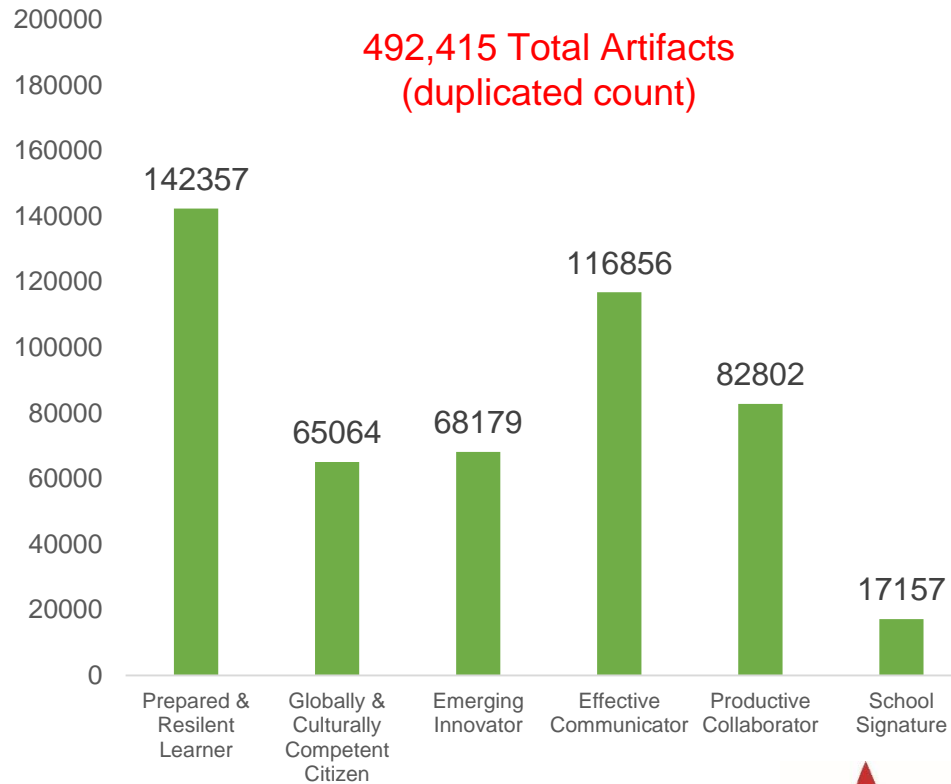


1. Number of Success Skill Artifacts

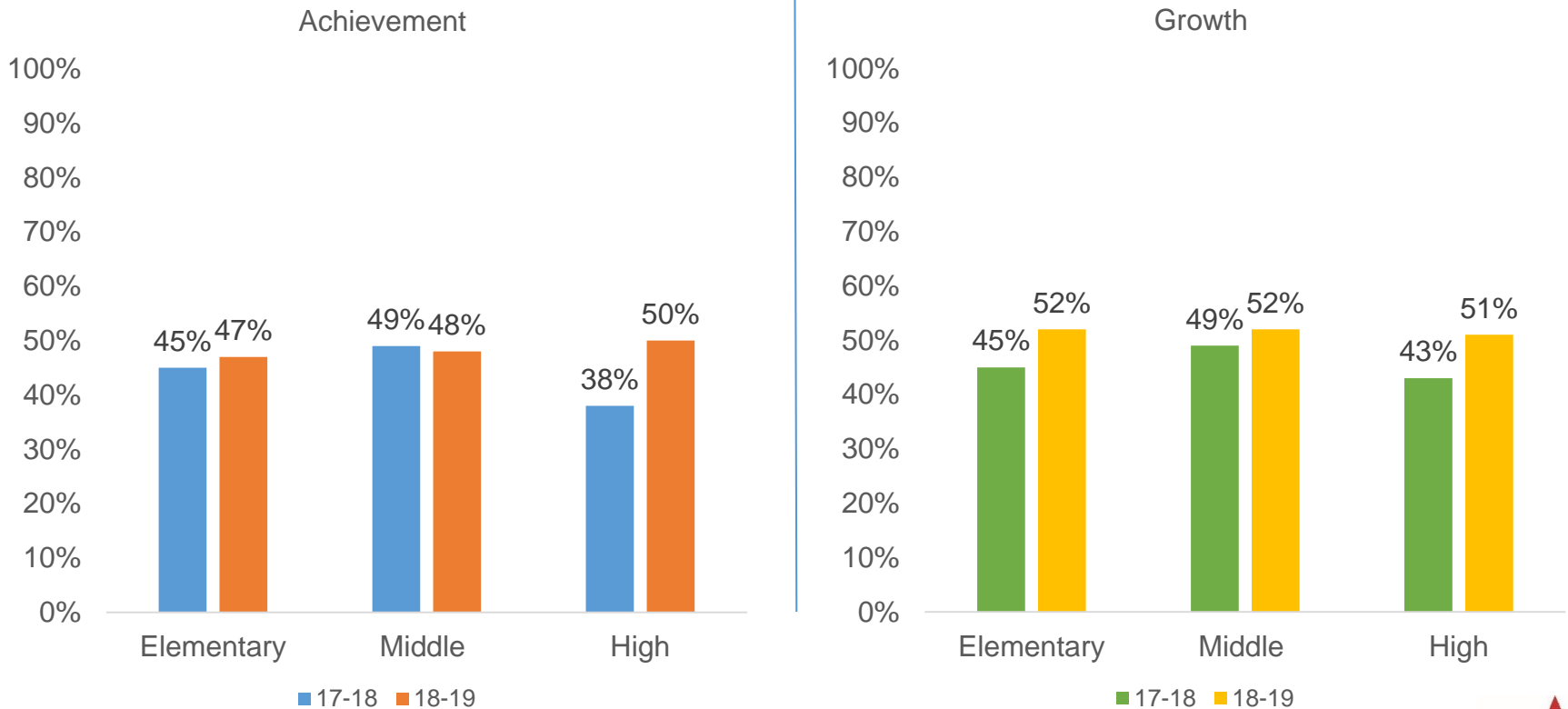
By Level



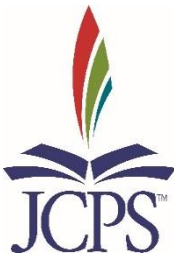
By Success Skill



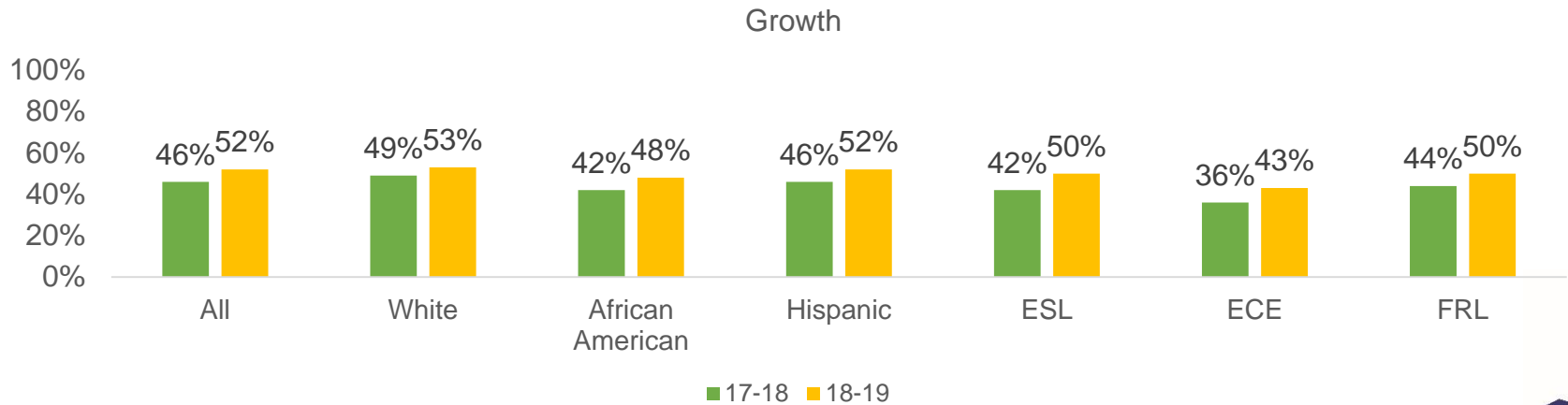
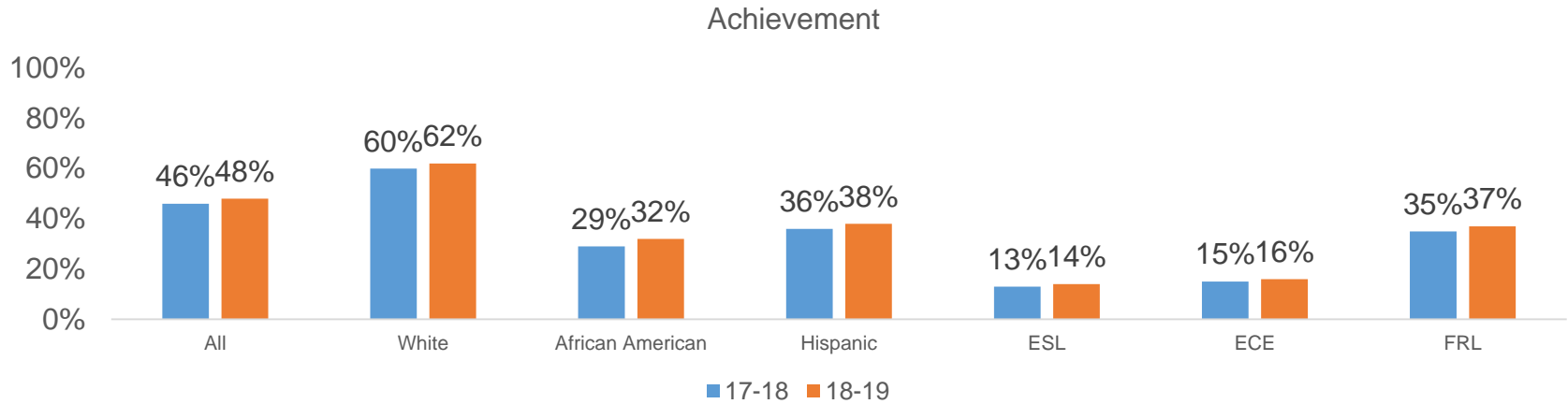
2a: % Students Meeting Reading Benchmark MAP Winter 18 – By Level



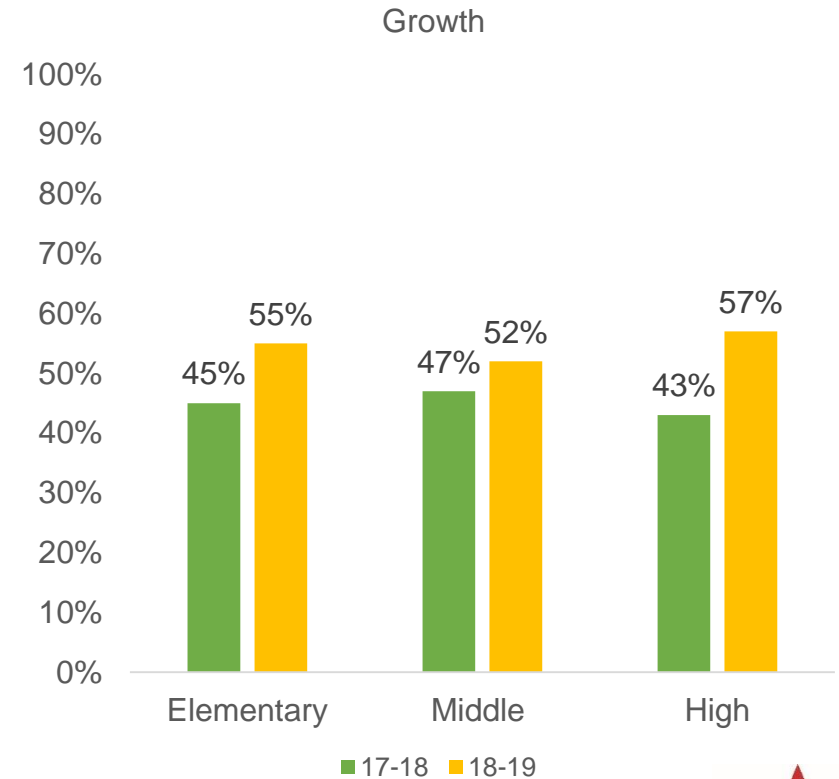
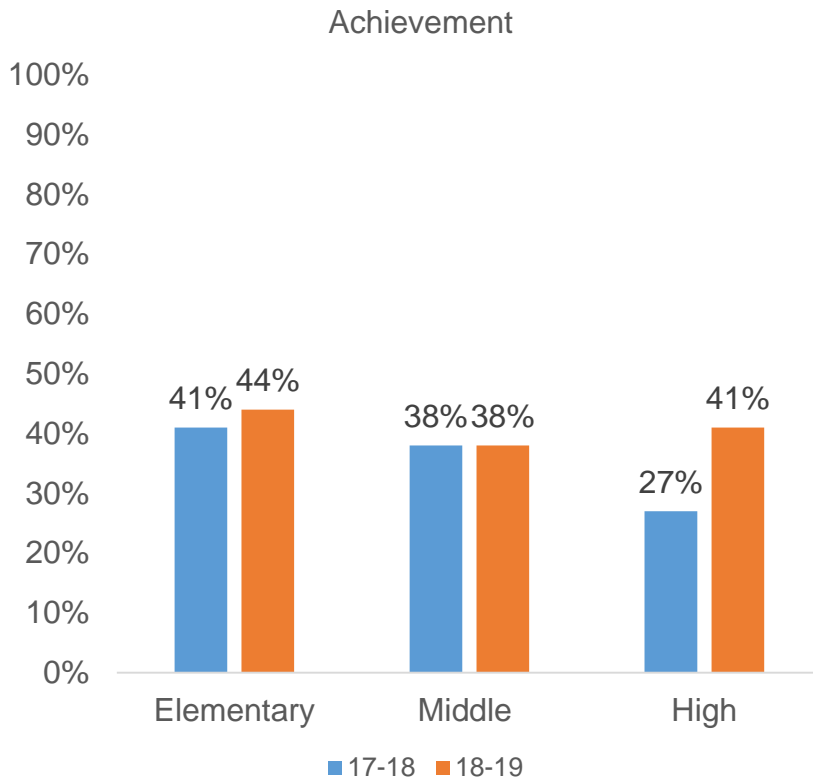
Note: 17-18 HS MAP given to 9th graders and/or struggling students



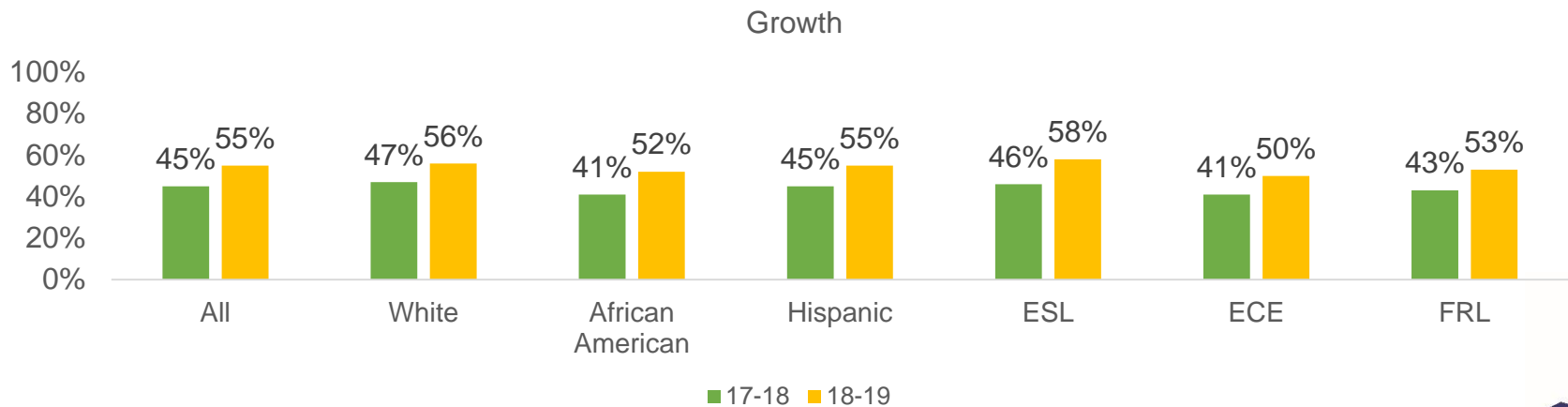
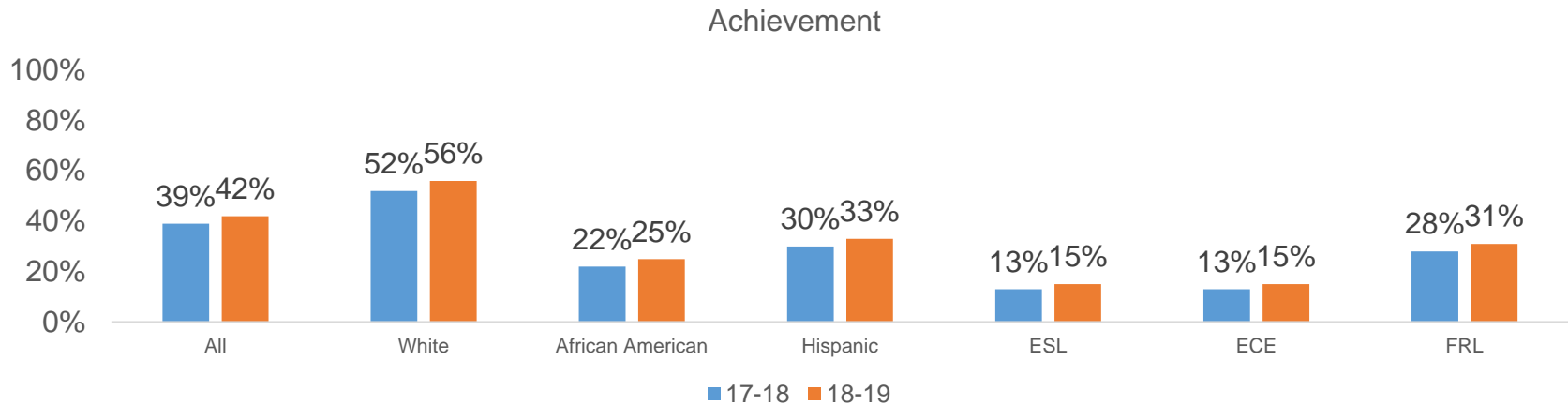
2a: % Students Meeting Reading Benchmark MAP Winter 18 – By Student Group



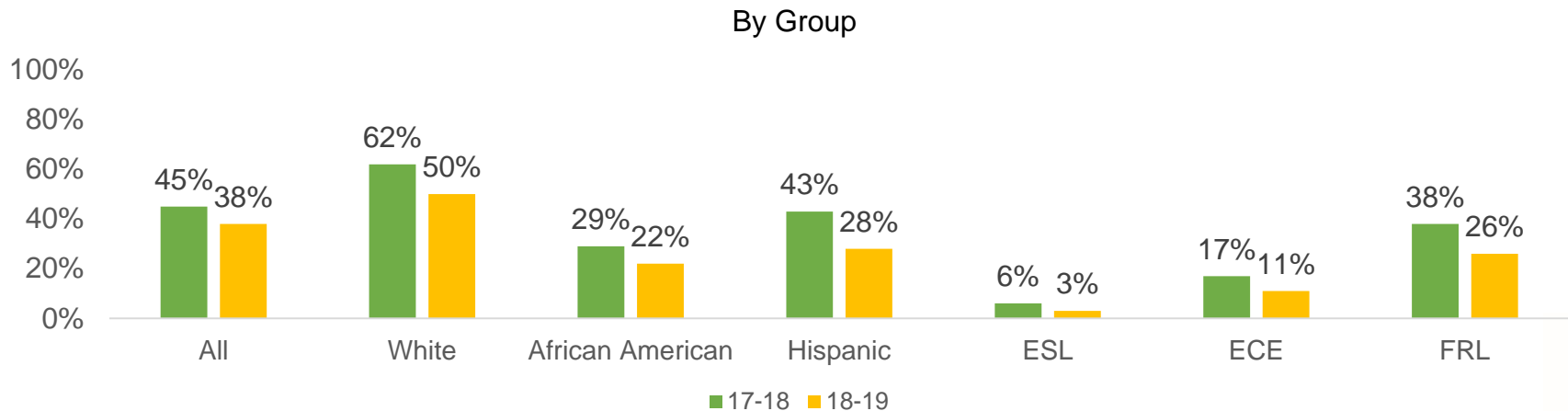
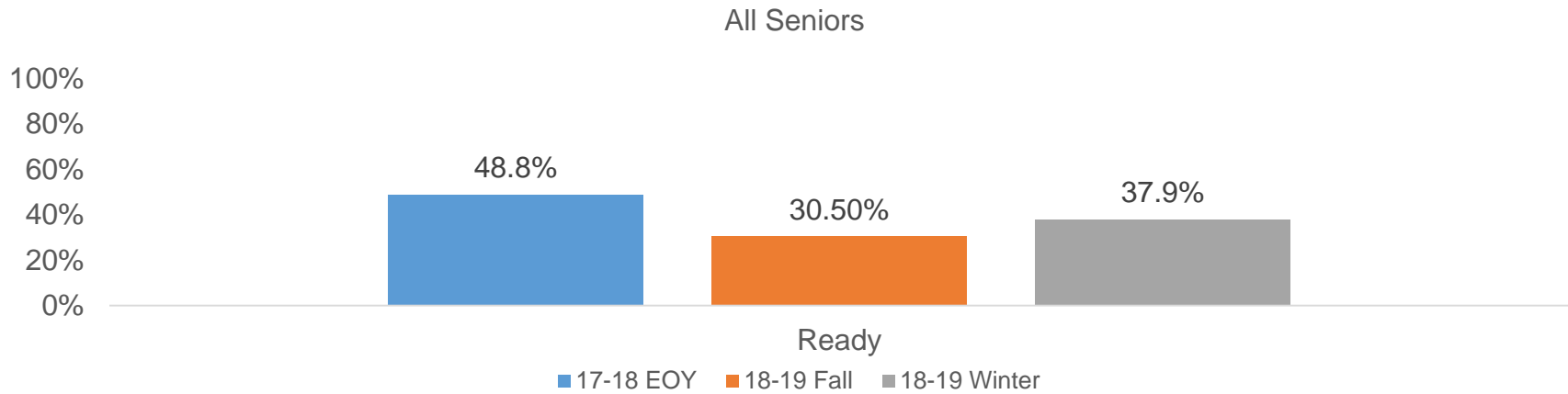
KPI 3b: % Students Meeting **Growth** in Math Benchmark – MAP Fall to Winter



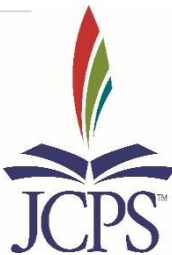
2a: % Students Meeting **Math** Benchmark MAP Winter 18 – By Student Group



KPI 4: % Seniors Transition Ready



Note: 18-19 is thru 1st semester but doesn't include Dec ACT scores



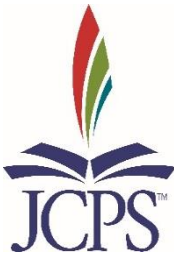
Summary of Learning Actions

Backpack of Success Skills

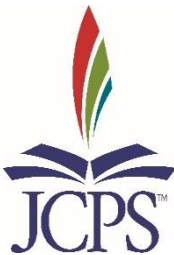
- Principal and Assistant Principal Professional Development
- Individualized school support from Computer Education Support and Teaching and Learning teams
- New: Dashboard available for tracking progress
- New: Early Defenses in 5th, 8th, and 12th grades

Transition Readiness

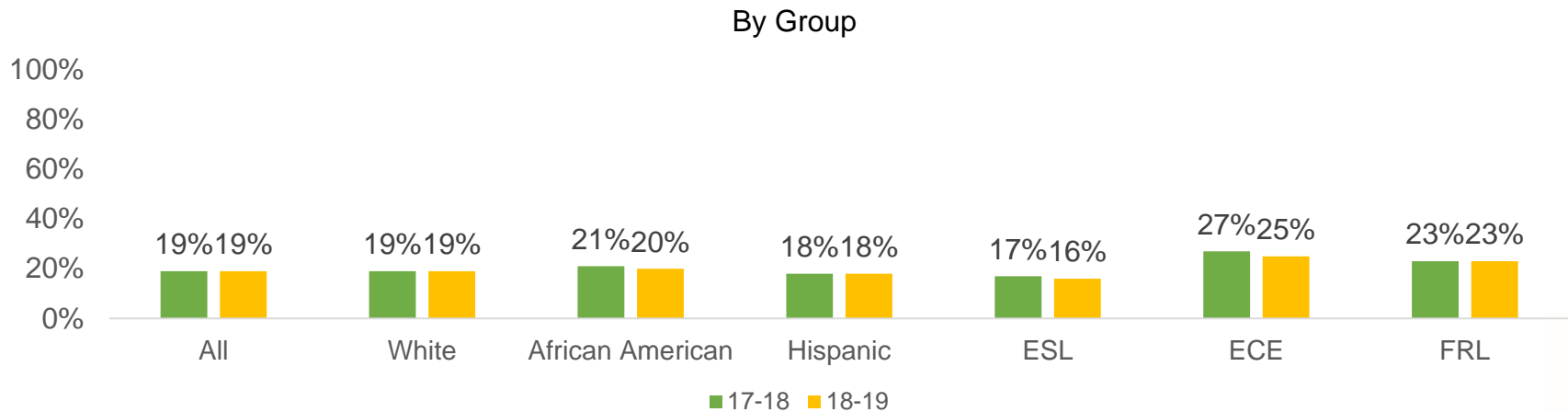
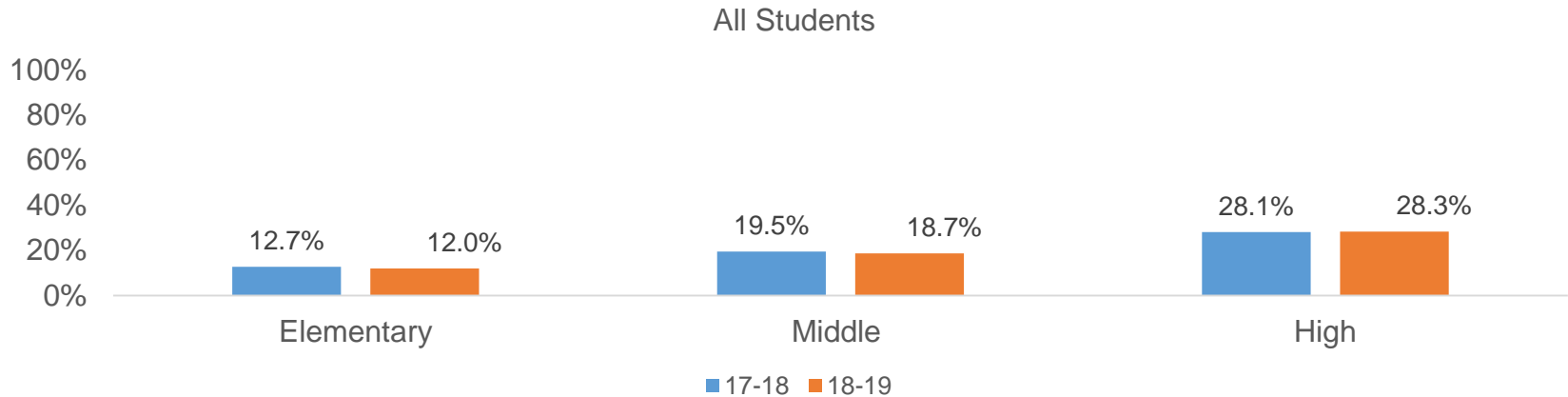
- Professional Development sessions on MAP
- Weekly reflection on six instructional systems by schools
- Targeted support from Academic Services to schools
- Individualized support for high schools from Transition Readiness department
- Acceleration plans for students not meeting benchmarks



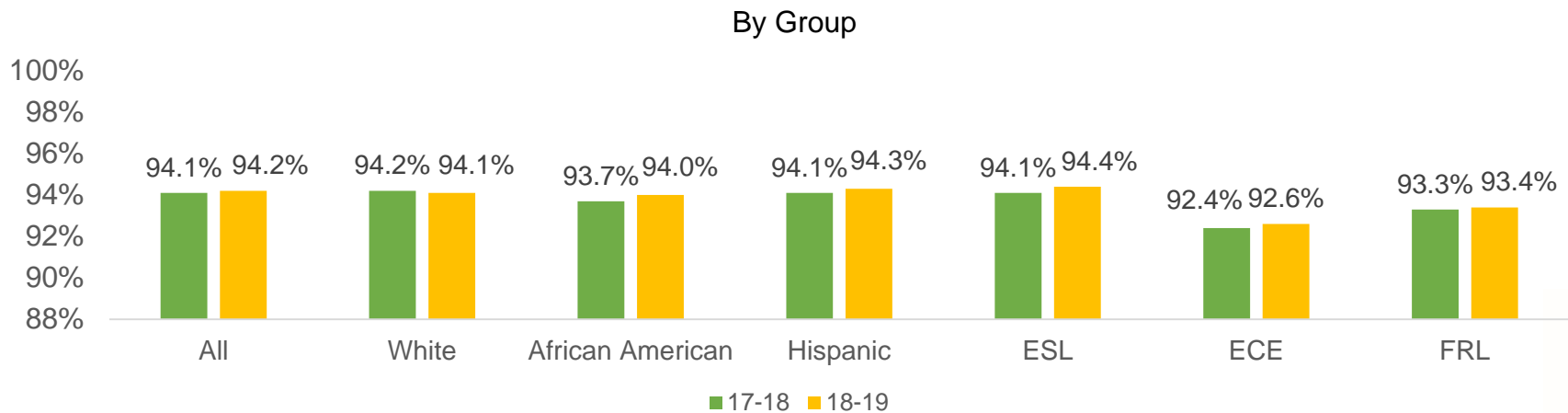
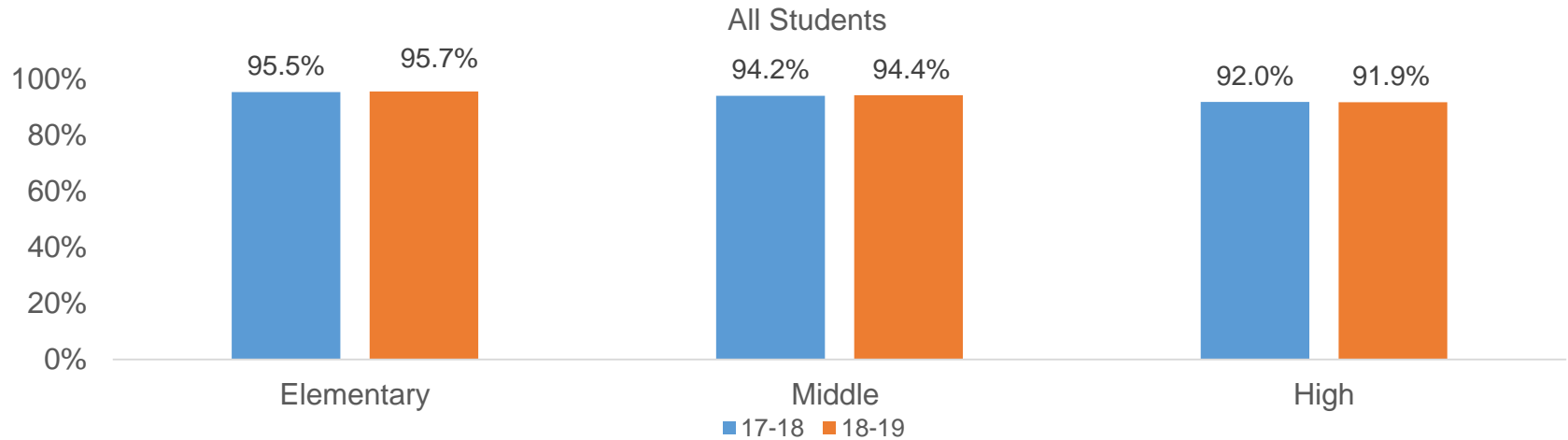
Culture & Climate Actions and Key Metrics



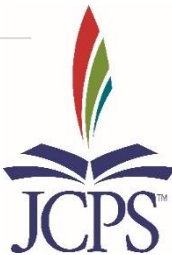
1a: % Students Chronically Absent



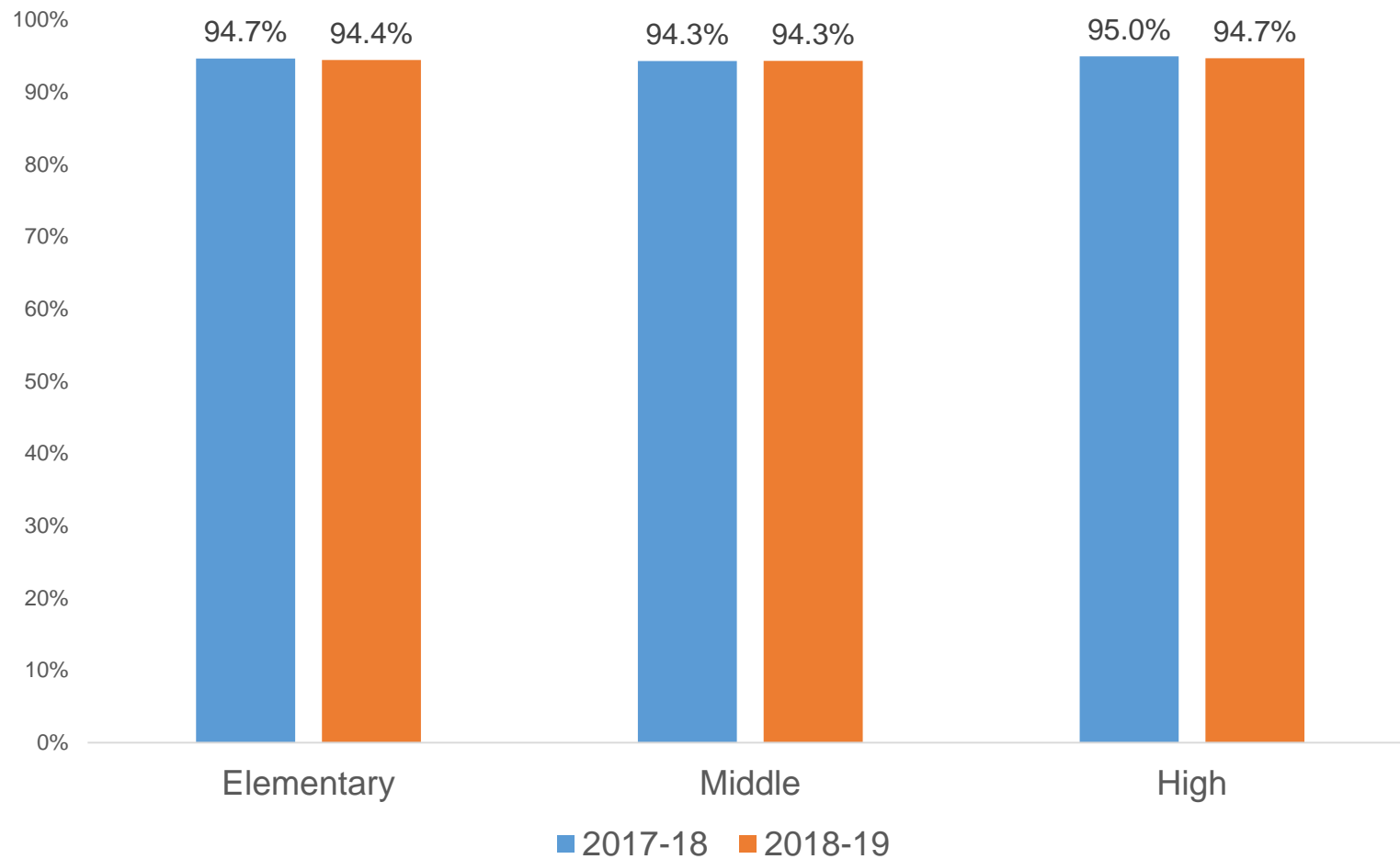
1b: % Student Attendance



4% of total days absent is due to days suspended (18-19)

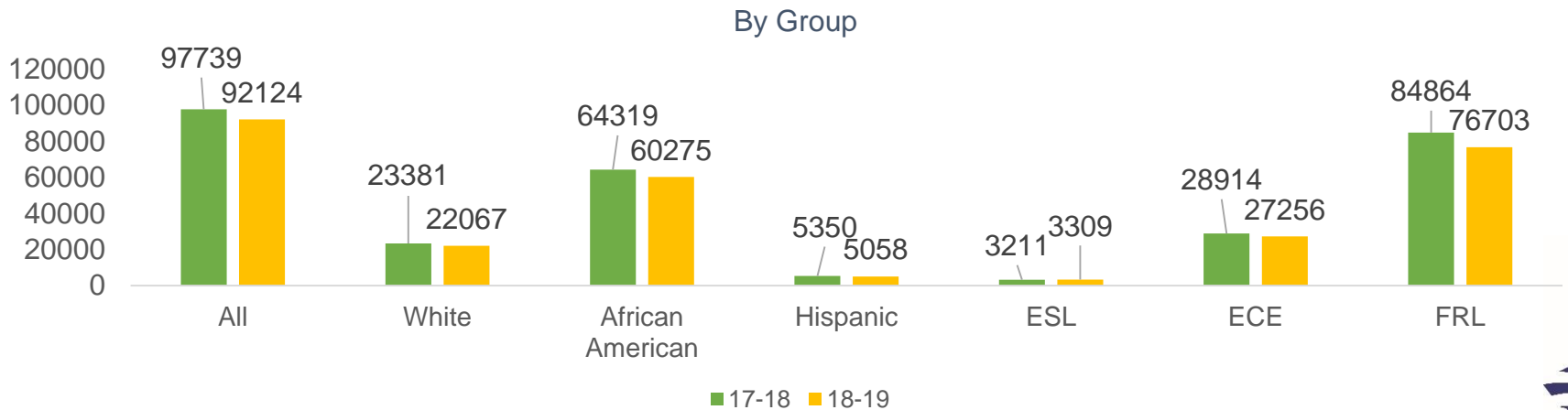
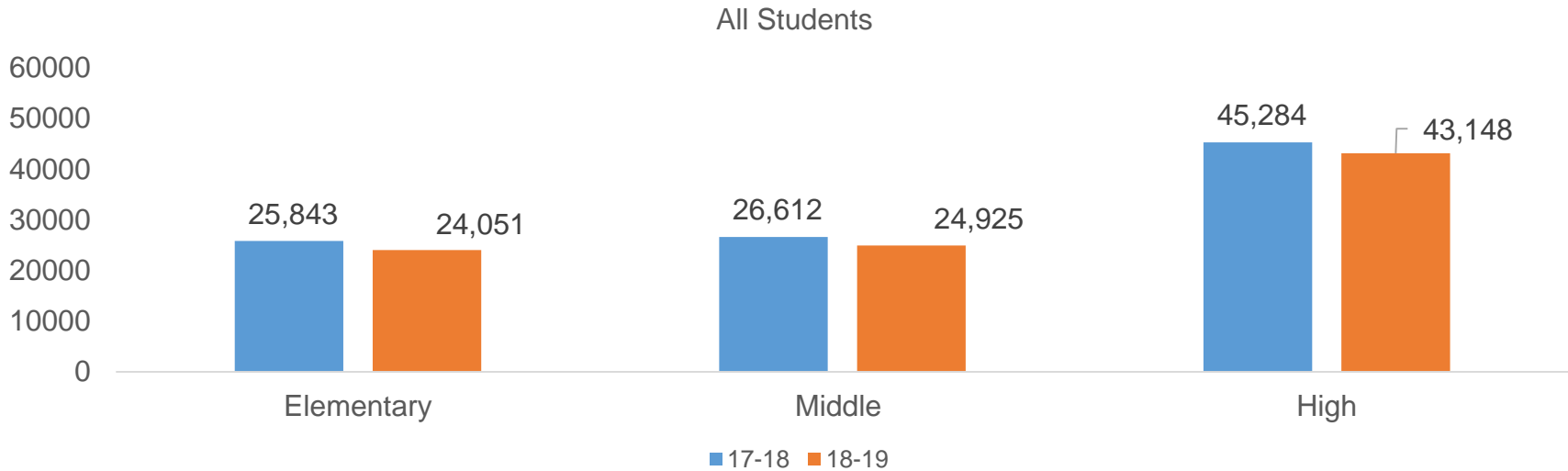


2. % Staff Attendance

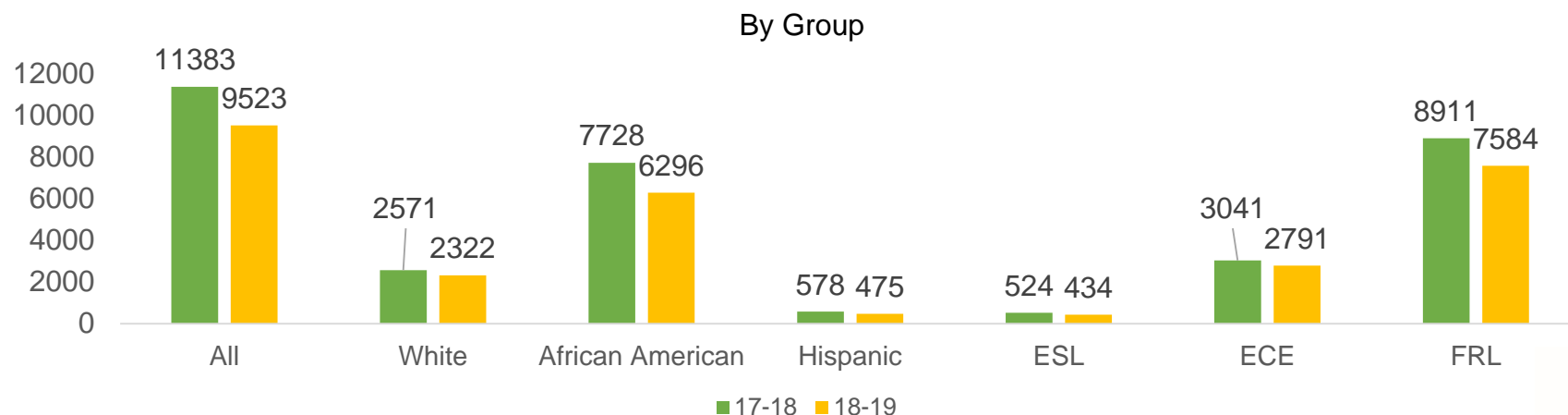
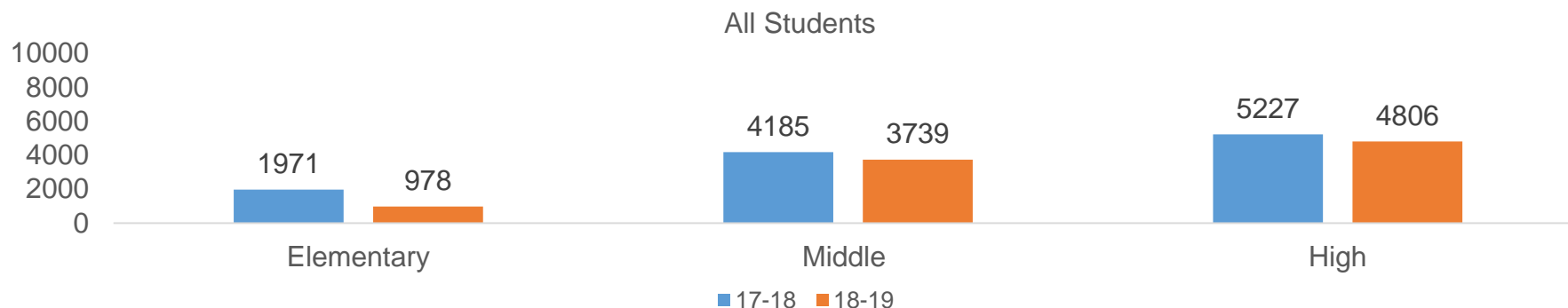


3: Number of Referrals -

Decrease of 5,600 referrals
– 5% overall



4a: Number of Suspensions – Decrease of over 1,800 suspensions – 16% overall



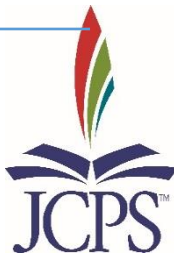
- This year, 66% of all suspension incidents involved African American students, compared to 68% for the same period of time last year (77% by end of year).



4b: Top Reasons for Suspensions

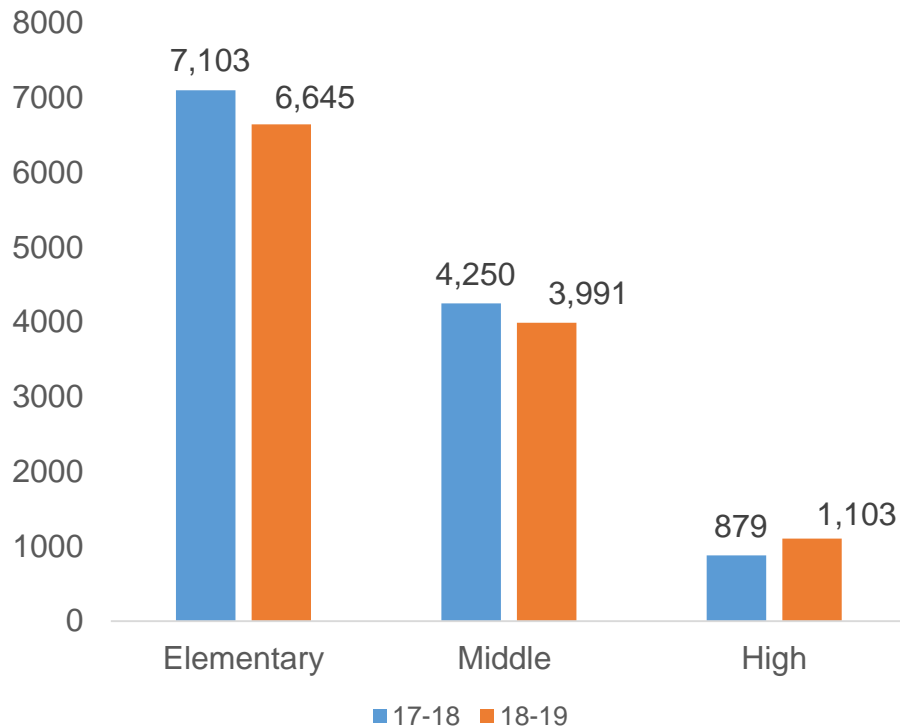
	Elementary	Middle	High
1 st	Striking Staff 252	Fighting: Student to Student 1397	Fighting: Student to Student 1024
2 nd	Striking Student 185	Striking Student 376	Failure to Respond 750
3 rd	Fighting: Student to Student 107	Failure to Respond 329	Profanity towards Staff 627
% Total Suspensions	56%	56%	50%

10% of referrals result in suspensions

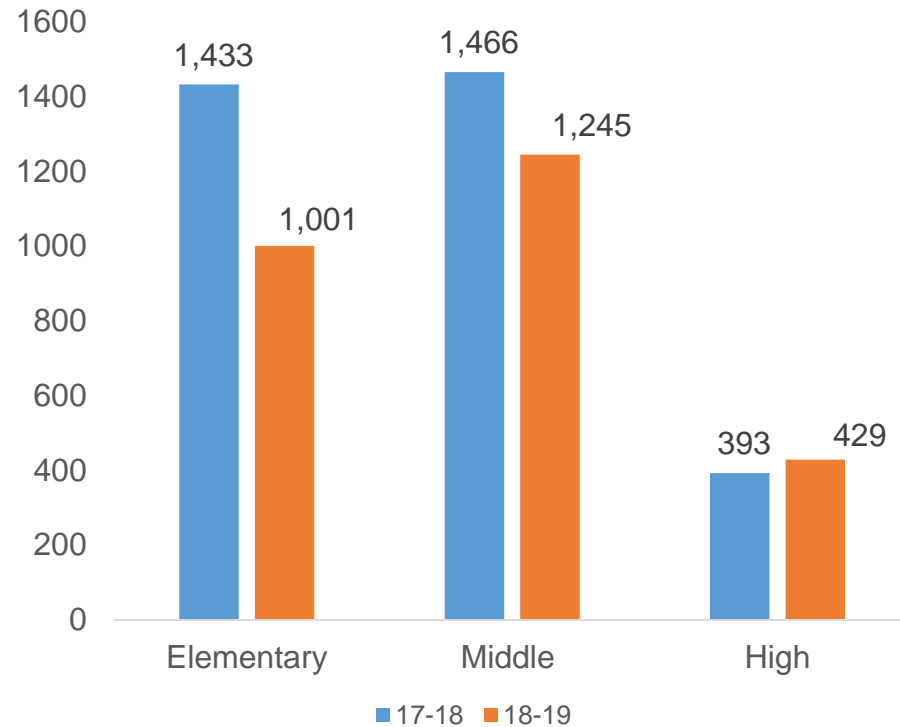


5: Number of Bus Referrals & Suspensions-

Bus Referrals **Down 4%**



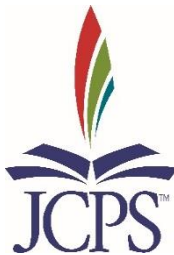
Bus Suspensions **Down 19%**



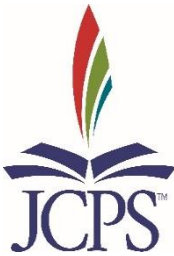
Summary of Culture & Climate Actions

Meaningful Relationships

- Academic and Behavioral Multi-tier System of Support (MTSS) plan
- Climate and Culture department data review of every suspension
- Individualized school support from Climate and Culture team and Diversity, Equity and Poverty team
- Weekly reflection on systems by schools and Assistant Superintendent
- Healthy Culture & Climate Rubric
- Professional development for social emotional learning (i.e. restorative practices, trauma informed practices)

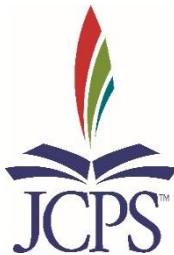
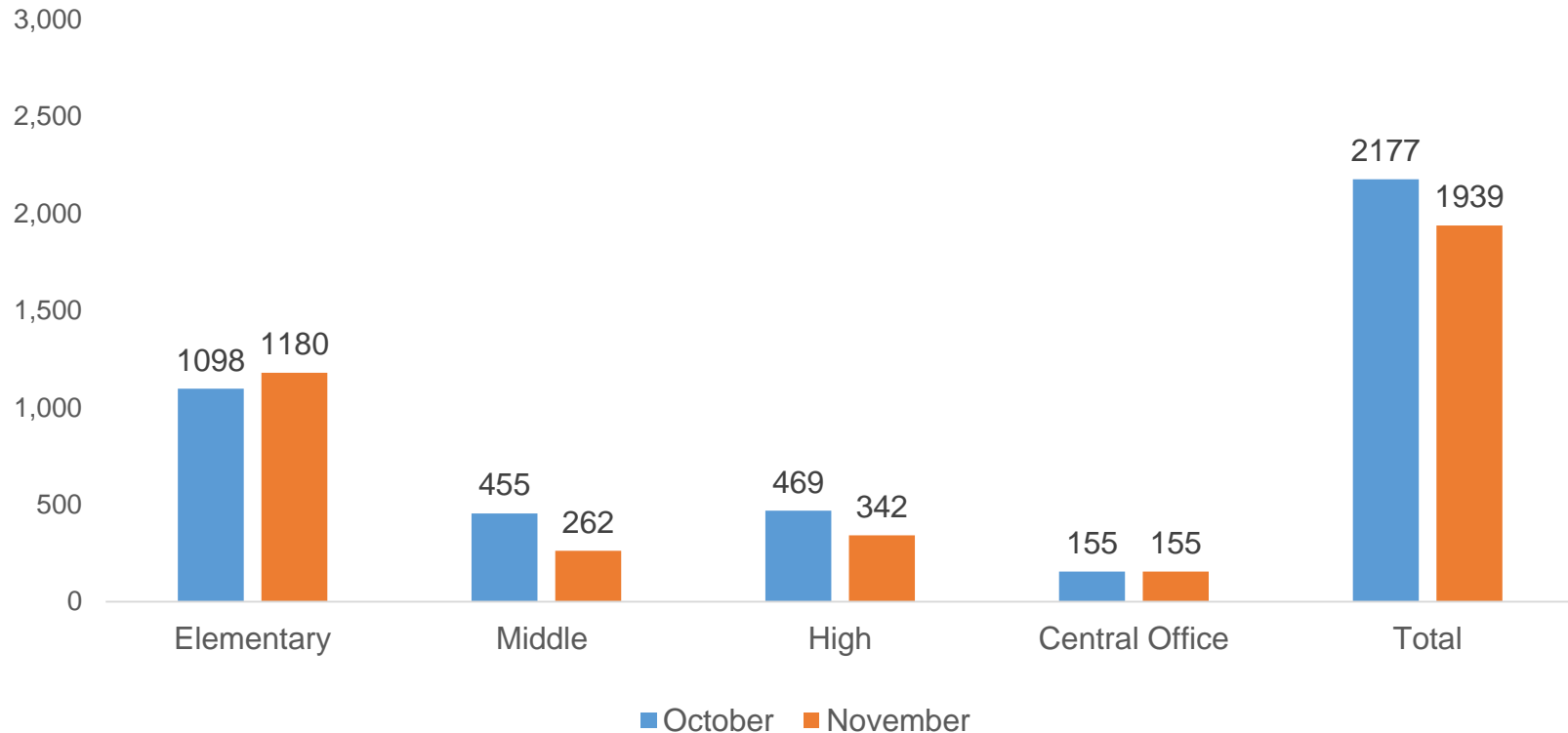


Organizational Coherence Key Metrics



1. Number of Staff Attending Racial Equity Institute

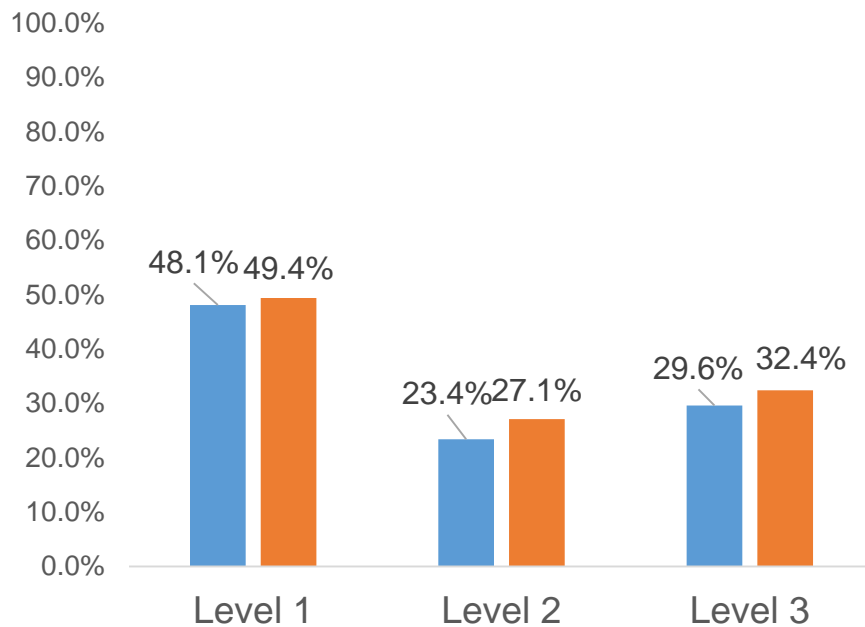
Total – 4,116 staff participants



2a. AIS Schools - % Students Meeting Reading Benchmarks – MAP Winter 2018

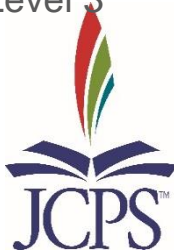
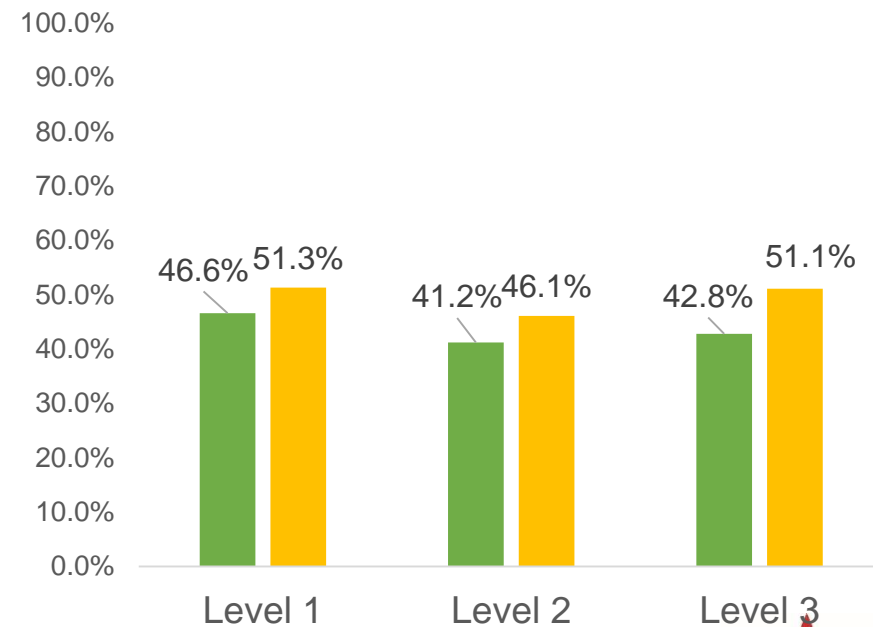
Achievement

■ 2017-18 ■ 2018-19



Growth

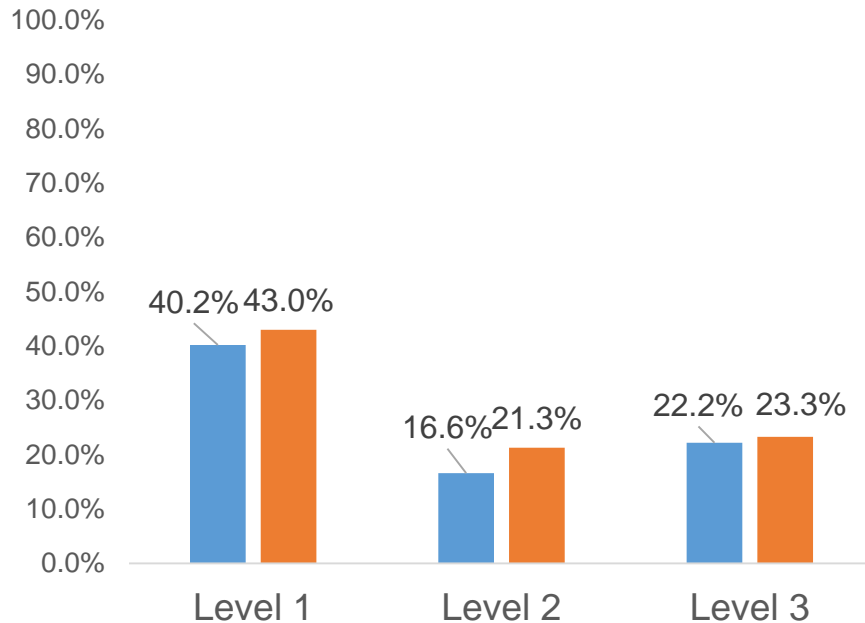
■ 2017-18 ■ 2018-19



2b. AIS Schools - % Students Meeting Math Benchmarks – MAP Winter 2018

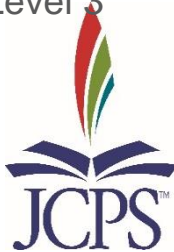
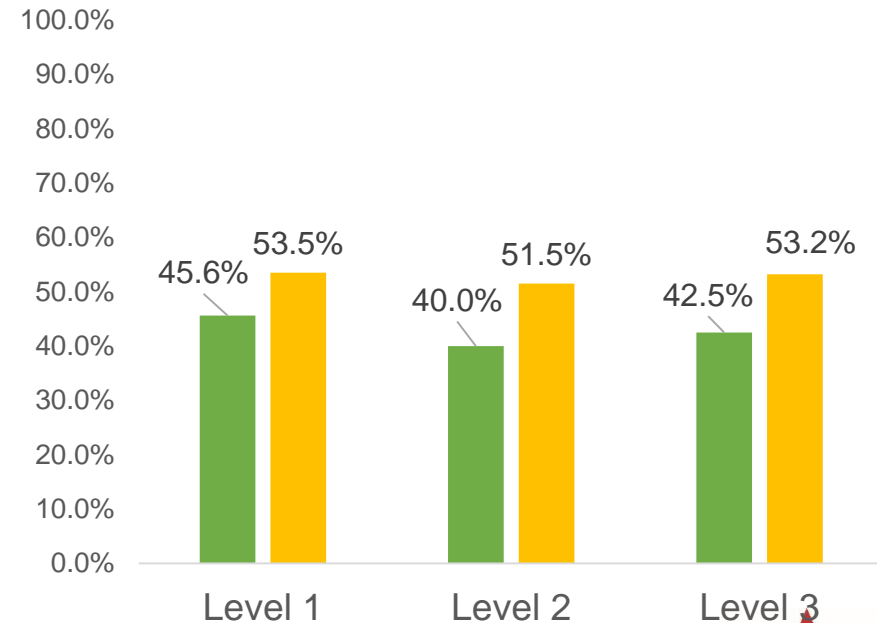
Achievement

■ 2017-18 ■ 2018-19



Growth

■ 2017-18 ■ 2018-19



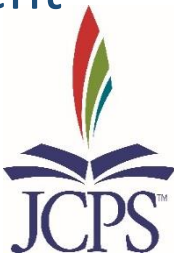
Summary of Organizational Coherence Actions

Racial Equity Policy

- School and District Racial Equity Plans
- Equity Institute opportunities throughout the year
- Individualized school support from DEP Resource Teachers
- Mini-grant opportunities for schools and departments
- Book Studies for Principals and Cabinet
- NEW: REAP reviews of SBDM policies
- NEW: Equity Monitoring Progress Tool beginning February

School Redesign and Innovation

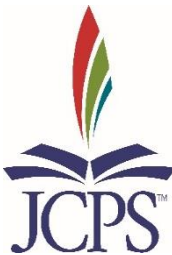
- Creation of Accelerated Improvement Schools Department
- Individualized school support from AIS office
- Partnership with KDE to support CSI schools



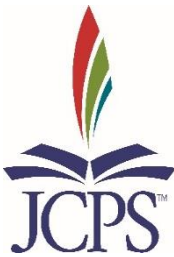
Summary: How do we know if we are making progress?

Key Levers

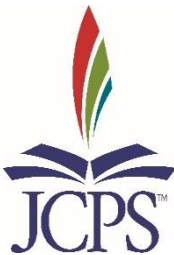
- Weekly reflections by schools on systems
- Assistant Superintendent Support Team work
- Data Reviews – Vital Signs Checks
- Collaborative Calibration Visits



Questions



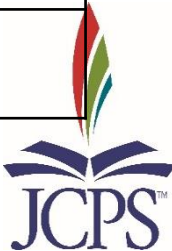
Review of Racial Equity Metrics



Racial Equity Metrics - Learning

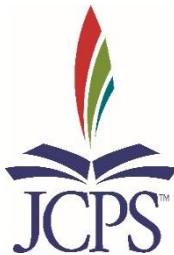
	Metric	15-16	16-17	17-18	19-20 Goal	Increase/ Decrease
Curriculum, Instruction, Assessment	Student Enrollment in Culturally Relevant Courses	588	863	939	1,174	25%
	Culturally Diverse Books	NA	NA	NA	3,940	
	African American – White Proficiency Gap	29%	30%	31%	28%	-3%
Programmatic Access (Students of Color)	Gifted & Talented	5,357 (37%)	5,335 (38%)	5,087 (39%)	43%	5%*
	Magnet Enrollment	9,984 (49%)	10,274 (50%)	10,719 (52%)	55%	3%
	Higher Level Courses	3,197 (35%)	3,490 (36%)	3,755 (39%)	42%	3%
	Career Pathways/ Transition Ready	1448 (33%)	1333 (33%)	2010 (34%)	39%	5%
	Extended Learning Time	NA	NA	1,270 (77%)	80%	3%

*goal based on 16-17 data



Racial Equity Metrics – Culture & Climate

	Metric	15-16	16-17	17-18	19-20 Goal	Increase/ Decrease
Culture & Climate	Suspensions	14,862 (76%)	16,676 (76%)	18,185 (77%)	67%	-10%
	Sense of Belonging	21,652 (76%)	21,163 (76%)	20,816 (75%)	80%	5%



Racial Equity Metrics – Organizational Coherence

	Metric	15-16	16-17	17-18	19-20 Goal	Increase/ Decrease
Staffing	Teachers of Color	962 (15.8%)	974 (15.9%)	995 (16.1%)	1102 (18%)	2%
	Administrators of Color	166 (30.9%)	181 (30.3%)	184 (31%)	222 (36%)	5%
	SBDM training	NA	NA	NA	400	
	Attrition Rates for Teachers of Color	109 (12.6%)	114 (13.1%)	137 (15.5%)	10%	6%
Central Office	Funding	NA	NA	NA	\$2 million	
	Professional Development	2596	3866	3919	8000	100%
	REAP reviews	NA	NA	NA	300	

