

JCPS Intervention Models

Board of Education
Work Session
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Framing Question

- ▶ How do we best make changes for improvement in the most expeditious and least disruptive way?

Research on Models

- ▶ Little research-based evidence exists on the full models
- ▶ Some case studies with observations and interviews are available
- ▶ Resources for successful implementation are developing:
 - Education Northwest
 - Center on Innovation & Improvement – Handbook on Effective Implementation of School Improvement Grants
 - FSG – The School Turnaround Field Guide

Intervention Models

- ▶ 730 schools nationwide are implementing the four federal intervention models –
 - 53% urban, 23% rural and 24% suburban schools
- ▶ 71% use the transformational model, 21% use the turnaround/re-staffing model
 - 100% of urban schools chose the re-staffing model
- ▶ USDOE is looking into other intervention models

Commonalities in Models

- ▶ Replacing the principal
- ▶ Adopting a new governance structure
- ▶ Implementing a new or revised instructional program
- ▶ Implementing strategies to recruit, place, and retain effective staff
- ▶ Providing ongoing, high-quality, job-embedded professional development
- ▶ Promoting the continuous use of student data
- ▶ Increase instructional time for students and time for collaboration and professional development for staff
- ▶ Ensure that the school receives ongoing, intensive technical assistance and related support

Key Differences

Turnaround/Re-staffing

- ▶ Replace at least 50 percent of the staff*
- ▶ Providing social emotional and community-oriented services for students

Transformation

- ▶ Use evaluations that are based on student growth
- ▶ Identify and reward school staff who improve student achievement and identify and remove those who do not
- ▶ Provide mechanisms for family and community engagement

* Staff hired as part of broader reform effort since 2008 may be included in the replacement numbers

JCPS Reform

Components	JCPS Initiatives since 2008
New or revised instructional program	Freshman Academy Advisory Career Themes & Schools of Study Ramp Up to Advanced Literacy Facing History and Ourselves Inquiry-based Science College Preparatory Mathematics
Recruit & retain staff	Leadership Development
High quality PD	Learning Walks Learning Teams of Teachers
Use of student data	Project Proficiency
Increase time for students and teachers	Flexible student/staff schedules
Replace principal	
New governance structure	
Technical assistance	

HR Strategies since 2008

- ▶ Developed a Teacher Disposition Survey (which aligns with Theory of Action) and implemented it as a screening tool for teacher candidates
- ▶ Embedded Theory of Action components (Care for Kids, Cultural Responsibility, Learning Communities, etc.) as major elements of 5-day New Teacher Induction
- ▶ Provided BEST mentors to assist persistently low performing schools, supporting new and struggling teachers
- ▶ Provided release days to teachers seeking National Board Certification, encouraging best practices and reflective teaching