



The Academy at Doherty High School  
A Pilot Innovation Academy  
Worcester Public Schools

STANDARDS

Worcester Public Schools

Worcester, MA

December 4, 2014



# Agenda

- Background
- Current Programs
- Target Student Population
- Enrollment
- Program of Studies
- Admissions Criteria/Process
- Budget/Staffing
- Timeline



# Background

- Jan 2012, Mayor Petty announced goal of establishing exam school in Worcester as part of his education platform
- Ad-Hoc Committee chaired by Tracy Novick was formed; researched exam schools and International Baccalaureate (IB) Program, held public forums
- June 2013, Ad Hoc forwarded recommendations to School Committee and Superintendent for high school option for advanced learners
- Superintendent and Sr. Leadership Team members reviewed and conducted additional research resulting in proposal for a “Pilot Innovation Academy for Worcester Public Schools”



# Current Programs

- While MA leads nation in most educational indicators, virtually silent on education of gifted and high achieving students
- WPS at forefront of academic programming for gifted students:
  - High Goddard Scholars Programs at Sullivan Middle School and South Community School
  - Arts Magnet Programs at Burncoat Middle and High School and Worcester Arts Magnet
  - WPS high schools offer 23 AP courses
  - WPS students can gain college credit through dual enrollment opportunities with local colleges and universities



# Target School Population

- Students who have demonstrated exceptional interest in and ability to be successful in a rigorous high school program of studies leading to advanced college readiness
- The academy will attract students from throughout Worcester



# Enrollment

- 250 students grades 9-12
- Enrollment would begin with an entering 9<sup>th</sup> grade class and possibly 10<sup>th</sup> grade class in initial year (target 2016-2017)
- Over 3-4 years, the academy would have its first graduating class
- No grade level would exceed 62 students



# Program of Studies

- The International Baccalaureate (IB) Program is recommended as the rigorous program of studies for the academy. The IB program is recognized by higher education
- Students who complete an IB program graduate high school with at least ???AP courses



# Admissions Criteria/Process

- Application
- Grades from previous year and current year
- MCAS and/or other state assessment scores
- Transcript/grade report showing courses enrolled in and completed in middle school
- Student essay
- Teacher recommendation from one core academic teacher
- Attendance history
- Discipline history

## Notes:

The application process will be coordinated by the district.

Applications to be reviewed/scored by panel drawn from local higher education institutions

Applications will receive overall score based on admission rubric TO BE DEVELOPED

Weighted scores will be granted for completion of and/or enrollment in following pre-requisites: Honors classes, Pre Algebra, Algebra, Foreign Language.

Lottery will be held if larger number of students apply than slots available





- Projected budget for Pilot Innovation Academy includes a planning year and costs for first four years of operation and through first graduating class
- Planning year (2015-2016) costs include appointment of Program Director, IB Coordinator, and clerical position
- Program Director and IB Coordinator will be responsible for the following:
  - Exploration of and planning for IB Program
  - Finalize admission process and criteria
  - Support development of marketing and recruitment process and materials
  - Select staff and coordinate schedule of professional development for first cohort of teachers for grades 9 and 10

# Budget/Staffing

## Pilot Innovation Academy at Doherty Memorial High School (Cost Per School with 250 Students)

Line		Qty	Planning Year	Qty	Year 1	Qty	Year 2	Qty	Year 3	Qty	Year 4
1	Assistant Principal	1	\$110,000	1	\$112,200	1	\$114,444	1	\$116,733	1	\$119,068
2	I.B. Program Coordinator	1	\$73,500	1	\$75,000	1	\$77,250	1	\$79,568	1	\$81,955
3	Classroom Content Teachers	0	\$0	7	\$525,000	7	\$540,750	14	\$1,113,945	14	\$1,147,363
4	Special Education	0	\$0	0.25	\$18,750	0.25	\$19,313	0.5	\$39,784	0.5	\$40,977
5	ESL Teachers	0	\$0	0.1	\$7,500	0.1	\$7,725	0.1	\$7,957	0.1	\$8,195
6	Guidance Counselors	0	\$0	1	\$75,000	1	\$77,250	1	\$79,568	1	\$81,955
7	School Year Clerical - Full Year	1	\$49,000	1	\$50,000	1	\$51,500	1	\$53,045	1	\$54,636
8	Employee Health Insurance	3	\$29,400	5	\$113,500	5	\$122,013	18.6	\$214,946	18.6	\$231,067
9	I.B. Program Fees		\$4,500		\$9,500		\$9,500		\$10,400		\$10,400
10	Instructional Materials	0	\$0	125	\$16,250	125	\$16,250	190	\$24,700	250	\$32,500
11	Science Lab and Technology	0	\$0	125	\$50,000	125	\$50,000	190	\$76,000	250	\$100,000
12	Professional Development	0	\$80,000		\$82,500		\$85,000		\$87,500		\$90,000
13	I.B. Exam Costs	0	\$0		\$0	125	\$62,500	125	\$62,500	125	\$62,500
14	Summer School Bridge Program	0	\$0		\$27,500		\$27,500		\$27,500		\$27,500
15	<b>Total Estimated Costs</b>		<b>\$236,400</b>		<b>\$1,050,500</b>		<b>\$1,146,550</b>		<b>\$1,877,412</b>		<b>\$1,969,049</b>

Line Notes:

- 2 Budget assumes full-time I.B. Coordinator based on recommendation of I.B. staff for projected student enrollment\*
- 3 Number of teachers assumes class size of 25 students for a seven period day.
- 9 I.B. Program fees based on fee schedule provided by the I.B. Program
- 10 Instructional Materials budget is based on \$130 per pupil to purchase textbooks. The district budget has paid for textbooks in recent years.
- 11 Science Lab and Technology is based on \$400 per student; estimated for all science and school technology needs.
- 12 Professional Development is based on per faculty estimate from I.B. recommendation\*
- 13 I.B. Exam costs based \$500 per student exam cost in accordance with I.B. exam fee schedule\*
- 14 Summer School Bridge program is estimated for jump start program for incoming 11th grade students into program  
Budget assumes IB school to be located in existing WPS school building with no additional facilities operating costs  
Model assumes first year of 125 students and 250 students for all years thereafter

**Student Transportation Costs:** Additional Buses to be determined based on actual student enrollment

\*Notes from conference call with Michael Leshner and Stephen Perrine from I.B. program on December 14, 2012



# Budget/Staffing

- 2016-2017, First cohort of students enrolled in Pilot Innovation Academy
- Budget assumes hiring/staffing of dedicated teachers in the core academic areas
- Students will benefit from shared enrollment in general education courses such as PE, health, arts, certain Advanced Placement Courses to maximize enrollment



# Community Engagement

- Advisory Council will be comprised of community members , higher education partners, ex-officio School Committee member and parents
- Advisory Council will serve to advise the district on the start-up of the Pilot Innovation Academy including support for the innovation proposal to the submitted for School Committee action



# Program Evaluation

- WPS Research and Accountability office will lead program evaluation
- Program evaluation for the pilot will be designed in partnership with higher education



# Timeline

**Dec 2014** Presentation of Proposal to School Committee

**Dec 2014** Proposal appears on School Committee agenda for discussion (12/18/14)

**Jan-Feb 2015** School Committee will hold at least one public hearing on proposal for Pilot Innovation Academy at Doherty Memorial HS. SC will solicit written/oral comments regarding proposal

**Jan-March 2015** WPS staff will work with Doherty admin on a site survey to identify location for proposed Pilot Innovation Academy, and identify any minor facility improvements that may be needed

**Jan-March 2015** Explore state regulations regarding the establishment of district wide innovation academy/ program



**April 2014** School Committee votes on establishment of Pilot Innovation Academy

**May 2015** Superintendent includes budget recommendations in proposed FY16 budget submittal to School Committee and City Council

Positions of Asst. Principal for the Pilot Innovation Academy and International Baccalaureate (IB) Coordinator are posted

**June 2015** Interviews and selection of Asst. Principal and IB Coordinator

**July 2015** Staff positions begin the work of final development moving to a targeted program opening 2016-2017 school year

**August 2014** Advisory Council Appointed