

INNOVATION SCHOOLS

END OF 3-YEAR CYCLE REPORT

Report of the Superintendent
May 15, 2014

Superintendent Evaluation Rubric
Standard I
Indicator I-A, I-B, I-C, I-E
Standard II
Indicator II-B, II-C
Standard IV
Indicator IV-A, IV-D, IV-E

INNOVATION SCHOOLS

- A component of An Act Relative to the Achievement Gap
- Innovation schools can operate as new schools, conversion schools, or academies (school- within-a-school) models
- Six Areas of Autonomies and Flexibilities
 - Curriculum
 - Professional Development
 - Schedule and Calendar
 - Staffing
 - Budget
 - District Policies
- In 2011, 13 schools received Innovation status state-wide
- In 2011, 5 WPS schools received Innovation Status: 4 conversion models and 1 academy model
- Process:
 - Initial Prospectus
 - Innovation Plan
 - ✓ MAGs (Measurable Annual Goals)
 - ✓ Annual Reports to DESE

INNOVATION SCHOOLS

- ▶ **Chandler Magnet School**
- ▶ **Goddard School of Science and Technology**
- ▶ **Goddard Scholars Academy at Sullivan Middle School**
- ▶ **University Park Campus School**
- ▶ **Woodland Academy**

CHANDLER MAGNET SCHOOL

Feature: Dual Language Program Kindergarten through Grade 6

Autonomies and Flexibilities

- Curriculum
- Schedule and Calendar
- Staffing
- Professional Development
- Budget

Implementation Highlights

- Reading and Writing Programs
- ELL Strategies
- Metalinguistic Strategies
- Block Scheduling, Grade Level Meetings
- Committee to select new staff
- Thematic Unit Planning
- Differentiated PD
- Professional Learning Communities (PLCs)
- Innovation School Grants, School Budget

CHANDLER MAGNET SCHOOL

Measurable Annual Goals

- Current Dual Language third grade cohort will expand to gr. 4. As of the 2012-2013 school year, dual language students were at benchmark in their native language as assessed by Fountas and Pinell, and at or approaching benchmark within 3-4 levels in their second language.
- Staff has committed to using all contractual time flexibly to enable grade levels and PLCs to meet weekly.
- Staff has completed WIDA training and are all authorized to administer all parts of the ACCESS assessment.
- All staff has taken advantage of WELLTR and/or RETELL trainings, acquiring SEI Endorsement or ESL Licensure.
- iPad use in every classroom, and laptops are available for all to use.
- Trending MCAS SGP

MCAS MATH SGP			
	2011	2012	2013
Grade 4	42.5	38	45
Grade 5	40.5	35	50
Grade 6	71	76	67

MCAS ELA SGP			
	2011	2012	2013
Grade 4	31	35	44
Grade 5	61	59.5	60
Grade 6	75	71	73

Future Steps

- Expand Dual Language Program to grade 4 (2014-2015)
- Weekly Common Planning Time for all teachers
- Infuse language objectives across all content areas (WIDA)
- Expand use of visual materials in all classrooms
- Increase use of technology in all classrooms

GODDARD SCHOOL OF SCIENCE AND TECHNOLOGY

Feature: Develop New Electronic Report Card

Autonomies and Flexibilities

➤ Curriculum

- Implementation of literacy modules in K-3
- School-wide focus on writing across all content areas
- Adopted Benchmark Assessments for grades K-6
- 40 Minutes of targeted intervention daily in grades 1-6

➤ Professional Development

- Developed multi-sensory early literacy curriculum

➤ Staffing

- Implementation of AVID Elementary – Year 1
- Developed PLC team protocols for collaborative work

➤ District Policies

- Committee to select new staff
- Expanded instructional leadership and governance to ensure active participation of faculty and community partners

GODDARD SCHOOL OF SCIENCE AND TECHNOLOGY

Measurable Annual Goals

- 14.7 % increase in number of students meeting growth target according to MAP Reading (Y1 - 49%, Y3 - 63.7%)
- 85% of kindergartners proficient in phonics skills according to end of unit Foundations assessments
- 80% of students in grades 1 and 2 are on-track to reach grade level in reading as measured by BAS
- DIBELS data indicate 54% of Kindergartners met MOY benchmark in 2011, 76% met MOY benchmark in 2014.
- Report card development and targeted PD have led to deeper understanding of CCSSs
- Established a collaborative school culture through PLC work
- Reduced tardy rate from 2.3% in Y1 to 0.057 in Y3

Future Steps

- Full implementation of Curriculum Modules in grades K-6
- Continue to refine multi-sensory early literacy curriculum
- Engage in collegial rounds through the PLC work
- Develop PD to support Tier 2 interventions
- Revise Governance Board to include broader representation of stakeholders
- Expand community partnerships to support after-school and summer opportunities
- Revisit hiring protocol to clarify inclusion of a larger pool of candidates

GODDARD SCHOLARS ACADEMY

Feature: Grade 6 through 8 Academy

Autonomies and Flexibilities

➤ Curriculum

➤ Professional Development

➤ Schedule and Calendar

➤ Staffing

➤ Budget

Implementation Highlights

➤ Added grade 6 cohort

➤ Developed Digital Literacy practices

➤ Adopted Renzulli Learning

➤ Gifted and Talented presentations

➤ Pre-AP training

➤ Confratute for Gifted and Talented Education

➤ Flexible scheduling to accommodate enrichments

➤ Committee to select new staff

➤ Allocation of Innovation School grants and other sources

GODDARD SCHOLARS ACADEMY

Measurable Annual Goals

	2010-11	2012-13
PARENT INVOLVEMENT GOAL	3 events: Measuring of parent attendance was inconsistent	4 events: 50 % family average attendance
DIGITAL LITERACY GOAL Educational Software/Research	No computer lab in 2010-11 2011-12 62% - used frequently	GSA lab set up - weekly class for grades 6 and 7 73% - used frequently
EQUIVALENT ACCESS GOAL # of applicants	94 applicants	190 applicants
MCAS Math Scoring Proficient or Advanced	99% Advanced or Proficient	94% Advanced or Proficient
MCAS ELA Scoring Proficient or Advanced	100% Advanced or Proficient	100% Advanced or Proficient
MCAS STE Scoring Proficient or Advanced	57% Advanced or Proficient	80% Advanced or Proficient

Future Steps

- Create 3-year Curriculum Maps in Math, ELA, Science and SS with necessary student interventions
- Implementation of the Sustainability Grant as it relates to an increase in looking at student work
- Teachers attend more PD in G&T Education
- Summer Institute to plan for next year
- Share PD practices with SMS staff
- Develop greater consistency with SMS enrichment scheduling
- Increase grant writing opportunities
- Increase fund raising activities

Feature: Rigorous course of studies for college readiness

Autonomies and Flexibilities

- Curriculum
 - Heterogeneous, all-honors curriculum
 - Developed a Common Instructional Framework for all classes
 - Senior year redesign
 - Gateway performances – grades 8, 10, and 12
 - Three-week summer training for new faculty
 - Rounds and lesson studies
 - Vertical and Horizontal team meetings
 - 7th and 9th grade summer academies
 - 2-hour common planning time for all full-time staff
 - Off-site internships and service learning activities
 - Committee to select new staff
 - Before school AP courses
 - After-school literacy and numeracy instruction
 - Summer transition academies
 - 20 New iPads for teachers to infuse technology in the curriculum.
- Professional Development
- Schedule and Calendar
- Staffing
- Budget

Measurable Annual Goals

- Across all grades, percentage of students scoring proficient or advanced on ELA MCAS was maintained (75% in 2011 and 76% in 2013)
- Across all grades, percentage of students scoring proficient or advanced on Mathematics MCAS was maintained (60% in 2011 and 59% in 2013)
- Just over 10% increase in 4-year graduation rate from 2011 to 2013 (89.7% to 100%)
- 100% increase in AP course offerings from 2011 to 2013 (4 to 8 courses)
- 151% increase in AP student enrollments from 2011 to 2013 (39 to 98 students)
- For 2013-2014, there are currently 114 AP students enrolled across 9 courses

Future Steps

- Customize curriculum maps
- Further integrate technology into the curriculum
- Advance lesson study practices
- Further focus on Numeracy
- Explore additional grant funding to support summer academies
- Continue to build partnerships to increase internship opportunities
- Expand AP course offerings and increase qualifying scores

WOODLAND ACADEMY

Feature: Curriculum and Professional Development

Implementations Highlights

- Autonomies and Flexibilities
- Curriculum
 - Aligned ELA and math curriculum to Common Core State Standards
 - Created standards based assessments to match aligned standards
 - Created Phonemic Awareness scope and sequence to match developmental language needs of students
 - Adopted BAS grades Pre-K to 6. Every student K-6 assessed
 - Implemented monthly, early-release day for targeted professional development
- Professional Development
- Schedule and Calendar
 - Developed teacher-lead PD focusing on curriculum development and instructional practices
 - Established full day pre-school for neighborhood 4 year-olds
 - Implemented inclusion model for Special Ed and ESL services
- Staffing
 - Established hiring process to include interview team and demonstration lesson
- Budget
 - Allocation of Innovation Grants
 - Proposed and received supplementary Innovation Grant (2013)
- District Policies
 - Direct oversight of voluntary student transfer
 - Designed school-based quarterly Progress Reports
 - Established Woodland Academy Governance Board

Measurable Annual Goals

➤ **Attendance:** Considering the 14% increase in student enrollment, attendance has stabilized at 96%

➤ **Safe and secure schools:** 7% increase in frequency of students following our core values

➤ **Academic achievement:** 2012-2013, SGP higher than district & state:

➤ ELA: State 51% District 51% **Woodland 62%**

➤ MATH: State 51% District 49% **Woodland 63%**

➤ MAP ELA: District 55% **Woodland 60%**

➤ MAP Math: District 52% **Woodland 56%**

➤ **English Language Learners:** 2012-2013 SGP higher than district & state

➤ MATH: ELL State 51% District 52% **Woodland 63%**

➤ ELA: ELL State 51% District 51% **Woodland 62.5%**

➤ 14 staff members dually license or SEI endorsed

Family and community partnerships

➤ Increase in parent participation:

• Pre-K -3: 92% parents attended conferences

• Grades 4-6: 15% increase in parent participation

➤ CDC summer e-reader initiative

Future Steps

➤ Refine protocol to ensure inter-rater reliability of internal assessments

➤ Continue to develop and refine student-specific Tier 2 interventions

➤ Increase opportunities for rounds and lesson studies

➤ Increase network with community partners to support after-school opportunities

➤ Include after-school and summer school positions in the Woodland staff selection process

➤ Promote the need for increased funding allocation to support school demographics

INNOVATION SCHOOLS

**Innovation Schools Statute:
Mass. General Laws Chapter 71, Section 92**

Excerpt regarding renewal of Innovation Schools:

- (o) At the end of the period of authorization of an Innovation School approved under subsection (m), the leadership of the school may petition the school committee to extend the authorization of the school for an additional period of not more than 5 years.

INNOVATION SCHOOLS

Requirements for renewal of authorization of Innovation School status:

- “The leadership of the school shall convene a selection of school stakeholders, including, but not limited to, administrators, teachers, other school staff, parents and external partners, as applicable, to discuss whether the innovation plan at the school requires revision and to solicit recommendations as to the potential revisions.”
- “After considering the recommendations of the stakeholder group, the leadership of the school and the applicable superintendent shall jointly update the innovation plan as necessary; provided, however, that a proposal regarding a new waiver or exemption from the local teacher’s union contract shall be approved by teachers at the school...”
- Majority approval of the school committee

INNOVATION SCHOOLS

Renewal Timeline:

- Schools will convene stakeholder groups by June 20, 2014
- School leadership will present proposed changes, if any, to the superintendent for consideration and feedback. The proposal must adhere to the statute requirements
- School leadership and superintendent will present renewal plan to the School Committee for approval in July 2014.