

Most Rigorous Intervention

Update to Board of Education

Wednesday, May 3, 2018

Hawthorne, Los Padillas, Whittier Elementary Schools

Restructure and Redesign Option

- Upon receipt of the school designations on December 5, 2017, the District worked with schools (staff, parents, and community) in identifying one of the following four options for intervention:
 - Closure
 - Restart
 - Champion & Provide Choice
 - Significantly Restructure and Redesign
- "If the district refuses to identify an MRI to participate in, the PED will select the MRI for the school".

- NMPED RFA for MRI Schools

The Original Charge

- From the beginning of this process each school and the district has attempted to work in good faith with the NMPED regarding next steps for all (MRI, CSI, TSI) designated schools.
- On December 15th, APS leadership met with the NMPED Secretary Designate and his team. At this meeting, the charge given was to “be bold”, “think big”, “you have a blank piece of paper”. APS invited Secretary Designate to visit the schools, acceptance was denied.
- Following this meeting, the PED made clear that only “technical assistance” will be given to districts and schools in preparing the submission of these plans.

The Timeline

- December 2017: School Designations Released through the *Albuquerque Journal*
 - Original list of school designations was set to be released by NMPED in October 2017.
- February 2018: Plan submitted to NMPED
 - Within 6 weeks dozens of meetings with students, teachers, parents, community members, and other partners took place to develop a comprehensive redesign plan.
 - APS invites Secretary Designate to the schools, invitation is declined.
- March 2018: Plan denied
 - Members of the BOE, district leadership, and school principals met with NMPED secretary designate and his team. Secretary designate offered oral feedback.
 - APS asked to meet at individual MRI schools – NMPED declines invitation and asks to meet at their suite at Hotel Albuquerque.
- April 2018: Plans resubmitted
 - Oral feedback provided by the secretary designate was incorporated into the resubmission of plan.
- April 2018: Los Padillas & Whittier plan conditionally approved - Hawthorne plan denied

The Moving Target

- Teacher Effectiveness

- Original RFA: “Describe the process to ensure that 100% of the staff are identified as Effective, Highly Effective, or Exemplary on NM TEACH.
- March Letter (denial of plan): "Ensuring that every teacher at the school has a track record of Highly Effective or Exemplary performance by the beginning of the 2018-19 school year."
- April Letter (conditional approval): “Ensuring that every teacher at the school has a multi-year track record of Highly Effective or Exemplary performance by the beginning of the 2018-19 school year.”

The Plan

As we prepared this plan, we held nearly a dozen meetings with teachers, staff, families and the community to get input on ways to improve the school's grade. These meetings were followed up with comprehensive research to study successful schools models.

We came away from those meetings with a clear consensus on what we all want for the students at Hawthorne, Los Padillas, and Whittier Elementary Schools:

- A more rigorous education that centers on the needs of students, both academically and emotionally.
- A well-rounded education that focuses not just on math and language arts, but also on social studies, science, physical education and the arts.
- Extra daily learning time, which we are calling The Genius Hour, to help students apply core knowledge to real-world, enriching activities.
- A strong principal who shares school leadership with parents and teachers and who is well prepared and supported.
- Additional support and training for educators with an expectation that more will become National Board Certified Teachers.

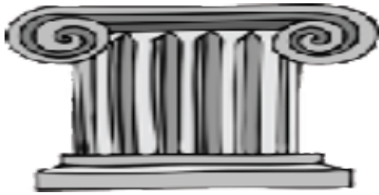
The Plan

- The restructuring of the MRI schools is a **framework**, that can be tailored for use at not only MRI schools, but any school (including CSI or TSI). This supports our commitment to:
 - Leveraging our communities through the community school framework which is a major pillar in the restructuring framework.
 - Provides us with a path forward for ES, MS, HS schools in a vertical pathway alignment, in support of the zone implementations.
 - **Sustain the process** and perhaps more importantly **scale the process**.

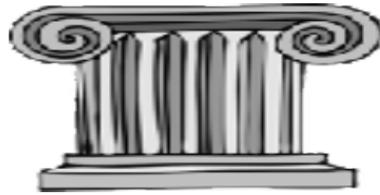
THEORY OF ACTION

COMMUNITY SCHOOL PILLARS

**Integrated
Student
Support**



**Expanded
Learning Time
& Opportunities**



**Family and
Community
Engagement**



**Collaborative
Leadership &
Practice**



**WE BELIEVE OUR
SCHOOLS SHOULD
BE DESIGNED
AROUND:**

- Student-Centered Learning
- Social Emotional Learning
- Formative Assessment
- Backward Planning
- Standards-Based Cross-Curricular Planning & Teaching
- Distributive Leadership

School Day/Year Schedule: 8:00-3:30/188 days (Students)

7:50-3:40/193 days (Staff)

Genius Hour: 2:30-3:30

Community Schools

Integrated Student Supports

Collaborative Leadership

Family Engagement

Extended Learning

Student Centered Learning	Social Emotional Learning	Distributive Leadership	Backward Planning	Standards Based Cross-Curricular	Formative Assessment
Blended Learning Dual Language Project based learning AVID Genius Hour - inquiry based learning 5 Core Propositions of Accomplished Teaching Extended day/year	Early Childhood Dual Language Community Coordinator AVID Extended day/year	National Board Certified Teachers Community Schools Coordinator Transformation Coach 5 Core Propositions of Accomplished Teaching	Extended teacher day for collaboration, planning, lesson study 5 Core Propositions of Accomplished Teaching	Blended Learning Dual Language Extended teacher day for collaboration, planning, and lesson study AVID Genius Hour - Inquiry based learning 5 Core Propositions of Accomplished Teaching	iReady iStation Extended teacher day for data analysis and planning 5 Core Propositions of Accomplished Teaching

National Board Accomplished Teaching Five Core Propositions

- Proposition 1 - Teachers are committed to students and their learning
- Proposition 2 - Teachers know the subjects they teach and how to teach those subjects to students
- Proposition 3 - Teachers are responsible for managing and monitoring student learning
- Proposition 4 - Teachers think systematically about their practice and learn from experience
- Proposition 5 - Teachers are members of learning communities

Conditional Approval for Los Padillas and Whittier Elementary Schools

- Teacher Effectiveness
- Teacher Compensation
- Instructional Time
- School Principal (multi-year track record)
- Curriculum, Instruction, and Assessment
- Expected outcomes of community schools
- Revised Budget

Denial of Hawthorne Elementary School

- Arbitrary – Hawthorne has virtually the same plan as the two other schools.
- Hawthorne has been working side by side with the PED Priority Schools Bureau, voluntarily, for the past 4 years
 - Feedback given by PED to Hawthorne during the 2016-17 school year is that they are on the right track and a model for others
- Champion & Provide Choice
 - Students chose their neighborhood school because they want to be there
 - APS follows NM Statute 22-1-4 D. “In adopting and promulgating rules concerning the enrollment of students transferring from a home school or private school to the public schools, the local school board shall provide that the grade level at which the transferring student is placed is appropriate to the age of the student or to the student's score on a student achievement test administered according to the statewide assessment and accountability system.”
 - 2nd priority transfer: “Students who are enrolled at a school which has received an “F” rating for at least the two years in the last four years and are applying to attend a school with a higher rating.”
 - 11 schools closest to Hawthorne – 3 of those schools have a “B”
 - 70 spots open (K-5)

Recommendations

- Los Padillas and Whittier
 - Acceptance with conditions.
- Hawthorne
 - Acceptance of NMPED Champion & Provide Choice option with the understanding that redesign plan will be implemented as planned.