

Deep Dive into MRI

Dr. Gabriella Blakey and Dr. Antonio Gonzales
LESC----September 26, 2018

@Hawthorne Elementary School

Request for Application

- Application was based on former School Improvement Grant applications used in previous iterations of state facilitated continuous improvement initiatives.
- Mission → Vision → Theory of Action
- Opportunity to “think big”, implement a plan to address the needs of the entire school community.



Theory of Action

THEORY OF ACTION

COMMUNITY SCHOOL PILLARS

**Integrated
Student
Support**



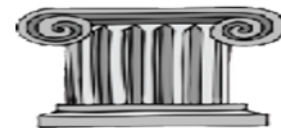
**Expanded
Learning Time
& Opportunities**



**Family and
Community
Engagement**



**Collaborative
Leadership &
Practice**

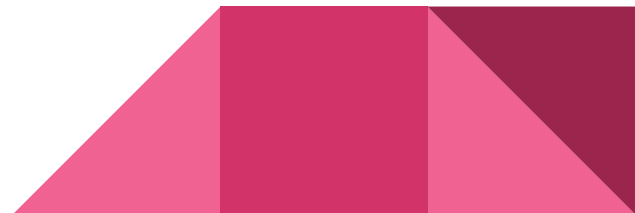


**WE BELIEVE OUR
SCHOOLS SHOULD
BE DESIGNED
AROUND:**


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

What is the Intent?

- A meaningful MRI plan requires thoughtful, inclusive decisions around leadership and staffing.
- An MRI plan must provide focus, but also space for schools to design, learn, and engage in the work work of school turnaround.
- Early feedback about successful aspects of the school restructuring at our 3 sites demonstrates successful implementation and growth from:
 - Community Schools Framework
 - Genius Hour (through community partnership)
 - Early Childhood Programs (3 and 4 year old children)
 - Extended School Day and Teacher PD redesign



Based on the Research

- After significant community and stakeholder input the following research based components to our plan were incorporated:
 - Community Schools as an effective school turnaround model
 - Bilingual programming as a facilitation to increased student achievement
 - Curriculum Supports
 - Early Childhood
 - Highly Effective Teachers and Administrators
 - Leveraging time
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At a Glance

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

Implementation - Putting the Puzzle Together

- Genius Hour
- Community Schools
- Early Childhood Focus
- Transforming Teacher Professional Development and Instructional Day

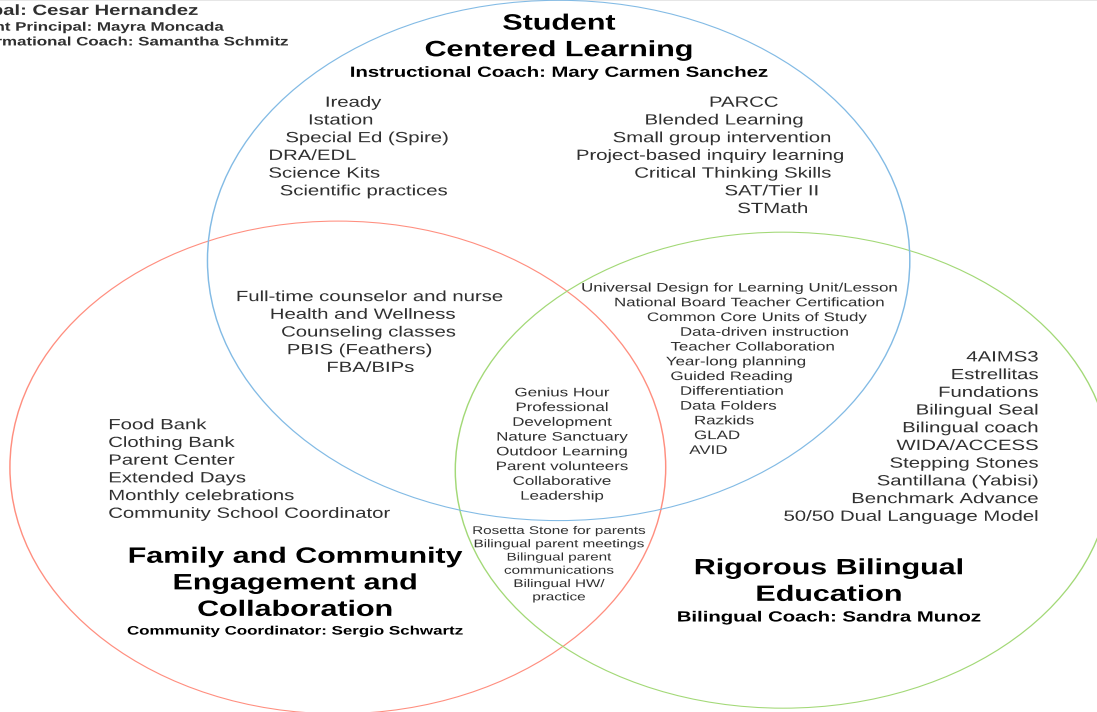


In Action

LOS PADILLAS ELEMENTARY: SUCCESS FOR ALL! NO LIMITS. NO EXCUSES.

September 12, 2018

Principal: Cesar Hernandez
Assistant Principal: Mayra Moncada
Transformational Coach: Samantha Schmitz



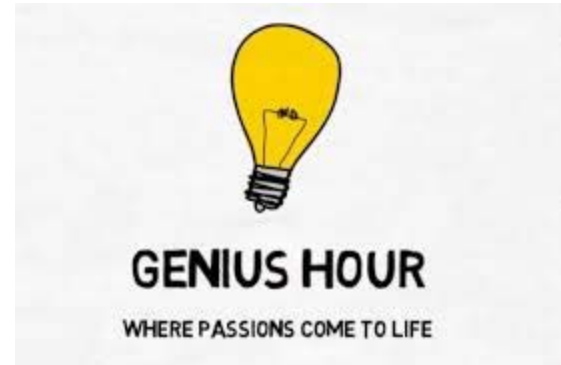
Genius Hour

The Plan

- Key component to extended school day
- School day extension identified through data (attendance and academic growth) and community input
- Community Coordinators provide Genius Hour enriched learning activities
- Teachers participate in PD
- Career-centered content---robotics, code, virtual field trips, engineering, creative arts, music, biology, dance and community service
- Rotation time for core intervention

The Work/Feedback

- A new mindset- try something new, enrich, and expand
- Exciting enrichment activities
- Targeted tutoring identification



Community Schools

The Plan

- ABC Community Schools Partnership with full time coordinator
- Pillars of a Community School
 - Integrated Student Supports
 - Expanded Learning Opportunities
 - Family and Community Engagement
 - Collaborative Leadership & Practices
- Focused Curriculum Decisions
 - AVID
 - PBL
 - Math instruction
 - Bilingual program
 - Early Childhood
 - Guided Reading/READ 180
 - Blended Learning Model

The Work/Feedback

- As a lens to make data-driven decisions and consider whole school community and whole child
- Sub-group data analysis
- Knowledge of local community
- Coordinated support and conversations around improved attendance

Early Childhood Focus

The Plan

- Full day PreK for 3 and 4 year old programs
- Natural complement to focused intervention strategies identified in K-5 student data and achievement

The Work/Feedback

- Full day makes all the difference
- Whittier has full day 3 year old and 4 year old pre-k programs (Title 1 and NM PreK funding)
- Los Padillas and Whittier now have a wait list



Transforming Teacher PD and Instructional Day

THE PLAN

- Longer Instructional day- 8 hours
- 10 additional school days
- Up to \$13,000 more/year incentivized pay
 - \$10,000 for National Boards
 - \$2,000 for National Board application
 - \$1,000 positive PARCC
- Multi-Tiered Support
- Five Core Propositions
- Collaborative Time
- Instructional Rounds - Deep Dive School

The Work/Feedback


- Teachers report this is a favorite feature of the school environment
- Assessment and data analysis
- Attracting and keeping experienced educators and school leaders



From the Principal's Perspective



Lesson Learned

- Restructure of teacher pay around professional work creates respect for the profession and professional dialogue
 - Each local community needs specialized focus
 - Community Schools lens creates data-driven, local decisions and solutions and comprehensive, solution-focused conversations
 - Funding focus need for at risk students
 - Address obstacles in each unique community
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Recommendations and Next Steps

- Use school data to determine and prevent school failure
- Implement programs to needs and create community support
- Allow schools to do the work and customize to their community

