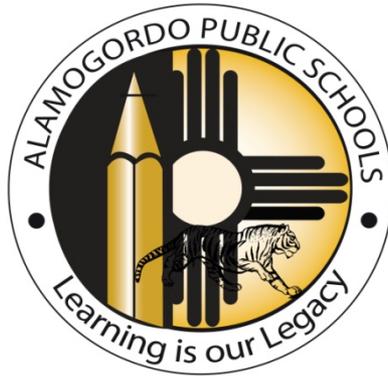


Legislative Education Study Committee

Alamogordo Public Schools



Common Core State Standards Implementation

June 17, 2014
Santa Fe, New Mexico



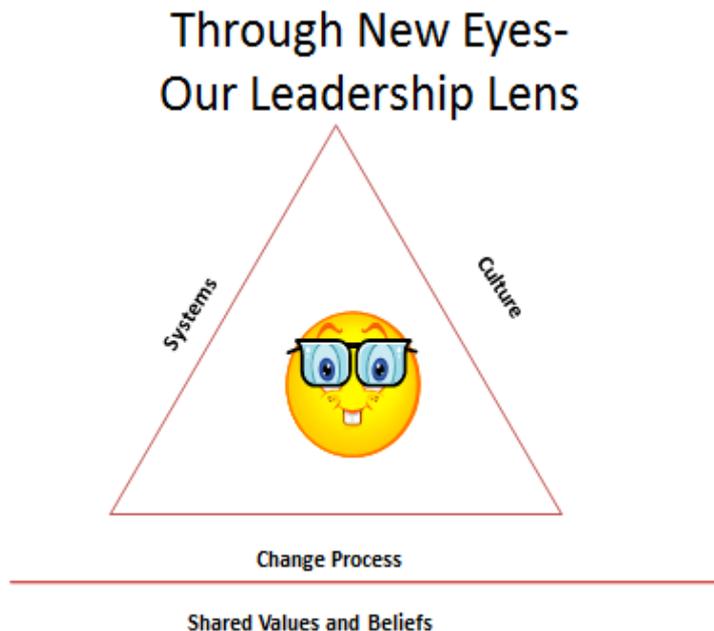
Join Our Journey
To Create Meaning
By Seizing the Opportunity
To Make the Difference

Alamogordo Public Schools Common Core State Standards Implementation

Today's purpose is to provide information regarding our CCSS implementation efforts and expectations through the lenses of our established culture, change actions, and our systems. Information about our results thus far will also be provided.

Culture, Change, and Systems

- To build effective schools, the culture of the school site and district must be clearly established through consensus and collaboration.



District Values and Beliefs

- Integrity/Ethical, “Do the Right Thing”
- Truly Care for Others
- Positive Attitude
- Communication – honest, substantive, and relevant
- Relationships
- Respect and trust are earned, not given
- Be a Team Player

The Seven "C's"

- Character
- Commitment
- Compassion
- Communication
- Collaboration
- Courage
- Common Sense

Change: Concerns Based-Adoption Model (CBAM)

- All Leadership staff have been trained in the Concerns Based-Adoption Model (CBAM).
- The CBAM model describes how individuals personally and/or within an organization experience change.
- Principals and staff utilize this model to evaluate implementation steps and to strategize necessary change dynamics in our schools.

A Positive School Culture results in Productivity and Engagement

- The protocols established for our positive culture is the cornerstone for our ability to move forward with the implementation of the Common Core State Standards
- Positive culture requires sponsorship from District and Site Leaders . Our implementation efforts require this high level of commitment from all leaders.

Alamogordo Population and Economic Emphasis

Alamogordo is a community located in the southern area of the state surrounded by beautiful mountains and white sand. The major industry focus is on service provided to Holloman Air Force Base located to the west of the city. Alamogordo Public Schools is responsible for educating all students in the community including all students that are military connected at HAFB.

Holloman Air Force Base Students

- Currently, approximately 35% of the student population in Alamogordo Public Schools are Military-connected Students.
- The 54th Fighter Group is currently transitioning F-16 personnel from Luke AFB/Phoenix.
- Military -connected students attend all of the schools in the Alamogordo Public School system.
- It is imperative to our community that all students have the opportunity to attend strong public schools, and that the standards and expectations be consistent from state to state.

Military Child Education Coalition

The Military Child Education Coalition (MCEC) strongly supports the Common Core State Standards. The structure of the standards is vital for highly mobile military-connected students.

The Alamogordo Story

- Alamogordo Public Schools has been deeply involved in building a strong Standards-based Education System for many years. The CCSS offer our district the benefit of consistency within our schools and greatly benefit our mobile military-connected students. Our story begins at least 10 years ago. APS has built this story upon Key Practices for Success.

Key Practices for Success

Key Practices for Student Success

Standards Based Academic Program

High Expectations for ALL Students

Culture of Continuous Improvement

Academic Rigor

Project Based Learning K-12

Students are Provided Content-rich, Engaging, learning opportunities–Active Learning

Teachers Collaborate and Work Together

Students are Focused on 21st Century Learning

Positive Relationships with Parents, Students, Staff, and Community

Extra Help – Students are provided with strong learning scaffolds and supports when needed

Adapted from SREB: “High Schools that Work”

What is a Standards-Based Education System?

- Standards Based Education Systems have been prominent in education reform for several decades. They are designed to:
 - Measure success based on student learning
 - Align policy, initiatives, curriculum, instruction, resources and assessments with clearly defined academic standards.
 - Use standards to focus on ways to ensure success for all students.
 - Use assessment to inform instruction

Standards Based System vs. Norm Referenced System

Norm-Referenced	Standards-Based
Believe some students are naturally smarter than others.	Believe virtually ALL students can “get smart” through effort.
Content subject matter varies with different groups of students.	Content subject matter is the same for all groups of students.
Assessments compare what students know to what other students know..	Assessments compare what students know to standards and benchmarks.
No objective criteria to deploy resources – students who need the most often get the least (high and struggling students).	Resources are deployed as needed for all students to meet standards and demonstrate growth regardless.
Professional development episodic – one-time workshops.	Professional development focuses on improving instruction so all students meet standards. PD is job imbedded into the classroom and the system.

Information from Department of Defense Education Activity

Increasing Student Achievement

- Students generally learn better in a standards-based environment because everybody is working toward the same goal.
 - Teachers know what the standards are and choose activities and strategies that enable students to achieve the standards.
 - Students know the standards and can use them to understand their goals.
 - Parents know them and can help students achieve their goals.
 - Administrators know what professional development, resources, and materials are needed to help students reach their goals based upon the standards.

New Mexico Timeline for CCSS Implementation

- 2012-13 School Year
 - CCSS (ELA and Math) taught in grades K-3. Current New Mexico standards taught in all other grades.
 - SBA Bridge Assessment for Grade 3.
- 2013-14 School Year
 - CCSS in effect for K through 12.
 - SBA Bridge Assessments for grades 3-8, 10, & 11.
- 2014-15 School Year
 - CCSS in effect for K-12
 - PARCC Assessment - Grades 3-11

Establishment of District-wide Systems of Support for Schools

- **Systems of Support – Beginning practices established during 2011-12 SY as preparation for CCSS implementation**
 - Learning Services Division created (C&I/Assessment; Professional Development, Special Education, Principal Leadership and Accountability)
 - APS Strategic Plan
 - Strategic Planning Days
 - Professional Learning Community (PLC) Framework
 - K-12 Instructional Coaching Framework (PALMS)
 - Job-embedded Professional Development
 - Elements of Effective Instruction
 - Clinical Supervision

APS STRATEGIC PLAN

- **The APS Strategic Planning Goals are:**
 - **Goal #1: Improve Student Achievement, Teacher and Principal Instructional Knowledge and Skills; Develop and Implement Comprehensive, Relevant, Coherent, and Focused Professional Development for all employees**
 - **Goal #2: Develop and Implement a Comprehensive Customer Care (Service) Program and Communication System**
 - **Goal #3: Design and Implement a Comprehensive Parent and Public Engagement System**

Implementation of CCSS within Alamogordo Public Schools

- Beginning Step - Spring 2012
 - K-12 staff received Professional Development on the Common Core State Standards. Standards were provided to all staff members and professional development was provided for staff to assist them in learning to:
 - Read and understand the standards
 - Organize and understand how the standards are designed
 - Compare standards from grade to grade
 - Consider how the standards effect content areas such as History, Science, and Elective or Pathway (CTE) courses.

Common Core State Standards Implementation and Refinement Team (CCSS I&R Team)

- Established the CCSS I &R Team K-12 (At least 3 representatives from each school and content area)
- Teams work each summer to accomplish goals such as:
 - Development and refinement of APS Instructional Toolkits
 - Write Curriculum Maps and Timelines
 - Establish Guaranteed and Viable Curriculum aligned to standards
 - Study and Unpack Standards – ELA and Math
 - Realign K-5 Standards Based Report Card to CCSS
 - AHS – Utilize the Gates Foundation “Literacy Design Collaborative (LDC)” and “Math Design Collaborative (MDC)” to create units of study aligned to CCSS in all content areas.

Strategic Planning Days

- APS has designated ten days in the school year calendar to focus on Strategic Planning in each school. These days are organized for:
 - Grade level and content level Professional Learning Community (PLC) work and professional development
 - Data Review
 - EPSS planning
- Each PLC is facilitated by an Instructional Coach (PALM) with a Principal, or a district administrative leader.

Professional Learning Communities

- Each PLC is facilitated to bring teachers , PALMS, and Principals together to dialogue and design implementation of the CCSS.
- PLC time is provided to each Principal. Agendas are required from each Principal in advance to assure that time is spent in collaborative time at each site for teachers and principals to reinforce, refine, and establish strong implementations guidelines for their school.
- Principals are required to provide professional development to their staff on the Elements of Effective Instruction (Madeline Hunter).
 - Principals work together before the SP Day to develop EEI training modules to assure consistence across the district.
- PLC leaders meet after each SP Day to debrief, review, make instructional decisions regarding the next SP Day.

Peer Assisted Learning Mentors (PALMS)

- Our Instructional Coaches are identified as Peer Assisted Learning Mentors (PALMS).

Vision: Working “hand in hand” for instructional excellence!

Mission: To support instructional colleagues by providing clarity and mentorship to promote high quality instructional growth. Using collaboration, reflection, and Best Practices across the curriculum together we positively impact student success.

Job-embedded Professional Development

- Professional Development is job-embedded into the daily structure of instruction in the schools through support of PALMS and Principal Clinical Supervision.
- Professional Development opportunities are provided throughout the year in afterschool venues (voluntary), as well as per school site request or need.
- New Teacher Educational Support – Ongoing and job-embedded professional development is provided to all new instructional staff through an organized system of support.

Leadership Professional Development

- Administrative Council – All leadership staff to include all central office divisions and principals meet monthly for leadership activities and book study. Some of the books we have read are:
 - Leading with Soul
 - The Speed of Trust
 - Leadership is an Art
 - Spirit Movers
 - Raving Fans
 - The Sandbags and the Fire

Elements of Effective Instruction – Madeline Hunter

- APS is in its 3rd year of job-embedded Professional Development for principals, teachers, and district administration regarding research based best practices in effective instruction. These practices are designed to assist our staff in implementing the CCSS in every day preparation and execution.
 - Formulate STRONG, CLEAR Instructional Objectives
 - Task Analyze each objective
 - Teach to the objective
 - Use research-based principles of learning – ACTIVE PARTICIPATION
 - Monitor and Adjust teaching for student needs
 - Closure

NM TEACH/Clinical Supervision

- APS Principals and Administration, through cooperation with and assistance from NM PED, are highly involved in training within the NM TEACH system.
- Clinical Supervision is embedded and articulated into the NM TEACH system as a supportive opportunity to enhance the NM TEACH requirements.
 - Clinical Supervision focuses on ongoing conversation and dialogue between the teacher and principal.

Curriculum Coordinating Council

- A Curriculum Coordinating Council was established in APS in 2012.
- Each PLC group is able to submit a researched request for resources to the CCC for their consideration of adoption or purchase.
- Per the CCC's approval, the request is sent forth to the Superintendent for final approval.
- The APS Quality Instructional Materials Rubric for ELA and Math are used for all materials.

CCSS English Language Arts Implementation

- NM Reads to Lead Grant support – Reading Materials and PD for K-3.
- K-3 Plus at 3 elementary schools
- DIBELS NEXT/DRA Assessment Cycles
- APS Reading Assessment Flowcharts
- Discovery Short-cycle Assessment
- Discovery Streaming K-12
- Strong Foundational Skills Program
 - Project Read/Learning Circle
 - Lexia Core 5
 - Words Their Way (Wordwork)
- Instructional Materials funding for all grades to purchase additional informational text and resources to implement the CCSS (Bookroom texts, classroom libraries, etc.)

ELA Implementation (cont.)

- Project Based Learning Grant at AHS – integrating ELA standards into all content areas in Ninth Grade Academy and various CTE pathways
- “High Schools that Work” Professional Development and National Conference
- Discovery Tech Books for all Middle School Science and Social Studies students and teachers
- NMSI/Laying the Foundation CCSS Teacher Training Program – Grades 3-12 (92 teachers and principals attending this summer)

CCSS Math Implementation

- Adoption of “Investigations” NSF research-based math program Grades K-5
- Adoption of CMP₃ (Connected Math Program) NSF research-based math program for grades 6-8
- Math Design Collaborative Units of Study at AHS (High Schools that Work facilitated)
- “First in Math” – Math Fluency Software Grades K-5
- XL Math Fluency Software Grades 6-8

Math Implementation (cont.)

- MC2 (Mathematically Connected Communities) job imbedded professional development program k-12
- MC2 Collaborative Lesson Cycle K-12
- New Grant funding from DoDEA
 - Job-embedded PD from Technology Education Research Center (TERC) and MC2 grades 3-8
 - Deepening of Collaborative Math Lesson Cycle
 - Technology Equipment for all Math Teachers grades 3-8
- Discovery Streaming K-12
- Discovery Assessment

Partnerships

Alamogordo Public Schools would like to acknowledge several partners that have provided support for our implementation. These partnerships have provided dynamic and foundational support for our CCSS implementation plan.

NM Reads to Lead

Alamogordo Public Schools has received vital support from NM Reads to Lead to support materials and resources and professional development for K-3 teachers, leaders, and students.

NM Priority Schools

NM Priority Schools has provided support for APS through various venues to include:

- AHS – School Improvement Grant
 - Priority Schools have provided consultation and support for Alamogordo High School
- Principal's Pursuing Excellence
 - APS has 1 participating principal in this support designed to build principal leadership
- Instructional Audits
- Tools for Schools
- Web-EPSS

Southern Regional Education Board: High Schools that Work (HSTW)

- HSTW is nationally recognized for its effectiveness that has led to improvement in high school reform implementation.
- HSTW assists students in making stronger academic transitions to college and careers.
- AHS is a “High Schools that Work” high school and has received support for professional development, leadership coaching, and instructional coaching through their School Improvement Grant from Priority Schools.

National Math and Science Initiative

NMSI/Laying the Foundation

- NMSI's mission is to improve student performance in the critical subjects of STEM. NMSI's programs transform teaching, transform schools and are transforming education in the United States.
- APS is building a pipeline through the Laying the Foundation Teacher Training Program for grades 3-12.
- Funding has been supported through the DoDEA APTIP Grant, and Title I and II.
- 42 Secondary Teachers will receive training in ELA, Science, and Math this summer in El Paso.
- 51 Elementary Teachers will receive training in ELA/SS and Math/Science in Alamogordo.

Mathematically Connected Communities (MC₂)/NMSU

- The mission of MC₂ is to improve student achievement and the teaching and learning of K-12 mathematics by building a statewide learning community of student mathematicians, mathematics educators, and public school mathematics leaders.
- APS has 37 teacher, PALMS, principals and administrators attending training this summer.

DoDEA Support

- APS has received several competitive grants from The Department of Defense Education Activity (DoDEA) that have helped establish and support our CCSS Implementation:
 - Power Up – Blended Learning Support and Military Liaison employed by APS
 - APTIP – Advanced Placement Training and Incentive Program - Building a pipeline for CCSS and advanced learning from Grade 3 – 12. (NMSI/Laying the Foundation)
 - Connections! – Virtual Online Program/Blended Learning Support
 - Investigations and Illumination – NEW! 2 Million! Math Implementation (PD and Technology for Grades 3-8 Math)

SUCCESSSES

- APS SBA CCSS Summary Results indicate that APS is performing at or above the state in all CCSS areas.
- Blue Ribbon School! Congratulations Holloman Middle School!
- Alamogordo High School – “A” School
- Discovery Data – Incremental Increases during 2013-14 SY (Our data analysis shows strong correlation to SBA results)
- ACT Achievement Increase

Successes! (continued)

- Advanced Placement
 - Students enrolled in AP courses significantly increased.
 - Qualifying Test Scores increased.
 - AP course offerings added to schedule:
 - AP Environmental Science
 - AP Physics C
 - AP Statistics
 - Laying the Foundation PD – Summer 2014 – approximately 92 participants
- Increased Graduation Rates for AHS – 81.6%

Successes! (continued)

- MCEC chose Alamogordo Public Schools to host a Middle School Student 2 Student (S2S) Training for selected middle school students, principals, and teacher sponsors
- 4 S2S students have been invited to the National MCEC Conference to held in July, 2014
- “Pete” Taylor Partnership of Excellence Application 2014
- Strong CTE Pathways at AHS and building College Connections program with NMSU-A

Successes! (continued)

- AHS NM MESA Team one first place in State Competition and are heading for nationals
- Holloman Middle School NM MESA Teams won 1st, 2nd, and 3rd place in Middle School State Competition
- “Start with the Arts” Celebration day (March) was attended by over 1000 parents and students.
- Building relationship with Santa Fe Opera for the ALTO Program (Active Learning through Opera).
- Establishment of Otero STEM – partnership with APS, HAFB, Space Museum, Forest Service, and agencies that support STEM activities for our community.

AREAS FOR CONTINUED FOCUS

- The “Golden Gate Bridge” analogy
- PLC Flexibility based on need
- Continue to improve technology/blended learning support
- Continue to expand our strategies to implement the CCSS, improve our Curriculum Toolkits, and acquire student/teacher resources
- Ongoing training for CCSS implementation for current and new teachers and principals
- Strategic Plan Audits – Continuous Improvement!
- VAM – Special Education Quartile 1 Emphasis

THANK YOU

The heart of leadership is in the heart of the leaders.

(Bolman & Deal, 2001)

Each of us, administration and teachers, lead every day. Alamogordo Public Schools honors their students, teachers, administrators, and community for courageously striving toward excellence in education!

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