



**Our mission is to create the urgency for both the preparedness for college and career and the readiness for life.**

**Indiana State Board of Education**  
**May 1, 2019**



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# Introductions and Agenda



- Marshall Emerson, Superintendent
- Joshua Batchelor, Principal Academic Officer
- School Performance Framework
- Performance Benchmarks Corrective and Monitoring Plans
- Conclusion and Reflections





# SCHOOL PERFORMANCE FRAMEWORK

# School Performance Framework

## *Benchmarks, performance, and goals*

	Baseline	Year 1 17/18	Year 2 18/19	2 Year Goal	Year 3 19/20	Year 4 20/21	Year 5 21/22	5 Year Goal
<b>1</b>	<b>Increase the percentage of 7<sup>th</sup> and 8<sup>th</sup> grade students reaching proficiency or higher on Indiana’s statewide assessment.</b>							
	<b>ELA 24.6%</b> <b>Math 2.95%</b>	<b>12.6%</b> <b>0.0%</b>	<b>0.0%</b> <b>0.0%</b>	<b>ELA 27.2%</b> <b>Math 5.8%</b>				<b>ELA 31.5%</b> <b>Math 6.8%</b>
<b>2</b>	<b>Increase the percentage of 10<sup>th</sup> grade students reaching proficiency or higher on Indiana’s statewide assessment.</b>							
	<b>ELA 41.3%</b> <b>Math 23.7</b>	<b>13.0%</b> <b>7.1%</b>	<b>23.7%</b> <b>2.5%</b>	<b>ELA 45.5%</b> <b>Math 26.1%</b>				<b>ELA 52.7%</b> <b>Math 30.2%</b>
<b>3</b>	<b>Increase the graduation rate for students enrolled from 9<sup>th</sup>-12<sup>th</sup> grade.</b>							
	<b>57.1%</b>	<b>45.5%</b>	<b>63%</b>	<b>73.0%</b>				<b>80.0%</b>

# School Performance Framework

## Benchmarks, performance, and goals



### Benchmarks, performance, goals: attendance and behavior

Metric	Target	Yr 1 (baseline)	Yr 2	Yr 3 Goals	Yr 4 Goals	Yr 5 Goals	Frequency
Student Attendance	<b>90%</b>	78%	84%	90% average daily attendance			Monthly
Student Truancy	Reduce by 5%	182 (students w/YTD attendance below 90%)	91 (students w/YTD attendance below 90%)	Reduce by 5% each year			Monthly
Staff Attendance	<b>90%</b>	97%	55%	90% attendance rate			Monthly
Disciplinary Incidents	Reduce by 10%	54 (monthly avg)	40 (avg)	Reduce by 10% each year			Monthly
Student Mobility	<b>16%</b>	31 (monthly avg)	156 (avg)	16%	15%	15%	Monthly

### Benchmarks, performance, goals: performance and graduation

Metric	Target	Yr 1 (baseline)	Yr 2	Yr 3 Goals	Yr 4 Goals	Yr 5 Goals	Frequency
Percent under credited		Freshman 44% Sophomore 58% Junior 45% Senior 37%	Freshman 0% Sophomore 26% Junior 24% Senior 45%	Reduce by 10% each year			Bi-yearly

### Benchmarks, performance, goals: staff and leadership

Metric	Target	Yr 1 (baseline)	Yr 2	Yr 3 Goals	Yr 4 Goals	Yr 5 Goals	Frequency
Teacher Observations	<b>1 per Quarter</b>	11 per month	MET	All teachers observed at least once per quarter			Monthly
Classroom Walk-throughs	<b>1 walk-through/day</b>	102 per month	MET	At least one classroom walk-through daily			Monthly
Leadership Team Meetings	<b>2 per month</b>	2.5 per month	MET	At least two team meetings per month			Monthly

### Benchmarks, performance, goals: parents and community

Metric	Target	Yr 1 (baseline)	Yr 2	Yr 3 Goals	Yr 4 Goals	Yr 5 Goals	Frequency
Extracurricular Activities	<b>50% in 1 activity</b>	59% students	100%	50% Students involved in at least 1 activity			Monthly
Parent Involvement	<b>9 events/year</b>	10 events	100%	At least 9 parent events per school year			Monthly
Parent Satisfaction Survey	A or B	NA		70% of surveyed parents rating school as A or B			Yearly

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# Performance Benchmark: Increase student attendance to 90%.



## Demonstrated Need

- An increase in student absenteeism after mid-year relocation.
- A clearly defined truancy/absenteeism system.
- Parent notification to absent/truant/tardy students.

## Targeted Interventions

- Teachers making daily attendance phone calls
- A clearly defined and implemented truancy and tardy system.
- Student perfect attendance cultural celebration
- Automatic phone calls goes out to parents when students are marked absent and/or tardy.

## Monitoring Impact

- Daily attendance logs submitted daily to Principal by teachers and truancy officer
- Attendance phone calls made and tracked
- Award notification
- Weekly attendance progress reports to families for chronically absent students.

# Performance Benchmark: Increase staff attendance to 90%



## Demonstrated Need:

- TRCCA staff demonstrated a 35% attendance average during the 18-19 school year.
- Staff morale was depleted due to: Reduction in force, mid-year relocation, and two leadership changes.
- Job security was a major concern across the staff.

## Targeted Interventions:

- Monthly perfect attendance celebrations and adult cultural rewards and recognitions.
- Staff attendance tracked and communicated weekly to all staff.
- Bi-weekly faculty and staff wellness meetings.
- Daily all staff success huddles.
- Staff recognitions celebrations (ongoing).
- Quarterly faculty and staff surveys to increase staff by-in and voice.

## Monitoring Impact:

- Daily staff sign-in sheets.
- Daily success and motivational huddles.
- Bi-weekly Wellness Meeting notes.
- Monitoring satisfaction data through surveys and observations.
- Ongoing staff one on ones with administration.

# Performance Benchmark: Reduce percent of under credited students by 10%.



## Demonstrated need:

- 45% of the senior class ended the SY19 under credited.
- 24% of the junior class ended the SY19 under credited.
- 26% of the sophomore class ended the SY19 under credited.

## Targeted Interventions:

- Guidance counselors conduct monthly one on ones with individual students in each grade.
- Credit recovery completion framework.
- Semester credit progress reports to students and parents.

## Monitoring Impact:

- HS Progression plans updates to leadership team (monthly).
- Credit recovery completion grades.
- Quarterly high school students' core 40 family nights.





# Conclusion and Reflections

- 2018-2019 Turnaround Efforts and Reflections.
- 2019-2020 Academic Focus and Efforts.
  - Data-Driven Instruction focused on Proficiency versus Growth.
  - Student social emotional support and interventions.
  - Differentiated faculty professional developments.

