

LEA Name:	Rochester City School District
LEA BEDS Code:	261600010005
School Name:	John Williams School No. 5

ENTER DATA INTO ALL YELLOW CELLS.

2017-2018 School Comprehensive Education Plan (SCEP)



Contact Name	Terrilyn Hammond	Title	Principal
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Plan			

APPROVAL OF THIS PLAN BY THE SUPERINTENDENT AND BOARD OF EDUCATION (IN NEW YORK CITY, THE CHANCELLOR OR THE CHANCELLOR'S DESIGNEE) IS MANDATORY.

Implementation is required no later than the first day of regular student attendance.

Signatures confirm the respective parties certify that the SCEP addresses all of the required components of the ESEA Flexibility Waiver as detailed on page 1 of this document and understand that any significant modification of the school's approved plan require the prior approval of the commissioner.

THE SIGNATURES BELOW CONFIRM APPROVAL.

Position	Signature	Print Name	Date
Superintendent		Barbara Deane-Williams	
President, B.O.E. / Chancellor or Chancellor's		Van Henri White	10-26-17

Statement of Assurances

By signing this document, the Local Education Agency certifies that:

1. The School Comprehensive Education Plan (SCEP) has been developed in consultation with parents, school staff and others in accordance with the requirements of Shared-Decision Making (CR 100.11) to provide a meaningful opportunity for stakeholders to participate in the development of the plan and comment on the plans before they are approved. Note: For schools identified as Pers

2. The School Comprehensive Education Plan (SCEP) has been formally approved by the school board and will be made widely available through public means, such as posting on the Internet, distribution through the media and distribution through public agencies.

3. The School Comprehensive Education Plan (SCEP) will be implemented no later than the beginning of the first day of regular student attendar

4. A comprehensive systems approach will be established to recruit, develop, retain and equitably distribute effective teachers and school leaders as part of the implementation of the Annual Professional Performance Review (APPR) system required by Education law §3012-c.

5. Professional development will be provided to teachers and school leaders that will fully support the strategic efforts described within this plan.

6. Meaningful time for collaboration will be used to review and analyze data in order to inform and improve district policies, procedures, and instructional practices.

School Information Sheet

School Information Sheet							
Grade Configuration	PreK-8	Total Student Enrollment	657	% Title I Population	91%	% Attendance Rate	92%
% of Students Eligible for Free Lunch	92%	% of Students Eligible for Reduced-Price	0%	% of Limited English Proficient	25%	% of Students with Disabilities	14%

Racial/Ethnic Origin of School Student Population											
% American Indian or Alaska Native	0.30%	% Black or African American	49%	% Hispanic or Latino	20%	% Asian, Native Hawaiian / Other Pacific Islander	21%	% White	10%	% Multi-Racial	0.50%

School Personnel							
Years Principal Assigned to School	11	# of Assistant Principals	2	# of Deans	0	# of Counselors / Social Workers	.5/1.2
% of Teachers with NO Valid Teaching Certificate (Out of Compliance)	0	% of Teachers Teaching Out of Certification Area	0	% Teaching with Fewer than 3 Years of Experience	2	Average # of Teacher Absences	3

Overall State Accountability Status							
Priority School	X	Focus School Identified by a Focus District		SIG 1003(a) Recipient		SIG 1003(g) Recipient	
Identification for ELA?	X	Identification for Math?	X	Identification for Science?		Identification for High School Graduation Rate?	
ELA Performance at Level 3 and Level 4	5%	Math Performance at Level 3 and Level 4	10%	Science Performance at Level 3 and Level 4		Four-Year Graduation Rate (HS Only)	

% of 1st Year Students Who Earned 10+ Credits (HS Only)		% of 2nd Year Students Who Earned 10+ Credits (HS Only)		% of 3rd Year Students Who Earned 10+ Credits (HS Only)		Six-Year Graduation Rate (HS Only)	
Persistently Failing School (per Education Law 211-f)		Failing School (per Education Law 211-f)					

Did Not Meet Adequate Yearly Progress (AYP) in ELA			
x	American Indian or Alaska Native	x	Black or African American
x	Hispanic or Latino	x	Asian or Native Hawaiian/Other Pacific Islander
x	White	x	Multi-Racial
x	Students with Disabilities	x	Limited English Proficient
x	Economically Disadvantaged	x	

Did Not Meet Adequate Yearly Progress (AYP) in Mathematics			
x	American Indian or Alaska Native	x	Black or African American
x	Hispanic or Latino	x	Asian or Native Hawaiian/Other Pacific Islander
x	White	x	Multi-Racial
x	Students with Disabilities	x	Limited English Proficient
x	Economically Disadvantaged	x	

Did Not Meet Adequate Yearly Progress (AYP) in Science			
	American Indian or Alaska Native		Black or African American
	Hispanic or Latino		Asian or Native Hawaiian/Other Pacific Islander
	White		Multi-Racial
	Students with Disabilities		Limited English Proficient
	Economically Disadvantaged		

Did Not Meet Adequate Yearly Progress (AYP) for Effective Annual Measurable Objective	
x	Limited English Proficient

SCEP Plan Overview

In this section, the district must describe the development of the plan, the degree to which the previous school year's SCEP was successfully implemented, overall improvement mission or guiding principles at the core of the strategy for executing the mission/guiding principles, the key design elements of the SCEP, and other unique characteristics of the plan (if any), and provide evidence of the district's capacity to effectively oversee and manage the improvement plan.

The SCEP must be made widely available through public means, such as posting on the Internet, by the district. The Overview will serve as the at-a-glance summary of how the district will use various funding sources to improve student achievement. A complete overview will address the following:

1. Rate the degree to which the School achieved the goals identified in the previous year's School Comprehensive Education Plan (Mark with an "X").

- Limited Degree (Fewer than 20% of goals were achieved.)
- Partial Degree (Fewer than 50% of goals were achieved.)
- Moderate Degree (At least 50% of goals were achieved.)
- Major Degree (At least 90% of goals were achieved.)

2. Rate the degree to which the School successfully implemented the activities identified in the previous year's SCEP (Mark with an "X").

- Limited Degree (Fewer than 20% of activities were carried out.)
- Partial Degree (Fewer than 50% of activities were carried out.)
- Moderate Degree (At least 50% of activities were carried out.)
- Major Degree (At least 90% of activities were carried out.)

3. Rate the degree to which the activities identified in the previous year's SCEP impacted academic achievement targets for identified subgroups (Mark with an "X").

- Limited Degree (No identified subgroups improved achievement.)
- Partial Degree (Some of the identified subgroups improved achievement.)
- Moderate Degree (A majority of identified subgroups improved achievement.)
- Major Degree (All identified subgroups improved achievement.)

4. Rate the degree to which the activities identified in the previous year's SCEP increased Parent Engagement (Mark with an "X").

- Limited Degree (There was no increase in the level of Parent Engagement.)
- Partial Degree (There was a minor increase in the level of Parent Engagement.)
- Moderate Degree (There was modest increase in the level of Parent Engagement.)
- Major Degree (There was a significant increase in the level of Parent Engagement.)

5. Rate the degree to which the activities identified in the previous year's SCEP received the funding necessary to achieve the corresponding goals (Mark with an

- Limited Degree (Fewer than 20% of planned activities were funded.)
- Partial Degree (Fewer than 50% of planned activities were funded.)

- Moderate Degree (At least 50% of planned activities were funded.)
- Major Degree (At least 90% of planned activities were funded.)

6. Identify in which Tenet the school made the most growth during the previous year (Mark with an "X").

- Tenet 1: District Leadership and Capacity
- Tenet 2: School Leader Practices and Decisions
- Tenet 3: Curriculum Development and Support
- Tenet 4: Teacher Practices and Decisions
- Tenet 5: Student Social and Emotional Developmental Health
- Tenet 6: Family and Community Engagement

In reflecting on the PREVIOUS YEAR'S PLAN:

- Describe the most significant positive impact(s) that resulted from the previous year's plan (may include such examples as specific changes in adult behavior and/or measurable changes in student outcomes).

Improved student learning because teachers implemented more differentiated instructional strategies based on student assessment data.

- Describe all mid-course corrections to the previous year's plan in response to data review and needed adjustment. Include details of current impact and expectations for sustainability moving forward.

We worked hard to change our goals to "smart goals" and more laser-like focused. We are really trying to focus on a few areas instead of many such as higher order thinking questioning and working on unit planning (UBD).

In developing the CURRENT YEAR'S plan:

- List the highlights of the initiatives described in the current SCEP.

Continuation of the Think Tank committee, Year at a Glance binders, focused Professional Development. Focused Professional Development provided by teacher leaders, administration and district offerings and increased focus on elements of the Danielson rubric school wide.

- List the identified needs in the school that will be targeted for improvement in this plan.

Effective lesson planning with a focus on higher order thinking questioning and unit planning that are appropriate for all learners, increasing parent participation school wide, increased accountability for the social/emotional well being of all students.

- State the mission or guiding principles of the school and describe the relationship between the mission or guiding principles and the identified needs of the

School #5's vision is that all of the students will become articulate, academically prepared, respectful and positive contributors to society. Teachers will continue to move forward in differentiating instruction to meet the academic needs of our students, as well as continue to enhance their skills to increase rigor within their instructional practice. Collaboration between students, administrators, teachers and parents is pivotal to each student's academic success.

- List the student academic achievement targets for the identified subgroups in the current plan.

Performance Goals (Attendance-93%, Behavior-reduction by 50% suspensions, and Academic, NWEA 15% increase in Math and ELA)

- Describe how school structures will drive strategic implementation of the mission/guiding principles.

Teacher's common planning time allows collegial sharing. Targeted Professional Development to support priority needs. Staff actively participating in school-wide committees such as SWPBIS, Team Leaders, SBPT and RTI, Restorative Practice Committee, Think Tank Committee.

- List anticipated barriers that may impact the ability to accomplish the mission or guiding principles and how those barriers will be addressed.

Schedule done by CO does not accommodate individual school or classroom needs; we will adjust individual teachers' and students' schedules when needed to accommodate our priority principles. No mandated professional development days; we will offer evening and weekend PD. Lack of staff participation; we will offer evening and weekend PD that has been requested by teachers. Lack of resources provided by the district; we will advocate for needed resources. Administration will create and follow a regular schedule in order to ensure that the targeted areas are being reached (lesson planning, posted learning targets, etc.) in addition to using the web-based tool "Administrator Observer".

- Describe the professional development opportunities that will be provided to teachers and school leaders and the rationale for each opportunity.

Differentiated instruction, setting learning targets, higher level thinking strategies, identification of instructional groups, co-teaching, and best practice for instruction of ELL students and students with special needs. These were identified areas on our DTSE review or in response to changes in ELL regulations. We will also survey staff to discover other PD needs, and provide them. Classroom teachers will meet with administration and data coach twice monthly to analyze student data. Grade level team leaders will provide PD during grade level meetings, before and after school, and during our retreat. Special subject teachers currently do not have common planning time with regularly scheduled meetings with admin. and the data coach, so better effort must be made to include them in provided professional development as well as information sharing.

- List all methods of dialogue that school leaders will implement to strengthen relationships with school staff and the community.

Communication to all stakeholders will occur via: email, newsletters, websites, school calendars, robocalls, Parent Connect, staff positive phone calls, K-8 student agendas, home visits, after school and evening events.

- List all the ways in which the current plan will be made widely available to the public.

Available in print form upon request at the school, on website accessible to the public, town meetings, robo calls, newsletters/mailings.

- Describe the transition plans to assist preschool children from early childhood programs to the elementary school program (e.g., aligned curriculum, joint PD & parent involvement activities, sharing of records/info, early intervention services, etc.). Applies to elementary schools ONLY.

Meeting Kindergarten teachers while in PreK, aligned curriculum, sharing of records, joint PD and parent involvement activities.

Re-Identified Focus Schools

(Applicable to schools that were identified as Focus during the 2012-2016 identification period)

Focus Schools that are re-identified on the February 2016 list must implement more rigorous interventions and prior to the beginning of the 2016-17 school year revise their SCEP to focus on the needs identified through their DTSDE reviews. Schools must begin immediately planning for intensive implementation of at least one ESEA Flexibility Turnaround Principle (e.g., redesign the school day, week, or year; modify the instructional program to ensure it is research-based, rigorous, and aligned with State academic content standards; provide time for collaboration on the use of data) beginning no later than the 2016-17 school year. Districts must complete a school leader checklist for the re-identified Focus School, if the principal has been leader of school for more than two full academic years, in order to determine whether the school leader should be provided additional professional development and/or mentoring or replaced. The SCEP must describe the schools plan for intensive implementation of at least one ESEA Flexibility Turnaround Principle.

More information about the Turnaround Principles can be found at: <https://www.ed.gov/sites/default/files/esea-flexibility-acc.doc>

1. Identify the Turnaround Principle the school is choosing to implement.

2. Describe the schools plan for intensive implementation of the identified principle. As part of the response include a timeline for implementation.

3. Describe the plan for oversight of the implementation of the identified principle.

Priority Schools: Whole School Reform Model

(Applicable to schools that were identified as Priority during the 2012-2016 identification period)

Under New York State's approved ESEA Flexibility Waiver, all Priority Schools are required to implement a systematic whole school reform model for a period of 3 years. In support of this implementation the Department has committed to ensuring that leaders of Priority Schools that are engaged in implementing whole school reform models are selected and supported by districts through a process that ensures high leadership qualifications as well as a good match between the leader's skills and competencies and the identified needs of the school. All priority schools that are not current recipients of School Improvement Grant (SIG [G]) or School Innovation Fund (SIF) must complete and submit the principal checklist accessed by the hyperlink and provide full responses to the narrative questions below to demonstrate their plan for implementation of a whole school reform model.

<http://www.p12.nysed.gov/accountability/forms.html>

1. New School Design and Educational Plan

A. Curriculum and Instruction: Provide a description of the curriculum being used by the school and any adjustments made to the curriculum based on data analysis of the implementation of the 15-16 plan.

B. Professional Development: Provide an update on the coherent framework for professional development described in the 2015-16 plan, which includes extensive job-embedded professional development, and structures for collaboration that enable teachers and support staff to have common, regular, and frequent planning time. Discuss how curriculum and instructional needs are reflected in plans for professional development.

C. Use of Time: Provide an update on the daily calendar and schedule as described in the 2015-16 plan and articulate how the use of time will continue to provide for meaningful improvements in the quality of instruction, enrichment opportunities, and professional culture of teacher leadership and collaboration. Based on data analysis of the 2015-16 plan

D. Assessment: Provide an update to the school's approach to assessment as described in the 2015-16 plan.

E. School Climate and Discipline: Describe the strategies the school will employ to continue to develop and sustain a safe and orderly school climate that supports fulfillment of the educational goals. Explain the school’s approach to student behavior management and discipline for both the general student population and for students with special needs and if it has changed since evaluation of the 2015-16 plan. Explain how the school will encourage parent/family involvement and communication to support student learning and how it will gauge satisfaction with school climate.

F. Meeting the Needs of Unique Populations: Describe the population of students with disabilities, including those with moderate to severe disabilities, students who are English language learners, and students from households that are eligible for the federal free or reduced-priced lunch program, first generation college goers, students of color, and other young people underrepresented in higher education and the specific continuum of instructional and support strategies that will be employed to meet the needs of these populations.

2. Organizational Plan

The Organizational Plan should provide an understanding of how the school will be operated, beginning with its governance and management. It should present a clear picture of the school’s operating priorities, delegation of responsibilities, and relationships with key stakeholders.

A. Site-based Governance: Provide an update to the organizational structure of the school and its day-to-day operation. Explain the rationale for any changes or lack thereof that have occurred since the 2015-16 plan.

B. Staffing, Human Resources, and Work Conditions: Provide an update to the staffing plan for the school including staffing needs and recruitment strategies and what changes the school has made since the implementation of the 15-16 plan.

Priority Schools: Whole School Reform Model

(Applicable to schools that were newly identified as Priority in February 2016)

Newly identified Priority Schools are required to implement a whole school reform model by no later than the 2018-19 school year. Districts may meet this requirement through implementation of a 1003(g) School Improvement Grant intervention model, a School Innovation Fund model, or through implementation of a School Comprehensive Education Plan that includes a Whole School Reform Model aligned to the United States Department of Education's (USDE) Turnaround Principles. More information regarding the requirements of these models can be found on the Office of School Innovation and Reform's website at <http://www.p12.nysed.gov/oisr/>.

1. Describe the schedule that will result in implementation of a whole school reform model no later than the 2018-19 school year.

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Priority Schools: Expanded Learning Time Plan

As per New York State's approved ESEA Flexibility Waiver, Priority schools implementing a whole school reform model in 2016-2017 must demonstrate that a minimum of 200 additional student contact hours are being offered as Expanded Learning Time in addition to the current mandated length of 900 hours per year of instruction in elementary school and 990 hours per year in high school.

A. Describe the target population of students to be served by the Expanded Learning Time program. Indicate whether students' participation in the additional hours will be mandatory or voluntary, and if voluntary, how are you ensuring that 50% or more of the students or of Academic Intervention Services students are participating?

B. Describe the unique academic, social, and emotional needs of targeted students that will be addressed through the components of the ELT program.

C. Describe how the school engaged representatives from multiple school and community stakeholder groups in thoughtful, data-driven needs assessment that address the holistic needs of students and teachers.

D. Describe the focused priorities, expressed as clearly articulated and measurable goals, that will guide the implementation and evaluation of all program partnerships and activities.

E. Describe how the school will foster a culture of safety, support, and social emotional growth where high expectations for students and staff are clearly articulated and supported through appropriate policies, procedures, and/or practices that adhere to NYSED's social/emotional learning guidelines.

F. Describe how the school will provide a consistently high-quality and rigorous core academic program, delivered by NYS certified teachers and qualified community educators (e.g., tutors, teaching artists, etc.), that directly aligns with Common Core Learning Standards.

G. Describe how the school will support personalized learning for all students through differentiated instruction, timely and targeted interventions for students who require additional support, and opportunities for acceleration.

H. Describe how the school will integrate high-quality and engaging enrichment programming that builds critical knowledge and skills and exposes students to potential college and career pathways.

I. Describe how the school will embed consistent and meaningful opportunities for all constituencies to collaborate with their peers, participate in professional development that improves instructional practices, and engage in self-reflection and evaluation.

J. Describe how the school will utilize data cycles that include baseline, progress monitoring, and summative evaluation measures for evaluating teaching and learning and informing appropriate supports, interventions, and/or services.

K. Describe how the school will allocate and integrate school, district, and community resources strategically to ensure that identified goals are achieved and critical program components can be sustained and/or scaled up over time.

Tenet 2: School Leader Practices and Decisions

Tenet 2 - School Leader Practices and Decisions	Visionary leaders create a school community and culture that lead to success, well-being and high academic outcomes for all students through systems of continuous and sustainable school improvement.
B1. Most Recent DTSDE Review Date:	February 1-2, 2017
B2. DTSDE Review Type:	SED Integrated Intervention Team

C1. Needs Statement: Create a clear and concise statement that addresses the primary need(s) to be addressed. Be sure to incorporate the most recent DTSDE review and other applicable	As noted in the DTSDE review, it was recommended that the School #5 leadership team will develop a schedule for a series of walk throughs to monitor the quality of teachers' modified instructional strategies and questioning/discussion techniques.
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D1. SMART Goal: Create a goal that directly addresses the Needs Statement. The goal should be written as Specific, Measurable, Ambitious, Results-oriented, and Timely.	80% of classrooms, grades K-8 will receive regular focused walkthroughs that result in timely, actionable feedback. This will insure that teacher instructional practices are continually improving.
D2. Leading Indicator(s): Identify the specific indicators that will be used to monitor progress toward the goal.	Goal indicators: 1) Focus/Walkthrough tool that specifies Domain and Elements observed from Danielson Enhancing Professional Practice Rubric. 2) Multiple assessment measures including NWEA, AIMS Web, State Data and End of Unit Assessments. 3) Teacher collaboration in grade level meetings that focus on lesson planning, differentiation, data review and review of student work. 4) Instructional coach will support grade level meetings to review student data that will drive instruction.

E1. Start Date: Identify the projected start date for each	E2. End Date: Identify the projected end date for each activity.	E3. Action Plan: Detail each action that will take place in order to achieve the identified SMART Goal. Specifically describe what each planned activity is; who will be responsible for completing each activity; who will participate in each activity; how often each activity will take place; and the intended impact of each activity. Do not combine multiple activities into a single cell; each activity should be written in its own cell.
9/18/2017	6/23/2018	School #5 Administrators will collaboratively create a classroom visitation calendar to ensure that teachers are internalizing and adhering to APPR expectations via the Danielson Rubric. Administrators will monitor their classroom visits with the CWT calendar weekly.
9/19/2017	6/23/2018	School #5 Administrators will dedicate two Administrative Team Meetings per month to review and discuss student data, classroom walkthroughs and unannounced observations as they relate to APPR expectations.
9/25/2017	6/23/2018	Instructional coach will develop a schedule for meeting with classroom teachers to interpret data, develop differentiated lesson plans and to review student work.

Tenet 3: Curriculum Development and Support

Tenet 3 - Curriculum Development and Support	Curriculum Development and Support: The school has rigorous and coherent curricula and assessments that are appropriately aligned to the Common Core Learning Standards (CCLS) for all students and are modified for identified subgroups in order to maximize teacher instructional practices and student-learning outcomes.
B1. Most Recent DTSDE Review Date:	February 1-2, 2017
B2. DTSDE Review Type:	SED Integrated Intervention Team

C1. Needs Statement: Create a clear and concise statement that addresses the primary need(s) to be addressed. Be sure to incorporate the most recent DTSDE review and other applicable	Based on recommendations from the DTSDE review, there is a need to focus on differentiation within the Common Core curriculum. Teachers need to plan for the use of modified instructional strategies to meet the learning needs of students working with different grade level abilities.
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D1. SMART Goal: Create a goal that directly addresses the Needs Statement. The goal should be written as Specific, Measurable, Ambitious, Results-oriented, and Timely.	Effective September 2017 through June 2018, 80% of teachers will implement differentiation strategies to meet the needs of all students in ELA and Math. This will result in 10% growth in NWEA scores.
D2. Leading Indicator(s): Identify the specific indicators that will be used to monitor progress toward the goal.	Administration will monitor teachers' use of differentiation through lesson plans. Scores from the Winter and Spring NWEA to gauge student growth.

E1. Start Date: Identify the projected start date for each	E2. End Date: Identify the projected end date for each activity.	E3. Action Plan: Detail each action that will take place in order to achieve the identified SMART Goal. Specifically describe what each planned activity is; who will be responsible for completing each activity; who will participate in each activity; how often each activity will take place; and the intended impact of each activity. Do not combine multiple activities into a single cell; each activity should be written in its own cell.
9/6/2017	6/23/2018	Administration will perform monthly lesson plan checks to ensure the use of differentiation and higher order questioning in ELA and Math; with timely, action oriented feedback.
9/6/2017	6/23/2018	Teachers in grades K-8 will engage in professional development on differentiation strategies and higher order questions.
9/6/2017	6/23/2018	The academic coach will provide exemplars, model lessons and encourage best practice through engaging professional development opportunities.

