Receivership

Quarterly Report

2nd Quarter - November 1, 2015 to January 15, 2016

School	School BEDS Code	District	Status (R/Y/G)	SIG/SIF/SCEP Cohort
Kodak Park #41	2616000100041	Rochester CSD	Red	SCEP; not awarded SIG 6
Superintendent	School Principal	Additional District Personnel Responsible for Program Oversight and Report Validation	Grade Configuration	Number of Students
Linda Cimusz	Lisa Whitlow	Raymond Giamartino Michele Alberti Kirstin Pryor	preK-6	544

Executive Summary

Please provide a <u>plain-language summary</u> of the current reporting quarter in terms of implementing key strategies, engaging the community, enacting Receivership, and assessing Level 1 and Level 2 indicator data. The summary should be written in terms easily understood by the community-at-large. Please avoid terms and acronyms that are unfamiliar to the public, and limit the summary to *no more than 500 words*.

School 41 is in a precarious position, with progress toward metrics uncertain and implementation of its improvement plan severely hindered by four key factors: 1) intensity and volume of student mental health needs and resulting behaviors; 2) lack of sustainable foundational systems; 3) lack of SIG 6 resources; and 4) an overt lack of faculty buy-in relative to growth-oriented vision and goal-setting for student learning and professional learning. The District has directed additional resources to the school, but timelines and personnel factors have resulted in delays (placements in mid-January and February), severely diluting implementation. Efforts to address professional expectations result in three staff being placed on administrative leave; coupled with a challenging culture, this makes staff absenteeism (averaging 7-10% monthly since October) an increasing concern.

Despite an unfunded plan and marked staff resistance, School 41 has moved forward on key strategies that include: instituting a research-based walk-to-intervention, Increased parent and community representation on RtI, SBPT and Community Engagement Team (sessions), a

revitalized faith community partnership, a "Zero Referral Dance", a winter concert performed at a local theater, Friday "Gotcha" celebrations—are helping to foster a more positive culture.

Launching a solid continuum of reading instruction and intervention, although challenging, is underway. First quarter was consumed with set-up (securing an intervention teacher and materials, establishing understanding and protocols, assessing students), and Walk to Intervention officially started November 16th. The data coach, with expertise in intervention and differentiated instruction, was hired in January - supporting teachers to ensure students receive goal-specific, targeted instruction. Recognizing that student proficiency is low, targeted grade-level student data review sessions have been established. Teacher absences have caused intervention to be cancelled 17 times – noting that two additional intervention positions are necessary to implement effectively for the 2016-17 year.

Transforming school climate by building a universal tier of social-emotional supports grounded in restorative practices is essential. Early success includes participation in District supports, and initial training and modeling of circles for the majority (82%) of teachers. The school is working to secure personnel to open a Help Zone, a first-line support for behavior that incorporates restorative questions and mindset. The District projects adding a crisis interventionist, expected to start after February break, noting that serious concerns remain relative to current capacity to address intense social-emotional needs and build relationships necessary to establish a safe learning environment. Due to the intensity of behaviors, suspensions and mental health arrests, the principal seeks to establish a trauma-responsive school, with the initial staff PD on trauma slated for 2/9/16 in partnership with a local expert/agency.

Expanded learning engages the full student body in 8-hour days providing differentiated supports and enrichment. The school has strengthened the quality of offerings (e.g., adding a culinary course, basketball and step, and gender-specific youth development) and increased student choice. A continued eye on improving quality, especially in the math block remains.

Again, the leadership team is framing a trauma-informed school, and continues to raise expectations for instruction. Pointedly, decisions must be made in collaboration with the Receiver about how to address the school's intense needs and position it to make progress.

Attention — This document is intended to be completed by the School Receiver and/or their designee and submitted electronically to OISR@NYSED.gov. It is a self-assessment of the implementation and outcome of key strategies related to Receivership, and as such should <u>not</u> be considered a formal evaluation on the part of the New York State Education Department. This document also serves as the Progress Review Report for schools receiving School Improvement Grant (SIG) or School Innovation Fund (SIF) funds. Additionally, this document serves as the quarterly reporting instrument for schools with School Comprehensive Education Plans (SCEP). The Quarterly Report in its entirety must be posted on the district web-site.

Part I - Demonstrable Improvement Indicators

LEVEL 1 - Indicators

Please list the school's Level 1 indicators below and discuss each with respect to the type, nature and analysis (as applicable) undertaken during the current reporting quarter, as well as necessary course-corrections. Indicate the current status of each indicator in terms of the likelihood of meeting the established targets for realizing Demonstrable Improvement.

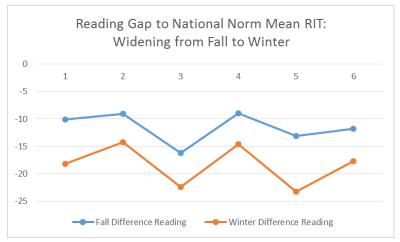
Identify Indicator	Status (R/Y/G)	Baseline	Target	Analysis / Report Out
Priority School make yearly progress		NA	Make Progress	See discussion of all other indicators below.
School Safety	Red	13 serious incidents in 13-14	10% reduction; 11	Currently, the number of serious incidents reported is 3, putting the school on pace to meet this target. However, the discipline data and the day-to-day reality reveal that school climate is a serious concern at School 41. Overall, the mental health needs and intensity of behaviors are severe, and the school is struggling to meet these needs in an effective and systematic way. Deficits in classroom management, two teachers being removed from the classroom, and poor teacher attendance exacerbate the high levels of trauma and the lack of sufficient mental-health services. The lack of supplemental resources that were proposed in the SIG 6 has hindered the leader's ability to launch a more effective, more restorative approach to discipline and climate. As of January 28 th , the school has tracked 824 disciplinary referrals, and found the following trends: • K-1 generate 58.6% of all referrals and 41% of all suspensions; • 5 classrooms generate 49% of all referrals; • The school averages 11 referrals each day. One of the improvements this year is a more accurate reporting of all disciplinary incidents, meaning that this year will function as the full baseline. As the table below demonstrates, the number of incidents through the first 5 months of the school year equals the total from last year, and the total number of suspensions is almost double the 1415SY total, with half a year still to go. The total number of days lost to suspension, is already at 91% of last year's total, again at the halfway point. The charts below show the monthly patterns, which while concerning, do show a slow but steady decline in the number of incidents. We attribute this to the work that is being done to build more restorative and supportive alternatives to classroom removal.

					ı	ncide	nts /	Suspe	nsions	by Cam	pus			
				School Year Description	Incidents	Short Term		In School	Out of School		Total Suspensions	Total # of Days Suspended		
				2015-2016	359	89	2	55	34	2	91	648		
				2014-2015	359	48	6	6	46	2	54	710		
				2013-2014	403	150	5	150	0	5	155	0		
				2012-2013	85	83	6	84	0	5	89	0		
				2011-2012	3	3	1	3	0	1	4	0		
					Susp	ensions	by Mon	th				Incidents	by Month	
				The school has worked hard to address the needs, and continues to try many solutions including temporary deployment of an SSO, a focus on getting students back to class, a proactive push to circles, positive behavior celebrations, and cultivation of a new onsite mental health partnership					including addition	eace ly, the				
	Orange	23%	24% (+1	introductory	session.					•			e (2/9) will be an t their growth tar	gets only
3-8 ELA All	Orange	23/0	percentage		•				-	_			ntly, the gap to th	
Students			point							_		-	. The fall projecti	
Level 2 &			target)							-			g this indicator a s	-
above				_	-		_						marking data for	_
					-			-					an be better group	
				matched. Th	e picture i	s not a	s posit	tive as w	e would	hope, w	ith too many	students belo	ow grade level, an	d too

many students losing ground (Tier Transition artifact). Based on this data, and the fall projection of that 25.57% of students would score Level 2 or above on NYS ELA exam, we assess this target as orange. While we believe yellow

would be a fair assessment based on the significant degree of new practices and structures instituted that we believe will pay off, we know that student growth is not where it must be at this point. We also point out that this data is aggregate, and therefore of course does not tell the story of each student, class and grade level.

School 41 has spent this semester working to set expectations, build and support adult habits, and create systems that will, over time, foster higher-quality reading instruction and



intervention. The most significant shift is that since mid-November, Walk to Intervention has been operating at all grade levels except Kindergarten (which will start in winter). The amount of effort expended to secure resources and launch Walk to Intervention cannot be understated. The August placement of the principal and the late notice and ultimate denial of the SIG, coupled with the almost complete lack of systems in place for reading instruction and intervention have made this an uphill battle. Securing funding to hire intervention teachers, finding personnel, purchasing intervention materials, training teachers with those materials, assessing and grouping students all had to be done—and since November 16th, it has been running. To be sure, it is an imperfect model without enough trained intervention teachers, evidence-based materials, or consistent capacity to use assessment data to select and match the intervention to student need. However, the fact that all teachers are participating and that a data coach with expertise in Response to Intervention was finally secured in mid-January, make this a hopeful development. The winter NWEA MAP data, plus the Aims Web and the curriculum-based skill assessments in primary are being reviewed this week during grade level data meetings to regroup students and consider how best to group and target.

Thus far, the bulk of efforts have focused on launching an intervention system, but core instruction in literacy is also an area in need of improvement. The principal has made good use of embedded professional development, focusing on backward design to identify standards, and the setting expectations and building capacity for the use of data both for intervention and for differentiation, including daily GRAIR (Guided Reading & Accountable Independent Reading) time. Observations and conversations are revealing that pacing is too slow, compounding the fact that students start the year behind.

			Placing the Data Coach, an expert in both Response to Intervention and in Differentiated Instruction, is a huge milestone and after one month on the job, there are new systems in place that will support this work for the second half of the year. With the principal, this coach and the 2 day a week instructional coach have developed complementary two-pronged areas of focus, both of which will build teachers' ability to target instruction. The data coach will focus on operationalizing RTI / Walk to Intervention, as well as introducing the basics of how to use data to differentiate instruction (see artifacts). The instructional coach will support teachers in planning and implementing GRAIR, including setting schoolwide consistency around leveling texts, matching students to texts, etc. The fact that most teachers are regularly attending and engaging is also a significant achievement given the past practice and culture.
3-8 Math All Students Level 2 and above	29%	30% (+1 percentage point target)	While 41% of students met their growth targets from fall to winter, 14% met or exceeded the national norm mean for their grade level (13% in grades 3-8). The gap to the national norm is shrinking in 4 of 6 grade comparisons, although we note that the math NWEA is very dependent upon curriculum sequencing. The fall projections to NYS Math exam predicted that 21.37% of students are projected to score a Level 2 or above, which would not meet the progress target set for Level 2 and above. In total honesty, orchestrating Walk to Intervention and assessing and improving core reading instruction have been the major priority this first semester, and the data discussed above support that prioritization. That does not mean that work in math has not been occurring, of course; areas of focus include: Providing targeted teacher release time to work with the District's Executive Director of Math working through an Understanding by Design framework to support teachers in unpacking the standards and designing focused instruction and assessments. Supporting the fifth grade as they began using the voluntary common formative assessments and will begin to do them on eDoctrina, which increases the ease of analysis and application of results. Shifting the focus of the ELT intervention block to math by working to infuse math games and skills, and
			recently training Boys & Girls Club staff to support students in working on Compass, a computer-based individualized program linked to NWEA results. However, since a large share (close to 40%) of the ELT staff are not teachers, this is not a viable long-term strategy for math intervention.

3-8 ELA AII	47.46	48.46	See data presented above.
Students			
MGP			
3-8 Math All	49.01	50.01	See data presented above.
Students			
MGP			

LEVEL 2 Indicators

Please list the school's Level 2 indicators below and discuss each with respect to the type, nature and analysis (as applicable) undertaken during the current reporting quarter, as well as necessary course-corrections. Indicate the current status of each indicator in terms of the likelihood of meeting the established targets for realizing Demonstrable Improvement.

dentify Indicator Status Baseline Target Analysis / Report Out						
Status (R/Y/G)	Baseline	Target	Analysis / Report Out			
Orange	21%	22%	85% of School 41's student body is economically disadvantaged, so the data above is a decent proxy for this			
			indicator.			
	200/	20%	The winter data is not yet disaggregated by subgroup. School 41's student population is 60% Black/African-			
	28%	29%	American, so this data will be important.			
			7 Americany 35 tins data win se importanti			
	27%	28%	85% of School 41's student body is economically disadvantaged, so the data above is a decent proxy for this			
			indicator.			
Meeting goal of provision of hours; work to do on quality.	NA	Provide 200	School 41 has cleared the first hurdle of managing the first half year of an entirely expanded school day which serves students for 8 hours and incorporates 10 Boys & Girls Club and Mercier Literacy staff into the school day. This is no small feat as it requires changes and new systems to manage payroll, contracts, communication, scheduling, planning, purchasing, staffing. The school leader and the Expanded Learning Resource Coordinator were both brand new to the model when placed in late August and to be honest, the operations of launching the expanded day have consumed a good deal of energy. The ELRC, being new to administration, continues to learn how the District's systems work and how that connects to School #41's expanded learning program plan. Thus, the first two quarters can best be summarized by a period of learning and transition. Despite that, as the artifacts show, students are being offered enrichments that are improving in terms of choices and quality, and the expanded schedule is providing time for embedded teacher collaboration discussed in previous sections. Recently, in preparation for starting the third quarter, School #41 successfully implemented student surveys to			
			give them more choice in enrichment classes. The options have improved too, in addition to the continuation			
			of strong offerings like karate. For example, a collaboration with a local non-profit, Foodlink, allowed select			
			teachers to receive professional development, instructional materials and cooking resources such as cookware			
			for our new culinary class. Other successes include the school's first basketball team, which through the additional practice time and the coach (a Boys and Girls Club staff) had a very successful fall season which also			
	Meeting goal of provision of hours; work to do on	(R/Y/G) Orange 21% 28% 27% Meeting goal of provision of hours; work to do on	(R/Y/G) Orange 21% 22% 28% 29% 27% 28% Meeting goal of provision of hours; work to do on			

developed leadership. School #41's step team performed on 1/30/16 at the University of Rochester and came in second place. It is important that we are beginning to make the connection between community and school, and to offer students non-academic opportunities to showcase talents. Newly forming gender-based groups to address social-emotional development and wellbeing are another midyear improvement. The third quarter will focus on improving each of the specific enrichment class offerings.

Beginning in early February, our Boys and Girls Club members who support our classes during data meetings will begin to take students to the computer lab for Compass Learning. Compass Learning is a computer-based program with a research-base behind it. This will give students the opportunity to maximize their time goals which correlate to specific growth benchmarks. This should help students show significant gains in their final NWEA assessment.

Operationally, the school continues to work to improve, despite significant setbacks such as the removal of the head secretary, at the same time that the demands for payroll and invoicing increased due to ELT. High absenteeism has been a problem as well.

Moving into third quarter School #41 will begin sending home the Kodak Park School #41 ELT Times on a monthly basis. The Kodak Park School #41 ELT Times is a way to communicate with parents or guardians about the schools expanded learning program. We will highlight our enrichment and math intervention classes and how they are impacting our students. School #41 has also created a Twitter account which connects to their Facebook page. This will allow the school to communicate with various constituents which will hopefully lead to broadening our collaboration as we move forward.

School 41 is part of the District 3rd Cohort of schools implementing this National Center for Time & Learning model of expanded day which adds 300 hours and strives for the 7 Essential Elements. School 41's first year of implementation is following the pattern in many of the Cohort 1 and 2 schools as well; as the year progresses, the focus will shift from operations / coverage / scheduling / expectations / stamina toward a focus on to quality programming. As the school begins to turn an eye toward next year, an early focus will be the master schedule. Currently, while the embedded teacher collaboration / PD time is being well-utilized and is necessary, the fact that students are away from classroom teachers for 1.5 – 2 hour blocks of the day is working at cross-purposes to the school's intense need to build relationships and classroom management.

Chronic	Gr	reen to		Rubric,	RCSD tra	acks students who are absen	it						
Absenteeis	sm me	eet		district	in the fo	llowing increments: <5%, 5 -	_	11 Vodak	Park Chronic	Absonce throu	ıah		
		ıbric		ability	9.99%, 1	.0-19.99% and >20%, making	g	41 - NOUAK	Kodak Park - Chronic Absence through				
	tar	rget;		to track	this data	a available daily for school			1/15/16				
	ye	ellow in		by 1/31;	leaders.	Thus, this meets the	50.0%	45.3%					
	ter	erms of		school	Receivership target rubric. Through 45.0								
	stu	udent		track by	January 15 th 26 5% of K-6 students		40.0% — 35.0% —						
	ou	utcome.		April	are cons	idered chronically absent,	30.0%		27.3%				
					missing	at least 10% of the school	25.0%			40.00/			
					year thu	s far. Another 27% have	20.0%			18.0%			
					missed b	petween 5-10% of school	15.0%				8.5%		
						sulting in less than half of the	e 10.0% —						
						body having satisfactory	0.0%						
						nce. The school's Average			% At Risk (absent 5- %		6 Severe Chronic		
						endance is currently 92%,		(absent <5%)	9.99%)	10-19.99%)	(absent >20%)		
					compared to prior year's 90/4%, with								
						pre K and Kindergarten attendance falling under 90%.							
						pect of the response is Scho							
						ation as one of the District's	_	Enroll	Ilment and Average Daily Attendance by Grade				
						for the Truancy Blitz which s		# of Students	% of Students Avg Daily	Ava Daily			
						nity volunteers and staff out		a Grade Level		Enrolled	Attendance		
						of chronically absent student			36	6.6%	83.9%		
					monthly basis, and works to coordinate			Kindergarter	n 81	14.9%	87.9%		
						nity resources in response. To	•	Grade 1	85	15.7%	91.7%		
						were chosen based on histor		Grade 2	71	13.1%	91.4%		
						grade attendance, and this e		Grade 3	94	17.3%	92.8%		
					-	d attendance in the target so		Grade 4	74	13.6%	94.2%		
						ars. However, the data from	•	Grade 5	61	11.2%	93.5%		
					_	below targets this year, and	-	Grade 6	41	7.6%	92.6%		
						chronic rate at midyear is cu							
					iligher ti	han it was for all of last year.	•						
					In additi	on to coordinating with the	District supp	orts the new r	vrincinal ic workin	a to set clear o	vnoctations		
						on to coordinating with the last aff responsibilities for condu							
Green Exp	ected results for th	his phase of t	he project are	fully met.	Yellow	Some barriers to implementation		Red	Major barriers to in				
	rk is on budget, and	•			3	spending exist; with adaptation/co			encountered; result	•			
this	strategy <u>with impo</u>	act.				be able to achieve desired results.			major strategy adju	stment is required.			

Part II - Key Strategies

Key St	<u>trategies</u>						
	icable, identify any key strategiention plan/budget and instrume			g the current reporting period that are <u>not descri</u> chool improvement outcomes.	ibed ab	ove, but are embedded in the approved	
approve	Key Strategy from your ed Intervention Plan (SIG, SIF, Out of Time).	Status of each strategy (R/Y/G)		ty the evidence that supports your assessment of ction to goals, and the likelihood of meeting targe			
1.	Strengthen school climate	Orange	While	much of this has been discussed in the safety ind	icator s	ection, the culture of this school is broken	
	through restorative practices		enoug	h that it merits a separate discussion. The goal wa	as to fo	cus on building a more restorative culture that	
	approach.		foster	ed relationships and also a multi-tiered level of su	pports	for students, based on this stronger universal	
			tier. A	significant portion of the SIG 6 application was de	evoted	to this goal—additional social work personnel, a	
			contra	ct for a crisis interventionist and a two-year enga	gemen	t with Safer Saner Schools, to implement	
			restor	ative practices. While the school leader and her to	eam ha	ve worked hard to creatively disrupt and	
			impro	ve the culture, it has been a huge challenge.			
			The pr	incipal and a team have been learning about rest	orative	approaches through participation in the	
			Distric	t's ROCRestorative Professional Learning Commu	nity, ge	tting key staff members trained, and pushing	
			into cl	assrooms to model circles. They have been worki	ng to m	obilize resources to open a "Help Zone" which	
			would	help response to student needs in ways that buil	d reflec	tion and return to class. They have also been	
			working to build a sense of community through the establishment and celebration of monthly character traits				
			and th	rough implementation of seemingly typical event	ts such a	as holiday concert at a local theater, a school	
			dance to celebrate great behavior, a vocabulary costume parade, and weekly Friday recognition of positive				
			behavior. Re-establishing a sense of normalcy and fun in school represents improvement here.				
			Due to	the intense mental health needs and the behavi	ors of s	tudents and staff, the leader has recently	
			focuse	d in on learning about becoming a trauma-respo	nsive sc	chool, which fits nicely into the restorative	
			practio	ces umbrella. Upcoming professional learning and	d a com	munity partnership will support this direction.	
			Upcon	ning decisions about budgeting and staffing will b	e critica	al in making this a reality.	
Green	Expected results for this phase of the	· · · · · ·	Yellow	Some barriers to implementation / outcomes / spending	Red	Major barriers to implementation / outcomes / spending	
	met, work is on budget, and the school implementing this strategy with impact	•		exist; with adaptation/correction school will be able to achieve desired results.		encountered; results are at-risk of not being realized; major strategy adjustment is required.	
	implementing this strategy with imput	<u>. L</u> .		acilieve desired results.		major strategy aujustinent is required.	

<u>Part III</u> – Community Engagement Team and Receivership Powers

Comm	unity Engagement Team (CET)
Please p	provide information regarding the type, nature, frequency and outcomes of meetings held by the entire Community Engagement Team and/or sub-committees with addressing specific components of the Community Engagement Plan. Describe goals and outcomes of meetings and committee work in terms of Community ment Plan implementation, school support and dissemination of information.
Status (R/Y/G)	Analysis / Report Out
Green	The CET has been meeting regularly, and is another vehicle for stakeholder input on the direction the school is taking. The most recent focus has been on the intensity and volume of negative behaviors, and on what responses can be taken. The team is supportive of the work to learn how to become a trauma-responsive school.
	The team is taking a collaborative leadership role in assessing the quality of the expanded day offerings by preparing to use the "Data in a Day" protocol. This will see teams comprised of 1 teacher, 1 parent, 1 community member and potentially one student going into all the enrichments and gathering information / observations. Then a collaborative discussion of the data gathered will help the team come to shared understanding and recommendations.
	The team notes the significant amount of positive changes that have been implemented this year, while also recognizing how unsatisfactory the current state is. The team also notes continued concerns about how to lift this work without the additional resources that the School Improvement Grant would've provided.
Power	s of the Receiver
School	provide information regarding efforts on the part of the School Receiver to utilize powers pursuant to section 100.19 of Commissioner's Regulations pertaining to Receivership. Describe goals and outcomes related to Receivership powers currently being utilized (or in the developmental phase) in terms of their entation/development status and their impact.
Status (R/Y/G)	Analysis / Report Out
	Given the timing of the SIG non-award, the Superintendent has not been Receiver for very long, and powers have not been exercised. The District has struggled to provide different levels of support, resources and/or flexibility to this school. Also, given the unique multiple transitions in the Superintendency, decisions on what will or will not be invoked for the 1617 school year are forthcoming. The ability to make clear decisions about staffing, length of day, and professional expectations including professional development will be critical to success.
Green	Expected results for this phase of the project are fully met, work is on budget, and the school is fully implementing this strategy with impact. Some barriers to implementation / outcomes / spending exist; with adaptation/correction school will be able to achieve desired results. Red Major barriers to implementation / outcomes / spending encountered; results are at-risk of not being realized; major strategy adjustment is required.

The Ne	ful strategy currently being implemented in the school that ha	e of sharing best practices of schools and districts. Please take this opportunity to share one or more as resulted in significant improvements in student performance, instructional practice, student/family ment to share these best practices with schools and districts in Receivership.
List the	best practice currently being implemented in the school.	Describe the best practice in terms of the impact it is having, the evidence being collected to determine its value, and the manner in which it might be replicated in other schools/districts.
1.	There are best practices begun, including Walk to	, and the man and the man and the serious functions and the serious functions.
	Intervention, and Data in a Day protocol, but we want to	
	wait for data before highlighting as a best practice. In the	
	past, this principal operated Response to Intervention that	
	propelled a school into good standing.	
2.		
3.		

Part V - Attestation

ATTESTATION:	By signing below, I certify that the information in this quarterly report is true and accurate to the best of my knowledge.