



ATLANTA
PUBLIC
SCHOOLS

Turnaround Strategy Update

Atlanta Board of Education
November 7, 2016

Agenda

Initiative Update

Partnerships

Evaluation

We have kicked off our implementation for the 2016-17 school year. We are addressing challenges, as they arise to limit potential risks.

Initiative	Status	Update
Vacation Academy	Green	Planned for April 2017. School sites are being identified and a planning committee is being established.
Assessment System	Green	Benchmarks assessments have been vetted by the curriculum team and implemented.
High Impact Tutoring	Yellow	Tutors are supporting their caseload of students. School schedule changes and technical requirements initially caused an implementation delay; however, a plan of action was developed to quickly get back on track.
Summer Leader Academy	Green	A plan of support is being contemplated to provide ongoing support to selected principals who attended the Harvard School Turnaround Institute in Summer 2016.
Leader Recruitment	Green	A recruitment strategy for the 2017-18 school year has been developed. Fresh collateral and messaging will be created to support recruitment of strong talent.
High Quality PLCs	Green	Boyd Elementary School will begin implementation in November 2016 as a pilot school for job-embedded learning focused on Mathematics and PLCs.
Instructional Coaches	Green	Instructional Coach trainings have begun and will continue throughout the school year.
Reading & Math Specialists	Green	Trainings for Reading and Math Specialists have begun and will continue throughout the year.
Summer Teacher Academy	Green	Launch planned for Summer 2017.
Targeted PD	Green	Professional Learning focused on Mathematics has begun for 3 rd – 5 th grade teachers at the targeted schools.
Teacher Recruitment	Green	Planning for 2017-18 school year is underway. A Teacher Interview Day is scheduled for March 2017.
Non-Academic Support	Green	Communities in Schools is providing services to over 400 student and has made 16 emergency referrals. Care Team meetings, designed to facilitate intervention supports for students, are taking place.
Social-Emotional Learning	Green	The SEL team continues to work with campus principals and associate superintendents on implementation specifics. Though there are some challenges to scheduling SEL time in classrooms and other basic programming details, we are working through those challenges with individual schools who need extra support as we build capacity around this initiative.
Partnerships	Green	Planning team meetings have begun to support the transition of Gideons ES, Slater ES, and Price MS. GO Team elections have ended.
Family/Alumni Engagement	Green	Over 2,600 stakeholders engaged to provide feedback on family and alumni engagement. Recommendations are being vetted with community; final strategy to be presented at December board meeting.

Green
Yellow
Red

Scheduled activities are on track for completion with no known risks/issues
Risks/issues have been identified, but a plan is in place to resolve
Risks/issues have been identified, but no plan is in place to resolve and scheduled activities may not occur, as planned

Our Instructional Coaches, Specialists, and Teachers are receiving targeted professional development.

Dates	Topics (Grade 3)	Topics (Grade 4)	Topics (Grade 5)
October 15 th	Multiplication & Division	Fraction Equivalence & Comparison	Multiplying/Dividing Decimals & Adding/Subtracting Fractions
December 3	Geometry & Fractions	Fraction Multiplication & the Relationship between Fractions and Decimals	Multiplying/Dividing Fractions
January 28	Measurement	Geometry	2-Dimensional Figures & Volume/Measurement
February 25	Measurement & Milestones Preparation	Measurement & Milestones Preparation	Geometry & Coordinate Plane & Milestones Preparation

All turnaround schools were given one additional FTE to support their students' non-academic needs and targeted schools received additional support from Communities in Schools.

Communities in Schools

- Serving a targeted caseload of over 400 students in the 15 targeted schools
- Addressing needs in one of the following areas:
 - Academic assistance
 - Student attendance
 - Behavioral Interventions
 - Mental Health
 - Family Engagement
 - Life Skills
 - Community and Service Learning
 - College and Career Prep

Additional FTE Support

School	Level of Support	Student Support FTE
Boyd Elementary School	Targeted	Counselor
DH Stanton Elementary	Targeted	Behavior Specialist
Finch Elementary School	Targeted	Behavior Specialist
Fain Elementary	Targeted	Behavior Specialist
FL Stanton Elementary	Targeted	Clinical Psychologist
Gideons Elementary School	Targeted	Behavior Specialist
Hollis Innovation Academy	Targeted	Social Worker
Kimberly Elementary School	Targeted	Clinical Psychologist
Perkerson Elementary School	Targeted	Behavior Specialist
Scott Elementary School	Targeted	Behavior Specialist
Slater Elementary School	Targeted	Behavior Specialist
Towns Elementary School	Targeted	Counselor
Tuskegee Airmen Global Academy	Targeted	Behavior Specialist
Usher/Collier Elementary School	Targeted	Social Worker
Woodson Park Academy	Targeted	Clinical Psychologist
Continental Colony Elementary School	Intensive	Clinical Psychologist
Douglass High School	Intensive	Social Worker
Dunbar Elementary School	Intensive	Social Worker
Miles Elementary School	Intensive	Behavior Specialist
Peyton Forest Elementary School	Intensive	Social Worker
Young Middle School	Intensive	Behavior Specialist

Since the October update, we have been collecting feedback on draft recommendations for our Family & Alumni Engagement Strategy; more discussions are planned.

- 1 Reviewed findings with Board of Education on Oct 10
- 2 Hosted two follow-up meetings with stakeholders who participated in initial engagement circles, focus groups, and interviews on Oct 5 & Oct 13
- 3 Convened Superintendent's Principal Advisory Committee on Oct 17
- 4 Hosted meeting with Office of World Languages for families of ELL students on Oct 24
- 5 Engaged Senior Cabinet on Oct 18 and Oct 25
- 6 Convened Superintendent's Teacher Advisory Committee on Nov 2

Future engagement efforts include:

- Student focus groups
- GO Team representatives from across district – Nov 15 (6:30 p.m. @ Young MS)
- Community meeting open to the general public – Nov 16 (6:30 p.m. @ Brown MS)
- Written feedback is being collected through our Turnaround website @

<http://www.atlantapublicschools.us/domain/11217>

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Our partners are making progress with implementation.

Purpose Built Schools

Thomasville Heights ES

- Serving 429 students, Pre-K – 5th
- Added 32 additional full-time teachers, reducing student-teacher ratio to 6:1
- Increased weekly enrichment time from 90 minutes to 450 minutes
- Created 2 Literacy and 2 Math Centers to offer individualized instruction to 198 students in Literacy and 174 students in Math
- Created comprehensive Community Support plan by adding 6 full-time wrap-around staff members and establishing several community agency partnerships

Slater ES & Price MS

- Principal positions for SY 17-18 posted for December hire

Rensselaerville Institute

- 1st phase of implementation completed - increased amount/frequency of time principals spent in classrooms to improve learning & supported principals' use of assessment data; work in classrooms carried into teachers' PLCs - teachers asked to look more at student evidence, identify challenges and consistently ask "How do we know students are learning?"
- Completed 2 walk-throughs with Assoc. Supts. to ensure alignment/coherence to district's instructional focus areas
- GO Team meetings at most schools will be completed by end of 1st semester
- Miles, Adamsville & Peyton Forest identified as likely sites for Community Sparkplugs

Kindezi

Gideons ES

- GO Team elections completed at Gideons ES
- Transition team is meeting regularly with Gideons' administration; conducting school visits/observations in coordination with the cluster's Associate Superintendent
- Teacher information sessions for current Gideons teachers are planned for November 2016 and January 2017
- Transition team is planning Meet and Greet sessions and tours for current Gideons teachers at both Kindezi campuses; timing to be determined.
- Kindezi plans to hire up to 60 teachers for Gideons; vacant positions will be posted prior to Winter Holidays.

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APS received a grant to support an evaluation of the turnaround strategy; Mathematica was selected through a formal RFQ process.

Mathematica Policy Research is dedicated to improving public well-being by bringing the highest standards of quality, objectivity, and excellence to bear on information collection and analysis. The company has been at the forefront of assessing the effectiveness of policies and programs since 1968.

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Goals of the External Evaluation

Assess implementation and impact of student-focused initiatives on academic and behavior outcomes, and the impact of professional learning opportunities on school climate and school performance.

Assess progress of the implementation of changes in operating models and impact of partnering with non-profit organization managers on student, school and community outcomes.

Assess APS' approach to implementing the Turnaround Strategy, particularly its selection of community partners and organizational/staffing efforts in supporting targeted schools.