PHASE II
‘M&A’
Date: March 3, 2020
School: Jefferson

Embracing Diversity, Driving Success

New Rochelle City School District
Phase I
Data Acquisition - Phase I Highlights

Summary of Success

NYS ELA Data

- ELA scores have improved 13% since the 2016-17 school year.
- Male students have demonstrated the most growth since 2016-17 (20%).
- Our economically disadvantaged students have improved 10% since 2016-17.

NYS Math Data

- Math scores have improved 10% overall since 2016-2017
- Male students demonstrated 15% growth since 2016-17.
- Latino students have grown 13% since 2016-17.
- Our English Language Learners are more successful in math than ELA.
Phase I
Data Acquisition - Phase I Highlights

**aimsweb Plus Growth**
(Fall to Winter Benchmarking)

**First Grade**

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<th>Winter</th>
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Phase I
Data Acquisition - Phase I Highlights

- All fourth and fifth graders who are not participating in the STEM program (modified kaleidoscope) are invited to an after-school STEAM program.
- The program is two days a week.
- The program is supported through our Title I funds.
How can your school team get your school community excited about the innovative interactive survey that the District will initiate across the district?

Parent Conversations
- PTA meetings
- Coffee with the Principal
- Parent teacher conferences

Teacher Conversations
- Grade level meetings
- Leadership meetings
- Faculty meetings
- Vertical team meetings

How will your school team engage in conversations around your Phase I presentation on a building level with teachers and parents?
How can your school team get your school community excited about the innovative interactive survey that the District will initiate across the district?

- Send email blasts
- Make automated calls
- Promote the survey on the school website
- Offer the survey in Spanish

How will you get the most engagement on the platform?

- Welcome parents into the school to complete the survey
- Offer incentives for students who have parents that complete the survey
- The survey should be easily accessible
Phase II
SMART GOALS

Strategic Direction 1: Student learning: provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students

2019/2020 District Goal:
Review and define a data tracking system/data warehouse or proposal for the 2020/2021 school year. What data warehouse would be a good fit for this district?

Currently, we use Google Sheets for each grade level
Phase II
SMART GOALS

**Strategic Direction 1: Student learning:** provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students

| Name | ID | Gender | Ethnicity | DRA | ESL | EL | SpLAng | Italian | 804 | Behavior | Nov DRA | Fall R-CRT | Fall STAR ELA | Fall STAR Math | Winter R-CRT | Winter Maze | Mar. DRA | Spr R-CRT | Spr MAZE | Spr Star | Jun. DRA | 4th Fall | Winter 4th | Winter Tale | Spring Tale | 4th Nov | March | June |
|------|----|--------|-----------|-----|-----|----|---------|---------|-----|----------|---------|-----------|--------------|---------------|--------------|-------------|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|------|------|
| F    | Y  | N      | Yes       | V   | 106 | 3.5| 85      | 127     | 17 | 161      | 28      | 3.0       | 4.0          | 35.0          | 28.0        | 16.0        | 12.0      | 11.0    | 9.0     | 11.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0   | 12.0 | 12.0 |
| F    | H  | M      | Yes       | N   | 107 | 3.5| 85      | 127     | 17 | 161      | 28      | 3.0       | 4.0          | 35.0          | 28.0        | 16.0        | 12.0      | 11.0    | 9.0     | 11.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0   | 12.0 | 12.0 |
| F    | C  | P      | Yes       | N   | 107 | 3.5| 85      | 127     | 17 | 161      | 28      | 3.0       | 4.0          | 35.0          | 28.0        | 16.0        | 12.0      | 11.0    | 9.0     | 11.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0   | 12.0 | 12.0 |
| F    | H  | M      | Yes       | N   | 107 | 3.5| 85      | 127     | 17 | 161      | 28      | 3.0       | 4.0          | 35.0          | 28.0        | 16.0        | 12.0      | 11.0    | 9.0     | 11.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0   | 12.0 | 12.0 |
| F    | H  | M      | Emerging  | N   | 107 | 3.5| 85      | 127     | 17 | 161      | 28      | 3.0       | 4.0          | 35.0          | 28.0        | 16.0        | 12.0      | 11.0    | 9.0     | 11.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0   | 12.0 | 12.0 |
| M    | H  | N      | Yes       | P   | 141 | 70 | 60      | 127     | 17 | 161      | 28      | 3.0       | 4.0          | 35.0          | 28.0        | 16.0        | 12.0      | 11.0    | 9.0     | 11.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0    | 12.0   | 12.0 | 12.0 |

**Demographics**

**Formative Data** (Literacy & Math)

**Special Classifications (ENL, SPED)**

[Google Sheets]
Phase II  SMART GOALS

Strategic Direction 1: Student learning: provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students.

2019/2020 District Goal:
Review and define a data tracking system/data warehouse or proposal for the 2020/2021 school year.

What data warehouse would be a good fit for this district?

Compatible with a variety of data sources such as eSchools and AimsWeb Plus
Compile multiple types of data at one time
Utilize for formative and summative assessments (standard based grading, item analysis)
Analyze super granular data
Customize a variety of dashboards

MIDAS
Phase II
SMART GOALS

Strategic Direction 1: Student learning: provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students

2019/2020 District Goal:
What does a data warehouse need to be able to offer school leadership to ensure that it is a tool used to drive learning and achievement?

- Easy to navigate/user friendly
- Compatible with our other data systems (eschools, IEP direct, google sheets, Aimsweb plus, etc.)
- Ability to Aggregate and Disaggregate data
- Aligned to New York State Next Generation State Standards
- Longitudinal data for individual students
- Professional development
- Student data charts
- Parent user friendly
Strategic Direction 1: Student learning: provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students

2019/2020 District Goal:
Develop the Measurable and Attainable aspects of SMART Goals through a partnership with administrators and teachers (Phase II):

- Teachers meet monthly to discuss ELA and Math data and set goals
- Goals are set by analyzing current formative data in ELA and Math
- Teacher leaders and administrators review and analyze data after each testing window
- After analyzing data and identifying areas of concerns, professional development is determined
- Agendas are determined for grade level meetings
- Informal and formal observations
- Informal teacher conversations
- Student assessment data
Teachers meet to discuss students and establish groups for intervention and enrichment following the benchmarking that happens three times each year.
Phase II
SMART GOALS

**Strategic Direction 1: Student learning:** provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students

**2019/2020 District Goal:**
Develop the Measurable and Attainable aspects of SMART Goals through a partnership with administrators and teachers (Phase II):
How is this supported by professional development?

**English Language Arts**

Focus on Tier Instruction:

- Institute for Learning (IFL)
- LETRS training (Language Essentials for Teachers of Reading and Spelling)
- Writing is Thinking Through Strategic Inquiry (WITSI)
- Fountas & Pinnell Interactive Classroom
Phase II Student Goals

Strategic Objective 1.B Primary Grade Reading
CSDNR will increase the percentage of students ready to read independently to learn in content areas by the end of third grade

Tier I: Instructional Materials K-3
Phase II
SMART GOALS

Strategic Objective 1.B Primary Grade Reading
CSDNR will increase the percentage of students ready to read independently to learn in content areas by the end of third grade

Heggerty Phonemic Awareness Video

Good job, everybody! Alright...
Good job, everybody! Alright...
Strategic Objective 1.B Primary Grade Reading
CSDNR will increase the percentage of students ready to read independently to learn in content areas by the end of third grade.
Phase II
SMART GOALS

2019/2020 District Goal:
Develop the Measurable and Attainable aspects of SMART Goals through a partnership with administrators and teachers (Phase II):

How is this supported by professional development?

Math

● Teachers in Grades K-5 work with Math Coach
● Aligning TERC Investigations with the Next Generation Standards
● Analyzing formative and summative assessments
● Problem solving through bar modeling
● Teachers work with BOCES Consultant
Phase II
SMART GOALS

Strategic Direction 1: Student learning: provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students

2019/2020 District Goal:

Identify the root causes of the discrepancy in the ELL data and to realign programs and programming to meet the needs of this subgroup of students.

What do you believe would help close the gap for ELLs in your school?

Our dual language program for ELLs is in its second year of using the Journeys/Senderos literacy curriculum.

- Structured and scripted program specifically developed for ELLs
- Program offers strategies for scaffolding skills and concepts
- Exposes students to high level texts and diverse characters
- Skills are mirrored in English and Spanish
- An abundance of materials in English and Spanish

Our ENL teachers use Leveled Literacy (LLI) as an academic intervention and teacher developed nonfiction units of study in grades k-3.
Phase II
SMART GOALS

2019/2020 District Goal:
Identify the root causes of the discrepancy in the ELL data and to realign programs and programming to meet the needs of this subgroup of students.

What do you believe would help close the gap for ELLs in your school?

- Professional Development
- Resources & Strategies
- Data Analysis
- Parent Engagement
Phase II
SMART GOALS

What do you believe would help close the gap for ELLs in your school?

- Strengthen literacy skills through the use of ENL strategies especially for those students who are at the higher levels of English proficiency
- Planning time for the classroom teachers to meet with ENL teachers
- Work with all staff members through the RTI team to distinguish between language acquisition and a disability to decrease the number of referrals
- Professional development on writing and language learning strategies
Phase II
SMART GOALS

What do you believe would help close the gap for ELLs in your school?

Data Analysis

- Analyze NYSESLAT individual student’s scores to identify areas of proficiency in each modality
- Planning time for Dual Language teachers for lesson plan development and data analysis
- Regrouping of Newcomers to meet literacy needs
- Create an awareness and action plan for students who are entering the Long-Term English Language Learner status

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Phase II
SMART GOALS

What do you believe would help close the gap for ELLs in your school?

- Structured and explicit instruction through Journeys/Senderos
- Strong literacy focus using ESL strategies
- Targeted strategies in writing across the content area
- Target specific students to attend Jefferson’s after-school program
- For students in the Dual Language program, strengthen literacy skills in Spanish and English by providing support from a NYS bilingual certified teacher
Phase II
SMART GOALS

What do you believe would help close the gap for ELLs in your school?

Parent Engagement

- Parent meetings to share data
- Parent workshops on how to help their children using their native language (Spanish)
- Celebrations of students’ accomplishments
- Coffee with the Principal (informal meetings with parents)
- Community partnerships
Phase II
SMART GOALS

Strategic Directions 2: Safe and supportive schools: cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth

2019/2020 District Goal:
Review and align the code of conduct and the implementation of the measures of discipline to decrease disproportionate suspensions for students of color.

What supports has your school team received through professional development or central administration to help address issues of disproportionality?

- Restorative Practice - 2019-2020
- Cultural Responsiveness - NYU TAC-D 2017-2019
- Guardians of Equity - NYU TAC-D 2017-2019
- ReThink/Social Emotional Curriculum 2018-2020
- CPI Training - 2019-2020
What practices have helped to reduce suspensions in your school?
What practices have helped to reduce suspensions in your school?

**REDUCING SUSPENSIONS**

**STRUCTURED ACTIVITIES**
- Dance - Instructors lead students in a variety of dances
- Physical fitness - Coaches lead students in a variety exercises

**SOCIAL EMOTIONAL SUPPORT**
- Lunch Bunch groups - students meet with the psychologist or the social worker
- Service Club - 5th graders support their younger peers in the classrooms

**IN CLASS SUPPORT**
- Teachers have weekly meetings using ReThink
- Class and individual behavior plans are developed
Phase II
SMART GOALS

Strategic Directions 2: Safe and supportive schools: cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth

What areas of culture and climate are well established in your school?

- Morning Announcements
- Grade level team meetings (collaboratives)
- CARES committee (SEL)
- Service Club (Student Volunteers)
- Parent Workshops (Empoweryou)
- Title III Parent workshops focused on ELL issues
- Coffee with the Principal
- Morning and lunch Sports & Dance programs
- Happy Planning Committee
- Lunch and learns through (Manhattanville Partnership)
- PTA
- Book Fairy
Phase II
SMART GOALS

Strategic Directions 2: Safe and supportive schools: cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth

What would you like your team and/or teachers to learn more about?

• Incorporating SEL practices into the daily routines of teachers
• Additional training for classroom teachers on the importance of Restorative Practices

Do you have any additional recommendations regarding community participation specific to a climate and culture survey?

• Online surveys that are easily accessible
• Bilingual (Spanish and English)
• Open schools at specific times for people to the complete survey
Phase II
SMART GOALS

2019/2020 District Goal:
Strategic Directions 2: Safe and supportive schools: cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth

Which Altaris’ recommendations have been helpful?

Security Cameras
Go Kits
Drills & Evacuation
Visitor Management System
Exterior Lighting
Phones with outside lines in classrooms
What are the strong safety measures in your school?

Security Staff

Emergency Response Team

Safety Team

Drills & Evacuations

2019/2020 District Goal: Reorganize security office team. Develop systems to ensure that the security team is actively supervising students. Review Altaris recommendations to ensure the safety and security of the students, teachers, staff and school facilities.

2019/2020 District Goal: Reorganize security office team. Develop systems to ensure that the security team is actively supervising students. Review Altaris recommendations to ensure the safety and security of the students, teachers, staff and school facilities.
**Phase II**

**SMART GOALS**

**Strategic Directions 2: Safe and supportive schools:** cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth

**2019/2020 District Goal**

What are your security concerns or requests?

- Speakers in the bathrooms and hallways
- Change the lunch monitor ratio to 1 adult to 25 students
- Interior doors which lock from the inside (coming this summer)
- Consider the relocation of voting polls to avoid school disruption
- Revisit Informacast since we have made an investment into the program
Phase II
SMART GOALS

**Strategic Directions 2: Safe and supportive schools:** cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth

Review Altaris recommendations to ensure the safety and security of the students, teachers, staff and school facilities.

**Is there additional training that would be helpful?**

Security guards, lunch monitors and Emergency Response Team (ERT) should all receive professional development.

- CPR/First Aid training
- CPI for Security and ERT
- Defibrillator Training

Would we benefit from continuing to work with them? Altaris training would be beneficial if a plan was developed in collaboration with administrators.
Phase II
SMART GOAL

Strategic Directions 3: Superb Staff: recruit, hire, develop, evaluate and support all staff to consistently and collaboratively provide a high quality and challenging education for every child

2019/2020 District Goal:
Create systems and structures in the central office to effectively support schools.

What changes would you like to see in the communication structure between Central Administration and your school?

01 Continue monthly School Leadership Team meetings
02 Continue Principal weekly communication memos
03 Assess and prioritize the district’s and individual school’s goals
04 Align the district’s and individual school’s goals during the summer
05 Schedule all professional development dates during the summer
**Phase II**  
**SMART GOALS**

**Strategic Directions 3: Superb Staff:** recruit, hire, develop, evaluate and support all staff to consistently and collaboratively provide a high quality and challenging education for every child

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Phase II
SMART GOALS

**Strategic Directions 3: Superb Staff:** recruit, hire, develop, evaluate and support all staff to consistently and collaboratively provide a high quality and challenging education for every child

**2019/2020 District Goal:**
Review vacancies and interim positions at the district and school levels to recruit and hire superb staff.

How can we question and change recruitment practices to identify additional diverse qualified applicants?

- Partnerships with local colleges and universities
- Recruitment fairs
- Continue to offer competitive salaries
Phase II
SMART GOALS

Strategic Directions 3: Superb Staff: recruit, hire, develop, evaluate and support all staff to consistently and collaboratively provide a high quality and challenging education for every child

2019/2020 District Goal:
Ensure a smooth and transparent budget process.

Have your priorities changed from last year? Recap any asks from the Phase I Presentation.

- Winter/Spring 2019 Requested 1.0 ENL teacher, Supported and hired for the 2019-2020 school year
- Winter 2020 Requested 1.0 Social Worker
- PTA Greenhouse Fund $50,000 - Next Steps
Ongoing Commitment 2020 and Beyond
Unpacking the Strategic Roadmap

Create and accomplish **SMART goals** though an understanding of the data, thinking through district-wide systems for student assessment and data collection, as well as continued partnerships with the BOE, district professionals and the community.

**KEY OBJECTIVES**
- Increase graduation rate
- Increase access to accelerated pathways
- Increase access for ALL students to opportunities that support learning objectives
- Decrease violence in schools (*Engaged students are safe students.*)
- Build internal capacity aligned to the strategic plan
- Build consistency in research-based instructional practices
- Create a profile of a New Rochelle Graduate
Phase II
SMART GOALS

Projecting 2020/2021 District Goals:

In reviewing the 2019/2020 district goals, what goals would be useful to continue into the next school year? What would you suggest be the next iteration of each goal as we move forward?

**Student Learning**

**Objective A:** Continue to develop a cohesive districtwide approach to teaching and learning where curriculum, instructional strategies, assessments, academic interventions and grading practices will be consistent.

**Objective B:** Adhering to a consistent use of data points districtwide to ensure equitable services

**Objective C:** Develop and support science teacher leaders across the district

**Objective D:** Develop a plan to implement STEAM programs into all schools
Projecting 2020/2021 District Goals:

In reviewing the 2019/2020 district goals, what goals would be useful to continue into the next school year? What would you suggest be the next iteration of each goal as we move forward?

All schools should be equipped with the same resources suggested by Altaris.

A lead person in the district should be assigned to follow up and ensure that each school receives what it needs.

Safe and Supportive Schools

Professional development should be cohesive and consistent districtwide.
Phase II
SMART GOALS

**Projecting 2020/2021 District Goals:**
In reviewing the Key Objectives, what objectives would be of most interest to your school based on the Phase I data? What goals would you suggest become a focus for the district during the next school year?

- Increase access to accelerated pathways
- Increase access for all students for opportunities that support student learning objectives
- Build internal capacity aligned to the strategic roadmap
- Build consistency in research-based instructional practices
What goals would you suggest become a focus for the district during the next school year?

- Develop after school programs for students not meeting the (determined) benchmarks
- Provide support and materials for teachers to implement STEAM activities on every grade level
- Continue to offer high-quality professional development for all pedagogical staff
- Continue to focus on improving safety
- Continue to focus on improving safety

Phase II SMART GOALS

Projecting 2020/2021 District Goals:
Phase II
SMART GOALS

Projecting 2020/2021 District Goals:
What would you propose as Measurable and Attainable for the suggested goals?

- Analyze current available district-wide data (aimsweb Plus)
- Review the Strategic Roadmap
- Collaborate with colleagues to identify common goals
CSDNR SMART GOALS

Jefferson Elementary School

2019-20 District Road Map:

**Strategic Direction 1: Student Learning**
provide a high quality and challenging education for every child that promotes the intellectual, creative, social, emotional, and physical development of all students

**Strategic Directions 2: Safe and Supportive Schools**
cultivate safe, nurturing environments that embrace our rich diversity and are conducive to learning and growth

**Strategic Directions 3: Superb Staff**
recruit, hire, develop, evaluate and support all staff to consistently and collaboratively provide a high quality and challenging education for every child