

# **Kansas City Public Schools and Department of Elementary and Secondary Education**

April 5, 2018



# Focus School Progress

Dr. Anthony Lewis and Ms. Elizabeth Austin  
Assistant Superintendents of School Leadership



# KCPS Focus Schools

What is it going to take to move your building forward?

Do our plans and goals align with the district Strategic Plan?

- September 2017 – March 2018
- School improvement plans
- Goal setting
  - Individual conferences
  - Site visits
  - Cohort meetings

# Three Primary Objectives

- 1. Improvement of Leadership** – Pillar C Section 9 Capable and Empowered Leadership - Develop a network of topnotch leaders and leadership teams
- 2. Improvement of Collaboration and Culture** – Pillar C Section 8 Professional Development and Collaboration – Invest in continuous learning for all staff to achieve mastery in their craft
- 3. Improvement of Effective Instruction** – Pillar C Section Section 8 Professional Development and Collaboration – Invest in continuous learning for all staff to achieve mastery in their craft

# Did Principals Set Appropriate Goals?

- **Yes, principals set appropriate goals...**
- In recent cohort meetings and site visits we understand principals have experienced varying degrees of success while:
  - **Learning about their schools** – Pillar A – Personalized, Rigorous, Culturally Responsive Teaching and Learning – Tailoring instruction to meet student needs
  - **Adjusting to new expectations** Accountability and Data – Pillar D – Section 10 – Data-Informed, Effective and Efficient Systems, Planning, Accountability, and Celebrations

# Outcomes of Six Months of Focused Work

- **Level of concern among Focus Principals is raised:**
  - They are leading instruction and data analysis – Pillar D
  - They have deconstructed standards and made site plans for re-teaching – Pillar A
    - Section 2- aligned curriculum and assessments
  - Principals have reached out since the cohort meeting and are reporting back regarding what they are doing to focus more clearly on articulated goals – Pillar C– Section 9 – capable empowered leadership

# District Support and Accountability Pillars C and D

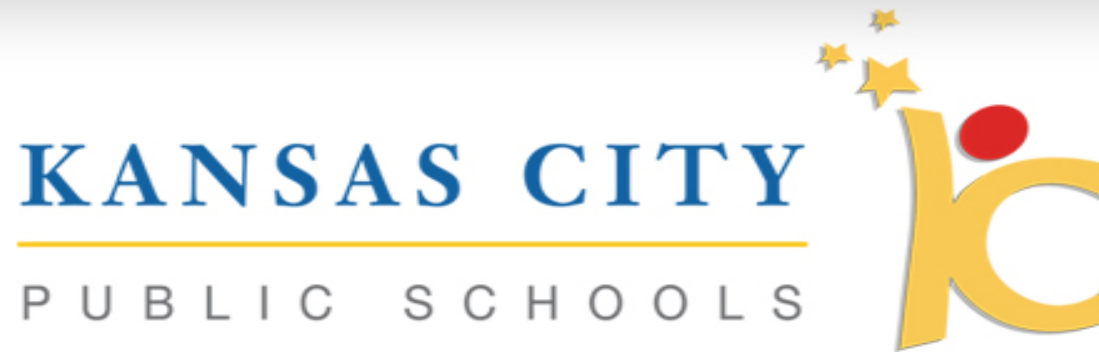
- **Principal Professional Development:**
  - **Focused on Instructional Core**
    - Task Alignment: Principals took practice MAP
    - Standard deconstruction
    - Planning for teaching, re-teaching using real time data
    - More frequent site visits, more frequent calls checking in and more frequent coaching and feedback

# Questions?



# Professional Learning Communities

Dr. Anthony Lewis and Ms. Elizabeth Austin  
Assistant Superintendents of School Leadership



# Professional Learning Communities

- 2018-2019

Year 1	PLC Building
Ongoing 2018-2019 School Year	Introduce PLCs
	Master schedule support provided for all buildings: Workshops based on school tier
	Schools work tiers of intervention for all students
	Schools work on collaborative culture
	Schools launch PLCs
	School-based interventions using Reading/Math interventionists and Social Workers
	District level Common Formative Assessments developed

# Professional Learning Communities

- **April 2018**
  - Building a Collaborative School Culture with Dr. Anthony Muhammad
- **June 2018 (Principal and Summer Institutes)**
  - Launch PLCs
  - Introduce PLCs
  - Analyze data to establish tiers of intervention for each school



# Professional Learning Communities

- **August 2018**
  - PLC Kickoff
- **October 2018**
  - Embedded Principal/Leadership coaching
- **November 2018**
  - Follow-up Professional Development for Principals/Leadership



# Professional Learning Communities

- **February 2019**
  - Embedded Principal/Leadership coaching
- **April 2019**
  - Reflection session for Principals/Leadership
  - Establish next steps



# Professional Learning Communities

- **2019-2020**

Year 2	Rtl Embedding
Ongoing for the 2019-2020 School Year	Deeper dive into PLCs and Response to Intervention (RtI) for building staff members
	Re-analyze data to establish tiers of intervention for each school
	Continued use of interventionists in buildings
	Increase of classroom teacher-led interventions
	District created Common Formative Assessments inform PLC/RtI work

# Professional Learning Communities

- **2019-2020**

Year 3	Common Formative Assessment Formation
Ongoing for the 2020-2021 School Year	PLCs fully implemented in all buildings
	Re-analyze data to establish tiers of intervention for each school
	Number of interventionists decrease based on the increase of teacher-led interventions increase
	All teachers begin professional development on creating their own Common Formative Assessments
	District- and teacher-created Common Formative Assessments inform PLC/RtI work

# Professional Learning Communities

- **Three Year Plan at-a-glance**

Year 1 – PLC Building	Year 2 – RtI Embedding	Year 3 – Common Formative Assessment Formation
Introduce PLCs	Deeper dive into PLCs and Response to Intervention (RtI) for building staff members	PLCs fully implemented in all buildings
Master schedule support provided for all buildings	Re-analyze data to establish tiers of intervention for each school	Re-analyze data to establish tiers of intervention for each school
Schools work tiers of intervention for all students	Continued use of interventionists in buildings	Number of interventionists decrease based on the increase of teacher-led interventions increase
Schools work on collaborative culture	Increase of classroom teacher-led interventions	All teachers begin professional development on creating their own Common Formative Assessments
Schools launch PLCs	District created Common Formative Assessments inform PLC/RtI work	District- and teacher-created Common Formative Assessments inform PLC/RtI work
School-based begin academic/behavior interventions using interventionists		
District level Common Formative Assessments developed		



# Questions?

# Middle College Program

Dropout Recovery Program in partnership with the Full Employment Council  
and MCC—Penn Valley

Ms. Pamela Pearson & Ms. Christy Harrison

Dropout Prevention Coordinator/Director, Extended Learning & Opportunities

# Purpose

- The KCPS Middle College Program is a partnership between Kansas City Public Schools (KCPS), Full Employment Council (FEC) and MCC-Penn Valley Community College.
- The Middle College program is designated for students looking for an alternative path towards academic success by specifically re-engaging disenfranchised out of school youth between the ages of 17 and 24 years old who have dropped out of school.
- The blended learning instructional model will utilize online coursework and direct instruction to provide students the necessary support needed for academic success.
- This program incorporates the high standards of a college environment while providing a safe and supportive community.
- KCPS and MCC-Penn Valley Campus will work to build skills in preparation for the *HiSET* exam and future post-secondary options.

# Class Schedule:

Monday – Friday

- Morning: 8:30 am – 11:30 am

HISET Preparation - Online Coursework - Student Success Series Workshop

- Afternoon: 11:30 am – 2:30 pm

Employment - Career Training/Internship provided by FEC –

Tutoring – Student Follow-up



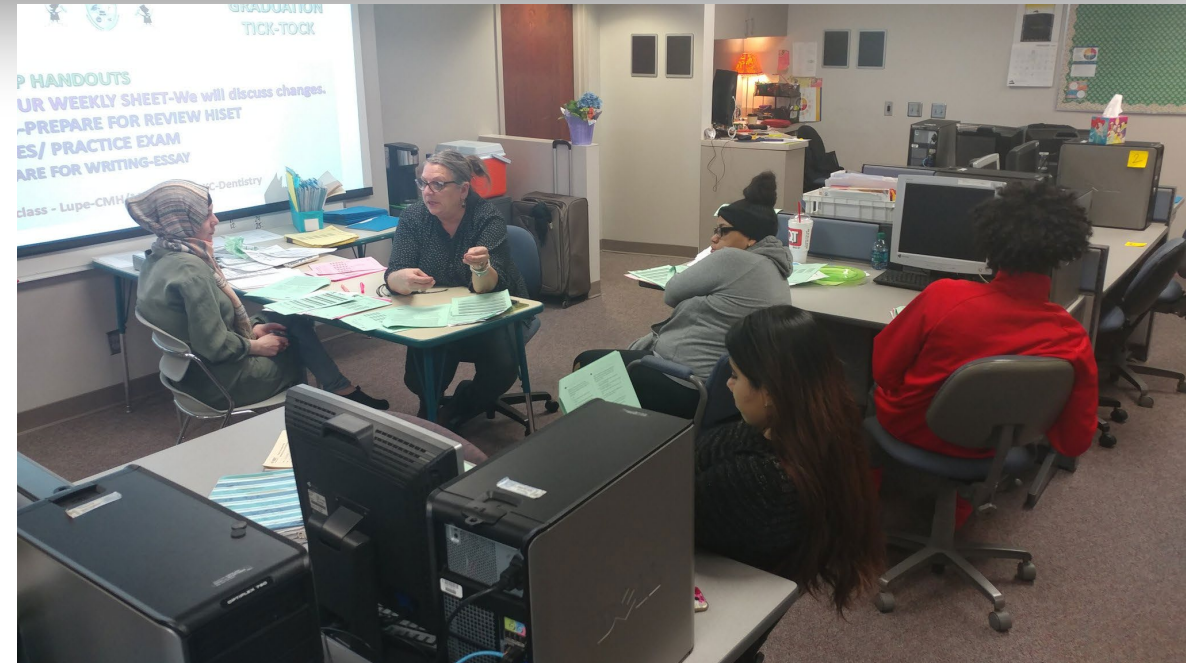
# KCPS District Responsibilities:

- Advertising and recruiting students who have dropped out between the ages of 17 – 20 years of age (Minimum of 30 students who must test at the 9<sup>th</sup> grade level or above in reading and math)
- Orientation of the program
- Hire and train classroom instructor to supervise, instruct and follow-up with students
- Online Curriculum– Health, Personal Finance and Government
- Student laptops and Wi-Fi support as needed
- Grant reports to Full Employment Council
- Cost of signing up students for HISET testing
- Through partnership with Full Employment Council, provide Career Readiness training
- Offer transportation options for students paid for by Full Employment Council
- Monitor and document student's completion of KCPS High School Diploma requirements (Ages 17 – 20 only)



# Penn Valley Community Campus Responsibilities:

- Classroom with Internet Access (year-round)
- Classroom technology equipment for instruction
- Waive MCC Application Fee
- Students access to library and tutoring services
- Access to service learning projects, as available
- Access to scheduling the HISET testing at Penn Valley
- Graduation Ceremony @ Penn Valley
- MCC ID: allow students to access the campus services
- UPass – All access KCTA Bus Pass
- Access to the childcare center on campus for students with children 2 years of age and older
- Student Success Series (Workshops: FAFSA, Admissions, Career Assessment, Prep for Accuplacer, etc.)



# Outcomes of a minimum of 30 students:

- 80% completion rate-24 students
  - 25% of students will graduate within 6 months- 6 students
  - 75% of students will graduate with 1 year- 18 students
- 50% of the graduates will transition to Degree/CTE program- 12 students

# MCP By the Numbers:

- Students Enrolled: 22
- Students Expected to Graduating in May: 7
- Students Expected to Graduate in June: 11
- Students Expected to Graduate in December: 4
- Basic Skills Deficient Growth: T.A.B.E Assessment
  - Reading -3 of 6 students made a 5 point gain or higher
  - Math -4 of 7 students made a 1 point gain
- KCPS-MCP Screening Process—Continuous Cohort Model
  - 12/20/18 - 4 of 4 students met screening requirements
  - 1/17/18 - 9 of 9 students met screening requirements
  - 2/7/18 - 5 of 10 students met screening requirements
  - 2/27/18 - 4 of 5 students met screening requirements



# Questions?

# Budget Projections

Ms. Linda Quinley  
Chief Financial & Operations Officer



# Primary Sources of Local Revenue 2017-18 Budget



## Current Property Tax

70.78% of  
Total  
Operating  
Revenue

## Proposition C Sales Tax

8.94% of  
Operating  
Revenue

## Delinquent Property Tax

4.78% of  
Operating  
Revenue


Total of Three = 84.50% of Grand Total

# Current Property Tax

	Final 2015-16 Reassessment Year	Final 2016-17	Final 2017-18 Reassessment Year	Preliminary 2018-19	Increase (Decrease) from 17-18 to 18-19
<b>Assessed Valuation</b>					
Residential	\$1,263,245,295	\$1,282,759,130	\$1,365,711,762	\$1,403,033,159	1.25%
Agricultural	\$54,332	\$52,508	\$81,291	\$82,107	1.00%
Commercial	\$913,807,778	\$692,101,904	\$1,112,790,116	\$1,126,699,992	1.25%
Personal Property	\$673,218,103	\$692,101,904	\$706,641,826	\$720,774,663	2.00%
<b>Total Assessed Valuation</b>	<b>\$2,850,325,508</b>	<b>\$2,898,763,386</b>	<b>\$3,185,224,998</b>	<b>\$3,250,589,921</b>	<b>1.42%</b>
Increase/(Decr) from prior yr.	\$114,854,960	\$48,437,878	\$286,461,612	\$45,364,923	
Percentage change prior yr.	4.20%	1.70%	9.88%	1.42%	
<b>Levy</b>					
<b>Total Levy</b>	<b>\$4.9599</b>	<b>\$4.9599</b>	<b>\$4.9599</b>	<b>\$4.9599</b>	<b>\$0.00</b>
<b>Collection Rate</b>		<b>91.31%</b>	<b>Estimated 89.05%</b>	<b>89.05%</b>	

Projected Increases in assessed valuation for 2018-19 aligned to historical trend data and result in a minor increase to revenues of roughly \$2.2 million for 2018-19

# Proposition C Revenues



	2015-16 Actual	2016-17 Actual	2017-18 Budget	2017-18 Projected Actual	2018-19 Proposed	Increase (Decrease)
Revenue per Weighted Average Daily Attendance (WADA)	\$947	\$979	\$985	\$988	\$1006	\$18
WADA from previous fiscal year	17,842	18,347	18,215	18,215	18,018	-198
Calculated as per DESE formula	\$16,896,504	\$17,961,228	\$17,942,266	\$17,996,912	\$18,125,840	\$128,927
Increase/(Decrease) from previous year	\$1,476,269	\$1,064,724	-\$18,963	\$35,684	\$128,927	
Percentage change from previous year	9.57%	6.30%	-0.11%	.20%	.72%	

# Primary Sources of State Revenue



State  
Foundation  
Formula

0.00% of  
Total  
Operating  
Revenue

Classroom  
Trust Fund

2.11% of  
Total  
Operating  
Revenue

Transportation

1.33% of  
Total  
Operating  
Revenue

Parents As  
Teachers &  
High Needs

.32% of  
Total  
Operating  
Revenue

Total of 3.75% of Grand Total

# State Foundation Key Components



	2015-16	2016-17	Projected 2017-18	Projected 2018-19
Regular ADA	13,262	13,075	12,661	12,907
Summer School ADA	1,254	986	1,059	1,089
FRL Weighting	1,818	2,013	1,947	2,132
ELL Weighting	1,907	1,950	2,162	2,015
Special Education Weighting	106	45	0	11
<b>Weighted ADA</b>	<b>18,347</b>	<b>18,215</b>	<b>18,018</b>	<b>18,236</b>
State Adequacy Target (SAT)	\$6,145	\$6,199	\$6,241	\$6,308

**This information is added to expected Charter WADA x SAT x a Dollar Value Modifier (DVM) x Funding Percentage. Charter Local and State are funded through this payment before KCPS receives funds resulting in an expected overall decrease of roughly \$2 million.**

# Priority Additions for 2018-19



## Ongoing Costs

- 2018-19 Compensation increases as agreed to in Collective Bargaining Agreements
- Adequate funds to support expected increases in insurance costs
- Adequate funds to support expected increase in District only cost of retirement contributions

## Early Priorities for 2018-19

- Class Size adjustments using the Tiered Model
- Addition of Math and Reading Intervention Staff using the Tiered Model
- Curriculum & Assessment Additions – such as iReady and Pearson Math
- Addition of Social Workers and Case Management Staff for Social/Emotional Supports
- Addition of Project Lead the Way at Elementary Schools
- Addition of Professional Development for all teachers
- Addition of Curriculum Coaches to support teachers
- Addition of Advertising and Promotion campaigns



# Questions?

# **Kansas City Public Schools Recruitment/Retention Program (Pillar C: Strategic Priority 7)**

Jennifer Collier  
Chief Human Resources Officer



# Pillar C

## Strategic Priority 7

### **Pillar C:**

Caring, Effective Teacher in Every Classroom and Effective Leader in Every School

### **Strategic Priority 7:**

Talented, Dedicated Workforce: Attract, develop and retain diverse effective personnel at all levels



# Classroom Teacher Education

Total Number of Teachers 2017-2018	Bachelors	Masters	Ed. Specialist	EdD/ PhD	% of teachers certified and appropriately placed
1021	394	521	78	28	1,007
% of teaching staff	39%	51%	7%	3%	99% (100%)

# Projected Vacancies for SY19

(as of 4-3-18)

	# of Vacancies	Level / Content Area	
Elementary Vacancies	53	K-2 <sup>nd</sup> – (23) 3 <sup>rd</sup> - 6 <sup>th</sup> – (30)	
Secondary Vacancies	24	ELA- 2	ESOL- 2
		S. Studies- 3	SpEd- 1
		Science- 4	PE- 1
		Math- 6	Music-1
		Latin-1	Art- 2
			JROTC-1
Total Vacancies	77		

# Classroom Teacher Contract Data SY19

Contract type	Issued	Signed/Returned	%
185-day contracts	942	769	82%
Banneker contracts	21	21	100%
Total	963	790	82%

Contract type	Issued	Signed/Returned	%
Non-tenured teachers	444	410	92%

# KCPS Classroom Teacher Retention Rate

## Four-year trend

School Year	Total number of classroom teachers	Total Number of teachers who have departed or will depart	Retention rate
SY 2014-15	993	164	83.48%
SY 2015-16	1005	145	85.57%
SY 2016-17	1031	197* <small>*\$20,000 retirement incentive offered</small>	80.89%
SY 2017-18 (to-date)	1021	183 19 Retirements 85 Resignations 3 Other (deceased, termination, declined position) 42 non-renewals	*85.4% - (82.1%)  *% subject to change

# Recruitment / Retention

So what is KCPS response?





# Recruitment Strategies to address staffing needs

- 42 University Recruitment/Teacher Interview Days  
(Truman State, UMKC, NWMSU, UCM, KU, MU, MSSU, MNU, Avila, Pittsburg, K-State, Missouri Western, Washburn, Rockhurst, Park, **Emporia**, University of Nebraska, Iowa State, **University of Arkansas**, **Minnesota Education Fair**, Howard University, **University of New Mexico**, Harris Stowe, Alabama State, Lincoln University, **Southern Mississippi**, **Oklahoma State**)
- KCPS Job Fair (Feb. 3<sup>rd</sup>)
  - 149 certified candidates attended
  - 25 Contracts were issued to blue card recipients
  - 17 letters have been signed and returned
  - Principal-teacher match event (April 5th)



# Recruitment Strategies

- Hiring for hard to fill subjects (Science, Math, ELL, Sped)
- Strategic Outreach: Recruitment for teachers of color (still adding to our schedule)
  - Howard University
  - Alabama State University
  - Harris Stowe State University
  - Lincoln University of Missouri
  - University of New Mexico



# Recruitment Strategies to address staffing needs

- Key Partnerships
  - TFA (7)- Carver(1), East(4), Whittier(1), Banneker(1)
  - KCTR (12)- Garcia(1), Northeast(4), Rogers(4), Troost(2), SEHS(1)
  - MU Fellows (2)- Gladstone(1), Hale Cook(1)
  - UMKC (student teachers) (9) -(James, Banneker, Whittier, FLA, NEMS, East, Garfield, Hartman, Lincoln)
- Grow Your Own Initiative (Ed Prep Program)
  - 7 students currently enrolled at Manual Tech
- More Competitive Compensation

# Retention Strategies

- All new teachers receive a mentor within their school (Arranged by Curriculum and Instruction in partnership with the school Principal)
- Revised onboarding process (began July 2017)  
(to include KCPS priorities: Cultural Competency, Equity in Practice and Trauma-Informed Care and a 2<sup>nd</sup> day curriculum-dive for teachers only) July 2018- 2<sup>nd</sup> day Principal/district leader orientation
- Quarterly “Teacher Check-Ins” designed to touch bases and hear from 1<sup>st</sup> year teachers.
- Annual Employee Recognition & Service Awards Ceremony
- Teacher/Principal of the Year Ceremony
- KCPS Intramural Days

# Questions?

# KCPS Summer PD Opportunities

Dr. Trinity Davis

Asst. Supt. Curriculum, Instruction and Professional Development

**KANSAS CITY**  
PUBLIC SCHOOLS





# Summer Institute

Pillar C: Caring effective teachers in every classroom and effective leaders in every school.

- Strategic Priority 8 – Professional development and collaboration

**“ALL MEANS ALL”**  
THE FIRST EVER SUMMER PROFESSIONAL DEVELOPMENT INSTITUTE  
DATE: JUNE 25-28, 2018  
WHERE: SOUTHEAST HS, 3500 E. MEYER BLVD., KANSAS CITY, MO 64105  
WHO IS INVITED? ALL KCPS CORE TEACHERS

**DR. MARTHA BURNS**  
Director of Neuroscience Education at Northwestern University

**DR. MARCIA TATE**  
International Brain-based Teaching Consultant

**ALFRED TATUM**  
Author of *Teaching Reading to Black Adolescent Males*

**DR. TODD WHITAKER**  
Leading Authority on Staff Motivation and Teacher Leadership

**KENNETH WILLIAMS**  
Leading Authority on School Culture and Equity

**STIPENDS WILL BE PAID!**  
TEACHERS CAN SIGN UP FOR SESSIONS ON MY LEARNING PLAN.  
RAFFLES! PRIZES! GIFT BAGS FOR PERFECT ATTENDANCE!  
**#KCPSALLMEANSALL**

**KANSAS CITY PUBLIC SCHOOLS**  
MOVING FORWARD TOGETHER

# Summer Institute

- **June 26-28, 2018 at Southeast High School**
    - Conference Style
      - Keynote Speakers
      - Full Day Sessions
      - Breakout Sessions
- |  |          |
|--|----------|
|  |          |
|  | Literacy |
|  | Math     |
|  | Social   |

Tracks	
	Literacy
	Math
	Social Emotional
	Classroom/School Culture
	Science
	Assessment
	Product Training
	Cross Content



# Summer Institute

- June 25, 2018

8:00 to 9:00	Keynote: Marcia Tate						
9:00-12:00	Breakouts		Full Day Sessions				
	Deb Diller (Elementary)	ReLeah Lent (Secondary)	Marcia Tate-Engagement	Science & Methods (6-8)	Science & Methods (9-12)	Secondary Math	Close Reading Complex Text
	Marco Ramirez (K-2)	EnVision 2.0 Training					
	Science & Methods (K-2)	Science & Methods (3-5)					
	Success Mentors in KCPS	Universal Screener					
10:30 to 10:45	Break						
12:00 to 1:00	Lunch						
1:00 to 4:00	Breakouts						
	Deb Diller (Elementary)	ReLeah Lent (Secondary)					
	Marco Ramirez (K-2)	EnVision 2.0 Training					
	Science & Methods (K-2)	Science & Methods (3-5)					
	Success Mentors in KCPS	Universal Screener					
2:30 to 2:45	Break						
4:00 to 4:15	Day 1 Close Reflection						

# Summer Institute

- June 26, 2018

8:00 to 9:00	Keynote: Todd Whitaker							
9:00-12:00	Breakouts		Full Day Sessions					
	Deb Diller (Elementary)	ReLeah Lent (Secondary)	Marcia Tate- Formative Assessment	Science & Methods (6- 8)	Science & Methods (9- 12)	Math Number Talks (3-6)	Kagan Cooperative Strategies	
	Marco Ramirez (K-2)	Envision 2.0 Training						
	Science & Methods (K-2)	Science & Methods (3-5)						
	Transfer Conflict in the Classroom	Co-teaching & Collaboration						
	Universal Screener iReady (K-8)	Success Mentors in KCPS						
	Todd Whitaker							
10:30 to 10:45	Break							
12:00 to 1:00	Lunch							
1:00 to 4:00	Breakouts							
	Deb Diller (Elementary)	ReLeah Lent (Secondary)						
	Marco Ramirez (K-2)	Envision 2.0 Training						
	Science & Methods (K-2)	Science & Methods (3-5)						
	Transfer Conflict in the Classroom	Co-teaching & Collaboration						
	Universal Screener iReady (K-8)	Success Mentors in KCPS						
	Todd Whitaker							
2:30 to 2:45	Break							
4:00 to 4:15	Day 2 Close Reflection							

# Summer Institute

## • June 27, 2018

8:00 to 9:00	Keynote: Martha Burns (Brain Research)					
9:00-12:00	Breakouts		Full Day Sessions			
	Deb Diller (Elementary)	Jim Burke (Secondary)	7 Steps to a Language Rich Interactive Classroom	Science & Methods (6-8)	Science & Methods (9-12)	Math Number Talks (K-2)
	Science & Methods (K-2)	Science & Methods (3-5)				
	Envision 2.0 Training	Active Learning Using Healthy Hip Hop (K-4)				
	Skills Practice for Restorative Discipline	Up Where they Belong - African American Children				
	Universal Screener iReady (K-8)	Success Mentors in KCPS				
	Science of Learning					
10:30 to 10:45	Break					
12:00 to 1:00	Lunch					
1:00 to 4:00	Breakouts					
	Deb Diller (Elementary)	Jim Burke (Secondary)				
	Science & Methods (K-2)	Science & Methods (3-5)				
	Envision 2.0 Training	Active Learning Using Healthy Hip Hop (K-4)				
	Skills Practice for Restorative Discipline	Up Where they Belong - African American Children				
	Universal Screener iReady (K-8)	Success Mentors in KCPS				
	Science of Learning					
2:30 to 2:45	Break					
4:00 to 4:15	Day 3 Close Reflection					

# Summer Institute

- June 28, 2018

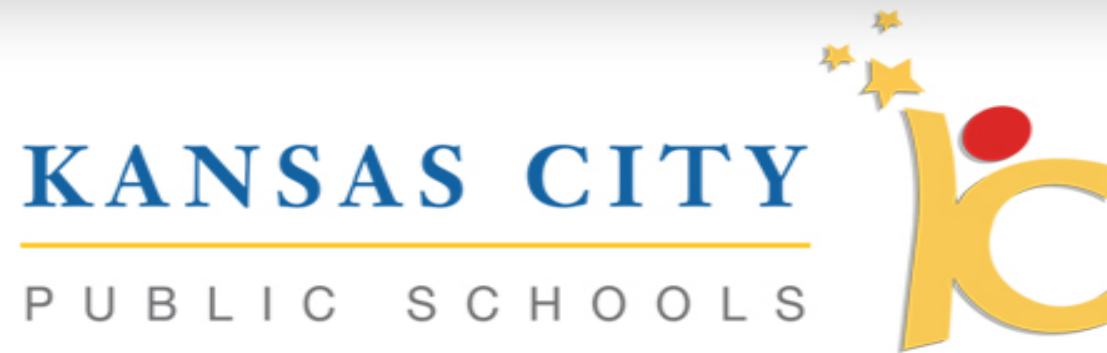
8:00 to 9:00	Keynote: Ken Williams (Urban Engagement)	
9:00-12:00	Breakouts	
	Deb Diller (Elementary)	Jim Burke (Secondary)
	Urban Engagement	Alfred Tatum
	MTSS: Behavior	Universal Screener
10:30 to 10:45	Break	
12:00 to 1:00	Lunch Provided Keynote: Alfred Tatum (Black Males)	
1:00 to 4:00	Breakout	
	Building Plan: Working on Next Steps	
2:30 to 2:45	Break	
4:00 to 4:15	Day 4 Close Reflection	

# Questions?

# RSIT Breakout Discussion



# Feedback/Requests



# **Monthly Meeting Date**

## **Thursday, May 24, 2018**

