

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

## **Regional School Improvement Team Meeting**

**Thursday, September 26, 2013**

**KANSAS CITY**  
PUBLIC SCHOOLS



# Goal 1: Academic & Subgroup Achievement

District will increase Academic and Subgroup Achievement in the four content areas.

## **District's Targets for SY 2013-2014:**

- English Language Arts MPI 303.7
- Mathematics MPI 301
- Science MPI 275.4
- Social Studies MPI 280.3

## **District Assessments:**

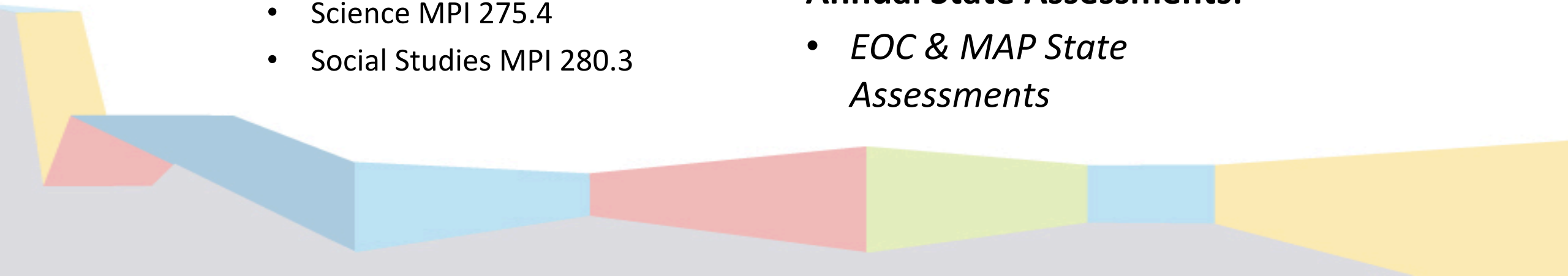
- *Acuity – DRA2 – NWEA*

## **Semester Assessments:**

- *Quarterly EOCs Unit Assessments & Ed Performance Series*

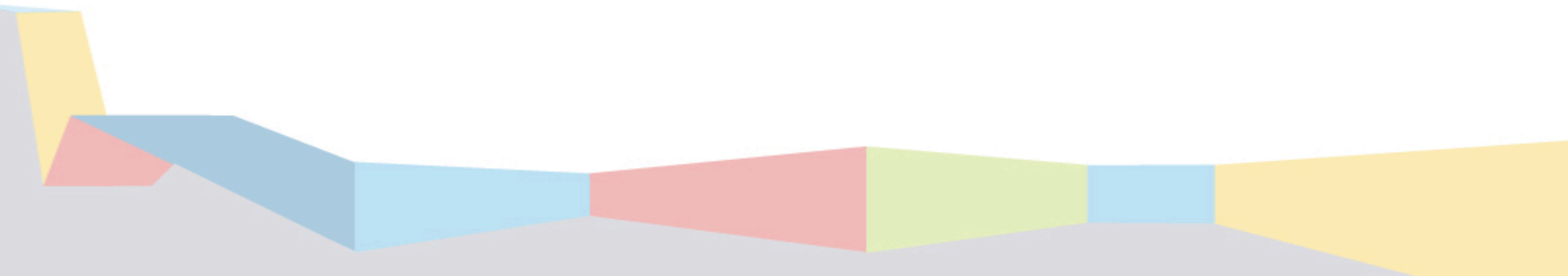
## **Annual State Assessments:**

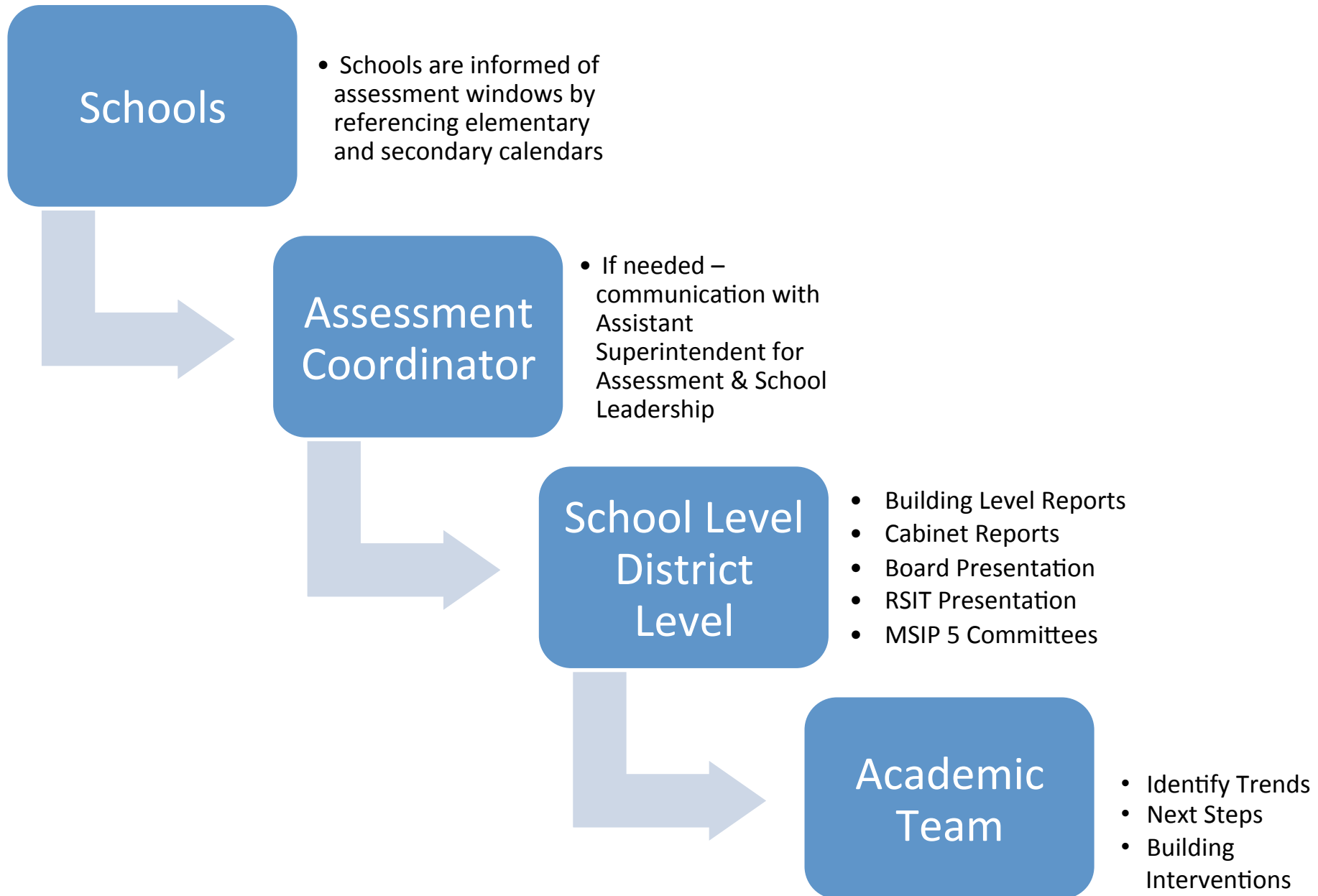
- *EOC & MAP State Assessments*



# Road to Re-Accreditation

Assessment, Accountability and Academic Precision:  
Monitoring & Reporting





# Elementary Calendar

## SEPTEMBER 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 Labor Day No School-Holiday	3 Tech Literacy Testing Window Begins	4	5 Rosh Hashanah	6	7
		DRA2 Testing Window (Grades K-6)				
8 Grandparents	9	10	11 Patriot Day	12	13	14 Yom Kippur
	DRA2 Testing Window (Grades K-6)					
	Acuity A Testing Window (Grades 3-8) Paper/Pencil					
15	16	17	18	19	20	21
	DRA2 Online Window(Grades K-6) *Scores must be entered online no later than Sept. 20th*					
	Acuity A Testing Window (Grades 3-8) Paper/Pencil					
22 Autumnal equinox	23	24	25	26	27 Tech Literacy Testing Window Ends	28
29	30					
		<b>Testing Windows:</b> Acuity A : Sept. 9th - 18th; Paper/Pencil-*Due Sept. 18th @ Richardson TLC-RM105* Tech Literacy Testing: Sept. 3rd - 27th DRA2: Aug. 19th - Sept. 13th; *Scores must be entered online no later than Sept. 20th*			Elementary School Calendar 2013-2014  © 2012 Vertex42 LLC <a href="#">Calendar Template by Vertex42.com</a>	

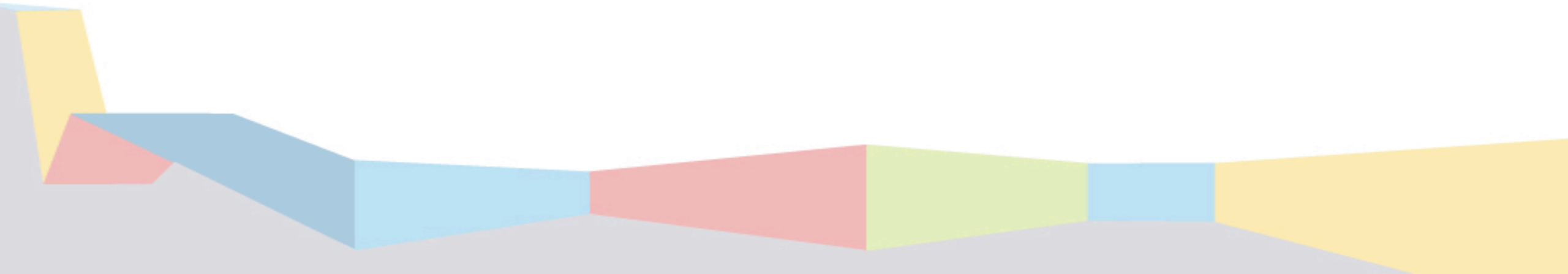
# Secondary Calendar

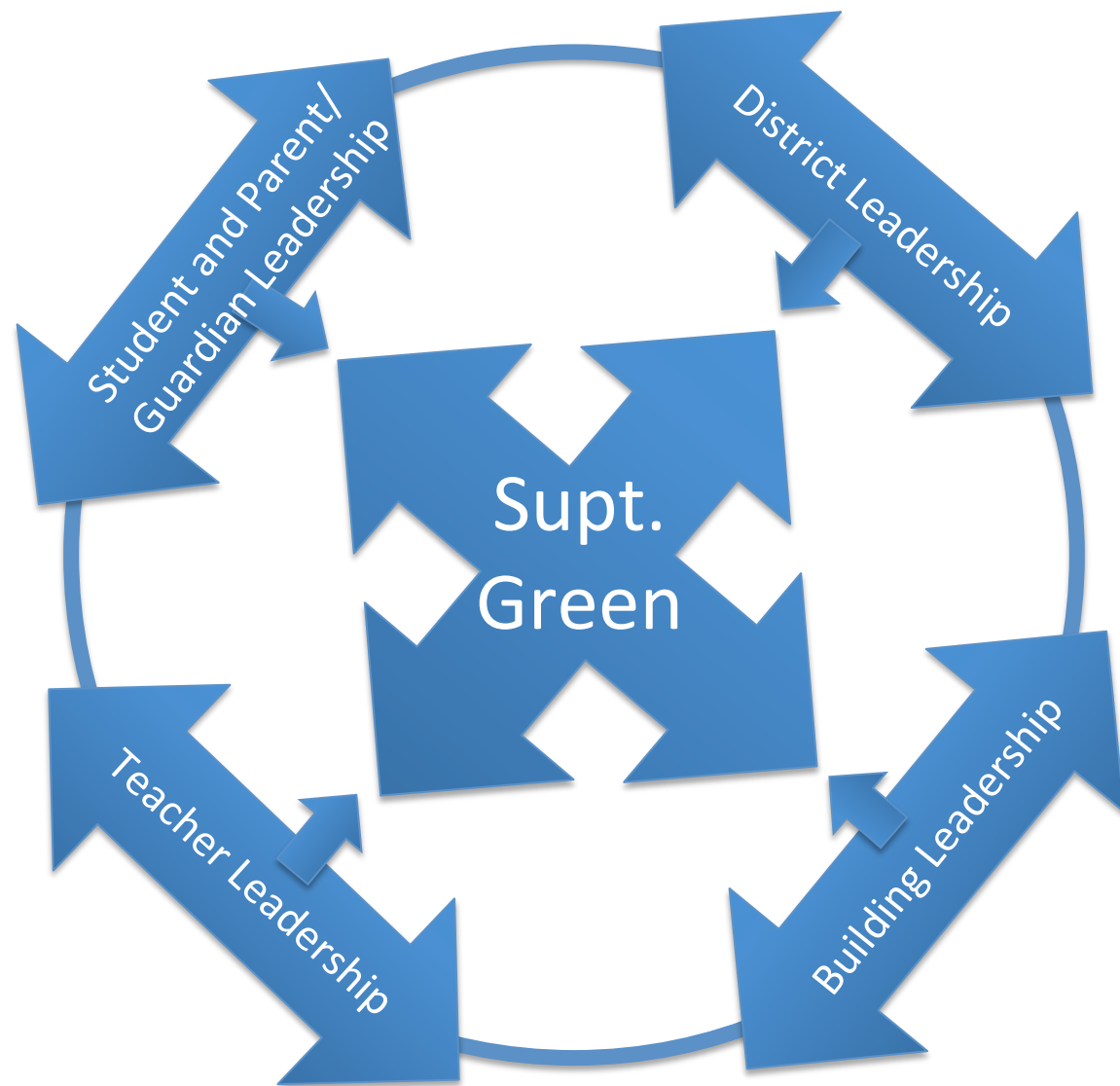
## SEPTEMBER 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>1</b>	<b>2</b> Labor Day No School-Holiday	<b>3</b> Tech Literacy Testing Window Begins	<b>4</b>	<b>5</b> Rosh Hashanah	<b>6</b>	<b>7</b>
		EdPerformance Testing Window(Grades 9-11) Online				
<b>8</b> Grandparents	<b>9</b>	<b>10</b>	<b>11</b> Patriot Day	<b>12</b>	<b>13</b>	<b>14</b> Yom Kippur
	EdPerformance Testing Window(Grades 9-11) Online					
	Acuity A Testing Window (Grades 6-8) Paper/Pencil					
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
	Acuity A Testing Window (Grades 6-8) Paper/Pencil					ACT TEST #1
<b>22</b> Autumnal equinox	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b> ACT 2 Registration Deadline Tech Literacy Testing Window Ends	<b>28</b>
<b>29</b>	<b>30</b>					
		<b>Testing Windows:</b> Acuity A : Sept. 9th - 18th; Paper/Pencil-*Due Sept. 18th @ Richardson TLC-RM105* Tech Literacy Testing: Sept. 3rd - 27th (Grade 8) EdPerformance: Aug. 19th - Sept. 13th			<b>High School Calendar 2013-2014</b>  © 2012 Vertex42 LLC <a href="http://Calendar.Template.by.Vertex42.com">Calendar Template by Vertex42.com</a>	

# Road to Re-Accreditation

School Leadership:  
Monitoring & Reporting

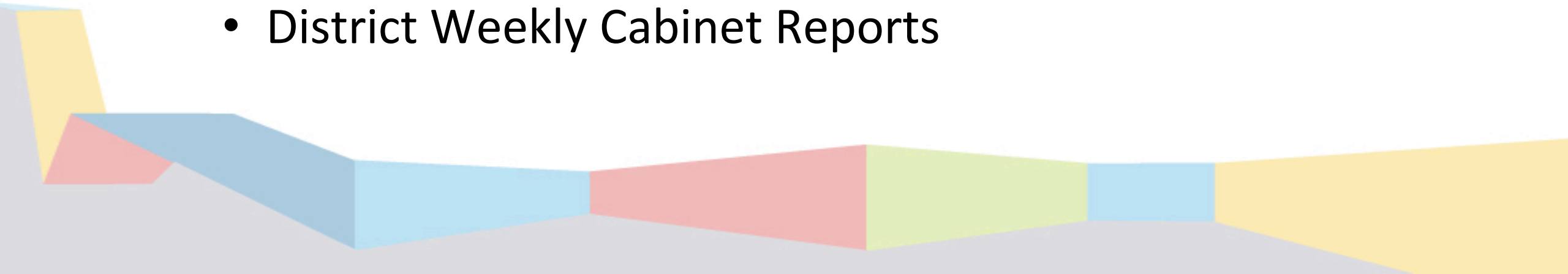






# District Monitoring & Reporting

- Building Level Data Consults
- Building Walk-through—Monthly and Quarterly
- District SL team attend Focus & SIG meetings with DESE Representatives
- District Weekly Cabinet Reports



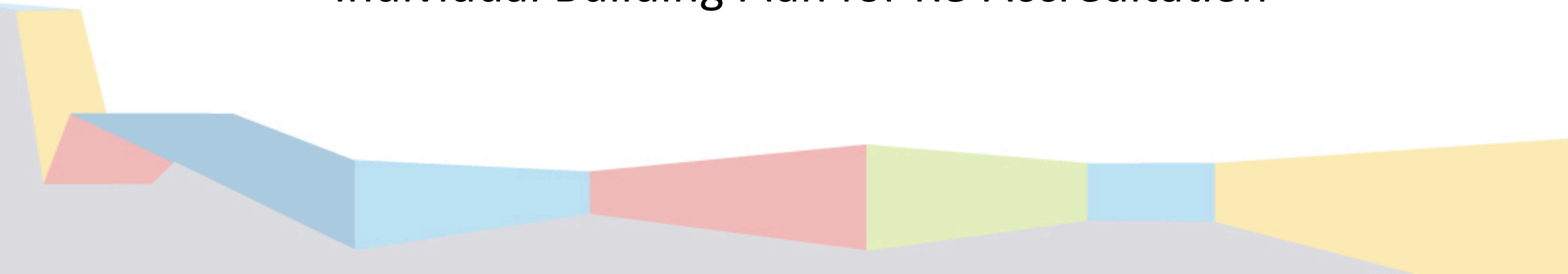
# District Monitoring & Reporting

- BOE Friday Updates
- Weekly SL Meetings
- “Flipped” Meeting Concept
- Cabinet building visits and walk-through



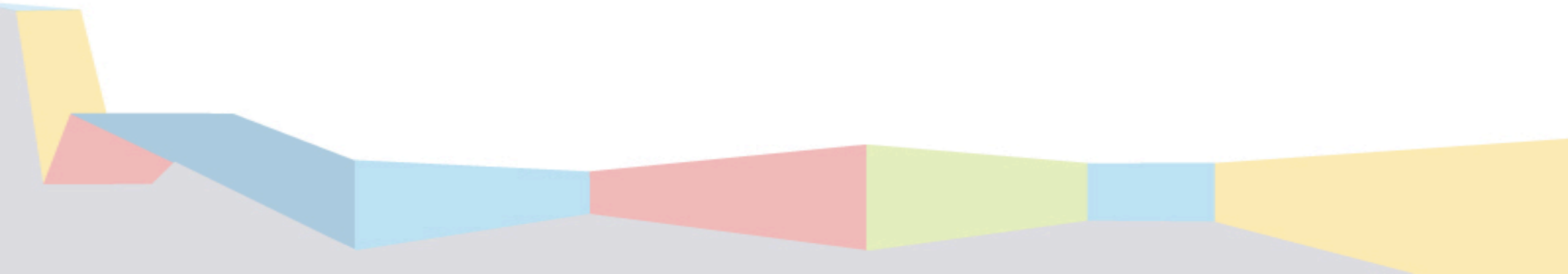
# Building Monitoring & Reporting

- Walk-throughs
- Teacher Conferencing & New Evaluation System
- Principal Monitoring of Data Teams
- Individual Building Plan for Re-Accreditation



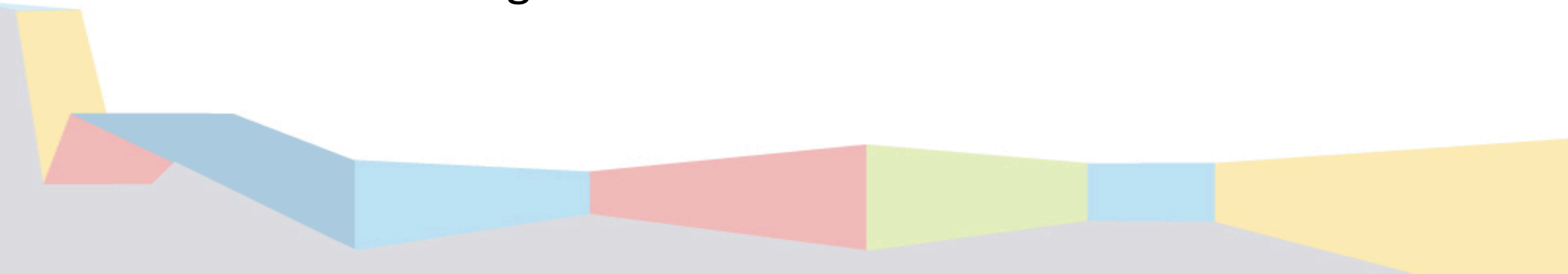
# Classroom Monitoring & Reporting

- Data Team
- Analysis of Student Achievement
- Micro-Teaching



# Student & Parent/Guardian Monitoring & Reporting

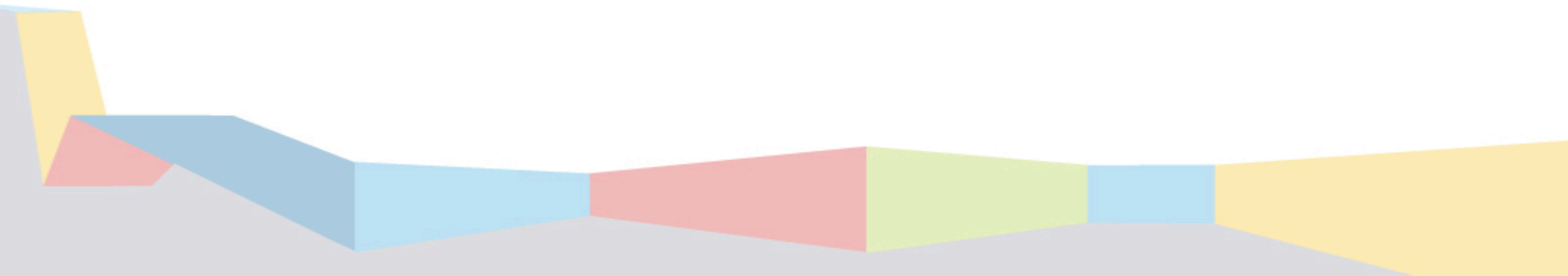
- Tracking Forms
- Data Notebooks
- Piloting—Student-Led Conferences

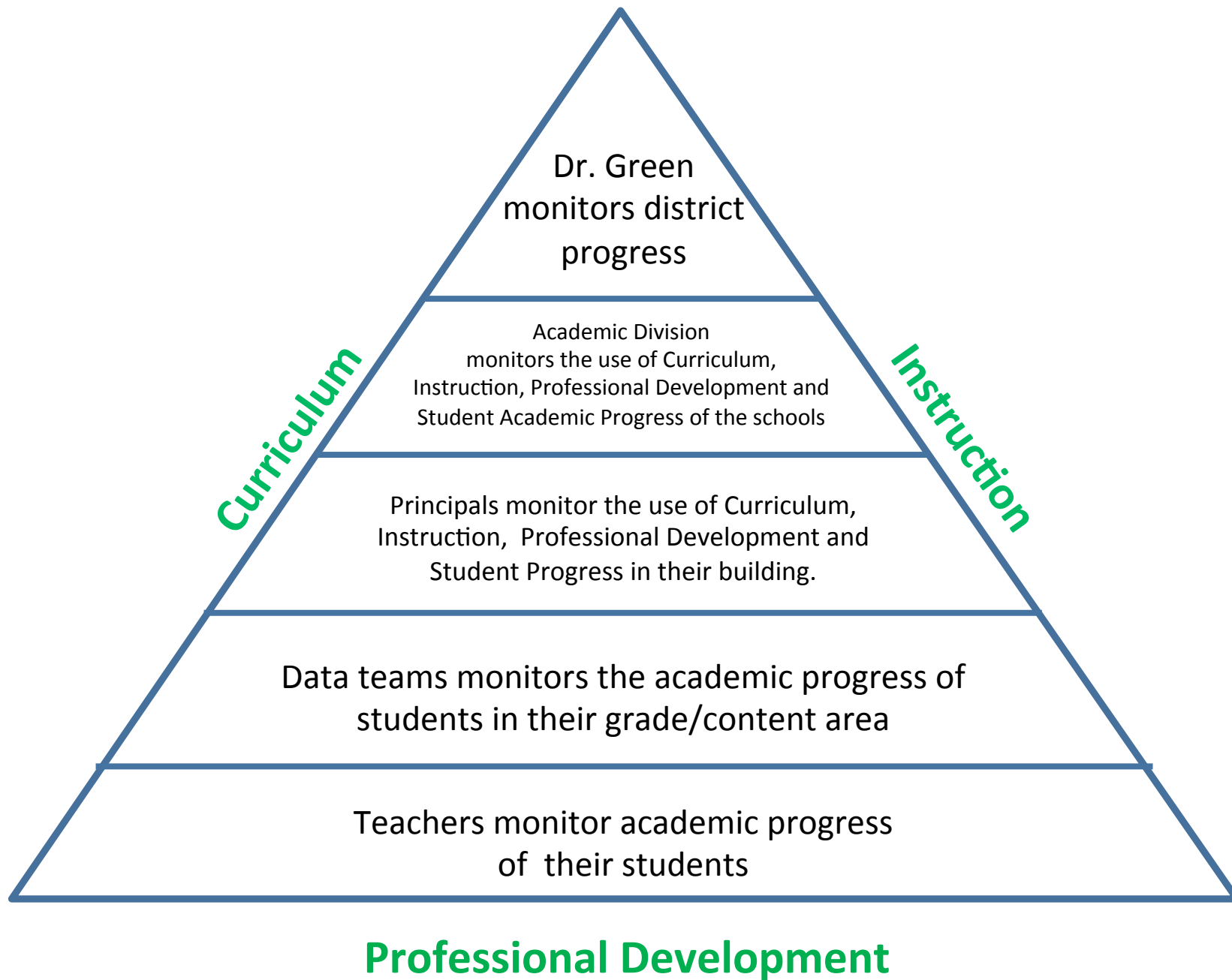


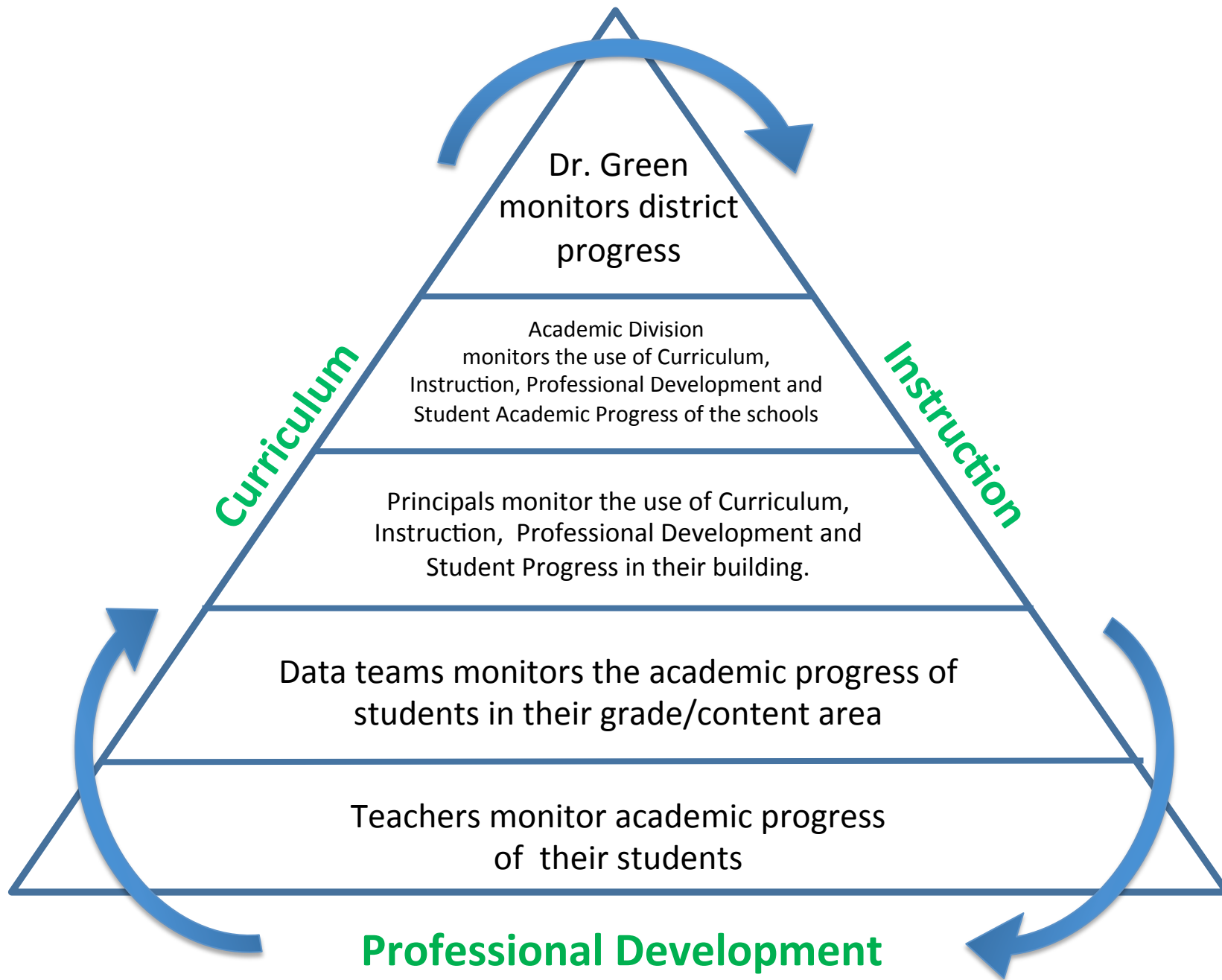
# **Road to Re-Accreditation**

## **Monitoring Progress of KCPS**

Curriculum, Instruction and Professional  
Development



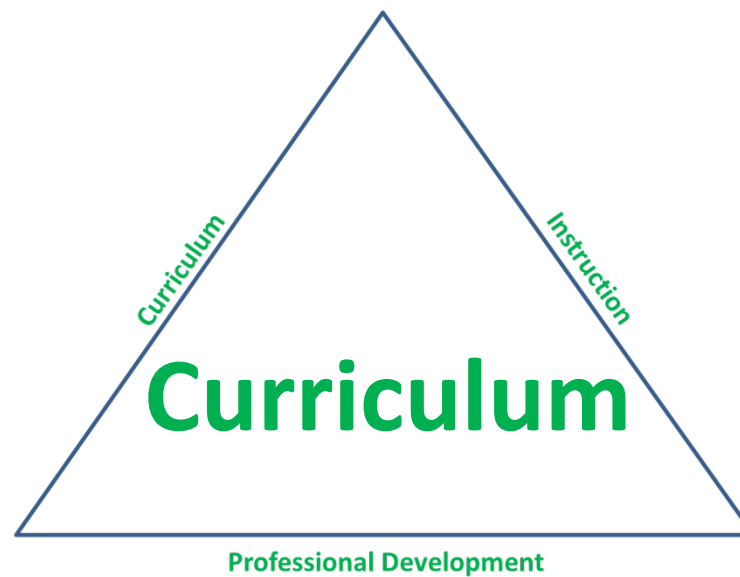




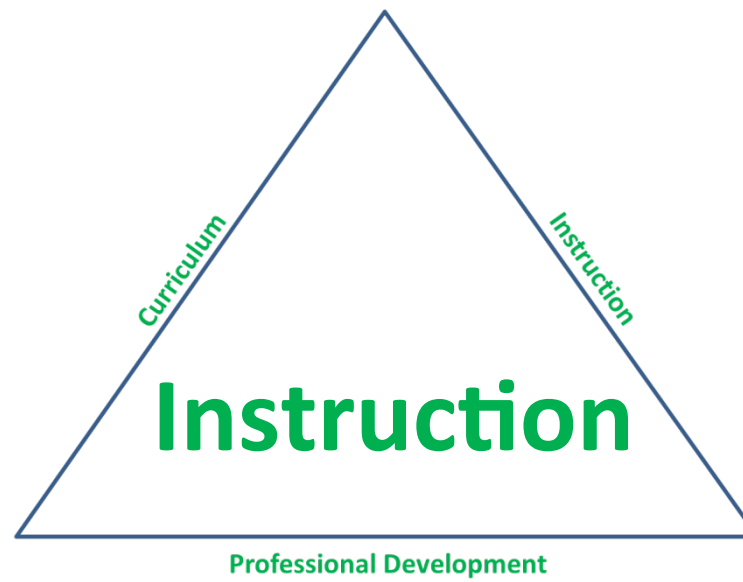




Components	Monitoring Approach
Curriculum: Content, Resources, Assessment	<ul style="list-style-type: none"><li>• Classroom walk-throughs by principals, curriculum staff and peers using rubric</li><li>• Revised Educator Evaluation System</li><li>• Student Progress</li></ul>
Instruction: Strategies, Pedagogy, Engagement	<ul style="list-style-type: none"><li>• Classroom walk-throughs by principals, curriculum staff and peers using rubric</li><li>• Revised Educator Evaluation System</li><li>• Student Progress</li></ul>
Professional Learning Communities: Data Teams	<ul style="list-style-type: none"><li>• State and District rubric used by RPDC and Certified Trained District Staff</li></ul>



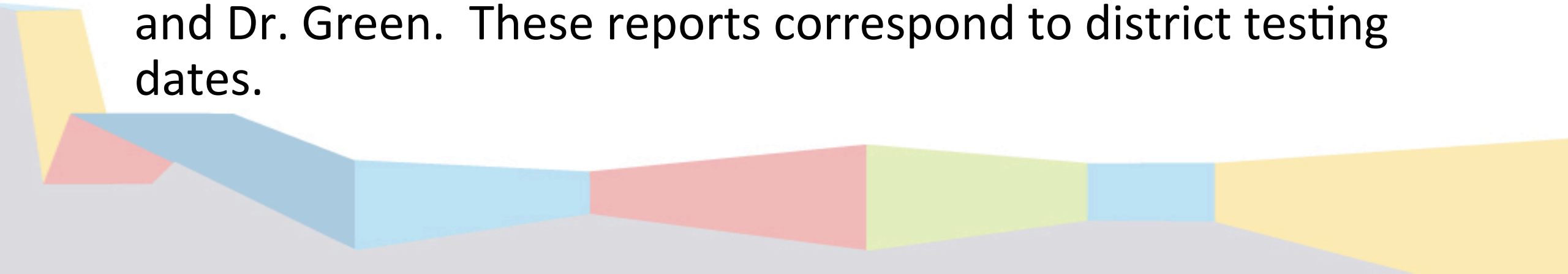
Components	Monitoring Approach
Alignment to State and Common Core Standards	<ul style="list-style-type: none"><li>• Evaluation of curriculum by outside experts</li></ul>
Learning progressions including the highly tested GLEs and CLEs	<ul style="list-style-type: none"><li>• Classroom walk-throughs by principals and curriculum staff to make sure pacing guides are being followed</li></ul>
Resources	<ul style="list-style-type: none"><li>• Viewing lesson plans</li><li>• Monitoring the use of the digital resources electronically</li><li>• Classroom visits by curriculum staff to make sure resources are being used to support the curriculum</li></ul>
Quarterly/Unit Assessments aligned to targets	<ul style="list-style-type: none"><li>• Evaluation of curriculum by outside experts</li></ul>



Components	Monitoring Approach
Pacing	<ul style="list-style-type: none"><li>• Classroom observations</li><li>• Schedules follow recommended minutes</li></ul>
Use of Research-Based Strategies	<ul style="list-style-type: none"><li>• Data Cycles</li><li>• Weekly lesson plans</li><li>• Revised Educator Evaluation System</li><li>• Classroom walk-throughs</li></ul>
Use of District-Adopted Resources	<ul style="list-style-type: none"><li>• Weekly lesson plans</li><li>• Classroom walk-throughs</li><li>• Program usage data reports</li></ul>
Student Engagement	<ul style="list-style-type: none"><li>• Student surveys</li><li>• Principal observations</li><li>• District walk-throughs</li></ul>

# Steps of the Monitoring System

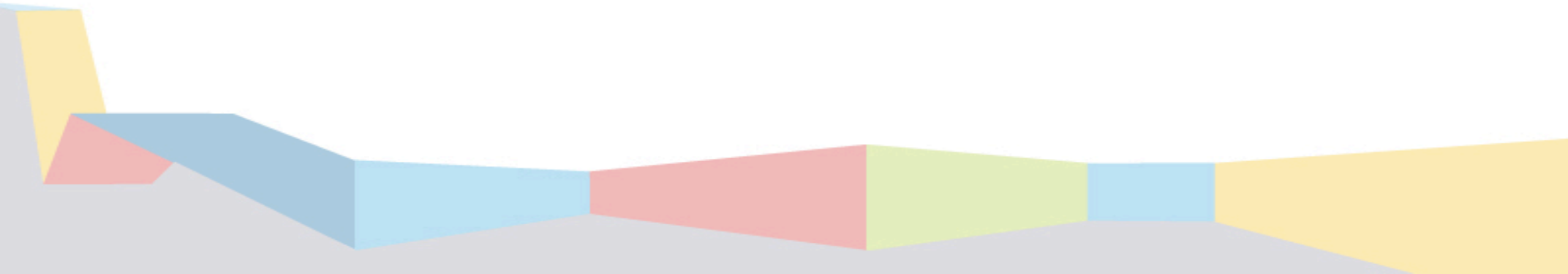
- Data is collected by the Curriculum Staff
- Data is analyzed by the Curriculum Staff
- Data is shared with the Building Administrators and School Leadership
- Adjustments are made in the work as needed
- Reports are given to Principals, School Leadership, Cabinet, and Dr. Green. These reports correspond to district testing dates.



# Road to Re-Accreditation

## Monitoring Progress of KCPS

Literacy Plan



# Monitoring of the Secondary Literacy Plan

Monitoring	Timeline	Monitoring Form	Monitoring By
Differentiated	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Best Practices	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Classroom Environment	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Classroom Organization	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Resources	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Weekly Formative	Weekly	Assessment Data	Leadership, Principals
Quarterly Assessments	Quarterly	Assessment Data	Assessment, Leadership, Principals
Ed Performance	Fall, Winter, Spring	Monitoring the administration of the assessments. The data will be used to drive instruction.	Assessment, Leadership, Principals
SRI	Fall, Winter, Spring		Assessment, Leadership, Principals
Acuity	Fall, Winter, Spring		Assessment, Leadership, Principals
MAP/EOC	End of Year		Assessment, Leadership, Principals
Data Teams	Monthly	Data Cycle Forms	Assessment, Leadership, Principals
Close Reading (2nd Qt)	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Content Writing	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Instructional Coaches	Monthly	Data Consults	L. Gowin, T. Davis, A. Blancarte
Curriculum Monitoring	Monthly	Walk-through reports	Curriculum
ELL	Monthly	Assessment Data	A. Hile, Principals
Pylons	Quarterly	Assessment Data	A. Blancarte, Principals
SPED	Quarterly	Assessment Data	M. Sherman, Principals
Instruction	Assessment	Intervention	



## KCPS Literacy Focus Areas—Secondary

Months	September-October	November-December	January-February	March-April
District Focus	Drawing Conclusion	Inferring	Argumentative Writing	Informational Text
Building Focus				
Instructional Focus for ALL Secondary	Curriculum			
	Integration of Digital Resources			
	Reading Literature and Informational Text			
	Differentiation			
	Writing and Writing in the Content Areas			

- Monthly focus area for data teams and professional development
- Use of formative assessments weekly to track student progress on focus area
- Data consults held to report progress on focus areas to School Leadership
- School Leadership reports progress to Cabinet/Dr. Green
- Bi-monthly one-on-one meetings with Dr. Green
- Weekly academic division meetings





# Monitoring of the Elementary Literacy Plan

Monitoring	Timeline	Monitoring Form	Monitoring By
Small Group Instruction	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Practice Stations	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Literacy Block	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Classroom Environment	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Classroom Organization	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Resources	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Weekly Formative	Weekly	Assessment Data	Leadership, Principals
Unit Assessments	6 Week	Assessment Data	Assessment, Leadership, Principals
DRA2	Fall, Winter, Spring	Monitoring the administration of the assessments. The data will be used to drive instruction.	Assessment, Leadership, Principals
SRI	Fall, Winter, Spring		Assessment, Leadership, Principals
Acuity	Fall, Winter, Spring		Assessment, Leadership, Principals
NWEA	Fall, Winter, Spring		Assessment, Leadership, Principals
MAP	End of Year		Assessment, Leadership, Principals
Data Teams	Monthly	Data Cycle Forms	Assessment, Leadership, Principals
Close Reading (2nd Qt)	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Content Writing	Monthly	Walk-through reports	Curriculum, Leadership, Principals
Reading Interventionists	Monthly	Assessment Data	Curriculum, Principals
Instructional Coaches	Monthly	Data Consults	L. Gowin, T. Davis, A. Blancarte
Curriculum Monitoring	Monthly	Walk-through reports	Curriculum
ELL	Monthly	Assessment Data	A. Hile, Principals
SPED	Quarterly	Assessment Data	M. Sherman, Principals
Pylons	6 Weeks	Writing Rubric	A. Blancarte, Principals
Instruction	Assessment	Intervention	

## KCPS Literacy Focus Areas—Elementary

Months	September-October	November-December	January-February	March-April
District Focus	Drawing Conclusion	Inferring	Argumentative Writing	Informational Text
Building Focus				
Instructional Focus for ALL Elementary	Small Group Instruction			
	Engagement			
	Practice Stations			
	Writing			

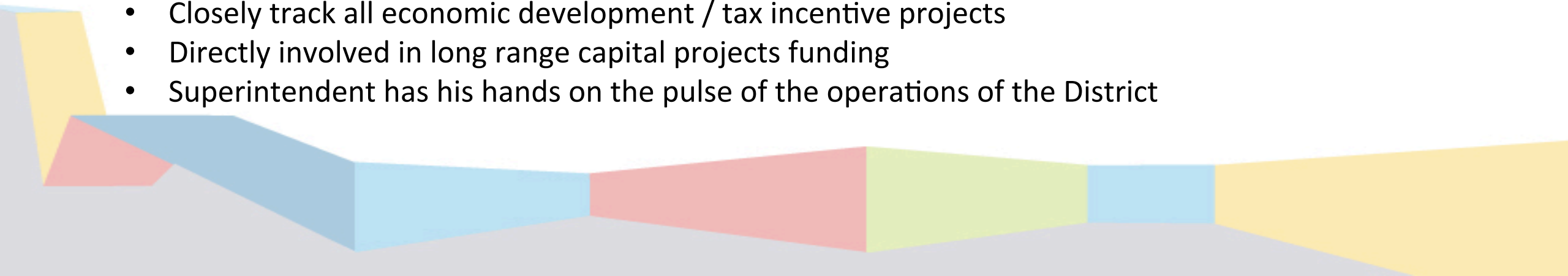
- Monthly focus area for data teams and professional development
- Use of formative assessments weekly to track student progress on focus area
- Data consults held to report progress on focus areas to School Leadership
- School Leadership reports progress to Cabinet/Dr. Green
- Bi-monthly one-on-one meetings with Dr. Green
- Weekly academic division meetings



# Questions

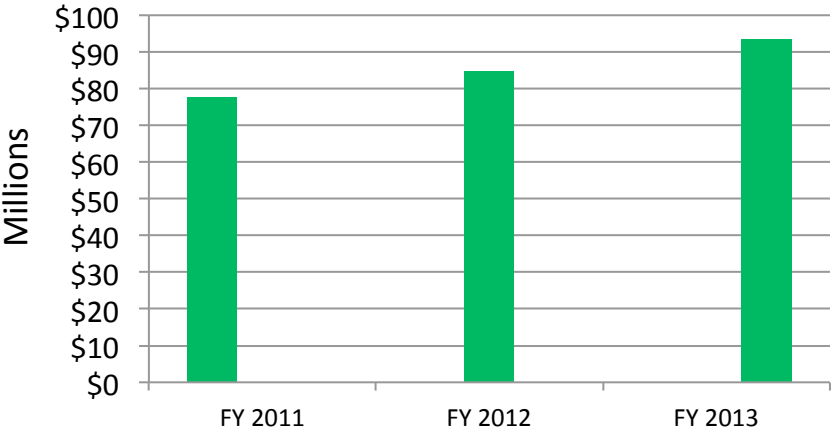
# Superintendent's Monitor – Goal #5

- Superintendent sets expectations for Cabinet which includes a process for appropriate notifications
- Superintendent has created an environment of teamwork
- Superintendent is involved in all preparation meetings (Board of Education, RSIT, Community Groups)
- Monthly Revenue / Expense reports
- Bi-Weekly, one on one, meetings between Superintendent & CFO
- Annual meeting with external auditor
- Superintendent approval on all budget transfers, within same fund, over \$25,000
- Monthly budget reports available to Superintendent
- Superintendent monitor, with CFO, all purchasing activity – including MBE/WBE participation
- Closely track local tax collections
- Closely track all economic development / tax incentive projects
- Directly involved in long range capital projects funding
- Superintendent has his hands on the pulse of the operations of the District

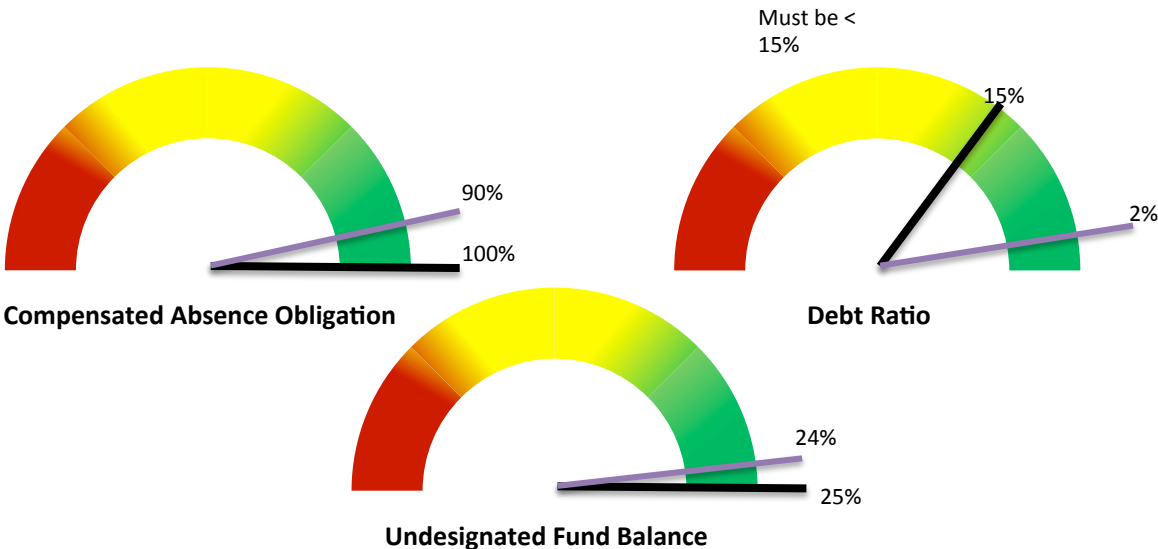
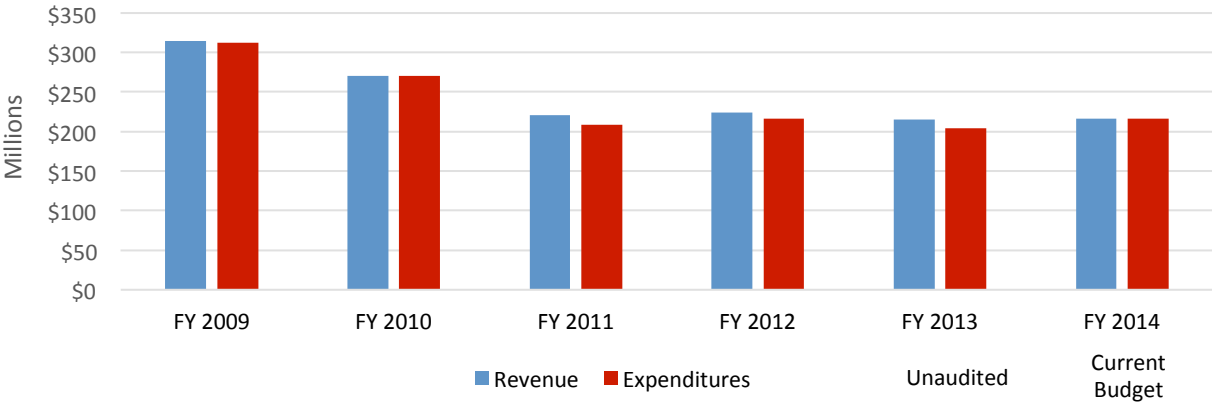


# Indicators of Financial Stability

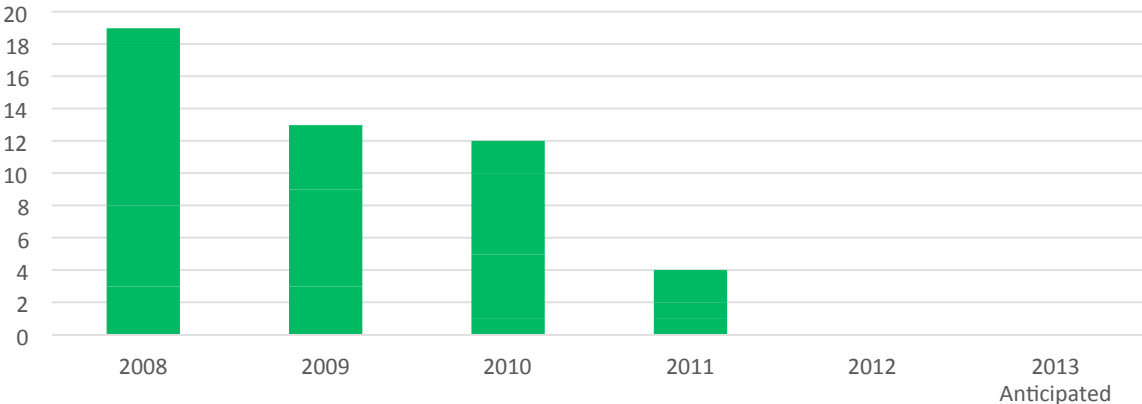
**Fund Balance FY 2011 – FY 2013**  
**Comprehensive, Student Activity, & Compensated Absences**



**Six Year Comparative Revenue and Expenditures**  
**(Operating, Grants and Child Nutrition)**

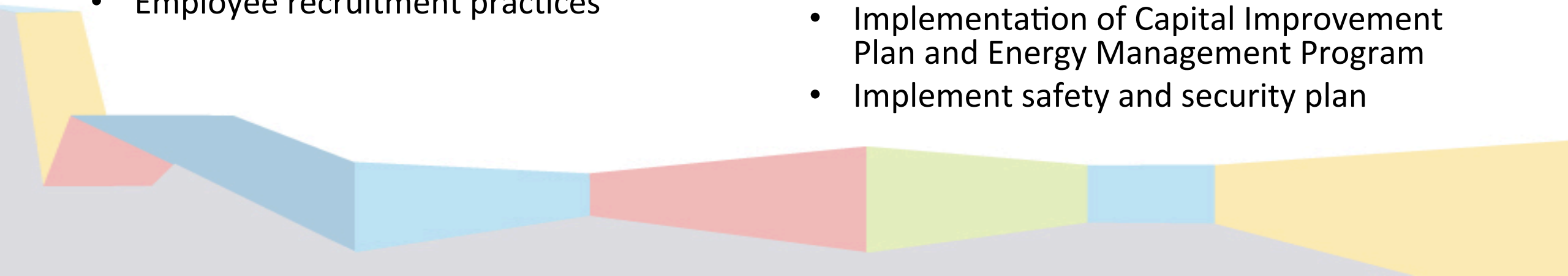


**Compliance Audit – Number of Findings for the Past 6 Years**  
**(Zero findings in 2012 & 2013)**



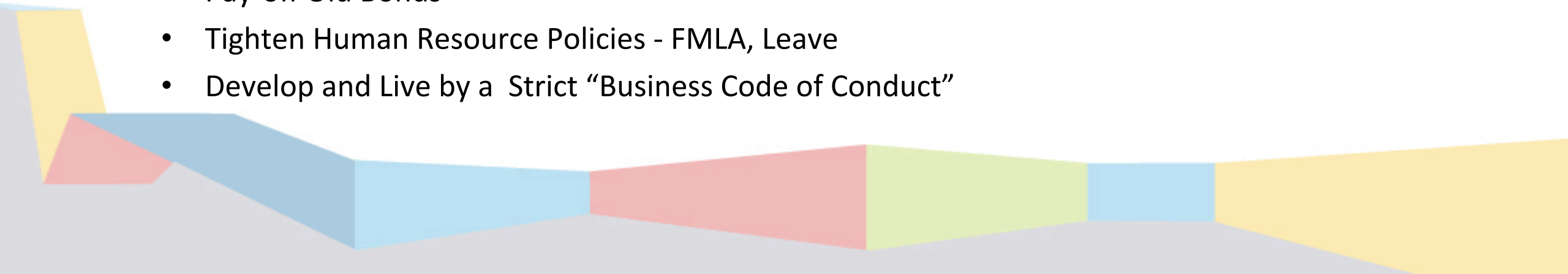
# FY2015 Priorities to Improve Student Achievement & Maintain a Balanced Budget

- Full year expense of one-to-one initiative
- Two new community schools with emphasis on pre-K instruction
- Two new Middle Schools
- Partial opening of Hale Cook Elementary
- Comprehensive ISS/OSS absence programs
- Expand HS electives
- Tutoring program expansion
- Implementation of Master Facilities Plan
- Employee recruitment practices
- Expand HS Higher Ed options
- Expand activity and athletic programs
- PD emphasis on:
  - One-to-one
  - Teacher assessment
  - Common Core
- Salary increase
- Fringe benefit awareness as part of total compensation- National health care reform
- Implementation of Capital Improvement Plan and Energy Management Program
- Implement safety and security plan



# FY2015 Potential Revenue Sources

- Turnover Savings from new teachers and administrators over the past two years
- Eliminate Administrative Support Positions
- Eliminate Outdated Instructional Materials
- Eliminate Unnecessary Contracts
- Create Technology Efficiencies
- Energy Management Savings - Utilities
- Shift Operating Expenses to Capital - In-House Construction Crew
- Alter Legal Strategy by Moving to In-House Counsel
- Invest Re-purposing Proceeds in Capital
- Pay-off Old Bonds
- Tighten Human Resource Policies - FMLA, Leave
- Develop and Live by a Strict “Business Code of Conduct”






# KCPS Business Code of Conduct

Purpose: All members of the Board of Directors, administrators, teachers, staff, students, and affiliates are responsible for a commitment to compliance with state and federal law, and maintaining ethical standards of KCPS and the broader community in which we live. KCPS values integrity, honesty, and fairness, and strives to model and integrate these values into its teaching and business practices.

Applicability: The Code of Conduct applies to:

- The Board of Directors;
  - The Superintendent and Cabinet Members;
  - Administrators;
  - Teachers;
  - Staff;
  - Students; and
  - When required by contract, consultants, vendors, and contractors when they are doing business with KCPS.
- 
- A decorative graphic at the bottom of the slide consisting of several overlapping, semi-transparent geometric shapes in shades of yellow, light blue, and light red, creating a modern, abstract design.

# KCPS Business Code of Conduct

## **Conflicts of Interest**

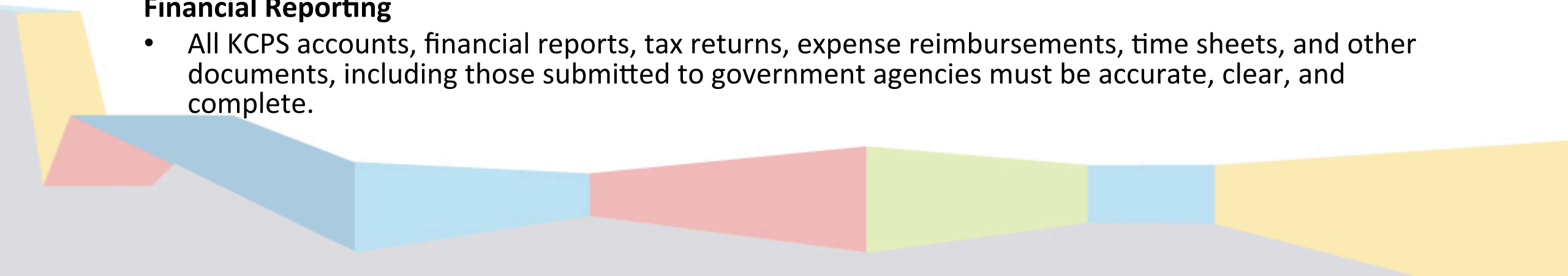
- Gifts and Gratuities (Policy addresses the prohibition against any and all gifts and gratuities, to or from vendors, consultants, and contractors, including money, meals, travel, clothing, tickets, etc.)
- Kick-backs prohibited
- Outside Employment or personal dealing
- Family Members (Policy addresses the rules regarding either employing or doing business with family members)
- Political Activity
- Cronyism prohibited

## **Personal Use of Company Assets**

- KCPS resources, including time, supplies, equipment, discounts, purchasing cards, petty cash, tax-exempt status, and information, are provided for KCPS business use only.

## **Financial Reporting**

- All KCPS accounts, financial reports, tax returns, expense reimbursements, time sheets, and other documents, including those submitted to government agencies must be accurate, clear, and complete.



# KCPS Business Code of Conduct (Con't.)

## **Compliance with Laws, Rules and Regulations**

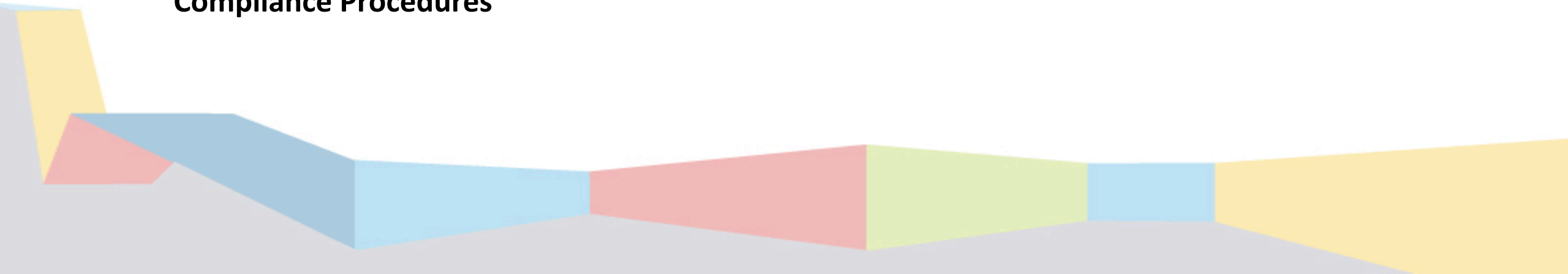
### **Confidentiality and Privacy**

- FERPA
- Sunshine Law
- Disclosure of Confidential Information
- Personnel Records / Information

### **Reporting of any Illegal or Unethical Behavior**

- EthicsPoint Hotline

### **Compliance Procedures**



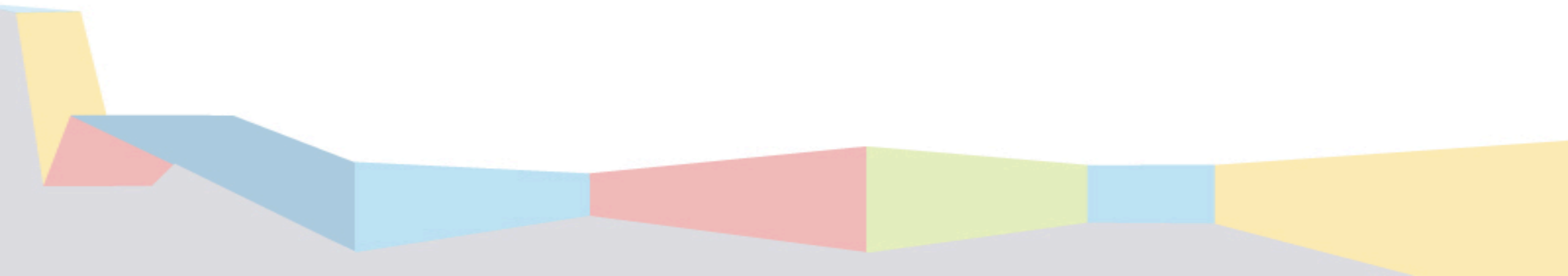
# Questions



# Feedback

Questions from blue cards –

1. What are we doing to provide fine arts? Why no discussion of this area?



# RSIT Breakout Discussion



# Feedback/Requests



# Monthly Meeting Date

