

Transformation Academy - Mississippi Pilot

VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens

MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

MISSISSIPPI STATE BOARD OF EDUCATION
STRATEGIC PLAN GOALS

1

All Students Proficient and Showing Growth in All Assessed Areas



2

Every Student Graduates from High School and is Ready for College and Career



3

Every Child Has Access to a High-Quality Early Childhood Program



4

Every School Has Effective Teachers and Leaders



5

Every Community Effectively Uses a World-Class Data System to Improve Student Outcomes



6

Every School and District is Rated "C" or Higher



This webinar will address:

Background

School Improvement (ESSA)
Transformation Academy
Partnership with PREPS and
Center on School Turnaround

Mississippi Pilot Overview

Logistics

Background

Continuous Improvement Cycle



IDENTIFY LOCAL NEEDS

Identify local need based on improvement identification. Collect and analyze data (what are data being examined – how do the data connect to the reason for identification).

SELECT RELEVANT, EVIDENCE-BASED INTERVENTIONS

What evidence-based strategies or high-quality resource materials are being vetted for addressing the cause of identification?

How do they align with the school's current context?

Does the evidence demonstrate a positive effect on improving student outcomes? How do you know?

How was this decision made?

PLAN FOR IMPLEMENTATION

Now that the evidence-based strategies or high-quality resources have been selected, what does the school's CSI, TSI, or ATSI plan for implementation look like?

Has it been developed and approved by the appropriate entities?

Has the process for implementing the plan along with the evidence-based interventions been clearly conveyed or laid-out to engender increased likelihood for fidelity of implementation.

IMPLEMENT

As plan is being implemented, what on-going supports or guidance is being provided and by whom to ensure fidelity of implementation?

EXAMINE AND REFLECT

Same as 4, what meaningful reflection is taking place to determine quality and effectiveness of efforts (what data are being examined – leading and lagging, formative and summative to validate implementation efforts?)

Theory of Action

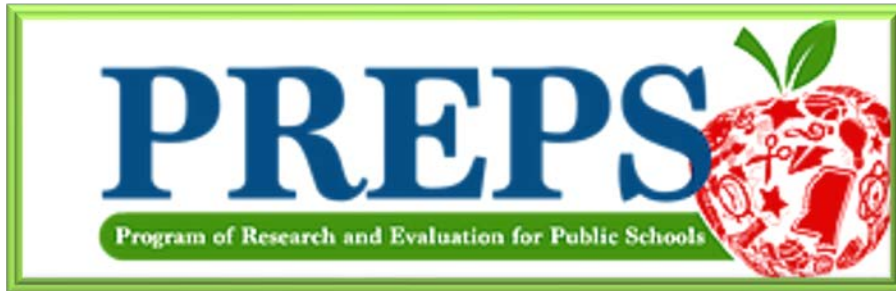
If the OSI supports district and school leaders in building capacity to support school reform, **then** district and school leaders' capacity to make courageous decisions that are necessary to drive change will be strengthened; and **if** district and school leaders make courageous decisions that are necessary to drive change, **then** they will be equipped to create and sustain conditions necessary for schools to fully and effectively impact measurable student outcomes.

Logic Model

INPUTS ▶ Who supports the work?	ACTIVITIES ▶ What does the SEA do?	OUTPUTS ▶ What happens immediately?	OUTCOMES ▶ What are our goals?	IMPACT What are our long-term results?
<ul style="list-style-type: none"> • Office of School Improvement • Office of Federal Programs • Office of Teaching and Leading • Office of Secondary Education and Career Technical Education • Local Education Agencies • Office of School Safety • Office of Elementary Education and Reading • Office of Special Education • Office of Professional Development 	Support LEAs and schools in implementing the <i>“Support Schools: A Framework for Practice”</i>	<ul style="list-style-type: none"> • Monitor implementation of <i>“Support Schools: A Framework for Practice”</i> • Deliver professional support that builds capacity • Provide targeted resources to address specific needs 	All schools and districts are rated “C” or higher	Systems in place that support improved and sustained student achievement
PLANNED WORK		INTENDED RESULTS		

Transformation Academy Pilot Overview

Partnerships



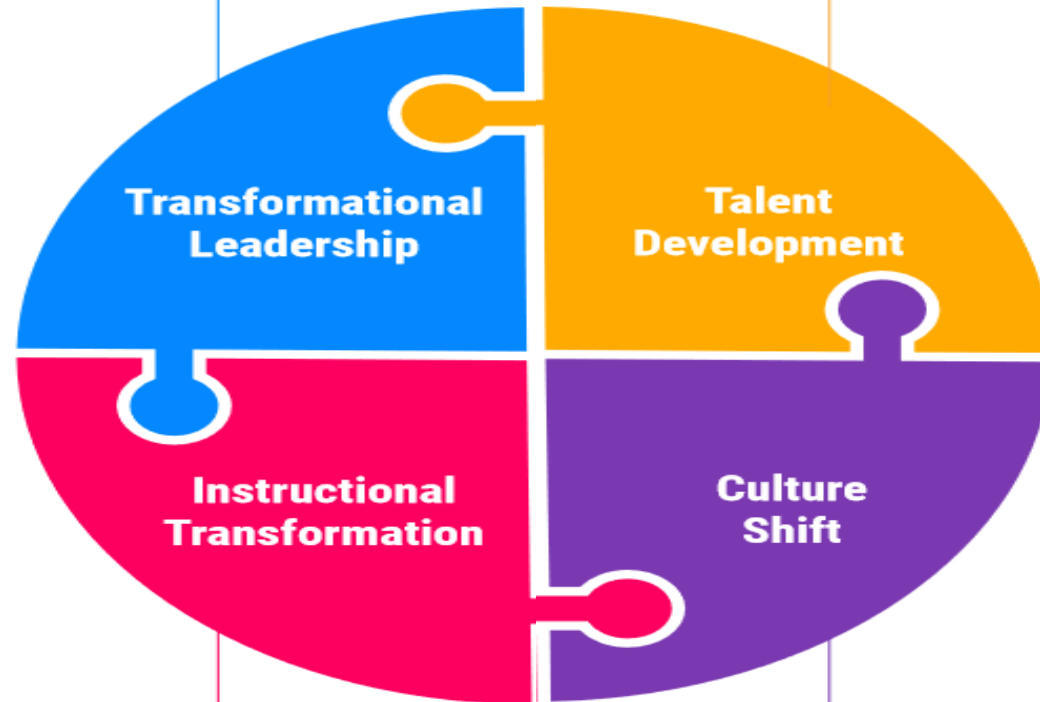
Domains of Rapid School Improvement

PRACTICES

- Prioritize improvement and communicate its urgency
- Monitor short- and long-term goals
- Customize and target support to meet needs

PRACTICES

- Recruit, develop, retain, and sustain talent
- Target professional learning opportunities
- Set clear performance expectations



PRACTICES

- Diagnose and respond to student learning goals
- Provide rigorous evidence-based instruction
- Remove barriers and provide opportunities

PRACTICES

- Build a culture focused on student learning and outcomes
- Solicit and act upon stakeholder input
- Engage students and families in pursuing education goals

Instructional Transformation

- High-Impact Domain
- Transformation Academy Focus
- Core of 4 Domain Work Supported by Remaining 3 Domains (Talent Development, Turnaround Leadership and Culture Shift)

Overview of Pilot

The purpose of the Transformation Academy is to provide leaders with **Early Actions** to jumpstart the instructional process as schools work toward operating an effective instructional system aligned to the Four Domains.

Structure: The Transformation Academy is based on four monthly days of training for transformation leaders, with assigned work between sessions to meet the objectives established for the bullets below.

- Establish Practice-Focused Collaboration
- Map the Instructional System
- See Through Students' Eyes
- Set the Course for Change
- Bringing It All Together

Overview of Pilot

❑ Establish Practice-Focused Collaboration

Objectives

- ❑ Model practice-focused collaboration with the Action team (A-team) by increasing the time the principal devotes to instruction.
- ❑ Model practice-focused collaboration with the A-team by looking closely at a specific instructional practice.

Overview of Pilot

❑ Map the Instructional System

Objectives

- ❑ Create a clear description of the current instructional system.
- ❑ Pinpoint steps in the system that address the data-revealed student learning needs.
- ❑ Identify elements of the current system most in need of immediate attention.

Overview of Pilot

❑ See Through Students' Eyes

Objectives

- ❑ From observations and interviews, develop a list of ways to remove barriers and open opportunities for students.
- ❑ Introduce to faculty the strategies for building students' personal competencies and embed in lesson plans.

Overview of Pilot

Set the Course for Change

Objectives

- Develop a draft 90-day action plan to present to the faculty.
- Meet with faculty to refine the plan.
- Implement the plan and monitor progress.

Overview of Pilot

❑ Bringing It All Together

Objective

- ❑ Revisit plan as schools begin the school year to support implementation fidelity.

Overview of Pilot

- ❑ 2 Cohorts (27 Schools that represent 15 Districts)
- ❑ CSI School Principal and Curriculum and Instruction Director
(the principal of the identified school and 1 instructionally focused district representative with decision making authority)
- ❑ MDE Office of School Improvement Personnel and Coaching Staff

Outcome: Participants will have a CSI plan aligned to the learnings from participation in this pilot as they move into the first full year of CSI plan implementation.

Overview of Pilot

- ❑ **PREPS** will provide CEU, SEMI, OSL, or 3 hours of graduate credit through William Carey University.
- ❑ **Center On School Turnaround** will provide training facilitator/service to participants for this pilot at no cost for service.
- ❑ While there are no registration costs for participants, participants will be responsible for costs associated with travel to and from each session.

Alignment with Current Planning Platform (MS SOARS)

Our planning platform provides schools with the opportunity to assess themselves on the implementation of best practices aligned with school transformation.

It is our pathway for addressing specifically identified needs based on the comprehensive needs assessment that incorporates the analysis of data elements we utilize to focus decision making with effective practices.

Indicators of Effective Practice are a collection of **research-based “best practices”** that provide guidance for meaningful and intentional change designed to increase student achievement in low-performing schools.

Participants & Logistics

Participating Schools – CSI Elementary and Middle Schools

Cohort I – Delta Area	
District	School
Clarksdale School District	George H. Oliver Visual Performing Arts
	Oakhurst Intermediate Academy
Cleveland School District	Nailor Elementary School
East Tallahatchie School District	Charleston Middle School
Greenville School District	Armstrong Elementary School
Holmes County Consolidated School District	William Dean Jr. Elementary School
Humphreys County School District	Humphreys Jr. High School
	Ida Greene Lower Elementary
Marshall County School District	Galena Elementary School
Tate County School District	Coldwater Elementary School
West Bolivar Consolidated School District	McEvans School
	West Bolivar District Middle
South Delta School District	South Delta Middle School

Participating Schools – CSI Elementary and Middle Schools

Cohort II – Central Mississippi Area	
District	School
Jackson Public School District	Blackburn Middle School
	Brinkley Middle School
	Cardozo Middle School
	Chastain Middle School
	McLeod Elementary School
	Powell Middle School
	Sykes Elementary School
	Whitten Middle School
	Jefferson County School District
	Jefferson Co. Jr. High
	Jefferson County Upper Elementary School
Meridian School District	George Washington Carver Middle School
Yazoo City School District	Webster Street Elementary School
South Pike School District	Eva Gordon Elementary School

Timeline/Important Dates/Logistics

January 2019 – August 2019

January 7, 2019	ALL	Informational Webinar
January 23, 2019	Cohort I	Delta State University
January 24, 2019	Cohort II	Mississippi Museum of Art
February 27, 2019	Cohort I	TBD
March 4, 2019	Cohort II	TBD
March 25, 2019	Cohort I	TBD
March 26, 2019	Cohort II	TBD
April 29, 2019	Cohort I	TBD
April 30, 2019	Cohort II	TBD
August 26, 2019	Cohort I	TBD
August 27, 2019	Cohort II	TBD

Questions





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Ensuring a bright *future* for every child

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