

**OFFICE OF CHIEF SCHOOL PERFORMANCE OFFICER**  
**Summary of State Board of Education Agenda Items**  
**March 19-20, 2015**

**OFFICE OF SCHOOL IMPROVEMENT**

04. Report on selection for Office of School Improvement contract workers

The State Board of Education requested a report of the process used to choose contract workers for the Office of School Improvement. The report will describe how the contract workers are chosen, assigned to schools, and the future process that will be implemented in the Office of School Improvement.

No Action: Discussion Only

Back-up material attached

# Office of School Improvement



# Lowest Performing School Designations

- The Office of School Improvement is responsible for supporting the systemic improvement of the lowest performing schools and districts in the State of Mississippi, as well as all turnaround efforts in the state.
- Mississippi's lowest performing schools are those identified as priority, at-risk, or focus schools.
- Ninety-five schools have one of these designations.

## Current Process for Identifying OSI Contractual Support

- The Office of School Improvement primarily contracts with retired educators to support school improvement efforts.
- All of the contract workers were identified through the approved pool of service provider list for the Mississippi Department of Education.
- There are currently a total of 59 contract workers for the Office of School Improvement.



# Current Process for Assigning Contract Workers

- Contract workers were assigned to schools based their area of expertise and geographic location.

# Revised Process for Identifying Contractual Support

- Develop a rigorous screening and selection process to identify implementation specialists to support school and district improvement efforts
- Hire proven, effective implementation specialists to provide targeted support to schools in their improvement efforts

# Revised Process for Identifying Contractual Support

- Develop a Formal Application Process for hiring consultants to include
  - Résumé (level of degree, subject area expertise, and professional experience)
  - Most recent three years assessment data from school in which applicant served
- Verify the applicant's student achievement data with the accountability office
- Conduct a formal interview with selected applicants



# Revised Process for Identifying Contractual Support

- Conduct an Annual Evaluation of Implementation Specialists based on
  - Interim/benchmark data
  - Feedback from the schools and districts being supported
  - Quality of feedback to schools
  - State test data



# Projected Timeline for Next Steps

- May—Begin new application process
- June—Conduct interviews
- July—Hire implementation specialists for next school year

Summary of Technical Assistance Allocated to Low Performing Schools (Excluding TA from MDE staff)  
FY2014-2015

School Designation	Number of Schools	Source of Funds	Budgeted Days	Average # of Days Allocated per School	Budgeted Cost of Salary	Actual to Date as of 2/26/15	Budgeted Travel	Actual Travel to Date as of 2/26/15
SIG Schools	11	Federal - 1003(g)	278.5	25.32	169,471.99	115,362.85	55,925.00	34,065.12
Priority Schools( excluding SIG )	25	Federal - 1003(a)	348.5	13.94	212,662.01	113,123.99	58,285.00	28,534.47
Focus Schools	55	-	0	0.00				
At-Risk Schools	22	State	785	35.68	476,470.00	379,848.55	176,250.00	64,927.09
<b>Totals</b>	<b>113</b>		<b>1412</b>		<b>858,604.00</b>	<b>608,335.39</b>	<b>290,460.00</b>	<b>127,526.68</b>
<b>Actual Total</b>	<b>95</b>							

The actual total represents the current number of schools identified under the Office of School Improvement.  
All contract workers for School Improvement are paid \$500 plus travel.