

# TURNAROUND SCHOOL SUPPORT AND LEADERSHIP PROGRAM

## DELIVERABLES and ACTION OBJECTIVES

- Work directly with the school principal, turnaround Leader, and superintendent to coordinate and facilitate all aspects of the turnaround plan.
  - Facilitate regular (monthly) meetings of the school's leadership and support teams to coordinate strategy and efforts.
- Be a monitoring agent; conduct a midyear review and provide recommended corrections; conduct an end-of year review and make recommendation for 2017-2018 academic year.
  - Collect baseline data through School Climate Survey, Instructional Practice Inventory, and school visit in Fall
  - Share these data at mid-year review session to be evaluated against turnaround plan.
  - Re-administer School Climate Survey and Instructional Practice Inventory in Spring to complete end-of-year review and recommendations for 2017-2018.
- Observe and monitor to ensure that instructional practices are based on the Florida Standards and work with school leaders to provide teachers with professional learning opportunities, coaching, and mentoring (based on classroom observation data) that increases their use of high-impact instructional practices aligned to the Florida Standards.
  - Collection of Instructional Practice Inventory in fall and spring
  - Extended visits to classrooms to observe instructional practices, based on Florida Standards including sampling of teachers' practices and student work.
  - Coordinating with school leadership team to ensure professional development opportunities (PLCs, grade level meetings, PD sessions) aligned to Florida Standards based instruction.
  - Monthly Progress Monitoring and analysis report to principal, turnaround leader, and superintendent of student assessments with specific feedback to administrative team and teachers of progress monitoring results.
  - Monthly progress monitoring of instructional pacing FSA ELA, Math, and Science content and providing specific feedback to principal, turnaround leader, and superintendent
  - Development of PD calendar with a minimum of quarterly PD workshops mandated for all faculty based on alignment of instructional practices to Florida Based Standards.
- Implement PD to improve teacher retention, school culture and climate, instructional leadership, and curriculum programs.
  - Implementation of Certified Coaching Program for 10 participants
  - Implement PLC facilitation training for teacher leaders (e.g., grade level team leaders)
- Provide PD training on use of common language of instruction, aligned to Florida based standards, that supports the development of instructional leadership across all roles within the school
  - Aligning coaching supports with the ACPS Instructional Framework
- Examine and survey school climate and provide recommendations and guidance in methods and practices designed to improve relationships among staff, students, and other stakeholders.
  - Administer school climate and teacher efficacy survey in fall and spring
- Assess student engagement in classrooms to assure high-quality teaching and instructional rigor.
  - Administer Instructional Practices Inventory in fall and spring
  - Provide monthly follow up and data collection based on classroom observations as aligned to rigor of

instructional practices

- Assess instructional efficacy and design and recommend specific strategies and professional development targeted to school and teacher needs.
  - Collection of Instructional Practice Inventory in fall and spring
  - Regular, more extended visits to classrooms to observe sampling of teachers coordinated with school leadership team to guide supports
  - Coordinating with school leadership team to ensure professional development opportunities (PLCs, grade level meetings, PD sessions) align with observed needs
  - Monthly Report to principal and turnaround leader with summary and analysis of walk-throughs aligned to standards-based instruction.
- Provide a support and coaching framework to all members of the academic team and the social/emotional team.
  - Implementation of Certified Coaching Program for 10 participants
  - Potentially PLC facilitation training for teacher leaders (e.g., grade level team leaders)
  - Assistance with the development and implementation of inquiry-based PLC agendas

The Particulars

The Cost

- ✓ Certified Coaching Program delivery
- ✓ PLC Facilitation Training and ongoing implementation support training
- ✓ Data collection and reporting through School Climate Survey, Instructional Practice Inventory, and regular classroom observation
- ✓ Facilitation/Coordination of Leadership and Social/Emotional team meetings
- ✓ At least weekly visits to Lake Forest campus and classrooms
- ✓ Mid-year and end-of-year reporting and recommendations

\$82,000 total direct costs (equivalent to 1.5 teacher units excluding indirect costs)

- Personnel and fringe for senior advisor, two doctoral-level professional learning facilitators, one of whom will work “in residence” on a weekly basis at the campus
- Data collection and reporting
- Local travel
- Institute materials for coaching and PLC training participants
- Materials and supplies, including books

+ \$8,200 *estimated indirect cost rate*\*  
**\$90,200 total costs**

\*PLEASE NOTE: All costs are subject to an estimated 10% indirect cost rate, which will be confirmed upon contracting and dependent on the source of funding.