

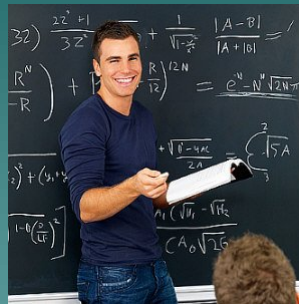
# Race to the Top Update



South Kingstown Schools  
November 16, 2010

## Race to the Top Priority Areas

- ◆ Standards and Curriculum
- ◆ Instructional Improvement
- ◆ Educator Effectiveness
- ◆ Human Capital Development
- ◆ School Transformation and Innovation



- ◆ \$75 Million to RI

## LEA Immediate Expectations

- ◆ Submit Scope of work (11-12-10)
- ◆ Sign RTTT Assurances (10-21-10)
- ◆ Complete Gap Analysis on student performance goals
- ◆ Identify an LEA Team

## LEA RTTT Team South Kingstown

- ◆ Christine Heid, Teacher and NEASK President
- ◆ Michele Humbyrd, CCMS Principal
- ◆ Mary Kelley, Assistant Superintendent
- ◆ John Ritchotte, Director of Administrator Services
- ◆ Judith Saccardo, Director of Pupil Personnel Services
- ◆ Doug Snow, Technology Director
- ◆ Kristen Stringfellow, Superintendent
- ◆ Debra Zepp, Matunuck Elementary Principal

## State Goals

- ◆ 90% of Rhode Island students entering the fourth grade and eighth grade will be proficient in reading.
- ◆ 90% of students entering fourth grade and 75% of students entering eighth grade will be proficient in mathematics.
- ◆ The achievement gap will be cut in half.
- ◆ 85% of students will graduate from high school.
- ◆ 77% of students will enroll in postsecondary education within two years of graduating from high school.
- ◆ 90% of students who enroll in postsecondary education will complete their first year.
- ◆ No student will have two ineffective teachers in a row.

## STANDARDS and CURRICULUM

- ◆ Common Core State Standards (CCSS)
  - RI Adoption Summer 2010
  - 2010-2012 Dana Center Training (all teachers)
  - Curriculum Development 2010-2011
  - RI Full Implementation 2013
- ◆ Partnership for Assessment of Readiness for College and Careers (PARCC)
  - NECAP in 2010 and 2011
  - PARCC Pilot testing SPRING 2012
  - Planned Implementation SPRING 2013
- ◆ BUDGET  
\$5,400 total reimbursement for subs to SK over 4 years

## Instructional Improvement Systems

- ◆ Statewide Instructional Management System (training on the use of data)
  - ◆ RIDE will create assessment, instruction and data analysis tools for all educators
  - ◆ Formative Assessment Training Fall 2011; Interim Assessments Spring 2012; Monitor and Support Student Progress training
  - ◆ 6 day summer training in the use of assessments
- Budget (over 4 years)
- ◆ \$10,800 reimbursement for subs to SK Formative Assessment
  - ◆ \$31,100 reimbursement for subs to SK for PD on using data

## Educator Effectiveness

- ◆ RIDE will develop a RI Educator Evaluation
  - ◆ Training for administrators will begin January 2011
  - ◆ <http://www.ride.ri.gov/EducatorQuality/EducatorEvaluation/>
- Budget (Over 4 years)
- ◆ \$27,000 reimbursement for subs to SK over 4 years

# Primary Components to Assess Teacher Performance

Component	Description
Student Learning Outcomes	Student Learning will be measured in two ways: 1. Student growth as indicated by a growth model, where appropriate data is available; and 2. Student mastery of rigorous academic goals and standards, based upon a variety of summative assessments and measured through a goal attainment process.
Professional Practice	The extent to which a teacher executes a set of core competencies, through observations of teacher and student actions and document reviews. Professional practice competencies will be clearly mapped on a performance rubric by performance level.
Professional Responsibilities	The extent to which a teacher exhibits skill and knowledge based actions and attitudes that reflect a clearly defined set of professional responsibilities.

## Final rating scale

Student learning rating

+

Professional practice rating

+

Professional responsibilities rating

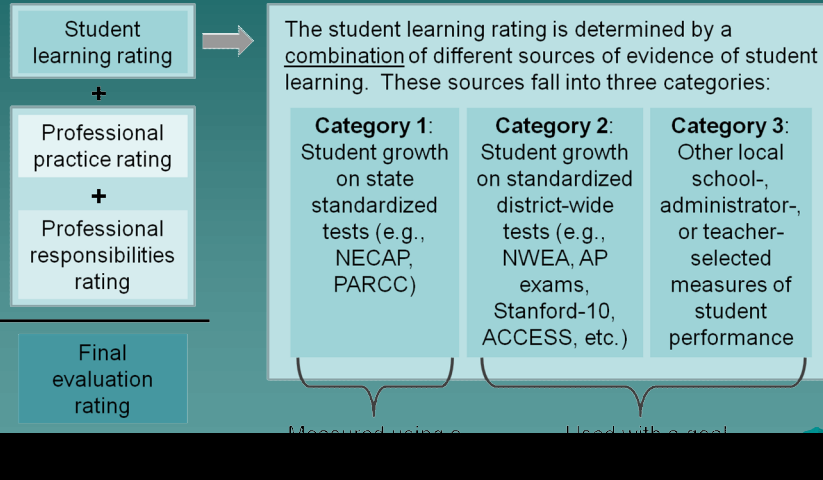
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Final evaluation rating

Individual ratings for each of the three components will be combined to produce a final rating based on the following 4-point scale:

Ineffective      Minimally Effective      Effective      Highly Effective

# Multiple Measures for Student Learning



# Tiered System Roll Out Plan

	SY 2011-12	SY 2012-13	SY 2013-14
Teacher Evaluation Process	X		
Teacher Evaluation System (with rewards/consequences)		X	
Building Administrator Evaluation Process	X		
Building Administrator Evaluation System (with rewards/consequences)		X	
Support Staff and District Administrator Evaluation System			X

## Human Capital Development

- ◆ Each district will develop a human capital system
- ◆ RIDE statewide recruitment website
- ◆ RIDE Academy of Transformative Leadership to support new principals, school committees, superintendents and district leaders
- ◆ RIDE instructionally focused and data driven induction program for all 1<sup>st</sup> year teachers across the state
- ◆ Review and revise staffing policies to meet BEP standards

### Budget (over 4 years)

- ◆ \$82,500 reimbursement for 11 mentoring days per new teacher over 4 years

## Adaptive Challenges Examples

- ◆ A challenge will be getting all who need to do the work and receive the PD the time to do it without compromising continuous instructional time for students to make ambitious progress and close achievement gaps.
- ◆ RIDE limits the amount of educator participants able to receive PD from each district. Therefore in SK, we will have the burden and expense of training the remaining educators.
- ◆ Negotiations within our current teacher contract will be necessary in order to fully accomplish the RTTT goals.
- ◆ Lack of technology funding to meet database interfaces for SIF interfaces for all existing and future databases.
- ◆ Supporting additional computers for testing and training will be costly.
- ◆ Funding for additional trainers, administrators and/or evaluation specialists is not provided by the RTTT grant but is critical to this work.

## Adaptive Challenges

- ◆ How will summer offerings insure that all the staff who need PD receive it when summer work is voluntary even if paid at a per-diem rate?
- ◆ Funding for additional PD days (we currently have 1 paid day per contract) is not provided but is critical to this work.
- ◆ How will we afford to support training for educators after the term of the grant?
- ◆ The timeline is a challenge especially because each person on our RTTT team and our leadership team will be managing ALL 5 Support Systems while also managing the day to day operations of schools and systems.
- ◆ Additional funding for curriculum development, instructional materials and instructional technology would need to be expanded as it is not provided in the RTTT grant.

We have an ambitious agenda.....It will take every parent, teacher, student, administrator business leader, faith based leader, and political leader to do this work---

Commissioner Gist

Deborah A. Gist  
Commissioner

