

E) Turning around the lowest-achieving schools

(E)(1) Identifying the lowest achieving schools.

Somerset County Public Schools supports the State of Maryland in its efforts to turn around the lowest achieving schools. Somerset County defines a low achieving school as a school identified in need of improvement based on the spring 2010 administration of the Maryland School Assessment as well as by the English and Algebra HSA and graduation rate. There are currently 3 schools in Corrective Action: two high schools and one intermediate school. SCPS will focus on the two high schools: Crisfield High School (CD) and Washington High School (CD).

(E)(2) Turning around the identified schools

Somerset County will use the 5 goals outlined as Breakthrough Center strategies to guide the process of turning around the two high schools. These goals include: needs assessment, teacher and principal effectiveness, networking with Breakthrough schools, using technology in instruction, and improving school climate.

The Teacher Capacity Needs Assessment (TCNA), an MSDE developed process, will be conducted at the two high schools in Somerset County in the fall of 2010. This process will assist the staff at these two schools in identifying the root causes underlying their low achievement thereby leading to strategies that they will commit to in their efforts to reach AYP. Once root causes are identified and priorities are set, SCPS will offer support in the form of targeted professional development and collaborative initiatives to assist teachers in their classrooms.

School Improvement Plans for the two high schools will be constructed using the 10 key components of Title I school plans. These plans will be monitored by audit teams made up of feeder school staff trained in monitoring the plans and providing feedback with regards to strategies for improvement. These strategies will include content area leaders, trained in data analysis and the Classroom Focused Improvement Process (CFIP) during the summer of 2011, who will meet bi-weekly with content teams beginning FY 2012 to review instruction and plan remediation. The principals of these schools will work to explore innovative ways to allow for collaboration between and among the various grade levels in an effort to effectively plan for ways to work with the lowest achieving students.

SCPS staff (administrators and teachers) will travel to Kent County, MD by January 2011, to meet with individuals concerning the Breakthrough strategies used in turning around low performing schools in Kent County. SCPS instructional division will also review the exemplary practices website designed by MSDE through the Breakthrough Center. Consideration will be given to those strategies identified during the visit and website review that may be appropriate for the two high schools to implement.

(E)(3) Integrate Technology

SCPS plans to use technology to turn around the two high schools through the use of technology integrated lessons that will engage students in the content presented. SCPS will continue with the implementation of the 1-to-1 laptop initiative, currently providing laptops to students in grades 8 and 9. Each year, the incoming 8th grade (placed in the high schools) will receive laptops that will remain with them throughout their high school careers. In order to make this successful, teachers will need intense training to give them the tools that they need to plan and execute effective technology lessons in their classrooms. An Instructional Technology Facilitator (ITF) will be hired during for FY 2012 to work with teachers at both high schools. A second ITF will be hired for FY 2013 so that each high school will have a dedicated facilitator as the 1-to-1 initiative expands. These two positions will gradually be absorbed into the local budget through retargeting staffing funding through attrition.

(E)(4/5) School Climate

A school climate survey will be administered and analyzed in Years 2 and 4 to determine needs in the area of climate. Goals, strategies, and objectives will be set following the analysis of the collected survey data. After the life of the RTTT grant, a climate survey will be done every three years. Local funding will be used to cover the cost of the survey.

The Positive Behavior Interventions and Supports (P.B.I.S.) initiative will be enhanced to decrease office referrals and suspensions. Funds for P.B.I.S. incentives will be provided by the RTTT grant. Following the grant's end, local funding will be provided to maintain the use of incentives for the program. The Student Services division will continue the Learning Support Team process by linking students and families to those resources that will help students overcome barriers to achievement. Community partnerships will be enhanced to pursue activities related to mentoring of students, character education, school safety teams, after school activities, and other needs that are identified by the climate survey.

(E)(6) Comprehensive Transition Program

The Student Services division will develop and implement a comprehensive transition program (summer 2011) that will better prepare students for integration into a new school (1 Intermediate School to 2 High Schools). The division will also review current alternative learning programs and explore methods of improving/expanding these programs.

Somerset County Public Schools will continue to engage families and community members in the collaboration for improvement. Each high school will conduct parent activities four times per year beginning with FY 2012. These activities will be designed by school leaders during the School Improvement Plan process and will be based on the identified needs of each high school. RTTT funding will support expanding the Title 1 parental involvement program into the secondary schools. Local funding will continue this after the RTTT grant is completed.

Year 1 Progress

- Data Leaders training completed for 4 data leaders at secondary level. We have moved the funding back to year 2 and will train more teachers in this during the school year.
- Hired 1 Secondary Technology Facilitator to be used at both high schools.

Section E: Turning Around Lowest Achieving Schools

Action Plan: Section E

LEA: Somerset Date: November 3, 2010 Year of the Grant (circle one) 1 2 3 4

Year 2 Goal(s):

- **Conduct robust needs assessment to determine priorities for district action.**
- **Focus on teacher and principal effectiveness.**
- **Network with Breakthrough Schools to strengthen capacity.**
- **Accelerate school performance through the use of technology.**
- **Improve school culture, climate and support to increase performance.**
- **Hire an Instructional Technology Facilitator for high school level.**

Section E: Turning Around Lowest-Achieving Schools Year 2 Activities	Correlation to State Plan	Project #	Timeline	Key Personnel	Performance Measure	Recurring Expense: Y/N
<i>MOU Requirements: (Yes) Activities to Implement MOU Requirements</i>	(E)(2)					

Needs Assessment						
1. Monitor and assess data with the implementation of the 10 key components of the Title I School Improvement Plan (SIP) and determine impact at all levels: classroom, school, and district.	(E) (2) (i.i)		10/1/2011-9/30/2012	Lisa Hopkins, Director Curriculum and Instruction Dave Elebash, Secondary Supervisor Tracie Holland, Elementary Supervisor	Peer Review SANE Documentation	N
2. Monitor high school SIP and provide feedback to the schools and district with a focus on building the capacity of the district and school to meet needs. Recommendations will be used to modify improvement strategies.	(E) (2) (i.i)		10/1/2011-9/30/2012	Lisa Hopkins Dave Elebash Tracie Holland	Monitoring Tool Completely Passed	N
Networking Teacher/principal effectiveness						
4. Train high school teacher leaders to coordinate Data and Curriculum collaboration and professional work in content areas	(E)(2)(ii)	17	10/2011-9/2012	Dave Elebash, Secondary Supervisor	SANE of training sessions; Products of collaborative work sessions; survey of session participants	N
5. Provide stipends for Content Area Data and curriculum leaders at the High School	(E)(2)(ii)	18	10/1/2011-9/30/2012	Dave Elebash, Secondary Supervisor	Evaluation by instructional supervisor and survey of content area staff	Y Local Funding

6. Review the online practice sharing portal of exemplary practices developed by MSDE through the Breakthrough Center.	(E)(2)(ii)		10/1/2011-9/30/2012	Doug Bloodsworth, Assistant Superintendent, Instructional Division	SANE	N
7. Select those exemplary practices to be considered for implementation in the two high schools	(E)(2)(ii)		1/2/2012-3/30/2012	Doug Bloodsworth, Assistant Superintendent, Instructional Division	SANE	N
9. Investigate and utilize the business model of “Zero staffing” in reallocating resources to areas of critical need.	(E)(2)(ii)		10/1/2011-9/30/2012	Doug Bloodsworth, Assistant Superintendent, Instructional Division	SANE, Budget meetings, budget documents	N
Integrated technology						
10. Provide teachers with technology equipment to support instruction.	(E)(2)(ii)		10/1/2011-9/30/2012	Nancy Smoker, Director of Technology	Inventory	N
12. Implement the professional development plan for teacher use of technology to support instruction	(E)(2)(ii)		10/1/2011-9/30/2012	Nancy Smoker, Director of Technology; Supervisors of Instruction	Teacher registrations for training - SANE	N
15. Implement the professional development plan for integrating the use student laptops into instruction	(E)(2)(ii)		10/1/2011-9/30/2012	Nancy Smoker, Director of Technology; Supervisors of Instruction	SANE	N
16. Provide laptops for each	(E)(2)(ii)		10/1/2011-	Nancy Smoker,	Student registration logs	N

incoming 8 th grade class.			9/30/2012	Director of Technology	and contracts	
17. Employ an FTE technology instructional facilitator at each high school to support the integration of technology into instruction.	(E)(2)(ii)	19	10/1/2011-9/30/2012	Nancy Smoker, Director of Technology; Leo Lawson, Director of Human Resources	Technology Facilitator will be hired.	Y-Local funding will pick up salaries
18. Manage and analyze instructional data to inform instructional planning and practice	(E)(2)(ii)		10/1/2011-9/30/2012	Nancy Smoker, Director of Technology; Instructional Supervisors	SANE CFIP agendas & results	N
School Climate						
19. Administer a county wide school culture and climate survey to administration, staff, students, parents, and community members.	(E)(2)(ii)	20	10/1/2011-9/30/2012	Vicki Carter, Student Services	Survey data and analysis	Y-MDS3 or local funding will be used to continue surveys.
20. Develop mandatory training program for all school administrators and teaching Staff on differentiated classroom management by incorporating the following: ➤ FBA/BIP ➤ CPI (de-escalation skills) ➤ Beyond Diversity	(E)(2)(ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors	Training attendance sheet SANE	Y –Local funding will provide this training.
21. Monitor highly effective	(E)(2)(ii)		10/1/2011-	Dr. Marjorie Miles,	HR	N

Student Services Support Staff (i.e., counselors, LSS, nurses, etc.) in all schools in order to provide students and staff with the resources and supports that are needed (to include supervisory positions)			9/30/2012	Superintendent, School Board		
22. Expand the PBIS initiatives to include incentives (students and Staff) for the following: <ul style="list-style-type: none"> ➤ Academics ➤ Attendance ➤ Discipline (school and bus) 	(E)(2)(ii)	21	10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors	PBIS data	Y-Local funding/grant opportunities will continue PBIS Incentives
23. Continue to enhance community partnerships in (mental health agencies, local police agencies (SRO), etc.)	(E)(2)(ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors	SANE	N
24. Develop a comprehensive county wide Student mentoring program that targets struggling Learners (red and yellow zone students) incorporating character education development	(E)(2) (ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors	Student Mentoring Data	N

25. Expand Title I parent involvement model to the secondary level in order to actively engage parents in the educational process	(E)(2)(ii)	22	10/1/2011-9/30/2012	Dr. Marjorie Miles, Superintendent, Principals, and Christy Scott, Parent Involvement Coordinator	Parent Involvement Data-SANE	Y Local funding will cover after grant
26. Develop a county safety committee that will target issues surrounding school and bus safety such as gangs, crisis management, bullying, etc.	(E)(2)(ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors Rodger Daugherty, Director Transportation	Quarterly Meeting Agendas and minutes to include Goals and Objectives that are established	N
27. Develop and Implement a comprehensive transition program that would better prepare students for integration into new or returning school	(E)(2)(ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors Rodger Daugherty, Director Transportation	Written transition plans/procedures for students entering grades PreK-K, 6, 8, ALC, or placement in and out of system	N
29. Continue to utilize coordinated school based Learning Support Teams (LST) to identify and address barriers students are facing to learning. LST would be the hub to addressing school wide student issues	(E)(2)(ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors	LST Meeting Dates & Referral and Case management Data	N

30. Monitor the development a comprehensive Alternative Learning Center program for students in K – 12 th grade	(E)(2)(ii)		10/1/2011-9/30/2012	Dr. Marjorie Miles, Superintendent	Student Data and Program Data	N
31. Explore, Develop and Implement an ED program for eligible students in grades K-12 and to continue to partner with ESPS to provide an Intensive Outpatient Program for students that are emotionally or behaviorally challenged (look to expand to middle school)	(E)(2)(ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors	Program Data	N
32. Monitor attendance at CHS	(E)(2)(ii)		10/1/2011-9/30/2012	Vicki Carter/ Renee McLaughlin, Student Services Supervisors	Attendance data monthly and EOY	N

Year 3 Goals:

- Continue to monitor Annual Yearly Progress of all schools
- Continue practices that have contributed to Somerset Intermediate exiting school improvement

Year 4 Goals: