Pathways Update
State Board of Education- November 14, 2018
Pueblo City Schools 60

Charlotte Macaluso- Superintendent

Suzanne Morey- Assistant Superintendent of Teaching and Learning

Ted Johnson- Executive Director of Continuous Improvement & Innovation
2017 vs. 2018

2017:
- IMS
- Belmont
- Morton
- CMS
- PSAS
- Goodnight
- Heritage
- Sunset Park
- Carille
- Irving
- Heaton
- South Park
- Centennial
- South
- CHPA
- Highland Park
- Haaff
- District
- Franklin
- Beulah Heights
- Columbian
- Baca
- Bradford (2)
- East (1)**
- Heroes 6-8 (7)
- Heroes Pre K-5 (3)
- Central (3)
- Parkview (1)
- Bessemer (7)
- Roncalli (1)
- Minnequa (5)
- PAA (1)
- Alder (7)

2018:
- IMS
- PSAS FH
- CMS
- Belmont
- Paragon
- Heritage
- Haaff
- Baca
- Morton
- Irving
- Goodnight
- Franklin
- Heaton
- PSAS
- Sunset Park
- Parkview
- Centennial
- Carille
- Beulah Heights
- CHPA
- Bradford
- South
- District
- East
- South Park
- Columbian
- PAA
- Bessemer
- Central (4)
- Heroes 6-8 (8)
- Minnequa (6)
- Heroes Pre K-5 (4)
- Highland Park (1)
- Ridley (6)
- Roncalli (2)
Recent Keys to Success

- Stable district instructional leadership
- New district strategic plan
- Quality school leadership development
  - Relay Graduate School of Ed
- Instructional non-negotiables focused on standards
- Professional development in literacy and math best practice
## School Performance Frameworks

<table>
<thead>
<tr>
<th>School</th>
<th>2017 Performance Plan Type (Percent of Points Earned)</th>
<th>2018 Preliminary Performance Plan Type (Percent of Points Earned)</th>
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</thead>
<tbody>
<tr>
<td>Bessemer Academy</td>
<td>Priority Improvement (34.9)</td>
<td>Improvement (43.3)</td>
</tr>
<tr>
<td>Risley International Academy of Innovation</td>
<td>Turnaround (25)</td>
<td>Turnaround (31.4)</td>
</tr>
<tr>
<td>Heroes Academy (6-8)</td>
<td>Priority Improvement (38.7)</td>
<td>Priority Improvement (38)</td>
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</tbody>
</table>
### IMPROVEMENT - Achievement Data

<table>
<thead>
<tr>
<th>School</th>
<th>6th Grade Math</th>
<th>7th Grade Math</th>
<th>8th Grade Math</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>2017</td>
<td>2018</td>
<td>2017</td>
</tr>
<tr>
<td>Heroes K-8</td>
<td>30</td>
<td>28</td>
<td>36.5</td>
</tr>
<tr>
<td>Risley International</td>
<td>28.5</td>
<td>39</td>
<td>25</td>
</tr>
</tbody>
</table>
IMPROVEMENT - 2018-19 Local Data

Risley International Math Data:

- First quarter HMH Math Inventory (MI) shows student growth rates of more than one year in 7th and 8th grade, 34% and 33% respectively
- First quarter Achievement Network Interim shows 7th and 8th grade students’ performance in math slightly higher than last year
Risley International ELA Data:

- First quarter HMH Reading Inventory shows 37% of 6th graders, 28% of 7th graders, and 27% of 8th graders made a year’s growth or more since beginning of year
IMPROVEMENT - 2018-19 Local Data

Heroes Academy Math Data:

- SchoolCity benchmark data shows a decrease in students “not meeting” expectations:
  - 37% decrease in 6th grade
  - 40% decrease in 7th grade
  - 58% decrease in 8th grade

- The Achievement Network first quarter interim shows 8th grade students performing higher than last year.
IMPROVEMENT- 2018-19 Local Data

Heroes Academy ELA Data:

- SchoolCity benchmark data shows decrease in students “not meeting” expectations:
  - 34% decrease in 6th grade
  - 50% decrease in 7th grade

- First quarter Achievement Network interim assessment shows students in 6th and 7th grades performing closer to the network average than last year
Reflection: ANet Management Partnership Year 1

- Instructional priority focused on improving Tier One instruction.
- Weekly leadership coaching to strengthen content understandings
- Teaching and Learning Cycle implementation
- New ELA and Math curriculum adoption better aligned to standards
- Coordinated school walkthroughs and progress monitoring meetings with Achievement Network and District leadership
Reflection- Leadership Development

- Relay Graduate School of Education
- Innovation Zone membership and collaboration
- CDE Turnaround Network (2017-18)
- 2018-19 - more targeted coaching to principals and assistant principals by Assistant Superintendent (Risley) and Executive Director of Continuous Improvement and Innovation (Heroes)
Risley and Heroes Ongoing Challenges

- Talent Development and Staffing
- Innovation, Systems, and Programming
- Management Partnership
# Management Partnership Selection Timeline

<table>
<thead>
<tr>
<th>Month</th>
<th>Activities</th>
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<tbody>
<tr>
<td>October 2018</td>
<td>● EASI Fair - introduction to potential new partners</td>
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<tr>
<td></td>
<td>● Review State Panel Report and recommendations</td>
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<td>● Collect input on school needs from Heroes and Risley school staff and district stakeholders</td>
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<td>Oct/Nov 2018</td>
<td>● Initial phone conversations to narrow the list of management partners who might best fit our needs</td>
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<td>● Write Request for Management Partnership Plan Submissions</td>
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<tr>
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<td>● Review Partnership Plan Submissions and Select Finalists</td>
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<td>● Submit EASI Grant</td>
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<tr>
<td>Nov/Dec 2018</td>
<td>● Finalist Interviews and Onsite School visits</td>
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<tr>
<td>January, 2019</td>
<td>● Final Selection</td>
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<tr>
<td>Feb/ March 2019</td>
<td>● Finalize Contract with Management Partner</td>
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<td>● Develop Management Plan and begin partnership</td>
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Management Partner Criteria

- Previous success with comprehensive, sustained turnaround in schools with similar demographics
- Weekly on-site leadership coaching by a Colorado-based leader with a proven track record in elementary and middle school turnaround
- Staff recruitment and retention resources and strategies
- Background in social and emotional learning structures and programmatic expertise in special education
- Strong understanding of instruction, including coaching, data-driven systems, and content specific best practices
Request to State Board of Education

- Continue with innovation status for Risley International and Heroes Academy
- Authorize a more comprehensive management partnership for each school
Pueblo City Schools’ Commitments

- Conduct a diagnostic review of special education programming at Risley and Heroes and implement recommendations
- Rewrite Risley and Heroes innovation plans in partnership with new management partner
- Seek more impactful implementation of innovation waivers
- Redefine and continue our work with the Achievement Network
- Select and engage with a new Management Partner to address continuing challenges
Pueblo City Schools Mission

To provide a high quality education that assures each student the knowledge, skills, and dispositions to lead a life of purpose and impact.