

LAP Overview and Update

January 16, 2018



**MILWAUKEE
PUBLIC SCHOOLS**



Presenters: Amy Nelson Christensen, PhD
Tonya Adair, Chief

Darrienne B. Driver, Ed.D.
Superintendent

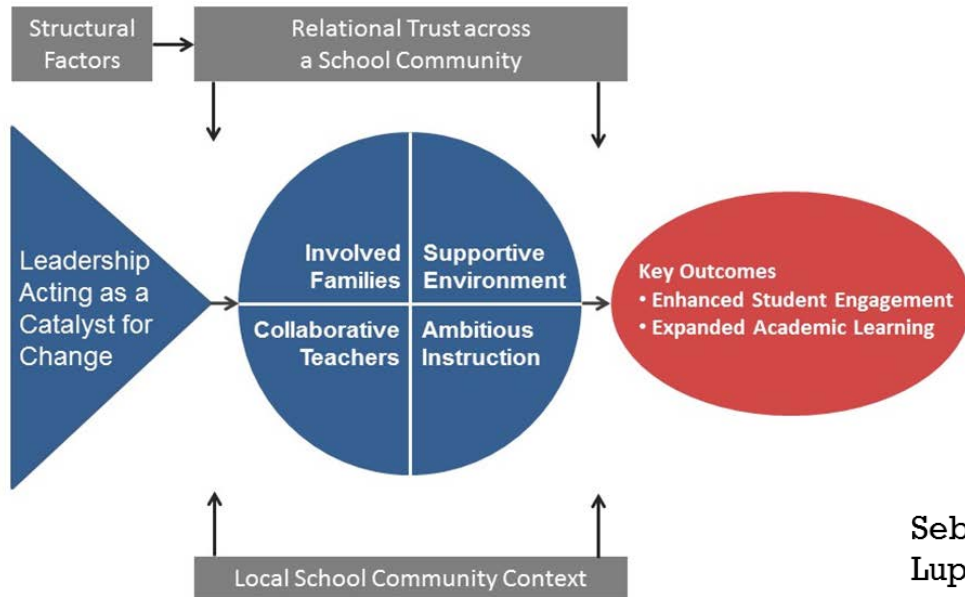
Theory of Action

If we build the capacity of principals for distributing leadership where there is a cultural shift towards differentiating support to schools from Central Services, then teaching and learning will improve, and there will be equity in student outcomes.

How Will We Know We've had Impact?

- ① Aligned district practices that prioritize culture and climate for school improvement
- ② Improved attendance rate
- ③ Improved math proficiency
- ④ Improved reading proficiency

Five Essential Supports for School Improvement Framework



CCSR found that schools strong in 3 of the 5 essentials were **ten times more likely** than schools weak in 3 of the 5 supports to **show substantial gains in both reading and mathematics.**

Sebring, P. B., Allensworth, E., Bryk, A. S., Easton, J. Q., & Luppescu, S. (2006). The Essential Supports for School Improvement. Research Report. *Consortium on Chicago School Research*.

When We Say “MPS WAY” We Mean....

The “way” we do business at central office to support student achievement, including:

Effective Leaders

- *How we grow school leaders as instructional and relational leaders who make data-based decisions.*

Collaborative Staff

- *How we build schools as professional learning communities that engage in cycles for continuous improvement.*

Empowering Families

- *How we empower families to be equal partners in the education of their children.*

Supportive Environment

- *How we foster an environment for students supportive of equity, safety, and social-emotional well-being.*

Ambitious Instruction

- *How we instruct using student-led and student-centered practices that reflect their identities.*



To Get There, We Will...



Create a school-based system for the SIP and DIP that communicates a clear framework for data inquiry and continuous improvement which can be supported and accounted.



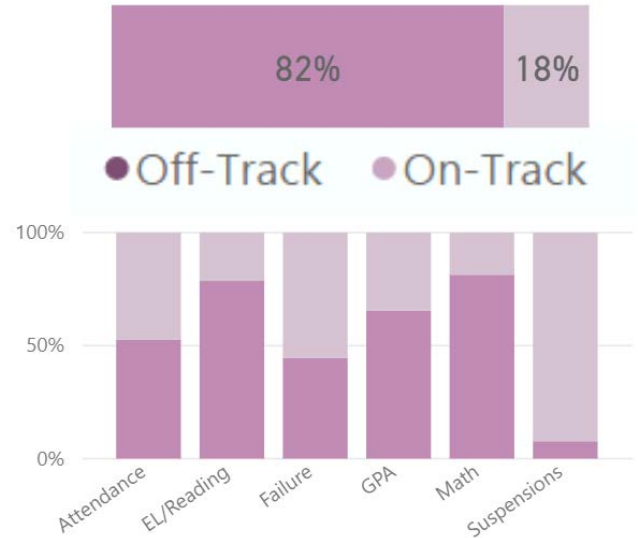
Central Services supports that are aligned to the 5 Essentials and Continuous Improvement and are based on the needs of schools, as shared in their SIPs.



Create a Communication Plan that engages all stakeholders to take ownership of school improvement.

Work Already in Progress...

- **Regional Walkthrough Tool** is currently being implemented across all regions and provides feedback to schools regarding operational aspects of school culture
- **“Principal Landing Page”** pilot: a daily report of data for principals
- Research-based **On Track/Off Track Indicator** for students in elementary through high school to identify students in need of intervention early
 - Attendance
 - Suspensions
 - Course Failures
 - GPA



Deliverables of the Steering Committee...

- System for analyzing data that interrupts the “status quo” and gives schools the tools necessary for engaging in data-based decision-making that addresses issues of equity
- Revised School Improvement Plan (SIP) that aligns to the 5 Essentials
- Professional Development system for schools that allows them to choose topics for professional learning based on the issues of equity they identify in their data
- Handbook for the SIP that clearly explains the roles and responsibilities of all district and school-based staff regarding continuous improvement
- Website that communicates the MPS Way and serves as a resource to schools and the community



Thank you!

Milwaukee Board of School Directors

Mark Sain, District 1, President
Larry Miller, District 5, Vice President
Wendell J. Harris, Sr., District 2
Michael Bonds, Ph.D., District 3
Annie Woodward, District 4
Luis A. Báez (Tony), Ph.D., District 6
Paula Phillips, District 7
Carol Voss, District 8
Terrence Falk, At-Large

MPS Senior Team

Darienne B. Driver, Ed.D., Superintendent
Gina Spang, P.E., Chief of Staff
Tonya Adair, Chief Innovation & Information Officer
Thomas P. Conjurski, Chief Financial Officer
Ruth Maegli, Chief Academic Officer
Himanshu Parikh, Chief Human Resources Officer
Keith Posley, Ed.D., Chief School Administration Officer
Wendell Willis, Chief Operating Officer
Sue Saller, Manager, Superintendent's Initiatives

