



COMMUNITY ENGAGEMENT FORUM

MONTGOMERY PUBLIC SCHOOLS
ALABAMA STATE DEPARTMENT OF EDUCATION





Community Meeting Overview

Dr. Barbara J. Cooper
**ALSDE Deputy State Superintendent/
Chief Academic Officer**



BACKGROUND:

Intervention Plan Purpose

ALSDE has the authority under state statute to intervene in schools for the following purpose:

- **Implementing a comprehensive intervention in low performing schools**
- **Building capacity to sustain improvement**



Intervention Plan Purpose

Key components to be addressed:

- Curriculum
- Leadership
- Human Resources
- Finance and Operations
- Student Support
- Community Engagement



Intervention Plan Process

- **State Superintendent appointed a Chief Administrative Officer**
- **Chief Education Officer**

Has the authority to address: budget, curriculum, school programs, act within authority provided by the State Superintendent, personnel decisions, define contractual requirements, professional development, extend the school day or year, secure additional resources, collaborate with MPS Superintendent.



Intervention Plan Process

- **Chief Financial and Operations Officer (CFOO) to oversee the financial and operational aspects of the district**
- **CEO and CFOO shall report to the State Superintendent of education or designee**
- **An instructional program review, personnel review, and financial audit will be conducted as part of the MPS intervention**

These are just some of the strategies we are implementing as part of our comprehensive intervention process.



MPS Instructional Efforts

- **Effective Instruction**
- **Focus on Student Outcomes**
- **Positive School Climate**



MPS Instructional Reviews

- The project aims to collect data about the quality of education being provided by each school that could not be gained by analyzing test scores.
- We are looking to evaluate and celebrate areas of strength and provide solutions for areas that require improvement.
- The reviewers will focus their attention on measuring the difference that the school makes to the academic and social learning of all students, and how well the school prepares students for college and future careers.



Focus of the Reviews

- **The quality of student learning and positive outcomes.**
- The quality of the teaching and assessment.
- The quality of the leadership and management.
- The quality of the culture for learning.
- The quality of the curriculum.
- The quality of the relationship with families and the community.



Who Completes the Reviews

- Reviews are completed by experienced and highly trained former educators.
- Reviewers work in teams of two, three, or four and will be in schools for two or more days.
- Principals play an active role in the review process.
- Reviewers have no connection with the State Department of Education.



Role of the Reviewer

- They observe lessons; look at planning; examine student work/portfolios and observe collaborative activities **(with the principal)**.
- They interview school leaders, teachers, support staff, students, parents and community members **(without the principal)**.
- They ask you lots of questions and give you lots of on-going feedback.



Four Point Rating Scale

The reviewers will complete an extensive rubric and rate schools in all areas using a 4 point rating scale:

- 1 Inadequate
- 2 Requires Improvement
- 3 Good
- 4 Outstanding





MPS Intervention

Mr. Michael Sentance
ALSDE State Superintendent



Intervention Efforts Leaders

Office of School Improvement and Turnaround: Dr. Jermall Wright
CEO/MPS Intervention: Dr. Reginald Eggleston
CFOO: Jason Taylor, CPA, CGMA

ALSDE PERSONNEL:

Andy Craig, Deputy State Superintendent/CFO
Shanthia Washington, Office of Student Learning
Dr. Jayne Meyer, Teacher Certification & Licensure
Dr. Mark Kirkemier, Teacher/Leader Effectiveness
Dr. Tony Thacker, Research & Accountability
Dr. Jeff Langham, Federal Liaison
Dr. Michael Sibley, Communication
Collie Wells, Career Tech



MPS Structure

- **2 Zones**
 - **27 Intervention Schools**
 - **29 Non-Intervention Schools**
- **Rezoning**
 - **Students remain in assigned schools**
- **Organizational Structure and Support**



MPS Intervention

District Level Data Challenges

- **Fiscal Procedures, Budgeting, Accountability, and Accuracy**
- **Operational**
- **Child Nutrition Program**
- **Transportation**



MPS Intervention

School Data Challenges

- **Student Academic Achievement**
- **College and/or Career Ready Rates**
- **Gap Graduation Rates and College and/or Career Ready Rates**
- **MPS Graduation Rate**
- **Chronic Absenteeism**



Intervention Plan Accountability

System will be built to track progress, inform decisions and measure impact of programs and strategies. Performance goals and metrics will be developed for the district and schools based on goals in:

- **Student Performance**
- **Curriculum and Instruction**



Intervention Plan Accountability

- **Leadership and Management**
- **School Culture**
- **Personnel Management**
- **Community Engagement**
- **Financial and Operational Management**

An evaluation will be conducted on an annual basis.



INTERVENTION PLAN PHASES

PHASE I (FEBRUARY 2017 – JANUARY 2018)

- **FINANCIAL ANALYSIS REVIEW**
- **ADDITIONAL RESOURCES AND SERVICES**
- **CENTRAL OFFICE STRUCTURE AND STAFFING**
- **COMMUNITY STAKEHOLDER GOVERNANCE APPROACH**



INTERVENTION PLAN PHASES

PHASE I (FEBRUARY 2017 – JANUARY 2018)

- **RECRUITMENT CAMPAIGN**
- **EVALUATION TOOLS AND PROCESSES**
- **SUPPORT FOR MENTAL HEALTH AND BEHAVIORAL NEEDS**
- **COLLABORATIVE MEETINGS WITH MPS**



Intervention Exit Process

- **At the end of 5 years, the State Superintendent will make a recommendation to the Alabama State Board of Education**



Intervention Exit Process

The recommendation will consist of either:

- **Continuing the Intervention**

OR

- **MPS will enter the Monitoring Phase if significant and sustainable progress has been made towards established performance goals**



Questions & Answers Protocol

Dr. Michael Sibley
ALSDE Communication Director

QUESTIONS: COMM@ALSDE.EDU

**The Frequently Asked Questions (FAQ) and
Community Forum presentations are located at
www.alsde.edu.**

