OSI Update

November 2022

EVERY CHANCE. EVERY DAY. EVERY CHILD. EVERY

EVALUATE PLAN

IDENTIFY CRITICAL NEEDS

MONITOR/SUPPORT PLAN

IMPLE PLA

SCHOOL IMPROVEMENT
ALABAMA

OSI Staff

Office of School Improvement
Alabama State Department of Education
Support Services Division

Dr. Melissa Shields Coordinator

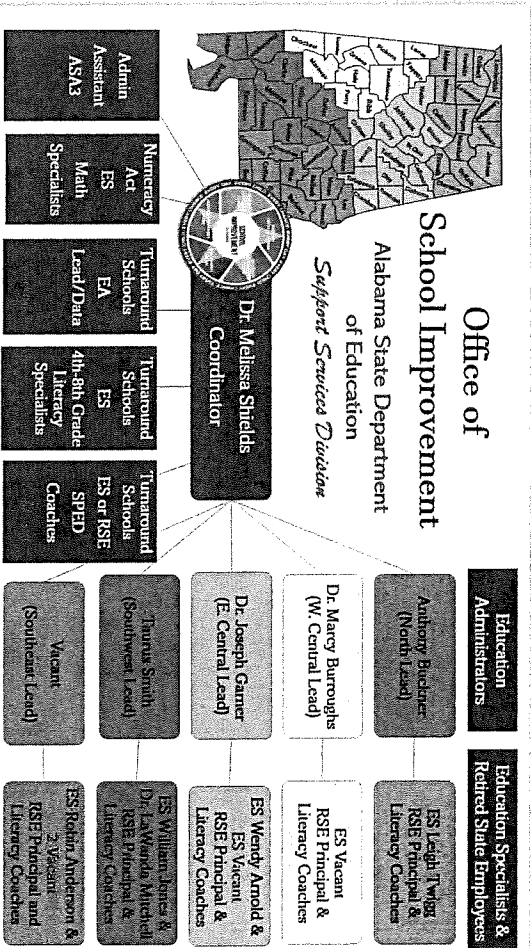| Education Administrators	Education Specialists & Retired State Employees
Anthony Buckner (North Lead)	ES Leigh Twigg RSE- Principal & Literacy Coaches
Dr. Marcy Burroughs (W. Central Lead)	ES Vacant & RSE Principal & Literacy Coaches
Dr. Joseph Garner (E. Central Lead)	ES Wendy Arnold & RSE- Principal & Literacy Coaches
Taurus Smith (Southwest Lead)	ES William Jones & Dr. LaWanda Mitchell RSE- Principal & Literacy Coaches
Vacant	ES Robin A. Davis & RSE- Principal and Literacy Coaches

Current Structure

1 - Coordinator
5 - Administrators
5 - Specialists
4 - Secondary Literary RSEs
12 - Principal Coach RSEs

Office of School Improvement
Alabama State Department of Education
Support Services Division

Dr. Melissa Shields Coordinator

Admin Assistant ASA3

Numeracy Act Math Specialists

Turnaround Schools ES EA Lead/Data

Turnaround Schools ES 4th-8th Grade Literacy Specialists

Turnaround Schools ES or RSE SPED Coaches

Education Administrators	Education Specialists & Retired State Employees
Anthony Buckner (North Lead)	ES Leigh Twigg RSE Principal & Literacy Coaches
Dr. Marcy Burroughs (W. Central Lead)	ES Vacant RSE Principal & Literacy Coaches
Dr. Joseph Garner (E. Central Lead)	ES Wendy Arnold & ES Vacant RSE Principal & Literacy Coaches
Taurus Smith (Southwest Lead)	ES William Jones & Dr. LaWanda Mitchell RSE Principal & Literacy Coaches
Vacant (Southeast Lead)	ES Robin Anderson & 2 Vacant RSE Principal and Literacy Coaches

## Updated Structure

1 - Coordinator
1 - ASA III
6 - Administrators
14 - Specialists (include Content Literacy)
4 - Secondary Literary RSEs
16 - Principal Coach RSEs

Nature of Support

- OSI provides "boots on the ground" support (not a compliance role).

- While support is prioritized because of limited staff, no request is denied.

- Support is differentiated and multi-faceted, based on need and individual requests.

- OSI coordinates efforts with other SDE Regional Supports (AMSTI, ARI, TIM, OMI, MTSS, RICs, etc.), industry, and community partners.
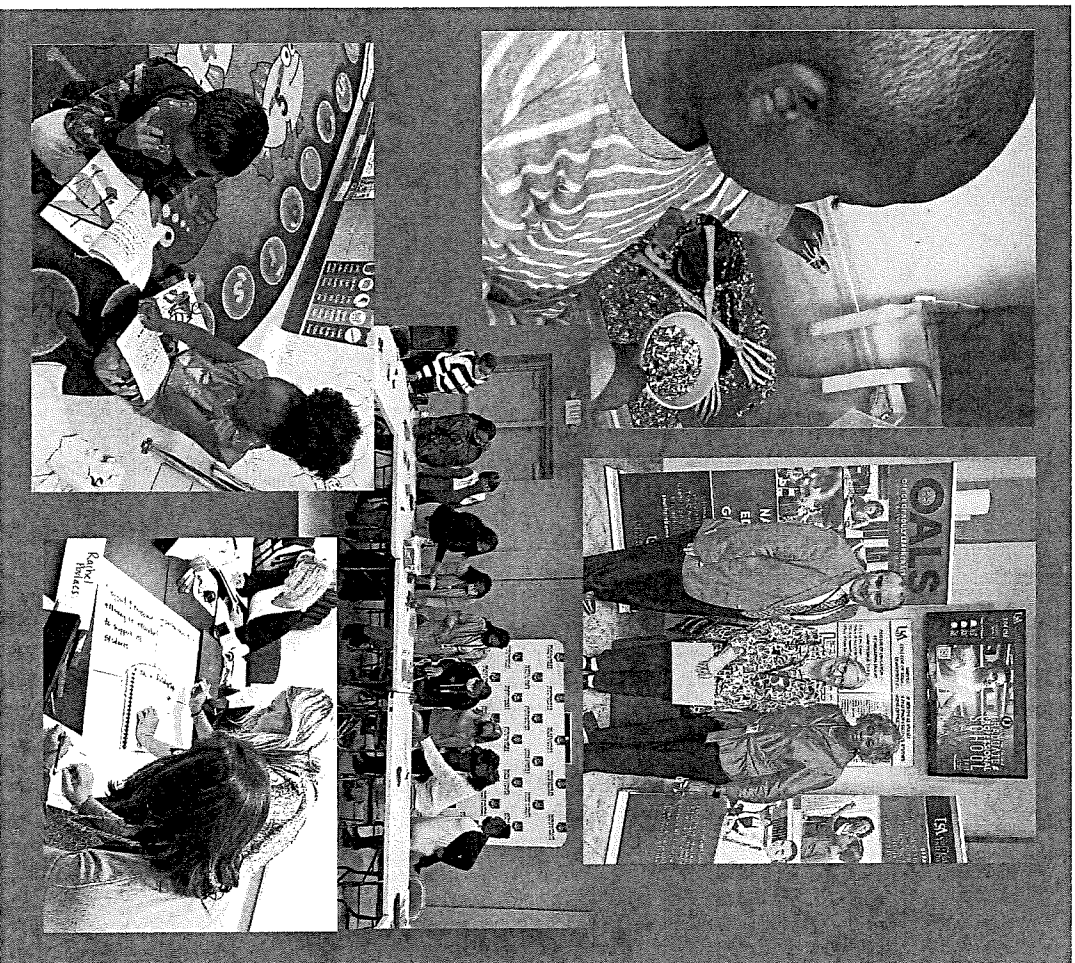
CSI School Support

- 60 schools, each paired with an OSI specialist or administrator
- Help draft and support CSI school improvement plans
- Address and monitor the indicators on the School Report Card: Chronic Absence, Student Achievement, English Learners, Graduation Rate, Career Readiness Indicators (Advanced Placement, Dual Enrollment, Career Credentials, etc.)
- Conduct Instructional Audits
- Host Transformation Academies
- Provide strategic support and training
- Align resources and funding to school improvement plans and identified needs

Corinn@aplusala.org

ATSI & TSI School Support

- 500+ identifications for subgroup gaps, including Students with Disabilities, Hispanic/Latino, Students with Limited English Proficiency, Economically Disadvantaged, and African American

- Conduct statewide webinars for targeted areas of support (Trauma-Informed Instruction, Graduation Rate, College Readiness, School Improvement Plans, etc.)

  - Most posted on OSI Youtube Channel

- Provide on-site and virtual support upon request

- Coordinate with SPED and ESL offices to provide support in closing these subgroup gaps

SOS:
Supporting Our Staff!
State Department of Education
Office of School Improvement
October 5, 11 AM

Start Strong,
Finish Stronger.
Ensuring CCR Readiness
for All Students

OSI Technical Support

- Support is prioritized by schools of greatest need in this order: Comprehensive Support and Improvement (CSI) and Governor Turnaround Schools, Targeted Support and Improvement (TSI), Additional Targeted Support and Improvement (ATSI), Failing, and all others.

- OSI delivers 700+ hours per month of face-to-face and/or virtual support to schools (not including travel, which is extensive).
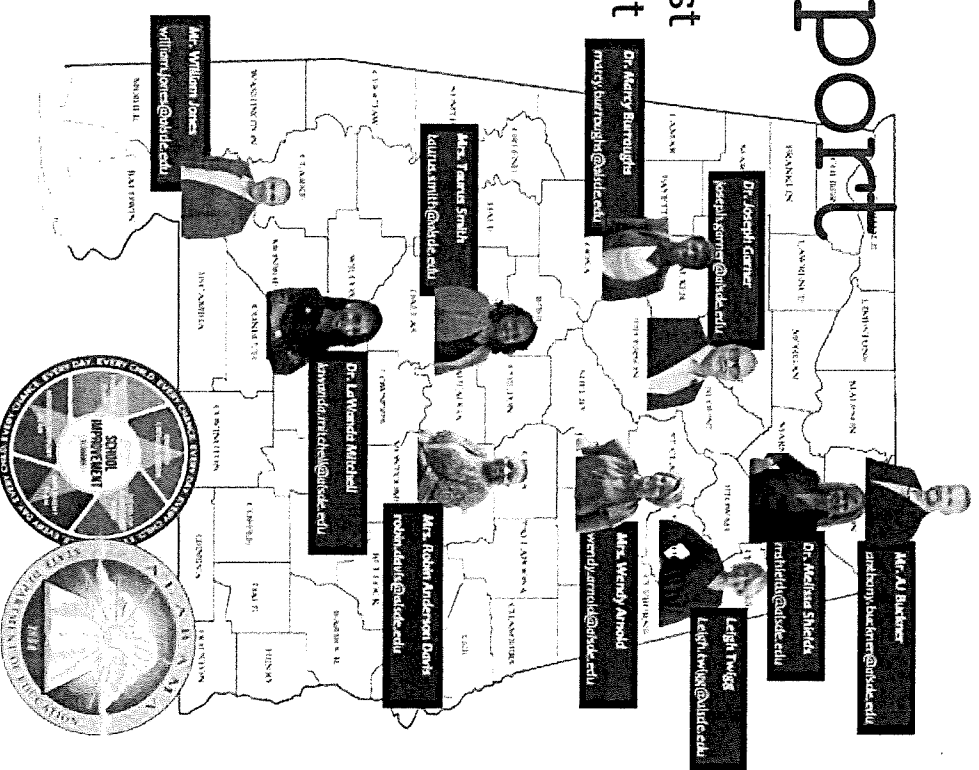
OSI Support Sampler

Using Data to Determine Needs	Scheduling & Intervention Supports	Standards-Based Grading	Secondary ELA/Content Literacy	Building a Principal Calendar of Action
Mental Health Supports	Teacher & Leader Professional Learning	Classroom Observations / Instructional Rounds	Improving Student Attendance	Monitoring & Supporting School Improvement Plan
Coordinating with External Partners	Improving School Climate	RTI/MTSS	District Support of School Improvement	Guidance in Using Funding to Support School Improvement
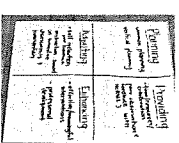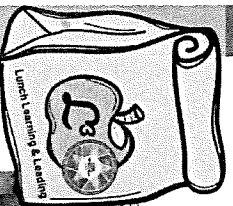
OSI / ADI
Transformation Academies

- **District Transformation Academy**
  - Audience: District Leads
  - Structure: 4 ½ day virtual sessions, with 4-6 week intersession activities

- **Principal Transformation Academy**
  - Audience: Principals plus at least one district lead
  - Structure: 5 ½ day virtual sessions, with 4-6 week intersession activities

- **Deep Dive into Instruction II – Building the Learning Habits by Improving Personal Competencies**
  - Audience: Principals and Schools Teams
  - Structure: 4 full day sessions, with 4-6 week intersession activities

  - **Culture Shift**
    - Audience: Principal, Teacher, District, Coach, Parent (if possible)
    - Structure: 2 day sessions with intersession activities
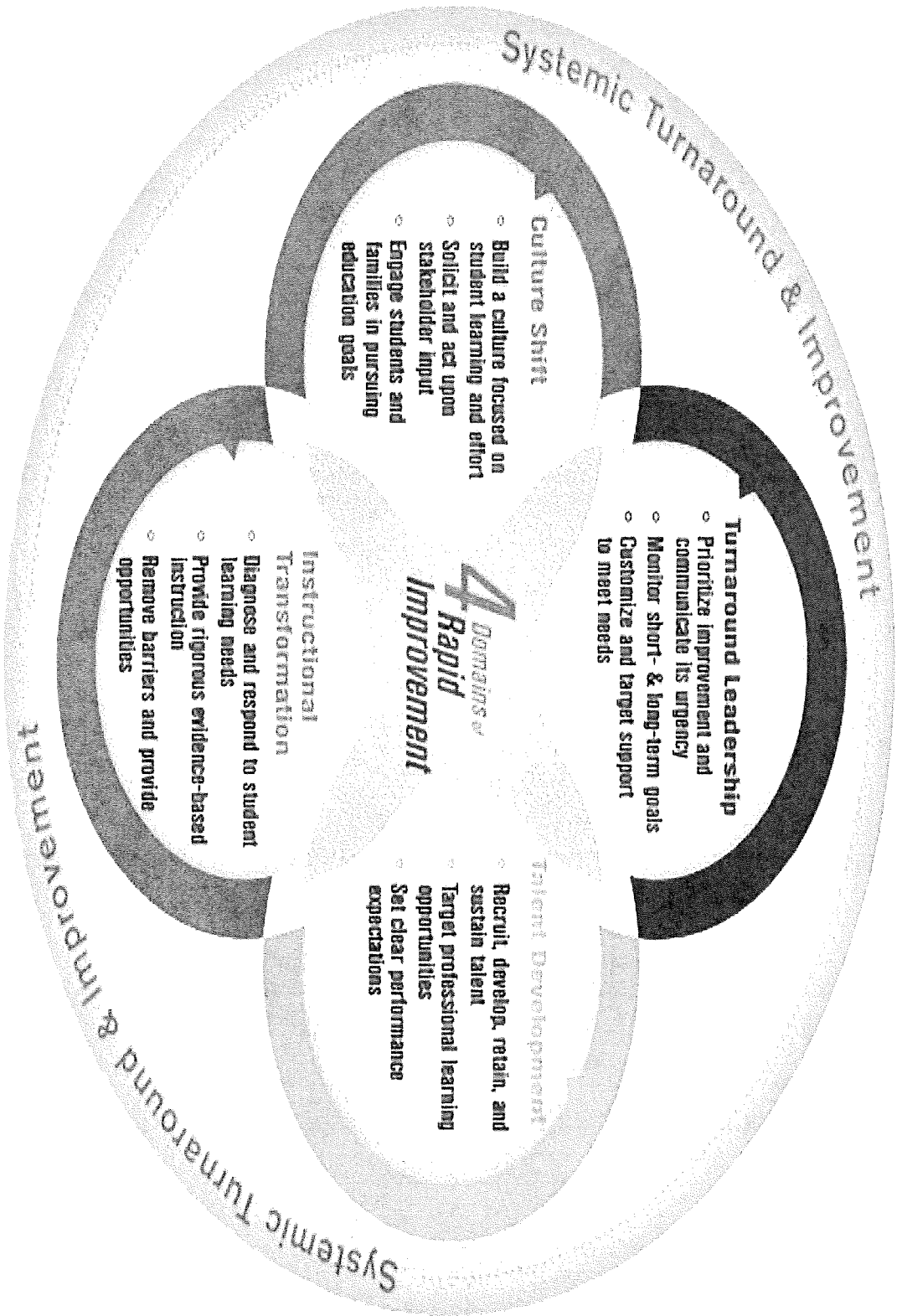
FOUR DOMAINS FOR RAPID SCHOOL IMPROVEMENT

A Systems Framework
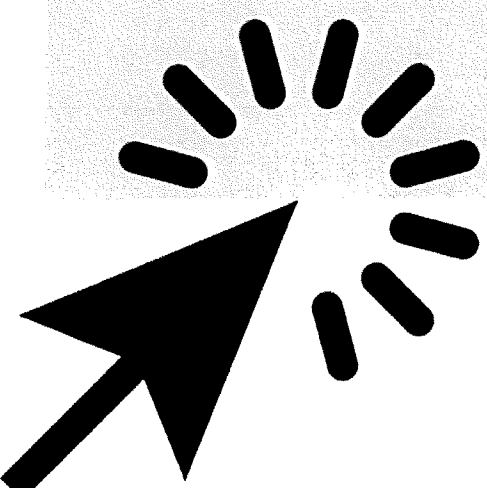
The framework shares, in practical language, the critical practices of successful school turnaround in four domains, or areas of focus, that research and experience suggest are central to rapid and significant improvement: **turnaround leadership, talent development, instructional transformation, and culture shift.**

The framework offers examples of how each practice would be put into action at each level of the system.
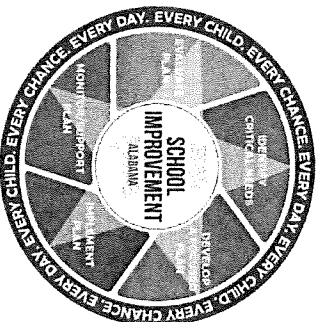
Systemic Turnaround & Improvement

4 Domains of Rapid Improvement

Culture Shift
- Build a culture focussed on student learning and effort
- Solicit and act upon stakeholder input
- Engage students and families in pursuing education goals

Turnaround Leadership
- Prioritize improvement and communicate its urgency
- Monitor short- & long-term goals
- Customize and target support to meet needs

Instructional Transformation
- Diagnose and respond to student learning needs
- Provide rigorous evidence-based instruction
- Remove barriers and provide opportunities

Talent Development
- Recruit, develop, retain, and sustain talent
- Target professional learning opportunities
- Set clear performance expectations

Differentiated Support & Accountability Guide

ESSA Identified Schools

2022-2023

DRAFT

SCHOOL IMPROVEMENT ALABAMA

EVERY CHILD. EVERY DAY. EVERY CHANCE.

Office of School Improvement

Alabama Department of Education

OSI VISION

All Alabama students will have the opportunity to receive a quality education, ensuring they are college, career, and workforce ready through innovative teaching and leading practices.

OSI MISSION

To prioritize, plan, implement and provide collaborative customized support that results in positive student achievement and growth, fostering well-rounded students.

OSI BELIEFS

↓ High-performing organizations achieve success through a culture of effective leadership, talent development, instructional transformation, and positive relationships.

↓ Students learn best in a safe, supportive learning environment with effective and honest communication among schools, parents, communities and other stakeholders.

↓ Schools with a culture of continuous improvement efforts close achievement gaps, promote student growth, and increase the number of graduates who are college, career, and workforce ready.

↓ Districts and schools through observations and constructive feedback, well-supported, highly effective, and dedicated principals, teachers, and staff are the keys to the success of all students.

↓ Every student deserves the opportunity to learn, grow, and succeed in a diverse and inclusive environment that allows voice and choice, regardless of their socioeconomic status, race, and ethnicity. Student success....

R&Rs for ESSA Identified Schools

1. Barbour County Intermediate
   (Barbour)
2. Hayes K-8 (Bham)
3. Hemphill Elementary (Bham)
4. Charles A. Brown Elementary
   (Bham)
5. Washington Elementary (Bham)
6. West End Academy (Bham)
7. Faine Elementary (Dothan)
8. MLK Elementary (HSV)
9. Chastang-Fournier Middle (Mobile)
10. J.F. Shields High (Monroe)
11. Chisholm Elementary (MPS)
12. Dozier Elementary (MPS)
13. Highland Gardens Elementary
    (MPS)
14. ABC Elementary (Wilcox)
15. J.E. Hobbs Elementary School
    (Wilcox)

Turnaround School Initiative
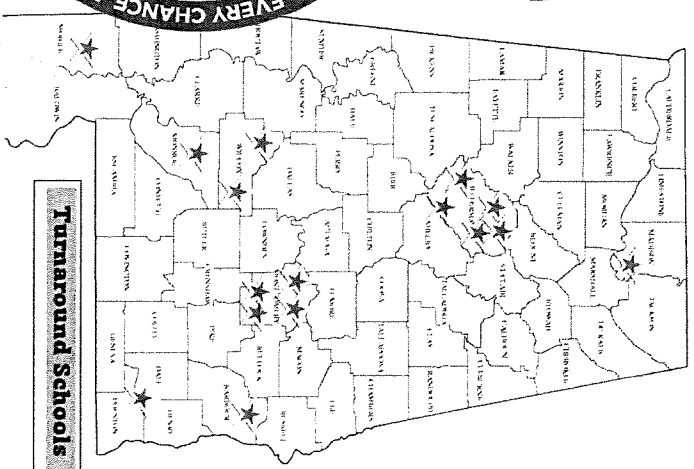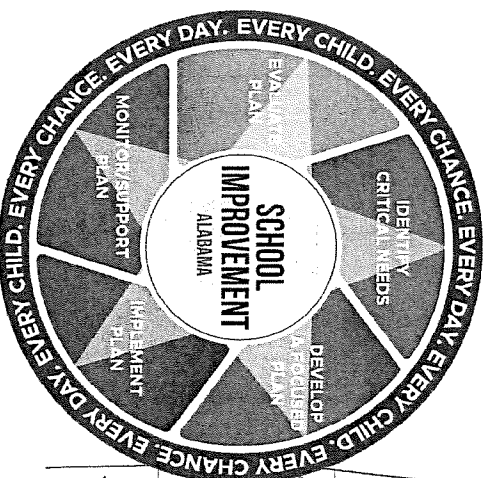
## Turnaround Schools Support & Accountability Guide

- School/District/OSI Roles and Responsibilities
- OSI Monthly Support Calendar
- Year One Critical Activities
- Identification and Exit Criteria Chart
- Resource Allocations
- Technical Assistance

Support & Accountability Guide

Turnaround Schools

2022-2023

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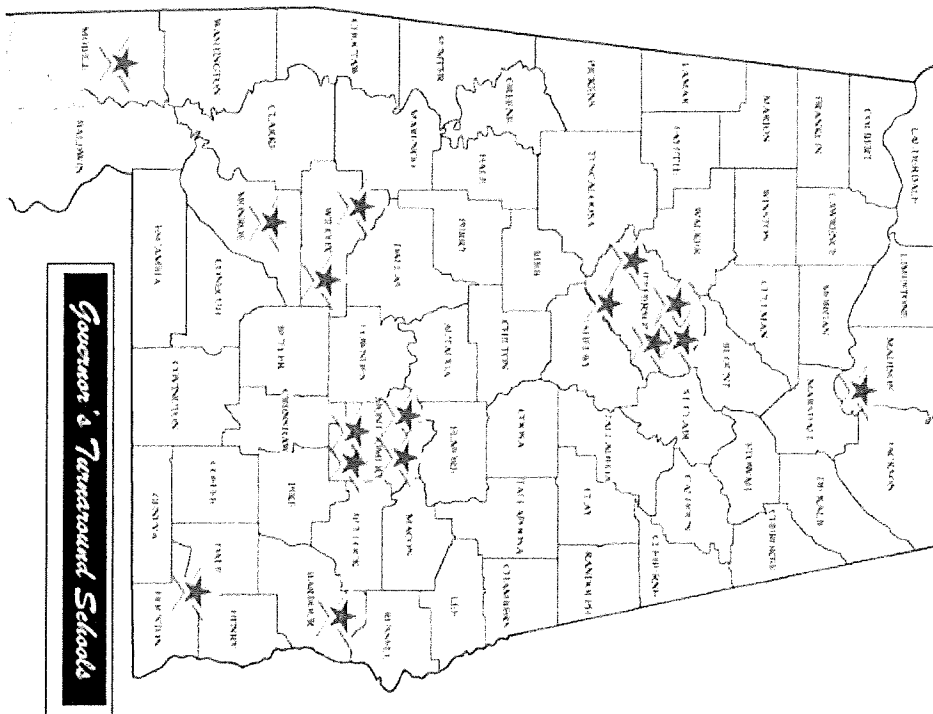
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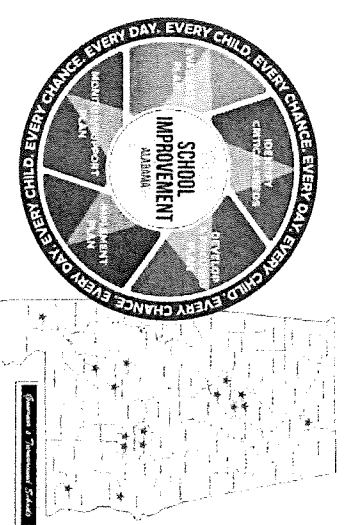
Office of School Improvement
Alabama Department of Education

Turnaround Schools

More Early Actions

- Review and chart academic and non-academic data (trends and areas of promise/challenge)
- Identify and deploy OSI Staff to visit schools and initiate relationships with leadership and staff
- Review Continuous Improvement Plans to facilitate Needs Assessments
- Recruit and hire accomplished leaders and teachers to provide direct support
- Host district leadership onboarding and calibration meeting
- Host District Transformation Academy
- Begin organizing Instructional Audits

DEVELOP A FOCUSED PLAN

IMPLEMENT PLAN

EVERY DAY. EVERY CHILD. EVERY CHANCE. EVERY DAY. EVER

OSI Team

★ Districts with CSI Schools
(60 Schools In All)

Jones

Mitchell

Smith

Burroughs

Garner

Arnold

A. Davis

Twise

Shields

Buckner

Governor's Turnaround Schools

If we want something we've never had in our schools...

we need to do something we've never done.

thank you!

Dr. Melissa Shields
OSI Coordinator
mshields@alsde.edu

@ALSDEOSI

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EVERY CHILD. EVERY CHILD

SCHOOL
IMPROVEMENT
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