IMPLEMENTING

The Right Plan, Right Now!

The Right Plan, Right Now: Cleveland Schools

The Cleveland Plan and levy commitment will allow us to:

1. Attract and retain excellent teachers and leaders.
2. Replace failing schools with new, high quality ones.
3. Increase student graduation in every neighborhood.
4. Make sure all graduates are college, career and/or workforce ready.
5. Provide disciplined classroom environments where students learn every day
6. Provide real world experiences in local businesses.
7. Add 21st Century materials, textbooks, computers and technologies to prepare students for college and good jobs.
8. Make the school year longer for students who need it most.
9. Base teacher and principal pay more on performance.
10. Help fund high performing charter schools with guaranteed accountability.
11. Produce results quickly and report regularly to the community.

THIS IS NOT BUSINESS AS USUAL BY ANY MEANS

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The Right Plan, Right Now: Cleveland Schools

Base teacher and principal pay more on performance

- CMSD has committed to developing a Differentiated Compensation System for teachers and principals for implementation in Fall 2013

- Differentiated Compensation considers multiple aspects of an employee's skills, attributes, and performance, which can include:
  - performance evaluations
  - multiple assessment measures of performance
  - specific skills and abilities (Montessori credentialing, bilingual, etc.)
  - types of assignments
  - longevity
  - other characteristics

The Right Plan, Right Now: Cleveland Schools

Base teacher and principal pay more on performance

- CMSD participated in learning sessions convened by ODE and Battelle for Kids to understand the guiding principles for Differentiated Compensation Systems being developed in Ohio

- Currently, a collaborative design team (comprised of District administrators, representatives of the CTU and representatives of CCAS) are actively working on a comprehensive redesign to create a Differentiated Compensation System for Teachers and Principals.

- The design team meets at least twice a month and has a goal of having version one of our new system completed by Spring 2013 for initial implementation in Fall 2013

The Right Plan, Right Now: Cleveland Schools

Base teacher and principal pay more on performance

- The design team's work is being supported by several state leaders and national experts including:
  - American Federation of Teachers
  - Battelle for Kids
  - National Council for Teacher Quality
  - Educational Resource Services
  - Ohio Department of Education

- The design team also has access to other districts who have developed Differentiated Compensation Systems, including Baltimore MD and New Haven CT

- The goal is to design and implement a system that is focused on and rewards professional growth and student achievement

The Right Plan, Right Now: Cleveland Schools

Help fund high performing charter schools with guaranteed accountability

- HB 525 authorized CMSD, with taxpayer approval, to share a portion of levy proceeds with “partnering community schools”

- The approval of Issue 107 sets 1 mill aside annually for distribution to qualifying “partnering community schools”

- “Partnering community schools” are schools that are either sponsored by the District or who enter into a specific contractual relationship with the district

- The first distribution of Issue 107 funds occurs in January 2013; therefore “partnering community schools” must be identified by December 2012

The Right Plan, Right Now: Cleveland Schools

Help fund high performing charter schools with guaranteed accountability

- The District currently sponsors 7 community schools. Each of these schools qualify for a portion of the 1 mill set-aside because they are currently sponsored by the District.

- The District has also posted on its website an application for existing community schools that wish to be considered as “partner” community schools this year.

- The partnering community schools will have to complete an application and review process which will occur between November 15 and November 30, so that the Board can consider partnership contracts during the December Board meetings

The Right Plan, Right Now: Cleveland Schools

Help fund high performing charter schools with guaranteed accountability

- Partnership criteria include:
  - Submit a statement supporting the mission of the Cleveland Plan
  - Presenting a rationale for partnership, including how the partnership will contribute to transforming education and improving school options in Cleveland
  - Meet several criteria:
    - adherence to State of Ohio community school standards
    - public reporting of multiple annual budgets with specific commitments to future reporting on levied dollars
    - student accountability demographic reporting demonstrating representation consistent with neighborhood schools
    - a commitment to share academic and enrollment data with CMSD
    - earning a building rating of “Effective” or “Excellent”
    - administering Conditions for Learning surveys to measure school climate

The Right Plan, Right Now: Cleveland Schools

Help fund high performing charter schools with guaranteed accountability

- Successful partnership applications will be presented to the Board for discussion at the December 4th Board meeting and for consideration at the December 11th Board meeting

- PLEASE NOTE: The District has also posted the Request For Proposals for charter school sponsorship for 2013-14. These schools will not have access to the 1 mill levy fund in the 2012-13 school year.

- All documents can be found on the District's website in the "Events and Opportunities" section of the homepage

The Right Plan, Right Now: Cleveland Schools

Produce results quickly and report regularly to the community

- Tonight the Board will be asked to adopt an “Array of Metrics” to be submitted to the Ohio Department of Education as a way of measuring CMSD’s progress over the next four years, as required by HB525

- These metrics were developed in coordination with the District’s Race to the Top District grant application, which was developed with input from and collaboration with CCAS, CTU, the Parent Advisory Committee, and Cleveland Plan coalition membership

The Right Plan, Right Now: Cleveland Schools

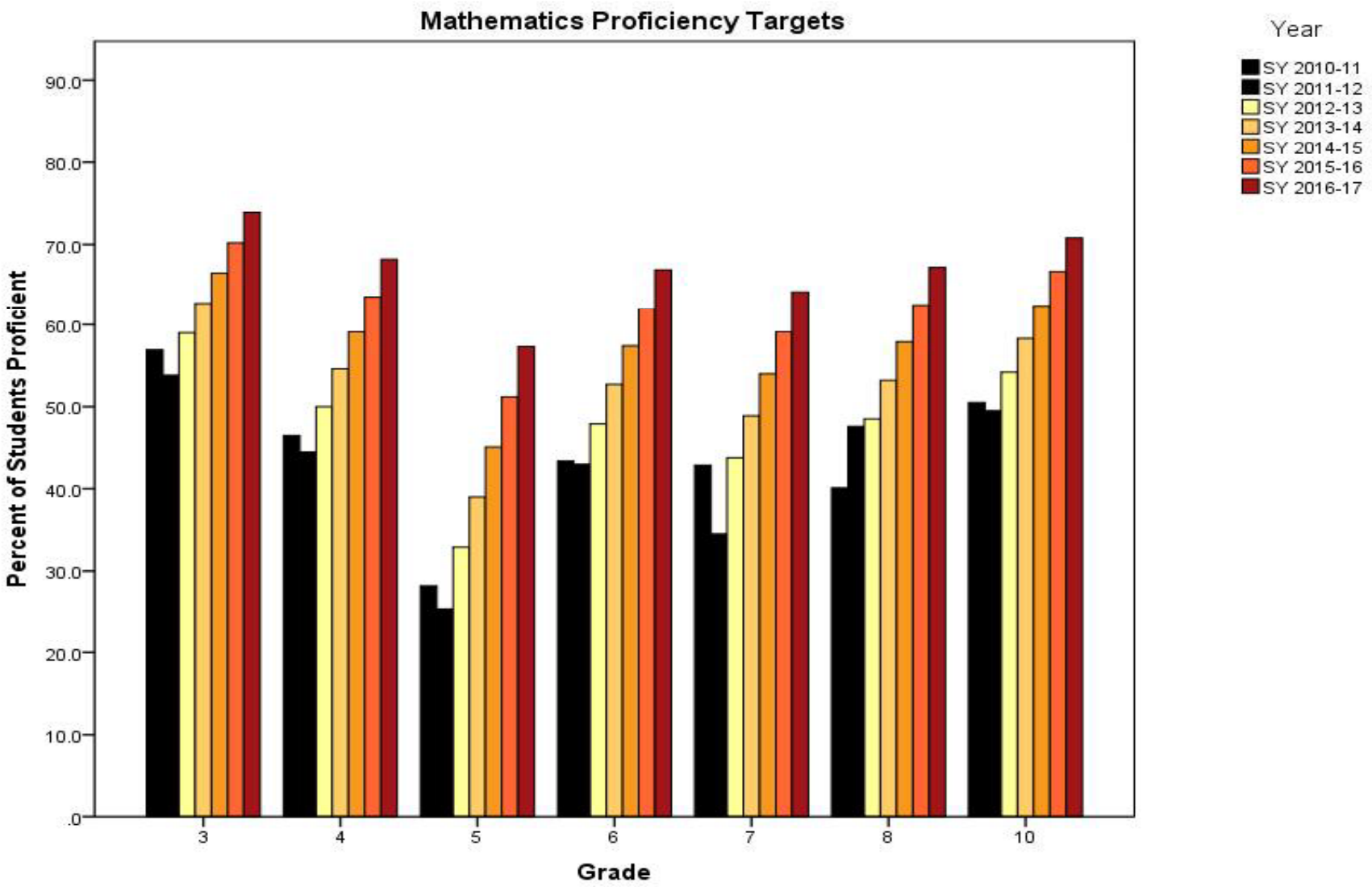
Produce results quickly and report regularly to the community

- The goal setting methodology was based on the State of Ohio's ESEA waiver. This technique closes the gap to a target by half over a six year period of time. The following charts show the first five years of this series.

- The targets were set at:
  1. 100% for Reading and Mathematics Proficiency
  2. 90% for Graduation
  3. 74% for College Going, and
  4. 100% for Social Emotional Learning

- Goals were set for subgroups and by grade or grade-band and focus on both increasing overall achievement and on closing gaps in achievement over time.

- Closing the gap from 100% proficiency in half over the next 6 years.



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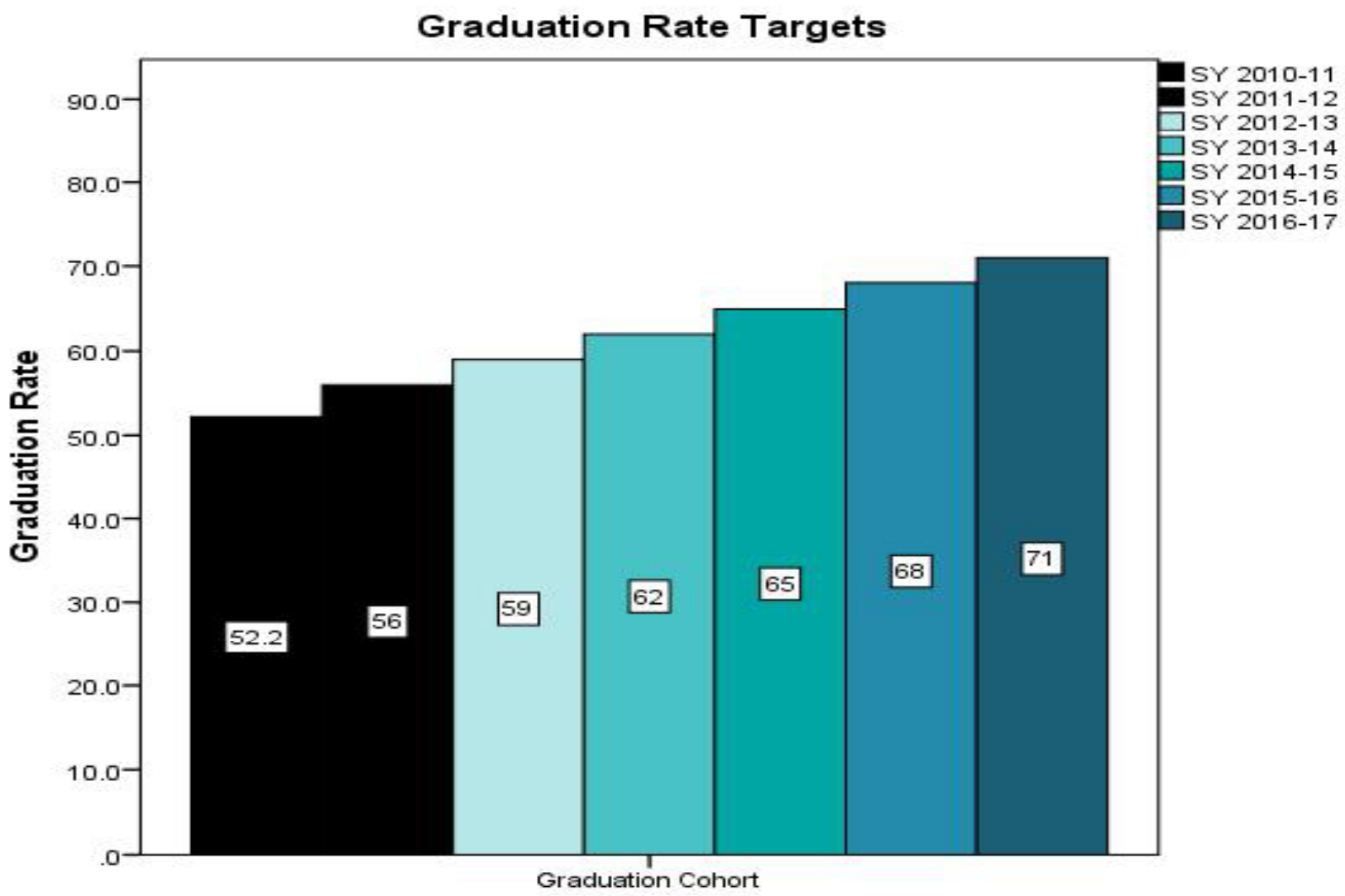
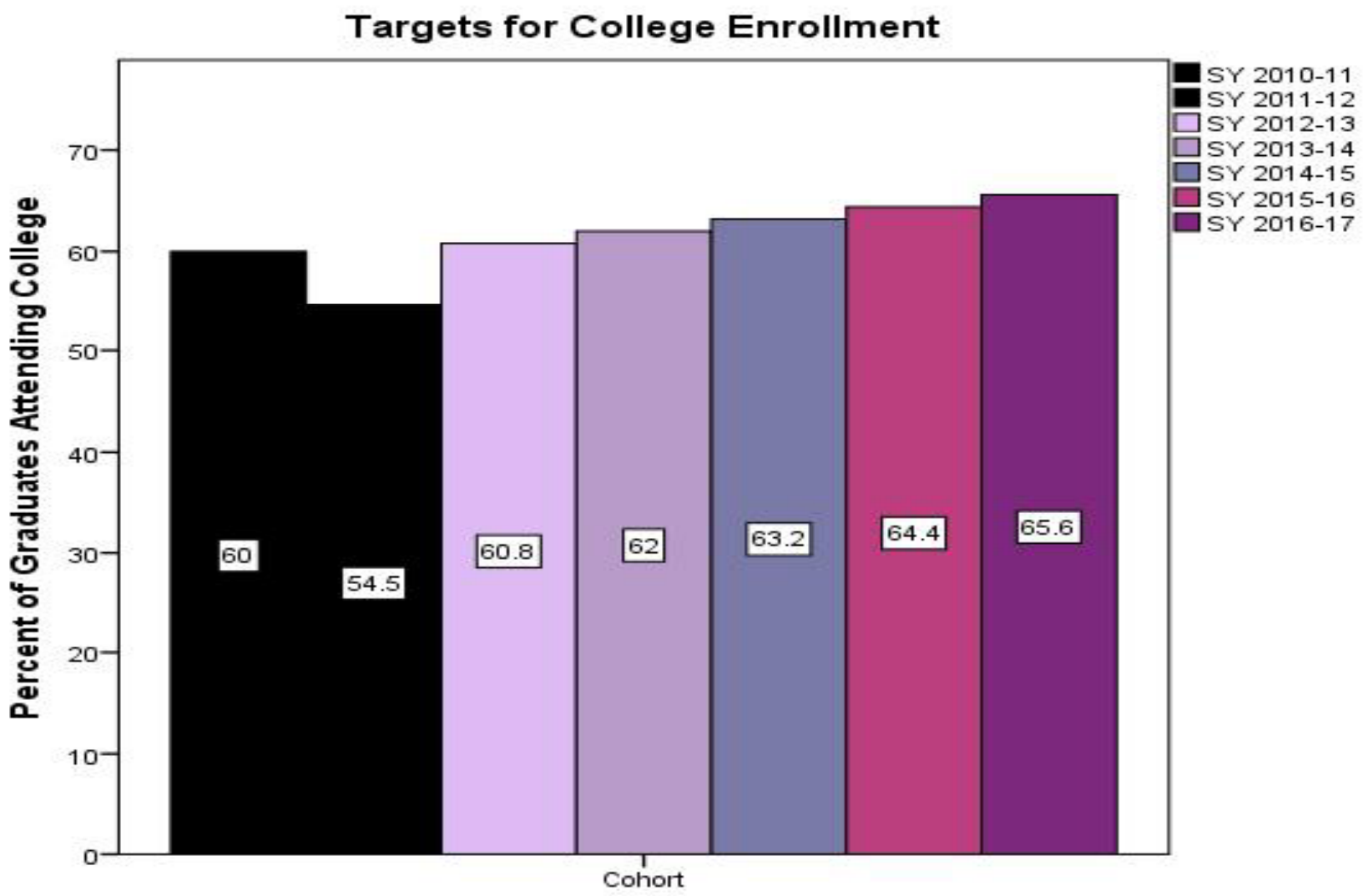
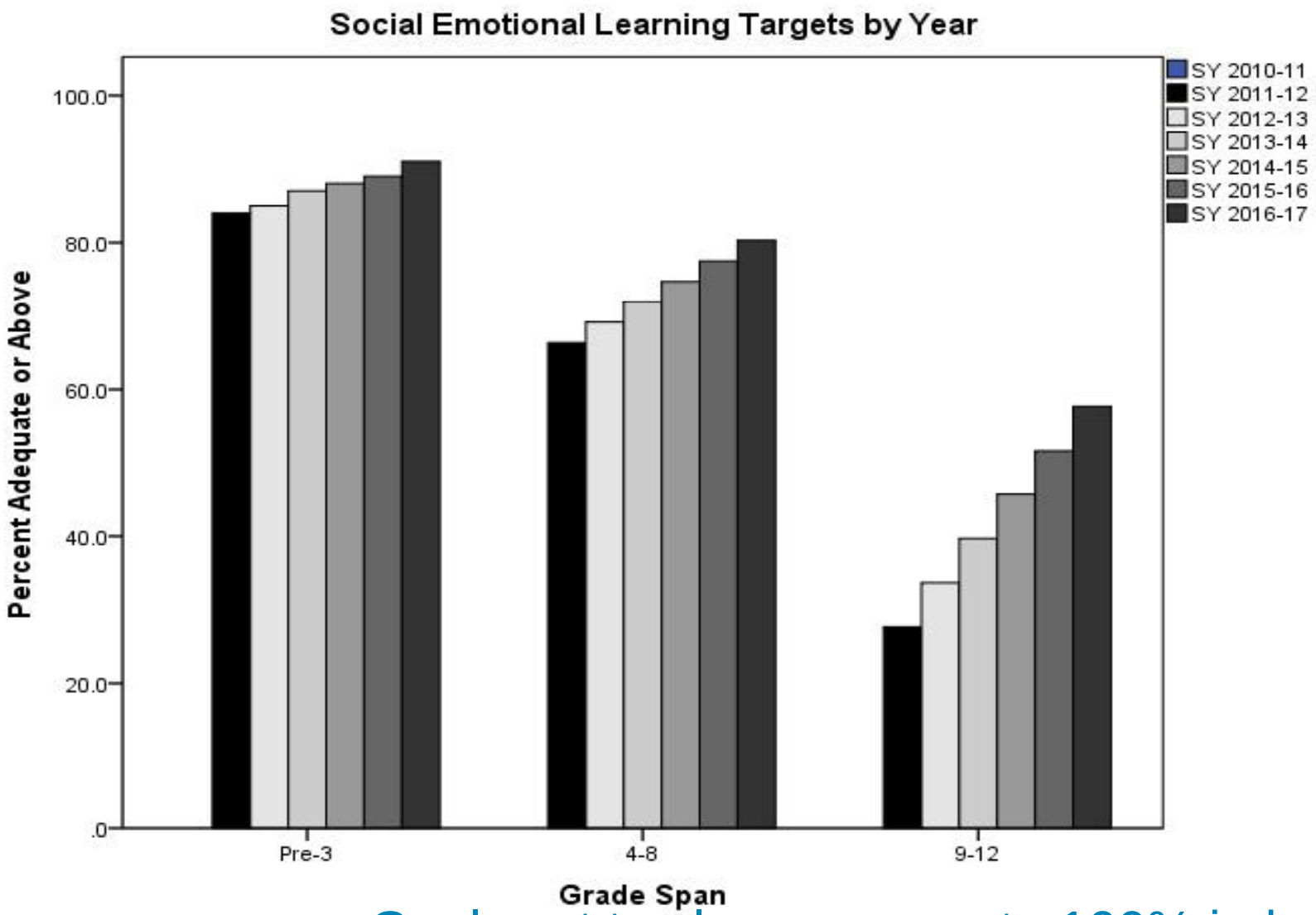


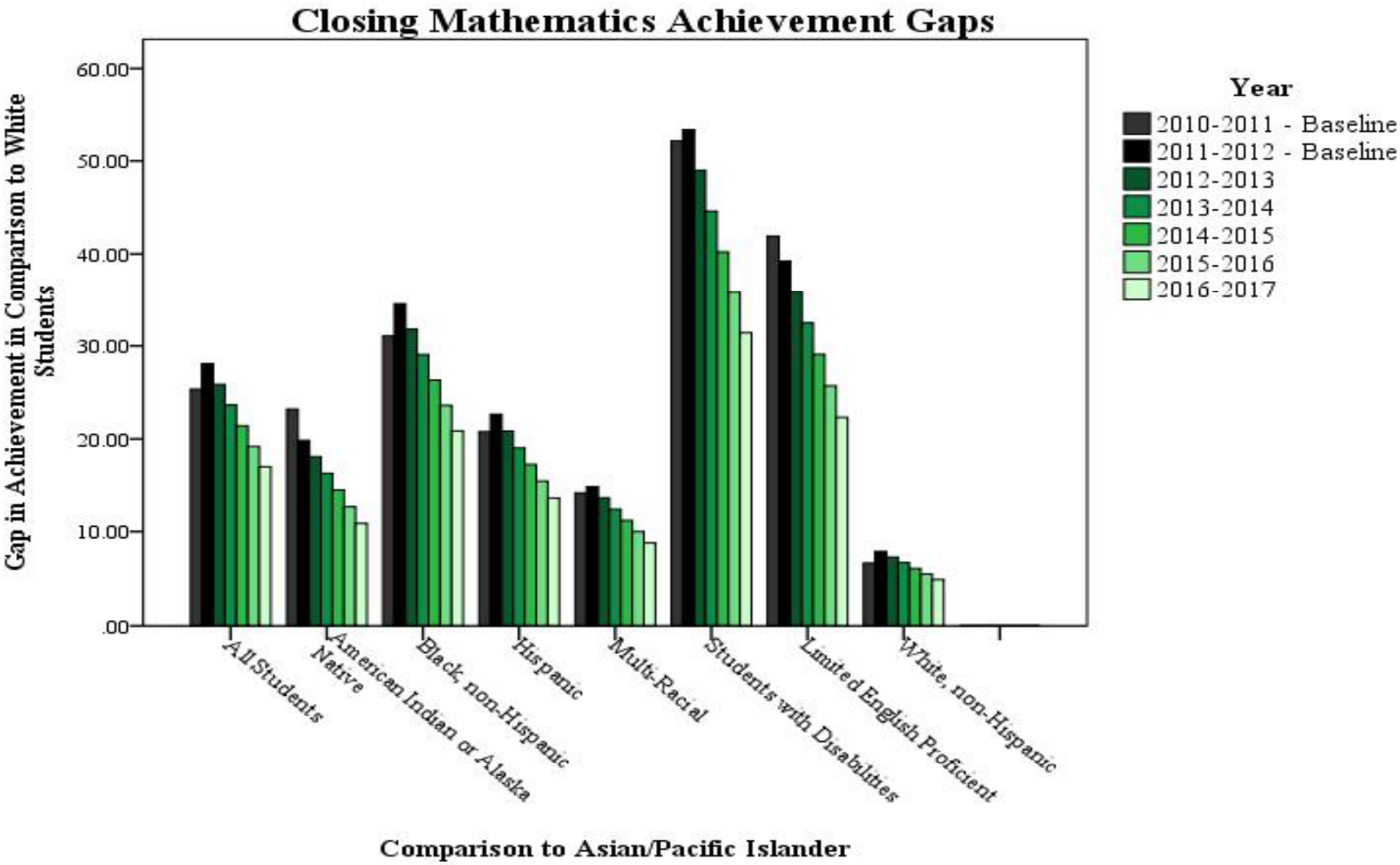
- Closing the gap from the State graduation target of 90% in half over the next 6 years.



- Goals set to close our gap to 74% in half over the next 6 years.



- Goals set to close our gap to 100% in half over the next 6 years.


Closing Mathematics Achievement Gaps
Gap in Achievement in Comparison to White Students
60.00
50.00
40.00
30.00
20.00
10.00
.00
All Students
American Indian or Alaska Native
Black, non-Hispanic
Hispanic
Multi-Racial
Students with Disabilities
Limited English Proficient
White, non-Hispanic
Comparison to Asian/Pacific Islander
Year
2010-2011 - Baseline
2011-2012 - Baseline
2012-2013
2013-2014
2014-2015
2015-2016
2016-2017

The Right Plan, Right Now: Cleveland Schools

Produce results quickly and report regularly to the community

- The detailed tables are very dense as they look at multiple grade levels and various student subgroups over time. Those tables are attached to the electronic Board agenda, available to the public on the District website.

- Tonight's Board action goes beyond the legal requirement of submitting these metrics to the Ohio Department of Education for review. It also directs the administration to gather community input and feedback on these goals during the month of December.

- Upon approval of tonight's resolution, the administration will be prepared to share these proposed goals and gather input on them through a variety of community outreach sources. The administration also intends to take this opportunity to collect additional input on the implementation steps proposed to reach these goals.

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Produce results quickly and report regularly to the community

- Input will be solicited for the Array of Metrics from December 1st through December 31st and feedback will be provided both to the Board of Education and to the Ohio Department of Education to be considered as part of their review of the proposed Metrics as revisions are considered.

- Input on the proposed implementation steps will also begin on December 1st with initial input being gathered during the month of December. Community input for the implementation steps may continue beyond December 31st to ensure ample opportunity for multiple stakeholder engagement.

- The administration will be prepared to share a review of the proposed implementation planning work at the December 4th Board work session.

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Produce results quickly and report regularly to the community

INFORM through:

- Mailer to all resident homes
- Email (internal and external) and social media connects
- Media release and media briefings
- Video recording (web-based, Channel 20, Channel 23)
- Key Webinar briefings
- Constituency briefings

INQUIRE through:

- Phone call survey to all CMSD homes
- Paper/pencil survey to all CMSD homes
- Email survey to all CMSD employees
- Web-based survey available to all constituents
- Parent Advisory Council outreach meetings
- Constituency group outreach meetings (faith-based, parent advocacy networks, CDCs, P-16 networks, community agencies, etc.)

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