

# August 8, 2018

## DATE, TIME, PLACE OF MEETING

Dr. Marcus Jackson held the First 2018-2019 R3 Zone Advisory Committee Members Meeting.

The R3 Zone Advisory Committee Members Meeting was held at Washington Marion High School, located at 2802 Pineview St, Lake Charles, Louisiana, 70615, on Wednesday, August, 2018, at 6:00 p.m.

## ROLL CALL

The roll was called by Dr. Marcus Jackson and the following members were present:

Sparkle Broussard, Keith Bell, Irene Weston, Stephanie Morris and Indiana Rideaux.

Erica Cooper, Raphael Edwards, Marshall Simien, Michael Cuba, Belinda Ledoux, Marcus Combre, Shauntel Brooks and Mr. David Papania were absent.

## PRESENTATIONS

- A. Presentation of Calcasieu Parish School Board Redesign Strategy by Dr. Marcus Jackson
  - What is a “Persistently Struggling School” in Louisiana?
    - Title I schools receiving a D or F letter grade for each of the past 3 years
    - High Schools with a graduation rate less than 67%
    - CPAB has 13 schools that have been identified and clustered into two groups.
      1. LaGrange, Oak Park, Brentwood, College Oaks, T.H. Watkins and Fairview.
      2. Washington Marion, Molo, J.D Clifton, J.J. Johnson, Pearl Watson, Combre and Ralph Wilson
  - Under the federal ESSA Law, every district that has a school identified as “persistently struggling” is required to develop a plan for improvement and submit a School Redesign Grant application. (240 Schools in LA)
  - Competitive School Redesign Grants have been awarded to districts submitting the strongest evidence-based plans supporting their struggling schools.
  - Our CPSB plan was funded at a higher level than any other plan in the state
  - School Improvement Plan Requirements
    1. Build a multi-year plan using research-based strategies in collaboration with state approved external partner.

2. Plans to address core academics must include the use of Tier I curricula, assessments, and teacher PD for ELA and Math grades PK-12 in order to receive funding.
  3. Districts must use one of the following strategies for improvement:
    - Individual school-driven School Redesign Planning
    - Zone Strategies\*
    - Recovery School District Intervention
- The CPSB School Redesign Plan
1. We will implement a Zone Strategy that will focus on setting ambitious goals, building community-based accountability, recruiting top educators, and providing intensive supports for teachers and principals.
  2. We will implement the “Transformation Model” currently being used by our two SIG Grant schools across all zone schools.
- CPSB Zone Strategies
- Hire a single zone leader that supervises all of the schools within the zone.
  - Set long-term and interim goals for the overall zone based on LEAP, EOC, ACT, and Graduation Rates.
  - Provide intensive and ongoing professional development for teachers and administrators for the implementation of Tier I rated curriculum in all zone schools.
  - Provide funding to fully implement TAP model in each of the schools within the zone.
- Redesign Priority Two
- The Redesign Grant will allow full implementation of the Teacher Advancement Program in each of the schools which will provide:
- **Multiple career leadership paths** for educators as career, mentor, or master teachers.
  - **Ongoing applied professional development** through weekly cluster meetings lead by a Master Teacher.
  - **A strong sense of shared decision-making** through weekly TAP Leadership Team Meetings.
  - **Instructional accountability** through the use of a detailed rubric and multiple observations conducted by a variety of trained observers.
- TAP Staffing
- 2 Executive Masters Teachers each assigned to a school cluster to train and monitor TAP implementation.
  - 28 Masters Teachers who will observe and evaluate teachers, plan Cluster Meetings, and field test instructional strategies inside classrooms.
  - 43 Mentor Teachers who will teach full time but also observe and coach a small group of career teachers.
- Redesign Priority Three Transformational Leadership
- Idealized Influence
  - Inspirational Motivation
  - Individualized Consideration

- Intellectual Stimulation.
- Accountability
  - If schools do not demonstrate improvement in the first two years, the district and schools will experience increased monitoring, planning, and execution support from the State.
  - Schools that do not show improvement by the end of the grant and continue to maintain an “F” rating will be eligible for inclusion in the Recovery School District.
  - To exit comprehensive support status a school must earn a C- letter grade for two consecutive years.
- Redesign Summary
 

The Redesign Grant will give the district the ability to:

  - Recruit numerous highly effective teachers and administrators to our hard to staff schools.
  - Increase teacher retention rates at each school.
  - Consistently implement a set of research-based strategies across an entire zone made up of schools with similar challenges.
  - Assign a single zone leader who will focus solely on the schools within the zone and monitor to ensure full implementation of the grant initiatives.
- The Redesign grant will provide over million dollars over the next 3 years to implement our district school improvement plan for persistently struggling schools as long as our zone schools show significant growth.

B. Duties and Responsibilities by Ms. Ashley Jackson

- Committee Guidelines
  - R3 Zone activities will be supported and reviewed on a regular basis by an Advisory Committee from each high school cluster made up of parents, community leaders, and faculty representatives. These representatives will be nominated by each school principal and approved by the superintendent. Every attempt will be made to ensure that Advisory Committee Members reflect diversity of race, gender, and professional background. Members must reside in Calcasieu Parish and will serve a three3 year term.
- Duties
  - Review and comment on the goals established for the Zone by the superintendent and District Leadership Team.
  - Review progress towards those goals and issue reports on progress made to the superintendent. The superintendent will then report that progress to the Calcasieu Parish School Board.
  - Hold at least two public meetings each year to gather public input and feedback on progress towards zone goals.
  - Review the implementation of Zone initiatives and make suggestions to the superintendent regarding needed changes or interventions.

- Recommend and evaluate strategies that are put into place to improve student academic performance, attendance, behavior.
  - Suggest strategies designed to increase parent and community involvement at zone schools.
- C. Election of Officers by Advisory Committee
- Chairman – Sparkle Broussard
  - Vice Chairman – Keith Bell

**We will meet four times a year. The future meetings will be held on the following dates;**

- **October 22, 2018**
- **January 14, 2018**
- **April 15, 2018**

Thanks to all of you who attended the meeting on Wednesday. We had some great discussions, suggestions and are positioned to move forward! We look forward to meeting and working with all of you who were unable to attend. If you have any questions please call/email.

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