

# Partnership District Agreement Template July 2018

## Grand Rapids Public Schools Partnership Agreement

THIS PARTNERSHIP AGREEMENT is entered on July 2, 2018 between the Michigan Department of Education (MDE), the State School Reform/Redesign Officer (SRO), the Kent ISD and:

Grand Rapids Public Schools  
1331 Franklin St SE  
P.O. BOX 117  
Grand Rapids, MI 49501  
Teresa Weatherall Neal Superintendent  
Wendy VerHage Falb, Board President

The above-named agree that upon the commencement date of this partnership, they shall be deemed to have become partners in meeting the mutually agreed upon goals and outcomes for the schools named in this document. The purposes, terms and conditions of this partnership are as follows:

- 1) PURPOSE OF THIS AGREEMENT:** To work collaboratively in setting 18-month benchmarks and 36-month outcome goals with intent to significantly increase student achievement in the schools named in this agreement; and to determine the next level of accountability should this agreement not be completed within 90 days, or should the 18-month benchmark(s) or 36-month goal(s) not be met by the district.

The Partnership Model is focused on improving student academic achievement, providing state and local supports and resources, and requiring accountability to attaining the goals and benchmarks agreed upon by the school district and partners. Although the Partnership Model allows the school district a broad spectrum of technical expertise and support to drive improvement and self-accountability, the chronically failing school(s) identified in this Partnership Agreement are still subject to provisions of MCL380.1280c. State law requires the State Superintendent to hire a State School Reform/Redesign Officer (SRO) to carry out the statutory responsibilities of the law in the event the school district does not reach the 18-month or 36-month goals sets forth in this Partnership Agreement.

Michigan law requires the superintendent of public instruction to publish a list identifying the public schools in this state that the department has determined to be among the lowest achieving 5% of all public schools in this state. The Schools subject to this agreement are either identified as Comprehensive Support and Improvement (CSI) Schools, or are electively added to this agreement per the request of Grand Rapids Public Schools. Under Michigan law, the SRO has the authority provided in MCL 380.1280c to address chronically failing schools to achieve superior academic performance for students at those Schools. The SRO is executing its statutory responsibilities defined in MCL 380.1280c by assigning the oversight of the school(s) named in this agreement to the Michigan Department of Education (MDE) for the duration of this agreement, pending the Next Levels of Accountability (NLA) defined in Paragraph 20 do not require implementation as defined therein. This partnership

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agreement will further facilitate the achievement of that purpose, create greater stability, and local control in the school district, and avoid the threat of action by the SRO under Section 1280c of the Revised School Code (School Code).

It is mutually agreed by all parties to this agreement that the implementation of this partnership agreement is in the best interest of the students at Alger Middle School for its/their academic improvement.

- 2) **TERMS AND CONDITIONS:** Grand Rapids Public Schools retains control of the schools named in this Agreement. The Michigan Department of Education and the partners named in this Agreement will provide mutually agreed upon support to meet the benchmarks and goals defined below.
- 3) **SCHOOLS SUPPORTED BY THIS AGREEMENT:**
  - A) Alger Middle School
- 4) **EIGHTEEN MONTH BENCHMARKS TO BE MET BY Grand Rapids Public Schools**
  - A) **Attendance**
    - Increase and/or maintain student and teacher attendance to 90% or higher.
    - Create and implement an Early Warning Intervention Monitoring System (EWIMS) to reduce chronic absenteeism for students and monitor teacher attendance through AESOP.
    - Through the implementation of the EWIMS interventions for students with chronic absenteeism will be created.
  - B) **Behavior**
    - Building leadership, staff and students will reduce student suspensions by 10 percentage points while decreasing behavior referrals by staff.
    - Create and implement an Early Warning Intervention Monitoring System (EWIMS) and reduce student suspensions.
  - C) **Course/State Test Performance**
    - All instructional staff will be trained to implement Curriculum Crafter in order to access and utilize the identified curriculum (~~Massachusetts, EngageNY~~ and other supporting materials), lesson plans, pacing guides, assessments, looping calendars and warm-up activities.
    - Create and implement an Early Warning Intervention Monitoring System (EWIMS) to increase proficiency on state assessments.
    - All instructional staff will participate in the GRPS PLC process to review: formative assessment process and results (NWEA and others), student work, adjust instruction, and plan for re-teaching and re-assessing utilizing short instructional learning cycles.
    - Increase the proportion of students scoring as proficient on M-STEP by three percentage points in both ELA and Math by Spring 2019.

- 5) **THIRTY-SIX MONTH GOALS TO BE MET BY Grand Rapids Public Schools**

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### A) **Attendance**

- By 2021, average annual attendance will increase to 90% or greater and chronic absenteeism will decrease.

### B) **Behavior**

- By 2021, building leadership, staff and students will work toward reducing the number of student suspensions by 30%, while decreasing behavior referrals.

### C) **Course/State Test Performance**

- By 2021, teachers and students will help to increase the proportion of students scoring proficient on the M-STEP by nine percentage points in ELA and Math.

## 6) **ANALYSIS OF RELEVANT DATA**

### A) **Attendance**

- Student attendance data will be maintained through Synergy and teacher attendance will be maintained through AESOP. This supports the 36-month Goal A and the 18-month Benchmark A to monitor attendance across the school building.

### B) **Behavior**

- Student suspension data in Synergy will be reviewed and teacher referrals will be monitored to support 36-month Goal B and 18-month Benchmark B.

### C) **Course/ State Test Performance**

- M-STEP data will be analyzed to review student and teacher performance to support 36-month Goal C and 18-month Benchmark C.

## 7) **STRENGTHS AND WEAKNESSES OF**

### **Grand Rapids Public Schools (Alger Middle School)**

A) **Strength** – Since January, 2018, Alger Middle School and Grand Rapids Public Schools have implemented the Early Warning System based on the Johns Hopkins' evidence-based EWIS Model.

B) **Strength** – Since the 2016-2017 school year, Alger Middle School with the assistance of Grand Rapids Public Schools and Kent intermediate School District, has implemented the MiExcel Short Instructional Learning Cycle with increasing fidelity to the process which includes aligned pre/post assessment, targeted instruction, re-teaching and re-assessing, and charting progress of all students with an additional focus on sub-group achievement.

C) **Weakness** – Low academic achievement on M-STEP.

## 8) **STRATEGIES TO MEET GOALS AND BENCHMARKS:**

### A) **Attendance**

- Hire EWIMS Lead Facilitator for the 2018/2019 school year.
- Implement PBIS interventions and incentives to reduce chronic absenteeism.

### B) **Behavior**

- Hire EWIMS Lead Facilitator for the 2018/2019 school year to implement EWIMS.

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- Implement PBIS strategies, Restorative Practices and interventions/incentives to reduce student suspensions and teacher referrals.

C) **Course/ State Test Performance**

- Hire EWIMS Lead Facilitator for the 2018/2019 school year.
- Create and implement a guaranteed and viable curriculum.
- Teachers will utilize high-yield instructional strategies.

9) **PROFESSIONAL LEARNING NEEDED TO MEET GOALS AND/OR BENCHMARKS:**

A) **Attendance**

- The EWIMS Facilitator will provide professional learning for all staff.

B) **Behavior**

- Professional learning in Culturally Responsive Teaching and Learning for classroom management.

C) **Course/ State Test Performance**

- Curriculum Crafter will provide professional learning to all staff for the new curriculum throughout the year.

10) **GRAND RAPIDS PUBLIC SCHOOLS BOARD OF EDUCATION ROLE AND ACTION TO BE TAKEN IN ORDER TO MEET BENCHMARKS AND GOALS:**

- GRPS Board of Education will review and approve the Partnership District Agreement.
- GRPS Board of Education will allocate additional resources to support the Partnership District Agreement at Alger Middle School.
- GRPS Board of Education will ensure that Alger Middle School is fully staffed with instructional personnel.

11) **GRAND RAPIDS PUBLIC SCHOOLS SUPERINTENDENT ROLE AND ACTION TO BE TAKEN IN ORDER TO MEET BENCHMARKS AND GOALS:**

- A) Provide monthly updates to the Board of Education regarding the status of the district as relates to the implementation of this Partnership Agreement and the achievement of the goals defined herein.
- B) At least bi-annually, the Superintendent shall convene a community meeting and shall provide attendees with an update regarding the status of the district as relates to the implementation of this Partnership Agreement and the achievement of the goals defined herein.

12) **UNION OR EMPLOYEE ACTIONS TO BE TAKEN IN ORDER TO MEET BENCHMARKS AND GOALS:**

- A) Grand Rapids Education Association will provide encouragement to Alger Middle School.

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- 13) **NOT APPLICABLE** <ISD/AUTHORIZER name> **ACTION TO BE TAKEN IN ORDER TO MEET BENCHMARKS AND GOALS: DOES NOT APPLY**
- 14) **MDE ACTION TO BE TAKEN IN ORDER TO MEET BENCHMARKS AND GOALS:**
- A) An MDE Assigned Partnership Agreement Liaison will serve as primary point-of-contact for MDE to assist District/Schools in coordination of MDE and ISD/Authorizer supports.
  - B) Work with local Superintendent and staff to ensure the successful implementation of the Partnership Agreement.
  - C) Assist with the identification of barriers to successful implementation of the Partnership Agreement and eliminate or minimize these barriers.
  - D) Facilitate discussion and meetings related to the Partnership Agreement when necessary.
  - E) Participate in regular check-ins with partners to discuss progress towards Partnership Agreement goals.
  - F) Provide technical assistance to support the successful implementation of Partnership Agreement goals.
  - G) Provide opportunities for support and resources to the district to help implement the Partnership Agreement, subject to availability of funds.
- 15) **ALGER STUDENT COUNCIL MEMBER ACTION TO BE TAKEN IN ORDER TO MEET BENCHMARKS AND GOALS:**
- A) Student Council Member will review all partnership Benchmarks and Goals and advise building leadership.
  - B) Alger Student Council Member will be selected each year to serve as an advisor for the Partnership Agreement.
- 16) **BUDGET:** Describe how existing and anticipated local, state, and federal funds will be used for staffing, programs, initiatives, and activities in order to meet the 18-month benchmarks and 36-month goals. Complete Attachment A, 36-Month Budget Overview.
- A) Given a wide range of uncertainties in district funding, it is not possible to create a finalized 36-month budget. The Grand Rapids Public Schools will share the 2018-19, 2019-20, 2020-21 budget information with appropriate partners as the budgets are designed and adjusted. The budgets will include allocations for federal grants and other programs become available. Once the planning process has been completed, resources will be aligned to address the needs identified and prioritized through the comprehensive needs assessment process and as outlined in the Partnership Agreement. Significant support will be provided to Alger Middle School as appropriate. This support may include funding to implement curriculum components, academic intervention resources, professional development for staff, incentives for staff, assistance in securing human resources to provide support to the school staff, and assistance in eliminating barriers to the successful implementation of the Partnership Agreement.

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**17) ADDITIONAL PARTNERS:** Grand Rapids Public Schools its local board, Kent ISD/Superintendent Ron Caniff, and the Michigan Department of Education serve as the primary decision-making bodies in this Agreement. The following entities have been identified and will serve as additional partners in pursuit of achieving the benchmarks and goals defined in this Agreement:

A) **Alger Heights Neighborhood Association**

- Will provide mentorship and tutoring support for students on a scheduled basis.

B) **Arbor Circle**

- Will provide mentor sessions and groups to support social emotional learning needs for students in an effort to reduce absenteeism and suspensions.

**18) ADDITIONAL SCHOOLS:** The parties agree that other Grand Rapids Public Schools may be added and become Partnership Schools subject to this Agreement upon the request of the School District. At the time any additional schools become subject to this Agreement the timeframes and deadlines which apply to the original Partnership School shall apply prospectively to the added schools as if this Agreement had become effective on the date they are added.

**19) PERIOD OF AGREEMENT:** The Agreement shall commence with the beginning of the next school year that begins after all parties have signed the Agreement and will expire three years later. This round of Agreements will begin at the start of the 2018/2019 school year, continue through the 2019/2020 school year, and will expire at the end of the 2020/2021 school year. Grand Rapids Public Schools or the Michigan Department of Education may terminate this Agreement early upon delivery of written notice at least 30 days in advance of the prospective termination date. Termination of this Agreement by either Party for any reason shall not affect the rights and obligation of the Parties accrued prior to the effective date of termination of this Agreement. This includes, but is not limited to, imposition of the Next Level Accountability measures defined elsewhere in the Agreement. If either Party requests modification of this Agreement, the Parties shall, upon reasonable notice of the proposed modification by the Party desiring the change, confer in good faith to determine the feasibility of such modification. If the Michigan Department of Education terminates this Agreement, it shall not be liable for any costs resulting from or related to the termination, including but not limited to, consequential damages or any other costs incurred by any other Party; and furthermore, the Michigan Department of Education shall be held harmless by any other Party from legal actions brought by third parties, including participating schools or their students occasioned by such termination.

**20) NEXT LEVEL ACCOUNTABILITY MEASURES:**

- A) If the district fails to sign this agreement within 90 days, the District shall implement one of the following Next Level of Accountability Measures:
- Close and Reconstitute
  - Engage an ISD to assume control of the school(s)
  - Closure

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- B) If the district fails to sign this agreement within 90 days, and fails to implement one of the Next Level of Accountability Measures defined in subsection A, within 45 days of being notified by the OPD, the State School Reform/Redesign Officer will implement one of the Next Level of Accountability Measures defined in subsection A.
- C) If the district fails to meet the 18-month benchmark(s), the district will impose the following mutually agreed upon measures:
  - Close and Reconstitute
  - Engage an ISD to assume control of the school(s)
  - Closure
- D) If the district fails to meet the 18-month benchmark(s), and fails to implement one of the Next Level of Accountability Measures defined in subsection C, within 45 days of being notified by the OPD, the State School Reform/Redesign Officer will implement one of the Next Level of Accountability Measures defined in subsection C.
- E) If the district fails to meet the 36-month goal(s), the district will impose the following mutually agreed upon measures:
  - Close and Reconstitute
  - Engage an ISD to assume control of the school(s)
  - Closure
- F) If the district fails to meet the 36-month goal(s), and fails to implement one of the Next Level of Accountability Measures defined in subsection E, within 45 days of being notified by the OPD, the State School Reform/Redesign Officer will implement one of the Next Level of Accountability Measures defined in subsection E.

Nothing in this Agreement shall prevent the district from exercising the applicable legal and appropriate rights if it does not agree with the next level of accountability.

**21) COMMUNITY ENGAGEMENT:** The following actions will be completed by Grand Rapids Public Schools, Teresa Weatherall Neal, the Board of Education, and Partners to ensure that the school/district community is meaningfully engaged in the implementation of this Partnership Agreement:

- A) Alger Middle will ensure that the school improvement team includes active parent and community participation in the planning and implementation of the partnership agreement and the school improvement plan evidenced by the meeting sign in sheets, agenda, and meeting minutes by May, 2019.
- B) The District will design, develop, and deploy a communication plan that includes regular communication to all stakeholders, including parents, community members, partners, and all staff regarding the implementation progress of the Partnership Agreement. The District commits to having this communication plan in place by Fall 2018.

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**22) CHECKLIST OF ACTIONS:** The following actions will be completed by Grand Rapids Public Schools, Teresa Weatherall Neal, Superintendent, the Board of Education, and Partners as specified below:

- A) By August 20, 2018, create an implementation plan to ensure that all components of the Partnership Agreement are placed into a comprehensive document that delineates the tasks that will be done by year (including all deliverables), who is responsible for overseeing each task, and the deadline for completion. The implementation plan will be periodically as needed.
- B) By August 20, 2018, the meeting dates for 2018-19 will be determined for the partners to monitor progress on the Partnership Agreement.

**23) FUTURE MEETING DATES:** Grand Rapids Public Schools and the Michigan Department of Education establish the following meeting dates in order to engage in collaborative discussion, gauge implementation progress, identify barriers, and discuss relevant issues regarding this Agreement:

- A) Grand Rapids Public Schools and OPD will establish a mutually agreed-upon 9-month informal progress review meeting date to engage in collaborative discussions, gauge progress of systemic changes/improvements, and evidence of academic progress if available.
- B) Grand Rapids Public Schools and OPD will establish a mutually agreed-upon 18-month formal progress review meeting date to engage in collaborative discussions, review relevant academic progress towards stated academic goals and implementation of systemic changes/improvements.
- C) Grand Rapids Public Schools and OPD will establish a mutually agreed-upon 27-month informal progress review meeting date to engage in collaborative discussions, gauge progress of systemic changes/improvements, and evidence of academic progress if available.
- D) Grand Rapids Public Schools and OPD will establish a mutually agreed-upon 36-month formal progress review meeting date to engage in collaborative discussions, review relevant academic progress towards stated Partnership Agreement goals.

**24) AMENDMENTS:** This Agreement shall not be modified, altered or amended except by written agreement duly executed by all parties to this Agreement in accordance with the terms hereof.

**25) ENTIRE AGREEMENT:** This Agreement sets forth all the covenants, agreements, stipulations, promises, conditions and understandings of the parties to this Agreement concerning the activities and Services contemplated herein. No party, including but not limited to its respective members, employees, attorneys, consultants, advisors, agents, representatives or students, have made any covenant, agreement, stipulation, promise, condition or understanding, warranty or representation, either oral or written, other than set forth herein.



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- 26) SEVERABILITY:** If any provision of this Agreement is held invalid or unenforceable by any court of competent jurisdiction, the other provisions of this Agreement will remain in full force and effect. Any provision of this Agreement held invalid or unenforceable only in part or degree will remain in full force and effect to the extent not held invalid or unenforceable.
- 27) WAIVER:** No party may waive any condition, promise, obligation or requirement applicable to any other party hereunder, unless such waiver is in writing signed by an authorized representative of such party and expressly stated to constitute such waiver. Such waiver shall only apply to the extent given and shall not be deemed or construed to waive any such or other condition, promise, obligation or requirement in any past or future instance. No failure by a party to insist upon strict performance of any covenant, agreement, term, or condition of this Agreement, shall constitute a waiver of any such covenant, agreement, term or condition.
- 28) CAPTIONS:** The captions in this Agreement are inserted only as a matter of convenience and for reference and in no way define, limit, enlarge or describe the scope or intent of this Agreement nor in any way shall affect this Agreement or the construction of any provision hereof.
- 29) GOVERNING LAW:** This Agreement shall be governed by, construed and enforced in accordance with, the laws of the State of Michigan.
- 30) SUCCESSORS and ASSIGNS:** The covenants, conditions and agreements in this Agreement shall be binding upon and inure to the benefit of each party, their respective legal representatives, successors and assigns.
- 31) NO IDEMNIFICATION:** There shall be no indemnification of any party by any other as regards to liabilities arising out of the functions covered by this Agreement. All parties shall be responsible for their own liabilities and defense as determined by law.
- 32) NOTICES:** Any notice to be given in connection with any of the terms or provisions of this Agreement shall be in writing and be given in person, by facsimile transmission, courier delivery service or by mail, and shall become effective (a) on delivery if given in person, (b) on the date of delivery if sent by unsecured e-mail, facsimile transmission or other similar unsecured electronic methods or by courier delivery service, or (c) four business days after being deposited in the mails, with proper postage for first-class registered or certified mail, prepaid.

Until notified in writing by the appropriate party of a change to a different address, notices shall be addressed as follows:

- i) If to the School District:  
Grand Rapids Public Schools  
1331 Franklin St SE

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P.O. BOX 117  
Grand Rapids, MI 49501  
Attn: Teresa Weatherall Neal, Superintendent  
Wendy VerHage Falb, President, Board of Education

ii) If to ISD/Authorizer:  
<ISD/Authorizer name>  
< ISD/Authorizer address>  
< ISD/Authorizer City, State, Zip>  
Attn: <name>, ISD/Authorizer Name

iii) If to Michigan Department of Education:  
608 W. Allegan Street  
P.O. Box 30008  
Lansing, MI 48909  
Attn: Superintendent

- 33) INVALIDITY AND PROVISION:** The invalidity of any article, section, subsection, clause or provision of this Agreement shall not affect the validity of the remaining sections, subsections, clauses or provisions hereof which remain valid and be enforced to the fullest extent permitted by law.
- 34) COUNTERPARTS:** This Agreement may be executed in any number of counterparts, each of which shall be an original, but all such counterparts shall together constitute one and the same instrument.
- 35) ENTIRE AGREEMENT:** This Agreement, including the exhibits hereto (which are incorporated herein by reference), embodies the entire Agreement and understanding between the parties as to the matters addressed in this Agreement and supersedes all prior agreements and understandings relating to the subject matter hereof. In consideration for the foregoing mutual agreements, this Agreement has been executed by each party by its duly authorized representative, as of the date hereinabove written.

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## Partnership Agreement Signatures

**IN WITNESS WHEREOF**, the Parties have caused this Agreement to be executed on this date:

Michigan Department of Education, Supt <District name>, Superintendent

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Title: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

<District name> Board of Education President <Office of Partnership Districts, Director, SRO Officer>

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Title: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

<ISD name>, Superintendent <Authorizer> (if applicable)

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Title: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

<Union Representative> (if applicable) < Student Advisory Council name>

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Title: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

< Partner Organization or Entity name> <Partner Organization or Entity name>

Name: \_\_\_\_\_ Name: \_\_\_\_\_

Title: \_\_\_\_\_ Title: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

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## **ATTACHMENT A: THIRTY-SIX MONTH BUDGET OVERVIEW**

**NOTE:** The budget overview is for planning purposes only. The terms of this Agreement **do not grant explicit advanced approval for expenditure of Federal funds**. Final approval of federal funding occurs in the Michigan Electronic Grants System Plus (MEGS+). Approval in MEGS+ is subject to applicable rules of supplement vs. supplant, tests of allowability, and reasonable and necessary expenditures to support the implementation of activities in order to meet benchmarks and goals. **Inclusion of an item the budget overview does not guarantee it will be approved as a line item submitted in MEGS+.**

**Use the supplied template on the following page to complete the budget overview.**

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## Thirty-Six Month Budget Overview

PARTNERSHIP AGREEMENT YEAR	SALARIES	BENEFITS	PURCHASED SERVICES	PROFESSIONAL LEARNING	SUPPLIES & MATERIALS	OTHER EXPENDITURES	TOTAL EXPENDITURES
1							
2							
3							
<b>GRAND TOTAL</b>							