

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**SAGINAW CITY SCHOOL DISTRICT NARRATIVE**

The staff and administration at Saginaw Public Schools (SPSD) are committed to successfully implementing the Transformation Model to dramatically improve the teaching and learning in each eligible school. After careful analysis of the District's Tier I, II, and III schools, a determination was made that working in tandem with our partners, the district has the human capital, including professional development staff, curriculum staff, budget office, and dedicated support staff with the expertise to adequately support the transformation model at Saginaw High School. The School Leadership Teams (SLT) met regularly and worked diligently writing the plans for how to implement the reforms in their buildings. The school teams, as well as the district administration, are committed and excited to successfully put into action the plan for the Transformation interventions. SPSD will implement all of the transformation model requirements and will be well prepared and in compliance for program visits, audits, or federal reviews.

SPSD leadership is willing to modify practices within the established Board Policies, State Operating Standards, and existing negotiated agreement with the SEA, including removing leaders or staffs under which student achievement has not increased. SPSD leadership will implement policies to give autonomy and support needed for the school reform efforts at each site. The main mechanism in the district for modifying practices and policies at the school level is called the Professional Studies Committee (PSC). The PSC was jointly developed by the Saginaw Education Association (SEA) and the Saginaw City School District to address the collaboratively facilitate a process for making changes throughout the district. The PSC is co-chaired by the SEA President or designee, and the Superintendent or designee, and an equal number of teacher representatives and administration representatives. The Reform Panel facilitates the implementation of (a) initiatives directed at the improvement of teaching and learning conditions in the District, (b) requests for variances from the current contract that are submitted by school based shared decision-making cabinets, and (c) instructional and curricular recommendations made by committees created by the panel. The panel operates as a joint committee with the district management and the SEA.

SPSD leadership at the district, building, and teacher level will continue to work with the SEA and MDE to develop a new teacher evaluation system that includes students' academic growth as a component. This work will be done in compliance with the requirements of the Transformation Model. The district will also develop policies that support coherence and provide incentives for change to build the capacity of schools and classrooms to improve results and impact student achievement. In addition, school will use data to drive results and determine a teacher's eligibility for an incentive. The "pay for performance" system will be piloted at Saginaw High during the 2011-2012. The incentives will act as both a reward and a recruitment tool for at these schools utilizing Title II A funds. Teachers receiving or bringing specialized training will remain in a building regardless of seniority.

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

The Transformation model will focus efforts on two feeder patterns within SPSD to close achievement gaps between economical disadvantaged students, white and minority students. Responses to Intervention has been implemented in all district schools. Furthermore, SPSD can successfully implement the Transformation Model in partnership with the EdWorks. This year, SPSD had instructional coaches in many school improvement eligible schools. Due to the successful implementation of the school improvement coaches and other district initiatives, two schools identified for improvement (Thompson Middle School, and Arthur Hill High School) met AYP and the district remained in "Continuous Improvement Grant" in the 2009-10 school year. The District will work in conjunction with two School Improvement recipients in Transformation Model planning with Saginaw High also receiving support from the district via management support from SPSD's budget, evaluation, curriculum, and operations infrastructure.

The district will provide ongoing, job-embedded, high quality professional development at the school site for administrators, teachers and other instructional staff to focus on changing instructional practices that result in improved student performance. District Core Curriculum Coaches/Intervention Specialists (C3IS) in the areas of reading and mathematics will coach teachers in analyzing data to create appropriate small groups within classes, guide instruction to meet student needs, assist with developing and implementing classroom management strategies, and use research-based best pedagogical practices. The ELA Curriculum Coach/Intervention Specialist (C3IS) will be responsible for support and review of progress monitoring through Text Reading Comprehension and DIBELS assessments, small group development and literacy station implementation, assessment problem-solving, tutor management, and support of teacher mastery of reading strategies. The Math Curriculum Coach/Intervention Specialist (C3IS) will be responsible for support and review of GLI mastery, small group development and math station implementation, tutor management support, lesson development, and support of teacher mastery of math strategies. District Core Curriculum Coaches/Intervention Specialists (C3IS) will work with building subject area lead teachers for best implementation strategies at the classroom level.

In the 2010-11 school year, the district will have five professional development days for instructional staff. These Professional Development Days are sessions that will be offered as strands for all district teachers and will be held in district buildings and off-site. A strand occurs over time and focuses on a single topic or practice. Strands are envisioned as a way of providing continuity to the training sessions and ensuring that new practices are implemented. Strands have the following characteristics- A strand supports a collaborative community of learners (the same group of participants will be together for all five days). Each day will build on previous learning, allowing for a depth of coverage that is not possible in a one-day workshop. Strands are linked to daily practice. Sessions will focus on improving practice and not be purely theoretical, hypothetical, or informational. Participants implement new learning between sessions and share results in subsequent sessions.

The district will also engage an outside consultant group and provide extended time for teachers to implement Professional Learning Communities (PLCs). PLCs training include predefined series of professional development engagements occurring over 9-12 months, designed to

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

develop the internal capacity for implementing and sustaining PLCs in a school or district. The sessions are facilitated by one or more PLC Master Coaches, which includes 6 days of on-site training (three sessions, 2 days each) and a robust selection of resources for each participant and school team, plus phone and e-mail support for the duration of the contract. School teams will leave each session with a new set of skills and activities and an action plan for implementing and teaching what they've learned. The sessions include topics to build leadership capacity, as well as practical in-classroom implementation in areas such as: *Understand Common Assessments*, *Involve Students in Their Own Learning*, *Systematic Interventions for all Students*, and *Define Ways to Celebrate Successes*.

Extended learning opportunities will be available for all students through tutoring provided by SPSD teachers and/or tutors in all core content areas. Teachers/tutors will base their instruction on the item analysis received from the state's formative assessments. Additional time will also be added to core content area classes so all students are with their core content area teachers for extended period of time during the day and via summer learning opportunities.

Effective parental involvement will be promoted at the building and district level. There will be districtwide meetings with parent liaisons and parent consultants representing all buildings in the district. Currently this group is called B.E.S.T. (Building Excellent Schools Together). These meetings will occur on at least a quarterly basis.

These parents will be given information on current practices and policies that affect their child's education. They will be given instruction that will help them work with their children to improve academic achievement in reading and mathematics along with nutrition and health. The parent liaisons will be expected to carry back to their respective schools the information learned from the districtwide meetings.

In addition, they will be expected to work with other parents at their schools to get them involved at the building level by serving on committees such as the School Leadership Team, and will be encouraged to be part of other important roles within the schools. The district will also have outreach programs for the families of our homeless students.

All schools will include parents as participants in school decision-making, governance, and advocacy. Meaningful parental involvement may include: participation on the All School Improvement Team, PTA/PTO or other school councils and committees. Each school's planning team must include a parent member.

The district will seek to leverage outside funding to support for parent involvement for the following activities: additional open houses (meet the teachers, art shows, student work, etc.) will be scheduled and promoted. Parent and teacher conferences will be promoted through mailings and automated phone calls. Support staff assists teachers with contacting parents to schedule conferences. Refreshments will be served at open house and conferences;

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

Parent/student breakfast; Parent/student field trips and activities for Grandparents in the school. Effective parental involvement will be promoted at the building and district level.

The Assistant Superintendent of Teaching and Learning and Director of Grants and Evaluation Quality Measurement will work with Saginaw High in the implementation of transformation models. All school and appropriate district resources will be coordinated to fully support the transformation model. District level support will act as an advocate and monitor for the schools implementing the transformation model. They will be called upon to provide services that include but are not necessarily limited to the following areas: Direct and oversee research of existing reform efforts to build a knowledge base of best practices; Direct and oversee the implementation of promising educational reform programs and school improvement programs that rely on scientifically based research; including those at-risk; Direct and oversee the development of a communications plan for internal and external audiences regarding curriculum focus of school, planned educational program, and related extra-curricular activities; Provide training opportunities to personnel at the assigned school; Interview and select qualified personnel to be recommended for employment; Manage and administer personnel development through training, in-service and other developmental activities to create strong sense of purpose for staff team; Communicate, through the proper channels, to keep the leadership informed of impending problems or events of unusual nature -Use effective interpersonal communication skills; Ensure compliance with grant regulations and assist in preparations for any federal, state, or local program reviews or audits; Perform other incidental tasks consistent with the goals and objectives of this position including putting systems in place that will continue past the funding period. District will support the buildings in their individual efforts while insuring that they remain in compliance with reform requirements including communication, data coordination and improving student achievement.

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**SECTION I: NEED**

*A NOTE TO THE REVIEWERS:*

When the Saginaw High School SQP team and the Saginaw City School District leadership began a detailed analysis of data trends in preparation for developing this Transformation Model proposal, they discovered a wide range of inconsistencies in the data housed at the district. Those gaps and inconsistencies will be visible in this analysis.

- Data in the sub-group non-academic analysis is often very different, when teams compare district-generated reports and school-level reports side-by-side.
- Unduplicated counts for disciplinary actions are inconsistent, and true mobility by sub-group counts are not available.
- While some data are available for students with disabilities at Saginaw High School, the data appear inconsistent, in comparison with other buildings, thus causing the transformation model team to approach the information below with caution.

As a result of pervasive data inconsistencies, this proposal seeks support in Section II for a district-level Data and Research Analyst utilizing Title I dollars to focus on the collection and dissemination of data for the schools implementing the transformation model.

While the numbers may vary from report-to-report, the trends in the data are undeniable. Students at Saginaw High School are performing significantly below state performance standards in every category, and the school has the opportunity to move students forward at a rapid pace, based on the systemic and external supports provided through this proposal.

**Saginaw High School Analysis of Need**

While Saginaw High experienced great gains in the percentage of students meeting the state standard in reading in all areas, except students with disabilities, the school must maintain that upward momentum and replicate the success in writing and mathematics. As the data below indicate, students at Saginaw High School are not meeting the state standards in reading, writing or mathematics, with the most troubling results in writing, where no students met the state standard. Further analysis of MME data revealed 94% of students scored basic or below because student writing lacked detail, and 75% lacked proficiency in reading because students read below their grade appropriate reading level. Teachers' analysis of end-of-year scores, the number of repeat classes and the level of failure in mathematics courses further emphasized that students lack basic mathematics skills, some of the greatest deficits in the area of algebraic functions.

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

11 <sup>th</sup> Grade Sub-Group Academic Data Analysis									
Percent of Sub-Group Meeting State Proficiency Standards									
	Reading			Writing			Mathematics		
	2005-06	2006-07	2007-08	2005-06	2006-07	2007-08	2005-06	2006-07	2007-08
Black or African American	18	25	23	6	0	0	5	4	2
Hispanic or Latino	<	<	<	<	<	<	<	<	<
White	<	<	<	<	<	<	<	<	<
Students with Disabilities	0	3	3	0	0	0	0	0	0
Economically Disadvantaged	18	3	15	6	0	0	5	3	3
Male	11	22	13	6	0	0	4	6	3
Female	23	27	27	5	0	0	5	1	5
Aggregate Scores (All Students)	18	25	21	6	6	6			
State	60	62	60	40	41	43	46	46	49

The Saginaw High School student body faces a range of challenges. A full 83% of Saginaw High School students are identified as economically disadvantaged. Nearly one-third of students have disabilities. Further analysis of the non-academic data for Saginaw High School’s sub-group populations reveal a student population in distress:

- Overall, 6% of students had 10 or more absences during the past year.
- A disproportionate number of suspensions (98%) involved African American male students.
- Overall, 25% of males and 16% of females were retained.
- The school offers no college-ready courses (AP, IB, dual enrollment).
- Nearly 42% of students from the most recent graduating class enrolled in college immediately after graduation.
- The school has a student attendance rate of 85% and an 11% dropout rate.

**Saginaw High School  
Saginaw City School District  
School Redesign**

**2009-10 Sub-Group Non-Academic Data Analysis**

	# of Students	# of Absences		# of Suspensions		# of Truancies	# of Expulsions	Unduplicated Counts	
		<10	>10	In	Out			In	Out
Black or African American	706	411	39		782	39			389
Asian American/Native Hawaiian or Other Pacific Islander		1							
Hispanic or Latino	16	146	4		4	4			2
Asian/Pacific Islander		3							
White	11	129	1		7	1			2
Limited English Proficient	18	18							
Students with Disabilities	228								
Economically Disadvantaged	606								
Male	360	330	30		478	30			226
Female	373	354	19		315	19			169

	# of Students	# of Retentions	# of Dropouts	# Promoted to the Next Grade	Mobility	
					Entering	Leaving
Black or African American	706	144		562		
Asian American/Native Hawaiian or Other Pacific Islander				1		
Hispanic or Latino	16	6		10		
Asian/Pacific Islander				3		
White	11	1		129		
Limited English Proficient	18					
Students with Disabilities	228					
Economically Disadvantaged	606					
Male	360	91				
Female	373	60				
Homeless	9	3		6		

**Saginaw High School  
Saginaw City School District  
School Redesign**

**Enrollment and Graduation Data Analysis**

Grade	# of Students	# of Students in Course/ Grade Acceleration	# of Early HS Graduation	# of Retentions	# Promoted to Next Grade
9	265	4	0	77	188
10	202	9	0	32	170
11	150	7	0	36	143
12	116	1	0	6	110

Number and percentage of students completing advanced coursework for each category below:				
	Number	%	Number	%
• Advanced Placement	0			
• International Baccalaureate	0			
• Early College/College Credit	0			
• Dual Enrollment	0			
• Students enrolled in College from most recent graduating class	50	41.6%		
• CTE/Vocational Classes	94	12.7%		
• Students who have approved/reviewed EDP on file	738			

Saginaw High School students have performed below the state average in all four MME test subjects. The high rate of teacher turnover in our building has created a lack of instructional consistency and academic gaps of core content for students. In addition, a disconcerting pattern of excessive absenteeism and removal from school due to behavioral issues has had a negative impact on academic gains and competencies. SHS students read daily through our Sustained Silent Reading (SSR) initiative in all core and elective classes. The Literacy Writing Portfolio has students writing across the curriculum creating writing products essential for successful high school students. Frequent formative assessments are used to guide instruction. Summative assessments (district testlets) are used at least once every

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

marking period that are tied directly to the state standards and benchmarks. Core teachers design their assessments to emulate an ACT-like format.

Our students lack the testing stamina required to meet the rigor of standardized tests. Teachers have made efforts in utilizing the Amsco ACT Preparation manuals in the four core areas. In addition, teachers provide student access to [www.mel.org](http://www.mel.org) website that provides tests and tutorials for ACT practice.

Our Students with Disabilities subgroup has struggled in meeting the content standards in all core areas. In an effort to address this, a co-teaching model was adopted this school year for all students scheduled into general education classes with both a General Education HQT and a Special Education HQT to increase the rigor and content in order to meet state core standards and expectations.

Students with a demonstrated deficit in ELA or Math are placed in Strategic Math and Strategic ELA classes based on their Title 31a eligibility status. Teachers emphasize, practice and re-teach reading strategies and math skills to increase student success.

Saginaw High School has plans to continue to provide professional development in Differentiated Instruction, Standards-Based Units, and Universal Design for Learning, Classroom Management, and ELA and Math specific strategies for teachers and instructional support staff. In addition, SHS will implement training in creating a college-going environment for our building, Positive Behavior Support and anger management.

**Saginaw High School Resources Profile**

<input checked="" type="checkbox"/> General Funds  <input type="checkbox"/> Title I Part A <input type="checkbox"/> Title I Schoolwide <input type="checkbox"/> Title I Part C <input type="checkbox"/> Title I Part D	<input type="checkbox"/> Title I School Improvement (ISI)	<input checked="" type="checkbox"/> Title II Part A <input checked="" type="checkbox"/> Title II Part D <input type="checkbox"/> USAC - Technology	<input type="checkbox"/> Title III
<input type="checkbox"/> Title IV Part A <input type="checkbox"/> Title V Parts A-C	<input checked="" type="checkbox"/> Section 31 a <input type="checkbox"/> Section 32 e <input type="checkbox"/> Section 41	<input type="checkbox"/> Head Start <input type="checkbox"/> Even Start <input type="checkbox"/> Early Reading First	<input type="checkbox"/> Special Education

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**SECTION II: COMMITMENT**

The goals of the district's transformation model have been carefully aligned with the Saginaw Public Schools (SPSD) Board's adopted Policies, District Improvement Plan (D.I.P.), and School Improvement Plans (SIP). This alignment has been achieved through the joint planning of a representative team from district leadership, school administrators, teacher leaders, the Saginaw Education Association, parents and other agency and community partners at each school. All buildings have a School Leadership Team (SLT) consisting of the Principal, Faculty Representative, teachers from each core content area, and parents, which meet regularly to create and review the SIP. The team members serve as leadership in the school for the rest of the staff to ensure the SIP is communicated clearly and implemented throughout the building. The SLTs enable staff to create and implement plans to improve student achievement in their own buildings. The process was jointly developed with the teachers' association and includes representatives from all stakeholder groups. School Improvement Plans, based on an analysis of all building data, (including student reading and math achievement, attendance, discipline, school climate, teacher professional development, parent community engagement) focus on practical methods to ensure that effective instructional strategies are shared, supported, implemented and continually adapted.

All teams will be trained in the district's Educational Leadership System, which reinforces alignment, collaboration and using data scorecards to monitor progress. This will be closely aligned to the development of professional learning communities throughout each feeder pattern within the district. In addition to the SLTs, each building has a team that reviews and monitors student data to inform building processes such as intervention assistance and Positive Behavior Intervention Support implementation. Each middle and high school has monthly department meetings that support collaboration and curriculum planning in the content areas. Coordination of these established processes, committees, and partnerships within the district helps ensure the success of the transformation model implementation. Each party is fully committed to the focus of the grant, SPSP and transformation model goals, and the district's mission of high student achievement. These support teams allow each building the autonomy to address the needs of their students.

The attached Saginaw High School Quality Plan outlines goals and strategies approved by staff to advance student performance in the coming year. While separate sections within the SQP provide varying levels of detail, the basic, overarching goals include:

- Improving student writing
- Improving student math scores
- Improving student attendance
- Strengthening the Joyce L. Epstein's six types of family and community involvement

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

Through a collaborative process, teachers in English Language Arts, mathematics, science, social studies, the fine arts and other electives, and the media center identified a series of activities to achieve those goals, including such school wide efforts as:

- Implementing the district literacy portfolio;
- Differentiating instruction for all students, including students with disabilities;
- Implementing a sustained silent reading initiative across the curriculum;
- Improving content-area vocabulary;
- Implement appropriate district and ACT/MME-like assessments;
- Collaboration with the Media Center to improve the standards-based materials in support of the content areas available for students; and
- Increased and more effective use of technology, particularly in the sciences.

This transformation model proposal begins with and then builds upon these goals and activities. So, while time constraints did not permit the involvement of a wide range of stakeholders in the development of this transformation model proposal, work will move forward in spring 2010, based on the commitment to the SQP. Teachers, students, families, administrators and community will be asked to participate in a full assessment of school operational effectiveness in October and November 2010. Detailed activities throughout the three years of this initiative further involve a wide range of stakeholders in the continuous improvement of the resources and strategies applied in the school to achieve overarching goals and offer additional opportunities to reaffirm commitment to the course of the transformation process at Saginaw High School.

### **A System of Support**

The transformative work at Saginaw High School is made possible through a system of supports provided by the Saginaw City School District. This system of support has been developed in collaboration with the Teachers Association.

At the district level:

- A district-wide transformation team has been formed with the access and influence to move the work forward in an expeditious manner. This teams role will be the oversight of transformation model plans
- A Data and Research Analyst will focus on the collection and dissemination of data for the transformation schools.
- A commitment to the use of a Short-Cycle Assessment System common to all of the transformation model schools. The early days of the implementation period in Fall 2010 will include an evaluation of current systems (Read 180, PLATO, districtwide assessments) and their effective ness as formative, short-cycle assessments. The district will also investigate the Northwest Evaluation Association’s Measures of Academic Progress as an alternative short-cycle assessment system with significant supports for students and teachers.
- A Curriculum Audit by Phi Delta Kappa has been conducted to evaluate school improvement initiatives.

# Saginaw High School

## Saginaw City School District

### School Redesign

---

At the school level

- The district will establish a leadership team at Saginaw High with the knowledge and skill to implement the plan.
- Common Planning Time will be established for all teachers embedded within the master schedule.
- Focused professional development time for all educators in the building: A total of 5 days of professional development time each year has already been negotiated with the Teacher Education Association, and the district will continue to work with the Association to identify ways in which all teachers can receive an additional two hours of professional development each month throughout the three years of the transformation model implementation.
- Student Summer Bridge: minimum 4 days as transition between grades 8 and 9
- Yearlong Senior Seminars and Capstone projects as transition between high school and the world of work and higher education.

Community mapping will also be the primary process Saginaw will use to create a safety net for students.

Many strong approaches to community mapping (also referred to as, “asset mapping) exist in the literature of international grassroots community development organizations. Community mapping processes exhibit a common focus on identifying, appreciating and mobilizing the *existing local assets and skills* of a community, rather than its problems and deficits. At the heart of the community mapping process is a desire to build *internal, sustainable* solutions to *specific* community challenges, rather than relying on external sources of support.

For EdWorks, the community mapping process is an extension of the community engagement strategy. It plays a critical role in connecting the community with the daily life of the school—and with the ultimate success of individual students and the school itself. A strong community mapping process can weave a seamless tapestry of academic and social supports for students, linking home, school, neighborhoods, businesses, educational and government institutions, and local organizations. Where the EdWorks “Legends and Lore” process seeks to identify those people, places and events that have contributed to the proud *heritage* of a school, the EdWorks community mapping process strives to capitalize on present strengths with the purpose of building *future* success.

Community maps range from very simple lists to actual physical maps of resources—people, places, materials, institutions, etc. EdWorks recommends the development of a physical map that can serve to provide a description of the community boundaries, as well as visual reference points for where the local resources lie in relation to the school. Once a community map is built, it can really “come alive” for the staff of a school through a planned, purposeful “tour” of the assets.

#### **Who should develop the community map?**

The strongest community maps are developed by a group, rather than an individual. A school may want to make development of a community map the first collaborative project of its Community

# Saginaw High School

## Saginaw City School District

### School Redesign

---

Partner and members of the Core Planning Team. The strongest maps are generally built by a group that contains a mix of long-time residents of the community and relative newcomers, all of whom see the area through different lenses.

#### **What is the purpose for engaging in the community mapping activity?**

The most effective community maps are developed with a specific purpose in mind. Rather than “listing” random resources, strong community maps point to “solutions” for specific challenges. For instance, a community map of resources for student academic support might include sites where students have access to internet-enabled computers for research and writing; physical locations where students can find quiet space to complete homework or meet in small study groups; businesses that provide space for students who are their employees to study and give incentives to their employee-students for academic performance; or even the phone number for “homework hotlines,” etc. If social services are key to academic success for its students, a school may even want to pinpoint the locations and contacts for those resources.

Key questions to consider as Saginaw begins the community mapping process:

1. What do you want participants in the community mapping process to carry away from the experience?
2. What do you want *participants to do* as a result of the community mapping experience?
3. What do you want those individuals, organizations and institutions *identified on your map to do*?
4. When your asset map is complete, how will you introduce it to those who you want to use it? To those who are listed on it? Will you show the map to those who will use it and provide written information about the resources listed on the map? Will you physically drive through the neighborhood? Will you arrange meetings between those who will use the map and those who are listed on it? Will you create a “scavenger hunt,” of sorts, giving those who will use the map clues to the location of assets and then challenging them to find those assets and engage them in a discussion to find specific information?

The following categories of resources generally considered in a community mapping process:

- **Individuals** (parents, teachers, entrepreneurs, activists, religious leaders, students, etc.)
- **Local businesses and economic generators** (small and medium-sized businesses, large corporations, banks, credit unions, community development corporations, chambers of commerce, etc.)
- **Formal and informal groups and organizations** (churches, family support groups, service clubs, unions, veterans groups, youth groups, etc.)
- **Physical spaces** (libraries, recreation centers, museums, transit facilities, parks, etc.)
- **Institutions** (other schools, hospitals, colleges and universities, police and fire departments, libraries, social service agencies, foundations, etc.)

#### **Required Activity: Providing Operational Flexibility**

By redesigning the process of scheduling smaller learning communities in the Saginaw schools, the district is providing a key tool for operational flexibility in the schools.

# Saginaw High School

## Saginaw City School District

### School Redesign

---

EdWorks' experience across 30 different districts in five states reinforces what educators know—the schedule can isolate content and sort students, or it can open doors to 21<sup>st</sup> century opportunities. Time is one of the most precious commodities in the teaching and learning process. Schools can use time to provide focus and coherence to the learning process. The most successful schools use the schedule in a very different way. The secondary schools that ensure the highest levels of achievement for *all* students ensure the schedule is flexible enough to allow teachers to decide, on any given day, that students need extra time to grasp complex concepts and skills. If students are on the brink of a breakthrough in math class, for example, the most effective schools allow teachers to come together in a just-in-time-decision-making process to ensure those students have the extra time they need, when they need it—even if that means a little less time with the social studies teacher on that day. Teachers in the most effective high schools tend to work together to integrate instruction in a way that helps students understand the interconnectedness of the disciplines—and ground abstract concepts in real life applications in business, the community and the world around them. That takes time. In addition, the most effective secondary schools don't try to build a schedule that has something for everyone. They focus on offering a rigorous core curriculum—and ensuring *all* students complete that curriculum.

EdWorks employs a specialist to develop a schedule for students and teachers in each school that provides common planning time for teachers with their Smaller Learning Communities and across Smaller Learning Communities in content-specific groups. Across the three years, that specialist works side-by-side with teams of leaders and teachers in the school until the process of developing a flexible schedule becomes a regular way of doing business.

Principles guiding the development of the schedules include:

- Gather course requests, designing structure first, and then assigning teachers.
- Focus on student purity, living with more conflicts and correcting student schedules by hand.
- Build in intervention time for personalization and academic assistance.
- Build flexible grouping opportunities to move students between course levels.
- Train teachers on formative assessment and multiple ways to assess students.
- Develop a schedule that has all teachers available to teach various levels, as needed

EdWorks uses student and teacher data and SLC course offerings to develop schedules that support cross-curricular team collaborative planning time for teachers within the SLCs, as well as content-specific common planning time across the SLC's. A schedule that includes both SLC-wide and content-area collaborative planning time meets the following key goals:

1. Supports team, trust-building among staff members that are accustomed to working in isolation. Trust is critical to the effective use of common planning time.
2. Offers a platform for teams of teachers sharing a group of students to engage in the deep, ongoing examination of student data and student work across time so that they can make adjustments in instructional strategies and materials to better meet student learning needs.

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

3. Provides time for teachers to develop curricula, units of study, assessments, and lesson plans that integrate and reinforce standards, knowledge, skills and pedagogy across the content areas.
4. Provides time for staff to observe each other's classes and provide feedback to improve colleagues' instructional practice and student outcomes.
5. Breaks down the isolation from their departmental colleagues that teachers in SLC's often feel when moving from a large departmentalized high school with a staff of 10 or people in each content area to SLCs, with staffs that often have only two or three teachers of the same subject area.
6. Increases the opportunity for examination of the latest research and pedagogy crosses content areas, as well as new information specific to the content area.
7. Provides time to examine school progress toward critical milestones and benchmarks and make recommendations for improving school plans and support systems.

### **A Commitment to Research-Based Practices**

Based on an analysis of the attached School Improvement Plan, the district and Saginaw High School have chosen external provider EdWorks, LLC to assist with the transformation process, guiding its move from a traditional high school to two high-energy, highly-engaging small schools operating within the building.

Because all four Saginaw City School District low performing schools will employ EdWorks, LLC to advance their transformation strategies, the district will achieve a coherent learning experience for students, grades 6-12, with vertical and horizontal alignment of curricula, common assessment and instructional support strategies, a common, scaffolded pedagogical approach, and deep, consistent involvement of families and the communities in the daily life of each school.

### **Why EdWorks?**

EdWorks, LLC is a not-for-profit, fee-for-service subsidiary of the nationally recognized KnowledgeWorks Foundation. To drive its work on the ground, EdWorks has developed a portfolio of proven high school approaches: Redesign; Early College; and Science, Technology, Engineering and Mathematics (STEM). Collectively referred to as, "The EdWorks Model," these approaches enable school and district leaders to start-up or restructure a high school through a five-year, step-by-step system of strategies, processes, and tools.

The EdWorks Model represents a very specific point of view about the structure and process of working with schools to turnaround operations and student achievement. The Model is designed to develop a high-performing high school that uses personalization as the key to its success. Personalization is achieved in three ways:

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

1. Through the development of high-functioning small schools in an existing school building.
2. By building the capacity of each and every person in the school to “get the work done” through very structured professional and leadership development plans.
3. By developing a culture in which the teaching and learning process focuses on individual student growth and achievement and thus drives everything that happens in the building (i.e., if it doesn’t improve teaching and learning, we don’t do it).

Saginaw will provide a tiered approach to using data and research to ensure all students have the supports they need to be successful in a rigorous course of study, as defined by the National Council for Response to Intervention: “Response to intervention integrates assessment and intervention within a multi-level prevention system to maximize student achievement and to reduce behavioral problems. With RTI, schools use data to identify students at risk for poor learning outcomes, monitor student progress, provide evidence-based interventions and adjust the intensity and nature of those interventions depending on a student’s responsiveness, and identify students with learning disabilities or other disabilities.”

The School Improvement Plans for Saginaw integrate a commitment to the use of data to drive instruction. That commitment is reflected in the assignment of resources to support:

- A school-based Data Analyst
- A proven baseline and short cycle assessment system
- Professional development in the use of data to drive instruction and the development of standards-based instructional plans (outlined in the activities described in Section III below)
- The commitment to employ a formal system of interventions and acceleration to help all students achieve success in a rigorous curriculum.

The formal intervention system includes the following levels:

**Level One:** All students participate in a baseline diagnostic assessment to pinpoint skills and challenges in English Language Arts, Mathematics and Science. Student schedules are designed to ensure they have time within the scheduled day for intervention or acceleration. All teachers use data to drive instruction and employ differentiated teaching practices to provide additional time, materials or support for each student. Testing occurs three more times during the year, with adjustments made to the schedule and research-based instructional practices to ensure all students are progressing according to plan.

**Level Two:** If students still are not meeting individual learning goals under Level One, students participate in “Accelerated Academies,” intensive instruction outside of the regular school day to help them master difficult skills related to state-required tests and standards. Students who still seem to be struggling are referred to guidance and special education services for additional testing and placement.

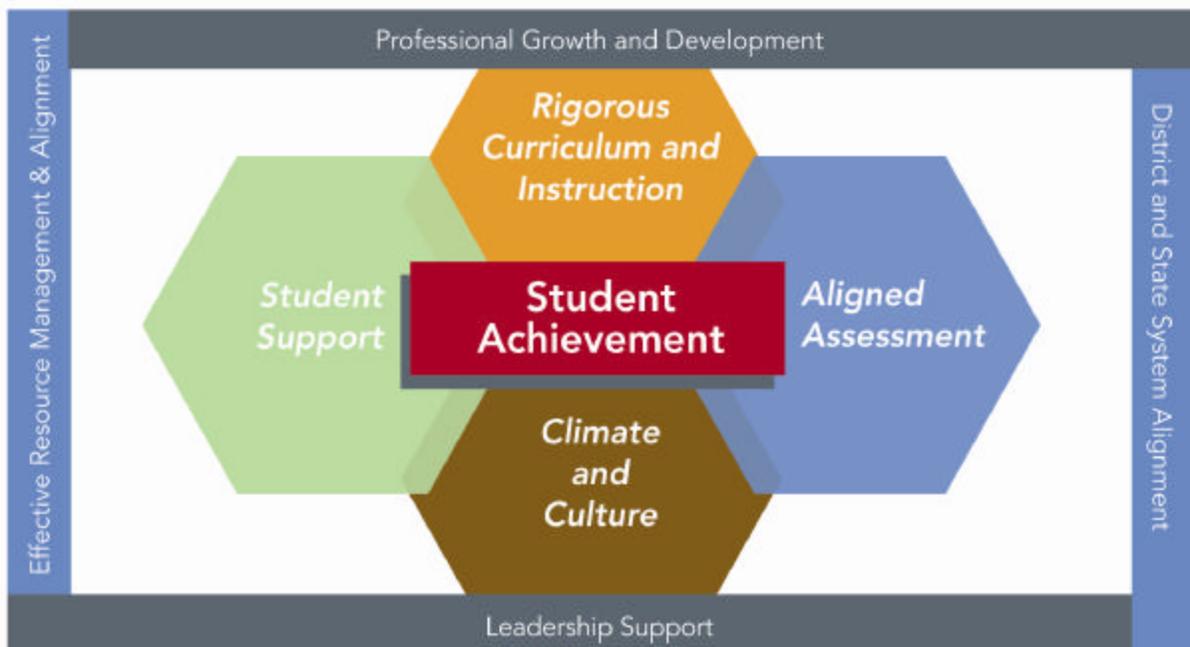
**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**Level Three:** EdWorks will assist Saginaw in the identification of evidence-based interventions to ensure the most challenged students reach learning goals.

**Student Achievement forms the Focal Point for the EdWorks Model.**

The four fundamental components—rigorous curriculum and instruction, climate and culture, aligned assessments and a system of student support—provide the foundation for the work with schools. A total of 36 essential elements refine the implementation strategy. Together, these four components, their underlying elements and the district support framework form a tightly woven, interconnected, interdependent system.



The four fundamental components and 36 essential elements in the EdWorks Model include:

**Rigorous Curriculum and Instruction**

1. Rigorous, college-ready curriculum for every student, every day
2. Clear learning objectives
3. Differentiated instruction
4. High levels of student engagement
5. Higher order thinking skills
6. High payoff, short-term instructional strategies across the content areas
7. Broad, school-wide early college experience
8. 21<sup>st</sup> century literacy across the curriculum

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

9. Results-driven, flexible scheduling
10. On-site and online professional learning communities
11. Intensive summer institutes for teachers and curriculum staff

**Comprehensive Student Support**

12. Just-in-time interventions, including re-teaching, and tutoring, among other strategies
13. Semi-annual student led progress review
14. Accessible, detailed, easy-to-understand student progress data and portfolio
15. Student Advisory System
16. Accelerated Academies
17. Summer Bridge Program
18. Higher education partnerships
19. Internships and community service

**Aligned Assessments**

20. Baseline diagnostic data
21. Short Cycle Assessment
22. Classroom assessment
23. State-mandated graduation tests
24. College and Career Readiness tests
25. Performance-based alternative assessment
26. Teacher, school and district self-assessments
27. Regular Dashboard Reports for each stakeholders' shared accountability data (student, teacher, principal, administration, Board, partners, parents, community)

**Supportive Climate & Culture**

28. Safe, purposeful school environment
29. Community engagement for accountability
30. Students and families as primary stakeholders
31. Distributed leadership from the student's desk to the superintendent's desk
32. School design for personalization
33. Coordination of campus-wide issues
34. Personalized student growth plans with quarterly outcomes
35. Results-driven goals
36. A culture of continuous learning for adults

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**EdWorks Processes and Tools**

EdWorks offers a well-developed process that is contextualized to meet local needs— EdWorks doesn't just tell sites what they need to do; EdWorks *shows school teams how* to transform to effective, 21<sup>st</sup> century learning organizations. The EdWorks Model works on *all* elements, not just one or two. EdWorks gives school teams a structure achieve their goals:

- ☑ Technical Assistance Coach
- ☑ Scope and Sequence for the design and delivery of effective, innovative high school education
- ☑ Easy to follow annual planning and implementation calendar
- ☑ Fully developed 5-Year Teacher Professional Development Plan (with the first three years of the plan delivered during the life of this grant)
- ☑ Hands-on Leadership Development Plan
- ☑ Teacher Summer Institute
- ☑ National Leadership Institute and Leadership Retreats
- ☑ Online social networking and professional learning community focused specifically on high school
- ☑ Data capture tools and customized dashboard presentation of results and continuous monitoring and adjustment.

The EdWorks scope and sequence reflects a simple premise, an equation discovered through years of work with high schools: SCHOOL CLIMATE + TEACHING PRACTICE + COMPREHENSIVE SUPPORT = STUDENT ACHIEVEMENT.

**The EdWorks Model** is rooted in more than 20 years of research by educators, scientists, social scientists, and economists. The research can be distilled to five simple strategies:

- Ⓜ Begin with the individual student.
  - ↳ Drive instructional practice with data.
    - ↳ Conduct teaching and learning through the tightly woven fabric of standards, assessments, curricula, student supports, and instructional practices.
      - ↳ Connect teaching and learning to students' prior knowledge and understanding.
        - ↳ Make connections across content areas and with the real world; don't teach isolated facts in artificial silos in a sterile classroom environment.

The focus on students well prepared for college and the workplace lends itself to an important question: “What would students be able to do if they were well-prepared to leave school ready to succeed in the workplace and college?” Research from three individuals well-known to secondary reform initiatives, Conley (2007), Lachat (2110), and Lachat & Williams (1996),

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

provide some key characteristics of students which are summarized on the following chart:

<b>Workplace Readiness (Lachat, 2001; Lachat &amp; Williams, 1996)</b>	<b>College Readiness (Conley, 2007)</b>
<b>Students who can problem solve, communicate, understand multidimensional problems, and design solutions.</b>	Students who can effectively use cognitive and metacognitive strategies, often described as “habits of the mind” (the ability to analyze, interpret, work with precision and accuracy, problem solve, and reason).
<b>Students who can demonstrate what they know and can do.</b>	Students who can demonstrate proficiency in rigorous courses.
<b>Students who can plan their own tasks, evaluate results, and work cooperatively with others.</b>	Students with attitudes and behaviors that lead to success, i.e., study skills, time management, awareness of one’s performance, persistence, and the ability to utilize study groups.
<b>Students who can transfer their school knowledge to “real-life” situations.</b>	Students who can do the tasks needed to prepare for and adjust to college, i.e., succeeding in high school coursework (including college-level classes), applying to college, understanding needed resources, and adapting to college life.

Lachat (2001, p.7) describes some of the challenges of preparing students for the 21st century and strategies that can help schools meet these challenges:

The growing emphasis on educational standards, equity, continuous improvement, and accountability that now drives high school reform is fueled by widespread recognition that schools must become high-performing organizations if they are to prepare all students to succeed in the twenty-first century. Today, our students represent an unprecedented level of diversity—in abilities, learning styles, prior educational experience, attitudes and habits related to learning, language, culture, and home situations. The challenge of educating these students requires new capacities for schools and new orientations for the educators who make decisions that influence students’ lives. It requires a commitment to basing these decisions on sound information rather than assumptions and subjective perceptions. The capacity to access and effectively use many types of data from multiple sources is critical to realizing a vision of high school education that embraces the belief of high expectations for all students. The process of creating learning environments that support the individual success of each student must incorporate both the willingness and the capacity to continually examine the results of our efforts. This principle of continuous improvement requires the best data available.

This foundational informational base, then, drove the development of the five-year EdWorks teacher professional development and coaching systems, rooted primarily in the research and practices of:

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

- Grant Wiggins and Jay McTighe, *Understanding by Design*, 2005
- Robert Marzano, *Classroom Instruction that Works: Research-Based Strategies for Increasing Student Achievement*, 2004; and *The Art and Science of Teaching: A Comprehensive Framework for Effective Instruction*, 2007
- The International Center for Leadership in Education’s Rigor & Relevance Framework
- Gayle Gregory and Lin Kuzmich, *Differentiated Literacy Strategies for Student Growth and Achievement* in Grades 7-12
- National Research Council, *How People Learn*, 2000
- Rick Stiggins, *Assessment for Learning*
- *The Differentiated Classroom*, Tomlinson
- *Whatever It Takes: How Professional Learning Communities Respond When Kids Don’t Learn*, DuFour, DuFour, Eaker, Karhanek, 2004

### **Collaboration and Communication with Parents and Families**

Parents and families are viewed as partners and active participants in the life of the school. They share responsibility and accountability for the students’ education. EdWorks helps sites establish formal processes to facilitate parent and family involvement in the success of the student and the school as a whole.

#### **Strategy One: Community Engagement**

EdWorks supports a system of authentic parent and community engagement, defined by substantive community conversations that engage a broad array of stakeholders and connect with and influence official decisions. There must be a clear process for initiating and maintaining substantive community dialogue that:

- Involves a broad range of key stakeholders including teachers, students, parents/guardians, principals, business leaders, and the broader community;
- Asks the community to engage on important questions and acknowledges their views and contributions; and
- Connects with and influences official decisions—not one one-way announcements.

Throughout the life of the school, authentic community engagement is characterized by:

- Clear community involvement in the daily life of the school,
- A well-delineated process for regular, meaningful engagement of parents/guardians and the community in the daily lives of students and the school.
- Students openly engaged—through service-learning, internships, mentorships, or some other method—in the community surrounding the school.
- Communications: Information meetings, newsletters, publications, websites, blogs, or other tools used to deliver news and information. Not to be confused with authentic community engagement.

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**Strategy Two: Student-led Parent-Teacher Conferences**

Twice each year, students, parents and teachers come together to discuss student progress, both successes and challenges, and to outline upcoming key events and needs. The conferences revolve around individualized student growth plans. The Individualized Student Growth Plan is a document that guides student coursework and actively engages students in setting and monitoring progress toward their own goals. Student Growth Plans are developed by the student, with the guidance and involvement of the student's advisor, teachers, parents/guardians, guidance counselor, and other adults who are familiar with the student's educational needs and aspirations. The Student Growth Plan encompasses general academics, independent projects, internships, service learning, and other endeavors related to the student's growth. Providing connections between all facets of a student's learning, the Student Growth Plan is more than a record of the student's daily schedule of standardized coursework.

**Strategy Three: Annual Home Visits**, particularly for the incoming ninth graders.

**SECTION III: PROPOSED ACTIVITIES**

Saginaw High School will implement the Transformation Model. New Principal Willie White assumed leadership of the building on July 1, 2010.

Willie Lee White II graduated from Eastern Michigan University in 1989 and 1992 with degrees in Health Administration (BS) and Public Administration (MPA) respectively. His career in education commenced as a substitute teacher in 1992 with the Detroit Public Schools. In 1996 he received teacher certification in political science, social science, and health education while teaching at Detroit Public Schools' Cass Technical High School. During his tenure at Cass Technical High School many of his students were among the highest achievers of the State of Michigan (Social Studies) MEAP examination.

In 2001 he was promoted to Department Head of Social Studies at Detroit Henry Ford High School where he was instrumental in developing programs that increased the school's Social Studies MEAP scores for four consecutive years. In 2002, Mr. White received his Educational Specialist (Ed.S) from Wayne State University in Education Administration and a year later became Assistant Principal at Detroit Martin Luther King Jr., Senior High School. Mr. White's duties at King involved establishing – community partnerships; analysis and implementation of multiple policies; aligning curriculum with mandates; and leading the athletic department.

In 2008 Mr. White accepted a position in the Southfield Public School district as an Assistant Principal. In Southfield he headed the crisis intervention team, budgeting, security, and pupil population divisions at Lathrup High School. Mr. White's presence at Lathrup High School facilitated a sharp decline in suspensions and substantially aided an increase in parental involvement.

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

Currently, Mr. White is pursuing his doctorate degree in Educational Evaluation and Research at Wayne State University in Detroit, Michigan. Importantly, he is the principal at Saginaw High School with a mission of implementing the district's (academic turnaround) goal of increasing student achievement through collaboration with all stakeholders in a transparent and accountable process.

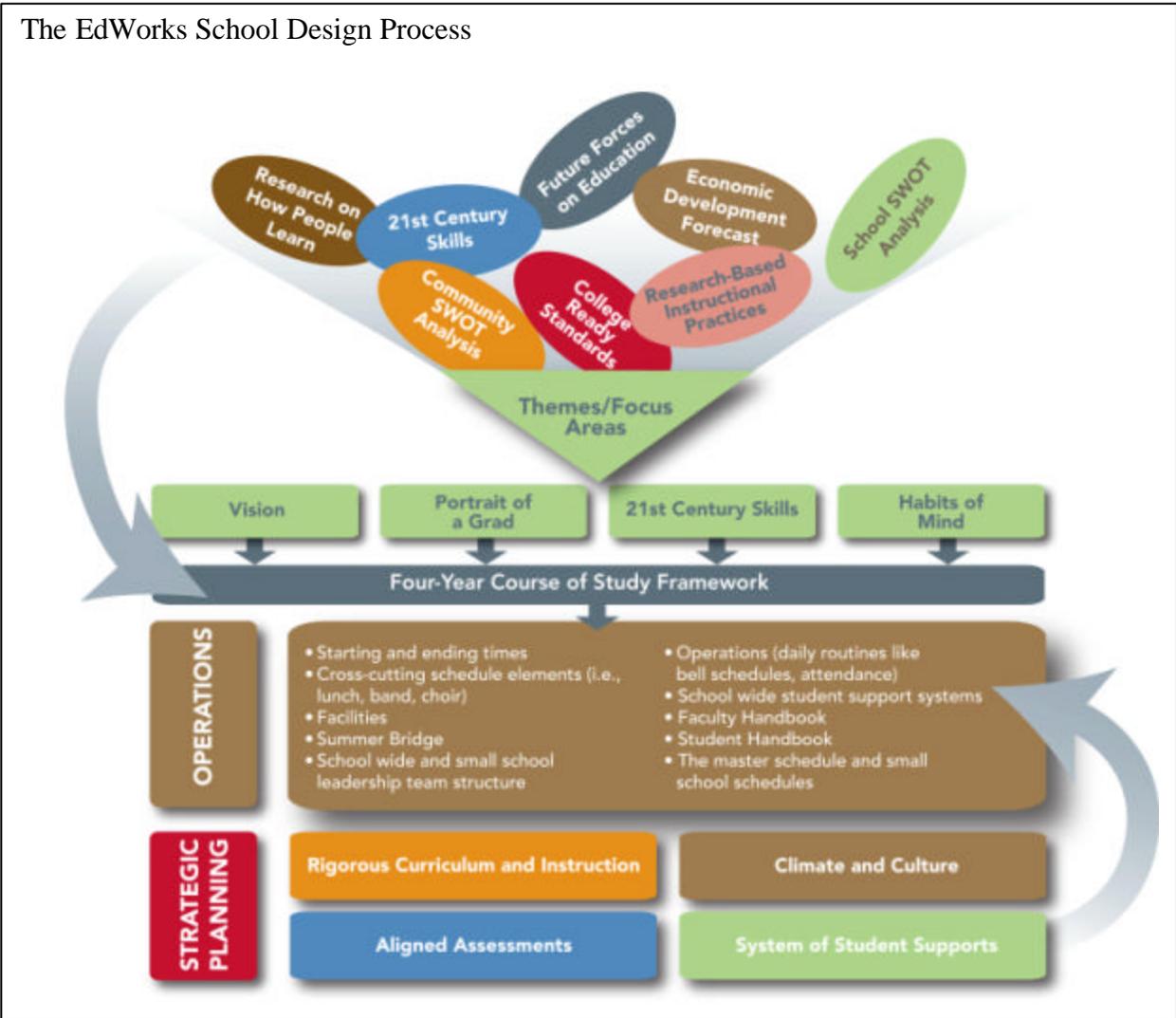
From the first day of work on the ground with a school, EdWorks begins focusing everyone in the school community on identifying specific 21st century skills and habits of mind to be displayed through the teaching and learning practices in a school. Everyone in the school learns how to integrate the research on how people learn with college and workplace ready standards, local economic development forecasts and research-based instructional practices into the design, operations and strategic plans for the transformed schools. The result is a learning organization that exhibits a deep understanding of how content knowledge plays out in real world situations.

Through a well-developed process, EdWorks will guide Saginaw High School through:

1. An in-depth assessment process, building on information gleaned in the school improvement process and the Phi Delta Kappa curriculum audit.
2. Identification of three to four 21<sup>st</sup> century themes for schools within the Saginaw facility that reflect the context of the local community.
3. The development of a four-year learning plan for each of these themed schools that implements a rigorous, core course of study for all students.
4. The implementation of a scaffolded professional development plan that incorporates all elements of NSDC's standards for professional development, and provides 21<sup>st</sup> century knowledge and skills for all adults in the building.
5. The development of an operations plan that provides a system of support for students through the use of flexible scheduling, extended learning time, collaborative planning time for teachers and the development of small school leadership teams.
6. The design and implementation of an ongoing community engagement system.

The result of this transformation process is the development of a learning environment at Saginaw in which students, parents, educators, business and community are all self-directed, self-motivated learners able to thrive in the 21<sup>st</sup> century global economy.

**Saginaw High School  
Saginaw City School District  
School Redesign**



Each of the small schools on the Saginaw campus will serve from 375 to 500 students, allowing for more personalized attention to student needs. Although each school will have a unique, unifying theme, *all* schools will have a common emphasis of college and career readiness, defined as establishing high academic standards and providing students with early college experiences, including seminars on college options, college visits, and college credits through advanced placement courses, dual-credit courses, and completion of college courses.

To help these small schools develop their unique themes and identities, the EdWorks technical assistance coach provides innovative prototype design models for the small schools. These prototypes will push the adults in the Saginaw community to think outside the box. Prototypes include science, technology, engineering and mathematics (STEM) high schools (particularly those focusing on health careers, computer sciences, and “green” technologies), Early College High Schools, leadership academies, global perspectives schools, an innovation lab, and a

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

performing arts academy (focusing on improvisation as the pathway to problem solving). The curriculum of each of these innovative schools is built around overarching big ideas, enduring understandings, and essential questions that construct a coherent, hands-on learning experience vertically within each content area and horizontally across the content areas. Each design includes annual culminating cross-curricular performance assessments and a research-driven senior project tied to the driving content area of the school.

While the system of supports for all four Saginaw City Schools in Tier 2 will be the same, the work will be contextualized to meet the unique context of each individual small school or small learning community. Thus, despite the common approach, no two schools will look the same.

WHAT SUPPORTS WILL EDWORKS PROVIDE TO ASSIST SAGINAW WITH THE TRANSFORMATION PROCESS?	⇒	HOW ARE THE SUPPORTS DELIVERED?
Working calendar for each year that details what needs to be accomplished and the time frame for completing each task	⇒	The EdWorks Technical Assistance Advisor (aka, Coach) works with local leaders to adjust the EdWorks sample calendars to reflect local schedules and context.
Detailed set of processes and tools to accomplish the work (i.e., Leadership Development Plan, Teacher Professional Development Plan, workshops, rubrics, unit and lesson design templates, etc.)	⇒	All processes and tools are delivered on the ground in each building by the EdWorks Coach, according to the implementation calendar.
Technical Advisor (aka, Coach) to assist you in keeping the process moving on time and on target	⇒	Each building has a primary Coach that guides the process on the ground, assists sites in completing tasks, and delivers the school wide professional development and leadership development.
Training process for leaders focused on how to: <ul style="list-style-type: none"> <li>• Work with teams to achieve goals</li> <li>• Use data to drive instruction and decision making</li> <li>• Utilize rubrics and benchmarks to chart progress</li> <li>• Implement a Walkthrough process to gauge school wide level of implementation of strategies for personalization</li> </ul>	⇒	The leadership development is delivered by the Coach as outlined in the 5-Year Plan in three ways: <ol style="list-style-type: none"> <li>1. In the context of doing the work on the ground</li> <li>2. Through structured annual leadership retreats</li> <li>3. Through one-on-one counseling sessions</li> </ol>

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

WHAT SUPPORTS WILL EDWORKS PROVIDE TO ASSIST SAGINAW WITH THE TRANSFORMATION PROCESS?	⇒	HOW ARE THE SUPPORTS DELIVERED?
<p>Professional development designed to deliver a <i>school wide</i> focus on:</p> <ul style="list-style-type: none"> <li>• High payoff instructional strategies</li> <li>• 21<sup>st</sup> Century Literacy development</li> <li>• Courses and units aligned with state and college ready standards</li> <li>• Lesson plans that reflect the latest brain research</li> <li>• Strategies for delivering both rigor and relevance in the classroom</li> <li>• Rigorous course of study for all students.</li> </ul>	⇒	<p>Teacher professional development is delivered in the school building as outlined in the 5-Year Plan through a combination of:</p> <ol style="list-style-type: none"> <li>1. Whole-school late start or early release time</li> <li>2. Small group release time using substitutes</li> <li>3. Teacher Summer Institutes</li> <li>4. Common planning time</li> <li>5. One-on-one coaching and modeling</li> <li>6. Educators Knowledge Network</li> </ol>
<p>As part of the professional development system, a 6-person team from each site is eligible to participate in EdWorks' National Annual Leadership Institute, where they are able to network with teams from across the country that are engaged in EdWorks school redesign, Early College or STEM school implementation processes.</p>	⇒	<p>The Leadership Institute  Once a year the school chooses a team to travel to the site of the EdWorks National Leadership Institute for three days of networking with schools from across the country engaged in the EdWorks process. Registration fees and food for six participants from each building are included in EdWorks' fees. The school is responsible for the cost of lodging and travel to and from the site.</p>
<p>In addition, professional learning is enhanced by unlimited use of Educators Knowledge Network (EKN) by all teachers and leaders in sites where EdWorks is working. EKN is an online social learning site focused solely on teaching, learning and leadership in high school</p>	⇒	<p>Educators Knowledge Network  Within EKN, EdWorks builds a collaboration space for each school. The EdWorks Coach introduces EKN in the planning process and provides preliminary training in its use, with the assistance of EKN staff.</p>

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**Process for Gathering and Reporting Data**

Saginaw will utilize the EdWorks system for data gathering and reporting. EdWorks utilizes a mixed-method evaluation approach involving multiple methods of data collection, taking stock of everything from central office supports for the school turnaround work to change in leadership and teacher practices to attitudinal surveys of students, teachers, parents and leaders. The ongoing formative and summative process is conducted under the direction of a third-party evaluation organization contracted and compensated by EdWorks.

The following data collection tools are used to obtain the data needed to create the desired reports:

1. **School Data Collection Template:** completed by the evaluation consultant and coach, in collaboration with the school. The template stores the wide range of data generated at the school and which do not require special interpretation or analysis during the process of collection.
2. **Planning and Implementation Calendars:** Comprehensive timeline of key activities, events and milestones to guide the implementation of the EdWorks model.
3. **Student, Teacher and Leader Attitudinal Surveys:** Survey to gauge perception of school climate, culture, instructional practices, student engagement, relationships, and overall school effectiveness.
4. **Client Satisfaction Survey:** Survey to further EdWorks' understand of how well it is serving its clients and to provide insight on how to improve its services
5. **Rubric Assessment Process:** Robust scoring tools using quantitative and qualitative information to assess school performance and progress in key areas of instructional and organizational effectiveness.

Student data will be disaggregated by gender, ethnicity free and reduced price meal eligibility, ELL and special education, and year in school, as available.

Three reports will be generated:

**Report One: Engagement and Model Implementation – Annually**

- **Measurement Need:** Is the EdWorks model being implemented with fidelity, and is the school progressing?
- **Reporting Approach:** Demonstrate school's progress employing all of the components of the EdWorks model

Metric	Analysis
Rubric Level, Rigorous Curriculum and Instruction	Trend, Benchmark
Rubric Level, Advisories	Trend, Benchmark
Rubric Level, Personalized Growth Plans	Trend, Benchmark

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Metric	Analysis
Rigorous Curriculum Enrollment	Trend, Benchmark
Rubric level, Performance-Based Alternative Assessments	Trend, Benchmark
Professional Development Adoption	Trend, Benchmark
Student attendance rates	Trend, Benchmark
Disciplinary actions	Trend, Benchmark
Overall Level, Instructional Rubric	Trend, Benchmark
Instructional Delivery Assessment	Trend, Benchmark
Statewide Test Performance	Trend, Benchmark
Progression	Trend, Benchmark
Graduation	Trend, Benchmark

**Report Two: Interim Student Growth -- Quarterly**

- **Measurement Need:** Are students improving academically so that they will be prepared to progress at the end of the year?
- **Reporting Approach:** Examine key student achievement indicators which demonstrate students are on the path to success

Metric	Analysis
Student attendance	Trend, Benchmark
Disciplinary actions—by category of action	Trend, Benchmark
Formative/Short cycle assessment performance	Trend, Benchmark
Grade distribution	Trend, Benchmark
ACT/SAT Participation	Trend, Benchmark
College applications	Trend, Benchmark
College /technical Course Participation <sup>1</sup>	Trend, Benchmark
Internships, community service, research assistantships, apprenticeships	Trend, Benchmark

<sup>1</sup>Critical measure for Early College High Schools

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

**Report Three: Annual Student Growth – Annually**

- **Measurement Need:** Is student academic achievement increasing?
- **Reporting Approach:** Examine key student achievement indicators, which demonstrate students are on the path to success.

Metric	Analysis
Student attendance	Trend, Benchmark
Disciplinary actions	Trend, Benchmark
Rigorous curriculum enrollment	Trend, Benchmark
High stakes test performance	Trend, Benchmark
On time progression	Trend, Benchmark
On time graduation	Trend, Benchmark
Technical Certificates Earned	Trend, Benchmark
AP/IB course participation	Trend, Benchmark
AP/IB course performance	Trend, Benchmark
College/ technical course performance	Trend, Benchmark
College course completion <sup>1</sup>	Trend, Benchmark
ACT/SAT Participation	Trend, Benchmark
ACT/SAT Performance	Trend, Benchmark
College applications	Trend, Benchmark
College/ technical school enrollment	Trend, Benchmark

<sup>1</sup>Critical measure for Early College High Schools

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

**Communication of School Progress to the School, District and State**

The following chart outlines the process for communicating progress to the district and the state. Each report will be discussed with the school leadership team and the school as a whole for their feedback prior to sharing and discussing with the superintendent and appropriate state personnel.

<b>PROGRESS CHECK</b>	<b>AGENDA</b>
Quarterly update meetings with the coach	<input type="checkbox"/> Review the completed calendar tasks <input type="checkbox"/> Seek guidance in areas of concern <input type="checkbox"/> Discuss future work
Mid-year meeting (December) with EdWorks senior staff	<input type="checkbox"/> Informal site visit with district leadership <input type="checkbox"/> Review the preliminary rubric assessment results <input type="checkbox"/> Summarize progress on calendar tasks <input type="checkbox"/> Quickly preview the second semester calendar <input type="checkbox"/> Discuss available dashboard data <input type="checkbox"/> Review strategic planning process
End-of-year meeting (April) with EdWorks senior staff	<input type="checkbox"/> Conduct formal rubric-based site review <input type="checkbox"/> Review the final rubric assessment results <input type="checkbox"/> Summarize progress on calendar tasks <input type="checkbox"/> Preview the calendar for the coming implementation year <input type="checkbox"/> Review preliminary projections for year-end dashboard data <input type="checkbox"/> Discuss strategic action plans for the coming year
Annual written report from EdWorks for distribution and discussion with the Board and State (August)	<input type="checkbox"/> Deliver a written annual report to the superintendent, the Board and the State that includes: <ol style="list-style-type: none"> <li>1. Executive Summary of Progress</li> <li>2. Preliminary and Final Rubric Assessment Results</li> <li>3. School Readiness Check (planning year only); School Implementation Check</li> <li>4. Data Dashboard indicating Progress Made on the Annual Milestones and Progress toward Implementation Year Performance Targets</li> </ol>
Regular informal check-ins by EdWorks senior staff	Mix of phone calls, e-mails from the National Director of Field Operations and others, as needed

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

**Activities and Timeline**

Saginaw will implement a multi-faceted technical assistance approach across the three-years of the transformation process. The plan is designed to have experienced EdWorks technical assistance coaches modeling instructional leadership and professional development practices in the first two years of the initiative and implementing a scaffolded leadership and professional development process that ultimately prepares the principals, teacher leaders and staff to carry on the research-based practices after the close of the grant. The work is scaffolded to challenge participants, but not paralyze progress by moving too quickly on too many fronts.

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Year One (September 2010 – August 2011)												
Work with the district and teacher association leadership to gain understanding of the research underlying the 2020 <i>Forecast: Creating the Future of Learning</i> and collaboration		◆				◆					◆	
Conduct Mini Teacher Summer Institute focusing on: <ul style="list-style-type: none"> <li>• High Payoff, Short Term Instructional Strategies</li> <li>• Literacy Across the Content Areas</li> <li>• Brain-Based Research</li> </ul>	◆	◆										
Conduct an in-depth Safety Audit and implement recommended changes/enhancements	◆											
Initial professional development with every adult in the local schools, central office staffs, and association representatives on the 2020 Forecast, local economic development plans and the research on effective teaching, learning and skills for the 21 <sup>st</sup> century. Choose innovative school design from among prototypes.		◆	◆	◆								
Implement an authentic community information and engagement plan focusing on the 2020 Forecast and innovative high school designs		◆	◆	◆	◆	◆						
Sites choose specific school designs and contextualize the model to reflect local economic and community conditions		◆										

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Hold the initial leadership retreat: Getting the culture and Climate Right for Student Success, including: <ul style="list-style-type: none"> <li>• Supportive climate and culture</li> <li>• Research components of a high-performing high school</li> <li>• Data-driven strategic planning</li> <li>• Resource development and monitoring</li> <li>• Authentic community engagement</li> <li>• Effective communication</li> <li>• Students and family</li> <li>• Personalized growth plans</li> </ul>		◆										
Complete any necessary District-Teacher Association MOU to support implementation of			◆	◆								
Revise the School Improvement Plan, including the development of a detailed strategic plan and milestone, involving all site-based leaders and teachers in the process, along with community representatives					◆	◆						
Develop new operational structures and policies to support the innovative schools					◆	◆						
Conduct Triage process and accelerated interventions with existing 11 <sup>th</sup> and 12 <sup>th</sup> graders in each school				◆	◆	◆	◆					
Identify specific local community engagement and university partners; building of work plans with each partner			◆	◆	◆	◆	◆	◆	◆	◆		
Conduct the annual school assessment using the EdWorks rubrics for Organizational Effectiveness and Instruction (These rubrics operationalize the areas cited in the Phi Delta Kappa audit and provide a clear path for improvement at the school and individual teacher level. See attached Overview of the Assessment Process.)								◆	◆			
Administer student, teacher and leadership surveys							◆	◆				
Hold official ceremonies "closing" the existing high school										◆		

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Conduct a final readiness check for opening the new autonomous small schools											◆	◆
Hold the Second Leadership Retreat focusing on Adaptive Leadership for Real-World Results, including: <ul style="list-style-type: none"> <li>• Adaptive Leadership knowledge and skills</li> <li>• 21<sup>st</sup> Century Skills</li> <li>• College and career readiness</li> <li>• Student advisories</li> <li>• National and international student performance</li> <li>• Effective business and community partnerships</li> <li>• Effective small school operations</li> </ul>										◆		
Conduct the first Teacher Summer Institute focusing on: <ul style="list-style-type: none"> <li>• Introduction to the Rigor and Relevance Framework</li> <li>• Backwards Design</li> <li>• Literacy Across the Content Areas</li> <li>• “Quadrant D” Lesson Design</li> <li>• 21<sup>st</sup> Century Skills</li> <li>• Lesson Design and Delivery for coherence and student growth</li> </ul>										◆		◆
Conduct the Student Summer Bridge												◆
Hold formal opening ceremonies for new schools												◆

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
<b>Year One Milestones</b>												
<ul style="list-style-type: none"> <li>Completed year one of a customized school design work plan driven by an asset-based assessment of current strengths and conditions.</li> <li>Completed safety audit, leading to evidence of improved safety conditions</li> <li>Identities, structures and operation systems in place to open small learning communities/small schools in fall 2010</li> <li>Student academic Triage system implemented with targeted interventions for all 11<sup>th</sup> and 12 graders to gain needed credits and other requirements for graduation.</li> <li>Targeted 11<sup>th</sup> and 12<sup>th</sup> grade students participate in intensive academic boost interventions to increase chances of success on state tests</li> <li>Implemented year one of the five-year teacher and leader professional development plans.</li> <li>Evidence of improvement in ELA and math skills in targeted students</li> </ul>												

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
<b>Year Two (September 2011 – August 2012)</b>												
Make a formal Progress report to the local community	◆											
Continue work with district and teacher association leadership on the <i>2020 Forecast: Creating the Future of Learning</i> and using student data to guide decision making		◆				◆					◆	

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
<p>Conduct leadership and teacher professional development deepening knowledge and skills gained in the previous year and the summer institute. Professional development focuses in the following areas:</p> <p><b>Implementing Personalization</b></p> <ul style="list-style-type: none"> <li>▪ Advisories</li> <li>▪ Personalized Student Growth Plans</li> </ul> <p><b>Short Cycle Assessments</b></p> <ul style="list-style-type: none"> <li>▪ Exploring Diagnostic and Short Cycle Assessment System</li> <li>▪ Short Cycle Assessments as Instructional Resources</li> </ul> <p><b>Classroom Practice/Learning Conditions</b></p> <ul style="list-style-type: none"> <li>▪ Student Work</li> <li>▪ Lesson Design and Delivery</li> <li>▪ Research-Based Instructional Models</li> <li>▪ Student Performance</li> </ul> <p><b>Accessing and Using an Online Learning Community</b></p>												
Revisit Local District-Teacher Association MOU to support implementation of the innovative practices; make adjustments, as needed			◆	◆								
Revisit effectiveness of new operational structures and policies for the innovative schools; adjust, as needed					◆	◆	◆					
Conduct Triage process and accelerated interventions with 10 <sup>th</sup> , 11 <sup>th</sup> and 12 <sup>th</sup> graders				◆	◆	◆	◆					
Revisit strategic plans and milestones for each site, involving all site-based leaders and teachers in the process, along with community representatives							◆	◆	◆			
Revisit progress and work plans with local community engagement and university partners; adjust, as needed			◆							◆		

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Conduct Annual Assessment using the EdWorks Rubrics for Operational Effectiveness and Instruction. Administer student, teacher and leadership surveys								◆	◆			
Conduct Leadership Retreat Three: Growing and Supporting Effective Teams, including: <ul style="list-style-type: none"> <li>• Distributed leadership</li> <li>• Effective meetings</li> <li>• Active listening</li> <li>• Progress monitoring</li> <li>• Walkthroughs and appraisals</li> <li>• Leadership in the school community</li> <li>• Induction programs for new staff</li> <li>• Culture of continuous Learning</li> </ul>										◆		
Conduct Teacher Summer Institute Two: Instructional Design for Rigor and Relevance <ul style="list-style-type: none"> <li>▪ Rigor and Relevance Framework</li> <li>▪ Knowledge Taxonomy and the Application Model</li> <li>▪ Instructional Models and Planning</li> <li>▪ Unpacking the State and 21<sup>st</sup> Century College-Ready Content Standards</li> <li>▪ Formative and Summative Assessments (including Performance-Based, Alternative Assessments)</li> <li>▪ Developing “Quadrant D” Units of Study</li> <li>▪ Rubrics</li> <li>▪ Differentiation</li> </ul>										◆		◆
Student Summer Bridge												◆
Collect student, teacher, school data			◆				◆				◆	
<p style="color: blue; margin: 0;"><b>Year Two Milestones</b></p> <ul style="list-style-type: none"> <li>• All 9<sup>th</sup> and 10<sup>th</sup> grade students enrolled in a college and career-ready curriculum</li> <li>• Increase on-time grade-level progression over baseline school year 2009-10</li> <li>• Decrease dropout rate between 9<sup>th</sup> and 10<sup>th</sup> grade over baseline school year 2009-10</li> <li>• Increase attendance over baseline school over baseline school year 2009-10</li> <li>• Decrease Type A and B disciplinary offenses over 2009-10</li> <li>• Reduce the number of failing grades over baseline school year 2009-10</li> <li>• Implemented year two of the five-year teacher and leader professional development plans.</li> <li>• Evidence of expanded family and community participation in the school</li> </ul>												

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
<b>Year Three (September 2012 – August 2013)</b>												
Regular meetings of school-based leadership teams		◆	◆	◆	◆	◆	◆	◆	◆	◆		◆
Progress report to the local communities	◆											
Continued work with district and union leadership on the <i>2020 Forecast: Creating the Future of Learning</i> and using student data to guide decision making		◆									◆	
Conduct teacher professional development reinforcing and building on knowledge and skills learned in the previous year and summer institute: <ul style="list-style-type: none"> <li>▪ Student Work</li> <li>▪ Unit Design and Delivery</li> <li>▪ Differentiation</li> <li>▪ Student Performance Assessments</li> <li>▪ Formative and Summative Assessments</li> <li>▪ Best Practice Instructional Models</li> <li>▪ Rubrics</li> <li>▪ Alignment with State and 21<sup>st</sup> Century Standards</li> </ul>	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆		
<b>Using an Online Learning Community</b>												
Revisit Local District-Teacher Association MOU to support implementation of the innovative practices; make adjustments, as needed			◆	◆								
Revisit effectiveness of new operational structures and policies for the innovative schools; adjust, as needed					◆	◆	◆					
Conduct Triage process and accelerated interventions with all grade levels				◆	◆	◆	◆					
Revisit strategic plans and milestones for each site, involving all site-based leaders and teachers in the process, along with community representatives							◆	◆	◆			
Revisit progress and work plans with local community engagement and university partners; adjust, as needed			◆						◆			

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

Description of Work	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Conduct Annual Assessment using the EdWorks Rubrics for Operational Effectiveness and Instruction. Administer student, teacher and leadership surveys								◆	◆			
Conduct Leadership Retreat Four: Leading a High-Performance Organization: <ul style="list-style-type: none"> <li>• Instructional Leadership</li> <li>• Rigorous curriculum and instruction</li> <li>• High payoff instructional practices</li> <li>• Assessment for learning</li> <li>• Gap analysis</li> <li>• Curriculum Alignment</li> <li>• Instructional monitoring</li> <li>• Results-driven, flexible scheduling</li> </ul>										◆		
Conduct Teacher Summer Institute Three: Beyond Rigor and Relevance <ul style="list-style-type: none"> <li>• Comprehensive, four-year Course of Study aligned to State and 21<sup>st</sup> Century College-Ready Standards</li> <li>• Grades 9-13 Curriculum Alignment and Vertical Scope and Sequence Development within and across content areas</li> <li>• Analysis of Content with University Partners</li> <li>• Integration of early college experiences in Core and Elective Courses</li> </ul>										◆		◆
Student Summer Bridge												◆
Collect student, teacher, school data			◆				◆				◆	
<p style="color: orange; margin: 0;"><b>Year Three Milestones</b></p> <ul style="list-style-type: none"> <li>• All 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grade students enrolled in a college and career-ready curriculum</li> <li>• Increase state exam passage rates over the previous year</li> <li>• Increase on-time grade-level progression over the previous year</li> <li>• Decrease dropout rate over the previous year</li> <li>• Evidence of student participation in initial AP/Dual Enrollment options</li> <li>• Implemented year three of the five-year teacher and leader professional development plans.</li> </ul>												

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

**NOTE: Student Triage Process**

The goal of the Triage Process is to bring together the many different sources of data on every student so that it can be considered in a single, easy to understand document. The Triage process provides teachers and leaders with the opportunity to reflect on the steps *each student* must take to ensure on-time graduation, ready for college or career without remediation. By applying the Triage process to existing student in the fall and spring of 2010-11, Saginaw can begin to identify students in danger of falling through the cracks, either because they are missing credits or have not passed high stakes tests and can take immediate action to help those students. The Triage Process should include a baseline assessment of knowledge and skills in the core content areas using a recognized assessment process.

**Instructional Support Resources**

Instructional support resources and materials are important in the transformation model. Use and effectiveness of these resources will be reviewed on an annual basis as part of the school wide data analysis process. Changes in the resources and/or their application will be made, as necessary, to achieve goals. Saginaw High School will also be supported with Title 31A and Title II A Carryover Funds that will be used to provide staff with intensive professional development addressing the reasons the school was identified for improvement. Professional development is aligned with the School Improvement Plan and other supports provided to the school through the Statewide System of Support for the purpose of improving instructional skills and/or content area depth of knowledge in order to increase student achievement.

**SECTION V: PROJECT SUMMARY**

Sustainability of practices begins with careful planning of the initial implementation of the selected intervention model. The district and each eligible school have already developed an initial plan for the selected model to demonstrate how School Improvement reforms will be implemented. The theory of action is that activities are building the capacity of teachers and leaders through job-embedded instructional coaching in reading, math, and using data to drive instruction, along with leadership training to ensure the vision is sustained and carried through. New temporary positions will allow for systems to be put in place and sustained past the implementation period. Additionally, to ensure continuation after the implementation plans are in place, the following actions will be taken:

- The development of shared leadership between the school and the broader community in the implementation of the intervention model during and after the funding period;
- Continued planning to address staffing and funding changes including transitions in leadership;
- Long-term planning processes that will support implementation of reforms with progress monitoring levels of implementation and progress toward outcomes;
- A comprehensive system of formative and summative data collection that is in place to monitor progress and drive decision-making will be developed by the district this year and in use for the 2011-2010 school year;

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

- The ability to continue offering additional instructional time and extended school year through other grant opportunities including Title 31AI funds or 21st Century Learning Grants or the like once NCLB is reauthorized;
- Institutionalizing research-based instructional practices fidelity of implementation measures;
- Protecting staff time for collaboration and professional development in order to sustain the initiatives through careful scheduling of the school day;
- Professional development for new staff and leadership to continue implementation of the reforms; and
- Job-embedded professional development to ensure high fidelity of implementation of reforms in the classroom.

Saginaw City Schools mission statement is: The School District of the City of Saginaw, in partnership with parents, students, businesses and the community, are committed to and responsible for ensuring:

- The highest level of academic achievement and career planning for all students,
- The highest performing organizational structure at all levels, and
- A safe and effective learning environment for all students.

The transformation model will directly impact all leadership, instructional staff, and students in eligible schools. The school improvement plan is a collaborative effort of the Saginaw Public Schools (SPSD), the Saginaw Education Association (SEA), parents, community and our partners. To be successful, the school improvement plan must align with district initiatives to ensure maximum impact during implementation. The educational goals that the School Improvement Plan strives to ultimately accomplish in the 3 year implementation of the Transformation Model in eligible schools are: meet AYP; meet or exceed the value-added standard for growth, and increase the graduation rate to 90%.

The main strategies to address the four grant requirements are listed as follows:

(1) Developing and increasing teacher and school leader effectiveness. The district will form a joint planning committee to develop a new teacher evaluation system that takes into account student growth. The members of the committee will include district management, school leaders, SEA representatives, and teachers. Strong instructional leadership includes developing both administrative and teacher leaders with a clear vision and focus to unify staff, which will occur through focused professional development.

(2) Comprehensive instructional reform strategies: Literacy across the curriculum and integrating technology are the main curriculum foci of the grant. The Transformation Model schools will have instructional lead teachers to provide job-embedded professional development on content areas, pedagogy, and use of data to drive instructional decision-making. Extended instructional programs such as after-school tutoring will be offered.

**Saginaw High School**  
**Saginaw City School District**  
**School Redesign**

---

(3) Increasing learning time for students with extended time in core content area classes, after school tutorials and creating community-oriented schools: Improving school and classroom climate means implementing clear, consistent discipline, using incentives and rewards to encourage good student behavior, and ensuring that parents and community members feel welcome and invited to participate in the education process. Each school has plans to increase parent and community involvement including training using free web-based educational tools that parents can use at home with their children, linking non-academic needs with community resources, and contracting with external agencies to provide counseling and social services support.

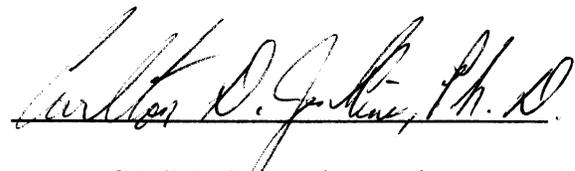
(4) Providing operational flexibility and sustained support: The district supports the Transformation Model plans and will work within the Professional Studies Committee (PSC) to promote flexibility to implement all strategies. A district level advocate for the Transformation Model schools will be used to assist with sustaining support, as well as working closely with the State Support Team from the MDE. The School Improvement Plan will give the Transformation Model schools additional support to serve as models for the rest of the district in the areas of professional development, parent engagement and district/association/and external partner collaboration. SPSD and SEA will collaborate with internal and external partners in order to leverage resources that will support and sustain this effort to raise achievement levels for all students and to close achievement gaps.



**Memo of Understanding**  
**between**  
**Saginaw Public School District (SPSD)**  
**and the**  
**Saginaw Education Association (SEA).**

The SPSD and the SEA recognize the importance of continuing to bargain over contractual issues which impact the district's proposed education reform plan and its School Improvement Grant application. Toward that end, the parties agree to support an educator evaluation review committee, with equal representation from both parties, charged with revising the current educator evaluation process in order to comply with Michigan law (MCL 380.1249). Upon ratification of the new process for educator evaluation by both parties it will be implemented prior to September 2011.

 11-16-10  
\_\_\_\_\_  
SEA President

  
\_\_\_\_\_  
SPSD Superintendent

**Memo of Understanding  
between the  
Saginaw Board of Education  
and the  
Saginaw Education Association**

1. Behavior Intervention Specialist
2. Math Lead Teacher (as specified by the SIG application)
3. Literacy Lead Teacher (as specified by the SIG application)
4. Other positions created through the SIG application not yet named.

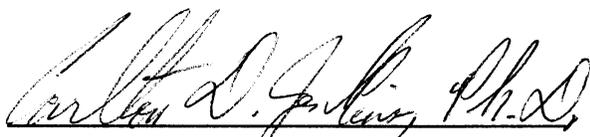
These positions will be filled after a joint interview with the SEA and the Administration based on the following requirements:

1. Certification requirements: see job description included in grant application
2. Professional Characteristics:
  - a. Evidence of successful leadership roles with students, teachers, and parents.
  - b. Evidence of knowledge of and experience regarding principles of teaching, learning, and discipline.
  - c. Evidence of ability to communicate effectively, both orally and in writing.
  - d. Prior practical experience in administration or quasi-administrative work (i.e. Coordinator/Facilitator, Team Leader, Lead Teacher, SQT chairperson, etc.) is desirable.

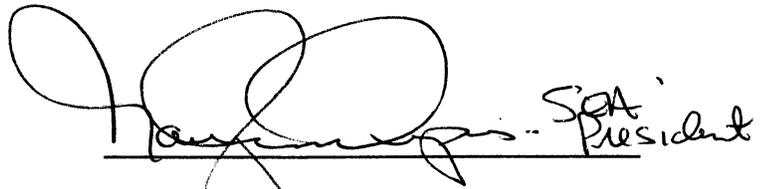
3. Personal Characteristics:

- a. Demonstrated ability to work collaboratively with students, staff, and parents.
- b. Demonstrated willingness to attend and participate in professional conferences related to task area(s).
- c. Demonstrated ability and willingness to be open and flexible in consideration of alternative solutions/techniques in meeting a multiplicity of needs as determined by given situations/conditions.

It is expressly understood that these positions will remain a part of the Saginaw Education Association. It is also understood that these positions will be granted at the discretion of the Superintendent, in consultation with the PSC, without regard to an applicant's length of service. These positions will remain in effect for three (3) years or the duration of the School Improvement Grant. In the event funds are no longer available for these positions, the teachers will be allowed to move into an open and vacant position for which they are certified and qualified.



Superintendent/Designee



SEA Representative



Date



Date