

Urban School Transformation

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WISCONSIN DEPARTMENT OF
Public Instruction





*Seeing the possibilities through
the eyes of our children*



WISCONSIN DEPARTMENT OF
Public Instruction

Urban School Transformation

Shared Leadership

**Professional Learning
Communities (PLCs)**

Culture & Climate

The Work

PLI – Shared Leadership

FIVE PRIORITIES FOR SUCCESS

High School Climate Equity Liaisons PLCs



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PLC Model Literacy-Central Region/Ambitious Instruction

Comparative Data Analysis

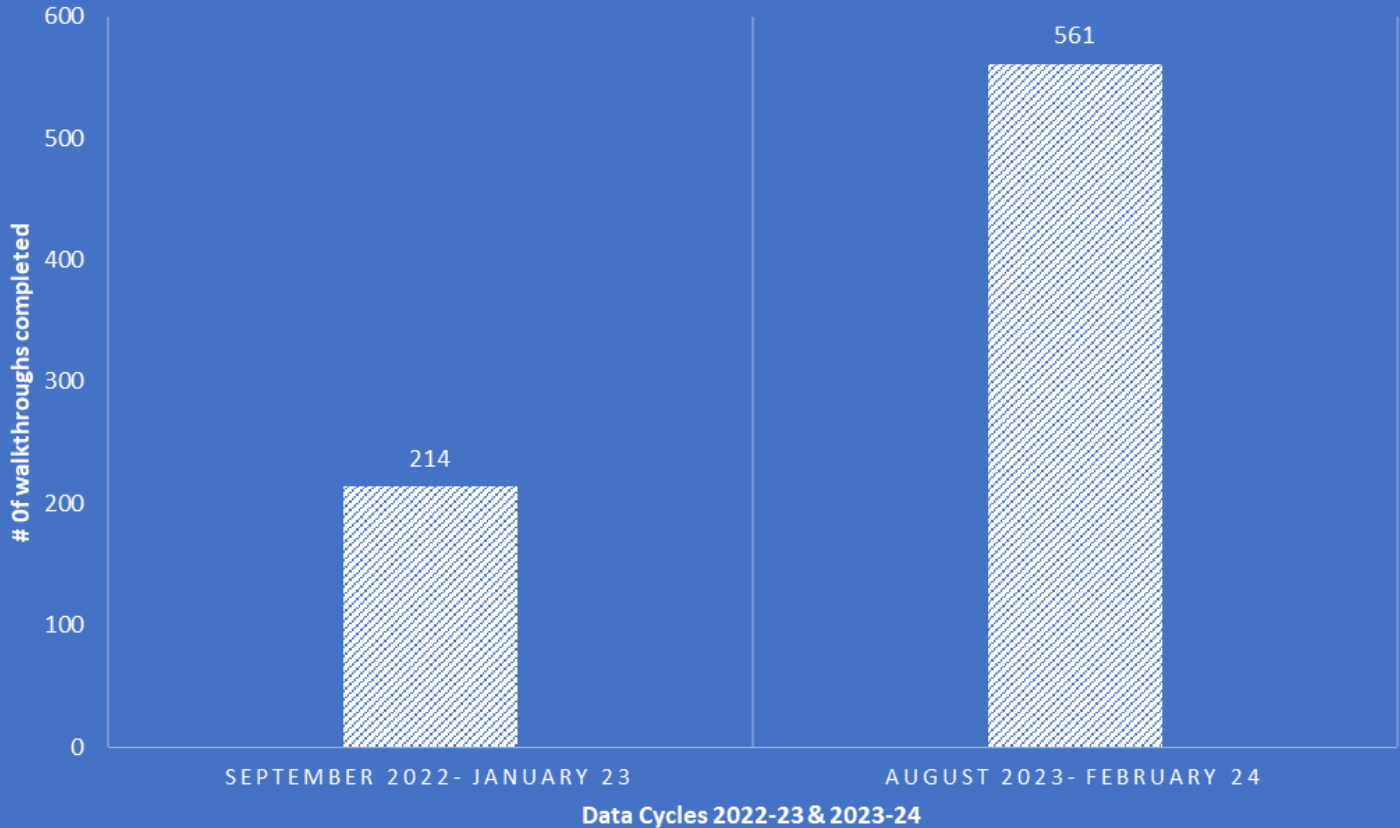
Central Reads
Cycle 1 & 2



WALKTHROUGHS IN CENTRAL REGION FOCUSED ON LITERACY

Walkthroughs have doubled from this time last year.

In 2023, we began capturing data one month sooner than previous year.

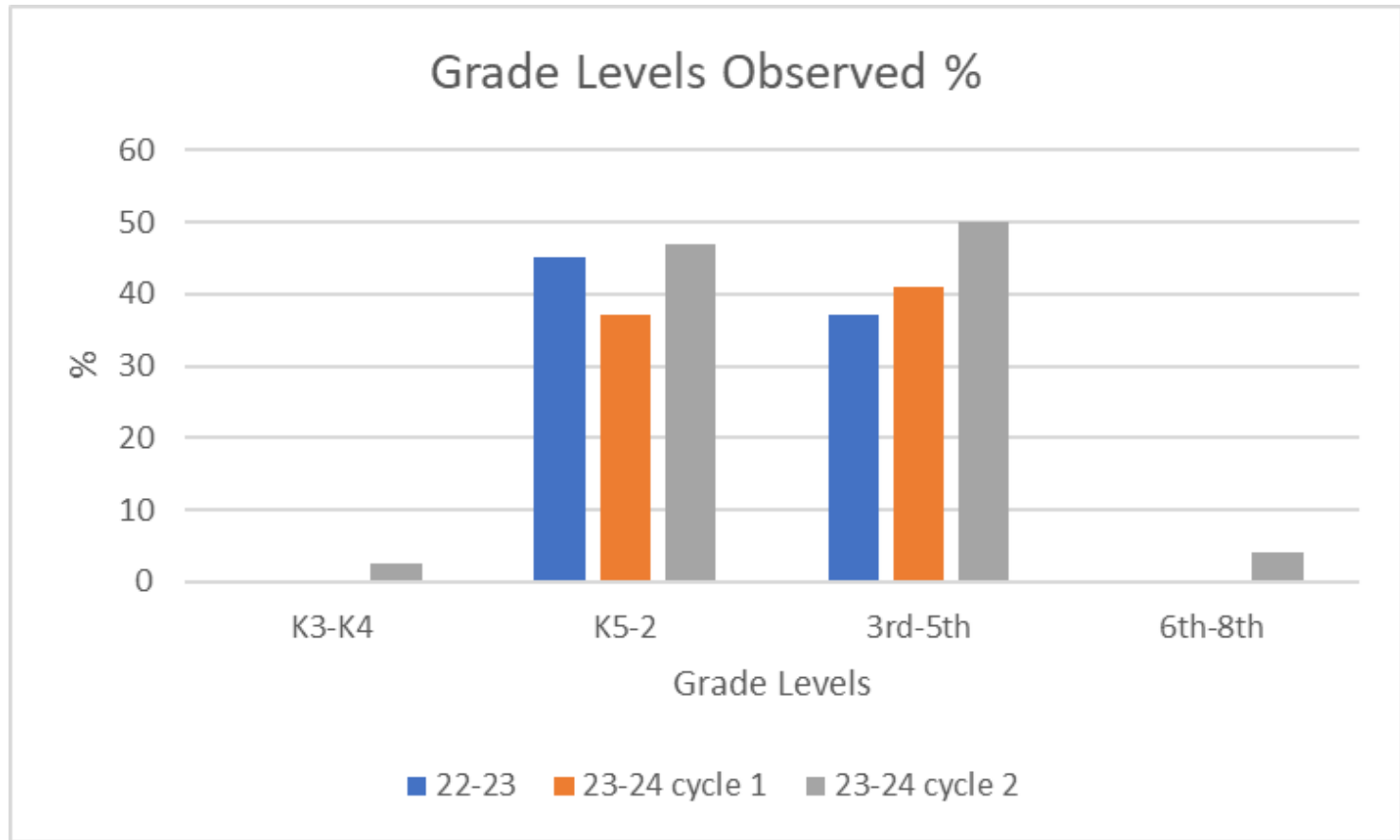


Cycle 1

K3-K4 for both years
walkthroughs are below **1%**

+4% increase in
the walkthroughs
with the 3-5 grade

In the second cycle
of 2023-24 SY, we
see an increase in
walkthroughs for
K3-K4 +2.5%
K5-2nd +4%
3rd-5th +9%
6th-8th +10%.



Teacher Practices has increased in the following areas:

Academic Practices
+3.5%

Formative Practices
+14%

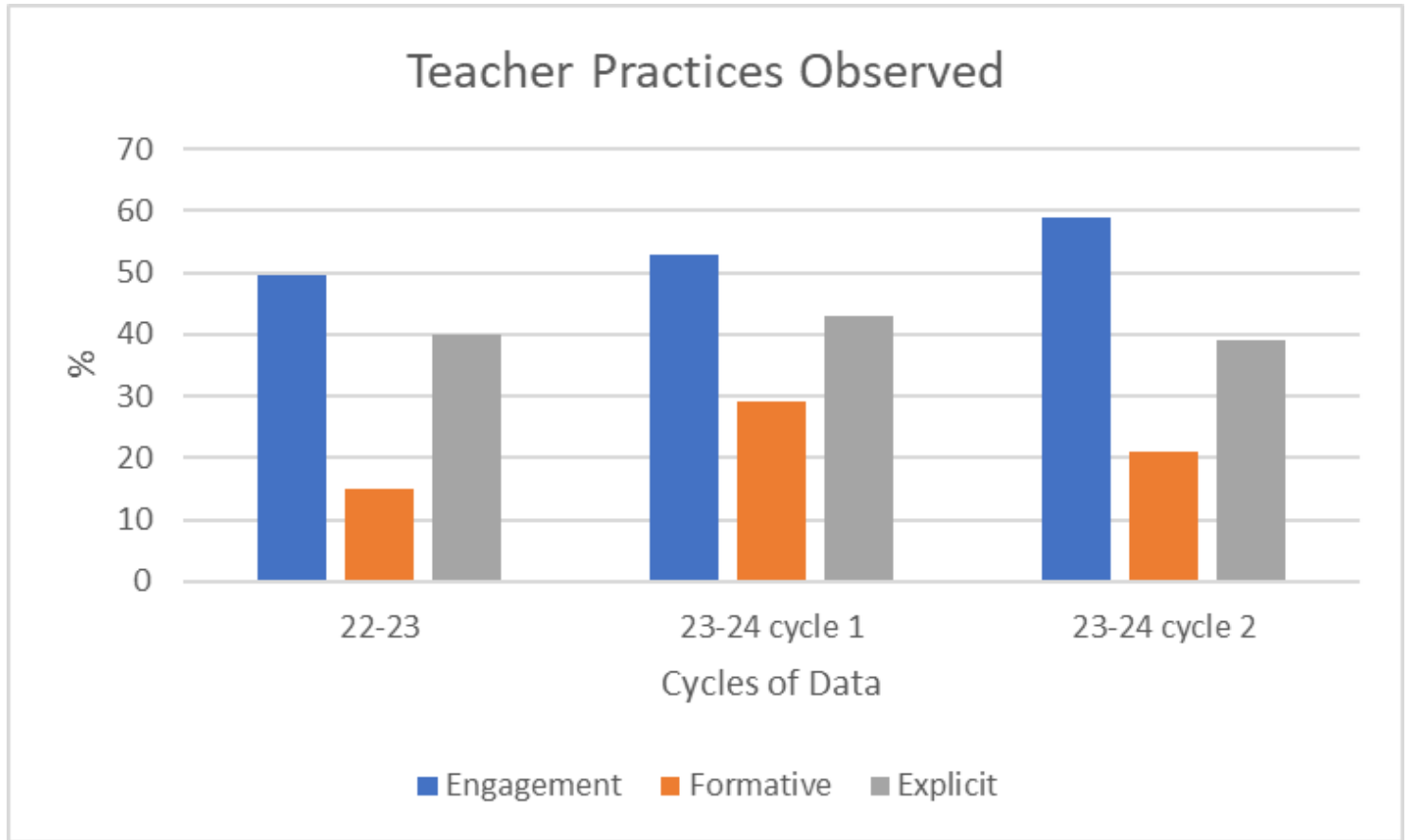
Explicit Instruction
+3%

In 2023-24 from Cycle 1 to Cycle 2 we see an increase in

Engagement + 6%

Formative Practices
-8%

Explicit Instruction - 6%.



Principal Leadership Institute (PLI)

Shared Leadership
Cycle 1 & 2

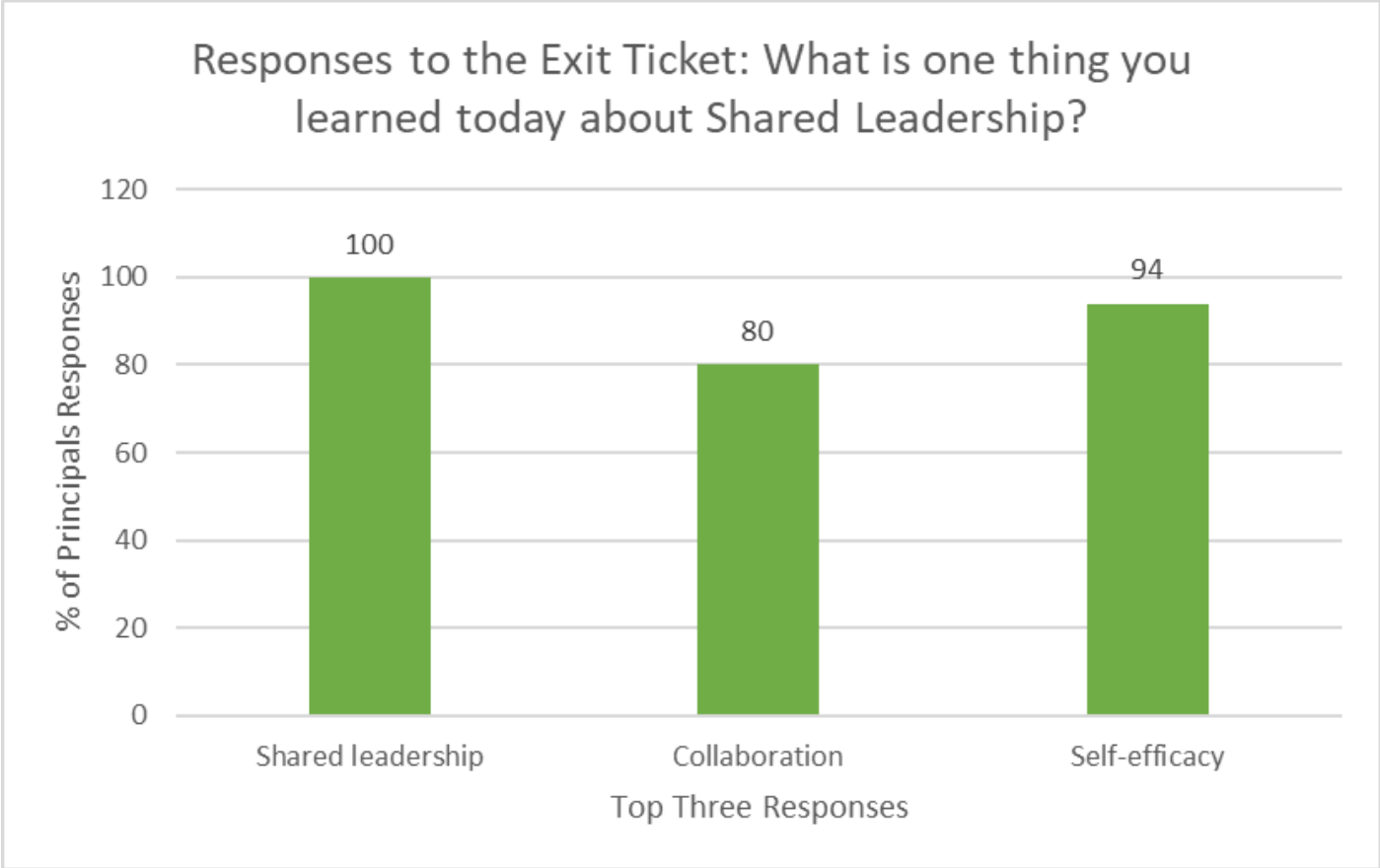


October Exit Ticket:
213 Responses

100% of building
leaders stated
shared leadership.

94% of building
leaders stated self-
efficacy.

80% of leaders
stated collaboration.



December PLI, Shared Leadership Session asked Building Leaders to reflect on the type of leader they are. This table represents the 135 responses.

Topics Addressed	% Yes	% No
I have an accountability system.	47.4%	52.6%
It is important for me to foster opportunities for all staff members to share their voice.	100%	
I like to build consensus.	97%	3%
I steer the conversations with staff towards my ideas, I want them, to think it is their idea.	24.4%	75.6%

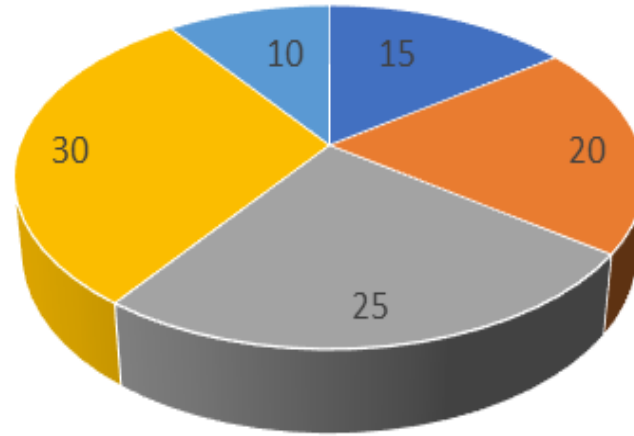
December PLI, Shared Leadership Session asked Building Leaders to reflect on the type of leader they are. This table represents the 135 responses.

Topics Addressed	% Yes	% No
I discuss lesson plans with teachers on a consistent basis and they give me insight into what students are learning so I can provide feedback.	32.6%	67.4%
I prefer to sit back and listen to staff members during conversations to hear their line of thinking.	84.4%	15.6%

In February, we received 175 responses from participants regarding their learning around building consensus and effective communication.

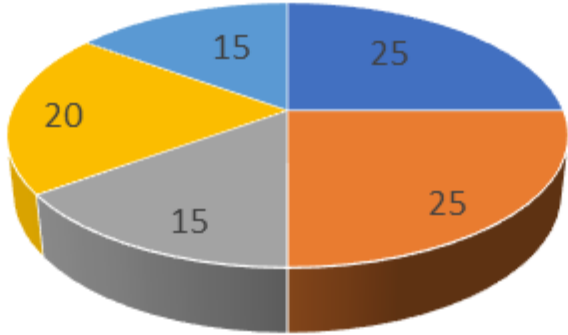
This is a pattern of responses in %.

What is the one thing you can do to build trust & collaborate with teams?



- Relationships
- Communication
- Consensus
- Inclusion of All Voices
- Transparency

How Did This Session Help You Build Your Leadership Team?

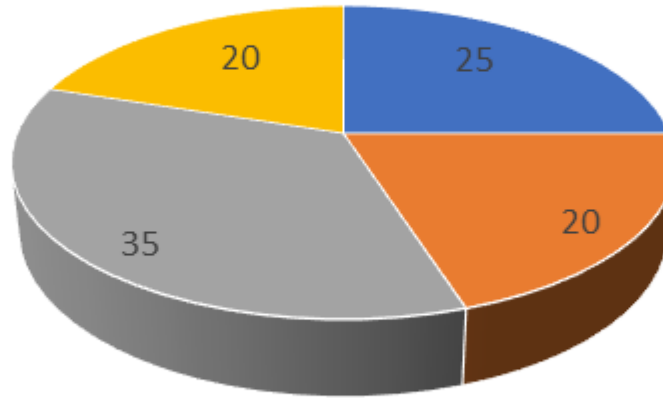


- Strategies
- Consensus
- Great Feedback
- Discussion with Colleagues
- Inclusion of All Voices

The top % of answers include Building Consensus & Strategies

The top % of responses include Building Consensus & Inviting Team Members

What is one effective communication strategy you learned today?



- Invite Your Team Members
- Collaborative Decision Making
- Build Consensus
- Inclusion of All Voices

High School Climate Equity Liaisons

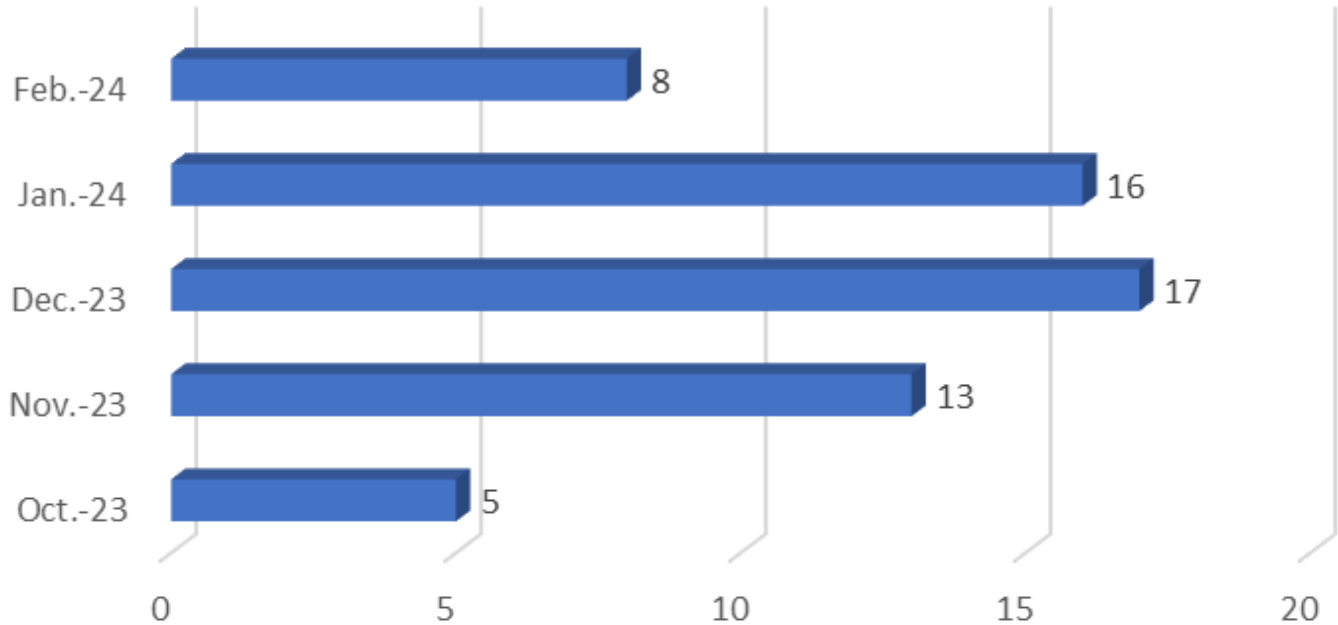
Data Review
Cycle 1 & 2



High School Region PLC Meetings on Culture and Climate

High School Climate PLCs consist of both sponsoring teacher and students.

Climate Equity Liaisons (teachers) facilitate the PLC.



Number of Meetings Held Each Month

Topics addressed during the PLCs :

The Top 3 include:

- 1. Staff-Student Relations**
- 2. Students-Student Relations**
- 3. School Safety**

Topics Discussed within PLCs	Frequency
Staff-Student Relations	20
Student- Student Relations	20
School Safety	12
District Policies	10
Classroom Management	9
Other	8
Building Maintenance	7
Mental Health Support	7
Curriculum	6
Equity	6
Psychological Safety	2
Discrimination	2

In the High School PLCs held, the Data Accessed during the Meeting

Data	%
Student Voice at the Meeting	54%
Office Discipline Referrals	17%
Suspension	11%
Attendance	7%
Data from Other Schools	7%
Students Voice Across School	4%

Future of the Work

- Shared Leadership
 - Continuation of bi-monthly Professional Development during Principal Leadership Institute.
 - School Improvement Retreat Days Scheduled for June 21 & 22nd, and four days in August.
- Central Region
 - Support full implementation of PLCs region-wide for K-5 Literacy
 - PD for Building Leaders to Facilitate and Support PLC work
 - Science of Reading Professional Development and Coaching
- High School Region
 - Increase the number of schools participating in Climate PLCs through customized supports
 - Spring Leadership Summit on April 19th for professional development with the Climate PLC participants.
 - Survey faculty for needed resources and supports to continue this work



Thank You!