



MILWAUKEE
PUBLIC SCHOOLS



Start. Stay. Succeed.
Comienza. Quédate. Triunfa.

GE Foundation Grant in MPS

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Overview

In 2011 with support from GE Healthcare, the GE Foundation (GEF) awarded \$20.4 million to Milwaukee Public Schools. MPS partners included GE Healthcare, the GE Foundation, and the Milwaukee Teachers' Education Association.

The grant began as math professional development for teachers then transitioned to the support of a cohort of elementary schools focused on math and literacy improvement through the implementation of the Common Core Standards.

Currently, the grant is transitioning to college-and-career-readiness across the district. Reciprocal responsibility of matched support and accountability coupled to commitment and a strong partnership for long-term results keeps the team focused on the “right work” and student outcomes.



PHASE 1: The Launch (2011-2013)

Getting Started

Schools focused on improving math and literacy using a coaching model and Common Core State Standards.



Progress...

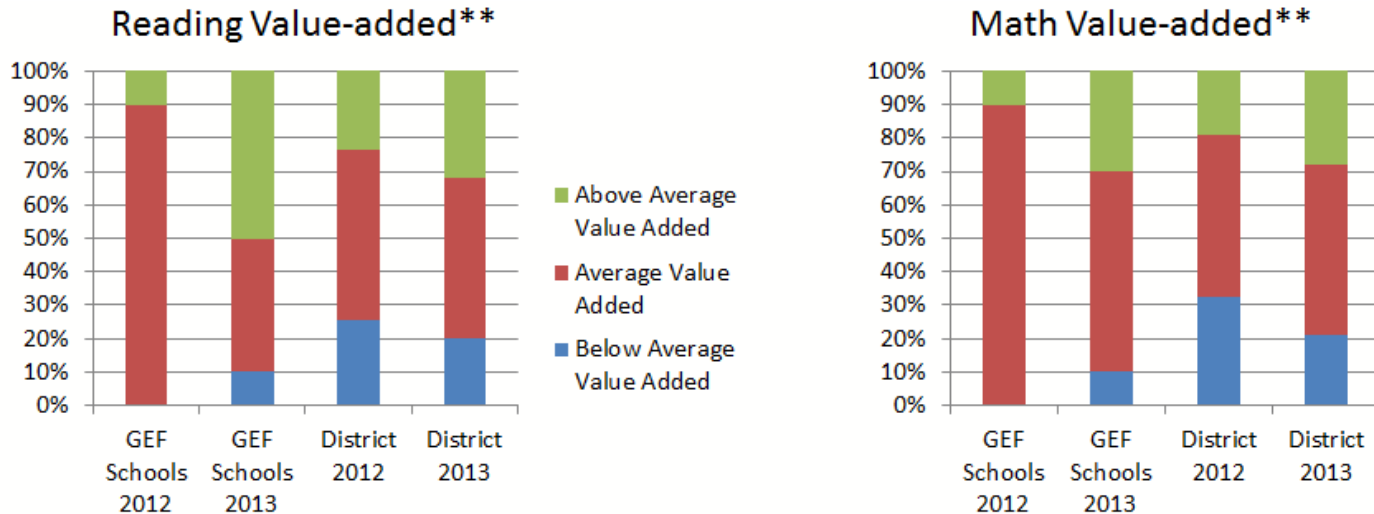
- Hired 20 highly qualified Literacy and Math Coaches (2 in each school)
- Hired two Culturally Responsive Teacher Leaders to serve all 10 schools
- Established Parent Coordinators in each of the GE Schools
- Began instructional rounds to provide feedback and improve teaching, including GE Principal instructional rounds

The Identification Process

- Forty-two eligible schools were invited to apply to become GE Demonstration Schools. Ten schools were announced at an event held on October 1, 2012.
- The GE Foundation Demonstration Schools focus on standards and practices which are shown to produce high levels of success and achievement:
 - ✓ Rigorous instruction aligned to Common Core State Standards
 - ✓ A professional learning community in which teachers have the opportunity to collaborate during the school day to learn and develop best practices for increasing student achievement.
 - ✓ A collaborative culture in which educators work together with students and parents to understand the needs of all learners.



Encouraging Early Results



There was a significant improvement in the GEF Demonstration Schools vs. the District:
In the Above Average value-added category, GEF Schools increased 40% vs. district growth of 8% in reading, and GEF Schools increased 20% vs. district growth of 8.7% in math.

MAP® Measures of Academic Progress®

**MAP® Value-added results compares the growth of similar performing students while controlling the impact of factors schools cannot control (e.g., poverty, race).

Change as a Constant

Assessments:

- **District Benchmark Assessments:** MAP Assessment, Fall 2011-Spring 2015; STAR Assessment, Fall 2015-present
- **State Assessments:** WKCE, Fall 2011-Spring 2014; Badger Assessment, Spring 2015; Forward Exam, Spring 2016-present

Funding Focus:

- **K - Grade 8-** Common Core & STEM (2011-2015)
- **Grade 6 - High School-** STEM & College and Career Readiness (2015-Present)

Principal Leadership Institute:

- **Focus of Learning:** *Four Strategic Academic Priorities* aligned to actionable data collection via Instructional Rounds

PHASE 2: Expansion of Structure (2013-2016)

Cohort 1-Demonstration Schools provided observers a first hand look at instructional best practices (Fall, 2013).

- **Ten schools of Cohort 1:** Browning, Curtin, Clemens, Fratney, Kagel, Milwaukee Sign Language School, Pierce, Victory, 53rd St., and 95th St.
- Total enrollment in these schools was approximately 4,200 students

Cohort 2-Demonstration Schools were identified in December of 2013.

- Followed the same application process as the Cohort 1 schools
- **Nine schools of Cohort 2:** Cass, Congress, Elm, Gaenslen, Grantosa, Hampton, Hawthorne, Parkview, Whitman
- Total enrollment in these schools was approximately 4,350 students

Overall Impact

Total number of students impacted by the GE Work-approximately 8,550 students

Total number of teachers impacted by the GE Work-approximately 900 educators



PHASE 2: CKLA and STEM Focus

2013-2016

- STEM focus in some of the GE schools
- Held telepresence STEM book study across the GE schools with support from the National Science Teacher Association
- Professional development in CKLA* skills curriculum for teachers
- Implemented CKLA curriculum in Kindergarten through grade 2

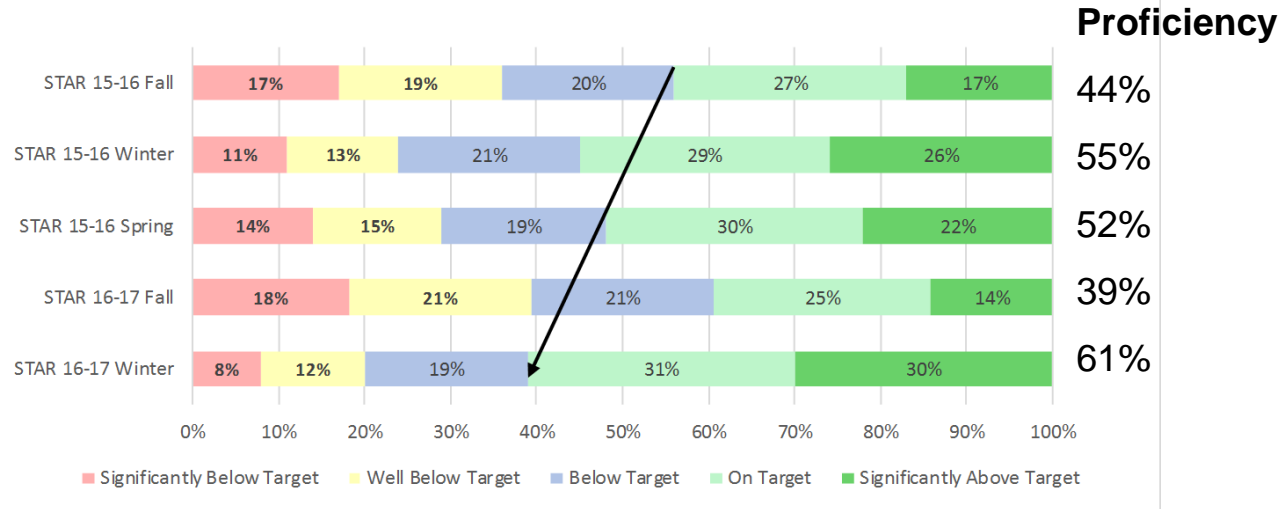


**Core Knowledge Language Arts (CKLA) provides a systematic approach for instruction in early foundational reading skills. The focus is on helping young children understand the basic foundations of the English language, such as sound awareness, phonics, decoding words for reading, and spelling.*

GE Schools: Early Literacy Data

MAP and STAR Data - Early Literacy, Grades K5-1

(Please note that only STAR results are reported. The students in grades K5 and 1 were assessed in MAP Reading in 2014-15.)

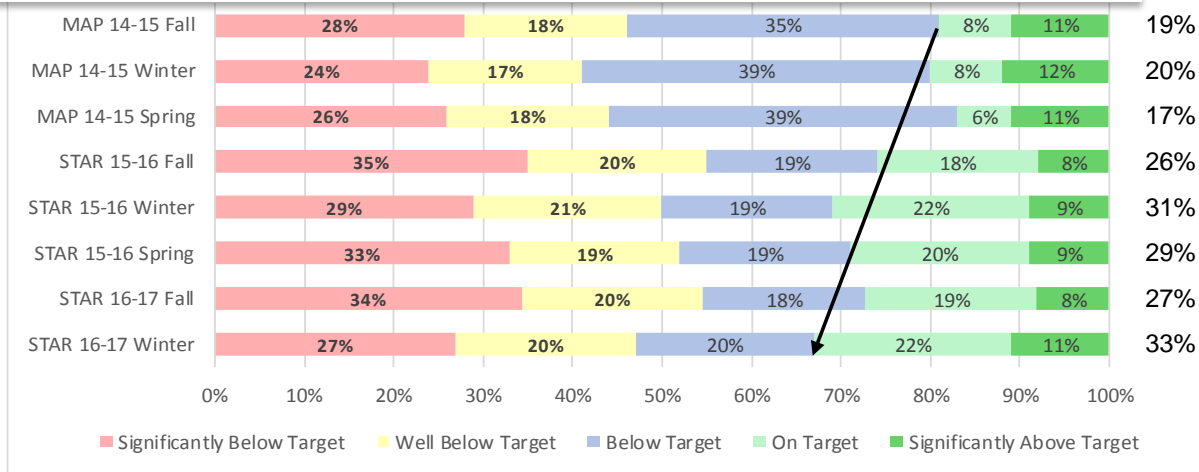


CKLA Schools included in the Early Literacy Data: Browning, Cass, Clemens, Congress, Curtin, Kagel, 95st, and Pierce, Victory, Whitman, Grantosa, Hampton, Hawthorne, MSLS

GE Schools: STAR Reading Data

MAP and STAR Data - Reading, Grades 2-8

(Please note that the assessment changed in Fall 2015 from MAP to STAR. This means the skills assessed and benchmarks were also different. A quality comparison of results can only be made based on the percent of students determined to be on target for grade-level expectations.)

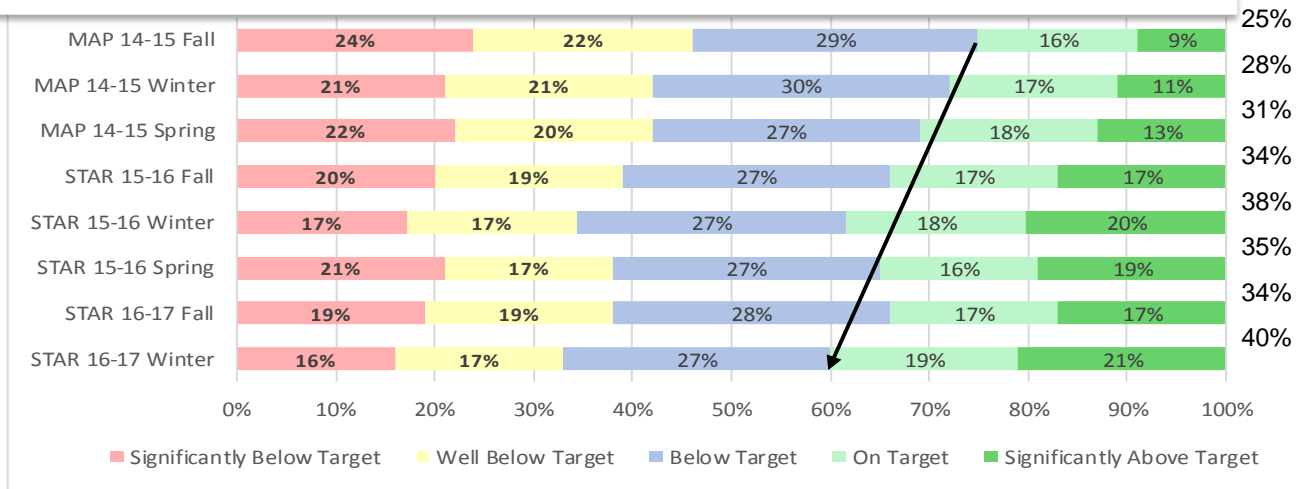


Proficiency

GE Schools: STAR Math Data

MAP and STAR Data - Math, Grades K5-8

(Please note that the assessment changed in Fall 2015 from MAP to STAR. This means the skills assessed and benchmarks were also different. A quality comparison of results can only be made based on the percent of students determined to be on target for grade-level expectations.)



PHASE 3: College and Career Ready (2016- Present)

- Reduced number of GE Schools from 19 to 10 to high-school focus
- Focused on readiness of culture and climate for high student engagement
- Sunset elementary-school coach support
- Centralized STEM support to GE schools
- Centralized algebra-readiness support to GE schools
- Opened College and Career Center supported by GE
- Increased internships, added internship coordinator
- Increased support for STEM in all high schools
- Began GE Essential Skills Curriculum roll out in high schools
- Increased implementation of CKLA professional development and curriculum in a total of 32 schools throughout the district



Lessons Learned

- GE Partnership, Blueprint for district partnerships
- Collective Impact, Framework for shared outcomes
- Sustainable Solutions, Long term planning
- Leveraging of Human Capital, Build Capacity
 - MPS – Standards, schools, coaching
 - GE – 6 sigma, sustainability work, etc.



Systematic Deployment

- Parent Coordinators are now in all MPS schools
- Core Knowledge Language Arts (CKLA) is expanding yearly into elementary schools
- Culturally Responsive Teaching has grown into culturally sensitive practices with professional development across all schools
- Instructional walks with feedback and guaranteed academics supports are district-wide
- Telepresence (distance learning) is being utilized in high schools
- College-and-career-readiness focus



Sustained Best Practices

GE Foundation Schools	Milwaukee Public Schools
Teaching and grading to standards	All schools teach and grade to standards
Parent Coordinators	All schools have Parent Coordinators
Culturally Responsive Teacher Leaders	All schools have received training on culturally responsive practices
Telepresence STEM Book Study with teachers	High schools are using telepresence to teach courses across campuses
Instructional Walks with feedback and support	All schools have Instructional Walks, with feedback and guaranteed academic supports
CKLA curriculum in grades kindergarten through second grade	Thirty-two schools use the CKLA curriculum, and we continue to expand
GE Audits	School Quality Reviews
Ensuring quality leadership of GE schools through development and assignment	Use of Wisconsin Framework for Principal Leadership to ensure quality leadership at all schools



Building a Legacy of Best Practices in K-8



Action Plan



GE Building Champions



Resource Library

Continued Support Provided to Ensure Legacy of Best Practices K-8

Grade-level Cohort Meetings

Principal Meetings

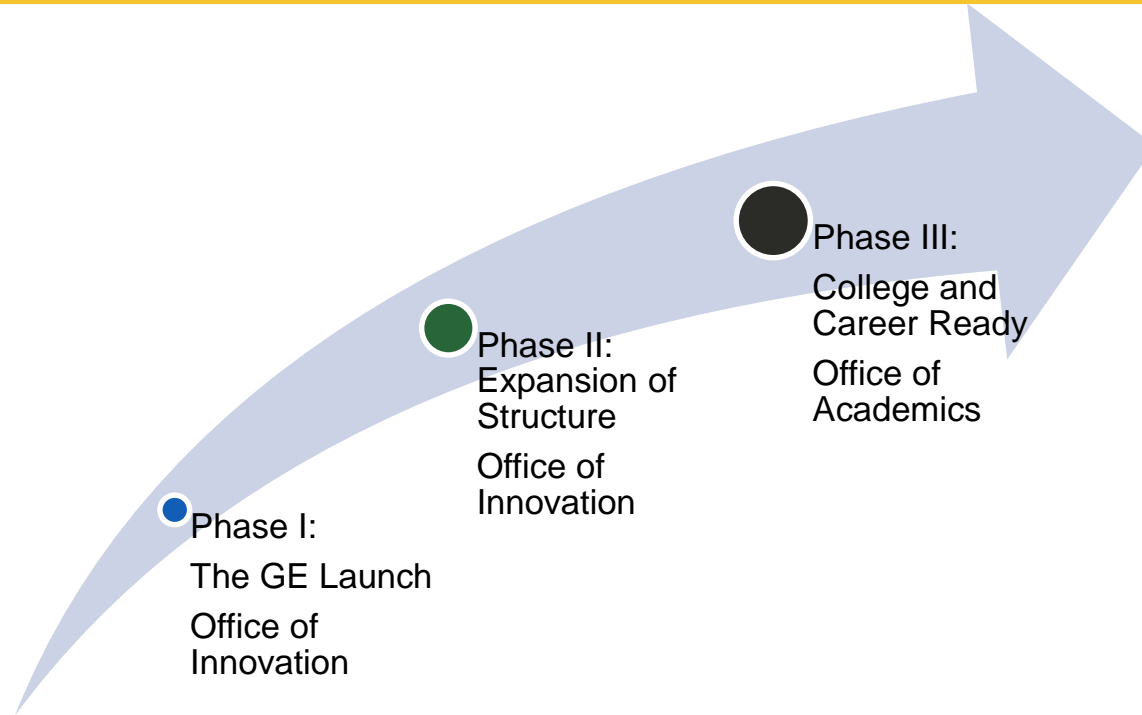
GE Coach/Building Champion
Shadowing

Monitoring and Feedback
Cycles through Coaching

Digital Resources



Transitioning the GE Legacy to Galvanize IMPACT Districtwide



Building a Legacy of GE Practices for the Future...

College-and-career readiness Focus:

- Expansion of internship opportunities
- Implementation of GE Essential Skills Curriculum at all MPS high schools
- School-based College and Career Centers in all MPS high schools
- STEM focus to ensure STEM-literate students
- Preparing students for careers in science, technology, engineering, and math through Makerspaces
- Creating a continuum of college-and-career-readiness supports for students, beginning with 9th-grade Academy
- Providing Advanced Placement (AP) courses through Telepresence



GE Foundation Grant in MPS

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