



**MILWAUKEE**  
**PUBLIC SCHOOLS**

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

# TRANSFORMATION NETWORK

**Darienne B. Driver, Ed.D., Superintendent of Schools**

**Tonya Adair, Chief Officer of Innovation and Information**

**Janel L. Hawkins, Senior Director of School Transformation**

**August 2017**

# Agenda

- Strategy for Improvement - The Big 8
- Problem of Practice
- Realignment of District Support
- Transformation Network
- Signature Schools – Menu of Services
- Success Indicators
- Implementation Plan
- What does this mean?

# Our Strategy for Improvement

**Goal #1: Academic Achievement**

-  **Close the Achievement Gap**
-  **Educate the Whole Child**
-  **Rethink High Schools**
-  **Redefine the MPS Experience**

**Goal #2: Student, Family & Community Engagement**

-  **Re-envision partnerships**
-  **Strengthen Communications Systems & Outreach Strategies**

**Goal #3: Effective & Efficient Operations**

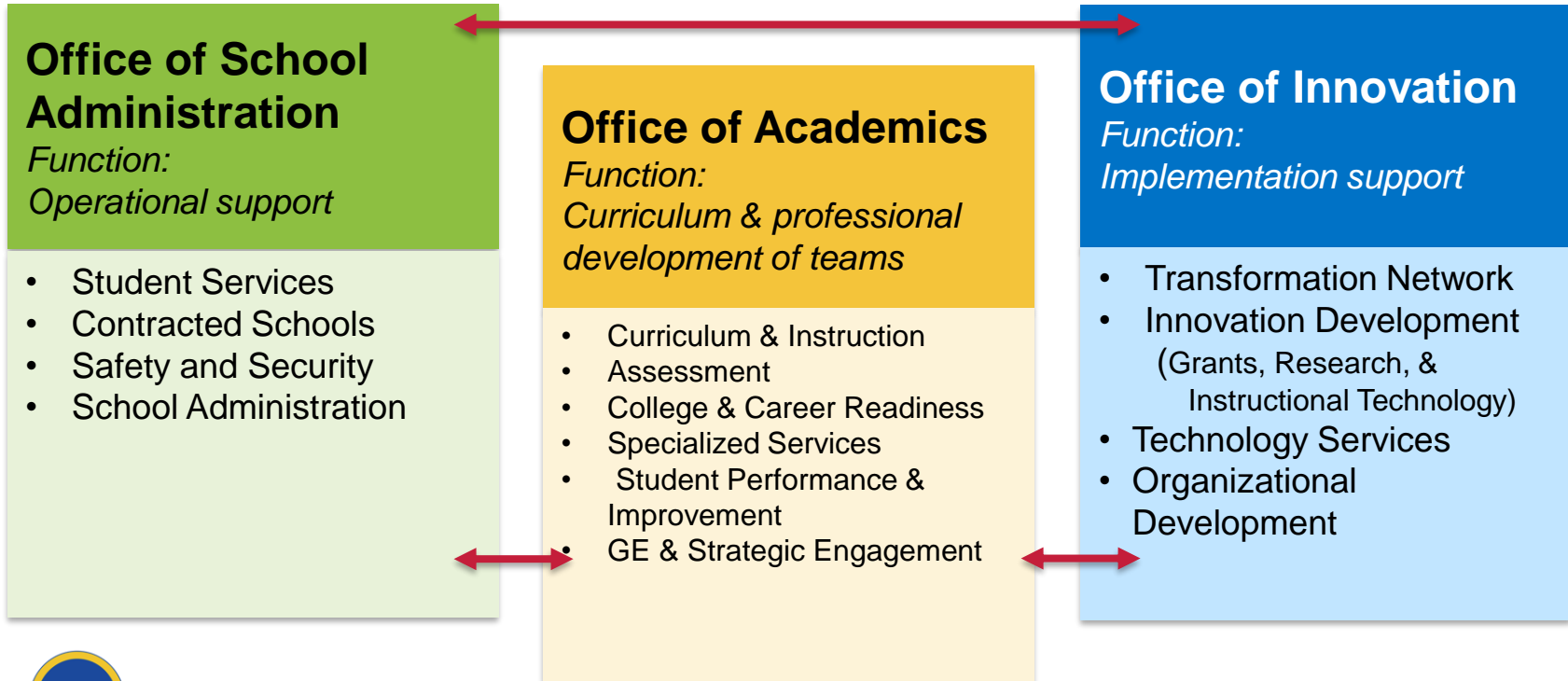
-  **Develop the Workforce**
-  **Improve Organizational Processes**

# Problem of Practice

Milwaukee Public Schools has neither consistently nor effectively engaged all of our students of color in an environment conducive to learning.

In K-8 reading and math 21.9% and 19.7% of our students of color respectively are proficient. In high school reading and math, 17% and 12.9% of our students of color are proficient. Proficiency rates for Black students alone (approximately 55% of all MPS students) are in the single digits.

# Realignment of District Support



# Definition of terms

**Transformation Network:** includes all traditional schools that receive instructional support within our district.

**Signature Schools:** schools that have been identified by DPI as “fails to meet expectations” on the state report card or School Improvement Grant funded schools (SIG).

**Zones:** are groups of schools with a similar school specialty or schools identified as high needs.

**Instructional Zone Teams:** consists of the three person team providing instructional support from the Office of Innovation and Information.



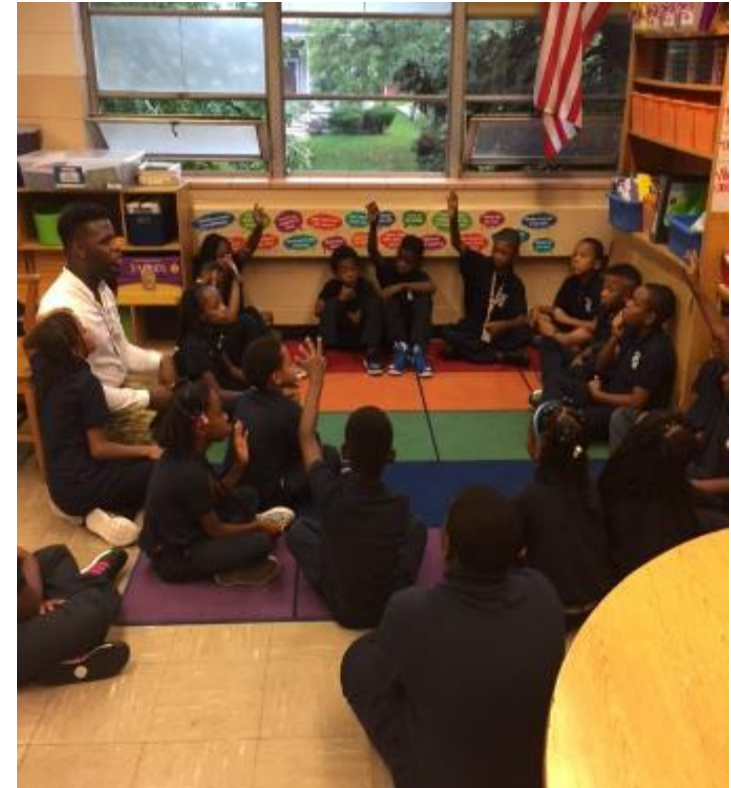
# Transformation Network

- Zones by specialty/focus
- Smaller groupings for more focused support
- Focus areas:
  - Leadership Development
  - Academic Intensity
  - Culture and Climate
- Cross office collaboration



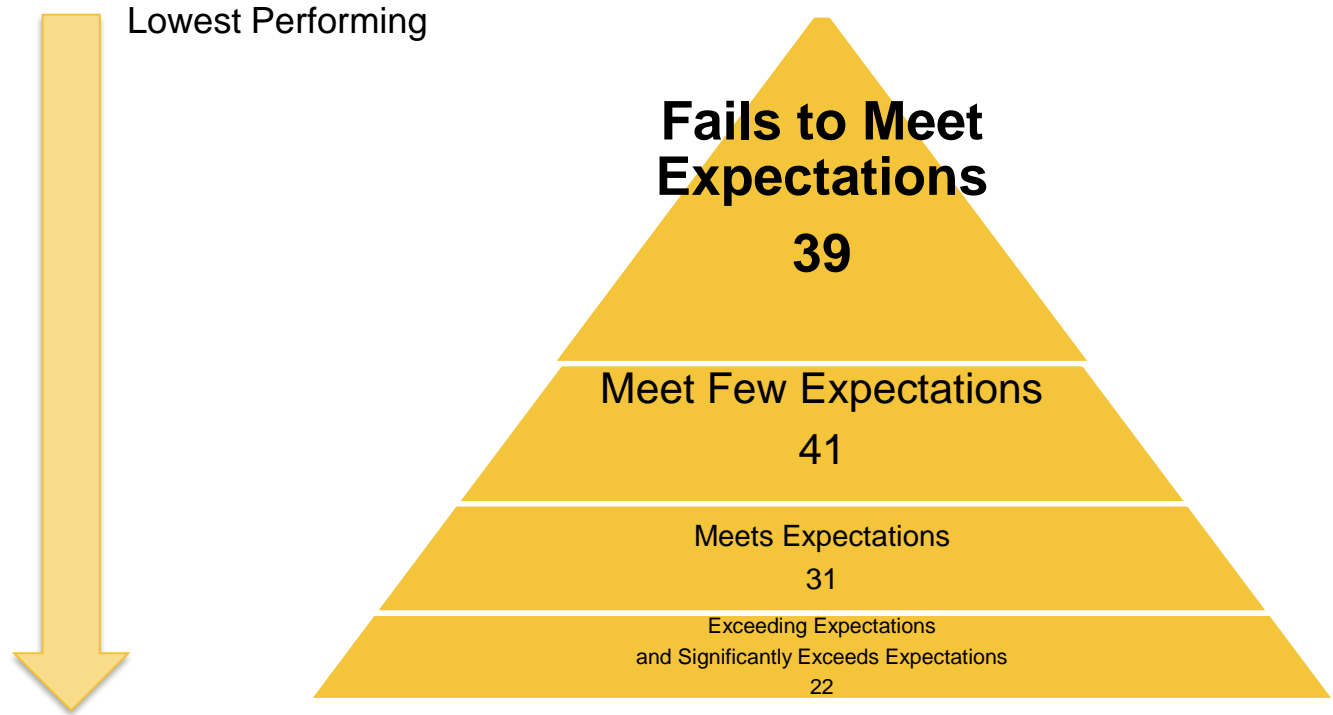
# Network Levers of Support

- Continuous Improvement
- Educator Effectiveness
- Culture of Learning
- Professional Development
- Leading Teams
- Managing Partnerships





# System of Supports for Schools



# Menu of Services – Signature Schools



## Continuous Improvement

- Teacher Observation Tracker to strengthen coaching
- PD catalog aligned to standards
- Quarterly State of the School Data Review



## Educator Effectiveness

- All instructional staff participate in coaching
- Best Practices Field guide



## Culture of Learning

- Classroom Set-up Expectations
- Frameworks for Learning
- School Quality Reviews
- Equity Data Walk



## Professional Development

- Frequent visits/Hotline response to needs
- Differentiated targeted PD designed for adult learners



## Leading Teams

- Signature Leadership Academy
- Action Plans and goal setting frameworks



## Managing Partnerships

- Collective Impact models and resources shared
- Resources gathered to counter inequitable patterns

# Success Indicators

- Staff and Student Attendance
- Decrease the number of students on the STAR assessment scoring below the bottom 10<sup>th</sup> percentile.
- Monitor High School Pass/Fail rates for improvement
- Families and staff will rate our schools positively on the Climate Survey.
- School Leaders will rate district support favorable.



# Implementation Plan 2017-2018

Each month we will share a highlight of best practices that are aligned to our levers of support. During the highlight you will hear, see or celebrate principals, teachers, students and or partners that have evidence of school transformation.

# What does this mean for All Stakeholders?

- Laser focus on instruction
- Acknowledge the disparities in resources and supports
- Cross-departmental collaboration
- More momentum for accelerated success
- Fully support researched based school turnaround practices

# Instructional Leadership



**We Set the  
Bar!**

**EVERYDAY!**

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## **MPS Senior Team**

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