Louisiana School Turnaround Specialist Program

Application Informational Meeting
What is the LSTS Program?

- Executive Leadership Training for Principal
- School Leadership Team Development for School
- Systemic, data-driven approach to change
- Builds the capacity of districts to address low-performing schools
How can LSTS help my district?

- Leadership development for innovation and reform
- Builds capacity in school and district
- Cost effective
- Sustainable
School Turnaround Office

- Designed to build state and local capacity to turn around persistently low-achieving schools in Louisiana to prevent the need for state intervention

- Administers High-Performance Schools Initiative (HPSI) — SIG 1003(g)
  - 4 intervention models (turnaround, transformation, closure and restart)
  - 32 HPSI schools (Round 1) identified in spring 2010
  - Application for Round 2 released mid-November
  - Identification of Round 2 schools in spring 2011
School Turnaround Office

- HPSI funds can be used to support turn around
  - Implementing a new or revised instructional program
  - Providing job-embedded staff development
  - Promoting continuous use of student data for differentiated instruction
  - Increasing instructional time
  - Providing social-emotional and community-oriented services and supports for students
LSTS School Performance Criteria

• Meet Adequate Yearly Progress (AYP)
• Meet or Exceed Growth Target
• Reduce by 10% the number of students scoring unsatisfactory in ELA and Math on state mandated student assessments
• Increase by 5% the number of students scoring proficient in ELA and Math on state mandated student assessments
## LSTS Program Results 2007-2009

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Year 1</th>
<th>Percent</th>
<th>Number</th>
<th>Cohort</th>
<th>Year 2</th>
<th>Percent</th>
<th>Number</th>
<th>Cohort</th>
<th>Year 1</th>
<th>Percent</th>
<th>Number</th>
<th>Cohort</th>
<th>Year 2</th>
<th>Percent</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Criteria 1:</strong> Overall Met AYP</td>
<td></td>
<td></td>
<td></td>
<td><strong>Criteria 2:</strong> Met or exceeded GT</td>
<td></td>
<td></td>
<td></td>
<td><strong>Criteria 3:</strong> 10% reduction in Unsatisfactory (ELA)</td>
<td></td>
<td></td>
<td></td>
<td><strong>Criteria 4:</strong> 10% reduction in Unsatisfactory (MATH)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cohort 1 Year 1 2007-2008</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>Cohort 1 Year 2 2008-2009</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>Cohort 2 Year 1 2008-2009</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>All LSTS Schools 2008-2009</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Early Successes

- 77% of LSTS Schools made AYP in 2008-2009
- 72% of LSTS AUS Schools made AYP vs. 33% of non-participating AUS Schools
- 100% of LSTS AA Schools made AYP vs. 80% of non-participating AA Schools
District and Superintendent will

- prioritize those schools in need of turnaround.
- identify one or more appropriate candidates for the Turnaround Specialist training.
- provide active and ongoing support for the training and participate in appropriate trainings as outlined in the five program components.
- designate a contact person (district liaison) within the central administrative office.
- agree to assign the identified Turnaround Specialist candidate to the selected school for a period of three years.
- provide access to the participating school to the Regional Provider and LDE staff and researchers so that continuing research and improvements may be made with regard to the program.
- implement the appropriate formative benchmark testing in the participating school, unless it is already in place.
School Criteria

- Will be schools in Academic Assistance with priority given to schools in AUS1 and AUS2, with increased priority given to schools at higher levels of Academic Assistance and, therefore, in greater need of a Turnaround Specialist.

- Additionally, priority will be given to schools in a district with large numbers of schools in AUS1, AUS2, or AA, with the goal of providing that district with models for turning around schools.
Candidate Criteria

- Will serve at the targeted school during the 2011-2012 school year, while participating in the two-year LSTS Program, and must make a three-year commitment to the turnaround school -- two years to complete the program and a third year at the turnaround school site for sustainability.
- Must hold a Louisiana certification as a school principal or educational leader.
- Should have at least one year of successful experience as a principal or three or more years of school-level administrative experience (other than as a principal).
- Must have demonstrated the ability to improve student achievement in a time compressed manner.
- Should have been at the selected school as principal for less than 3 years prior to acceptance into the LSTS Program.
- Must be recommended and supported by the district superintendent and central office staff.
District Advocate Criteria

- Central Office administrative staff member.
- Must have credibility as the Superintendent’s designee to effectively advocate for the Turnaround School.
- Must be available to the Turnaround Specialist for the purpose of answering questions, discussing issues and communicating information relative to the turnaround effort at the district level.
- Must be able to attend required trainings.
Formative Benchmark Testing

- Materials and resources (Dibels, Eagle, Edusoft, Scantron, etc.)
- Alignment to GLEs and accountability testing
- School wide for testing grade levels
- Appropriate data reports for teachers to make instructional adjustments
## Regional Provider Service Assignments

<table>
<thead>
<tr>
<th>University</th>
<th>Assignments</th>
<th>Recruitment Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Xavier University of Louisiana</td>
<td>• Jefferson, Orleans, Plaquemines, RSD, St. Bernard, St. Charles</td>
<td>• May recruit in Charters and in Region 2</td>
</tr>
<tr>
<td>Nicholls State University</td>
<td>• Ascension, Assumption, Lafourche, St. James, St. John, St. Mary, Terrebonne</td>
<td>• May recruit in Charters and in Regions 2 and 4</td>
</tr>
<tr>
<td>Northwestern State University</td>
<td>• Grant, LaSalle, Natchitoches, Rapides, Sabine, Vernon, Winn</td>
<td>• May recruit in Regions 4 or 5</td>
</tr>
<tr>
<td>LSU-S</td>
<td>• Bossier, Caddo, DeSoto, Red River, Webster</td>
<td>• May recruit in Charters</td>
</tr>
<tr>
<td>Louisiana Tech University</td>
<td>• Bienville, Caldwell, Claiborne, Jackson, Lincoln, Ouachita, Union</td>
<td>• May recruit in Charters</td>
</tr>
<tr>
<td>University of Louisiana at Monroe</td>
<td>• Catahoula, Concordia, East Carroll, Franklin, Madison, Monroe, Morehouse, Richland, Tensas, West Carroll</td>
<td>• May recruit in Charters</td>
</tr>
</tbody>
</table>
LSTS Curriculum Modules

- Module 1: Introduction to School Turnaround
- Module 2: School Leadership Team Development
- Module 3: School Turnaround Start-up
- Module 4: School Turnaround Implementation
- Module 5: School Leadership Team Work Session
- Module 6: Turnaround Sustainability
Funding

- Regional Provider will charge tuition for 3 hours of graduate credit for each module.
- Required reading materials will need to be purchased.
- District will fund candidate participation in the program.
Candidate Selection Process - Overview

- District Superintendents submit nominees
- Qualifying nominees submit applications
- Interviews are granted based on application screening results
- Interviews are by committee
- Candidates are assigned to Regional Providers
Nomination Screening

- District Data – AA, AUS1, AUS2 and above
- Nominee Data – Certification & Experience
- School Data:
  - School Performance Score
  - AYP & AYP Subgroup
  - % Free/Reduced Lunch
  - School Improvement Label
Application Scoring

- Justification of Nomination – Superintendent
- Applicant History Form
  - Contact Information
  - Administrative Experience
  - Education History
  - Essay – Courageous Leadership
- Resume
- Letters of Recommendation
- Support for Degrees of Autonomy – Superintendent
Interview Process

• By committee
  1 DOE staff
  2 Regional Provider Staff

• Modified Behavioral Event Interview (BEI) Process – selected competencies include:
  Achievement (Score X 2)
  Initiative and Persistence
  Monitoring and Directiveness
  Impact and Influence (Score X 2)
Per Candidate Cost

- Average Cost Year 1 = $5,000.00
- Average Cost Year 2 = $6,500.00
- Average Cost Year 3 = $1,500.00
- Average Cost Total = $13,000.00
Application Timeline

- Informational Meeting – By Friday, October 29, 2010
- Nomination Form – Due Monday, November 1, 2010
- Application Form – Due Friday, November 19, 2010
- Interview Scheduled – Wednesday, December 1, 2010
- Interviews Conducted – December 6 – 22, 2010
- Candidates Notified – Monday, December 27, 2010
- LSTS Program Activities – January 2011 through December 2013
Send Questions and Nominations/Applications to

Sheila Guidry, Project Administrator
Louisiana School Turnaround Specialist Program
Louisiana Department of Education
P. O. Box 94064
Baton Rouge, LA 70804-9064
Phone: 225-342-3440
Fax: 225-342-7367
sheila.guidry@la.gov