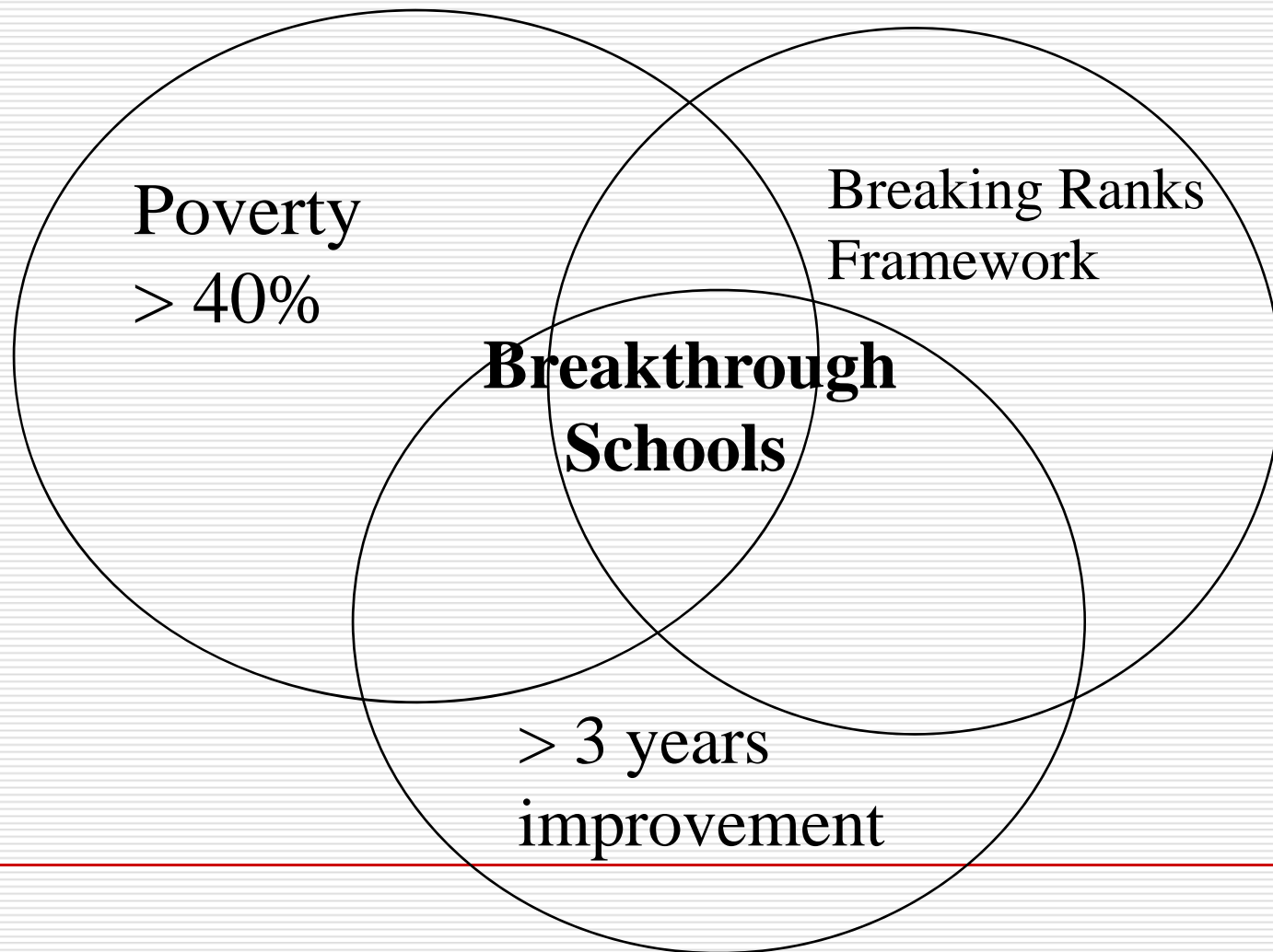


Breaking Ranks: The Role of School Leaders

MetLife-NASSP Breakthrough Schools



BTS Selection Criteria



Systems and Operations

Westwood High School

Memphis, TN

Tommie McCarter, Principal

Our Student Population

Urban School

- 🔥 9-12 grades
- 🔥 486 students
- 🔥 99.6% Black
- 🔥 .4% other
- 🔥 93% FARMS

Our Focus

- ☐ Development of the whole child
- ☐ Improve student achievement
- ☐ Increase graduation rate



Action Steps for School-Wide Positive Behavior Support

Develop and Implement Array of Procedures for Addressing Rule Violations:

Behaviors are clearly defined as evidenced by the professional development conducted the first week of school: “A Vision of Teamwork”.

Clearly defined and consistent consequences and procedures for undesirable behaviors are identified as evidenced by the discipline referral process, the student/parent handbook, the Title I Home/School Compact, and the MCS Student Code of Conduct.

Clearly defined major/minor behaviors are identified in these same documents, along with a suggested array of appropriate responses to these behaviors.

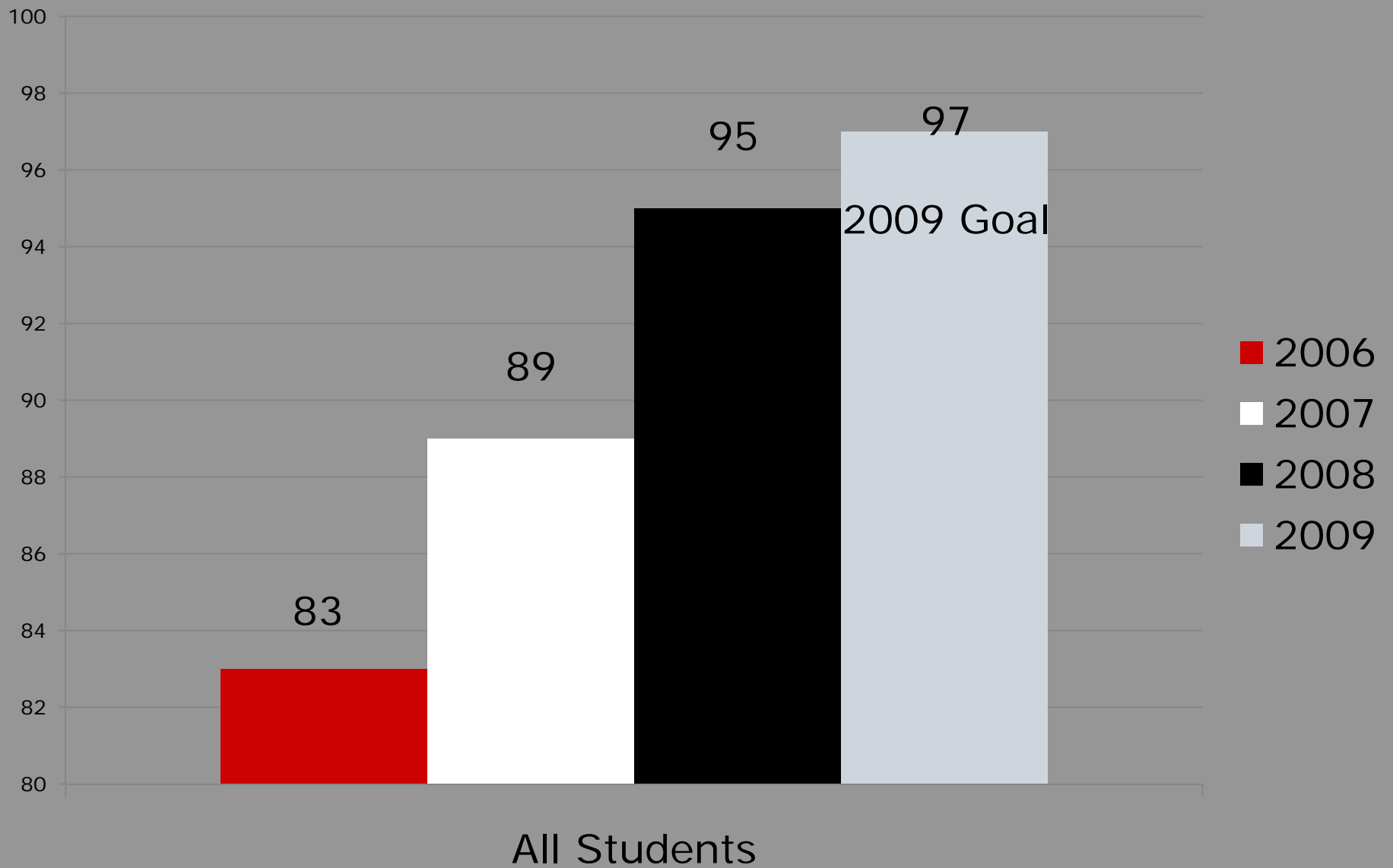
Action Steps for School-Wide Positive Behavior Support

Discipline Data are Gathered, Summarized and Reported to Staff to Make Decisions:

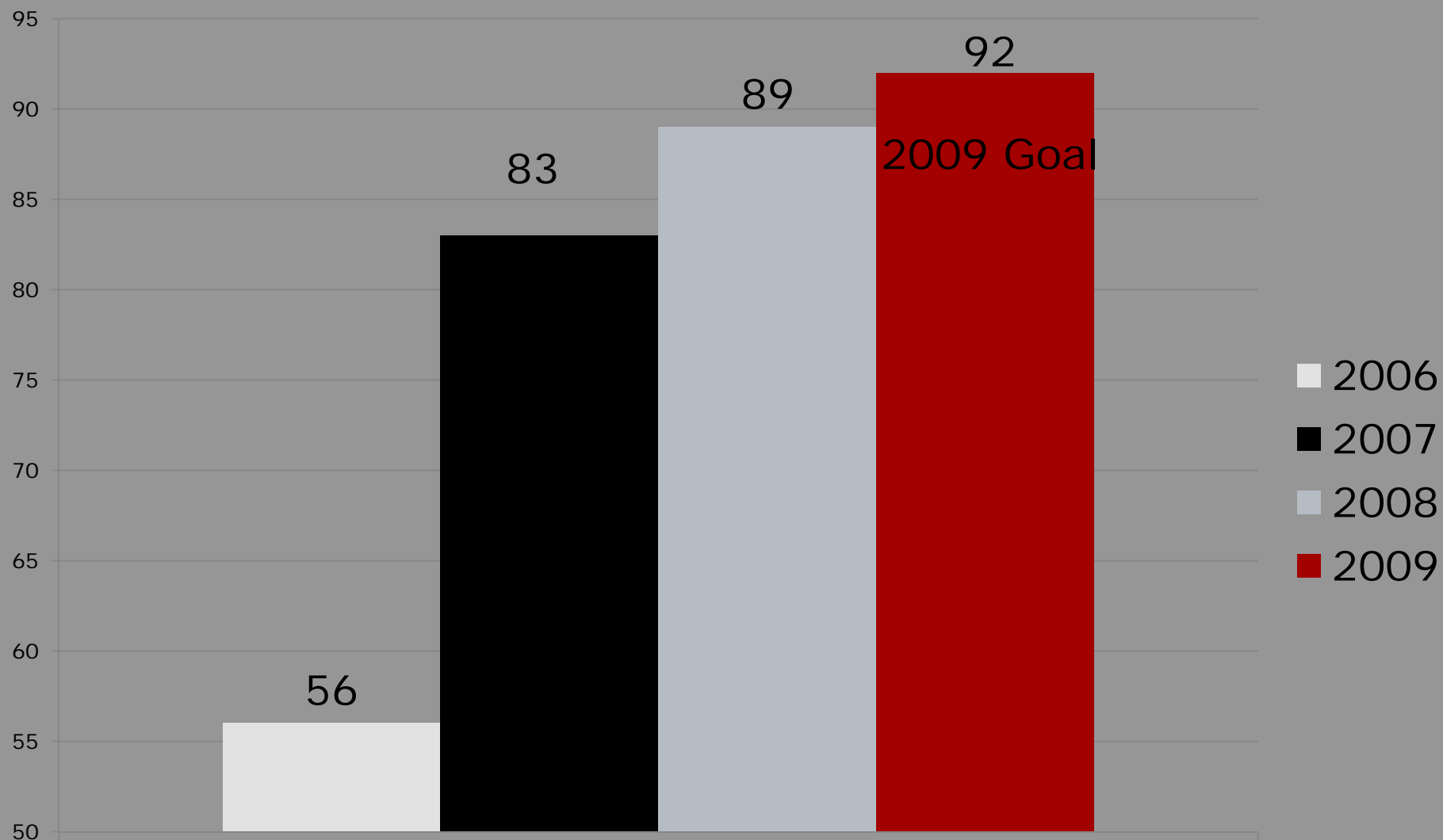
Data collection is easy, efficient, and relevant as evidenced in Chancery incident reports and individual student portfolios in the disciplinary office.

Additional data is collected in the form of progress reports and report cards.

Office referral forms list student and incident information as evidenced by the discipline referral form.



Westwood High School
Language Arts Gateway Data (2006 – present)



All Students

Westwood High School
Algebra I Gateway Data (2006 – present)

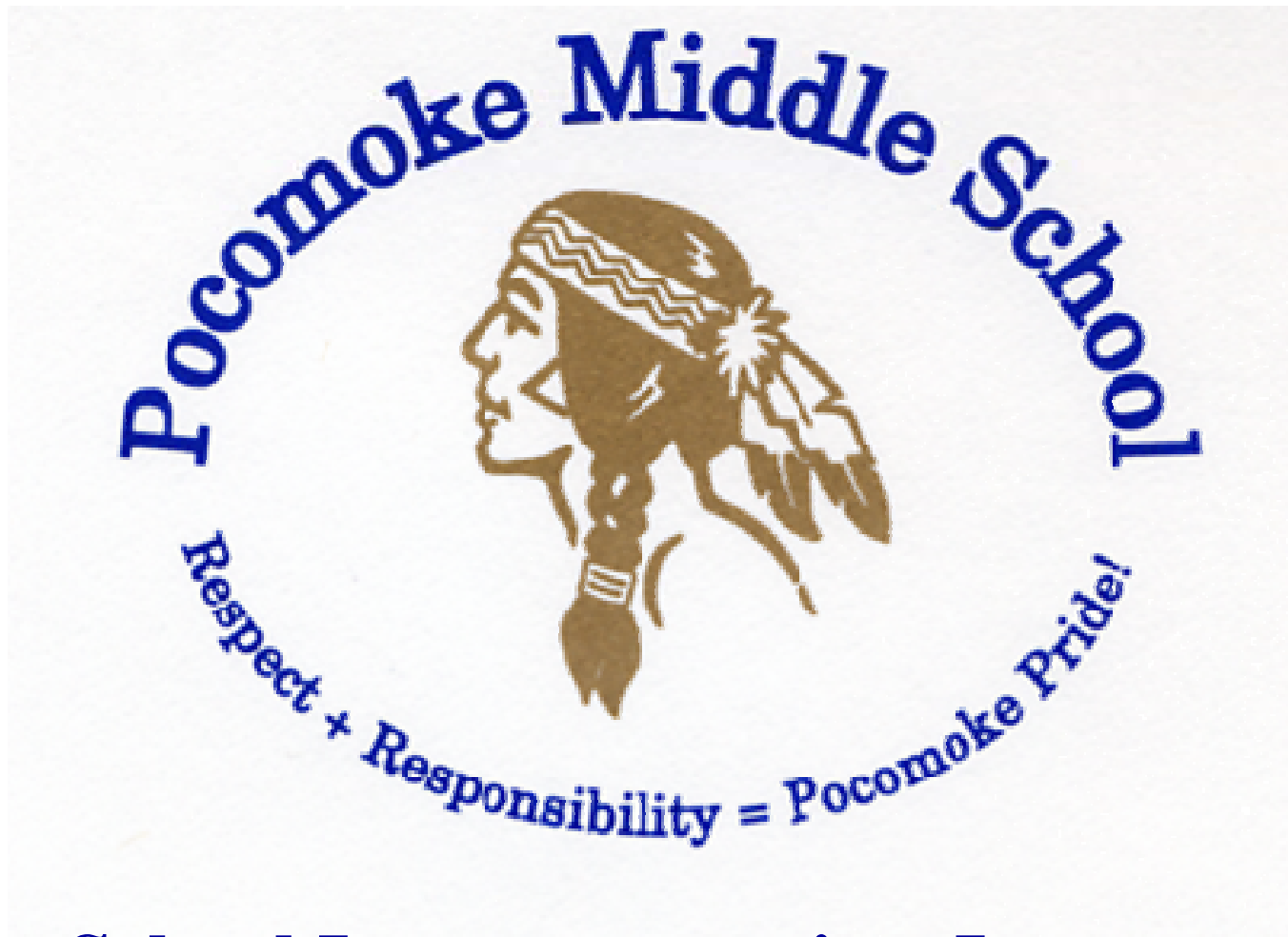
Opportunities to Learn and Time on Task

A significant amount of classroom time is allocated to instruction and extra learning opportunities are provided.

Intercom announcements are limited to the first and last fifteen minutes of the day.

Teachers are to provide a “Do Now” Enrichment Activity while taking care of household duties (taking roll, collecting homework, etc.)

Gateway Boot Camp, ACT Workshops, Peer Power Tutoring, Transitional Program, Teacher-to-Teacher Tuesday, E-learning, Data Compstat Report, and Zeroes Are Not Permitted



**School Improvement is a Journey, not
a Destination...**

Caroline Bloxom, Principal

OUR STUDENT POPULATION

411 Adolescents, Grades 4-8, Ages 9 to 13:

-  **49% Caucasian**
-  **47% African American**
-  **02% Hispanic**
-  **01% Asian**
-  **01% Am. Indian**

58% FARMS

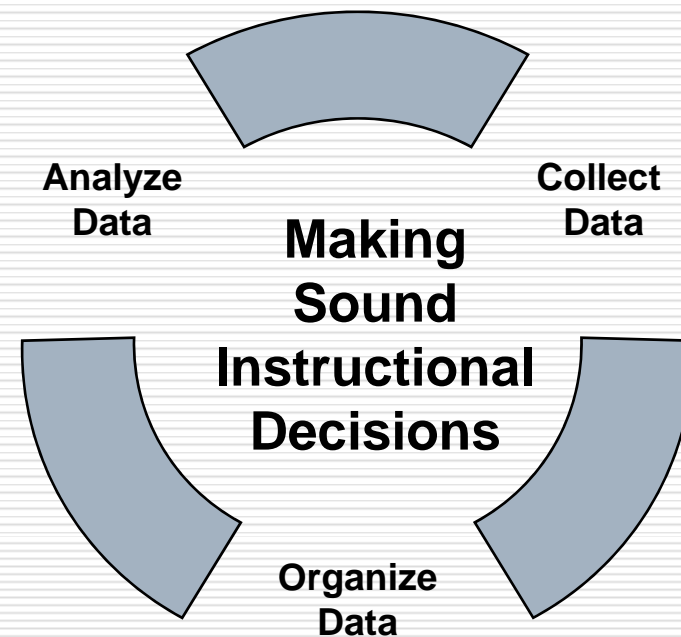
**“Poverty must not be
a bar to learning and
learning must offer
an escape route from
poverty.”**

-Lyndon Johnson

12% Special Education Services

Using Data to Make Informed Decisions

-  **Collect**
-  **Organize**
-  **Analyze**



A school without
support for at-risk
students is like a
hospital without a
trauma center!

There is no one thing....

- 🔥 Welcoming Host Environment
- 🔥 Action Plans & School Norms
- 🔥 Heterogeneous Classes
- 🔥 Full Inclusion with Collaborative Planning & Teaching
- 🔥 Rigorous Curriculum for All
- 🔥 Enrichment
- 🔥 Arts Immersion
- 🔥 Technology Integration
- 🔥 Career Development
- 🔥 After-school Academies and Summer Program
- 🔥 Character Education & PBIS
- 🔥 Resource Positions
- 🔥 Mentoring
- 🔥 Student Recognition
- 🔥 Involved Families and Community....

AFG Accreditation For Growth

Pocomoke Elementary School, Principal: Mr. Todd Hall
Pocomoke Middle School, Principal: Mrs. Caroline Bloxom
Pocomoke High School, Principal: Mr. Tyrone Mills

Membership

**Thirty-six (36) PES/PMS/PHS
AFG/SIAC Representatives
& Community Stakeholders**

Chair: Ms. Caroline Bloxom

**The Pocomoke Strategic Planning
Council (PSPC) ensures
consistency and coherence of
all the site level plans.**

**The PSPC establishes the mission,
beliefs and broad consortium goals
before the site planning teams
begin their work.**

**Pocomoke
Strategic
Planning
Council**



**PES
AFG TEAM/
SIAC**

**PMS
AFG TEAM/
SIAC**

**PHS
AFG TEAM/
SIAC**

Internal Coordinators

**Bob Boyce
Terri Baylis
Robyn Donoway
Susan Green**

Internal Coordinators

**Jane Chisholm
Faith Giddens
Charlene Herzins
Brenda Stephens**

Internal Coordinators

**Kim Purvis
Michael Kelley**

ACTION TEAMS

**Technology - Academic - Character Education
Parent & Community Involvement (Non-AFG)**

SPECIALIZED IMPLEMENTATION TEAMS AT EACH SCHOOL

POCOMOKE MIDDLE SCHOOL MSA AYP SCORES

READING

Subgroup	2003	2004	2005	2006	2007	2008	5 YR GAIN
All Students	55.5	+60.6	+69.4	+72.3	+75.7	+81.1	+25.6
White	78.1	76.8	+84.9	+88.7	+90.1	+91.1	+13.0
African American	34.2	+47.9	+52.0	+54.7	+60.1	+70.5	+36.3
FARMS	36.2	+46.2	+53.8	+58.1	+65.1	+74.2	+38.0
Minority Achievement Gap	43.9					20.6	

MATH

Subgroup	2003	2004	2005	2006	2007	2008	5 YR GAIN
All Students	50.9	+53.8	+62.8	+67.9	+74.3	73.9	+23.0
White	74.3	72.7	+78.9	+86.1	+90.1	87.4	+13.1
African American	28.8	+39.5	+45.7	+48.8	+58.0	+59.0	+30.2
FARMS	30.8	+39.5	+50.2	+51.7	+62.8	+63.4	+32.6
Minority Achievement Gap	45.5					28.4	

A Shared Commitment Toward Increased Student Achievement

*Arkansas City High School
Arkansas City, Kansas*

Marci Shearon, Principal

Our Student Population

Rural School

- 🔥 811 students in grades 9-12
- 🔥 67.14% Caucasian
- 🔥 16.5% Native American/Asian
- 🔥 13.59% Hispanic
- 🔥 2.72% African American

13.95% Special Education Services

87% Cohort Graduation Rate

Meeting the needs of students through...

- Frequent home/school communications
 - Survey of student interests and community needs (resulting in over 50 course/program additions)
 - Development of Freshman Academy "Teams"
 - School within a school at-risk program
 - 3-Tier Professional Development Model and District Literacy Initiative
 - School Counts-Work Ethics Certification Program
-

SCHOOL COUNTS

MINIMUM REQUIREMENTS

- **Attendance/Tardies**
 - ✓ 95% attendance record in every class (allows for 10 absences/year)
 - **Discipline**
 - ✓ No more than 2 logged discipline referrals per year
 - ✓ OSS immediately disqualifies for the year
 - **Grade Point Average**
 - ✓ At least a 2.5 GPA for school year
 - **Civic Leadership**
 - ✓ Freshmen: Minimum of 2 hours
 - ✓ Sophomores: Minimum of 4 hours
 - ✓ Juniors/Seniors: Minimum of 6 hours
-

SCHOOL COUNTS

MINIMUM REQUIREMENTS cont'd

- **Portfolio**
 - ✓ Kansas Career Pipeline
 - ✓ 1-page personal biography
 - ✓ Resume
 - ✓ Transcript
 - ✓ 1-page personal reflection paper on school and/or career goals
 - ✓ Business profile (business person interview required)
 - **FINALE: SENIORS ONLY**
 - ✓ Attend an interview composed of a 3-person committee of community/business leaders
 - ✓ Final portfolio will be due at this time
 - **Brown Bag Lunches**
-

SCHOOL COUNTS

Working together to give EVERY student at Arkansas City High School an opportunity to go to college . . .

- ✓ Cowley County Community College
- ✓ Arkansas City Chamber of Commerce
- ✓ Arkansas City area businesses
- ✓ Arkansas City High School

Indicators of Increased Student Achievement

Graduation Rate: Increased from 77.9% to 87% over five years

Local Scholarships: Increased over five years from \$7,000 to over \$28,000

ACT Composite Scores: Increased from 18.1 in 2003 to 22.5 in 2008