

Advancing School Leadership for Continuous Improvement

Support for Tier IV Federally Identified Schools

Office of School and District Improvement (SDI)

SDI's Vision, Mission, and Goal

Vision

What we envision for Georgia's future: **Quality leadership** resulting in **effective instruction** and **learning for all students** in every Georgia region, district, school, and classroom.

Mission

Our Strategy: To provide a superior system of statewide **support** to districts and schools in Georgia to **advance school improvement efforts** that **positively influence student learning**.

Goal

To provide **value-add service and support** to every school and district leader to **remove the variability of learning** among schools and students in Georgia.

Session Goals

1. Understand identification for Tier IV schools
2. Understand support available from the Georgia Department of Education (GaDOE) and Regional Education Support Agencies (RESA)
3. Understand next steps

House Bill 338

On April 27, 2017, the Governor of the State of Georgia signed into law House Bill 338. O.C.G.A. §20-14-43 establishes a system of supports and assistance to the lowest-performing schools in the state, identified as being in the greatest need of assistance.

GaDOE has defined Tier IV schools as the 10 lowest performing schools that have consistently performed in the bottom 5% of Title I schools as measured by federal identification of CSI for the last three identification cycles (2018, 2019, and 2022).

Three Years at a Glance

Year 1 – Planning for Implementation

Focus of Work – Ensuring core processes, systems, and conditions are in place for school improvement (leadership team performance, collaborative planning, instructional awareness walks, short-term action plans, continuous improvement plans, principal support framework)

Year 2 – Transforming Core Instruction

Focus of Work – Ensuring practices are in place for rigorous Tier 1 instruction (data-driven instruction, instructional planning, observation and feedback, professional learning, standards-based instruction, multi-tiered systems of support)

Year 3 – Planning for Sustainability

Focus of Work – Ensuring capacity for sustainable reform (collective commitments, determining sound processes, data-proven practices, adaptation, alignment of policies, leadership and teacher capacity)

GaDOE and RESA Support

Our Collective Focus



- School improvement planning, implementation, and monitoring
- Processes and procedures
- Leadership Teams
- Collaborative planning
- Tier 1 instruction
- Effective implementation and monitoring

Terms to Know

Program Manager (PM)- Oversees support and coaching for improvement at the school and district level

School Effectiveness Specialist (SES)- SDI specialist assigned to your school to support, guide and coach the work of improvement, with a focus on school leadership

School Improvement Specialist (SIS)- RESA specialist assigned to your school to support, guide and coach the work of improvement, with a focus on instruction

District Effectiveness Specialist (DES)- SDI specialist assigned to your district to support, guide and coach the work of improvement at the district level

Terms to Know

Continuous Improvement Team (CIT)- A collaborative team consisting of the SES, DES, SIS, the principal, school-level staff identified by the principal, and any other intermediaries that provide support to the school on an ongoing basis (district personnel, GaDOE staff, RESA staff, etc.).

This team ensures support provided to schools is streamlined, aligned to school improvement plans and short-term action plans, and provides a vehicle for ongoing, consistent communication between the supporting agencies, school, and district.

Terms to Know

Georgia School Assessment of Performance on Systems (GSAPS)-
The purpose of the GSAPS review process is to provide detailed information for a school on its progress toward full implementation of all five systems of the GSCI by conducting an in-depth examination of a school's data to determine areas of opportunity and support and to guide the school's improvement plan.

This process consists of a review of school data and artifacts, stakeholder surveys, focus groups and classroom observations. The process provides schools with targeted actions to improve school-wide processes that impact student outcomes.

2023 CSI Tier IV MOA Highlights

- Requirements for LEA
 - CNA and Consolidated LEA Improvement Plan (CLIP)
 - District plan of support
 - District plan of support template
 - District support through the district continuous improvement team
 - Presentation to local board of education on progress of identified schools using a template provided the GaDOE Office of School and District Improvement

2023 CSI Tier IV MOA Highlights

- Requirements for School

- [Georgia School Assessment of Performance on Systems \(GSAPS\)](#)
- [CNA and SIP](#)
- [Short-term action plans \(STAP\)](#) for CSI schools
- CSI school support through the school continuous improvement teams
- [Leadership team review](#)
- [Collaborative planning review](#)
- [Instructional awareness walks](#)
- [Annual monitoring](#)

Additional information and summary can be found on the [CSI MOA Commitments Chart](#)

Tier IV Support Structure



- Georgia School Assessment on Performance Standards (GSAPS) conducted (diagnostic review of the school's processes and data)
- Data analysis, observations, analysis of SIP
- CIT collaborates on areas of need



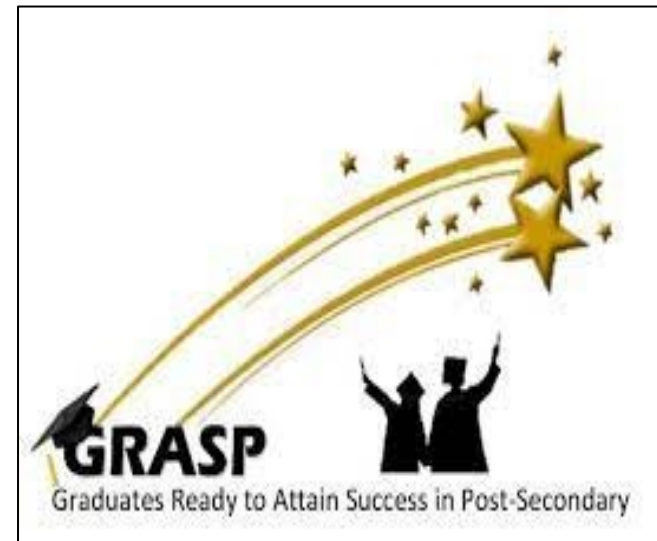
- SES and SIS visit schools weekly
- CIT collaborates to create, implement, and monitor short-term action plans
- DES meets with district on an ongoing basis
- Program Manager visits schools monthly; provides professional learning for school and district leaders monthly



Title I, Part A, 1003 School Improvement Funds allocated to support specific evidence-based interventions

Additional Supports

- Additional Title I, Part A 1003 School Improvement Funds
- Priority for competitive grant opportunities
- Communities In Schools (CIS) support as requested
- Access for high schools to GRASP grant opportunities



Principal and Principal Supervisors Professional Learning Community (PPLC)

- Developing a network
- Facilitating a community of practice
- Fostering the ability to participate in new work
- Deepening principals' engagement in particular work practices by modeling or demonstrating those practices
- Creating opportunities for principals and principal supervisors to contribute to learning in the community

Resources

- [School and District Improvement Website](#)
- [Data Driven Decision Making Process Guide](#)
- [High School Graduation Toolkit](#)
- [School Leadership Team Process Guide](#)
- [Collaborative Planning Process Guide](#)
- [Instructional Awareness Walks Process Guide](#)
- [GaDOE Professional Learning Events](#)
- [District Plan of Support Process Guide](#)

Instructional Leadership Conference

Solution-Focused Continuous Improvement

When: February 28 – March 1, 2023

Where: Macon Marriott

Purpose: To provide differentiated supports to new and returning identified schools and districts

Required: CSI principal and principal's direct supervisor

Title I, Part A, 1003 School Improvement Funding

All identified schools have an opportunity to apply for improvement initiative funding for July 2023 disbursement.

Identification	Amount Eligible to Apply For
CSI – Based on Accountability's criteria	\$150,000
CSI – Based on Accountability's Graduation Rate criteria	\$75,000
CSI – Based on Accountability's Alternative Education criteria	\$75,000
CSI – Tier IV schools	\$175,000
CSI – Promise Schools – Based on Accountability's criteria	\$20,000
TSI- Based on Accountability's criteria	\$75,000
ATSI- Based on Accountability's criteria	\$100,000

Title I, Part A, 1003 School Improvement Funding

Schools new to identification and CSI Tier IV schools have an opportunity to apply in January 2023 for an improvement planning allocation up to \$20,000 per school.

Competitive Grants – All CSI, TSI, and ATSI schools will have opportunities to apply for additional funding around specific school improvement strategies.

Next Steps

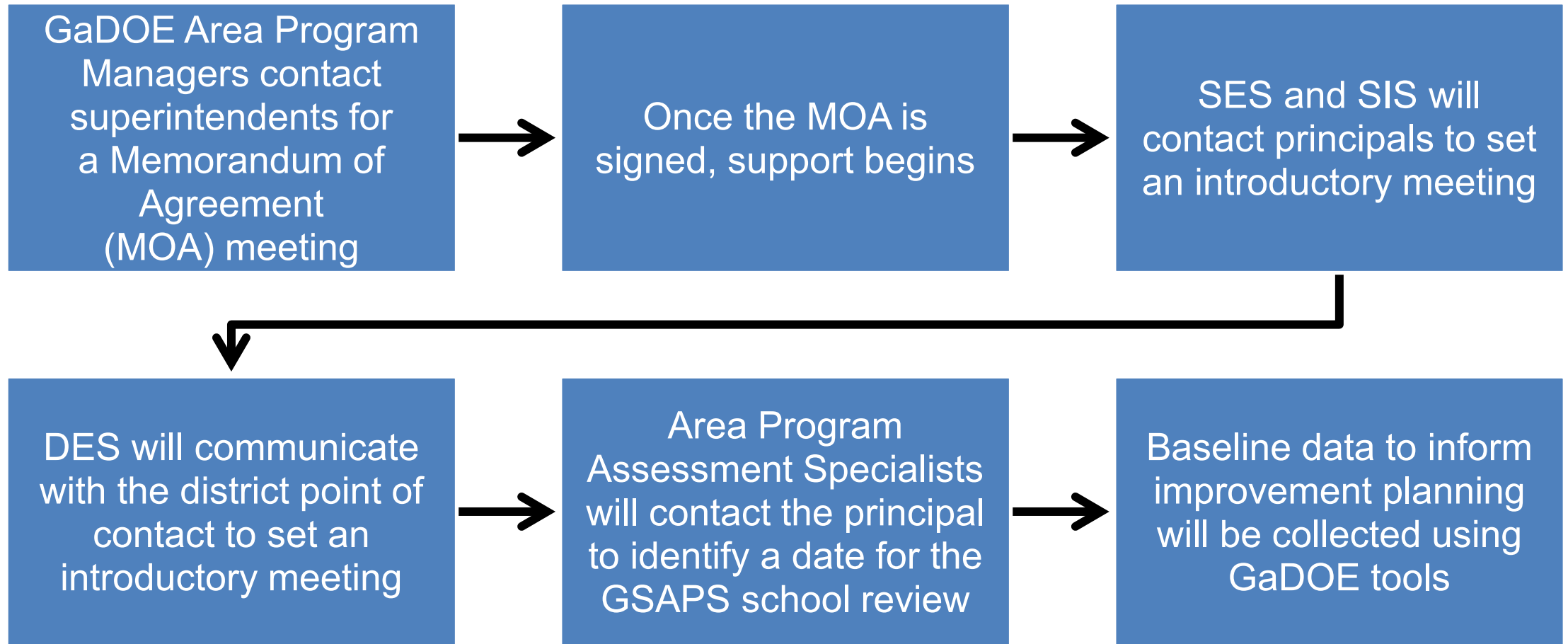
The Improvement Journey

GaDOE and RESA are committed to supporting, guiding and coaching you on this improvement journey.

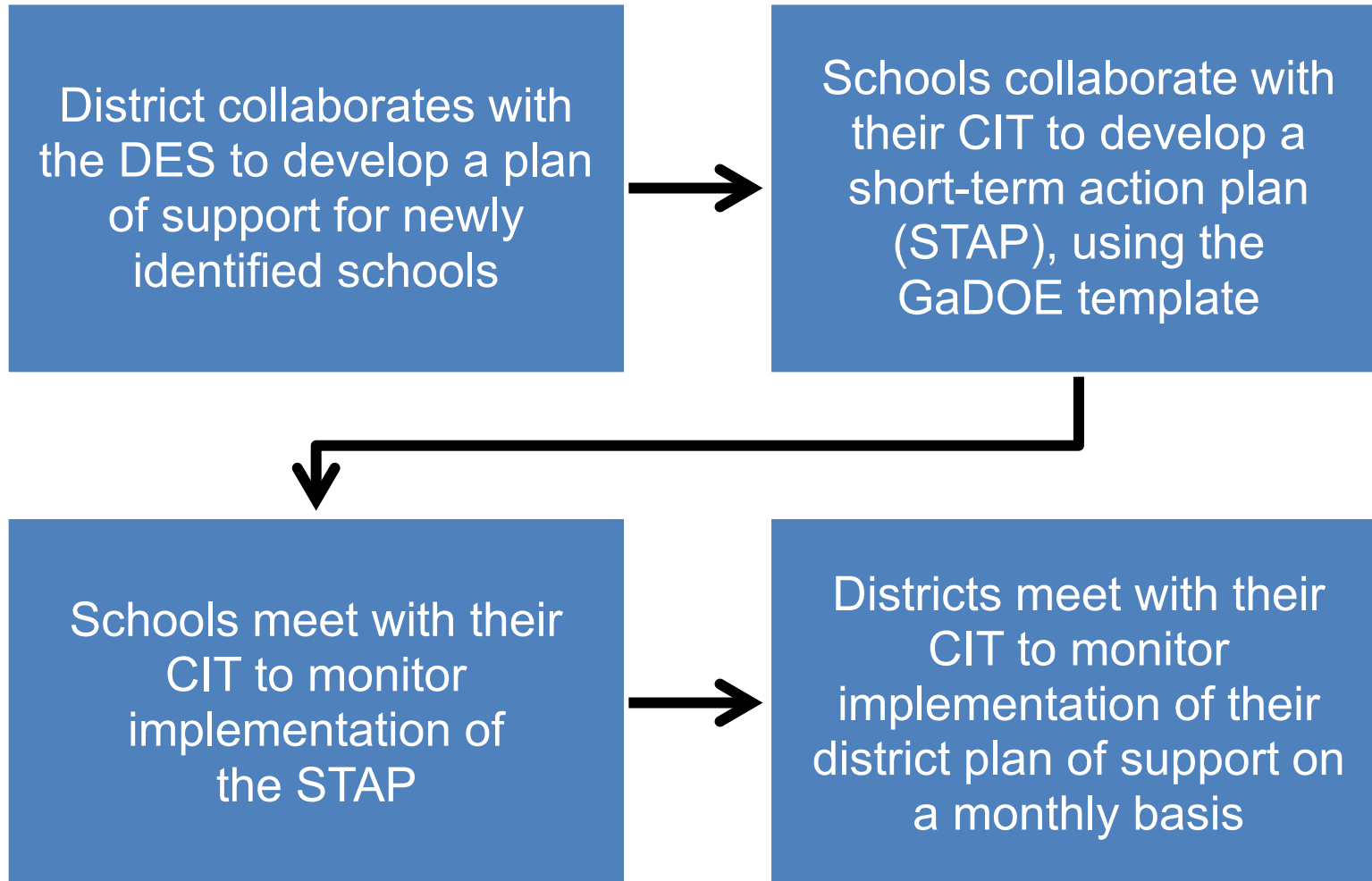
You do not have to start from scratch or reinvent the wheel. GaDOE and RESA have the tools, resources, and expertise to help you plan, implement and monitor your improvement efforts.



Next Steps



Next Steps



Service and Support

GaDOE and RESA are here to support you.

We align our efforts to support district initiatives and effective improvement efforts already established.

We want you to be successful.



Questions?

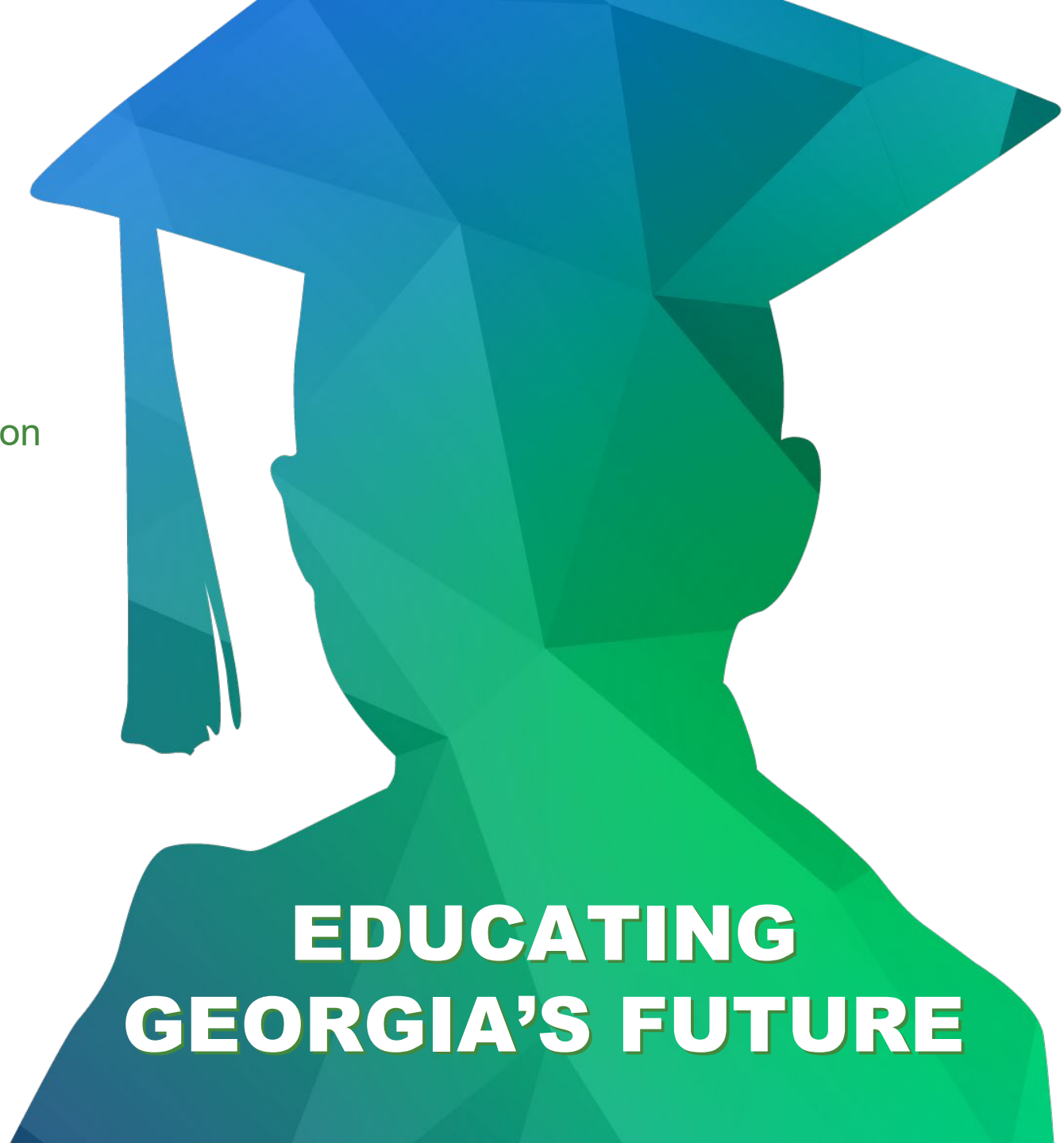
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