

UMS RESTRUCTURING PLAN FOR URBANA MIDDLE SCHOOL: HIGHLIGHTS FOR THE BOARD OF EDUCATION

January 20, 2009

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RESTRUCTURING PLANNING COMMITTEE

- × This committee was made up of district administrators and program directors, building administration and teachers, UMS parents, representatives from the University of Illinois, a consultant from the Regional Office of Education, and representatives from the BOE.
- × The primary focus of the committee was to make decisions that put student learning first
- × Guiding questions; based on ISBE monitoring prompt:
 - + Is the plan sufficient enough to bring about change in student learning and achievement?
 - + Is there data to back up the decisions?
 - + Is there plan for evaluating the changes?

TIMELINE FOR PLAN AND PROCESS

Nov. – Dec. 2008
Planning Committee
Meets

January
BOE
Presentation

Feb
13 –
Plan
to
ISBE

Process of restructuring is a process of
continuous growth and improvement

NCLB RESTRUCTURING OPTION 4

Implementing any other major restructuring of the school's governance that makes fundamental reform in:

- + i. governance and management, and/or
- + ii. financing and material resources, and/or
- + iii. staffing

THE RESTRUCTURING PLAN

- × Governance and Management
- × Staffing Changes
- × Professional Development
- × Monitoring

GOVERNANCE AND MANAGEMENT

- × Professional Learning Community
 - + A model for reorganizing the school under a common vision and mission
 - + Focus on learning
 - + *Getting Started: Reculturing Schools to Become Professional Learning Communities* (Eaker, Dufour, & Dufour, 2002)

GOVERNANCE AND MANAGEMENT II

× School Improvement Team

- + Elected, representative, decision making body
 - × (“Leadership” goes away)
 - × 13 teachers and 3 administrators
 - × One person is only able to serve two consecutive years
- + Primary purpose is to revise and evaluate school improvement initiatives
- + Calls task forces (made up of any interested staff member) to research and make recommendations about school improvement initiatives
 - × Short term, narrowly focused questions about school improvement plan/activities

GOVERNANCE AND MANAGEMENT III

× Parent Advisory Committee

- + Purpose is to provide direct input about school improvement initiatives to School Improvement Team
- + Diverse group of parents
- + Meets quarterly with principal and two members of School Improvement Team

GOVERNANCE AND MANAGEMENT/STAFFING

× Implement Response to Intervention (RtI)

+ Academic

- × Rework Content Area Reading Classes to provide a curriculum that is consistent and aligned (Tier I)
- × Rework Reading and Math Connections classes to establish clear benchmarks for exiting intervention (Tier II)

+ Behavioral

- × Blended approach of Positive Behavior Supports and Interventions and Social Emotional Learning Standards
 - ★ Clear and consistent building expectations
 - ★ Build a culture of learning for students

STAFFING CHANGES

- ✘ Revise the structure of Special Education services
- ✘ Create staffing of IEP students based on deficit areas
 - + Special Education teachers will have areas of specialty in:
Language! A-B, C-D, E-F; Rewards/Read Naturally; Corrective Reading; Math; Writing
 - + This will increase the efficiency of service by assigning students to teachers who specialize in certain areas instead of assigning kids to teams and asking one SpEd teacher to be a specialist in every content area

PROFESSIONAL DEVELOPMENT

× Instructional supports

- + Content area literacy (CRISS)
- + Response to Intervention/PBIS/SEL
- + Differentiated Instruction

× System supports

- + Professional Learning Communities
- + Instructional Practices Inventory (IPI)
- + Assessment
- + Collaboration

MONITORING AND ACCOUNTABILITY

- × District Improvement Monitoring Team
 - + Evaluates and monitors school improvement and restructuring process and activities
 - × Superintendent
 - × Assistant Superintendent for Special Services
 - × Assistant Superintendent for Curriculum and Instruction
 - × One principal from each level; elementary, middle, high
 - × University of Illinois experts
 - × Regional Office of Education Consultants

TIMELINE

December –
January

Planning Committee
researches and
discusses
recommendations

Presented to UMS Staff
BOE by January 20

February 13,
2009

BOE Approved Plan is
submitted to ISBE

Restructuring process
has already begun

Spring 2009

First task forces will be
formed to work on
recommendations from
the planning committee

School Improvement
Team elections will be
held in May

IN CONCLUSION:

- ✘ At this time, the administration believes that the UMS Restructuring Plan can be implemented with the current staffing levels
- ✘ RESPRO, district grant funds, and current local funds will cover the professional development initiatives
- ✘ We all are working to increase student achievement
- ✘ We have made progress and we will continue to make progress
- ✘ We are all in this together