

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

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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

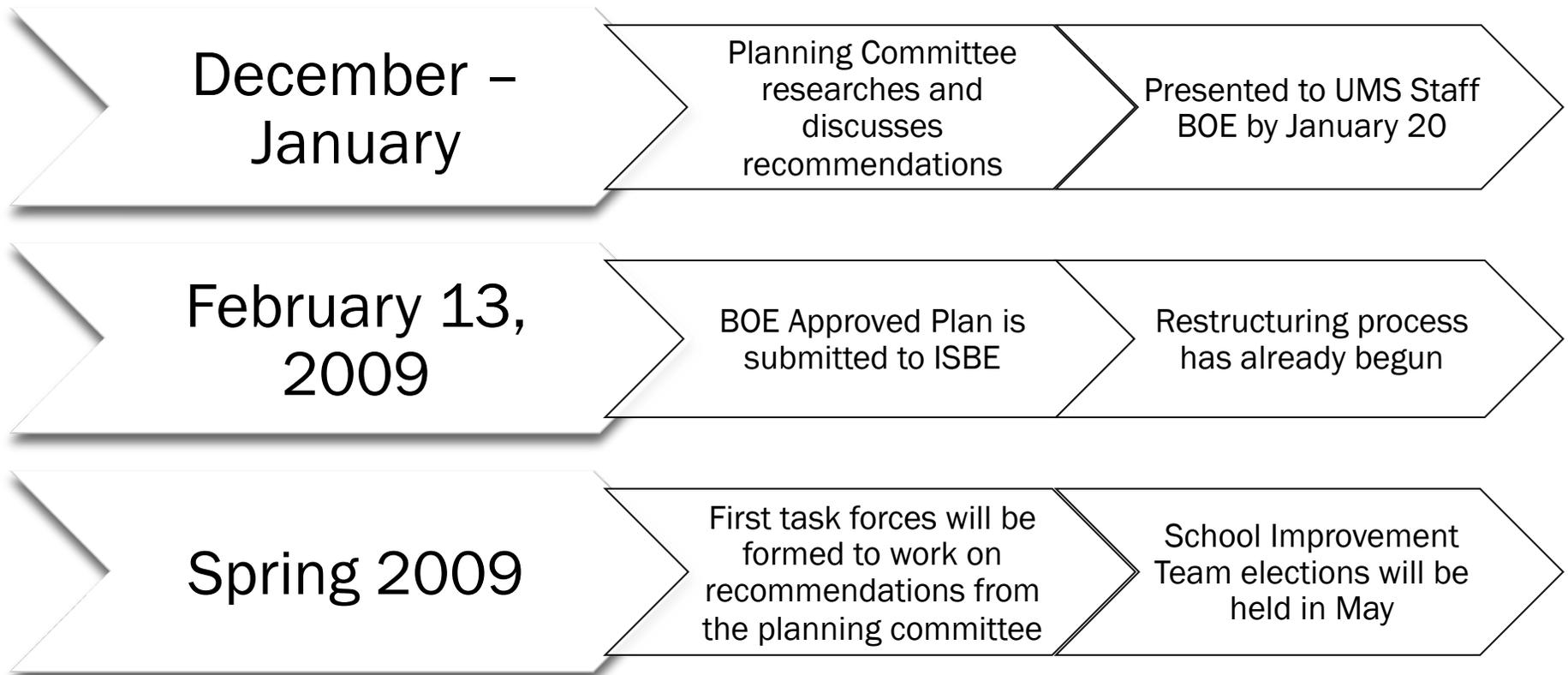
× System supports

- + 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



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