



# York City School District Recovery Plan Progress August 2017 Update



## May 2015

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- Mass Insight visited York City Schools for the first time
- Curriculum audit completed
- Curriculum writing started
- Negotiations with YCEA/ESP
- Teachers voted on Distributed Leadership



## May 2016

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- Revised Recovery Plan approved by Board and Secretary
- Phase I substantially completed
- Many strategies depended on additional funding



## August 2017

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- Phases I and IV completed
- Phases II and III in process
- STEAM Academy
- University of Virginia – Partnership for Leaders in Education



# Mass Insight Education identified five priority areas for improvement:

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**Support for  
Instruction**

**Communications**

**Talent**

**Resource  
Alignment**

**Performance  
Management**



Support for Instruction

Communications

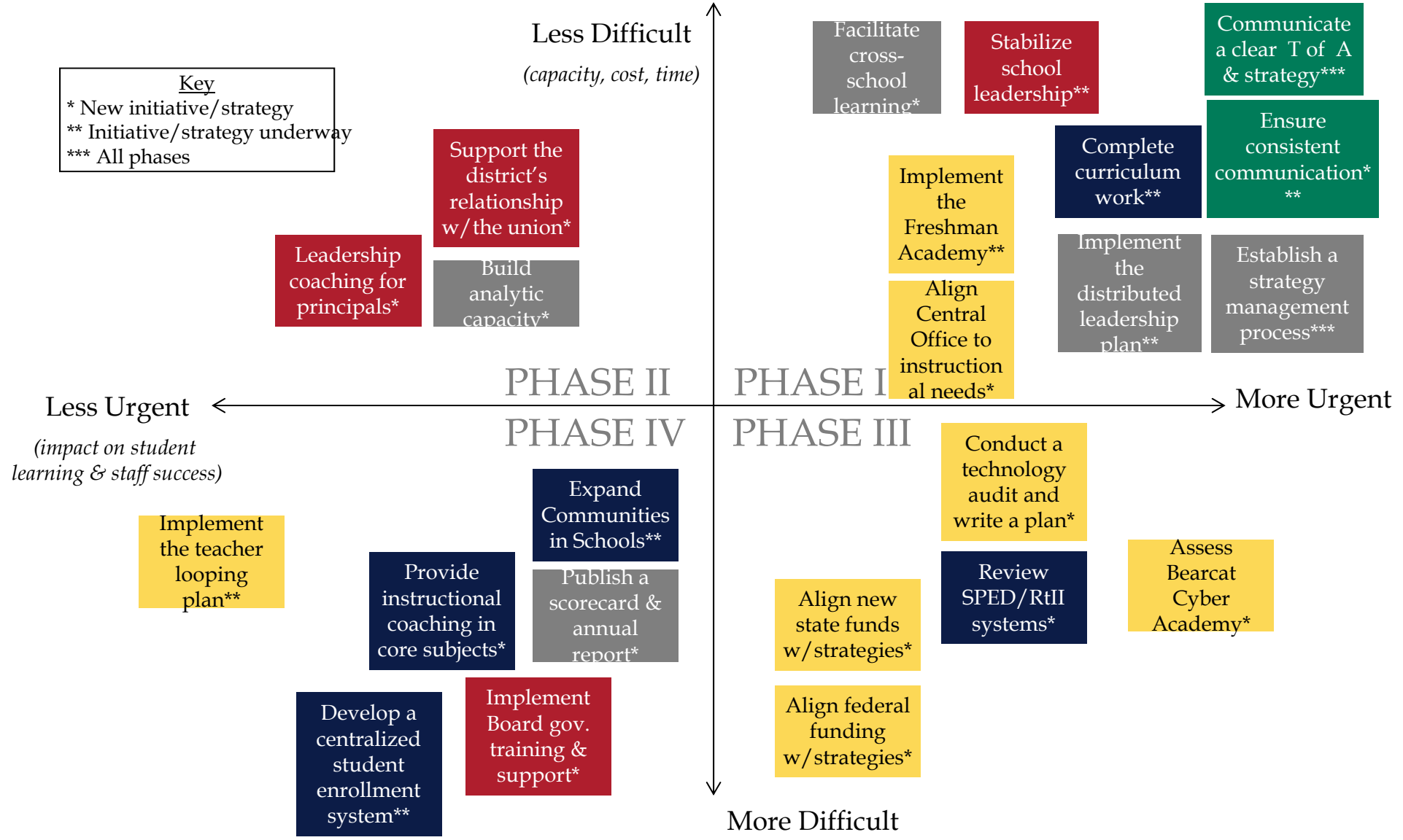
Talent

Resource Alignment

Performance Management

# Priority Selection: Using Urgency & Difficulty to Guide Decision-Making

**Key**  
 \* New initiative/strategy  
 \*\* Initiative/strategy underway  
 \*\*\* All phases



# The One Thing

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What is the ONE thing  
you can do  
such that doing it  
everything else would be  
easier or unnecessary?



# Leadership Coaching for Principals

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- Hannah Penn, William Penn, and McKinley started the two-year process with University of Virginia's Partnership for Leaders in Education





# Leading Indicators of System Improvements

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## Implement Freshman Academy

- Students without enough credits to be considered Sophomores
  - 2015-16 = 128
  - 2016-17 = 58



# Leading Indicators of System Improvements

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Implement teacher looping plan

- Piloted by 42 teachers during 2016-17 school year

Survey results:

I've seen an improvement in learning

Parents = 97% Teachers = 100%

I've seen an improvement in behavior

Parents = 92% Teachers = 100%

I've seen an improvement in attitude toward school

Parents = 78% Teachers = 83%

I would recommend looping

Parents = 88% Teachers = 100%

- Full implementation 2017-18



# Leading Indicators of System Improvements

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## Develop centralized student enrollment system

- Started August 22, 2016
- Registered 1,362 new students through June 30, 2017
- 1,165 students withdrew during 2017-18
- 638 students transferred between buildings during 2017-18



# Leading Indicators of System Improvements

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## Align State/Federal Funds with Strategies

2014-15

projected = \$10,983,813    actual = \$10,453,292

2015-16

projected = **(\$1,850,449)**    actual = \$6,096,558

2016-17

projected = **(\$4,044,575)**    actual = \$3,525,000\*

\*Estimated



# Leading Indicators of System Improvements

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## Substitute fill rate

2014-15 = 66%

2015-16 = 80%

2016-17 = 87%

## Grievances

2014-15 = 8

2015-16 = 3

2016-17 = 1

## Teacher retention

2014-15 = 78%

2015-16 = 89%

2016-17 = 87%



# Leading Indicators of System Improvements

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## PBIS

### State Reportable Incidents

- 29% decrease

### State Reportable Infractions

- 50% decrease

### Out of School Suspensions

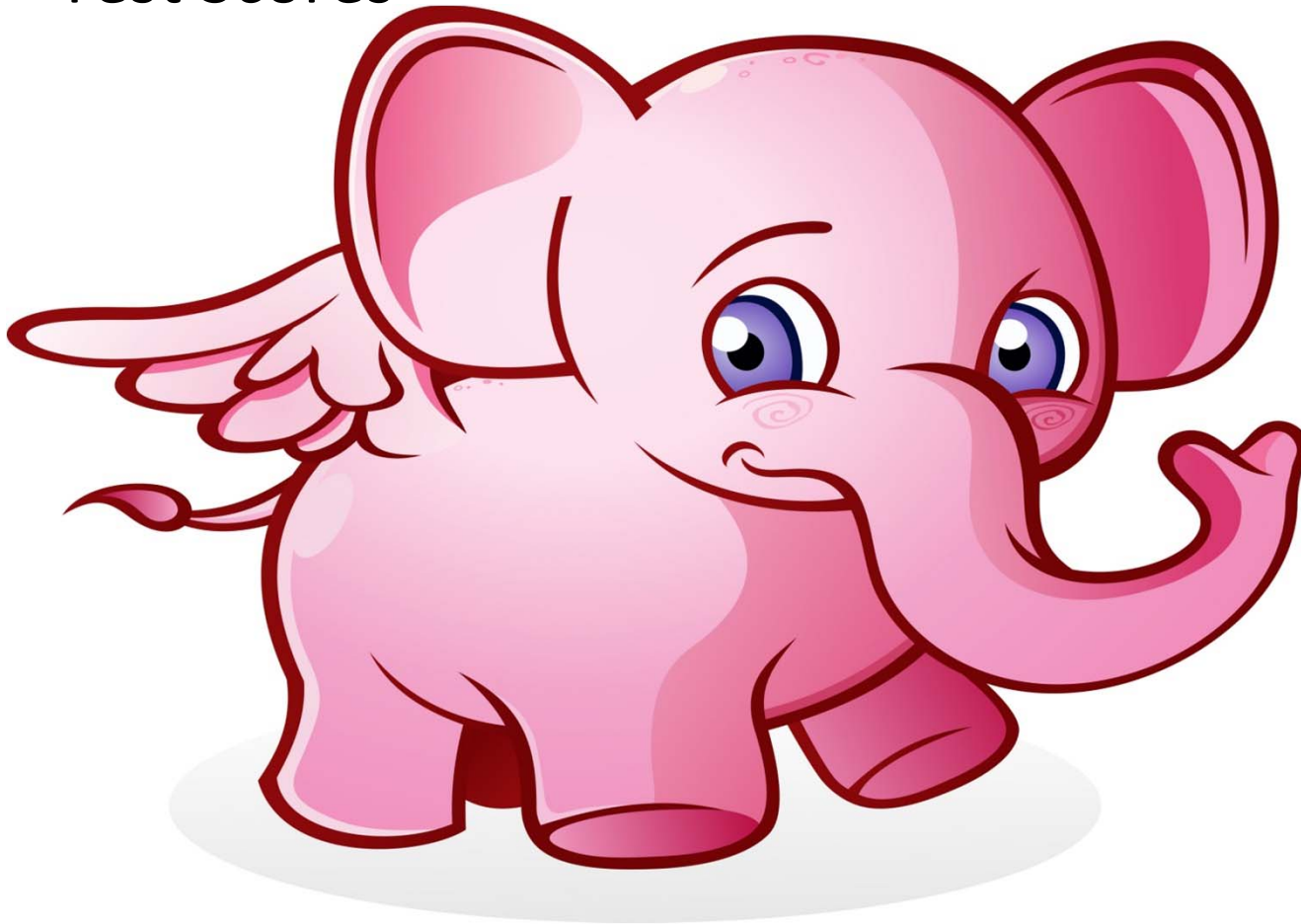
- 33% decrease



# Lagging Indicators of System Improvements

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- Test Scores



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“It takes about six  
years of hard work  
to become an  
overnight success.”

- Seth Godin

