

OFFICE OF QUALITY PROFESSIONAL AND SPECIAL SCHOOLS
Summary of State Board of Education Agenda Items
Consent Agenda
April 16-17, 2015

OFFICE OF THE TEACHER CENTER

C. Approval to renew contract with Impact Education Group, LLC for assistance in management of the Teacher Incentive Fund (TIF) Grant

Awarded Vendor: Impact Education Group, LLC
 Hattiesburg, Mississippi

Scope of Project: The purpose of the contract renewal is to utilize the services of IMPACT Mississippi Education Consulting, LLC to provide grant management and other areas of support for the Teacher Incentive Fund (TIF) Grant. The contractor will provide services for the second year of a three year procurement including, but not limited to, the following:

The contractor will:

- Monitor the Teacher Incentive Fund Grant schools for program compliance, this includes site visits to TIF schools at least twice per year.
- Facilitate and monitor Professional Learning Communities (PLCs) that are aligned with the state's evaluation system (M-STAR). Provide support to teachers who lead PLCs that focus on individualized support for teachers in the classroom.
- Provide targeted professional development to teachers to support instructional practices identified for improvement through analysis of teacher evaluation results and student progress on state standards.
- Review results of the Teacher and Principal Evaluation Systems and provide targeted professional development and coaching.
- Assist with calculations of financial incentives according to the performance-based compensation system.
- Provide support and instructional strategies for third grade teachers to support the effort to ensure that students leave third grade reading on grade level.

Renewal of contract for year three will be determined annually and shall be contingent upon the successful completion of the preceding year's contract and the availability of funds. Personnel associated with this contract are not former Department employees or related to any Department employee.

Scope of Contract:

- Term of Contract Renewal: July 1, 2013 – June 30, 2016
- Cost of Current Contract: \$ 399,000
- Renewal Increase: \$ 199,500
- Total Cost of Contract Renewal: \$ 598,500
- Method of Award: Request for Proposals

Funding Source: Federal funds

Recommendation: Approval

Back-up material attached

IMPACT Mississippi Education Consulting, LLC
TIF Grant Management and Support
School Year 2015-2016 - Plan of Services

The grant management and support functions indicated are aligned with our previous experience with the Teacher Incentive Fund (TIF). It is based on our cumulative experience with TIF that we propose this detailed plan.

The proposed plan is based on the indicated number of days for each desired function. Based on our prior work with the TIF schools, more than one function can be performed during a single day at either the school or district. Performing more than one function in a single day is more cost effective and will create a concerted effort in the schools with less distraction. To define our plan, we are grouping those functions and indicating the number of days to perform those indicated functions.

A. Monitor for program compliance at the school and district level.

IMPACT proposes at least two site visits to each of the TIF districts and schools during the 2015-2016 school year representing fourteen (14) days of services.

IMPACT will review pertinent documentation and procedures to ensure program compliance at the school and district level.

B. Collaborate with MDE on federal reporting requirements.

IMPACT proposes six (6) days of service for this area.

IMPACT will assist with both interim and final annual performance reports and any other federal reporting.

C. Monthly on-site visits to each of the TIF schools.

1. Facilitate, monitor, and expand Professional Learning Communities (PLCs)
2. Provide support for PLC teacher leaders
3. Monitor for school-level program compliance
4. Provide on-site coaching based on M-STAR results and data analysis
5. Support school administrators in meeting Principal Evaluation System targets

IMPACT proposes to spend seventy (70) days performing on-site visits, representing one day per month in each of the TIF schools for the months of September to November and January to April.

Based on our previous experience working in the TIF schools and incorporating Battelle for Kids' Integrated Leadership Survey findings, these functions are best accomplished in concert with each other during a daylong visit. A schedule will be developed with each school administration to accomplish the multiple components during each visit. By observing these various elements as they regularly function during a school day, a coordinated coaching effort between the school administrator and the IMPACT representative can occur.

Action One - Effective PLCs - IMPACT will ensure all professional learning communities are functioning effectively and focused on student achievement through observation, modeling, and coaching. In addition, we will train and coach new teacher leaders and administrators, as needed.

Lesson Study - IMPACT will implement and expand lesson study activities through the existing PLCs to facilitate opportunities for the staff to learn from their peers. Teachers will be encouraged to videotape lessons that will be shared and critiqued by PLC members who will discuss strengths and areas of needed growth. The TIF schools have worked diligently to build the necessary trust element required for this type of teacher collaboration in their PLCs. These lesson studies will help ensure the level of instruction is appropriate for the Mississippi College and Career Readiness Standards.

Action Two – Provide Support for PLC Leaders - IMPACT will assist PLC leaders with effective adult collaboration techniques to allow teachers to share practices, model actions, and observe others for improvement. IMPACT will also provide guidance on targeted professional development unique to each TIF school.

Action Three – Monitor for School-Level Program Compliance – IMPACT will monitor actions at each school to ensure that program resources and personnel are being utilized as defined by the grant.

Action Four – Provide On-Site Coaching Based on M-STAR Results and Data Analysis – IMPACT will assist school administrators with teacher evaluations and observation utilizing the M-STAR rubric and process. The focus will be providing actionable, specific feedback to improve teacher practices and lead to increased student achievement. In addition, IMPACT will guide each school's staff and leadership team in analyzing evidence of student learning.

Action Five – Support School Administrators in Meeting Principal Evaluation System Targets – As a follow-up to 2014-2015 principal development activities, IMPACT will continue to coach and assist school administrators in effectively implementing action plans that support the targets established under the principal evaluation system.

These monthly visits will support and reinforce the effective practices identified by The Wallace Foundation research and The Ontario Leadership Framework and incorporated in the Battelle for Kids' Integrated Leadership Survey. These practices have been the basis of previous school administrator training conducted with the TIF principals and assistant principals. These actions are grouped into five categories of practices:

1. Setting Directions
2. Developing People
3. Developing the Organization
4. Improving the Instructional Program
5. Securing Accountability

D. Master and mentor teacher group meetings.

IMPACT proposes to spend three (3) days conducting large group collaboration sessions with master and mentor teachers.

The master and mentor teachers have repeatedly expressed the importance of collaborative time with others in their positions. These instructional leaders have increased their professional skills, including their abilities to establish meaningful collaboration. The days will allow the group time to collaborate, share, and explore effective practices in their instructional support roles and instructional best practices.

E. Review results of the Principal Evaluation System and provide targeted professional development and coaching.

IMPACT proposes to provide four (4) days of large group training to expand previous coaching on research-based practices of effective principals. These actions will also be supported during the monthly on-site visits to each school.

IMPACT will also conduct a survey based on The Wallace Foundation research and The Ontario Leadership Framework on the practices of effective school leaders. This survey was conducted in the 2013-14 school year, and longitudinal survey results can now be examined.

F. Assist with calculations of financial incentives according to the performance based compensation system.

IMPACT proposes to provide ten (10) days of services in the calculation of financial incentives under the PBCS model.

IMPACT will assist in the calculation of financial incentives in conjunction with MDE resources and district personnel. The performance based compensation system requires a connection between the following four sources of information: student assessment, teacher evaluation,

teacher assignment, and human resources. IMPACT will work with the various entities to ensure that the appropriate data is provided to properly calculate the financial incentives. It is proposed that ten (10) days be allocated for these calculations, representing one (1) day per school. In the event of any appeals of the calculations as provided in the system criteria, IMPACT will assist the parties selected to review the calculations in any manner deemed necessary.

G. Meet with TIF district business managers.

IMPACT proposes to spend two (2) days in this area, scheduled at key times during the school year.

IMPACT will schedule and facilitate meetings with the TIF district business managers and any other appropriate financial or personnel staff of the district at least twice per year. These meetings will address program funding, required district financial commitments, possible sources of matching funds, program compliance issues, utilization of funds, and proper reporting to MDE and USDOE.

H. Provide targeted professional development to improve best practices and increase student achievement through state testing data analysis and teacher evaluation results.

IMPACT proposes fifty-three (53) days of targeted school-level support.

This large amount of coaching days will allow flexibility in meeting identified needs at either the school or group level and ensuring vital behaviors and instructional practices are identified, monitored, and supported. The days will be allocated to specific schools based on student assessment results and instructional needs. These support activities include specific content area coaching, as well as coaching on essential practices of effective teachers. A portion of these days may also be used for group level activities identified through a needs assessment and student assessment results.

As the grant moves toward completion, it is essential that teachers and administrators receive coaching on targeted sustainable actions than can continue beyond the timing of the grant.

I. Provide support and instructional strategies to ensure students leave third grade reading at or above grade level.

IMPACT proposes twenty-eight (28) of content-specific support to assist schools in meeting the requirements of the Mississippi K-3 Assessment Support System (MKAS) and assisting their students in reading at or above grade level. IMPACT personnel will collaborate with school leaders to design and implement strategies for students identified as “at benchmark, on watch, or in need of assistance.” The number of days is based on four (4) days in each of the seven (7) TIF schools who have a 3rd grade.