Avondale: Interactive Nature of Domains in Action

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Avondale Elementary School District

May 11–12, 2017
Goals of Session

• Learn about a turnaround journey in the Avondale, Arizona, district.
• Hear about how practical strategies related to the four domains helped advance turnaround in Avondale.
• Consider challenges faced in Avondale and how strategies in the four domains might be levers for change.
• Hear about lessons learned in Avondale.
• Reflect on the four domains as resources for action by your team(s).
Presenters

Betsy Hargrove, EdD, Superintendent

Wendy Kubasko, EdD, Assistant Superintendent

Lori Goslar, Principal of Michael Anderson School
Process

• The Avondale Story: Part I (20 minutes)

• Team Talk and Reflect/Questions (10 minutes)

• Domains in Action: Part II (20 minutes)

• Team Talk and Reflect/Questions (10 minutes)

• Questions and Answers (15 minutes)
Avondale’s Story
The Avondale Story: Part I

- Student Population
- Free or Reduced-Price Meals
- English Language Learners
- Mobility
Turnaround at a Glance

AZ Merit ELA - Pass Rate Increase from 2014-15 to 2015-16

- State: 8%
- Avondale Middle: 9%
- Centerra Mirage: 8%
- Copper Trails: 3%
- Desert Star: 7%
- Desert Thunder: 10%
- Eliseo C Felix: 11%
- Lattie Coor: 2%
- Michael Anderson: 6%
- Wildflower: 14%
Turnaround at a Glance

AZ Merit Math - Pass Rate Increase from 2014-15 to 2015-16

<table>
<thead>
<tr>
<th>School</th>
<th>Pass Rate Percentage Increase</th>
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<tbody>
<tr>
<td>State</td>
<td>3%</td>
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<tr>
<td>Avondale Middle</td>
<td>7%</td>
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<td>Centerra Mirage</td>
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<td>Copper Trails</td>
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<td>Michael Anderson</td>
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<td>Wildflower</td>
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First Steps

• Number of schools in the district
• Number of schools in turnaround
• How did we introduce the model?
Focus and Alignment

• Focused on a few main strategies

• Aligned strategies to current district practices

• Provided application opportunities with school teams

• Linked to our current mission statement
Avondale’s Fantastic Four

**School Leader Team**
- TLT mtg focused on feedback
- CLST mtg focus on classroom data

**Student Culture**
- Focus on learning
- School-wide procedures
- Classroom routines

**Data Driven Instruction**
- Benchmarks
- Collaborative Learning Cycle

**Observ. & Feedback**
- Aligned with TAP rubric
- Weekly 15 obs + 15 fdbk
Long-Range Plan

Data-Driven Instruction -> School Culture -> Observation and Feedback

Teacher Culture -> Instructional Planning -> Professional Development
School Improvement Plans

- School improvement plans broken into smaller chunks (90 days)
- Built in reflection and review of plans
- Collaboration and feedback from other schools
Reflections

- Use the reflection sheet to jot down responses (2 minutes)
- Partner share (4 minutes)
- Table talk (4 minutes)
- Questions (one per sticky note)
Avondale Story: Part 2

- Increasing districtwide commitment
- Refining our district vision
- Summer site leadership work in preparation for 2016–17
Mission

In Avondale, every student will grow as a thinker, problem solver, and communicator to pursue a future without limits.
Growing Educators, Achieving Results with Students
Expanding Leadership at the School Level

- Who are teacher leaders?
- How do teacher leaders support the culture of a school?
- How do teacher leaders support the mission?
Supporting Data-Driven Instruction

Collaborative Team Cycle

- How will we improve, catalogue and save our work?
- How will we respond if our students already know it?
- What will we do if our students have not learned it?
- What is it that we want for students to know and be able to do?
- How will we know when they have learned it?
- What instructional practices will produce our best results?
- Celebrate, refine, and preserve
- Unpack standards, identify resources, and create/finalize pre and post assessments
- Intervene and Enrich
- Analyze during instruction to modify and after instruction to plan interventions and enrichment
- Analyze pre-assessment, share instructional strategies and commit to action
- Teach and Assess
- Pre-Assess
- Student Achievement
Observation and Feedback Cycle: Effective Feedback

1. Precise praise
2. Probe and scaffold
3. Identify problem and concrete action steps
4. Practice
5. Plan ahead
6. Set a schedule

Source: Leverage Leadership
Reflections: Team Talk

- Use the reflection sheet to jot down responses (2 minutes)
- Partner share (4 minutes)
- Table talk (4 minutes)
- Questions (one per sticky note)
Avondale Story: Part 3

Compress and Elevate

- Grade/content level
- District collaboration
- Principal partnerships
- Leadership learning communities
Reading (ELA) Grades 3–8, 2014–15 School Year
Reading (ELA) Grades 3–8, 2015–16 School Year
Mathematics Grades 3–8, 2014–15 School Year

FRM vs Avondale Elementary District's Math Pass Rate

Pass Rate (%) for Entire School vs Free and Reduced Meals (%)
Mathematics Grades 3–8, 2015–16 School Year

FRM vs Avondale Elementary District’s Math Pass Rate

- Pass Rate (%) for Entire School
- Free and Reduced Meals (%)
- All AZ Schools
- Avondale
- Linear (All AZ Schools)
Wisdom From Aiden, Fourth Grader at Lattie Coor School

Train Track Video
Questions and Answers
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