

New Jersey Webinar Description

Topic: Monitoring LEA Implementation of SIG Interventions: Moving Beyond Compliance

Host: Nina de las Alas

Date and Time: April 21, 2010 4:00 pm, Eastern Daylight Time (New York, GMT-04:00)

April 21, 2010 4:00 pm, Eastern Daylight Time (New York, GMT-04:00)

April 21, 2010 3:00 pm, Central Daylight Time (Chicago, GMT-05:00)

During the webinar, the New Jersey Statewide System of Support will be showcased as the centerpiece for building LEA and school capacity while supporting and monitoring the implementation of SIG interventions in Tier I and/or II schools. In addition to the existing Statewide System, the approved SIG application infuses an array of new state-sponsored supports including a peer review of each LEA application, Network Turnaround Officers at each school, an intensive Summer Leadership Academy, Leadership Network, NJDOE Interdivisional Committee and a formative and summative External Evaluation. Suzanne Ochse, Director of the Office of Student Achievement and Accountability, and Pat Mitchell, Manager of School Improvement, will highlight these supports and how the NJDOE will collaborate with LEAs to use the monitoring tools as a lever to build capacity in the accomplishment of SIG goals.

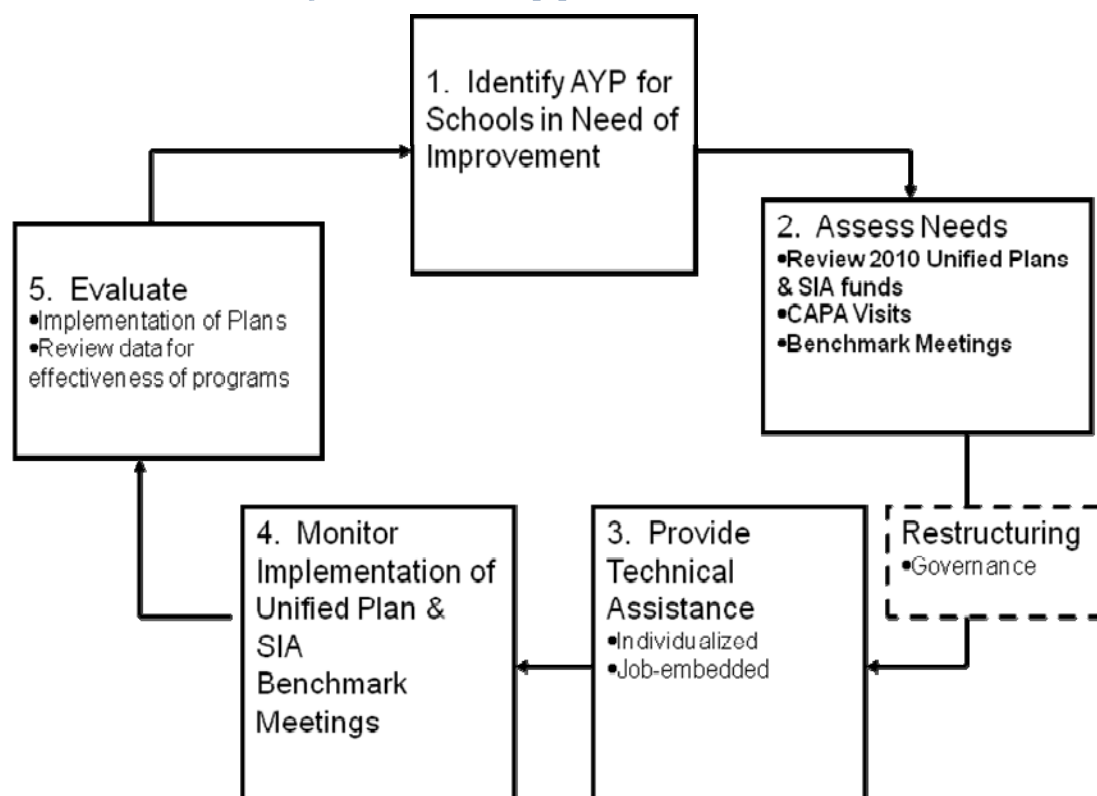
Advance Materials:

1. Statewide System of Support Chart
2. Fact Sheet
3. Sections of the SIG application describing each activity
4. Website Address for NGO - **The official version of the NGO is posted on the NJDOE web site at: <http://www.nj.gov/education/grants/discretionary/>**

ATTACHMENT #1

APPENDIX G – STATE SYSTEM OF SUPPORT

New Jersey Framework for Continuous Improvement Statewide System of Support for Districts & Schools




ATTACHMENT #2


New Jersey Department of Education 2010 – 2013 School Improvement Grant Fact Sheet

- **United States Department of Education Resources:**
<http://www2.ed.gov/programs/sif/faq.html>

LEA FAQ of March 24, 2010  [MS WORD](#) (241K)

Addendum #2 to Updated Guidance of January 20, 2010 (March 26, 2010)
 [MS WORD](#) (36K)

Addendum to Updated Guidance of January 20, 2010 (February 2, 2010)
 [MS WORD](#) (501K)

Updated Guidance (January 20, 2010)
 [MS WORD](#) (501K)

Final Requirements for School Improvement Grants as Amended in January 2010 (January 28, 2010)  [MS WORD](#) (85K)

1. The official version of the NGO is posted on the NJDOE web site at:
<http://www.nj.gov/education/grants/discretionary/>
2. To be eligible for funding consideration, the application must have a score of 65 points or higher.
3. In the application, do not identify specific providers, rather describe the process that will be used to screen, select and hire providers. Competitive Contracting procedures must be used to procure these services.
4. Complete the Reporting Metrics page of the school application with the best available data. This will be used as the baseline data to compare with the data in subsequent years of the grant.
5. Include the full amount of funds for the entire three years on the Budget Narrative. (Minimum \$150K – Maximum \$6M). Specify the funds for each of the three years (unless less time is needed to implement the selected model) on the School Application Title Page.
6. Send an electronic application to Mike Miles for the Peer Review by April 9th and no later than April 15th

- 7. All applications (funded and unfunded) will be posted on the NJDOE web site once the awards are made.**
- 8. The teachers' union sign off is not necessary to be awarded a grant. These representatives should be part of the LEA stakeholder group.**
- 9. The definition of "staff" must include all instructional staff. It is at the discretion of the LEA to include additional personnel beyond that. See B-3 of the January 20 Guidance and the March 24 LEA-FAQ for specific federal guidance on this point.**
- 10. Reserve funds for the Curriculum Spine - \$60,000 for each school for each year of the grant if the district opts to include this in the application. Details about the Curriculum Spine and contracting information will be sent under separate cover.**
- 11. New principals should be on board by the beginning of July 2010.**
- 12. Principals must be replaced if they have been in the school prior to the 2007-2008 school year. See G-1 of the Guidance and the March 24 LEA-FAQ for specific federal guidance on this point.**
- 13. Models: Required and permissible activities. All required activities for the selected model must be specified in the application for implementation. Schools do not have to include and implement all permissible activities.**
- 14. Review these NGO sections side-by-side:**
 - Instructions**
 - Application Forms**
 - Scoring Rubric**
- 15. On-line courses that are done at the home after school hours are not considered as extending instructional time.**
- 16. A Persistently Low-Achieving school list will be reissued each year using the most recent state assessment data.**
- 17. A second cohort competition will be held next year using funds from any of this year's carry-over and newly appropriated SIG funds.**
- 18. Districts must be awarded a SIG grant for its Tier I schools in order for it to apply on behalf of a Tier III school.**
- 19. For the NJQSAC section of the Scoring Rubric, the NJDOE will assign the points based upon the most recent review.**
- 20. If the LEA intends to select the Restart Model (Charter school option), please contact Rochelle Hendricks at 609-292-4442 or by email at: Rochelle.hendricks@doe.state.nj.us**

ATTACHMENT #3

2.2 STATE LEVEL ACTIVITIES

State Requirements and SEA Funded

State-required activities will be funded by the SIG state administrative funds. For the Leadership Academy, the LEA should allow for travel costs in the budget. LEAs must sign assurances agreeing to the following activities:

Peer Review

The Peer Review occurs in two stages. The first occurs prior to the LEA submission of the application. To fulfill the requirement of a peer review, NJDOE will use the services of a successful superintendent as the peer reviewer of each LEA application. This peer review will be consistent and equitable for all applicants. It will consist of written feedback to each LEA applicant who has the discretion for incorporation into the submitted SIG application. Stage two will occur after the award notification and during the pre-award contract review. This stage will be more intensive and involve direct contact between the LEA superintendent and the peer reviewer.

The NJDOE believes a focused, systemic action plan can help turn around struggling schools and districts. Conversely, the absence of an effective plan leads to a diffusion of effort, a lack of focus, and ineffective implementation of initiatives and reform efforts. Therefore, it is intention of the NJDOE to use the Peer Review to strengthen the LEA applications to increase the likelihood of success in implementation.

The Peer Review will help school leaders in school districts develop strong plans that are systemic and that focus efforts on improving the quality of instruction and raising student achievement. The Peer Review will ensure that every key action of the school is aligned with district goals and objectives. The long-term outcome of this reform initiative is to assist in increasing the district and school capacity to improve instruction and raise student achievement.

Leadership Academy

Research suggests that principals and superintendents have a greater impact on student learning than any other factor except the quality of classroom instruction. Principals can profoundly influence student achievement by working with teachers to shape a school environment that is conducive to learning; aligning instruction with a standards-based curriculum; organizing resources to improve classroom instruction and student learning; and making good decisions about hiring, professional learning, and other issues that influence the quality of teaching. Substantial and sustained professional development is necessary to refine and develop the skills that will assist the principal in effecting dramatic change in the level of student achievement. Working in conjunction with those cutting-edge institutions of higher education and other educational entities that are breaking the mold to support turnaround, and with transformational school leaders, the NJDOE will establish a leadership academy to train the SIG principals. This academy will start this summer by delivering a training during a three-week intensive

program on such topics as effective use of curriculum and instructional tools, instructional leadership skills, fostering professional learning communities, motivating staff and students, and using data to inform management decisions. This professional-learning community will also serve as a resource to principals to problem-solve and share successful interventions. The academy will prepare the school-turnaround principal to leverage this unprecedented operational flexibility (including flexibility regarding staffing, calendars/time, and budgeting) in ways that have been proven to build a school culture that is focused on improving the academic achievement of its students, and, as the culture changes, to fill open positions in the school based on candidates' qualifications. The principal will also be given the maximum amount of flexibility in federal, state, and local funding sources to enable the school to pursue evidence-based school improvement. The training sessions will be integrated with LEA superintendents to assure a shared vision and coherent implementation. The formal "networks" for both principals and superintendents will be reconvened throughout the year to ensure that the collaborative network is sustained. It is anticipated that the leadership academy will begin in August, 2010.

Network Turnaround Officer

The Network Turnaround Officer (NTO) will play a critical role in turning around struggling schools. As a facilitator of reform, the NTO will be responsible for initiating improvements in classroom instruction by helping to incorporate research-based practices to identify solutions to problems with student learning. In collaboration with the school principal, the NTO will set a clear pathway toward distributed leadership within the schools, working with a highly-capable team to build a cohesive, professional teaching culture. The NTO will also help the principal develop turnaround management skills. As an evaluator, the NTO will monitor the schools' adherence to the intervention plan and tracking performance metrics, including academic achievement, against quantifiable plan objectives and assist the NJDOE in making decisions about the annual renewal of the SIG grant. The NTO will participate in the Leadership Academy along with the district and school staff.

NJDOE will conduct a nation-wide selection process to find candidates who are outstanding and highly skilled school leaders. NJDOE will develop an NTO Job Description and post notices regarding applications for the position. Once a pool of qualified candidates is collected, LEAs will select and the NJDOE will hire a NTO from the state-developed list. The NTO contract with the LEA will be renewed on an annual basis, depending upon progress as determined by the LEA. The State will create LEA networks comprised of 3-5 schools, taking into account geographic factors, each school's root causes of low performance, and school context. The LEA superintendents within networks will convene to determine the NTO selection. The state will act in an advisory capacity with regard to NTO placement. In some cases, all the schools will be located in one district, while in others, the NTO will serve schools in multiple districts and will be responsible for coordinating operations across the LEAs in which the schools reside. In these cases, New Jersey's long history with shared services among LEAs will be a strong foundation on which to build. The NTO will support the cross-LEA relationships necessary to build a collaborative work group among the LEA superintendents and school leaders. The LEA superintendent(s) will evaluate the NTO on the basis of the school's success in meeting its goals, the results of the state audit report, and the implementation fidelity of school-improvement interventions.

The NJDOE will fund the NTOs for the first year of the SIG grant. Thereafter, the LEA will be responsible to fund these services using their SIG grant funds.

External Evaluation

On an annual basis, the NJDOE will conduct an external implementation audit of curriculum, academic growth, school climate, teacher evaluations, and accompanying targeted professional development. The report will address all areas of the model implementation and explicitly report on progress against the quantifiable benchmarks of the intervention plan. These annual audits of each persistently-low-performing school will include constructive feedback and recommendations for program improvements, as appropriate.

In the absence of sufficient progress or lack of implementation fidelity, the audit may include a recommendation for school closure or restart. The results of this audit will be reported publicly and will serve as part of the evaluation of the Network Turnaround Officer who is assigned to the school. These audits will be submitted to the LEA superintendent for review. A face-to-face meeting will occur with the NJDOE and each LEA superintendent to discuss the results and determine if refinement of the SIG plan for each of the served schools is necessary. The results will assist the NJDOE in annual SIG renewal decisions.