

Forsyth County Schools Overview of the IE² Partnership Contract

Dream it.
Plan it.
Do it.



Objectives

- Why we chose IE²
- Process of IE²
- Flexibilities & Accountabilities
- What IE² looks like in action
and results



Highlights |

Forsyth County Schools

Grow

35,901 students!

Enhance

Since May of this year, over 1,500 new students have joined one of the 35 schools in the FCS family. This increase in students means that the district has surpassed its enrollment projections for the 2010-11 school year. FCS is the ninth largest school district in Georgia.

Achieve

Explore

To review the school numbers, click [HERE!](#)

Advance



Evidence of Academic Excellence

- Accredited district serving over 36,000 students and growing
- 35 schools (opened 5 new schools in 2009-10)
- 19 accountability awards (with two dual award winners)
- Three Title I Distinguished Schools
- Three Georgia Schools of Excellence
- Pacesetter Award for Special Education

WHY IE²?

- **Status Quo**- Not an option!
- **District Charter Status**- Not a bad option, but not the best option (for us).
- **IE²**- Best option based on system history & direction.
- **IE² vs. Charter**- A Comparison



Engaging Staff & Community

- **Key System Leadership**
- **The Board of Education**
- **Teachers & Administrators**
- **Parents & Community**



Academics

HR

Finance

The Flexibilities

Human Resources—

- Class Size/Staffing
- School Year



HR

Academics

Finance

The Flexibilities

Academic Programs–

- Graduation Requirements
- Middle School Program Criteria
- Instructional Extension
- Early Intervention Program
- Language Assistance
- Education Program for Gifted Students
- Scheduling for Instruction
- School Day for Students
- Promotion and Retention



HR

Finance

Academics

The Flexibilities

Finance-

- **Minimum Direct Classroom Expenditures**
- **QBE Financing**
- **Categorical Allotment Requirements**



Math

Reading/ELA

Writing

The Accountability

Reading/ELA–

- Increase the percent Exceeds in Reading/ELA for AYP Subgroups in Elementary School grades 3-5 and Middle School grades 6-8 on the Criterion Referenced Competency Test (CRCT).
- Increase the percent Advanced/Honors in English Language Arts for AYP subgroups in High School grade 11 on the Georgia High School Graduation Test (GHS GT)



Reading/
ELA

Mathematics

Writing

The Accountability

Mathematics—

- Increase the percent Exceeds in Mathematics for AYP Subgroups in Elementary School grades 3-5 and Middle School grades 6-8 on the Criterion Referenced Competency Test (CRCT).
- Increase the percent Pass Plus in Mathematics for AYP subgroups in High School grade 11 on the Georgia High School Graduation Test (GHSGT).



Reading/
ELA

Writing

Math

The Accountability

Writing–

- Increase the percent Exceeds in Writing for AYP Subgroups in Elementary School grade 5 and Middle School grade 8 on the Georgia Writing Assessment.
- Increase the percent Exceeds in Writing for AYP subgroups in High School grade 11 on the Georgia High School Writing Test (GHSWT).
- Increase the mean scale score in Writing for subgroups in High School grade 12 on the Scholastic Aptitude Test (SAT).



Consequences

- Schools not achieving annual performance goals will be provided direct, on-site support from the district office
- Should the Governor's Office of Student Achievement and the State Board of Education deem a school out of compliance at the end of the five-year contract, the consequence will be to implement processes for conversion charter school status as required by law and rule.

School Plans

- Demographic Data
- AYP Summary
- Accountability Measures / Annual Targets
 - Where subgroups are outperforming the State percent Exceeds, the annual performance targets will be to maintain or increase achievement.
 - Where subgroups are underperforming the State, the annual performance targets will be to eliminate the gap within five years

IE² ...Transparency of Results

- Annual Report required by the IE² Contract
- Additionally, FCS will utilize the R4 Dashboard to communicate performance to stakeholders.
- Approved accountability measures will be added to the R4 Dashboard and will report system and school performance each year.





IE² Strategic Plan

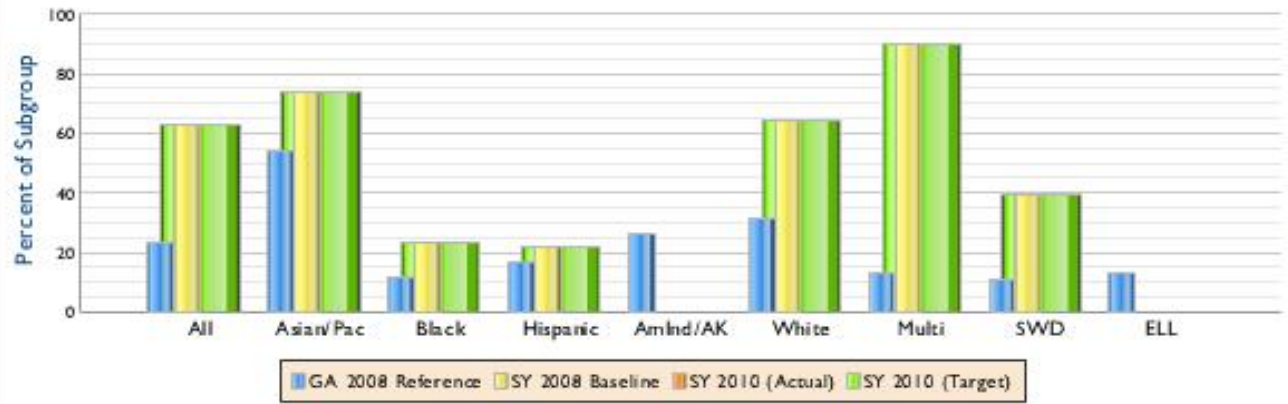
ELEMENTARY SCHOOLS

MIDDLE SCHOOLS

HIGH SCHOOLS

- BCES
- CHAT
- CHES
- CMES
- CES
- DCES
- JCES
- MASH
- MATT
- MID
- SAW
- SBES
- SHAR
- SPES
- SCES
- VCES

IE² Strategic Plan - Big Creek ES - Current Status
Mathematics



[View Other Test Percentages](#)



In addition to federal accountability related to No Child Left Behind, each school has a five-year goal that includes annual performance targets for AYP (Adequate Yearly Progress) subgroups to close any achievement gaps in performance relative to the state Percent Exceeds.

Where subgroups are outperforming the state percent Exceeds, the annual performance targets will be to increase achievement or, at a minimum, maintain.

The IE² Strategic Plan goals include increasing the Percent Exceeds in Mathematics for AYP subgroups in Elementary School grades 3-5 on the Criterion Referenced Competency Test (CRCT).

[View AYP Summary for This School](#)

[View School IE² Strategic Plan](#)

[View School Demographics](#)

| IE ² Strategic Plan Big Creek ES Mathematics | GA 2008 % Adv Honors Reference | SY 2008 % Exceeds Baseline | AYP Subgroup Difference | SY 2010 % Exceeds (Actual) | SY 2010 % Exceeds (Target) | SY 2010 Status |
|---|--------------------------------------|----------------------------------|-------------------------------|----------------------------------|----------------------------------|-------------------|
| All Students | 23.0 | 63.1 | 40.1 | | 63.1 | |
| Asian/Pacific Islander | 53.8 | 74.0 | 20.2 | | 74.0 | |
| Black | 12.0 | 23.1 | 11.1 | | 23.1 | |
| Hispanic | 16.7 | 22.2 | 5.5 | | 22.2 | |
| Am. Indian / Alaskan | 26.0 | | | | | |
| White | 31.1 | 64.4 | 33.3 | | 64.4 | |
| Multi-Racial | 25.0 | 90.0 | 65.0 | | 90.0 | |
| Students w/ Disabilities | 11.2 | 39.6 | 28.4 | | 39.6 | |
| English Language Learners | 12.6 | | | | | |

Select Type of Chart to Display

- Current Status
- Target Trend

IE² in Action @ Whitlow ES

Utilization of Personnel



IE² in Action @ West Forsyth HS

Seat Time Waiver

404 Seniors. 400 Graduations in 2010



If I knew then...

- Revisit the flexibilities.
- Clarity on goal attainment.
- Science instead of Writing?



Politically Incorrect Tips for Negotiating IE²

- Be...
Prepared! Professional! Persistent!
- Anticipate “push back”.
- Ask for an extensive list of flexibilities.
- Make the IE² application fit your district’s needs.
- Don’t be afraid to walk away from the table.
- Make the accountability “do-able”.
- Remember...this is a marriage...it doesn’t get better when you get home from the honeymoon!

Benefits Observed

- Freedom from state law and SBOE policies
- Freedom from thinking “we’ve always done it this way”
- Freedom for more focused instructional time
- Freedom for how personnel is utilized in the schools
- Increased collaboration
- Increased high school completion
- Increased exceeds expectations no CRCT
- Ability to target areas of improvement
- A new culture of innovation
- Cost savings due to class size flexibility

Benefits Observed

FCSS Percent Change in Exceeding the Standard on CRCT

| System Results by Grade | 2008 Reading: % Exceeds the standard | 2009 Reading: % Exceeds the standard | 2010 Reading: % Exceeds the standard | 2008 - 2010 Change % Exceeds | 2008 ELA: % Exceeds the standard | 2009 ELA: % Exceeds the standard | 2010 ELA: % Exceeds the standard | 2008 - 2010 Change % Exceeds |
|-------------------------|--------------------------------------|--------------------------------------|--------------------------------------|------------------------------|----------------------------------|----------------------------------|----------------------------------|------------------------------|
| Grade 1 | 59 | 61.4 | 64.9 | 5.90 | 37 | 47.6 | 45.9 | 8.9 |
| Grade 2 | 61 | 67.7 | 60.7 | -0.30 | 48 | 44.3 | 52.7 | 4.7 |
| Grade 3 | 55 | 54.0 | 62.1 | 7.10 | 48 | 55.0 | 58.4 | 10.4 |
| Grade 4 | 51 | 53.3 | 54.5 | 3.50 | 46 | 49.7 | 61.5 | 15.5 |
| Grade 5 | 40 | 37.4 | 45.7 | 5.70 | 49 | 53.6 | 59.2 | 10.2 |
| Grade 6 | 57 | 61.6 | 62.1 | 5.10 | 42 | 60.7 | 47.1 | 5.1 |
| Grade 7 | 26 | 38.7 | 47.9 | 21.90 | 50 | 50.4 | 60.7 | 10.7 |
| Grade 8 | 41 | 55.2 | 56.7 | 15.70 | 58 | 53.7 | 57.7 | -3 |

| System Results by Grade | 2008 Math: % Exceeds the standard | 2009 Math: % Exceeds the standard | 2010 Math: % Exceeds the standard | 2008 - 2010 Change % Exceeds |
|-------------------------|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------|
| Grade 1 | 56 | 57.2 | 60.3 | 4.3 |
| Grade 2 | 43 | 50.1 | 50.5 | 7.5 |
| Grade 3 | 53 | 59.9 | 59.8 | 6.8 |
| Grade 4 | 44 | 52.6 | 57.2 | 13.2 |
| Grade 5 | 50 | 66.9 | 67.3 | 17.3 |
| Grade 6 | 29 | 45.4 | 44.8 | 15.8 |
| Grade 7 | 53 | 61.6 | 69.2 | 16.2 |
| Grade 8 | 32 | 51.3 | 48.5 | 16.5 |

The Real Difference

“I had a kindergarten teacher tell me the other day, before IE2, I taught kindergarten, now I can teach students.”

-FCSS Elementary Level Principal

All The Resources



STRATEGIC PLAN *Forsyth County Schools*
Dream it. Plan it. Do it.

- [New! \(3/19\) IE2 Negotiated Contract Approved by FCS BOE](#)
- [IE2 Executive Summary/IE2 School Accountability Measures \(28 schools\)](#)
- [IE2 Proposed 14 Areas of Flexibility with Examples/Details](#)
- [IE2 Presentation to FCS Staff and Community \(pdf\) \(PowerPoint/Impress\)](#)
- [Draft Strategic Plan Presentation \(PowerPoint/Impress\)](#)
- [General Question & Answer Guide](#)
- [LSC Feedback Form](#)
- [Superintendent's IE2 Blog](#)
- [Strategic Plan/IE2 Process and Communication Plan](#)(includes dates for public hearings and other opportunities for stakeholder feedback)

FCS has been working throughout 2008-09 to develop a new **Strategic Plan** for 2009-12. We completed the "Dream it" (four months of collecting stakeholder feedback) phase of the process prior to the Winter Holidays, and recently finished the vision, mission, beliefs, goals, objectives and metrics ("Plan it" phase).