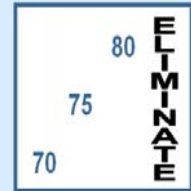




Working Together, Achieving More **Accountability and Support Group**



JOINT ASG | MPS MEETING SUMMARY

MEETING DATE

February 21, 2008 (2:00 PM to 5:00 PM)

MEETING FACILITATOR

- Joe Palumbo, Focus On Results
 - Jud Slusser, Focus On Results
-

ASG MEMBERS PRESENT

- Jude Carl Ashley, Milwaukee County Circuit Ct.
- Tony Baez, President/CEO of the Council for Spanish Speaking
- Mayor Tom Barrett, City of Milwaukee
- Tia Bojar, Dean of the College of Education and Leadership
- Elizabeth Burmaster, State Superintendent, Department of Public Instruction
- Representative Pedro Colon, State Capitol 104 North
- Cecilia Gore, Program Manager, Jane Bradley Pettit Foundation
- Bill Henk, Dean of Education, Marquette University
- Bev Greenberg, Vice President Public Affairs, Time Warner Cable – SE Wisconsin
- William Jenkins, Principal at Jenkins & Associates
- Linda Post, Ph.D., Chair of Curriculum & Instruction at the School of Education
- Sister Joel Read, President Emeritus, Alverno College
- Paul Roller, Retired Chairman of Miller Brands, Milwaukee LLC
- Mark Sabljak, Publisher, The Business Journal
- Senator Lena Taylor, State Capitol 3 South

ASG GUESTS PRESENT

- Myra Edwards, Mayor's Office
- Jackie Patterson, Wisconsin Department of Public Instruction
- Ann Yehle, Wisconsin Department of Public Instruction

MPS MEMBERS PRESENT

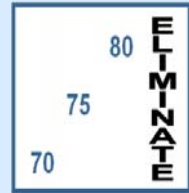
- Bill Andrekopoulos, Superintendent
- Michelle Nate, Chief Finance and Operations Officer
- Henry Kranendonk, Mathematics Curriculum Specialist
- Dennis Oulahan, MTEA President
- John Weigelt, President of the Administration and Supervisor's Council
- Kathy Williams, MPS Director of Teaching and Learning
- Marie Thompson, Grant Development Coordinator
- Bama Brown-Grice, MPS Implementation Team
- Helen Harris, MPS Implementation Team
- Margaret Henningsen, MPS Implementation Team
- Willie Jude, MPS Implementation Team
- Dr. Clara New, MPS Implementation Team
- Phyllis Wofford, MPS Implementation Team

ASG MEMBERS ABSENT

- Rev. Louis Sibley III, Chairman of MICAH



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ASG Pre-Meeting

ASG members discussed the goals for the meeting as well as the planned meeting protocol; including time to share any updates that will help members prepare the group for a focused session. In addition, ASG reviewed the focused talking points:

- The health of our neighborhood, our city, our state and our very nation depends on the sound education we guarantee every student.
- We are proud that the key stakeholders involved with MPS worked together to create the *Working Together, Achieving More* strategic plan.
- We know, however, that HAVING a plan is far different than LIVING a plan.
- The *Working Together, Achieving More* strategic plan makes some very hopeful promises to the citizens of Milwaukee.

By 2012, the *Working Together, Achieving More* strategic plan promises:

- 70** — No less than 70% of MPS student will be on grade level in MATH.
- 75** — No less than 75% of students will complete rigorous high school coursework.
- 80** — No less than 80% of MPS students will be READING at grade level.
- ELIMINATE** — MPS will CUT the achievement gap between African American and White students IN HALF; long term it will be eliminated.

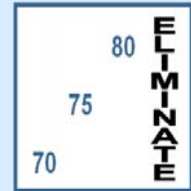
Our goal is to provide support and pressure and an external group of critical friends to make sure there are sound and focused plans to meet these four key goals.

We do that by:

- Frequent meetings with MPS to have them report on progress and give them constructive suggestions on how to improve their work;
- Bringing resources and expertise forward when we can to help MPS with issues they may be struggling with; and
- Honestly report to the public on progress being made towards meeting the promises outline in the *Working Together, Achieving More* strategic plan.



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MPS Shares Implementation Progress with ASG

MPS personnel shared progress regarding the MATH GOAL for 2012 as well as the RIGOROUS COURSEWORK GOAL (from the **Working Together, Achieving More Action Plan**):

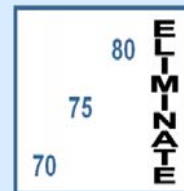
- *"By 2012, no less than 70% of MPS students will be on grade level in MATH."*
- *"By 2012, no less than 75% of students will complete rigorous high school coursework."*

Discussion Highlights:

- *MPS team shared an in-depth overview of what's happening with Math in MPS and shared some of the early results from the NSF grant implementation.*
- *NSF grant and research project that provided a comprehensive approach to improving student performance in mathematics in MPS schools. Work involves teachers as well with principals and school leaders, university partners and post-secondary partners.*
- *Grant early results successful. Currently in Year 5 of the Project. Funding was 5 million dollars a year for 5 years.*
- *Noteworthy that all NSF grants are monitored and review by NSF (ensuring research validation)*
- *Math Teacher Leader (MTL) role at each school is key to the program = a train the trainer model organized around learning teams first. This was the key to success.*
- *MTL is part of the learning team and they are empowered to work with the teachers directly. The goal of the MTL is to not be the only leader but to distribute the leadership (high schools are most challenging). There are new leaders arising in assessment and other initiatives. MTL attends monthly meetings – and they have specific goals for their school. Every school is expected to collect student work samples that help us understand what achievement is being gained or not. We are working on two areas: Feedback and Rubric Scoring.*
- *Classroom assessments are aligned with standards.*
- *The learning teams and MTL actively address the teacher's content needs as well as provide just-in-time professional development for their instruction methods.*
- *Key Focus: Making a difference in the learning community of mathematics.*
- *Last year 70,000 documented PD hours for 3,000 teachers*
- *NEW GOAL: Release time for 100 MTLs in schools right now so that the training they are providing can be available. Each school is putting together an agreement between the Principal and the MTL regarding what the MTL is going to do with that release time.*
- *CONSOLIDATION OF MATH COURSES AND MATH COURSE ROAD MAP: Develop a road map for every 9th grade student. This Math map will communicate where the student is and where they are headed; including a syllabus for each course, alignment of objectives, etc. for the student, their parents and the teachers too. The outcome is that each student will be prepared for an AP math class. This tool can also be used as a counseling tool to help students understand where they are going as well as help MPS work towards the following two goals:*
 - *No less than 70% of MPS students to be on grade level in MATH by 2012.*
 - *No less than 75% of students to complete rigorous high school coursework by 2012.*



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ASG Feedback Session

Using a structured protocol for feedback, ASG members asked clarifying questions (for understanding) and gave constructive feedback to help support and push MPS's plan for implementation.

Discussion Highlights:

- *Very good presentation that reflects what we need to do to improve student achievement. It focused on an aligned training process and leadership.*
- *At the school level we have a systemic approach via the Mathematics Teacher Leader to provide daily Professional Development in math for all teachers in the school.*
- *The varying "degrees of mastery" of math content is one of our known issues. The same is true for reading.*
- *Building learning teams is key.*
- *Students that don't speak English were not addressed in this presentation.*
- *IT was good to see the goals of what classes student should take... but then we see the actual scores – which underscores how much work still has to be done – so the real issue is how to accelerate the wins from this program.*
- *There are some early results but there needs to be a system for communicating the results, replicating the results, and expanding the program.*
- *Concrete plans need to address how resisters in the school culture will be addressed. We did not hear about the people who are not trying. The people who are not buying in and are part of the district – we don't know why they don't buy in and we won't know because they are never present when we try to understand what is occurring.*
- *In order to achieve a goal of 70% success in the next five years, we will need to increase current rate of increase by 160%. What is the plan to accelerate the successes?*
- *How are districts funds going to be used to continue the program?*

Presenting Team Reflection and Joint Discussion

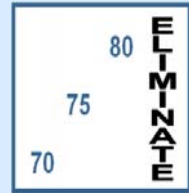
MPS Team was given time to reflect on the feedback from the previous session and based on that reflection they narrowed some NEXT STEP ACTIONS to implement.

MPS Discussion Highlights:

- *When we do these presentations, we should give more detail. A lot of these things the ASG raised, we already have plans that address the issues.*
- *Our goal is to **accelerate** the gains and we have plans to expand the program. So we are meeting to discuss how to accelerate the capacity so we can build achievement.*
- *The adult learning (content as well as methods) is extremely important in improving student achievement for our kids.*
- *We have to focus on how the school district can communicate these successes to the community.*



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ASG Recommendations

The ASG made the following recommendations to the MPS Working Together, Achieving More Implementation Team:

- Accelerate and expand the program's initial successes to all schools within MPS.
- Develop a clearer communication plan for teachers and families to increase their understanding of the Comprehensive Mathematics Framework and how it helps students learn.
- Communicate and create a tighter connection between this work and the Working Together, Achieving More Strategic Plan's promise of having 70% of all MPS students become proficient in math by 2012.

In addition, ASG members have requested MPS to return **within 30 days** to present an update on further progress in the implementation of the mathematics program.