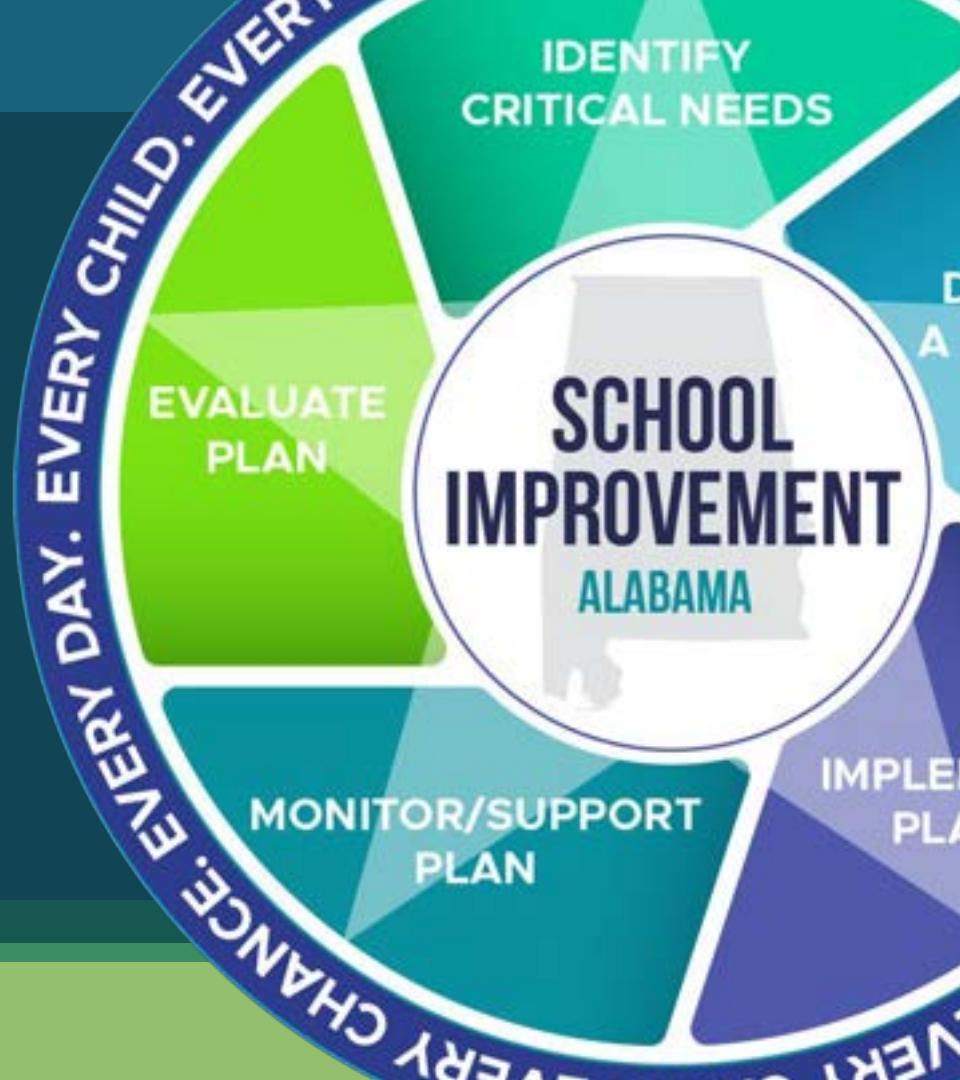


OSI Update

November 2022



OSI Staff



Current Structure

- 1 - Coordinator
- 5 - Administrators
- 5 - Specialists
- 4 - Secondary Literary RSEs
- 12 - Principal Coach RSEs

Updated Structure

- 1 - Coordinator
- 1 - ASA III
- 6 - Administrators
- 14 - Specialists (include Content Literacy)
- 4 - Secondary Literary RSEs
- 16 - Principal Coach RSEs

Nature of Support

- OSI provides "boots on the ground" support (not a compliance role).
- While support is prioritized because of limited staff, no request is denied.
- Support is differentiated and multi-faceted, based on need and individual requests.
- OSI coordinates efforts with other SDE Regional Supports (AMSTI, ARI, TIM, OMI, MTSS, RICs, etc.), industry, and community partners.



CSI School Support

- 60 schools, each paired with an OSI specialist or administrator
- Help draft and support CSI school improvement plans
- Address and monitor the indicators on the School Report Card: Chronic Absence, Student Achievement, English Learners, Graduation Rate, Career Readiness Indicators (Advanced Placement, Dual Enrollment, Career Credentials, etc.)
- Conduct Instructional Audits
- Host Transformation Academies
- Provide strategic support and training
- Align resources and funding to school improvement plans and identified needs



ATSI & TSI School Support

- 500+ identifications for subgroup gaps, including Students with Disabilities, Hispanic/Latino, Students with Limited English Proficiency, Economically Disadvantaged, and African American
- Conduct statewide webinars for targeted areas of support (Trauma-Informed Instruction, Graduation Rate, College Readiness, School Improvement Plans, etc.)
 - Most posted on OSI Youtube Channel
- Provide on-site and virtual support upon request
- Coordinate with SPED and ESL offices to provide support in closing these subgroup gaps



OSI Technical Support

- Support is prioritized by schools of greatest need in this order: Comprehensive Support and Improvement (CSI) and Governor Turnaround Schools, Targeted Support and Improvement (TSI), Additional Targeted Support and Improvement (ASTI), Failing, and all others.
- OSI delivers 700+ hours per month of face-to-face and/or virtual support to schools (not including travel, which is extensive).



OSI Support Sampler

Using Data to Determine Needs

Scheduling & Intervention Supports

Standards-Based Grading

Secondary ELA/Content Literacy

Building a Principal Calendar of Action

Mental Health Supports

Teacher & Leader Professional Learning

Classroom Observations / Instructional Rounds

Improving Student Attendance

Monitoring & Supporting School Improvement Plan

Coordinating with External Partners

Improving School Climate

RTI/MTSS

District Support of School Improvement

Guidance in Using Funding to Support School Improvement



OSI / ADI Transformation Academies

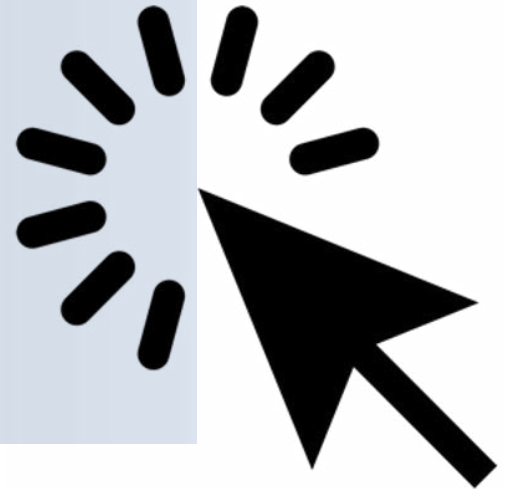
- **District Transformation Academy**
 - Audience: District Leads
 - Structure: 4 ½ day virtual sessions, with 4-6 week intersession activities
- **Principal Transformation Academy**
 - Audience: Principals plus at least one district lead
 - Structure: 5 ½ day virtual sessions, with 4-6 week intersession activities
- **Deep Dive into Instruction II - Building the Learning Habits by Improving Personal Competencies**
 - Audience: Principals and Schools Teams
 - Structure: 4 full day sessions, with 4-6 week intersession activities
- **Culture Shift**
 - Audience: Principal, Teacher, District, Coach, Parent (if possible)
 - Structure: 2 day sessions with intersession activities





FOUR DOMAINS FOR RAPID SCHOOL IMPROVEMENT

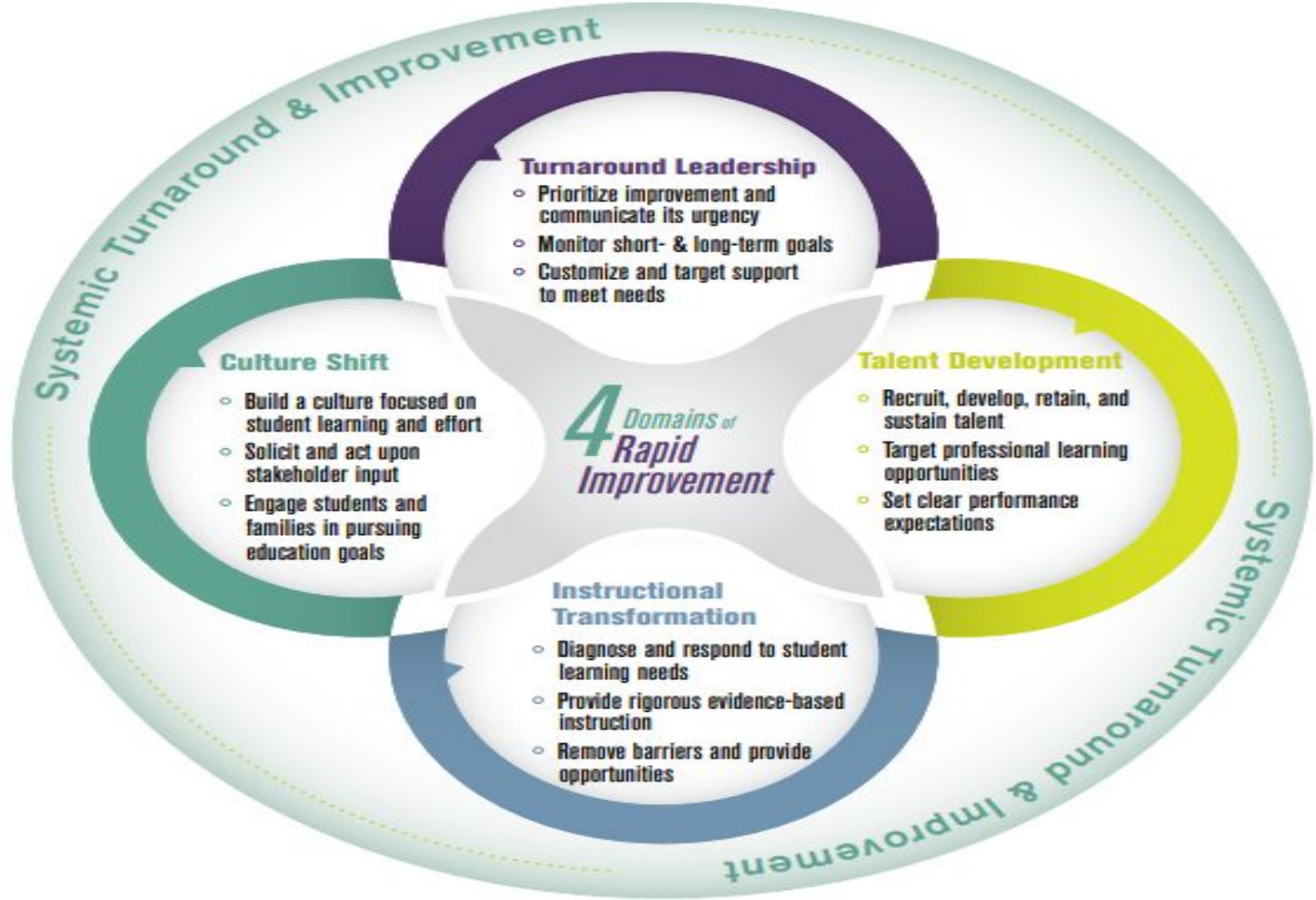
A Systems Framework



The framework shares, in practical language, the critical practices of successful school turnaround in four domains, or areas of focus, that research and experience suggest are central to rapid and significant improvement:

turnaround leadership, talent development, instructional transformation, and culture shift.

The framework offers examples of how each practice would be put into action at each level of the system.



Differentiated Support & Accountability Guide

ESSA Identified Schools
2022-2023

DRAFT



Office of School Improvement
Alabama Department of Education

	ESSA 101
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50	ESSA 200

OSI VISION

All Alabama students will have the opportunity to receive a quality education, ensuring they are college, career, and workforce ready through innovative teaching and leading practices.

OSI MISSION

To prioritize, plan, implement, and provide collaborative customized support that results in positive student achievement and growth, fostering well-rounded students.

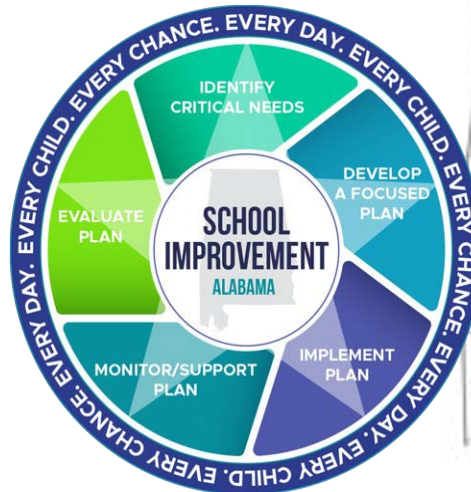
OSI BELIEFS

- High-performing organizations achieve success through a culture of effective leadership, talent development, instructional transformation, and positive relationships.
- Students learn best in a safe, supportive learning environment with effective and honest communication among schools, parents, communities and other stakeholders.
- Schools with a culture of continuous improvement efforts close achievement gaps, promote student growth, and increase the number of graduates who are college, career, and workforce ready.
- Districts and schools through observations and constructive feedback, well-supported, highly effective, and dedicated principals, teachers, and staff are the keys to the success of all students.
- Every student deserves the opportunity to learn, grow, and succeed in a diverse and inclusive environment that allows voice and choice, regardless of their socioeconomic status, race, and ethnicity. Student success ...

R&Rs for ESSA Identified Schools

Turnaround School Initiative

1. Barbour County Intermediate (Barbour)
2. Hayes K-8 (Bham)
3. Hemphill Elementary (Bham)
4. Charles A. Brown Elementary (Bham)
5. Washington Elementary (Bham)
6. West End Academy (Bham)
7. Faine Elementary (Dothan)
8. MLK Elementary (HSV)
9. Chastang-Fournier Middle (Mobile)
10. J.F. Shields High (Monroe)
11. Chisholm Elementary (MPS)
12. Dozier Elementary (MPS)
13. Highland Gardens Elementary (MPS)
14. ABC Elementary (Wilcox)
15. J.E. Hobbs Elementary School (Wilcox)



Turnaround Schools Support & Accountability Guide

- School/District/OSI Roles and Responsibilities
- OSI Monthly Support Calendar
- Year One Critical Activities
- Identification and Exit Criteria Chart
- Resource Allocations
- Technical Assistance

Support & Accountability Guide

Turnaround Schools

2022-2023

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Office of School Improvement
Alabama Department of Education

Turnaround Schools

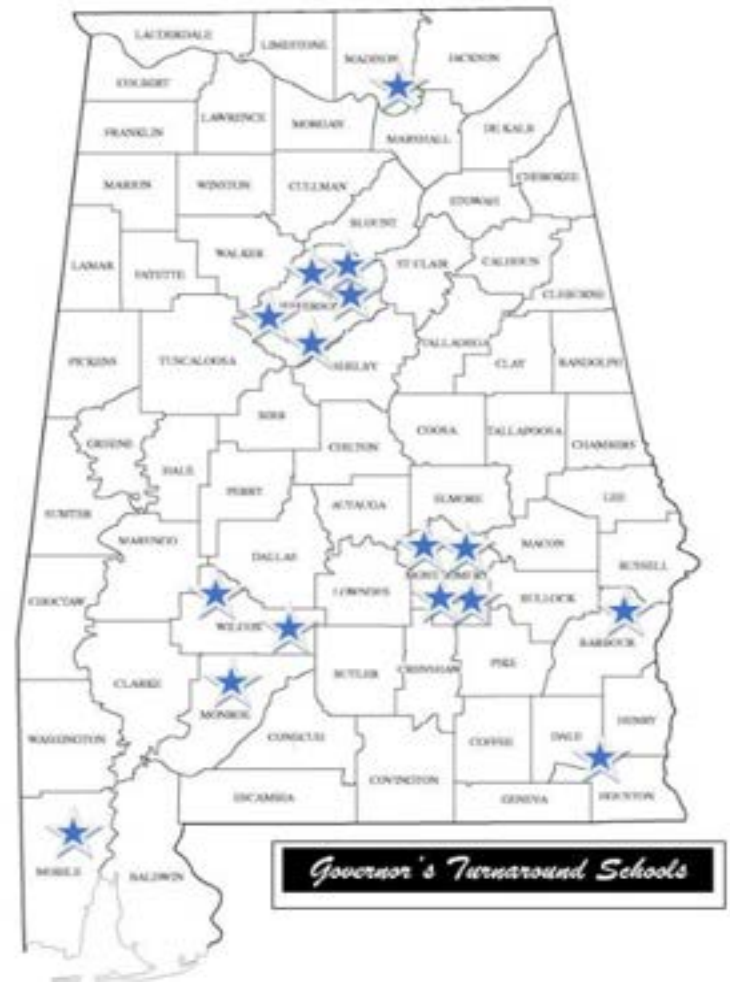
More Early Actions

- Review and chart **academic and non-academic data** (trends and areas of promise/challenge)
- Identify and **deploy OSI Staff** to visit schools and initiate relationships with leadership and staff
- Review **Continuous Improvement Plans** to facilitate Needs Assessments
- Recruit and hire **accomplished leaders and teachers** to provide direct support
- Host district leadership **onboarding and calibration meeting**
- Host **District Transformation Academy**
- Begin organizing **Instructional Audits**

DAY. EVERY CHILD. EVERY CHANGE. EVERY DAY. EVERY

DEVELOP
A FOCUSED
PLAN

IMPLEMENT
PLAN





**If we want something
we've never had in our
schools...**

**we need to do something
we've never done.**



thank you!

Dr. Melissa Shields
OSI Coordinator
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@ALSDEOSI

