

Hogan Preparatory Academy – Additional Oversight Plan after Renewal

Why extra monitoring is required?

- Tier 3; history of low performance
- No FY20 MAP data from current team
- To make sure the school is on track for FY22 goals.
- To build trust with DESE and community about this renewal

Between SBOE approval and July 1

When will these be available?

- Estimated Budget for use of ESSR federal funds approved by board – Board will vote on our Budget June 28th
- Plan for staff and students this summer approved by board – Board will vote to approve on May 24th.

Deliverables from school prior to July 1:

- Dashboard for Board to Monitor
 - Toward Performance Goals
 - Using Interim Assessments
 - Attendance
 - Other
 - Freshmen on Track/Seniors on Track
 - Leadership's Performance
 - Fiscal Performance
- Full Board Membership
- FY22 Budget tied to priorities approved by board
- Plan for Year 1 approved by Board
 - Strategies and deliverables
 - Dashboard
- Board/Staff/Commission Meet on Monitoring and Expectations for FY22
 - Positive- supportive
 - Frequency from both parties (giving them the compliance collections)
 - Review monitoring plan and rationale
 - Coach board on questions they need to be asking staff- how well are they holding staff/school accountable (our job to watch you watch them)
 - Outcomes
 - We can do this
 - This is serious/real
 - Understand the outcomes
 - This year is it- there is no HPA if FY22 is bad
 - MPI is the measure- how do you understand how each of the indicators feeds into that outcome.

Year 1:

1. SQR on Domain 1, 2, 3 (mid-September)
 - a. Purposeful Teaching – maximizing learning time, focused instruction, rigor
 - b. In-Class Assessment and Feedback
 - c. Systems for academic intervention being deployed
 - d. Culture of high expectations for learning = by teacher and by students
 - e. Coaching/continuous improvement
 - i. a-e External evaluator to conduct classroom observation SQR Domains 1
 - f. Impact of professional development, PLC's are deployed
 - g. Systems for academic interventions being tracked
 - h. professional development
2. Internal Site Visit (September board meeting)
 - a. Maturity of the governance
 - i. Monthly board attendance
 - ii. Committee active and engaged
 - iii. Succession Plan Officers (May 2021)
 - iv. Dashboard deployed
3. Renewal Plan
 - a. Distinct Competitive Advantage
 - i. Output - Pathways are established – submission on what pathways are operational for FY22 – August 1, 2021
 1. Outcome - Percentage of Students Graduating with MVA FY23
 2. Outcome – Percentage of Students On Track to Graduation with MVA
 - a. FY22 – 11th graders, 10th graders, 9th graders – submission on June 30, 2022.
 - b. Personalized Learning
 - i. Output – Preferred Learning Platform launched
 - ii. Output – ACCUPLACER/ACT WorkKeys – participation percentage of eligible students
 - iii. Output – Cross curricular projects, rubric – August 1, 2021
 - iv. Output – Pilot assessment to demonstrate core competencies – June 30, 2022 report
 - c. K-12 – academic growth
 - i. STAR
 1. September, December, May
 - ii. Evaluate (ELA and Math)
 1. Baseline A and B, February (Jan/Feb), May (April/May)
 - iii. Edulastic (Science)
 1. Quarterly data reports for Edulastic and Common Assessmnets
 - iv. Attendance
 - v. Student Retention
 - vi. Suspensions/Expulsions
 - vii. For high school = Freshmen on track (June 30) and Seniors on track (January 30)
 - viii. Output – KG Observation Form and Scoring Guide deployed
 - ix. Superintendent and Board President attend October Commission meeting and reports on baseline performance, strategies to meet FY22 goals

- x. Site Visit Coordinator reports to Commission after SV – January 2022
 - d. Deployment of the advocacy model
 - e. “Hogan 5” deployed with fidelity and quality
 - i. Observed in October at SQR (See above)
 - ii. Output – Road to retention of HQ teachers (FY23 goal)
 - 1. Report number of teachers observed, and the number with a 3 or better on Hogan 5 observations June 30, 2022
 - 2. Report percentage of 3 or better teachers returning to HPA in FY23
 - f. Science and Social Studies – Curriculum determination and deployment – August 1 Report
 - g. Board and Committee active and focused
 - i. Observations of board and committee meetings
 - 1. May, October, February, May
 - 2. Board agenda include Evaluate and STAR, retention, on-track data, and board attendance
 - ii. Board reports to Commission on August 18 on how it will monitor for FY22 goals
 - iii. Commission attends February 2022 board meeting to discuss site visit; frank discussion on interim assessments
 - 1. What strategies are being deployed, what’s being stopped
 - 2. What is Summer 2022 plan
 - 3. What is Fall 2022 plan
 - iv. Board reports to Commission in May 2021 on year to date progress on goals; monitoring; expectations on MAP results
 - v. End of School Year (Late May/Early June)2022:
 - 1. Year in Review and viability for next year
 - 2. Reflective coaching: Put a mirror to the board on its own governance
 - 3. Board self-assessment. What did you learn as a board? What adjustments did you make? Are you using the flexibility allowed to you by a charter school? What must you accomplish next year? Are you prepared for next year? How is the culture? What is your reporting system?
 - a. Growing their own monitoring based on the development of their school.
 - b. What is local assessment data telling you about the academic program?
 - c. Strategic investments to deal with goals/budgeting
 - 4. Review board and committee minutes. What did they focus their time on? What is their infrastructure to understand and monitor academics and management?
 - 5. CEO accountability
- Within One Month of above:
 - Provide school with our expectations for next year using data gathered from site visits, academic outcomes, MAP release, and progress towards performance contract goals.
 - Meeting with CEO, SSKC, Board President and MCPSC staff to discuss results and expectations for year 2
 - Board meets to discuss data and make decisions for year 2