

# SCHOOL CONVERSION

LEA All Hands Meeting

July 29, 2015

ACHIEVEMENT  
SCHOOL DISTRICT

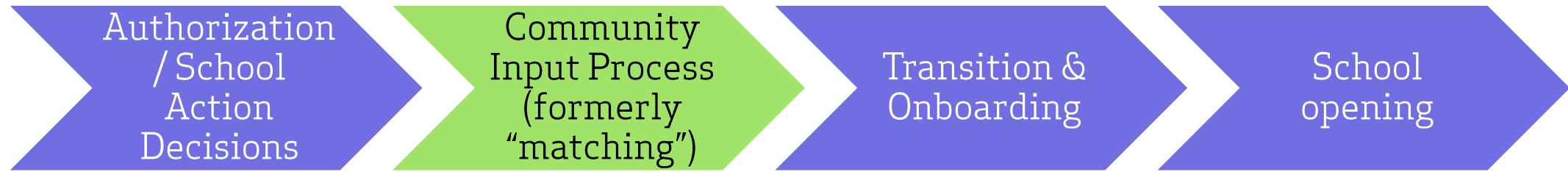


# Objectives

Overview of Conversion (15 minutes)

Community Input Timeline (15 minutes)

# Conversion phases



▪ Jan – Aug 2015

- ASD authorizes new operators
- ASD approves existing operators to replicate
- ASD identifies ASD schools for replacement
- ASD identifies Priority Schools for intervention

▪ July – Dec 2015

- Operators express interest in schools
- Communities assess operator fit
- ASD decides which operators serve which schools

▪ Jan – Sept 2016

- ASD onboards operators to the ASD / facilitates access to schools
- Operators prepare for school opening

▪ Aug 2016

- Operators begin the transformation process



Primary focus of the redesign

# Over the past 6 months we've gotten lots of feedback on how to improve the community input phase

- Operators
- AAC members
- Community leaders
- Advocacy groups
- SCS
- Funders
- ASD Staff & LT
- Other districts, consultants, etc.

# As a result, there have been some changes

FROM:  
The challenges of SY15-16 matching

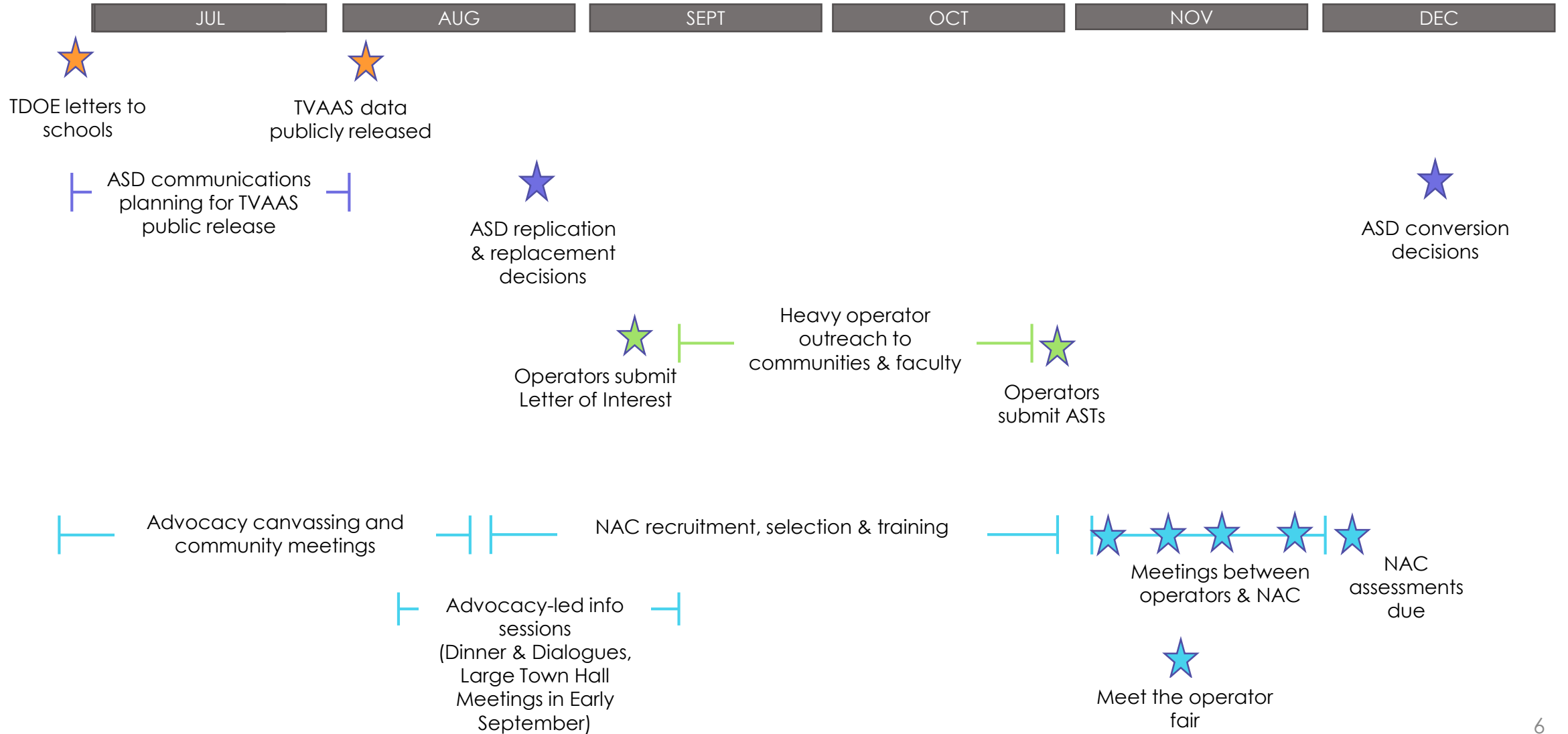


TO:  
The SY16-17 community input redesign

- Lack of awareness among parents of Priority List and implications
- Loud, raucous community meetings not effective for sharing information
- Lack of representation from parents and students
- Unclear role of the AAC
- Unprepared operators
- Early engagement by advocacy partners
- Dinner & Dialogues & Introduction of "AST" to better facilitate dialogue between community and operator
- Neighborhood-specific advisory councils with parent and student reps
- Rubric serving as input, not a consensus recommendation
- Check-points before matching to ensure commitment

# Community Input Timeline

- State
- ASD
- Operator
- Community / NAC



# NAC Rubric

4 points= Does not meet, Partially meets, Meets with reservations, Meets

Macro category	Sub category	Characteristics of a strong response	Points
	1. Operator interest	<ul style="list-style-type: none"> <li>Organization has sufficient understanding of the specific neighborhood/community/feeder pattern</li> <li>Clear knowledge of and/or ties to the school and/or neighborhood of interest</li> <li>Previous scale-up endeavors have been successful (<i>if applicable</i>)</li> </ul>	4
Student Support Needs & Interests	2. Academic programs & supports	<ul style="list-style-type: none"> <li>Demonstrates that operator understands necessary interventions and supports for the student population</li> <li>Identifies a targeted plan to support and grow all students</li> </ul>	4
	3. Extracurricular activities	<ul style="list-style-type: none"> <li>Planned extracurricular and/or enrichment programs to engage students within or outside of the school day</li> <li>Student supports are age-appropriate and focus on the whole child</li> </ul>	4
Parents & Community Involvement	4. Plans for parent involvement	<ul style="list-style-type: none"> <li>Plans to involve and engage parents in multiple aspects of the school (e.g., governance, visits, grievances)</li> <li>Plan or process in place to learn parent/student priorities and build parent/student buy-in throughout the transition</li> </ul>	4
	5. Plans for community engagement	<ul style="list-style-type: none"> <li>Evidence of vision for the broader school community's involvement in the school transformation before the school conversion and once the school is open</li> </ul>	4
School Personnel & Operations	6. School Personnel	<ul style="list-style-type: none"> <li>Staff hiring process demonstrates fair and transparent process for current staff to apply to work with the operator for teachers, administrators and non-classroom staff</li> </ul>	4
	7. Operations	<ul style="list-style-type: none"> <li>School demonstrates plan for providing a safe learning environment and promoting positive culture</li> <li>Evidence of operator attention to staff diversity and cultural competence</li> </ul>	4
	8. Demonstrated engagement	<ul style="list-style-type: none"> <li>Evidence of a significant number of meetings with parents, students, community members and leaders (sign-in sheets)</li> <li>Evidence of meetings with community organizations, neighborhood associations, and other groups that will support the school (letters of support, MOUs)</li> <li>Evidence of collateral and materials (including print and web) aimed at providing parents and students with information about the operator's plans for the school</li> </ul>	12  7

# Objectives

Overview of Conversion (15 minutes)

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# Memphis Stakeholder Lens Perspective

DATE	Memphis Operator	Memphis Parent	Achievement School District
8/3		<ul style="list-style-type: none"> <li>NAC Application Opens on Web</li> </ul>	
8/10		<ul style="list-style-type: none"> <li>Parent Mailers &amp; Web Portal</li> </ul>	
8/17-28		<ul style="list-style-type: none"> <li>Dinner &amp; Dialogue by Feeder Pattern</li> </ul>	<ul style="list-style-type: none"> <li>Dinner &amp; Dialogue by Feeder Pattern</li> </ul>
9/4	<ul style="list-style-type: none"> <li>Operators Submit Intent to Apply</li> </ul>		<ul style="list-style-type: none"> <li>Operators Submit Intent to Apply</li> </ul>
9/7-8			<ul style="list-style-type: none"> <li>Faculty with SCS Meetings</li> </ul>
9/12-13	<ul style="list-style-type: none"> <li>Saturday Comm Mtgs by BAEO</li> </ul>	<ul style="list-style-type: none"> <li>Saturday Comm Mtgs by BAEO</li> </ul>	<ul style="list-style-type: none"> <li>Saturday Comm Mtgs by BAEO</li> </ul>
Sept-October	<ul style="list-style-type: none"> <li>Operator Comm Meetings</li> </ul>	<ul style="list-style-type: none"> <li>Operator Comm Meetings</li> </ul>	
9/21		<ul style="list-style-type: none"> <li>NAC Application Closes</li> </ul>	
9/25-28			<ul style="list-style-type: none"> <li>NAC Interviews &amp; Selection</li> </ul>
10/8			<ul style="list-style-type: none"> <li>NAC Training</li> </ul>
10/23	<ul style="list-style-type: none"> <li>Operators Submit AST</li> </ul>	<ul style="list-style-type: none"> <li>Operators Submit AST (Public on Web)</li> </ul>	<ul style="list-style-type: none"> <li>Operators Submit AST</li> </ul>
10/26	<ul style="list-style-type: none"> <li>AST Feedback from NAC</li> </ul>		
November	<ul style="list-style-type: none"> <li>Operator/NAC Meetings</li> </ul>		
11/21	<ul style="list-style-type: none"> <li>Meet the Operator Fair</li> </ul>	<ul style="list-style-type: none"> <li>Meet the Operator Fair</li> </ul>	<ul style="list-style-type: none"> <li>Meet the Operator Fair</li> </ul>
11/30			<ul style="list-style-type: none"> <li>NAC Assessment</li> </ul>
12/10	<ul style="list-style-type: none"> <li>ASD Decision Announced</li> </ul>	<ul style="list-style-type: none"> <li>ASD Decision Announced</li> </ul>	<ul style="list-style-type: none"> <li>ASD Decision Announced</li> </ul>

# Communications Timeline

	JUL	AUG	SEPT	OCT	NOV	DEC
CANVASING	Door Knocks	Hire: Door knock Conversion 1 Pager (NAC Recruit, Info Sess)	Hire: Door knock Conversion 1 Pager (NAC Recruit, Op Info Sess)	Hire: Door knock Conversion 1 Pager (Meet the Operator)	Hire: Door knock Conversion 1 Pager (Meet the Operator)	
INFO SESSIONS		ASD Lead Dinner and Dialogues (NAC Recruit/Op Sess)	Op Lead Comm Mtg (NAC Recruit/Op Sess)			
MAILERS		Conversion 1 Pager (NAC Recruit, D&D, Website)	School is Eligible Op Lead Comm Mtg (NAC Recruit/Op Sess, Web)		(Meet the Operator, Info on Final Decision Release)	Final Decision Release)
WEB	Notifications of Additions via SM	Conversion 1 Pager (NAC Recruit, D&D, Calendar)	(Added: Op Info Session, Op Contacts, Video of D&D)	(Added: Meet the Ops Info, Video of Op Meetings)	(Added: Video of NAC School Visits)	(Added: ASD Decisions)
CALL	All Robo Calls point to Web	Point to visit Web (1 pager, NAC Recruit, D&D, Calendar)	(Op Info Session, Op Contacts, Video of D&D)	(Meet the Ops Info, Video of Op Meetings)	(Added: Video of NAC School Visits)	(Added: ASD Decisions)
MEDIA	Billboards Begin here (NAC Recruit & General Conv.)	TV/Radio Spot/Show: (NAC Recruit, D&D, Calendar)	TV/Radio Spot/Show: (NAC Recruit, D&D, Calendar)		(Radio Spot & Radio Show: Meet the Ops Info,)	
1:1		Priority Stakeholders (1 pager, NAC Recruit, D&D, Calendar)	Secondary Stakeholders (1 pager, NAC Recruit, D&D, Calendar)	Progress Email (Point to Website with Upstairs)	Progress Email (Point to Website with Updates)	Decision Call (Point to Website with Updates)

# Parent Touchpoints

