

*Imagine*  
**2014**

***Progress Summary:  
Recommendations from the  
Renaissance Schools Advisory Board  
(RSAB)***

*Presentation to the SRC  
October 21, 2009*



**Renaissance Schools**

*Uniting Schools and Communities for Student Success*

- Overview of Renaissance Schools Initiative
- Overview of Renaissance School Advisory Board
- Summary of Sub-Committee Recommendations
  - School Selection
  - Community Engagement and Communications
  - Turnaround Team Recruitment and Selection
- Community Feedback Sessions

## What Is The Renaissance Schools Initiative?

- Renaissance Schools are highlighted in *Imagine 2014* as a key strategy to “transform historically failing schools and embrace bold new educational approaches with proven track records of success.”
- The Renaissance Schools initiative is an **opportunity** for school communities to rally around the transformation of their neighborhood school
- Renaissance Schools is aligned to the educational reform agenda of President Obama and the Secretary of Education ‘s effort to turnaround the nation’s 5,000 lowest performing schools

- Convened by Superintendent Ackerman, the RSAB is composed of approximately 60 individuals representing a diversity of perspectives and communities from across Philadelphia.
  - Includes educators, business and community leaders, parents and District personnel
  - Objective to provide consultative expertise on essential elements of the Renaissance Schools initiative
  - Co-chaired by Lori Shorr (Office of the Mayor), Pat Coulter (Urban League of Philadelphia), and Robert Peterkin (Harvard University, Graduate School of Education)
  - Three subcommittees focused on developing recommendations on the topics of School Selection, Community Engagement and Communications, Turnaround Team Selection

1. Chronically failing schools should be transformed to provide all families and students with high quality education options
2. Community engagement is integral to the process:
  - Renaissance School communities will play an active and ongoing role in determining the schools and the solutions for transformation
3. Selection process for identifying Renaissance Schools will be fair, objective, transparent, and based on a rigorous analysis of school performance data
4. Process for identifying Renaissance School turnaround teams will be based on objective, rigorous and transparent criteria
  - Open to a wide range of internal and external partners that have a proven track record of success
5. Timeline for implementation should result in the conversion of a first set of Renaissance Schools for the 2010-2011 school year

- RSAB work done **on time** and as designed:
  - Starting August 20, enthusiastic engagement of 60+ individuals from various constituencies, neighborhoods, and perspectives
  - Three subcommittees formed on Community Engagement, School Selection, and Turnaround Team Selection subcommittees
  - 3 Plenary sessions, 10 subcommittee meetings
- RSAB recommendations address the process, timeline, and specific strategies for implementation in Fall 2010 and beyond
- Strong indications that RSAB members are willing to continue participation in the implementation of the Renaissance School process

## RSAB Membership: School Selection Sub-committee

<b>Lori Shorr (Chair)</b>	<b>Chief Education Officer, Mayor's Office of Education</b>
Ralph Burnley	Assistant Regional Superintendent, South Region
Shawn Crowder	Deputy, Strategic Partnerships, School District of Philadelphia
Thomas Darden	Deputy, Process Improvement and Compliance, School District of Philadelphia
Patricia De Carlo	Executive Director, Norris Square Civic Association
Eloise Dupree	Principal, Spring Garden School
Carol Fixman	Executive Director, Philadelphia Education Fund
Tomás Hanna	Chief of Staff, School District of Philadelphia
Rosalind Jones-Johnson	Director of Education, Philadelphia Federation of Teachers
Folasshade Laud-Hammond	Manager, Civic Partnerships, Philadelphia Youth Network
Patricia McDermott	Teacher, Andrew J. Morrison School
Sean McGrew	Director, School Innovation and Best Practices, School District of Philadelphia
Robin Millhouse	Teacher, Southwark School
Cecil Parsley	Parent
Randolph Sanders	Administrator of Community-Based Programs, Northern Homes for Children
Barbara Saverino	Vice President, Greater Philadelphia Chamber of Commerce
Randolph Sanders	Administrator of Community-Based Programs, Northern Homes for Children
Simran Sidhu	Executive Director, YouthBuild Philadelphia Charter School
Leroi Simmons	Coordinator, Germantown Clergy Initiative, Enon Tabernacle Baptist Church
Sylvia Simms	Parent
LaVerne Wiley	Regional Superintendent, Southwest Region

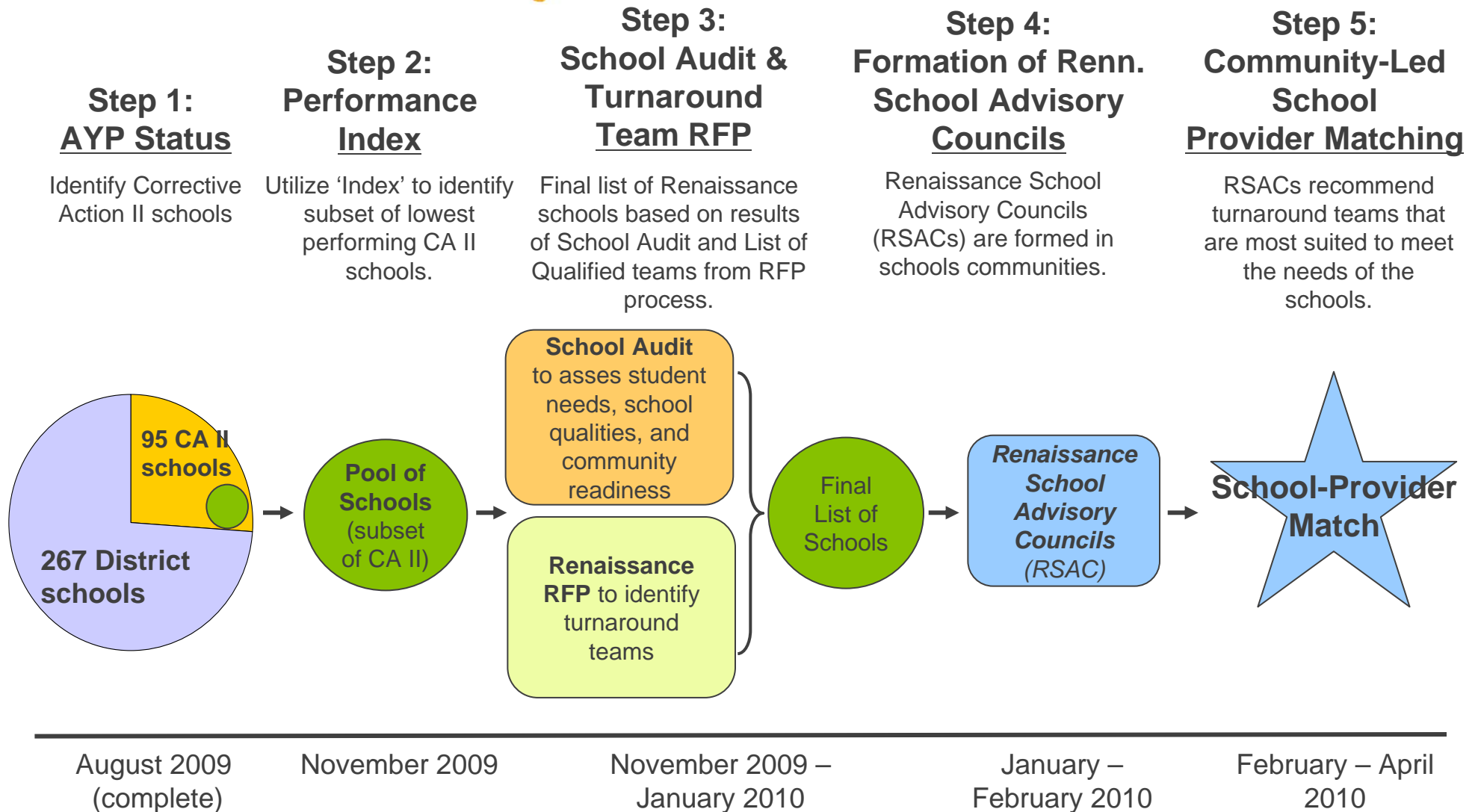
<b>Patricia A. Coulter (Chair)</b>	<b>President &amp; CEO, Urban League of Philadelphia, Inc</b>
Darlene Callands	President, CEO, Philadelphia Chapter of the BAEO
Rev. Bonnie Camarda	Director of Partnerships, The Salvation Army
Kimberly Turner Dixon	Chief of Staff, The Honorable Dwight Evans
Karren Dunkley	Deputy, Parent & Family Services, , School District of Philadelphia
Lucy Feria	Regional Superintendent, North Region
Rev. Kevin R. Johnson	Senior Pastor, Bright Hope Baptist Church
Barbara Grant	Partner, Cárdenas- Grant Communications
Michele Lawrence	Senior Vice President, Wachovia Bank N.A.
Estelle G. Matthews	Chief Talent Development Officer, School District of Philadelphia
Joseph C. Meade	Government & Public Relations, , School District of Philadelphia
William R. Miller, IV	CEO, Ross Associates, Inc.
Lisa J. Nutter	President, Philadelphia Academies, Inc.
Lois Powell-Mondesire	Principal, Strawberry Mansion High School
R. Victoria Pressley	Asst. Regional Superintendent, East Region
Evelyn Sample-Oates	Chief Communications Officer, School District of Philadelphia
Qaadirah Sharif	Parent, Dr. Ethel Allen School
Cecelia Thompson	Parent, Samuel Gompers School, Chairperson, Philadelphia Right to Education Task Force
Michael A. Walker	Senior Advisor, Advocacy & Policy, Urban League of Philadelphia



## RSAB Membership: Turnaround Team Recruitment & Selection

<b>Robert S. Peterkin (Chair)</b>	Director, Urban Superintendents Program, Harvard University Graduate School of Education
Courtney Collins-Shapiro	Director, Multiple Pathways to Graduation, School District of Philadelphia
Patricia De Carlo	Executive Director, Norris Square Civic Association
Francisco Durán	Regional Superintendent, Central East Region
Ann B. Gardiner	Principal, Bodine, High School for International Affairs
Nancy Hopkins-Evans	Deputy, High School Reform, School District of Philadelphia
Karen Kolsky	Asst. Regional Superintendent, Northeast Region
Michael J. Masch	Chief Business Officer, School District of Philadelphia
C. Kent McGuire	Dean, College of Education, Temple University
Erlene Nelson	Retired Teacher, Parent University
Maria Pitre-Martin	Chief Academic Officer, School District of Philadelphia
Charlene Samuels	Parent, Central High and Thomas Creighton Schools, Coordinator, Logan Olney EPIC Stakeholders
Laura Shubilla	President, Philadelphia Youth Network
Sara Vernon Sterman	Managing Director, Community Facilities, The Reinvestment Fund
Traci Teasley	Asst. Regional Superintendent, High School Region
Andy Thach	Parent, Northeast High & Solis-Cohen School, Social Services Liaison Specialist, Thurgood Marshall School
Sharon Tucker	Deputy, Chief Education Officer Mayor's Office of Education
M. Christine Wiggins	Founder and CEO, Imhotep Institute Charter High School
Steve Wray	Executive Director, Economy League of Greater Philadelphia

## Outline of Renaissance School Selection Process



- Renaissance schools should be a **subset of Corrective Action II schools**
  - Districts are required to restructure CAII schools as part of federal No Child Left Behind (NCLB) legislation
- Utilize a **School Performance Index** to identify a subset of the lowest performing Corrective Action II schools; including
  - PSSA achievement, student growth on standardized tests, graduations rates, college enrollment, student attendance, parent and teacher satisfaction surveys
- Perform a **School Audit and Community Readiness Review** to gather additional qualitative and quantitative data on schools
  - Audit to include site visits and comprehensive review of school performance data and student/community needs
  - Evaluates community readiness for turnaround reform
  - Audit teams to include mixture of District and non-District representatives

- **School Mix:** Include both high schools and middle/elementary schools
  - Consider “cluster” of schools by combining failing high school and feeder elementary/middle schools
- **Final Selection of Schools** will depend on results of school audit, community readiness, and the mix of qualified turnaround teams that are selected from the RFP process
- **Communication:** Announcement of eligible Renaissance Schools needs to be accompanied with a massive community outreach effort
- **Urgency vs. Capacity:** All sub-committees recognize the urgency of turnaround reform, but believe the District should start small in order to maximize success of the initiative

- Formation of Renaissance School Advisory Councils (RSACs)
  - RSACs will include parents and members of the community around the selected school who formally agree to volunteer for approximately 10 hours a month for one year
  - RSACs should be formed once schools are chosen
- Role of Renaissance School Advisory Councils (RSAC)
  - Provide an advisory, not governing role
  - Identify qualified teams to operate selected Renaissance Schools
  - Participate in matching process of schools with appropriate turn-around solution
  - Support the incubation and transition periods for smooth “launch”
  - Participate in review of quarterly and annual reports delivered to CEO/Superintendent of the School District

- Need clear communications plan to properly disseminate information to the community
  - Clear messaging on Renaissance School designation being an opportunity for communities to embrace transformation
  - Conduct community feedback sessions to gather broader public feedback on RSAB recommendations that will inform final plan
  - School-based meetings with District personnel, students and parents once potential pool of Renaissance Schools announced
  - Clear communication around additional supports provided to lowest performing schools not chosen for turnaround for 2010-2011
  - Outreach to local elected officials, clergy and community groups

- **All Children:** Renaissance Schools will serve the same neighborhoods and will educate all children (and all grades) at the school, including English Language Learners and Special Education students
- **Autonomies:** Schools should operate with sufficient autonomy to fully implement the vision, mission, and program they articulate in their RFP response
  - Schools may include unique approaches to school staffing, budgeting, facilities, curriculum, work rules, structure of school day, etc.
- **High Accountability:** Expect accelerated performance based on academic growth of the same students
  - Active monitoring would indicate if school is meeting transformation goals
  - Accountability must be contractually binding



- **Innovation Model:**
  - District managed with District employees
  - Work rules, structure of school day, etc. would be determined by submitting turnaround team
  - Employees elect to work in Renaissance School
  - Employees maintain eligibilities for benefits, etc.
  
- **Contract Model:**
  - Externally managed with non-District employees
  - Charter operators may qualify as “external” design teams
  
- **Charter School:**
  - Subcommittee did not recommend having a “charter school” option at this time, unless the following issues could be addressed:
    - Enrollment
    - Student catchment area
    - Accountability



- The District should solicit proposals for both “Lead” and “Supporting” organizations in the Renaissance RFP.
- **“Lead” organizations:** Can deliver the entire school solution in 2010 – 2011, or collaborate with other agencies to create a coordinated team that presents a complete solution. Applicants must demonstrate:
  - Capacity to perform as the primarily responsible organization
  - Track record of operating successful school(s)
  - Success in partnering with other organizations to deliver results
- **“Supporting” Organizations:** Organizations with specialized solutions that will be essential for school transformation, but without capacity to lead the transformation
- Provide opportunity for “Lead” and “Supporting” teams to partner during the RFP process

RFP process should happen into two steps:

- Step 1: Turnaround teams submit a qualifications statement
  - Review teams should be mix of District and non-District personnel
  - Reviewers select qualified teams based upon fair and objective criteria, including:
    - Readiness to act as Lead or Support organization for 2010
    - Track record of academic or support service success

- Step 2: Detailed RFP document to be completed
  - Responses to include a combined set of solutions from Lead/Support organizations
  - Must demonstrate a proven track record of operating (or supporting) successful urban public school(s)
  - Includes site visits to provider’s existing schools/sites
  - Review team to provide best turnaround proposals to school communities for evaluation

## Community Feedback Sessions

- District will obtain community feedback on the RSAB recommendations
- Community meetings (4) will take place at the following dates/locations throughout Philadelphia
  - November 2: (North) Philippian Baptist Church, 5801 N. Broad Street
  - November 4: (East) Norris Square Civic Association, St. Bonafice Site, 2010 N. Mascher St.
  - November 5: (West) High School of the Future, 4021 Parkside Ave.
  - November 9: (South) Audenreid High School, 3301 Tasker St.
- Refreshments and childcare will be provided for participants.
- All members of the Philadelphia community are invited to attend.
  - Please RSVP at 215-400-7272 to help us plan for the event

- November 2-9: Conduct community feedback sessions on RSAB recommendations
- November 18: District finalizes Renaissance School implementation plans based on RSAB recommendations and community feedback
- Late November: Announce pool of eligible Renaissance Schools and Release Renaissance RFP