

Leading the Transformation to Improve Academic Success for At-Risk Students

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RIVERSIDE DISTRICT LEADERSHIP
NETWORK MEETING
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Fairfax County Public Schools

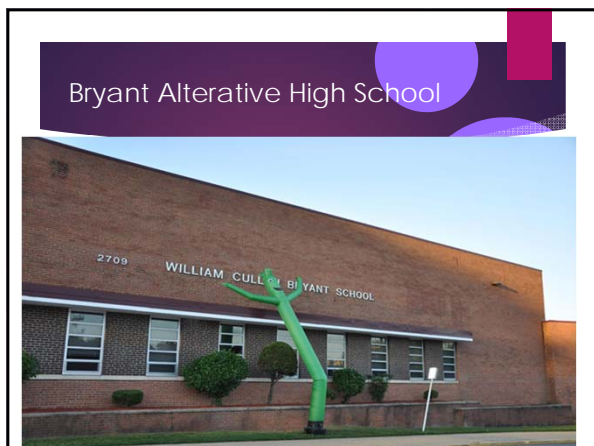
- ▶ 10th Largest District in the nation
- ▶ Over 189,000 Students and counting
 - ▶ 28% Free/Reduced Lunch, 17% ELL, 19% Sped
 - ▶ 40% White, 25% Hispanic, 19% Asian, 10% African American, 5% Multiracial
- ▶ 26 High Schools/Secondary Schools
- ▶ 26 Middle Schools
- ▶ 133 Elementary Schools
- ▶ 5 Special Education Centers
- ▶ Nontraditional School Programs
- ▶ 2 Alternative High Schools
- ▶ Over 130 Languages spoken

Historical Demographics

- ▶ Affluent (\$14, 500/pupil cost)
- ▶ White
- ▶ High Achieving (93% graduation rate which is down)
- ▶ Basic Diploma is college requirement bound

District Wide Challenges

- ▶ Rapidly Shifting Demographics are leading to the following challenges:
 1. How to service our ELLs as a rapidly growing population
 2. How to service our neediest students/families
 3. Minority Achievement/Closing the Gaps (low graduation rates)
 4. High mobility and poor attendance rates



Bryant Alternative High School

Program

- ▶ High School Diploma Program for students ages 16 – 22
- ▶ 18:1 student/teacher ratio
- ▶ 4 class periods (90 minutes each) per day (8:00 – 2:45)
- ▶ 4X4 course schedule – students can earn up to 8 credits
- ▶ 2 graduations per year (February and June)
- ▶ Services students from 12 different high schools

Services


- ▶ ESOL – all levels
- ▶ Special Education – resource level
- ▶ Project Opportunity – support services for pregnant/parenting students

At-Risk Students

- ▶ Academic difficulty – few credits, grade level behind
- ▶ Excessive absences
- ▶ Discipline or Behavior concerns
- ▶ Other barriers
 - ▶ Working 20 – 40 hours per week
 - ▶ Independent students
 - ▶ Lack parental support
 - ▶ Economic difficulties
 - ▶ Homelessness
 - ▶ Single parents

Managing the Change


- ▶ Change management is a tedious but necessary process
- ▶ Anthony Muhammad, *Transforming School Culture*
Believers, Tweeners, Survivors, Fundamentalist
- ▶ Building Instructional Leadership Capacity
 - ▶ Instructional Leadership Team
 - ▶ Teacher Leader Teams to drive the SIIP work



Re-Branding

- ▶ Control Your Brand
- ▶ Control Your Message
- ▶ School Visits—traveling commercial
- ▶ Setting the outcomes at school level and district level
- ▶ Listening Meetings
- ▶ Social Media is your friend

Message Control



Innovative Vision

- ▶ Literacy across all disciplines
- ▶ 1:1 Blended Learning
- ▶ Early College Early Career Programing

Three Year School Innovation and Improvement Plan (SIIP)

- ▶ A Focused plan to lead the work
- ▶ Literacy, Innovation, Mathematics
- ▶ Stick with the plan for at least 3 yrs but have a set plan for 5 yrs as well



Navigating Stakeholders

- ▶ District level Buy-In vs. Commitment
- ▶ Community understanding toward common understanding
- ▶ High Schools collaboration to be united in mission of shared students

Engaging School & Community Environment

- Build community with students
 - T-shirts
 - Faculty
 - Students
- Identifying students strengths and interests
 - Basketball game
 - Poetry/Rap Slam
- Meeting students need through school-wide programs
 - Santa Workshop
 - Food pantry
- Book Club
- Field Trips
- Mosaic Wall

| School Year | Total Graduates | College/ University Acceptance | NOVA/ Community College | Military |
|-------------|-----------------|--------------------------------|-------------------------|----------|
| 2015/2016 | 118 | 2 | 66 (57%) | 0 |
| 2016/2017 | 126 | 3 | 81 (67%) | 9 |

Graduation Rate

| School Year | February | June | Total |
|-------------|----------|------|----------------------------|
| 2012/2013 | 43 | 56 | 99 |
| 2013/2014 | 46 | 55 | 101 |
| 2014/2015 | 29 | 41 | 70 |
| 2015/2016 | 56 | 62 | 118 |
| 2016/2017 | 43 | 83 | 126 Graduation Rate 89% |

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