UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

Community Schools: Transforming Struggling Schools into Thriving Schools

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Kyle Serrette- NEA
NEA Leadership Competency

• Organizing
Builds meaningful community partnerships
Engages in collective action to identify and address pivotal issues
Creates conditions for continuous association growth and strength
Fosters the development of leaders at all levels of the organization
NEA Strategic Goal and NEA Organizational Priority

• Strategic Goal 1: Strong Affiliates for Educator Voice and Empowerment
• Strategic Goal 2: Empowered Educators for Successful Students
• NEA Organizational Priority
  My School, My Voice
WHAT ARE COMMUNITY SCHOOLS?

The Community School strategy remolds schools by developing a deep and diverse understanding of an individual school’s needs and assets, uses improvement science to problem solve with key stakeholders, and forms strategic partnerships with businesses, non-profits, and various government agencies to meet the needs that are identified.
THE BEST COMMUNITY SCHOOLS

1. Community School Coordinator
3. Strategic Plan/Form Problem Solving Teams
4. Stakeholder/Partner Community School board
NEEDS/ASSET ASSESSMENT
FOCUS ON AT LEAST 6 PILLARS

1. Strengthened curriculum (culturally relevant and engaging).
2. An emphasis on high-quality teaching, not on high-stakes testing.
3. Coordinated & integrated \textit{wrap-around supports} such as health care, eye care and social and emotional services.
4. Positive discipline practices such as restorative justice.
5. Transformational family, student and community engagement.
6. Shared leadership philosophy.
DEEP NEEDS/ASSET ASSESSMENT

**Leadership Team (weekly)**
- Principal
- AP
- Community School Coordinator

**Community School Coordinator (Lead)**
- Family team
- Staff/Educator team
- Student team
- Community team

**Step 1: 6 months**
Teams develop tactics to achieve engagement targets. Coordinator drives this.

75% to 100% engagement
Leadership Team (weekly)

Principal
AP
Community School Coordinator

Stakeholder Board (monthly)
Member partners fill strategic needs identified by Problem Solving Teams

Step 3, set up stakeholder board

Problem Solving Team (bi-weekly)
Lead member
Members

Problem Solving Team (bi-weekly)
Lead member
Members

Problem Solving Team (bi-weekly)
Lead member
Members

Academic Team 1
(weekly)
Principal Members

Academic Team 2
(weekly)
Principal Members

Community School Coordinator (CSC) Head of Problem Solving
Under the Every Student Succeeds Act (ESSA), Community Schools can be implemented as a targeted or comprehensive intervention for improving student and school outcomes.

There is a sufficient research to satisfy the ESSA evidence-based standard.

<table>
<thead>
<tr>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
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<tbody>
<tr>
<td>Strong Evidence</td>
<td>Moderate Evidence</td>
<td>Promising Evidence</td>
<td>Emerging Evidence</td>
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<tr>
<td>At least one well-designed and well-implemented experimental study</td>
<td>At least one well-designed and well-implemented quasi-experimental study</td>
<td>At least one well-designed and well-implemented correlational study with statistical controls for selection bias</td>
<td>Demonstrates a rationale based on high-quality research findings or positive evaluation that the intervention is likely to improve student outcomes</td>
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<td></td>
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<td></td>
<td>Includes ongoing evaluation efforts</td>
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<td>2009</td>
<td>2016</td>
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<tr>
<td>Enrollment – 485 (97% FARM; 50% ELL)</td>
<td>Enrollment – 1000 (98% FARM; 60% ELL; 90% Latino, 9% African American)</td>
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<td>Lowest performing middle school in Austin; on verge of closure.</td>
<td>Highest performing Title 1 Middle School of 14 other Middle Schools</td>
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<td>Graduation Rate – 48%</td>
<td>Graduation Rate – 78%</td>
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***2016: Now a K to 8 school with 1000+ students enrolled***
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<th>2009</th>
<th>2015</th>
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<tbody>
<tr>
<td>Enrollment</td>
<td>600 and on verge of closure</td>
<td>1250</td>
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<tr>
<td>Attendance</td>
<td>88%</td>
<td>95%</td>
</tr>
<tr>
<td>Graduation rate</td>
<td>48%</td>
<td>85%</td>
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<tr>
<td>Student Mobility</td>
<td>41%</td>
<td>30%</td>
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<tr>
<td>Dual college credit</td>
<td>0</td>
<td>150+ (12 earned Associates Degrees)</td>
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<tr>
<td>Year</td>
<td>No Community Schools</td>
<td>2006 (%)</td>
</tr>
<tr>
<td>----------</td>
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</tr>
<tr>
<td>2006</td>
<td>No Community Schools</td>
<td>45 out of 52 schools are community schools</td>
</tr>
<tr>
<td>2017</td>
<td>Black/white achievement gap 14.5%</td>
<td>Black/white achievement gap 4.5%</td>
</tr>
<tr>
<td>2006</td>
<td>Graduation rate 51%</td>
<td>Graduation Rate 82%</td>
</tr>
<tr>
<td>2017</td>
<td>School Performance Index 72.1</td>
<td>School Performance Index 87.3 (Ohio’s Highest Achieving Urban District)</td>
</tr>
<tr>
<td>2006</td>
<td>85% of students drop out by end of 10th grade (Lower Price Hill Stat)</td>
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<tr>
<td>2017</td>
<td>62% of students attend college (Lower Price Hill Stat)</td>
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Prince George’s County, MD
NCUEA Conference presentation
Individual 1 on 1’s affiliated community
groups, school principals, past supervisors,
and colleagues.
- Shared the story with colleagues and
friends
Austin, TX Convening
Secured technical support from local organization in 2016 (Center for Popular Democracy)
2017

1 on 1 with NEA UD assigned to PGCEA

Spring 2017 formed CS Advisory Board

- Elected officials, educators with a variety of backgrounds, principals, members of the clergy and executive cabinet to the school system, department of social services, local association staff and board of directors.
- Met throughout the spring and summer of 2017
  - Drafted a school board policy with input from all members - sign off period
Managing the Politics & Push Back

Membership changed in the advisory board
Contacts for assistance from a competing entity.
School board member mentioned the passing of a policy by the end of 2017.
Expansion

Applied and was accepted to attend WI Convening
- Variety of members (School Board, Instructional Director, Educators, National Board Certified Liaison, Community Partner, Restorative Practices Coordinator)
  - Goal/Vision/Plan of Action
Our Goal

Pass a district wide policy that moves all existing and new community schools to the 6 pillar model through the four key mechanisms.

Agreed to the draft policy that was in existence
Brainstorm signage and materials needed
Scheduled conference calls
Cadre of Trainers
  ▪ Train the trainer sessions
  ▪ Community town-halls
Our Process

Agreed to the draft policy that was in existence.

Brainstorm signage and materials needed

Scheduled conference calls

Agree to creating a Cadre of Trainers

- Train the trainer sessions
  - Community town-halls
Results to Date

7 Community School Trainers
6 Town-Halls & multiple 1 on 1’s
- PGCEA
- Progressive MD
- CASA
- NAACP
Results to date cont’d

- BASFA
- PGRASG
- Senators
- Delegates
- Candidates for Elected Offices

2 School Board Meetings & Public Comments
- Negotiations with partners and district staff
Results to Date

Policy statement that exceeds our goal
Policy Committee met in 2/2018
- Allies are ready to attend school board meetings etc...
- Speaking points - draft version
Phase 1:
Building Our Base Through a Shared Vision & Education Process

Phase 2:
Build Your Policy Platform/Plan and Take it Public!

Phase 3:
Bring Your Platform/Plan to Decision makers & Win!

Phase 4: Implement the Win!
Have your members raised any of the 6 pillars as issues of concern/areas to improve in your district (in 1:1s, meetings, etc...)? If so, which ones?

Are there other leaders or members of your association that would be interested in or inspired by this campaign/concept?
Table Talk continued

Are there community organizations or leaders in your area who would be interested in or inspired by this campaign/concept?

What are your next steps to explore this work? What questions do you have?
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NEA Center for Organizing

Kyle Serrette
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Session Outcomes

The content from this session can be used in the following ways in your current position/role:

– Building allies to win community schools
– Educating stakeholders on the transformational community schools
– Developing a coalition to win community schools
Closing

• Please complete the evaluation for this breakout session by using the NEA Summit Mobile APP!

• Please visit the Leadership Development Resources website at www.nea.org/leadershipdevelopment