

**1/9/06 ARIZONA HIGH SCHOOL RENEWAL & IMPROVEMENT INITIATIVE (AZHSRI)
STATE TEAM MEETING**

Minutes

November 1, 2005

Arizona Department of Education

1535 West Jefferson, Room 417

1:00 p.m. – 5:00 p.m.

Attendees: Helen Bootsma, Karen Butterfield, Susan Carlson, Anna Cicero, Barbara Clark, Douglas Clauschee, Bob Coccagna, Maxine Daly, Matt Diethelm, Milt Ericksen, Jeff Fuller, Margaret Garcia-Dugan, Linda Gray, Nancy Gillispie, JoAnne Hilde, Dave Howell, Kristen Jordison, Angie Julien, Daniel Kain, Roy Kelwood, Maggie Mangini, John Mulcahy, Debora Norris, Teena Olszewski, April Osborn, Benah Parker, Carol Peck, Michael Rivera, Herman Serignese, Debra Slagle, Ruth Solomon, Cheri St. Arnauld, John Stollar, Larry Storm, and Jim Zaharis

Absent: Tacy Ashby, Hector Ayala, Matt Baker, John Croteau, Tony Cullen, Sally Downey, Mary Dolores Guerra, Robert Hendricks, Ted Hibbeler, Edmundo Hidalgo, Becky Hill, Ken James, Ann Kirkpatrick, Laura Knaperek, Greg Mendoza, Santo Nicotera, Cecilia Owen, Debra Poulson, Helen Rosen, Cindy Rudrud, Ute Salsbury, Charlie Santa Cruz, Michelle Steinberg, Chad Wilson, and Paula Wright

Guest: Michelle Boos-Stone, Rene Diaz, Ray Ostos, and Debra Raeder

Welcome and Introductions

Dr. Karen Butterfield

Vision Statement submitted for consideration and input

AZHSRI State Team Activities

- USDOE /AZ High School Summit - **April 2004**
 - * Establishment of the Arizona State Team
- Regional Focus Group Report/Results – **October 2004**
- Hosted Breaking Ranks Conference – **February 2005**
- Development of BRII Training Cadre – **June 2005**
- Presentation of 3 Breaking Ranks II Summits
 - * Curriculum, Instruction, and Assessment – **September 11-12, 2005**
 - * Personalizing Your School Environment – **December 4-5, 2005**
 - * Collaborative Leadership/Professional Learning Communities – **April 30 – May 2, 2006**

February 2005 State Team Meeting Results:

- Minutes from the February 1, 2005 state team meeting were distributed and reviewed.

Role of the State Team

January 9, 2006

- To generate movement of high school renewal and improvement that will ensure success for each and every student.
- In order to advance high school renewal, it is imperative that we collaborate to support one another's efforts.
- Arizona's high schools should have access to the resources needed to prepare students with 21st century knowledge and skills!
- Professional development and relevant high school renewal technical assistance are imperative for success!
- All of us are setting the pace for Arizona!
- Today is the Time for action.
- We need to be evolutionary not revolutionary!

Goal of State Team

- To ensure all AZ students graduate prepared to succeed in citizenship, post secondary education, careers, and in life.

Report Outs on Organization Issues/Initiatives

◆ Governor's P-20 Council (established in July 2005) Ms. Becky Hill/Ms. Debra Raeder

- Purpose of Council - To bring education leaders and policy makers to the table to discuss four initiatives.
 - The Alignment Project – will report out in January on job skills required and what students need to be successful.
 - Adolescent Literacy Program – We are a pilot state. Kids need to be reading at least 12th grade level to be successful
 - Graduation Rate Data – All the data is different. We need to adopt a common definition.
 - Access to Higher Education – Issue- Should community colleges to be able to offer 4-year Baccalaureate degrees.

◆ Rodel Foundation's Initiatives

Dr. Carol Peck

- Lead with Five
 - All day kindergarten
 - Prepare/recognize teachers for high performance
 - Create smaller schools (make them available)
 - Provide tutoring
 - Reduce class size
- Math Initiative
 - Starts in K-9
 - Booklet with skill building activities
 - Teacher, Principal, Superintendent contracts
- Identify most effective teacher initiatives
 - Getting the best and the brightest to the high poverty areas.
 - We study teachers with high results and achievement
 - Identified winners are announced and they receive \$10K in saving bonds and they agree to train student teachers.

◆ **Greater Phoenix Leadership Initiatives**

Dr. Jim Zaharis

- Closely link graduation and post-secondary transition.
- Commit to be literate by 3rd grade
- Early education, higher education, P-20 and workforce readiness
- Stewardship for Arizona's people

◆ **ABEC's Community Engagement Forum Results**

Ms. Susan Carlson

ABEC convened focus groups to find common ground among business, education, and community activities on education issues to influence public policy.

- Smaller is better
- P-20 pipeline
- Kids need to know their teachers
- School boards can either help move reforms forward or block them - so their communities need to have an understanding of the issues and reforms

◆ **Center for the Future of AZ's Graduation Rate Plan**

Dr. Benah Parker

- Goal – to improve the quality of education for all Arizonans
- Initiatives
 - Create a common definition and achieve graduation goals
 - Promote success across all ethnic groups
 - Create a benchmark for accountability
 - Emphasize action and results
 - 12% improvement of graduation rate

◆ **Higher Education Group**

Higher Educ./Postsecondary Reps.

Arizona Council on Postsecondary Education

Dr. April Osborn

- Students need to know their post secondary options.
- We need to look at preparation for postsecondary education and life.
- We are about student financial aid and student access

◆ **Arizona State University**

Dr. Maggie Mangini

- Is committed to building resources through various college initiatives like P-20 council and the "College Going Initiative."
- It's about all kids succeeding!

◆ **Maricopa Community Colleges – Teacher Education Program**

- We are catalyzing the growth of Quality Teachers.
- Electronic Portfolios
- Dual enrollment classes; connecting with community colleges; career path models
- College and Career Grants

Superintendent Horne's Priorities

- AIMS Intervention
- High School Literacy/Reading
- Lowering the Dropout Rate/Increasing the # of graduates
- Rich, comprehensive content-based curriculum that includes CTE and the Arts
- Rigor in the Curriculum
- Dissemination of High School Reform models
- Data Driven Decision Making

Group Activity: Groups' Recommendations/Actions

(ADE is in the process of identifying themes to categorize these goals.

Team members brainstormed about what the AZHSRI state team short, medium, and long goals should be. The following is what the group identified:

Short Term

- ◆ Meaningful senior year
- ◆ Affirm Graduation Goal
- ◆ All Students Should Have Choice of small school experience
- ◆ Audit and Assess where we are and establish a target
- ◆ Communication on high school renewal and P-20 to community and districts
- ◆ Communication plan on high school reform with key leaders
- ◆ Create a mind set for systemic change, infiltrate with BR II
- ◆ Create standard language to discuss issues
- ◆ Create the mindset of BR II as the state "view" of high school reform
- ◆ Demand data driven accountability
- ◆ Develop Indian Ed Plan for each student with adult advocate involvement
- ◆ Develop Standards of School involvement for students during senior year
- ◆ Each student will complete a postsecondary plan, including financing options as a graduation requirement
- ◆ Educate all in coaching learning, E-learning, etc. (Associative Learning)
- ◆ ELL issues solved with extra effort and extra time
- ◆ Every high school department should have business mentors for real life applications, opportunities.
- ◆ ID the key players
- ◆ Identify the key players in kick-starting renewal
- ◆ Increase high school graduation requirements
- ◆ Increase incentives to retain administrative leadership
- ◆ Increase opportunities for AP courses in Career Ed
- ◆ Increase parental involvement. Higher socioeconomic are more likely to succeed
- ◆ Increase state block funding for CTE
- ◆ Inculcate in all new teacher preparation and assessment
- ◆ Make senior year more meaningful by implementing ASSET/AIMS tests in junior year; providing the opportunity to remediate in HS
- ◆ Make the risk of not changing far worse than changing. Make the case
- ◆ More Connection/Partnerships between business & industry and academic (core) teachers
- ◆ More parental involvement in post-secondary preparation
- ◆ Personally provide info to all students on post secondary opportunities
- ◆ Publicize, promote, educate to obtain commitment and support from business, parents, students, educators
- ◆ Recommend more rigorous curriculum to the Board of Education (Scholars Initiative as catalyst)
- ◆ Replicate Wallace Grant Initiative Incentive
- ◆ Revolving door in high school administration...provide incentives to leaders
- ◆ Reward expert teachers
- ◆ Reward Rigor and % improvement

- ◆ School Board: Information on high school reform, P-20 case issues, directly by email, presentations and conferences or “stand alone” conference
- ◆ See channels to educate about BRII (i.e. AZCA)
- ◆ Students prepared with more post-secondary information
- ◆ Talk out loud about the ELL issue
- ◆ Teach people to work from grassroots efforts of meet at the top
- ◆ Use the national model of school counselors working with ALL students

Medium Goals

- ◆ Additional collaboration with community colleges
- ◆ All students should have the choice of a “small school” experience
- ◆ Begin early awareness in K-8 curriculum in an education plan for High School matriculation that is reviewed each year by student, parent, school advisor
- ◆ Build Business-Education partnerships
- ◆ Complete 3rd party research project to assess current SEI instruction
- ◆ Consider CTE performance demonstrations as model for end of course testing
- ◆ Continue to publish research findings on ongoing programs
- ◆ Develop core academic courses to be delivered in CTE delivery model
- ◆ Encourage comprehensive advice programs to connect the dots with kids
- ◆ Encourage counseling programs that are comprehensive, targeted, supported
- ◆ Ensure all students attend schools that have the capacity to provide a rigorous college preparation
- ◆ Establish a K-6 Parent University to explain investment in postsecondary education, benefits of education and career choices financial literacy, use AIMS data for statistics
- ◆ Every student has personal adult advocate
- ◆ Examine high school funding for 4 hours instruction. Does not align/goal time in school
- ◆ Extended school year and incentives for teachers
- ◆ High schools should provide “anywhere, any place” education for students who need or choose it
- ◆ Institutionalize time
- ◆ Learning coaching, formative assessments, e-learning, etc
- ◆ Market program to get the information to teachers and administrators in the schools
- ◆ More business involvement with core teachers
- ◆ More collaboration, team teaching, between core and CTE teachers
- ◆ More educators trained in post-secondary literacy
- ◆ More infusion of technology into CTE and core classes
- ◆ Parent University for K-6 to explain invest and post secondary to explain investments and financial literacy (using data as a case study)
- ◆ Personalize high schools by building smaller learning communities
- ◆ Publicize, Promote, and Educate to get support from ALL!
- ◆ Publish alignment data on HS outcomes and Post-Secondary /Entry Employment
- ◆ Schools form leadership teams, replicate Wallace Grant elements
- ◆ Students develop 4-year post secondary plan with parents approval
- ◆ Train current teachers, administrators, ...months, not days of training
- ◆ Train our current administrators & teachers in the applications of coaching-learning... and new teacher training
- ◆ We change to fit change teacher delivery methods

Long Term Goals

- ◆ Advocate more time in school with targeted use of extra time for ELL and others needing more instruction
- ◆ All students graduate prepared to succeed
- ◆ Build Professional Learning Communities
- ◆ Create more social capital for high need communities
- ◆ Develop administrators and teachers to facilitate learning with known successful techniques and tools
- ◆ Each district, school and teachers should have a major focus on data driven improvement while retaining a caring atmosphere for students.
- ◆ Ensure counselors/advisors in every school, especially middle-high school (6-12)
- ◆ Establish differentiated pay scales for hard to fill positions
- ◆ Establish Learning Communities where students take charge of their learning
- ◆ Every student should have a learning plan from middle school on through high school
- ◆ Exceed the graduation goal
- ◆ Help teachers alter practice based upon BRII
- ◆ Improve and maintain Rigor and Quality of courses
- ◆ Incentives to recruit required math & science teachers
- ◆ Interdisciplinary blurring of boundaries through team teaching, get out of departmental silos
- ◆ Keep the critical mass of entities (universities, community college, teacher groups, Governor's Office, business, philanthropists, ADE), focused on development of the P-20 system and its benchmarks and outcomes over the next ten years
- ◆ Promote unification of school districts as appropriate
- ◆ Restructure school year and school day
- ◆ Restructure schools to K-8, 9-12
- ◆ Revisit what middle schools have evolved into
- ◆ Set and support high expectations for students, parents, educators, government and the public
- ◆ Target middle school students with counseling for high school, careers, preparation requirements
- ◆ Teacher Training and Instructional Delivery looks different when aligned to standards and it is student centered

Next State Team Meeting

Date: February 21, 2006

Time: 1:00 p.m. – 4:30 p.m.

Location: The Flinn Foundation Educational Conference Center LLC
 1802 N. Central Ave.
 Phoenix, Arizona 85004

Respectfully submitted by Shannon Tucker