

Transforming Education in Rhode Island



The Race to the Top Opportunity

Cranston Race to the Top Implementation Update: School Year 2012-2013 (Year 3)

The Annual Stocktaking provides both the state and the Local Education Agency (LEA) with an opportunity to review LEA accomplishments and challenges over the course of the Race to the Top (RTT) grant implementation period (i.e., from September 2010 to date). In this summary, RIDE has included relevant LEA-reported data as well as other evidence sources (e.g., training participation) for the purposes of reviewing programmatic successes. The contents of this report were developed under a Race to the Top grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement by the Federal Government.

This report also includes areas that LEAs self-identified as challenges in their ability to meet Race to the Top commitments. Additionally, Appendix A provides a summary of LEA progress against the student achievement targets set at the start of the grant.

LEA Self-Assessment of Year Three Performance

The table below shows Cranston self-reported status against the Year 3 Race to the Top projects. During Year 3, Cranston has fully participated in the following projects: Model Curriculum and Intensive Curriculum Alignment, Data Use professional development, Educator Evaluation, and New Teacher Induction.

In addition, Cranston has begun planning for the implementation of the remaining Year 4 projects, as well as deepening engagement in the initiatives taken on during Year 3.

CURRICULUM ALIGNMENT				FORMATIVE ASSESSMENT PD				INTERIM ASSESSMENTS				INSTRUCTIONAL MANAGEMENT SYSTEM				DATA USE PD				EDUCATOR EVALUATION				NEW TEACHER INDUCTION							
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4				

ON-TRACK	The majority of tasks from the prior quarter are complete, and tasks from the current quarter are on-track to be completed.
DELAYED	Some tasks from the prior quarter are complete, but others have yet to be completed, and/or the district may have difficulty completing the current tasks in the anticipated time frame.
OFF TRACK	The majority of tasks anticipated to date have not been completed and/or the LEA is having significant challenges with some tasks.
NOT APPLICABLE	The district elected not to participate in this project during the 2012-2013 school year.

Performance Management Participation

As you know, participation in the Collaborative Learning for Outcomes (CLO) process and the submission of the corresponding quarterly progress report is our method for monitoring LEA progress against implementing RTT. More importantly, though, we believe that quality implementation of RTT is best supported through peer-to-peer sharing and that the CLO meetings provide LEAs with an opportunity to gain insights on how to address specific challenges of capacity and practice.

During the 2012-2013 year, Cranston met the bar for participation in all four quarterly CLO meetings. All quarterly progress reports were submitted on time, and Cranston sent consistent participants to the quarterly meetings, representing appropriate levels of LEA leadership.

In the upcoming year, we are looking forward to continuing our meaningful conversations around the implementation accomplishments and challenges faced by each LEA, as well as discussing how LEAs are building the necessary capacity to sustain this work beyond Race to the Top. With that in mind, we would encourage you to continue sharing the tools and strategies you are using in your district and have made suggestions in this report regarding areas that we would appreciate hearing about in greater detail from you and other LEA leaders.

As we near the end of the grant, we hope that Cranston continues to participate at this exemplary level. We are looking forward to rich and meaningful conversation around implementation accomplishments and challenges, as well as the changes that LEAs will sustain beyond the grant period. With that in mind, we encourage you to be an active voice in shaping the focus of these meetings during Year 4.

System of Support 1: Standards and Curriculum

Based on the quarterly progress reports submitted by Cranston, as well as participation in additional applicable activities through the end of the 2012-2013 school year, we have assessed the district as 'on track (green),' 'delayed (yellow),' 'off track/at risk (red),' or 'not applicable (grey)' on each of the Year 3 System of Support 1 scope of work tasks for Race to the Top. This assessment is reflected in the table below. Please note that further description of these statuses can be found on page one of this report.

RIDE would like to commend Cranston on its efforts to expand and deepen educator and administrator knowledge of the Common Core State Standards (CCSS). In its progress reports, Cranston noted that they provided over 500 educators with Study of the Standards sessions, and also sent district educators to supplemental professional development in core English language arts (ELA) instructional shifts (e.g., academic vocabulary, text complexity, and text-dependent questions). Administrators from the district worked with their union to provide common planning time and after-school sessions to allow time for teachers to work on the CCSS curriculum and to attend professional development.

Cranston has made significant progress against implementing a guaranteed and viable curriculum aligned to the new Common Core State Standards. At the start of the school year, Cranston indicated that they had an aligned curriculum in math and science, but had yet to begin their ELA curriculum work. During the 2012-2013 school year, Cranston implemented their new math curriculum. In parallel, they focused their professional development on ELA and worked on writing an aligned ELA curriculum. RIDE is also pleased to note that Cranston was awarded additional grant funding to foster the development of curriculum-embedded assessments for their ELA curriculum.

In their quarterly progress update report, Cranston noted several challenges around this work: educator resistance to implementation and belief that 'we have time'; only partial exposure of educators to formal CCSS professional development; and, assessments that are fragmented and not aligned to the CCSS.

We commend Cranston on their work in this area, and are happy to hear that Cranston has been able to move forward in a meaningful way on the creation of an aligned and viable curriculum. We look forward to hearing about additional opportunities that Cranston has created for deepening educator knowledge of the standards across all disciplines, and about creating a comprehensive assessment system that supports their transition as well as increases student readiness for the PARCC assessment.

Intensive Curriculum Alignment and Model Curriculum Development	Year 3:SY12-13			
	Q1	Q2	Q3	Q4
Develop and communicate a multi-year Transition Plan for the Common Core State Standards implementation, including clear expectations for school level transition benchmarks and a plan for developing a curriculum aligned to the CCSS in grades K-12	X	Modify as needed	Modify as needed	Modify as needed
Identify opportunities for educators to work collaboratively to deepen understanding of CCSS (e.g. Common Planning Time, grade level team, department meetings, faculty meetings)	X	Modify as needed	Modify as needed	Modify as needed
Create implementation plan, including the identification of aligned resources, to support roll out of new curricula	X	Modify as needed	Modify as needed	Modify as needed
Develop curriculum aligned to the Common Core State Standards, including participation in Dana Center curriculum writing and leadership sessions (if applicable)	X	X	X	X

**Please note: the 'X' in the above table represents the anticipated completion timeline set by RIDE, not when the district completed the task. Additionally, for further clarification on the criteria used to select each status, consult the description on page one of this report.*

System of Support 2: Instructional Improvement Systems

During the 2012-2013 school year, Cranston chose to implement two of the four Race to the Top projects in System of Support 2 (Interim Assessments, and the Instructional Management System). Based on the quarterly progress reports submitted by Cranston, as well as participation in additional applicable activities through the end of the 2012-2013 school year, we have assessed the district on each of the Year 3 scope of work tasks for those applicable projects.

During the 2012-2013 school year, Cranston intended to implement the formative assessment professional development modules at some elementary schools; however, due to competing priorities, engagement was put on hold.

Following the configuration of the Instructional Management System (IMS), some Cranston schools ‘piloted’ the fixed-form interim assessments in spring 2013. Cranston indicated in their quarterly progress update report that they felt that piloting the assessments may help support the district’s goal to streamline their assessment system. As of spring 2013, Cranston indicated that they would continue to utilize their local student information system (Aspen) to manage their curriculum and local assessments.

During the 2012-2013 school year, three schools from Cranston participated in the Data Use professional development series. In the QPU reports, the district reported that, during one of the in-district data coach visits, the coach worked with faculty at Stone Hill elementary school to analyze student data for the development of their student learning objectives. Additionally, Cranston noted that they have been very successful in ‘seeding’ the protocols used in the Data Use training across the district.

In the upcoming school year, Cranston has indicated that their remaining schools will participate in the Data Use professional development, and that they will expand participation in the Interim Assessments. Additionally, we anticipate that Cranston will engage educators as appropriate in the formative assessment professional development series. We look forward to hearing more about Cranston’s plans for implementing these new initiatives.

Interim Assessments (accessed via the Instructional Management System)	Year 3:SY12-13			
	Q1	Q2	Q3	Q4
Develop protocols or expectations regarding the use of interim assessment to inform instruction including timelines for administration and process for scoring and reporting results	X			
Send LEA-determined facilitators to RIDE provided training on both the Fixed-Form assessment tool and the test-building tool	Fixed Form	Test Builder		
Train of educators in the LEA on the administration and use of interim assessments utilizing RIDE-trained facilitators	X	X	X	X
Administration of Interim Assessments in selected grades and content area(s)	1 st Fixed Form Test	2 nd Fixed Form Test	3 rd Fixed Form Test	

Instructional Management System (IMS)	Year 3:SY12-13			
	Q1	Q2	Q3	Q4
Designate an LEA data steward to support decision making around data collections and systems implementation and to provide input and feedback on data initiatives through designated representatives	As needed	As needed	As needed	As needed
Maintain data quality standards of local student information systems and upload local assessment data and program information as required by RIDE in a timely manner	X	X	X	X
Following RIDE training, LEA Administrative Users and LEA Trainers configure the IMS for educator use and to provide end users with access and training needed to utilize the IMS for daily activities	X	X	X	X
Deepen the understanding and use of the IMS among all educators	X	X	X	X

‘Data Use’ Professional Development	Year 3:SY12-13			
	Q1	Q2	Q3	Q4
In coordination with RIDE, select ‘Data Use’ training dates for each cohort of schools, as applicable				Year 2
Identify and provide RIDE with the leadership team members from each school who will participate in Year 2 training cohorts, as applicable				Year 2
Following ‘Data Use’ professional development, identify district and school practices to sustain and deepen data use and collaboration	Year 1	Year 1	Year 1	Year 1

* Please note that, for this project, ‘year 1’ refers to cohort 1 taking place during the 2012-2013 school year, and ‘Year 2’ refers to cohort 2 taking place during the 2013-2014 school year.

Formative Assessment Professional Development Modules (accessed via the Instructional Management System)	Year 3:SY12-13			
	Q1	Q2	Q3	Q4
Identify facilitators who will support the implementation of formative assessment practices in daily instruction				SY13-14
Coordinate participation of educators in training modules and communities of practice	SY12-13	SY12-13	SY12-13	SY13-14

System of Support 3: Educator Effectiveness

During the 2012-2013 school year, Cranston fully implemented all components of System of Support 3 – a RIDE-approved model for teacher and building administrator evaluations; and final effectiveness ratings for all teachers and building administrators have been submitted to RIDE. Based on the quarterly progress reports submitted by Cranston, as well as participation in additional applicable activities through the end of the 2012-2013 school year, we have assessed the district on each of the Year 3 scope of work tasks for Educator Evaluation.

Cranston noted in their quarterly progress report that their District Evaluation Committee (DEC) made significant progress in deciding the processes and protocols for their evaluation system. Additionally, their district’s I3 evaluation coordinator worked with administrators to ensure consistency across the district’s schools. The coordinator has also made herself available to both teachers and administrators, and conducted multiple optional trainings on the various model components. The district also completed an evaluation handbook, which was approved by the Cranston School Committee.

The district attended and offered trainings on the Educator Performance and Support System (EPSS). In their quarterly progress reports, Cranston noted that the Cranston Teacher’s Union has not agreed to use the EPSS for teacher evaluations. Instead, the district determined that they would try to use the system for their building administrator evaluations, and that they would try to incrementally move the teacher’s union towards a place where they feel comfortable with using the system.

During the 2012-2013 school year, Cranston participated in all required training activities. Additionally, evaluators have registered for/attended upcoming professional development offered by RIDE on the Student Learning Objective portion of the teacher evaluation model, and full professional development offered for the RI Model for Building Administrator evaluations. Looking ahead, RIDE would like to remind the district of their responsibility to ensure that all personnel responsible for evaluating both teachers and building administrators participate in applicable training activities.

As we enter into the final year of the Race to the Top grant, RIDE encourages Cranston to continue to engage their CLO peers in thinking about continuous support for evaluation implementation, as well as how evaluation data is being used to identify professional development needs.

Educator Evaluation	Year 3:SY12-13			
	Q1	Q2	Q3	Q4
Participate in educator evaluation model design, development and refinement feedback opportunities	X	X	X	X
Identify District Evaluation Committee members, responsible for monitoring the implementation of the system and providing recommendations to LEA leadership teams				X
Identify individuals who will serve as primary and, if applicable, secondary/complementary evaluators				X
Send all required evaluators to RIDE-provided evaluator training on model; Send evaluators and system administrators to training on the Educator Performance Support System (EPSS) data system			Mid-year half-day training	Mid-year half-day training
Examine LEA Policies and Contracts for Challenges; where applicable, consider memorandums of understanding or contract renewal language which will support district implementation of evaluations	X	X	X	X
Create a plan for the appropriate use of funds to support implementation of educator evaluation system				X
Complete required components of RI Model for educator and building administrator evaluations	SLOs and Goals	Midyear Conference	Midyear Conference	EOY Report & Summative rating
Submit evaluation data and documentation (e.g. component and summative level ratings, verified rosters); provide other requested information to support RIDE research and system improvement	X	X	X	X
Use Evaluation Data to identify individual and school/district-wide professional development needs and act on those needs			X	X

System of Support 4: Human Capital Development

During the 2012-2013 school year, Cranston participated fully in the Beginning Teacher Induction program. Based on the quarterly progress reports submitted by Cranston, as well as participation in additional applicable activities through the end of the 2012-2013 school year, we have assessed the district on each of the Year 3 scope of work tasks for Beginning Teacher Induction. Additionally, Cranston has continued their utilization of SchoolSpring for recruitment of staff on an as needed basis.

During the 2012-2013 school year, all applicable beginning teachers were paired with RIDE Induction Coaches. As noted in their quarterly progress reports, the feedback from Cranston’s principals was overall positive. RIDE was pleased to hear that Cranston is already planning how they can align their existing mentoring program to the induction program once the funding is not available.

In the upcoming CLO sessions, RIDE looks forward to engaging in a deeper conversation around the revisions that Cranston and other LEAs have made to their hiring policies, timelines, and processes in order to support broader human capital initiatives including recruitment of highly qualified and diverse candidates and providing data-driven induction support to beginning teachers.

Beginning Teacher Induction	Year 3:SY12-13			
	Q1	Q2	Q3	Q4
If applicable, recommend potential Induction Coaches to RIDE				X
Review and revise hiring policies, timelines and processes in order to support appropriate and timely projections for anticipated hires requiring induction coach services			X	
Provide RIDE with list of beginning teachers who will receive Induction Coach support in a timely manner in order to ensure that all beginning teachers have coaching	X			X
Participate in RIDE-provided information opportunities in order to learn about induction coach program				X
Provide feedback to RIDE on the development and integration of existing mentorship programs into a sustainable, instructionally-focused state or district-wide Induction Coach model			X	X

The contents of this report were developed under a Race to the Top grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement by the Federal Government.

Appendix A: Overall District Goals and Performance Measures

The table below contains each district's previously established performance measures. These measures provide the state and district with a baseline from which to monitor progress, be held accountable, and recognize success as we advance toward our goals. Please note: The RTT accountability goals set below are separate and performance against those goals does not have an impact on the state-wide accountability system. Additionally, since setting the goals, the US Department of Education has requested that the state revise its goals on college enrollment and college course completion. Therefore, at this time, we have not updated your progress towards these post-secondary goals. Each district has an opportunity to review their current data and revise the goals to better align with the state goals on these measures.

Cranston Performance Measures	2009-2010	2010-2011		2011-2012		2012-2013		2013-2014		2014-2015
	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual	Goal
Students entering the fourth grade will be proficient in reading on NECAP	75%	-	72%	78%	73%	78%	74%	81%		90%
<i>-The gap between white and black students will be cut in half</i>	15	-	31.37	14	4	12	4	9		7
<i>-The gap between white and Hispanic students will be cut in half</i>	17	-	19.81	16	19	13	19	11		8
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	21	-	19.9	20	21	17	21	13		11
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	41	-	49.37	36	45	31	45	25		20
Students entering the fourth grade will be proficient in mathematics on NECAP	64%	-	63%	66%	64%	66%	63%	79%		90%
<i>-The gap between white and black students will be cut in half</i>	21	-	34.64	20	9	18	9	14		10
<i>-The gap between white and Hispanic students will be cut in half</i>	24	-	15.9	20	24	18	24	15		12
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	24	-	23.48	20	23	18	23	15		12
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	38	-	50.4	36	44	31	44	24		19
Students entering the eighth grade will be proficient in reading on NECAP	78%	-	78%	80%	85%	84%	85%	87%		90%
<i>-The gap between white and black students will be cut in half</i>	12	-	14.41	10	12	9	12	7		6
<i>-The gap between white and Hispanic students will be cut in half</i>	13	-	15.71	12	11	10	11	8		7
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	21	-	17.93	20	11	15	11	12		10
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	54	-	46.06	50	45	41	45	34		27
Students entering the eighth grade will be proficient in mathematics on NECAP	59%	-	52%	60%	66%	65%	67%	70%		78%
<i>-The gap between white and black students will be cut in half</i>	28	-	6.68	27	19	23	19	17		14
<i>-The gap between white and Hispanic students will be cut in half</i>	20	-	14.44	19	11	16	11	13		10
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	27	-	21.45	26	18	22	18	17		14
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	54	-	51.51	50	55	41	55	34		27
85% of students who first entered 9th grade 4 years prior will graduate from high school	80%	-	n/a	81%	77%	84%	77%	86%		90%
77% of students who graduate from high school will enroll in an institution of higher education (IHE) within 16 months of receiving a diploma	75%	-	n/a	76%	71%	80%	72%	82%		85%
70% of high school students who enroll in an institution of higher education within 16 months of graduation will at least one year's worth of credit within two years of enrollment in the IHE	80%	-	n/a	82%	77%	84%		86%		90%

*n/a indicates that the data is not available, either because the n size is below 20 or because there are no students in that category. Additionally, a hyphen (-) indicates that the LEA did not set a goal for the applicable performance measure.