



SESSION 3 REPORT – SCHOOL PLAN GUIDE REVIEW

NAME OF SCHOOL: FLOURNOY ELEMENTARY

DATE OF SESSION 2: 11/10/2012

NAME OF ORGANIZATION REPORTING: Pathways

NAME OF INDIVIDUAL REPORTING IN BEHALF OF THE ORGANIZATION: PETER PANNELL

DATE THIS REPORT IS COMPLETED AND SUBMITTED: 11/27/2012

REVIEWING YOUR EDUCATION, YOUR OPTIONS

The participants were divided into small working groups. Each group was given the task to review the School Plan Guide submitted by the Planning Team. Each of the groups spent 10-12 minutes on each school plan, noted any questions that they had and identified if the school plans meet their expectations in the following areas:

- 1) Student Vision
- 2) School Vision
- 3) School Performance
- 4) School Priorities

The following is the captured feedback, questions, and comments the participants provided as they reviewed each area of the School Plan Guide.

Section one – Student Vision

The main theme for this area of the plan, based on the feedback gathered, was a need to provide student support with an emphasis on children with special needs and communication with parents about academic performance.

- I am not receiving appropriate communication regarding my child's special needs. I am constantly called when they can't handle him.
- We need emphasis on health and the emotional wellbeing of students and school.
- We need increase tutoring.
- The school needs to provide better solutions for parents with Sp. Ed students.
- The school should create a welcoming school environment – so that when students arrive they feel safe and welcomed.
- A parent commented: "I don't agree . . . students are not being prepared."
- Another parents shared: "I don't see how the school is helping students."
- We need to implement character education classes for students.
- A third parent commented: "Kids need a clear vision of what they need and want."
- Prioritize a clean campus.



Sections two – School Vision

The main theme for this area of the plan was the need for a safe, welcoming and nurturing school environment. There was also a subtheme of supporting academic performance.

- Create a safe environment with which to learn and grow.
- Have cleaner restrooms.
- No bullying by older students (on younger students).
- Support parents wanting to help.
- To create a school where the staff is patient, polite and accommodating.
- Increase discipline and respect school wide.
- Assess students.
- Target Math and Language.
- Develop students' professional and academic interests.
- Increase assistance in Sp. Ed. Classes.
- Emphasis Science.
- Evaluate teaching methods and social levels.
- Goal: For all kids to graduate and go to college.
- Increase motivation school wide.

Section three – School Performance

The main theme for this part of the plan based on the feedback gathered was the continued need to support different areas in order to increase student academic performance.

- The school needs to experience/produce higher results.
- There is a need for more time for students to learn.
- Increased communication will increase student relations and performance.
- What does transparency mean?
- A participant commented: "I would like to see teachers teach, and focus less on issues in the class. Have more patience with students."
- The school needs to increase the organization of teachers instructing students.
- Target English and Math.
- Meet and communicate with parents more.
- Increase attention to students with disabilities (discipline).
- Deal with the issue of over-crowding in some classes.
- No more substitutes.
- Develop students intellectually.

Section four – School Priorities

There was no main theme for this area of the plan but several overarching concerns were the issue of safety, student support towards academic performance and communication with parents.

- Assess where the school is failing and where it's making improvements.
- Increase English (reading fluency and speaking).



Public School Choice 4.0 Academy Session Reporting

- Increase opportunities that involve parents.
- Increase the structure of the school.
- Increase workshops in the areas of anti-bullying, anger management, and low achieving students.
- Increase supervision in the kinder area.
- Detail “implementation methods”.
- Develop Individual Education Plans (ILP’s).
- Create a “Parent Club”.
- Reinforce positive academics.
- Work together and do not ignore problems in the school.



Session 3 Report – Dialogue with Planning Teams

This section is divided into 3 parts: 1) The Planning Team Presentation, the 2) Q&A time and if available, 3) the Suggestions/Comments that were shared during the dialogue.

Part One: Planning Team Presentation

The Flournoy Planning team described their school plan via oral presentation. The presentation was given by the Principal, Chystal Battey-Brown, Patricia Thompson, Alex Campbell, Katie Reiter, and David Lai.

The principal and planning team stated that elements of their vision had changed based upon feedback from parents and team members.

Fidelity of instruction and providing quality professional development was vital to support student achievement. The team began to talk about their priorities:

1. School Culture
2. Discipline and Character Building
3. Language Arts Instruction
4. Math Instruction

The presentation changed to the Theory of Change (which is needed to support growth in the 4 priority areas). The team stated that in order to change behavior, each problem area must be examined and a solution will be applied. A careful look at beliefs, instructional practices, and attitudes are the focus.

Other points made through the presentation included:

- School Wide Discipline is being examined and currently “Success Tickets”, prizes, and other items are being given to students as rewards. There has been a noticeable decrease in the number of office referrals in the last few weeks. Consistency, progressive discipline, and follow-through have been the key to this turn-around.
- The Cognitive Coaching model allows for better and increased teacher dialogue and professional feedback.
- Data is being examined and the school is looking at best practices that can be shared through-out all stakeholders.
- The team stated several times how parents need to more involved, but gave no examples of involvement (other than getting students to school on time and supervision).



Public School Choice 4.0 Academy Session Reporting

- Bullying has been an issue at Flourney, and the team stated that anti bullying steps/solutions were provided in-depth in the school plan.
- The schools' consultant emphasized the need to support the school plan, the need for increased parent involvement, and the implementation(s) of quality professional development, parent trainings, and strong instruction.

Part Two: Questions and Answers

The following were questions directed to the entire Planning Team:

- 1) Question:** "Have teachers stopped screaming at students on the playground? They are adults and are supposed to lead by example."

Answer by School Principal: Since the last meeting, I have met with the teachers so there should be a change in the playground. If that is still happening then I should be notified.

Follow up answer by Coach: "Instead of giving a command we have started giving the rationale for why we want students to behave a certain way."
- 2) Question:** "Sometimes parents drive dangerously . . . what can the school do?"

Answer by School Principal: We can't legislate driving. Dropping off kids safely is the responsibility of all parents.
- 3) Question:** Is there any way to have supervision in the morning for early drop off? There are many parents who need this because they work.

Answer by team member: It is the parents' obligation to supervise their children. The school doesn't have the resources to accommodate this. One thing parents can do is by networking and helping each other by watching the children that need an early drop off at their home until a later time, so that they are not left unsupervised. Breakfast is served in the classroom.
- 4) Question:** "Does the plan include safety – crossing guards, drop off for students etc.?"

Answer by the School Principal: "We have asked parents to drop off children on time. We have communicated this from our phone messaging system. Imagine how full the office would be if all of the early arrival students had to come in? Notices have been sent home. We simply don't have the resources for additional supervision."

Follow up answer by Consultant: "Parent involvement equals parent cooperation."

Part Three: Suggestions/Comments made by parents during dialogue

- 1) "I have noticed the change in children's behavior. They are throwing away their trash."
- 2) "The school should be able to address my child's special education concerns before calling me to take him home. Shouldn't that be in the IEP?"

Session 3 Report – Participant Feedback Form Responses

PARTICIPANT FEEDBACK FORM NARRATIVE & RESPONSES

For this section of the report feedback forms, which participants completed after their dialogue with the planning team, were aggregated and written comments/feedback were clustered under each category. The following tables represent such aggregated feedback and ratings for the presented plan.

1. Student Vision	Does Not Meet My Expectations	Partially Meets My Expectations	Meets My Expectations	Exceeds My Expectations
The writing team identified the skills and knowledge that students will gain to be prepared for the next level of learning.	0	14	25	0
The writing team has clearly identified what students will know, understand, and be able to do when they leave this school.	3	15	18	0
TOTALS PER COLUMN	3	29	43	0

Although there was no central theme there following feedback gathered through written and verbal comments describes a concern with student academic support, children with special needs, and communication.

1. Students with disabilities should have programs to teach them how to write and read – and speak to them in English.
2. The Principal should know all employees and no employee should have a criminal record.
3. “I support the plan.”
4. “I did not understand what the plan is for (define: all students being successful?)
5. Notification of school updates and changes
6. Help for students with special needs – with emphasis on Speech Therapy
7. “I feel that the team has met some expectations, but definitely have to work more on some subjects like parent & teacher communication, treating students equally, more tutoring for students who are low achieving, being more respectful and patient. Finally, increased parent workshops.”
8. “The communication between teacher and parents will let us know how students are performing.”
9. Teach students which is their style of learning.
10. “We need more help and preparation to reach the percentages we want.”
11. “I need a copy of the plan to examine it. We didn’t have enough time to revise it.”
12. “I didn’t see how we are preparing students for college.”
13. “Students should know what they want to do in the future to start getting prepared.”
14. More emphasis on Math.
15. Address concerns with children with disabilities (discipline and academic)



Public School Choice 4.0 Academy Session Reporting

2. School Vision	Does Not Meet My Expectations	Partially Meets My Expectations	Meets My Expectations	Exceeds My Expectations
The writing team has identified what the school culture will feel like for parents and students.	2	15	20	1
The writing team has identified what the school must do to make sure that all students are successful and prepared to go to the next school level and beyond.	1	12	21	0
TOTALS PER COLUMN	3	27	41	1

Although there was no central theme there following feedback gathered through written and verbal comments describes a continued trend of concern for student support and communication.

1. Encourage students and parents more
2. Follow through with the plan
3. "I support the plan."
4. Teach/instruct in English
5. Communicate solutions to parents (pertaining to the school community)
6. Have cleaner restrooms
7. "I like that students are getting along."
8. "The teachers have to be clearer on how they teach Math and all subjects (especially when students need help).
9. "To take in mind everything that is written to see positive results." (assess, set benchmarks, and monitor)
10. Continue to help students in the areas that they need help in."
11. Students should be emotional stable when they register for school.
12. Participation with parents and students.
13. "Motive students. Understand them. NO substitutes!"
14. "Students and teachers need to work in teams and put more attention toward solving problems."

3. Student Performance: Where is the School Now?	Does Not Meet My Expectations	Partially Meets My Expectations	Meets My Expectations	Exceeds My Expectations
The writing team identified areas within the school's performance that highlight areas of strength.	2	11	24	0
The writing team identified areas of concern where growth is needed.	0	18	18	2
The writing team demonstrated a thorough analysis of data to address the needs of all student groups.	3	10	20	1
TOTALS PER COLUMN	5	38	62	3

Although there was no central theme there following feedback gathered through written and verbal comments describes a continued trend of concern for student support and communication.

1. Assist parents with "Home Discipline".



Public School Choice 4.0 Academy Session Reporting

2. Increased support for students
3. Increased school communication (students, parents & teachers)
4. More parents to help with rising test scores.
5. All students should be dedicated the same amount of attention.
6. Attention to African American students
7. Proper definition should be included in the information sheet.
8. "The school does notify us when we have a student who is below average or a student is in need of help with ESL etc."
9. Conduct more information meeting for parents

4. School Turnaround: School Plan Priorities	Does Not Meets My Expectations	Partially Meets My Expectations	Meets My Expectations	Exceeds My Expectations
The writing team identified the top priorities for the school to improve student achievement.	0	8	28	1
The writing team clearly demonstrated that they know where the school is now and what needs to be done to get to the school of the future where all students are high achievers.	0	8	26	2
The writing team identified various strategies that will be used to ensure the success of students.	1	10	23	
The writing team identified support that is needed for their faculty and staff to turnaround the school.	3	6	28	
TOTALS PER COLUMN	4	32	105	3

Although there was no central theme there following feedback gathered through written and verbal comments describe a concern for safety and continued student support.

1. "I think that school is a knowledge sanctuary and we should improve it the most we can."
2. Create a policy for school safety.
3. School uniforms
4. No Substitutes
5. Definition of implementation methods should be included in the school plan.
6. Create individual students plans.
7. Increase safety, help kids with Sp. Ed. needs (Speech Therapy)