

Transforming Education in Rhode Island



The Race to the Top Opportunity

Cumberland 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 Cumberland self-reported status against the Year 3 Race to the Top projects. During Year 3, Cumberland has fully participated in the following projects: Model Curriculum and Intensive Curriculum Alignment, Interim Assessments, the Instructional Management System, Educator Evaluation, and New Teacher Induction.

In addition, Cumberland has begun planning for deepened engagement in their Year 3 initiatives, as well as implementation of new initiatives.

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

As we near the end of the grant, we hope that Cumberland 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 Cumberland, 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 Cumberland on its efforts to expand and deepen educator and administrator knowledge of the Common Core State Standards (CCSS). In its progress reports, Cumberland noted that all teachers in the district shared a common professional growth goal of collaboration within grade-level, department, or content area teams to develop, administer, and analyze the results of at least three common assessments aligned to the CCSS. Teachers participated in several professional development opportunities, including RIDE trainings on argument writing, text-dependent questions, and text complexity. Additionally, elementary and middle school science teachers received professional development on the Gems-Net curriculum that the district is implementing.

Cumberland has made significant progress against implementing a guaranteed and viable curriculum aligned to the new Common Core State Standards. During the 2012-2013 school year, Cumberland continued to participate in the Dana Center curriculum writing cohort for Science in grades nine through twelve. Additionally, the district began implementing the Dana Center math and English language arts curriculum in grades six through twelve. At all levels, teachers have been identifying aligned measurement standards and learning targets for each content area.

Looking ahead, Cumberland will be participating in the Dana Center social studies curriculum work scheduled for the 2013-2014 school year. As noted in their progress update reports, Cumberland will continue to use Aspen as their curriculum management system.

We commend Cumberland on their work in this area, and are happy to hear that Cumberland has found access to expertise in other district's valuable. We also appreciate that Cumberland shared out their experiences with curriculum development, as well as the alignment of their report cards to the CCSS at the elementary level. In the upcoming school year, we encourage Cumberland to continue sharing the effective resources they have developed (e.g., the learning targets document) with their CLO colleagues and other districts.

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, Cumberland 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 Cumberland, 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, Cumberland configured the Instructional Management System (IMS) in order to provide educator access to the interim assessment tools. The district will continue to use Aspen for their curriculum management. All Cumberland schools administered the fall, winter, and spring fixed-form interim assessments in both math and ELA in at least one grade level. In their quarterly progress update report, Cumberland noted that teachers also participated in the RIDE scoring workshop. RIDE was pleased to note that the teachers found the workshop helpful, and that it gave them important insight into the shifts required by CCSS.

Cumberland did not implement the Formative Assessment online professional development modules in the 2012-2013 school year. In their quarterly progress update reports, Cumberland indicated that they plan to implement the professional development in the upcoming year and that they will begin by identifying a teacher leader from each school who will be trained in the modules. That teacher leader will in turn be responsible for facilitating the training of teachers in their respective schools.

In the upcoming school year, Cumberland has indicated that they will fully participate in the Data Use professional development. All schools have been assigned to a cohort, and the district has determined who will participate in the school data leadership teams (SDLTs). Additionally, we anticipate that Cumberland will provide teachers with access to the Formative Assessment professional development series. We look forward to hearing more about Cumberland's successes and challenges encountered while 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, Cumberland fully implemented all components of System of Support 3 - the Rhode Island model for teacher and building administrator evaluations; and final effectiveness ratings for all teachers and building administrators have been submitted to RIDE using the Educator Performance and Support System. Based on the quarterly progress reports submitted by Cumberland, 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.

Cumberland’s District Evaluation Committee (DEC), comprised of teachers, administrators, union leaders, and support professionals, met once a month in order to support the evaluation process. The DEC reviewed policies such as evaluation rating appeals and the role of primary versus complementary evaluators. In addition, the administration regularly communicated with all staff about the educator evaluation system. In their quarterly progress update, Cumberland noted that collaboration between colleagues at the administrator and teacher level have helped make the process as productive, accurate, and efficient as possible.

During the 2012-2013 school year, Cumberland evaluators participated in all training activities, including the FFTPS observation calibration training modules. In their quarterly progress update report, the district also noted that the director of curriculum and superintendent reviewed the evaluations being submitted and provided recommendations in order to ensure that all evaluations were calibrated across the district. The district also noted that they created guidance for teachers and evaluators around evidence requirements for the professional foundations. Looking ahead, Cumberland has registered and/or attended all evaluation trainings required. 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 Cumberland 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, Cumberland participated fully in the Beginning Teacher Induction program. Based on the quarterly progress reports submitted by Cumberland, 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, Cumberland has continued their utilization of SchoolSpring for recruitment of staff on an as needed basis.

During the 2012-2013 school year, Cumberland had three induction coaches supporting the district's beginning teachers. In its quarterly progress reports, Cumberland noted that they considered the induction coaches 'invaluable' and felt that it was highly successful. RIDE was pleased to hear that the feedback from both teachers and coaches was positive, and hopes to continue to engage Cumberland around continuation of this program.

In the upcoming CLO sessions, RIDE looks forward to deeper conversation around the revisions that Cumberland 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

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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.

Cumberland Performance Measures	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015				
	Actual	Goal	Actual	Goal	Actual	Goal				
Students entering the fourth grade will be proficient in reading on NECAP	71%	74%	75%	78%	85%	83%	80.5%	87%		90%
<i>-The gap between white and black students will be cut in half</i>	3	3	n/a	3	n/a	2	n/a	2		1.5
<i>-The gap between white and Hispanic students will be cut in half</i>	22	20	19.6	18	5	15	22	13		11
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	28	26	27.4	23	13	19	26	16		14
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	57	54	51	48	48	40	62	33		28.5
Students entering the fourth grade will be proficient in mathematics on NECAP	64%	69%	70%	74%	72%	79%	75%	84%		88%
<i>-The gap between white and black students will be cut in half</i>	29	27	n/a*	24	n/a	20	n/a	17		14.5
<i>-The gap between white and Hispanic students will be cut in half</i>	34	32	25	29	15	25	20	21		17
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	25	23	22	21	32	18	30	15		12.5
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	52	48	49	42	60	35	63	29		26
Students entering the eighth grade will be proficient in reading on NECAP	82%	84%	82%	86%	85%	88%	84%	90%		92%
<i>-The gap between white and black students will be cut in half</i>	n/a	-	n/a	-	n/a	-	n/a	-		-
<i>-The gap between white and Hispanic students will be cut in half</i>	19	18	14	16	7	14	10	11		9.5
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	19	18	15	16	25	13	27	11		9.5
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	52	49	42	44	52	37	55	31		26
Students entering the eighth grade will be proficient in mathematics on NECAP	70%	72%	68%	76%	72%	80%	75%	84%		88%
<i>-The gap between white and black students will be cut in half</i>	n/a	-	n/a	-	n/a	-	n/a	-		-
<i>-The gap between white and Hispanic students will be cut in half</i>	24	23	21	21	26	17	29	14		12
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	20	19	21	17	29	14	27	12		10
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	56	52	56	46	63	39	66	33		28
85% of students who first entered 9th grade 4 years prior will graduate from high school	83%	84%	n/a	85%	79%	86%	81%	87%		88%
77% of students who graduate from high school will enroll in an institution of higher education (IHE) within 16 months of receiving a diploma	76%	77%	n/a	78%	79.5%	79%	n/a	80		81
70% of high school students who enroll in an IHE within 16 months of graduation will at least one year's worth of credit within two years of enrollment in the IHE	87%	88%	n/a	90%	n/a	90%	n/a	91%		92%

* 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.