

Transforming Education in Rhode Island



The Race to the Top Opportunity

East Providence 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 East Providence’s self-reported status against the Year 3 Race to the Top projects. During Year 3, East Providence has participated in the following projects: Model Curriculum and Intensive Curriculum Alignment, Formative Assessment professional development, Interim Assessments, the Instructional Management System, Data Use professional development, Educator Evaluation, and New Teacher Induction.

In addition, East Providence has begun planning for deepening engagement in the initiatives taken on during Year 3, including expanding their pilot in Formative Assessment professional development.

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.

Summary of 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, East Providence met the bar for participation in all four quarterly CLO meetings. All quarterly progress reports were submitted on time, and East Providence sent consistent participants to the quarterly meetings, representing appropriate levels of LEA leadership. We were pleased that the newly appointed superintendent joined the CLO quarterly meetings.

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.

System of Support 1: Standards and Curriculum

Based on the quarterly progress reports submitted by East Providence, 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 East Providence on its efforts to expand and deepen educator and administrator knowledge of the Common Core State Standards (CCSS). In its progress reports, East Providence noted that they established three district-wide grade level or department meetings per year to continue to work on their curriculum. At least one common planning time session was also devoted towards reviewing the aligned curriculum and the new standards. In response to needs that emerged through their curriculum writing work, principal training in the CCSS was extended further. The district also provided exemplar texts, aligned to the CCSS, for each school and the district's literacy coach provided professional development on text complexity to show how the materials might be integrated into the English language arts (ELA) curriculum.

East Providence 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, East Providence continued to work with the Dana Center on developing their ELA curriculum. In particular, this work focused on creating lesson alignment templates and to delving more deeply into the curriculum maps. Additionally, the district received supplemental grant funding from RIDE which allowed them to develop designated professional development for all K-12 teachers to assist in rolling out the newly developed units of study and scope and sequence. In the upcoming school year, East Providence indicated that they will continue to work with Pawtucket to revise the ELA curriculum documents. Finally, East Providence noted in their quarterly progress update that they are planning to implement the Common Core mathematics curriculum from New York State for the 2013-14 school year.

In their quarterly progress update report, East Providence noted that the identification and alignment of resources continued to be a struggle. We look forward to hearing more about how East Providence has made progress against this challenge in the upcoming school year, as well as how the district has built educator awareness regarding their mathematics curriculum.

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, East Providence chose to implement all of the four Race to the Top projects in System of Support 2 to some degree (the Instructional Management System, Formative Assessment professional development, Interim Assessments, and Data Use professional development). Based on the quarterly progress reports submitted by East Providence, 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 projects.

In addition to configuring the Instructional Management System (IMS) to provide educator access to both Interim Assessments and the Formative Assessment PD modules, East Providence also attended IMS trainings to gain a better understanding of how to use the system to support their curriculum and assessment work. The district uploaded their curriculum into the IMS, and linked the curriculum to courses for all grade levels. East Providence also hosted a RIDE training for educators on linking curriculum to courses.

During the 2012-2013 school year, East Providence chose to roll out in a limited pilot the Formative Assessment online professional development modules with the district literacy and numeracy coaches. The coaches formed a Professional Learning Community and completed the online modules with the intention of using their experience to formulate a plan for implementing the professional development district-wide in the 2013-2014 school year.

East Providence also piloted one of the three fixed-form ELA and mathematics Interim Assessments during the 2012-2013 school year. The test was administered online in one sixth grade classroom. The intention of the pilot was to go through the step-by-step procedures required to administer the test online, and to use the experience to inform the plan for implementation across the district in the 2013-2014 school year. In their quarterly progress update report, East Providence noted that they are working with their Chief Information Officer on a plan to ensure they have sufficient computers to administer the interim assessments district-wide.

During the 2012-2013 school year, three schools from East Providence participated in the Data Use professional development series. In the QPU reports, the district expressed that the teams found this training helpful, and that key elements of the training have been used with the high school leadership team to build an awareness of data. In the upcoming school year, East Providence will roll the training out to their eight elementary schools. In preparation, the district determined their School Data Leadership Team participants and selected training dates as necessary.

We look forward to hearing more about East Providence's plans for expanding their participation in these initiatives during the upcoming school year, as well as how the initiatives are helping the district plan for the PARCC assessment.

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, East Providence 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. Based on the quarterly progress reports submitted by East Providence, 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.

To support the educator evaluation implementation process, East Providence continued to utilize Master Mentor Evaluators (MMEs) to provide administrators with professional development on topics such as professional growth plans, providing meaningful feedback to teachers, and student learning objectives (SLOs). The MME also supported administrators in taking the online calibration test (FFTPS) and briefed evaluators on the Rhode Island growth model. East Providence also created a web site specific to evaluations, which provides up to date information on all model requirements and documents. RIDE is pleased to note that East Providence utilized the EPSS for all evaluation documentation. The district’s MME provided administrators and teachers with support and professional development on the system.

East Providence’s District Evaluation Committee (DEC) met regularly throughout the year. The DEC worked with the administration to establish policies in support of educator evaluations (e.g., SLO scoring and student absentee exclusion policy). The district also continued to ensure calibration across the district by engaging their Educator Evaluation Director in the classroom observation process at the request of teachers, principals, and department heads.

During the 2012-2013 school year, East Providence participated in all required training activities. Additionally, designated evaluators have registered for/attended upcoming professional development offered by RIDE in summer 2013 as needed. 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 East Providence 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, East Providence participated fully in the Beginning Teacher Induction program. Based on the quarterly progress reports submitted by East Providence, 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, East Providence has continued their utilization of SchoolSpring for recruitment of staff on an as needed basis.

East Providence released three teachers to become RIDE-trained Induction coaches, and 14 beginning teachers were supported by induction coaches. As noted in their quarterly progress reports, the feedback from East Providence’s principals was overall positive and the district is invested in developing solutions to sustain this program.

In the upcoming CLO sessions, RIDE looks forward to engaging in a deeper conversation around the revisions that East Providence 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.

East Providence 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	64%	66%	62%	71%	65%	76%
<i>-The gap between white and black students will be cut in half</i>	15	14	15	13	-0.4	11
<i>-The gap between white and Hispanic students will be cut in half</i>	24	23	25	21	11	18
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	24	23	28	21	27	18
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	45	42	36	38	59	34
Students entering the fourth grade will be proficient in mathematics on NECAP	59%	62%	55%	67%	63%	73%
<i>-The gap between white and black students will be cut in half</i>	17	16	10	15	11	13
<i>-The gap between white and Hispanic students will be cut in half</i>	16	15	13	14	14	12
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	23	21	20	19	29	17
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	45	42	35	38	48	34
Students entering the eighth grade will be proficient in reading on NECAP	65%	68%	78%	72%	77%	76%
<i>-The gap between white and black students will be cut in half</i>	21	19	5	17	8	15
<i>-The gap between white and Hispanic students will be cut in half</i>	19	18	6	16	n/a*	14
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	19	18	15	16	6	14
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	54	51	51	46	59	41
Students entering the eighth grade will be proficient in mathematics on NECAP	53%	55%	57%	58%	60%	62%
<i>-The gap between white and black students will be cut in half</i>	32	30	15	27	25	24
<i>-The gap between white and Hispanic students will be cut in half</i>	21	19	16	17	n/a	15
<i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i>	23	21	20	19	13	17
<i>-The gap between students without IEPs and those with IEPs will be cut in half</i>	53	51	50	46	61	41
85% of students who first entered 9th grade 4 years prior will graduate from high school	74%	75%	n/a	77%	67%	80%
77% of students who graduate from high school will enroll in an institution of higher education (IHE) within 16 months of receiving a diploma	69%	70%	n/a	71%	63%	73%
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	78%	79%	n/a	82%	n/a	85%

* 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.