

Transforming Education in Rhode Island



The Race to the Top Opportunity

North Smithfield 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 North Smithfield self-reported status against the Year 3 Race to the Top projects. During Year 3, North Smithfield 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, North Smithfield has begun planning for the implementation of Formative Assessment professional development and Data Use professional development in Year 4, as well as deepening engagement in the initiatives implemented 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. |

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

As we near the end of the grant, we hope that North Smithfield continues to participate at this exemplary level. 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 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 North Smithfield, 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 North Smithfield on its efforts to expand and deepen educator and administrator knowledge of the Common Core State Standards (CCSS). Throughout the year, educators worked collaboratively to deepen their understanding of the common core standards and participated in district professional development days. Additionally, the district developed an English language arts and math common core 'task forces' – a group of teachers who meet monthly and ensure that the curriculum developed is well articulated. The CCSS resident expert teams research key instructional shifts within the common core and present on the shifts to all faculty. Representatives from the district also attended supplemental RIDE professional development on these shifts. In its progress reports, North Smithfield noted that all stakeholders were kept informed of the progress via monthly reports to the school committee and district, the district's curriculum website, twitter updates, and the student information system.

North Smithfield 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, North Smithfield completed their curriculum development for both English language arts and math. In addition to the curriculum, North Smithfield began building unit assessments to align with the mathematics curriculum and units of study. This work was funded in part through supplemental Race to the Top grant funding. The ELA curriculum, including the curriculum maps and curriculum guide, was organized into LiveBinders and uploaded into the IMS.

We commend North Smithfield on their work in this area. We look forward to hearing about additional opportunities that North Smithfield has created for further collaboration within their district, and their progress with creating assessments aligned to the new ELA and mathematics curriculum. In the upcoming school year, we encourage North Smithfield to discuss their implementation challenges with their CLO colleagues.

| 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.*

System of Support 2: Instructional Improvement Systems

During the 2012-2013 school year, North Smithfield 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 North Smithfield, 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.

In addition to configuring the Instructional Management System (IMS) to provide educator access to the Interim Assessments, North Smithfield attended preliminary training on the Exceed Rtl and curriculum and assessment platforms. Additionally, the district chose to organize their ELA curriculum documents into LiveBinders, and to embed those binders into the IMS for teachers to access. North Smithfield also uploaded their science curriculum to the IMS.

During the 2012-2013 school year, North Smithfield piloted the Interim Assessments online in both ELA and math for grades 3, 7, 8 and 10. Teacher Leader representatives participated in RIDE professional development on scoring the constructed response, but decided to delay the PD/training for the test construction tool due to the delayed roll-out. North Smithfield chose to delay implementation on the Formative Assessment online professional development modules until the 2013-2014 school year.

North Smithfield is scheduled to participate in the Data Use professional development series starting in fall 2013. The district principals have completed the data use survey in preparation, and school data leadership team members have been selected.

In the upcoming CLO sessions, we look forward to hearing about the North Smithfield's plans for implementing new initiatives, or deepening engagement in initiatives implemented during the 2012-2013 school year. Additionally, looking ahead towards the PARCC assessment, we hope to hear more from districts about how these initiatives are supporting their transition to the common core.

| 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 |

| 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 | |

| 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 |

| '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.

System of Support 3: Educator Effectiveness

During the 2012-2013 school year, North Smithfield 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 North Smithfield, 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, the North Smithfield District Evaluation Committee (comprised of teachers, building administrators, and central office administrators) met monthly. Additionally, the district utilized a RIDE-trained Intermediary Service Provider (ISP) to support principals as a complementary evaluator.

During the 2012-2013 school year, North Smithfield evaluators participated in training activities provided by RIDE. The district has also started to register/attend training in preparation for the 2013-2014 school year. 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 North Smithfield 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, North Smithfield participated fully in the Beginning Teacher Induction program. Based on the quarterly progress reports submitted by North Smithfield, 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.

During the 2012-2013 school year, all applicable beginning teachers in North Smithfield received beginning teacher induction support. Throughout the year, building administrators met with induction coaches on an ongoing basis to ensure that the program was adequately serving the needs of the district. Additionally, North Smithfield has continued their utilization of SchoolSpring for recruitment of staff on an as needed basis.

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

| North Smithfield 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 | 88% | 89% | 83% | 90% | 83% | 91% | 91% | 92% | | 93% |
| <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> | n/a | - | n/a | - | n/a | - | n/a | - | | - |
| <i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i> | 13 | 12 | n/a | 10 | 6 | 9 | 6 | 8 | | 7 |
| <i>-The gap between students without IEPs and those with IEPs will be cut in half</i> | 59 | 53 | n/a | 47 | n/a | 44 | n/a | 35 | | 29 |
| Students entering the fourth grade will be proficient in mathematics on NECAP | 79% | 80% | 71% | 82% | 81% | 85% | 81% | 87% | | 90% |
| <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> | n/a | - | n/a | - | n/a | - | n/a | - | | - |
| <i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i> | 31 | 27 | n/a | 24 | 21 | 21 | 21 | 18 | | 15 |
| <i>-The gap between students without IEPs and those with IEPs will be cut in half</i> | 74 | 67 | n/a | 60 | n/a | 53 | n/a | 45 | | 37 |
| Students entering the eighth grade will be proficient in reading on NECAP | 87% | 88% | 88% | 89% | 90% | 90% | 90% | 91% | | 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> | n/a | - | n/a | - | n/a | - | n/a | - | | - |
| <i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i> | 11 | 10 | 16 | 9 | n/a | 8 | n/a | 6 | | 5 |
| <i>-The gap between students without IEPs and those with IEPs will be cut in half</i> | 35 | 33 | | 29 | 53 | 29 | 53 | 22 | | 18 |
| Students entering the eighth grade will be proficient in mathematics on NECAP | 67% | 69% | 59% | 71% | 72% | 74% | 79% | 76% | | 80% |
| <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> | n/a | - | n/a | - | n/a | - | n/a | - | | - |
| <i>-The gap between non-economically disadvantaged students and economically disadvantaged students will be cut in half</i> | 13 | 12 | 17 | 11 | n/a | 9 | n/a | 8 | | 7 |
| <i>-The gap between students without IEPs and those with IEPs will be cut in half</i> | 51 | 48 | n/a | 44 | 58 | 38 | 58 | 32 | | 26 |
| 85% of students who first entered 9th grade 4 years prior will graduate from high school | 84% | 85% | n/a | 86% | 92% | 87% | 92% | 88% | | 89% |
| 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% | 76% | n/a | 77% | 79% | 78% | 77% | 79% | | 80% |
| 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 | 88% | 89% | n/a | 89% | 73% | 90% | n/a | 90% | | 91% |

*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.