Education Committee: January 18, 2024

Discussion Items

Staffing updates, including approval of new hire

Approval of new hire: Muriel Kelly (part-time aftercare teacher)

Staff separation - November

- Data update: Annual Performance Report
- Staff retention grant update, Karren Colbert
- Preliminary review of Insight Data (moved to February)
- DESE Literacy Grant: Turn the Page Kansas City (will discuss further in February)
- Update related to 360 review for Executive Coach, Jennifer Waddell (moved to February)

Data update

[2023 Annual Performance Report](#)

2023 MSIP 6 Annual Performance Report (APR) Year 2			
The 2023 APR includes points for both performance and continuous improvement standards.			
	Points Possible	**Points Earned**	**% Points Earned**
Performance:	76.0	37.4	49.2%
Continuous Improvement:	48.0	44.0	91.6%
Totals:	124.0	81.4	65.6%

Performance Totals						
Performance		**Points Possible**	**Points Earned**	**% Points Earned**	**MPI**	**Designation**
Academic Achievement Status - English Language Arts	All Students	12.0	6.0	50.0%	327.1	Approaching
	Student Group	6.0	3.0	50.0%	314.5	Approaching
Academic Achievement Status - Mathematics	All Students	12.0	0.0	0.0%	296.2	Floor
	Student Group	6.0	3.0	50.0%	286.4	Approaching
Academic Achievement Status - Science	All Students	4.0	0.0	0.0%	284.6	Floor
	Student Group	0.0	0.0	%	273.8	Cell Size
Academic Achievement Growth - Eng. Language Arts	All Students	12.0	8.4	70.0%		Average
	Student Group	6.0	4.1	68.3%		Average
Academic Achievement Growth - Mathematics	All Students	12.0	8.7	72.5%		Average
	Student Group	6.0	4.2	70.0%		Average

ELA growth points (from Annual Performance Report)

LEA	ELA growth points possible	ELA growth points possible	Percentage of growth points	Designation by state
LEE A. TOLBERT COM. ACADEMY	12	11.7	97.5	Above Average
EWING MARION KAUFFMAN SCHOOL	12	11.5	95.8	Above Average
CITIZENS OF THE WORLD CHARTER	12	11.4	95	Above Average
ALLEN VILLAGE	12	11	91.6	Above Average
FRONTIER SCHOOLS	12	10.5	87.5	Above Average
KC INTERNATIONAL ACADEMY	12	9.6	80	Above Average
ACADEMIE LAFAYETTE	12	9.6	80	Above Average
GENESIS SCHOOL INC.	12	8.7	72.5	Average
ACADEMY FOR INTEGRATED ARTS	12	8.4	70	Average
BROOKSIDE CHARTER SCH.	12	8.3	69.1	Average
GUADALUPE CENTERS SCHOOLS	12	8.1	67.5	Average
CROSSROADS CHARTER SCHOOLS	12	8.1	67.5	Average
KANSAS CITY GIRLS PREP ACADEMY	12	8.1	67.5	Average
KIPP: ENDEAVOR ACADEMY	12	7.8	65	Average
UNIVERSITY ACADEMY	12	7.3	60.8	Average
SCUOLA VITA NUOVA	12	7	58.3	Average
HOPE LEADERSHIP ACADEMY	12	6.3	52.5	Average
KANSAS CITY 33	12	5.7	47.5	Below Average
HOGAN PREPARATORY ACADEMY	12	1.5	12.5	Below Average
GORDON PARKS ELEM.	12	0.2	1.6	Below Average
DELASALLE CHARTER SCHOOL	12	0	0	Participation

Math growth points (from Annual Performance Report)

| LEA	Math growth points possible	Math growth points possible	Percentage of growth points	Designation by state
EWING MARION KAUFFMAN SCHOOL	12	11.9	99.1	Above Average
LEE A. TOLBERT COM. ACADEMY	12	11.7	97.5	Above Average
KC INTERNATIONAL ACADEMY	12	10.5	87.5	Above Average
FRONTIER SCHOOLS	12	10.4	86.6	Above Average
ACADEMIE LAFAYETTE	12	9.2	76.6	Above Average
GUADALUPE CENTERS SCHOOLS	12	9.2	76.6	Above Average
ALLEN VILLAGE	12	8.8	73.3	Above Average
KANSAS CITY GIRLS PREP ACADEMY	12	8.8	73.3	Average
ACADEMY FOR INTEGRATED ARTS	12	8.7	72.5	Average
GENESIS	12	8.7	72.5	Average
CITIZENS OF THE WORLD CHARTER	12	8.5	70.8	Average
KIPP: ENDEAVOR ACADEMY	12	8.3	69.1	Average
SCUOLA VITA NUOVA	12	8.1	67.5	Average
HOPE LEADERSHIP ACADEMY	12	8.1	67.5	Average
BROOKSIDE CHARTER SCH.	12	7.8	65	Average
KANSAS CITY 33	12	7.1	59.1	Average
UNIVERSITY ACADEMY	12	6.4	53.3	Average
CROSSROADS CHARTER SCHOOLS	12	2.8	23.3	Below Average
HOGAN PREPARATORY ACADEMY	12	1.4	11.6	Below Average
DELASALLE CHARTER SCHOOL	12	0.6	5	Below Average
GORDON PARKS ELEM.	12	0.4	3.3	Below Average

Focus Groups Follow-Up

January 18, 2024

Our professional inquiry project:

How do we design an innovative, team-based model to improve outcomes for learners and educators?
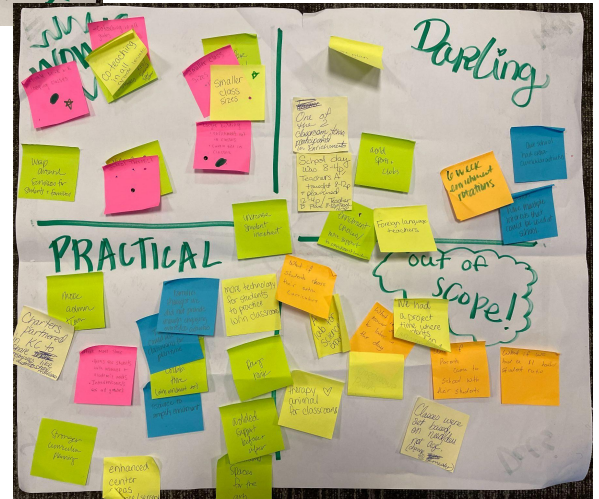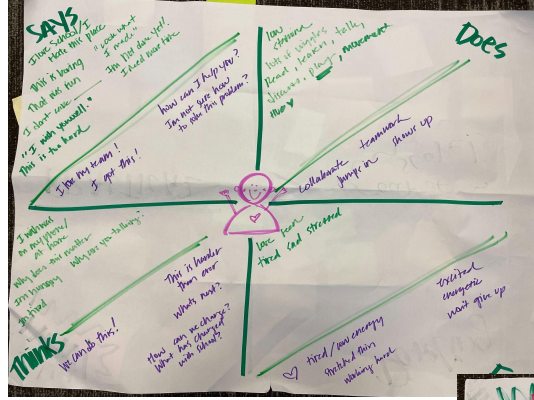
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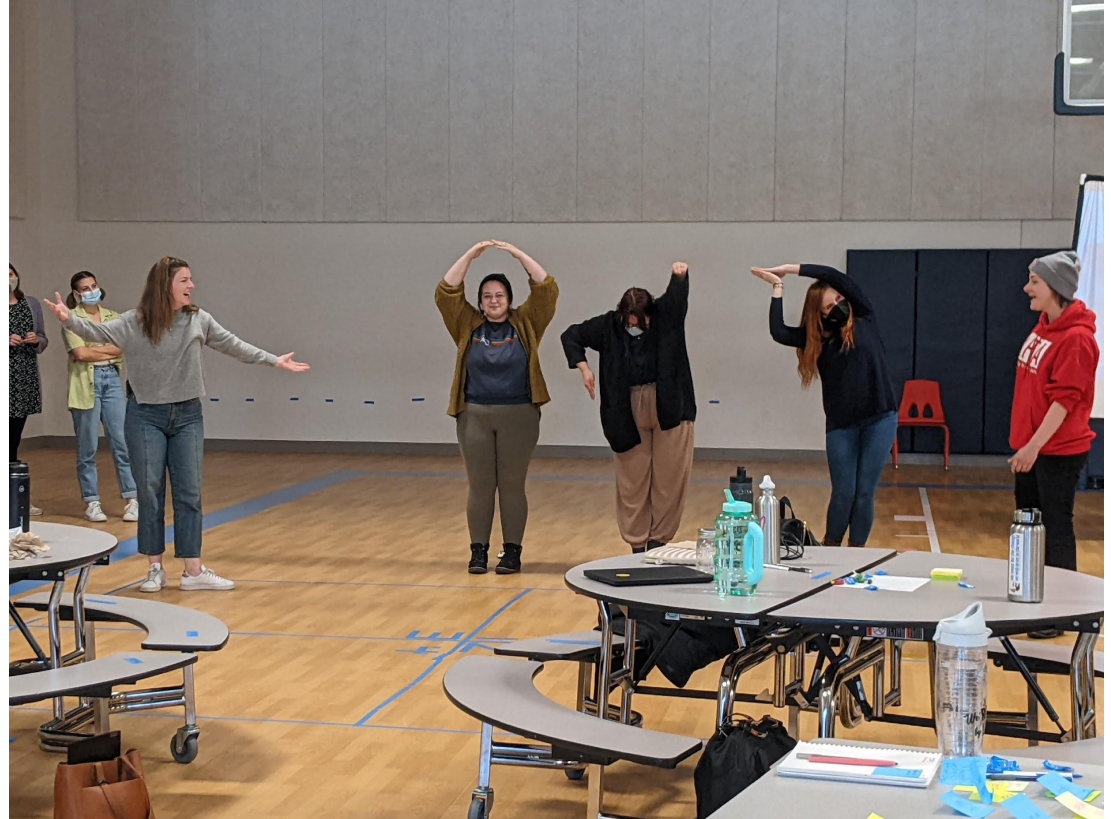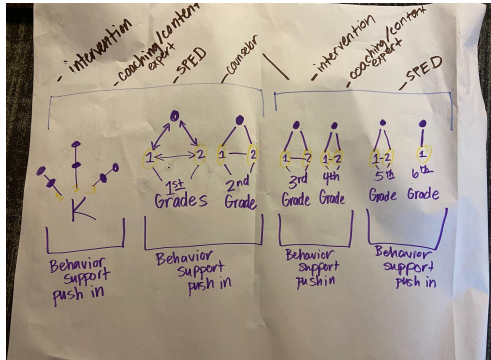
A Culture of Feedback

Judgment

- Annual evaluation
- Supervisor provides feedback
- Top-down
- Closed, individual oriented
- "Fixing" people

VS

Learning & Growth

- Informal, regular feedback
- Everyone seeks/requests feedback
- Peer-to-Peer
- Open, team oriented
- Improving team & organizational systems

How to Build a Culture of Collective Feedback

Focus Groups

In response to the retention issues facing education profession, several KC area foundations (Sherman Foundation and the Sosland Foundation) launched a pilot grant program to support teacher retention. AFIA was one of six schools in the KC metro (Missouri and Kansas) selected for this pilot.

To inform our use of grant funds, we held staff focus groups during a PD day. Each focus group discussed the following questions:

- *What brings you joy in this work?*
- *What can steal the joy in your work?*
- *When do you feel most successful?*
- *My job would be even better if. . .*
- *What would make this the ideal job for you?*

What's working. . . Professional Development & Collaboration

"I feel most successful when I am working in collaboration. As a teacher, there's always 10 more things you could be doing to push student achievement. And those are the things that, as a pretty driven person, my mind goes to. But your work when you're working in collaboration with someone, your symbiotic relationship forces you to reflect on what's going well and what also what you need to improve on."

"There have been so many PD days this year where we've had protected work time. And that feels like such a relief because then you feel prepared, you feel successful and you feel like wow, I'm using my actual designated work hours to do work things and then there's not feeling of 'I should be doing more' on the weekends."

What's working. . . Staff Culture & Collaboration

Our team highly values relationships with colleagues and learning from, and with, one another.

"The longer I'm here at AFIA, the more you get to see the changes that happen and that long term impact always makes me feel really successful. When it sticks, and when you see how it's impacting their lives, that is probably what makes me feel the most successful."

"I'm just thankful because no matter how hard the day is…I know that the people in the school have me. It's a really safe place."

What's working. . . Team Teaching

"There a visible difference. Being able to be with somebody two years in a row and being able to reflect together on thing that were growth areas last year, and how we're able to do things, execute things better this year. And we're seeing it in our teaching. We're seeing growth in students and can acknowledge, celebrate the awesome things we're doing."

"Team teaching has made it easier for us to figure out what kids need because you have multiple people thinking about them and their needs, instead of just one or two. And that also different perspectives because just looking at a student from spending 40 hours a week with them, being so close to them, there's sometimes things I miss. They're able to see things that I might not notice. And when we're able to notice that a pattern does happen. There's so many things we're able to notice individually and as a collective and the mental load is reduced by a lot."

Our team often has more compassion for others than they do for themselves.

"I feel like what hinders me is I'm constantly reflecting and thinking like, oh, what could have gone better, instead of just celebrating."

"I'm my own worst critic. So I'll always think about what could have gone better. But something that's super helpful is when like someone forces a compliment upon me. When they give me words of affirmation then I'm like, oh, you're right."

"As a first year teacher, a big goal for myself is. . . I am still taking things really personally and carrying things further than I need to."

LOCUS OF CONTROL

Things we can't control

Others opinions

Weather

The economy

Things we can control

Others actions

My attitude   My reactions

My thoughts   My boundaries

Others beliefs

My words   My self care

My work ethic   Lifestyle habits

The news

Others mistakes

My behavior   How you spend time

Where to focus your energy

Others words

Financial obligations (i.e rent)

Even better if. . .

- More time for planning and preparation
- Collaborative work space conducive to planning
- Defined roles/responsibilities within teaching and grade level teams
- Better work life balance

"I would really like enrichment not to be in my classroom so that I can plan in my classroom or prepare materials in my classroom, or just have a space to be quiet for a second."

Action Steps (Funded by teacher retention grant)	
#1	Teacher Mindfulness Intervention: Optional Self-Compassion Webinar & Stipend w/ Mindful Schools
#2	Refresh staff lunch area
#3	Create collaborative work space for teachers
#4	Create quiet wellness space, with massage chair, for staff

Action Step	
#5	Increased time for collaboration and planning ● Integrated Intensives on Tuesdays ● Full day collaborative on Fridays ● Extra enrichment 1 day/week ● Extend enrichment block to one hour on M, W, TH, F ● Team focus on professional development days
#6	Expand Team Teaching Pilot
#7	Incorporate more opportunities for peer observation/feedback

Mindful Schools

Self-Compassion for Educators
with Dr. Kristin Neff

Jan 18 - Feb 28

FEBRUARY FEEDBACK
CHALLENGE

Practice gratitude

Utilize AFIA's collective expertise

Follow-up with an email of appreciation

Observe a colleague teaching for at least 15 minutes

CC Karren + Your Coach to be entered into a raffle