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# Warrington Middle School

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# Warrington Middle Presentation Topics



- Principal Update
- External Operator Update
- Instructional Position Update

# Principal Update and District Process



- A nationwide search through multiple networks was put in place.
  - Florida Association of School Administrators (FASA)
  - National Association of Secondary School Principals (NASSP)
  - Various Job boards
- \$30,000 recruitment incentive
- Mr. Denny Wilson has been hired as the principal for Warrington Middle School
  - Former principal at a school with similar student demographics
  - Transformed the school from an F to an A during his tenure
  - Supported the priority schools in the ECSD for the last 7 years as the Director of Continuous Improvement
- A second assistant principal position has been added to focus on student services
- Both assistant principals are new to Warrington but have been previous assistant principals at other schools

# External Operator Update



- Learning Sciences International (LSI)
- Proven record of turning around like schools
- Researched-based organization
- Week-long needs assessment conducted in April 2021
- School improvement plan based on the needs assessment
- Readiness Phase tied to School Instructional Maturity Model (SIMM) to ensure a successful launch
- Robust scope of work to support all areas of the school's operations and academics
- On-site daily since April 21, 2021

# Needs Assessment Findings and Outcome Measures



## Conditions

- School-wide behavior plan
- Systems to support an environment conducive to teaching and learning
- **Outcome Measure: 70% reduction (1,000 days) in missed days of instruction**

## Core Instruction

- ❖ Exposure to rigorous tasks
- ❖ Student evidence of learning
- ❖ **Outcome Measure: Proficiency increases in graded areas**
  - 5% gain in ELA proficiency (30%)
  - 6% gain in math proficiency (26%)
  - 5% gain in science proficiency (38%)
  - 13% gain in civics proficiency (65%)

## Collaboration

- Structured common planning
- Use of instructional coaches and actionable feedback
- **Outcome Measure: Increase in teacher attendance from 88% to 96%**

# Needs Assessment Findings and Outcome Measures



## Curriculum and Assessment

- Curriculum and instructional materials
- Assessment sources and ownership
- **Outcome Measure: 60% learning gains in ELA and math**
- **Outcome Measure: 85% overall acceleration**

## Data to Drive Instruction / Intervention

- Data sources and ownership
- Intervention alignment and timeliness
- ESSA Subgroups and Alternatively-placed students
- **Outcome Measure: 70% lowest quartile learning gains in ELA and math**
- **Outcome Measure: 90% reduction in percentage of students missing 10+ days of school**

## Leadership

- Achievement
- Impact and influence
- Team leadership
- Recognition of instructional practices
- **Outcome Measure: 90% teacher retention**

# Enrollment and Demographic Update

	2020-21	2021-22
Total Students	796	990
ESE	184 (23.1%)	245 (24.7%)
Retained 1 time	216 (27.1%)	296 (29.9%)
Retained 2 times	55 (6.9%)	73 (7.4%)
Retained 3 times	8 (1.0%)	8 (0.8%)

# Teacher Update



- 34 instructional positions were vacant due to teachers not meeting state requirements
- 5 additional positions were added based on the needs assessment (ELA, math, science, social studies, behavior coach)
- 5 returning ELA and math teachers have a Highly Effective or Effective state VAM and a Highly Effective or Effective district evaluation
- 38 instructional positions have been hired to date
- The ELA and math school-based coaches are new to Warrington and have a proven record of success in the instructional coach role at similar schools
- Each grade level has been staffed with a guidance counselor and behavior coach to support academic and behavioral interventions



# Teacher Update

\* As of 7/13/21



ELA/Reading			
	6th	7th	8th
<b>Positions</b>	4	4	4
<b>Vacant</b>	0	2	1
<b>Highly Effective VAM</b>	0	0	1
<b>Effective VAM</b>	3	0	2
<b>No State VAM</b>	1	2	0

Math			
	6th	7th	8th
<b>Positions</b>	3	3	3
<b>Vacant</b>	0	1	0
<b>Highly Effective VAM</b>	1	0	1
<b>Effective VAM</b>	2	0	2
<b>No State VAM</b>	0	2	0

Other Instructional Positions		
Role	Positions	Vacancy
<b>Science</b>	7	3
<b>Social Studies</b>	7	1
<b>Family and Consumer Science</b>	1	0
<b>CTE</b>	4	0
<b>PE</b>	3	1
<b>ESE</b>	9	1
<b>Science Coach</b>	1	1
<b>ISS</b>	2	0

# District Recruitment and Retention of teachers for Warrington Middle



- Vacancies posted to various job boards nationwide
- Recruitment “tea” with the superintendent for Highly Effective teachers
- Warrington Job Fair- July
- Applicants vetted to meet the state and district requirements
  - VAM
  - Teaching experience
  - Certification
  - District evaluation
- 80% of **ALL** 2021-22 Warrington teachers have 3+ years of experience
  - Most experienced teaching staff in over a decade

# District Recruitment and Retention of teachers for Warrington Middle



## Financial Incentives for Teachers:

- \$15,000 for Highly Effective or \$7,500 for Effective state VAM from the state
- \$7,500 for instructional positions from the district
- \$3,000 for maintaining 90% attendance rate of before school structured planning and professional development with LSI
- Semester 1- Hourly rate of pay to attend M-F before school planning/PD with LSI
- Semester 2- Hourly rate of pay to attend T-TH before school planning/PD with LSI