



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%







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

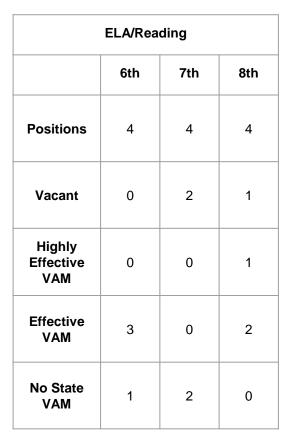




- 34 instructional positions were vacant due to teachers not meeting state requirements
- 5 additional positions were added based on the needs assessment (ELA, math, science, social studies, behavior coach)
- 5 returning ELA and math teachers have a Highly Effective or Effective state
 VAM and a Highly 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



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





Other Instructional Positions			
Role	Positions	Vacancy	
Science	7	3	
Social Studies	7	1	
Family and Consumer Science	1	0	
CTE	4	0	
PE	3	1	
ESE	9	1	
Science Coach	1	1	
ISS	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
 - o 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