FORT WORTH ISD
LEADERSHIP ACADEMY
Building Leaders and Learners
Our Challenge

- 144 schools
- 22 improvement required
- 5 multiple-year improvement required
- Academic achievement
- Climate and culture
- Attendance and discipline
Effective teachers make the difference

Source: The Education Trust (2015)
Fort Worth ISD Proposes a Strategic Teacher Compensation Initiative at 5 Schools

Mitchell Blvd ES  
John T. White ES  
Como ES

Logan ES  
Forest Oak MS
Fort Worth ISD Proposes a Strategic Teacher Compensation Initiative at 5 Schools

<table>
<thead>
<tr>
<th>Campus</th>
<th>TEA Accountability Rating</th>
<th>Years</th>
<th>3rd Grade Reading</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mitchell Blvd ES</td>
<td>IR</td>
<td>2</td>
<td>19%</td>
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<tr>
<td>John T. White ES</td>
<td>IR</td>
<td>4</td>
<td>21%</td>
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<tr>
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<td>Forest Oak MS</td>
<td>IR</td>
<td>3</td>
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</table>
Leadership Academies Overview

- A strategic staffing and culture-changing initiative
- Designed to accelerate transformation
- Results in ALL students being college and career ready
Factors of school success

• Strong leadership
• Effective teaching
• Rigor, relevance and relationships
Selecting the Right Teams

- **Courage** to lead dramatic change, even in the face of adamant push-back
- Eager to receive *constructive feedback* from their team members
- **Desire to build stronger distributed leadership** on campuses
- **Self-aware** and willing to be *vulnerable* and openly discuss their gaps in knowledge and skill
Five components of FWISD Leadership Academies

1. Effective principals and teachers
2. Instructional excellence
3. Extended learning
4. Social-emotional support
5. Parent and community partnerships
## Program Components

<table>
<thead>
<tr>
<th>Principal &amp; Teachers</th>
<th>Instructional Excellence</th>
<th>Extended Day</th>
<th>Social Emotional Support</th>
<th>Parent &amp; Community Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic Staffing with Financial Incentives</td>
<td>Good First Instruction</td>
<td>Extra hour embedded into the RLA &amp; Math daily</td>
<td>Positive Relationships</td>
<td>Facility Improvement</td>
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<tr>
<td>Professional Commitments:</td>
<td>Teaching for Mastery</td>
<td>Open Until 6 PM for Intervention with a focus on progress monitoring</td>
<td>Restorative Discipline Focus</td>
<td>Increased Communication</td>
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<tr>
<td>• 5 summer PD days</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• 3 hours per week</td>
<td></td>
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<tr>
<td>Emphasis on Mission and Continuous Improvement</td>
<td>Data-Driven Planning Collaboration/ PLCs</td>
<td>Open Until 6 PM for Enrichment</td>
<td>Student Celebrations</td>
<td>New Partnerships</td>
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<tr>
<td>Additional Personnel</td>
<td>Professional Individualized Growth Opportunities</td>
<td>Breakfast, Lunch and Dinner</td>
<td>Habits of Mind</td>
<td>Parent, Student, School Compact</td>
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</tbody>
</table>
Component 1: Principals and Teachers

- Strategic staffing with financial incentives
- Professional commitment – *Five* summer PD days and *three* hours per week
- Emphasis on mission and continuous improvement
- Additional personnel
Component 2: Instructional Excellence

- Effective instruction
- Teaching mastery focused on student
- Data-driven planning, collaboration through PLCs
- Professional individualized growth opportunities
Component 3: Extended Day

- Daily extra hour embedded in English Language Arts and Mathematics
- School is open until 6 p.m. for intervention and enrichment opportunities
- Students receive breakfast, lunch, and dinner
Component 4: Social and Emotional Support

- Positive relationships
- Celebrate student success
- A focus on restorative discipline
Component 5: Parent and Community Partnerships

- Increased communication
- New partnerships – and rejuvenation of existing relationships with churches, non-profits and companies
- Parent-student involvement and compacts
Rainwater Commitment of $1M

Rainwater Charitable Foundation support for:

• “High-quality after school programs… extend the school day”

• “a cohort of teaching assistants that will make an immediate difference in student achievement”

• “Social-emotional, literacy, and parent engagement support”
Expected results for Students

Students will experience:
• A growth mindset
• Classwork that connects to their reality
• A desire to attend school and not “miss out”
Teachers experience

- Administrators who support their work
- Peers who work effectively together to help ALL students grow in learning
- Increased resources and support
Parents experience

• A welcoming culture
• An appreciation by administrators and teachers of their student
• Guidance and resources for how they can best support their child and aid student success
Results

- Increased attendance
- Improved student achievement
- Improved educational experience for all stakeholders: students, educators, and families
“Student outcomes won’t change until adult behaviors change.”