

Strategic Plan

Data Area Report: Staff

Webster Groves School District
Presented to Board of Education
September 14, 2015



Identified Strengths:

- High percentage of staff reporting they participate in high-quality professional development.
- High levels of staff collaboration.
- High percentage of teachers who remain in the district.
- Experienced teaching staff.
- Percentage of staff with Master's and Doctoral Degrees.

Areas for Continued Growth:

- Select certified staff of color to more closely reflect our student population.
- Maintain the amount and quality of professional development available to support continuous learning for all staff.
- Lower student-teacher ratios (preferably to state desirable level), balancing disparities.

Performance

Performance-Based Teacher Evaluation (PBTE)

- **Teacher Evaluation**

- New PBTE was used only with the teachers on summative evaluation cycle 2013-14
- New PBTE tool was utilized with all WGSD teachers in 2014-2015.

“New” Student Feedback

As a segment of the self-reflection component of the performance based teacher evaluation process, K-12 students completed teacher performance surveys between November 2014 and January 2015.

District Professional Learning

Student Learning Objectives (SLOs)

SLO

- SLOs provide an opportunity to **examine student growth data** by gathering baseline scores, setting measurable goals for improvement, and ultimately assessing growth with a summative assessment.
- The heart of SLOs—setting goals for students and measuring progress towards those goals—it's all about **student learning.**

SLO

Using SLOs allows practitioners the opportunity to let **evaluation results drive professional learning opportunities** for adults.

Evaluation/SLO Timeline

2015-2016 Student Growth Data are collected on all teachers, at all grade levels and in all content areas (Data is not used as a part of the Summative - This is a practice year.)

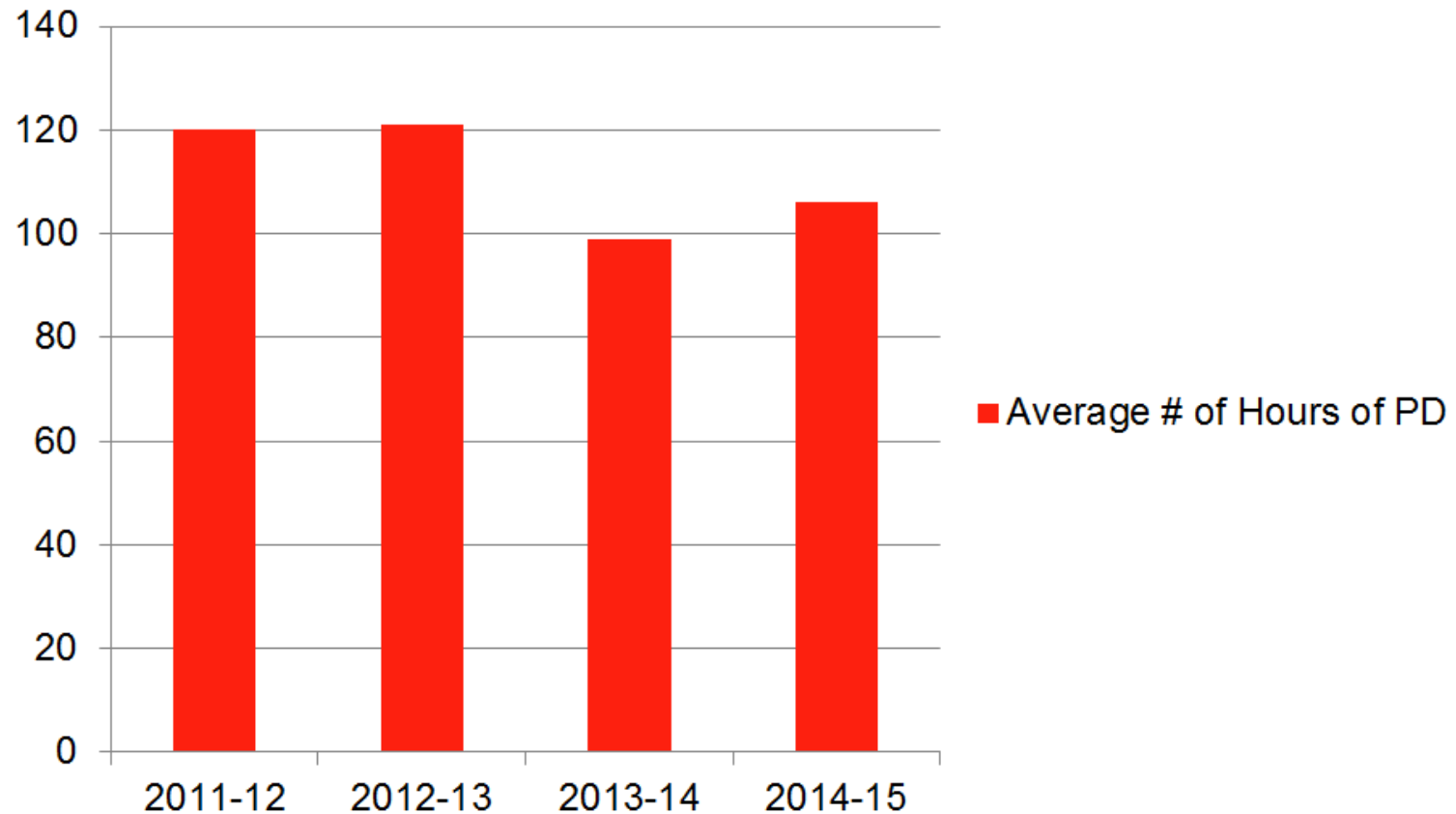
2016-2017 2nd year collection of Student Growth Data on all teachers, at all grade levels and in all content areas (used as a part of the Summative Evaluation in Spring 2017)

Student Learning Objectives

- K. Denbow, J. Simpson, S. Riss, J. E. Thomas, and L. Holliday participated in DESE sponsored professional learning opportunities to learn as much as possible about student growth measures during the 2014-15 school year.
- Education Plus facilitators led WGSD principals in a full-day introduction to SLO workshop in May.
- The PBTE Committee, Administrators, and Teacher Leaders participated in a full-day of professional development on student learning objectives in June
- This school year all teachers are participating in ongoing professional development.

Professional Development

Annual Professional Development Hours Per Staff



Levels of Acceptable District Performance:

Indicator: Performance

| PERFORMANCE MEASURES | EXCELLENT | SATISFACTORY | UNACCEPTABLE |
|-----------------------------------|---------------|--------------|--------------|
| <i># of PD Hours/Staff Member</i> | More than 100 | More than 60 | Less than 60 |

Education and Experience

Education and Experience

Education

85% of Certified Staff
Masters Degree or Above

Experience

Average Years of Teacher
Experience 15.97

Average Years of Teachers
in WGSD 12

Levels of Acceptable District Performance:

Indicator: Education & Experience

(2014-15 Data)

| PERFORMANCE MEASURES | EXCELLENT | SATISFACTORY | UNACCEPTABLE |
|---|---------------|--------------|---------------|
| <i>% of staff with Master's Degree or Above</i> | More than 80% | 70% - 79% | Less than 70% |
| <i>Average years of Experience</i> | More than 10 | 8-10 | Less than 8 |

Student / Teacher Ratios

Student / Teacher Ratios

2005-2015

Students Per Teacher (K-12)

| School Year | 05-06 | 06-07 | 07-08 | 08-09 | 09-10 | 10-11 | 11-12 | 12-13 | 13-14 | 14-15 | 15-16 |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| WGSD | 11 | 12 | 12 | 14 | 14 | 14 | 13 | 13 | 13 | 13 | 14 |
| MO | 14 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 |

Note

- 2005-15 WGSD numbers recalculated based on the last Wednesday in September attendance data
- SY 2015-16 data is based on current (September 3, 2015) attendance data

Student / Teacher Ratios

2005-2015

Students Per Classroom Teacher (K-8)

| School Year | 05-06 | 06-07 | 07-08 | 08-09 | 09-10 | 10-11 | 11-12 | 12-13 | 13-14 | 14-15 | 15-16 |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| WGSD | 19 | 20 | 19 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 21 |
| MO | 19 | 18 | 18 | 18 | 17 | 17 | 18 | 18 | 18 | 18 | 17 |

Note

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Student / Teacher Ratios

2005-2015

Students Per Classroom Teacher English (9-12) Average Class Size

| School Year | 14-15 | 15-16 |
|-------------|-------|-------|
| WGSD | 20 | 21 |

Note

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Levels of Acceptable District Performance:

Indicator: Culture and Climate

(2014-15 Data)

| PERFORMANCE MEASURES | EXCELLENT | SATISFACTORY | UNACCEPTABLE |
|---------------------------------|-------------------|--|--|
| <i>Teacher Attendance Rate</i> | 95% - 100% | 90% - 94% | Less than 90% |
| <i>Average Years of in WGSD</i> | More than 8 | 5 - 8 | Less than 5 |
| <i>Student-Teacher Ratios</i> | 7-12 less than 25 | K-2 ---- 18 - 20 3-4 ---- 19 - 22 5-6 ---- 22 - 25 | K-2 ---- 21 - 25 3-4 ---- 23 - 27 5-6 ---- 26 - 30 7-12 --- 29 - 33 |

Extra Talking Points

- **Recruiting Strategies**

- WGSD Career Fair (Dec. 2014) yielded 176 applicants
- Instructional Aides
- Apprentice Teachers and Student Teachers

- **Aesop** (Substitute Acquisition)

- The leading sub placement and absence management system.
- Launched August 2015

Staff Cuts 2014-2015

Teacher Evaluation and Non-Renewal Timeline

Non-Tenured
Prior to March 1

Non-Renewal Letter
By April 15

Tenured
Prior to May 1

Staff Cuts 2014-2015

Prior to March 1, 2015 - Non Renewals

| | <u>Staff</u> | <u>FTE</u> |
|--------------------|--------------|------------|
| Full-Time Teachers | 7 | 7.0 |
| Part-Time Teachers | <u>4</u> | <u>1.4</u> |
| | 11 | 8.4 |

Staff Assignments

After....

Reinstated Teachers

| | <u>Staff</u> | <u>FTE</u> |
|--------------------|--------------|------------|
| Full-Time Teachers | 5 | 5.0 |
| Part-Time Teachers | <u>0</u> | <u>0.0</u> |
| Total | 5 | 5.0 |

Note

WGSD Certificated Staff

2014-2015

2015-2016

| | | |
|----------------|-----|-----|
| Teachers | 312 | 302 |
| Counselors | 15 | 15 |
| Coordinators | 5 | 4 |
| Librarians | 9 | 9 |
| Administrators | 29 | 28 |
| Retirees | 6 | 6 |
| Social Workers | 5 | 5 |
| Total | 381 | 369 |

WGSD Support Staff

Reductions 2014-2015

- Reduced Aide Hours by 10% (equivalent to 12 FTE)
- Eliminated Facilities Management Position
- Eliminated 1.0 Custodians
- Eliminated Technology Software Coordinator

WGSD Support Staff

2014-2015

2015-2016

| | | |
|-------|-----|-----|
| Total | 195 | 193 |
|-------|-----|-----|

This number represents aides, custodians, maintenance techs, nurses, secretaries, technology specialists, and tutors,

New Staff 2015-2016

| | | | |
|----------------|----------------------------|------------------------|------------|
| Teacher | Kindergarten | Edgar Road | 1.0 |
| Teacher | Orchestra | Steger/Computer | .1 |
| Teacher | Advising Specialist | WGHS | 1.0 |

Climate

From The Teacher's Desk

- ❑ Teachers Exiting
- ❑ PBTE
- ❑ Additional Students
- ❑ Aides
- ❑ Shift in Curriculum and Progress Report
- ❑ General Climate

Mr. Muldrow
Teacher
Grade 5

Bristol Elementary
School

Questions or Comments?

Supporting Data

WGSD Teacher Survey Results 2014-2015
Final Results as of 3-20-15

| School | Primary K-2 | | Elementary 3-5 | | Middle School 6-8 | | High School 9-12 | | Total | |
|----------|-------------------|----------|-------------------|----------|-------------------|----------|-------------------|----------|-------------------|----------|
| | Student Responses | Teachers | Student Responses | Teachers | Student Responses | Teachers | Student Responses | Teachers | Student Responses | Teachers |
| Avery | 230 | 14 | 494 | 26 | | | | | 724 | 40 |
| Bristol | 214 | 14 | 371 | 20 | | | | | 585 | 34 |
| Clark | 142 | 11 | 356 | 16 | | | | | 498 | 27 |
| Edgar | 304 | 16 | 303 | 18 | | | | | 607 | 34 |
| Hudson | 114 | 8 | 210 | 14 | | | | | 324 | 22 |
| Computer | 62 | 3 | 164 | 9 | | | | | 226 | 12 |
| Steger | | | | | 931 | 27 | | | 931 | 27 |
| Hixson | | | | | 1,380 | 48 | | | 1,380 | 48 |
| WGHS | | | | | | | 3,160 | 97 | 3,160 | 97 |
| Total | 1,066 | 66 | 1,898 | 103 | 2,311 | 75 | 3,160 | 97 | 8,435 | 341 |

Education and Experience:

Advanced Degrees and Experience

| | 11/12 | 12/13 | 13/14 | 14/15 | 15/16 |
|--|-------|-------|-------|--------|-------|
| <i>Certificated Staff with Master's Degrees or Above</i> | 80% | 83% | 81% | 85% | 85% |
| <i>Average years of teaching experience</i> | 15.55 | 15.78 | 15.15 | 13.64% | 15.97 |

Culture and Climate: Teacher Data

| | 2010-2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 |
|------------------------------|-----------|-----------|-----------|-----------|-----------|
| <i>Teacher Attendance</i> | 95.11% | 95.39% | 95.10% | 96.52% | 96.52% |
| <i>Average Years in WGSD</i> | 11.80 | 11.72 | 11.83 | 11.59 | 11.95 |

TEACHERS AND SPECIALISTS -- ABSENCE ANALYSIS

PERSONAL ILLNESS AS % OF TOTAL ATTENDANCE

| | |
|------------------|---------------|
| 2014-2015 | 96.52% |
| 2013-2014 | 96.93% |
| 2012-2013 | 97.05% |
| 2011-2012 | 97.46% |
| 2010-2011 | 97.04% |
| 2009-2010 | 96.11% |
| 2008-2009 | 96.88% |
| 2007-2008 | 97.12% |
| 2006-2007 | 97.30% |
| 2005-2006 | 97.30% |

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Identified Strengths:

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- High levels of staff collaboration.
- High percentage of teachers who remain in the district.
- Experienced teaching staff.
- Percentage of staff with Master's and Doctoral Degrees.

Areas for Continued Growth:

- Select certified staff of color to more closely reflect our student population.
- Maintain the amount and quality of professional development available to support continuous learning for all staff.
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