



Digging Into Transformation

Implementation of Federal School Improvement Grants in Oregon

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Transformation vs turnaround, restart, and closure

- Most popular – About $\frac{3}{4}$ of SIG schools
- Most flexible – Less staff replacement
- Most complex – 11 federally required activities

11 Federal Transformation Activities

- Replace the principal
- Use staff evaluation systems, including student growth
- Identify and reward effective staff and remove the ineffective
- Provide professional development
- Provide incentives to recruit, place, and retain staff
- Use data to plan instruction
- Align curriculum to standards and assessments
- Increase learning time
- Engage family and community
- Use operational flexibility
- Ensure that the school receives technical assistance

Background



Oregon's Continuous Improvement Network (<http://thenetwork.educationnorthwest.org>)




Research questions

In the 17 OR SIG transformation schools:

1. To what extent were SIG activities implemented?
2. What positive changes have occurred and what has been challenging?
3. What are the trends in student achievement?

Data sources and methods

-  **Indistar[®] Connect**
Center on Innovations in Learning
(Descriptive statistics and content analysis)
- Coach and principal surveys
(Descriptive statistics and content analysis)
- Publicly available proficiency data
(Trend analysis)



Fuller implementation for district-supported activities

Full implementation

Use technical assistance from the district (2 indicators) 96%

Use flexibility provided by the districts (5 indicators) 91%

Provide professional development (2 indicators) 87%

Some implementation for staffing activities

Full implementation

Provide incentives for staffing (3 indicators) 85%

Identify and reward effective staff and remove the ineffective (2 indicators) 84%

Replace the principal (4 indicators) 82%

Use staff evaluation systems including student growth (5 indicators) 74%

Intensive programmatic changes may take more time

Full implementation

Use data to plan instruction (2 indicators) 53%

Engage family and community (2 indicators) 50%

Increase learning time (3 indicators) 50%

Align curriculum to standards and assessments
(4 indicators) 47%

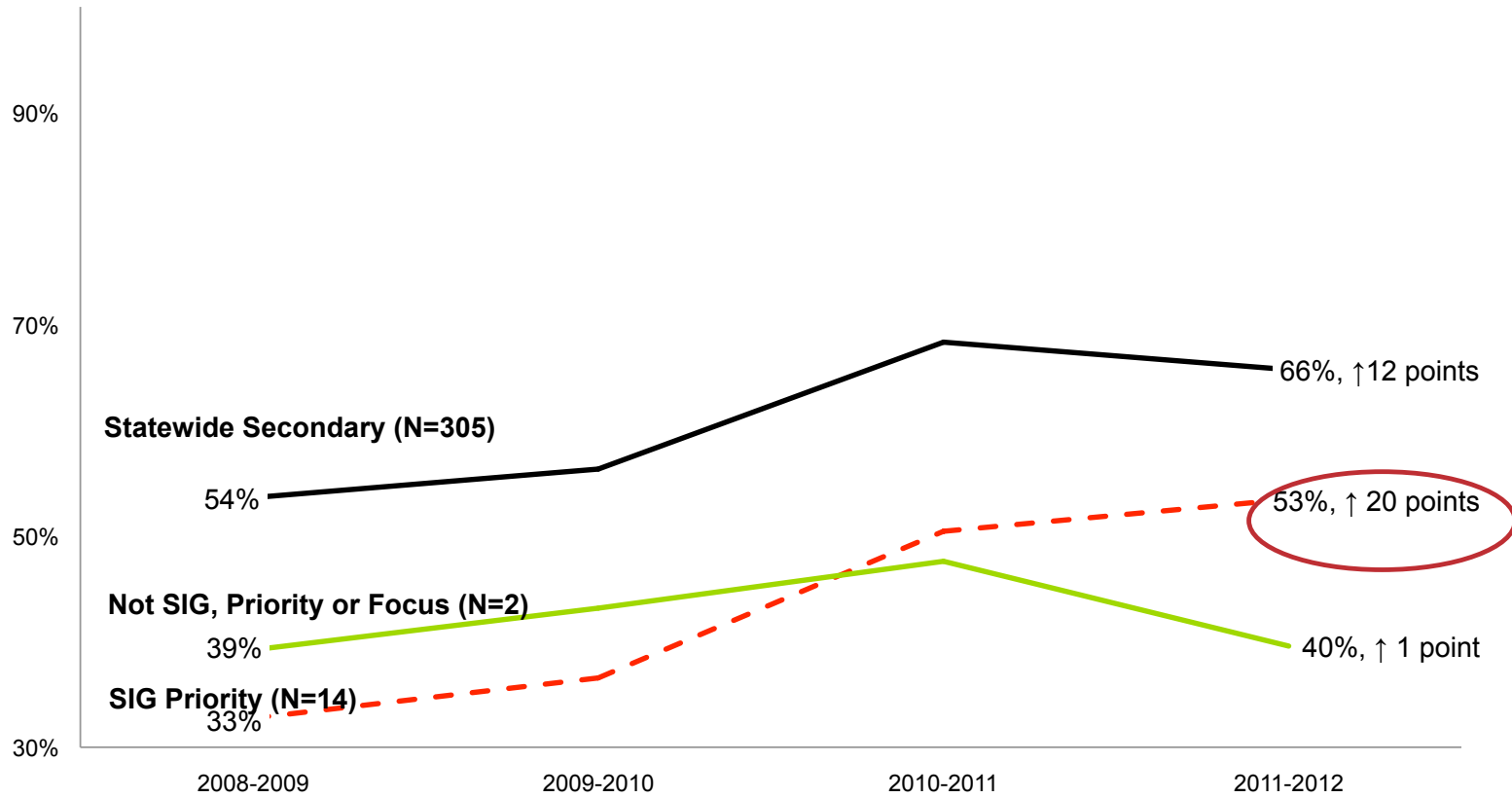
Results: positive participant perceptions

Survey item	Percentage “agreeing” or “strongly agreeing”	
	Coaches	Principals
Overall implementation has been successful	100%	100%
SIG has had a positive impact on:		
Teacher collaboration	94%	100%
Student outcomes	94%	100%
School culture/climate	94%	100%
Student behavior	77%	94%

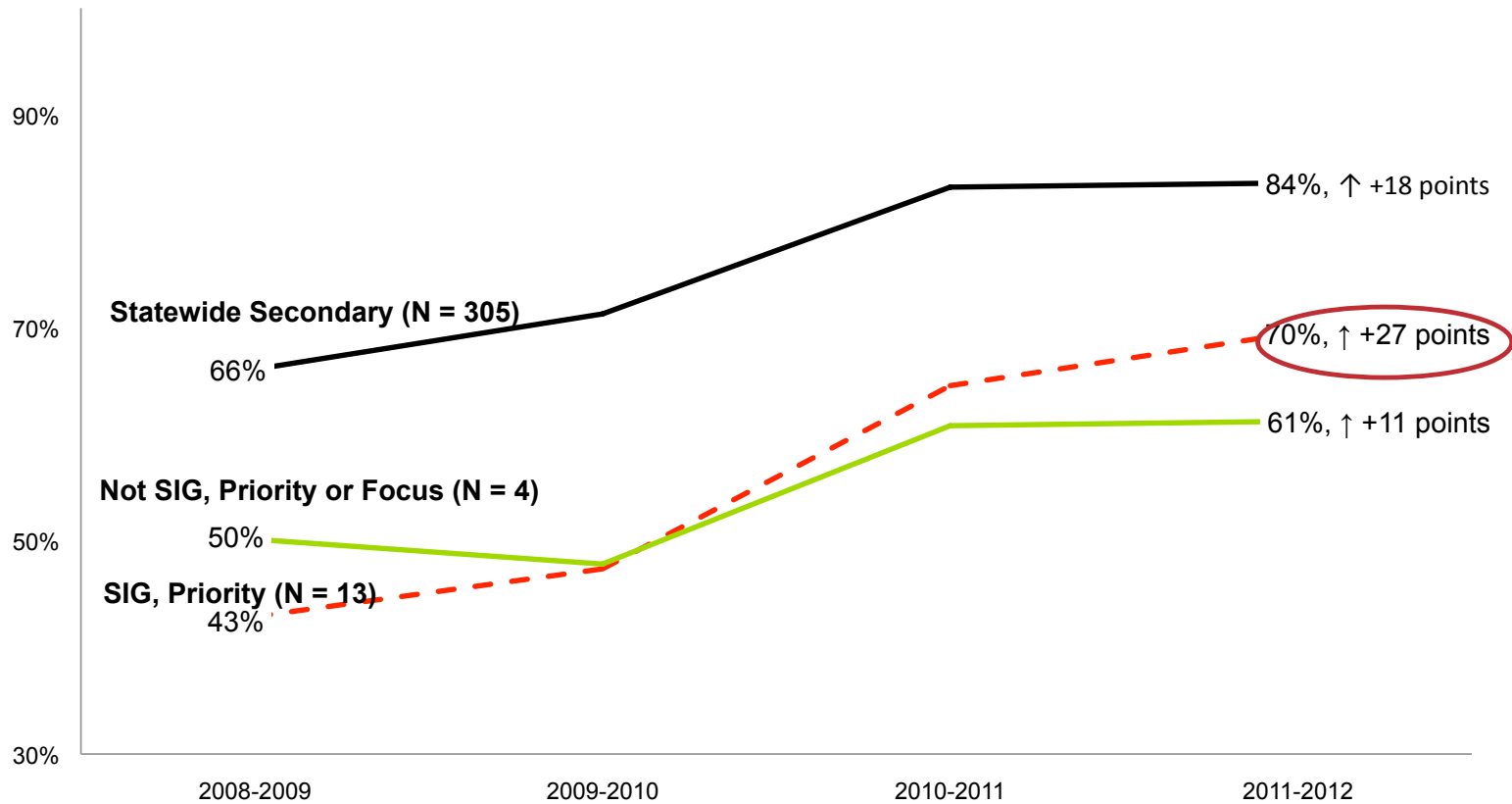
Result: staffing and community engagement were challenging

Activity	Percentages “challenging” or “very challenging”	
	Coaches	Principals
Remove staff and hire replacements	100%	79%
Create incentives to recruit, place, and retain staff	80%	57%
Reward staff for improved student outcomes	76%	82%
Create a staff evaluation system using student growth	71%	94%
Engage the community	56%	69%

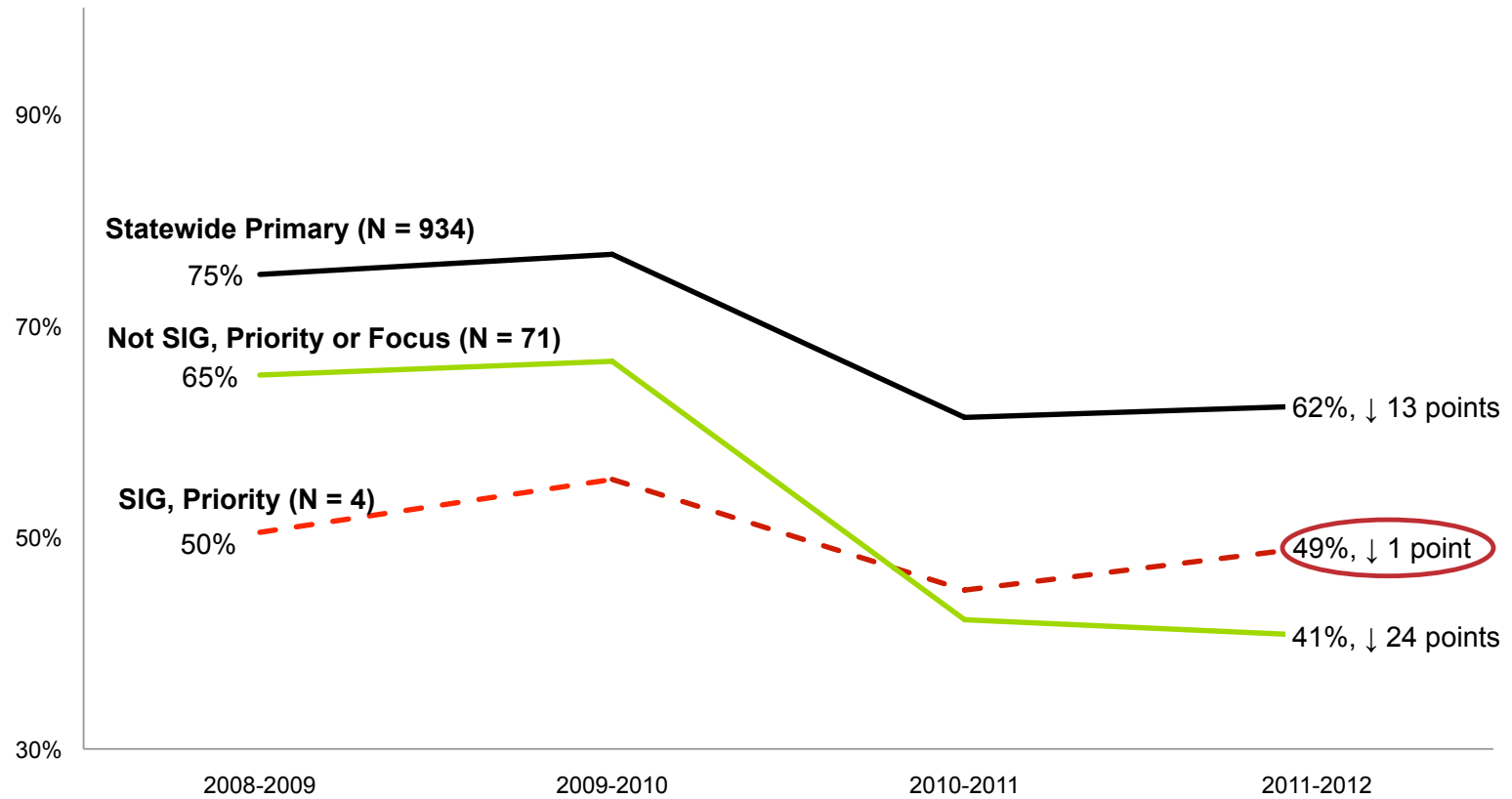
Results: secondary math



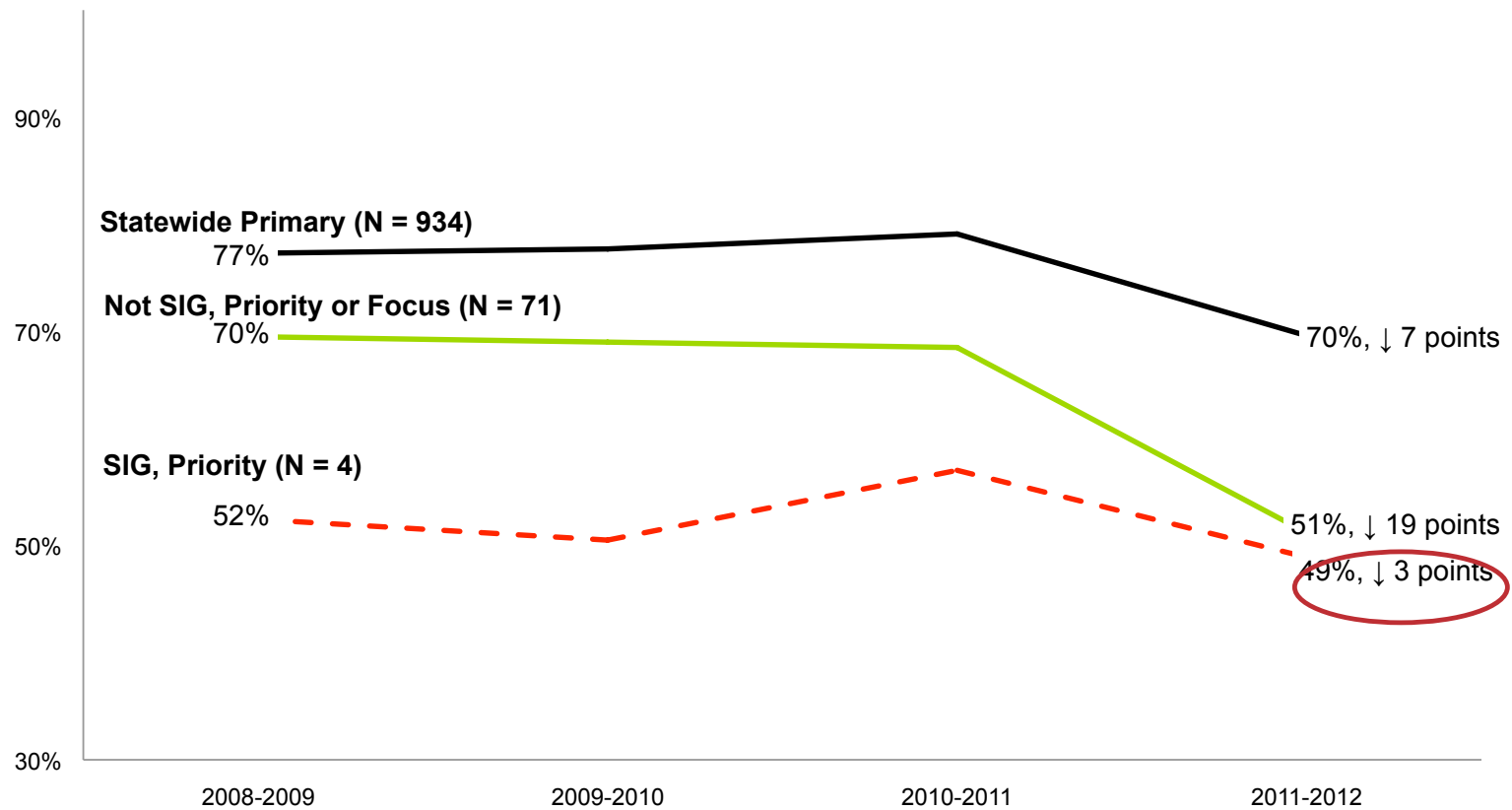
Results: secondary reading



Results: primary math



Results: primary reading



Recommendation



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