

**THE NEA FOUNDATION  
CLOSING THE ACHIEVEMENT GAPS IN MILWAUKEE  
IMPLEMENTATION PLAN**

**Goals**

**1. Ensure ownership from all stakeholders to implement the Educational Plan with fidelity in order to close the achievement gaps.**

- Goals and strategies in reading, writing and math have been selected by Milwaukee Public Schools Central Services for each school.
- Parental participation goals have been set by Central Services for each school.
- 95% of students will score proficient in reading, writing and mathematics on the Wisconsin Knowledge and Concepts Examination - Criterion Reference Test

Strategies/Activities

- Coaching Training for the Learning Team during the Leadership Institute and follow-up during the year
- Principal coaches meet with lead teachers and principals weekly
- Learning Teams meet on a weekly basis
- Best practice schools that have closed the gap provide sharing sessions
- Professional development for and implementation by the Learning Team and staff on decision making/ communication protocols
- Monthly on-site visitation from Technical Assistance Team

**2. Establish a vision for professional development as it relates to the needs of the school in closing the achievement gaps.**

Strategies/Activities

- Leadership Institute training on aligning professional development to a school's educational plan
- NEA Foundation professional development days
- Banking time days
- MMABSE Conference for Closing the Gap Action Plan participants to collaborate on effective instructional strategies
- Formation of NEA Professional Development Committee - universities/colleges/MPS/NEA/MTEA

**3. Increase student achievement in reading, writing and mathematics.**

- Increase the MPS graduation rate by five percentage points from 60% - 65% by 2007, increasing the number of graduates per year by approximately 325.

- Increase the percentage of MPS students who score proficient or more on the 4th, 8th and 10th grade proficiency test in reading and math by two percentage points per year to close the achievement gap (currently 20-30%) between MPS and the state.
- Increase the number of students taking advanced placement classes.

#### Strategies/Activities

- Comprehensive literacy across all curricular areas - focus on reading, writing, listening, speaking, deep thinking and research skills
- Comprehensive mathematics
- ***Literacy generalists and math teacher leaders in all schools***
- Learning Teams at all schools
- Data driven decision making
- All intertwines with the capacity builders:
  - Effective educational plan
  - Professional learning community
  - Fiscal responsibility
  - Shared decision making model
  - Instructional programs aligned to academic standards
- All schools will address the achievement gap in their educational plans
- Learning Teams will facilitate developing Classroom Assessments Based on Standards (CABS)
- Implement the Educational Plan at each school
- Tutoring for students that still need more help
- Support from the Technical Assistance Team
- All students will take rigorous courses
- ACT preparation will be made available and free of charge

#### **4. Increase the use and availability of ongoing school/classroom/individual student level data in addressing the achievement gaps.**

- The Technical Assistance Team will determine if the effective use of data to inform, guide and evaluate the whole school change efforts is in place at each school site. Monthly meetings with each school's Learning Team will be held.

#### Strategies/Activities

- Professional development on creating systems of accountability provided to the Learning Team and then disseminated to the rest of the staff
- Learning Teams create benchmarks and formative assessment measures (both quantitative and qualitative) toward meeting the objectives in the school's Educational Plan and identifying needed changes

- Closing the Achievement Gap Action Plans implemented and a disseminated by classroom teachers supporting data driven best-practice that will close the achievement gap (i.e. action research)
- Midyear and end-of-year progress forums are held at each Closing the Achievement Gap Action Plan site to inform local stakeholders

**5. Increase the recruitment and retention of highly qualified teachers and principals in the neediest schools.**

- The profile of the teaching and administrative staff at the targeted schools will reflect the district average in the number of new teachers, range of teaching experience and academic credentials.
- The Climate Survey will reflect that 90% of teachers are satisfied with their school

Strategies/Activities

- Provide support to new teachers in critical content areas through university courses and the support of the literacy coach and math lead teachers
- Mentor teachers for special education new hires
- Job sharing for high need areas
- Support from the Technical Assistance Team
- Principal coaches

**6. Increase the meaningful involvement of families in closing the achievement gaps.**

- Quantitative and qualitative data will show that a minimum of 75% of families are actively and productively involved in the education of their children.
- The Climate Survey will show that 90% of families are satisfied with their schools.

Strategies/Activities

- Provide parents with a copy of the Learning Targets
- Closing the Gap Action Plans implemented and disseminated by classroom teachers to support effective family involvement
- MPA Family Reports are used as a resource for parents and reviewed at conferences
- Family meetings and workshops to share goals and expectations
- NEA Foundation work group of community members and faith-based organizations to help support the message from multiple sources
- MMABSE Commission on families