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# Oneida City School District Reorganizational Plan

2019-2020

February 12, 2019

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# Rationale

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The Oneida City School District has seen a dramatic increase of students and families that need various support services including academic, social, emotional, health, and welfare needs.

- Our student population has fallen by 25% in the past 10 years, with our enrollment shrinking to 1900 students.
- The District's graduation rate has fallen to 73%, seven points below the state standard of 80%.
- Our community has seen a dramatic increase in poverty over the last decade, with 54% of our students considered economically disadvantaged and 23% of our students living in poverty.

The changing dynamics within the school district in regards to increasing poverty, declining enrollment, low graduation rate, increase crime and violence, and a drug use epidemic is necessitating the district to look at a new administrative structure to improve student learning outcomes and help students reach their fullest potential. Oneida City School District needs to provide a more responsive organization of our administrative staff.

# Current vs. proposed

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## CURRENT

Superintendent

Assistant Supt. for Finance

Assistant Supt. for Instruction

Admin. for Tech. & Special Programs

High School Principal

Middle School Principal

Four Elementary Principals

Three Assistant Principals/ AD

## PROPOSED

Superintendent

Assistant Supt. for Finance

**Admin. for Curr., Instr., & Assessment**

Admin. for Tech. & Special Programs

**Executive Principal**

Middle School Principal

Four Elementary Principals

Three Assistant Principals/ AD

# Specifics of proposed structure

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Eliminate the Assistant Superintendent for Instruction and replace with the district wide position of Administrator for Curriculum, Instruction, & Assessment.

- The Administrator for Curriculum, Instruction, & Assessment will focus on curriculum, instruction and assessment throughout the district and some duties of the Assistant Superintendent will move to the Superintendent.

Eliminate the High School Principal position and replace with a district wide and building position of Executive Principal.

- The Executive Principal will service the High School and have K-12 responsibilities to provide and facilitate a continuous support for students in the areas of social and emotional developmental learning, career / college readiness, school climate / student engagement, and attendance.

Each Elementary Principal will have an additional responsibility (nursing, UPK, ESL, & homeschooling)

# Proposal-additional information

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- Proposed structure is a preventative/proactive approach rather than reactive
- Draft job descriptions have been created
- The Executive Principal will focus on the High School with leadership K-12 and will be stationed at the High School
- Executive Principal positions can be found throughout the state
- There will be a principal in each building
- Meetings with principals will be done as much as possible via technology and will not be out of buildings more than now
- Relationships with community agencies such as Madison County and Oneida City will continue

# Proposal-additional information

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## **Social Emotional Learning (SEL)**

- SEL “is the process through which children, youth, and adults acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions” SEL is essential to creating schools that effectively prepare all young people to succeed in school and in life.
- Work with school leaders to develop and implement a comprehensive system of learning supports which emphasizes student learning barrier prevention, early intervention, and positive student social and emotional developmental health.
- Work with school leaders to provide coaching, modeling, and other forms of follow-up support to school level staff so that they will be able to effectively implement strategies that promote positive student social and emotional developmental health.

# Proposal-additional information

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## Parent Engagement

- Work with school leaders develop an explicit K-12 plan for communicating with families and students about school and student progress, issues / concerns, and needs.
- Work with school leaders develop a plan which ensures that parents, community leaders and school personnel know the school's priority of high expectations and plans for students to graduate
- Work with school leaders to implement a communication strategy which includes all parents / caregivers, school community, and community partners.
- Work with school leaders create a plan with recommended school procedures for a welcoming environment for all parents / caregivers, entire family systems and community members.

# Proposal-additional information

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## **School Climate and Student Engagement**

- Works with school leaders to create school environments that are culturally responsive, tailored to the strengths and needs of all students, and leads to high levels of student engagement and inquiry.
- Works with school leaders to ensure school community is conducive to learning and fosters a sense of ownership that leads to greater student outcomes.

## **Career and College Readiness**

- Work with school leaders to provide College and Career Readiness skills in all content areas and grade levels.

## **Attendance**

- Work with school leaders to create and implement systems to reduce chronic absenteeism.



# Proposal-additional information

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- **January 8-** BOE meeting 1<sup>st</sup> discussion about reorganizational plan and feasibility
- **February 12-** BOE meeting 2<sup>nd</sup> discussion about reorganizational plan and feasibility
- **March 12-** BOE meeting to finalize reorganization if we decide to pursue.

**If the proposal is approved, new administrators will begin in July**

**Interview process will include staff, students and parents**

# Proposed new structure

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With the new proposed structure, the district will be able to:

- Provide a system that is more responsive to the changing and increasing needs of our community and families.
- Improve school conditions for student learning by providing social and emotional developmental supports for students, providing effective transitions from elementary school to middle school and from the middle school to high school, improving school climate, making discipline practices more positive, and increasing student engagement
- Help students reach their fullest potential.

# Questions from the Board of Education