



# Revitalization Task Force

## Meeting #2

November 20, 2019  
School District of Beloit

by: SDB Administration in collaboration  
with **KCMG International LLC**



## **SDB Revitalization Task Force II**

- ❑ **Welcome – Dr. Stanley Munro, SDB Superintendent**
- ❑ **Introductions, including presenters in the order that they appear:**
  - Kathleen Cooke PhD, KCMG**
  - Michael Gallagher, KCMG**
  - Peggy Muehlenkamp, SDB**

*“There is no more neutrality in the world. You either have to be part of the solution, or you’re going to be part of the problem.”*



## Meeting Takeaways

- ❑ Review the latest, updated student achievement and State Report Card data... the **'WHY'** for Reconfiguration.
- ❑ Review the **goals (product overhaul)** to be achieved through Reconfiguration.
- ❑ Review **factors being considered** regarding Reconfiguration and planning... as completed to date by Administration Team.
- ❑ Provide added **input to Administration** regarding things to consider as the Reconfiguration Plan is developed.
- ❑ Identify **questions community members will likely have** regarding Reconfiguration to be answered.

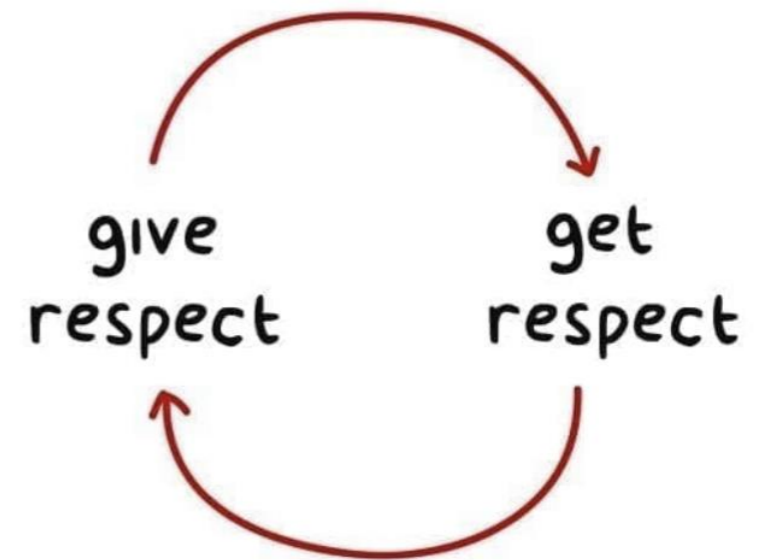


Source: a1corp.com

Preparing and  
inspiring every  
student to succeed  
in life and contribute  
to an ever-changing  
world.

## Ground Rules for Good Faith Planning

1. Focus on what's in the best interest of children.
2. **Contribute through respectful interactions.**
3. Conduct open and honest conversations.
4. Assume good faith on part of others.
5. Listen carefully without interrupting.
6. There is no 'rank' among participants.
7. Concentrate on ideas and concepts... *not people.*





## Revitalization Task Force Purpose

To engage the Beloit school community stakeholders in the development of recommendations for consideration by the School Board...

☐ To *increase student achievement* throughout the School District of Beloit through:

1. Instructional overhaul w/accountability; and
2. School grade level reconfiguration; and
3. Creation of a Magnet school; and
4. Development of a Strategic Plan for 2020-25.



### **New VISION Statement:**

*“Preparing and inspiring every student to succeed in life, and contribute to an ever-changing world.” [SDB School Bd., Aug.2019]*

## At the 1<sup>st</sup> mtg...

### Conduct Achievement Analysis

1. Context for our work: Best-in-Class, accountability and focus.
2. Review District achievement trend data. [How well is SDB doing compared to State, National and benchmark districts?]
3. Develop summary statements to be shared and posted.



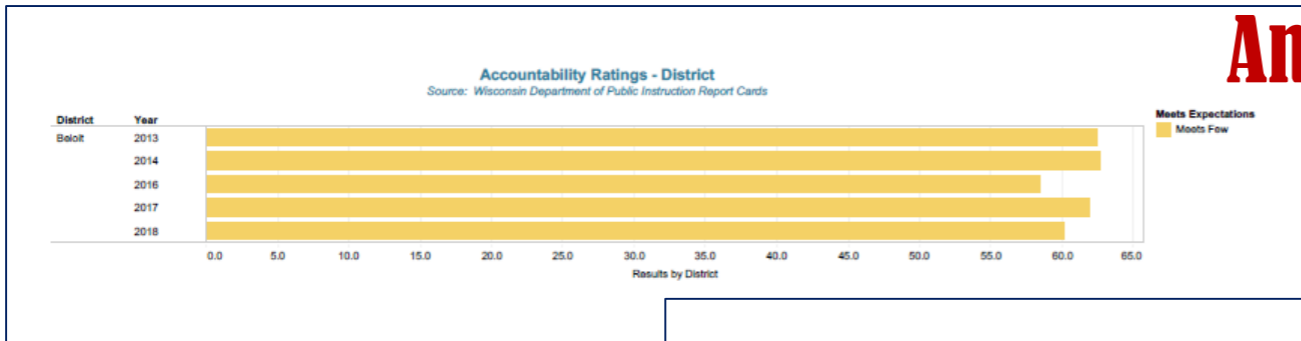
### Product of Choice...

Basis of Design       Alternates       Product Selected

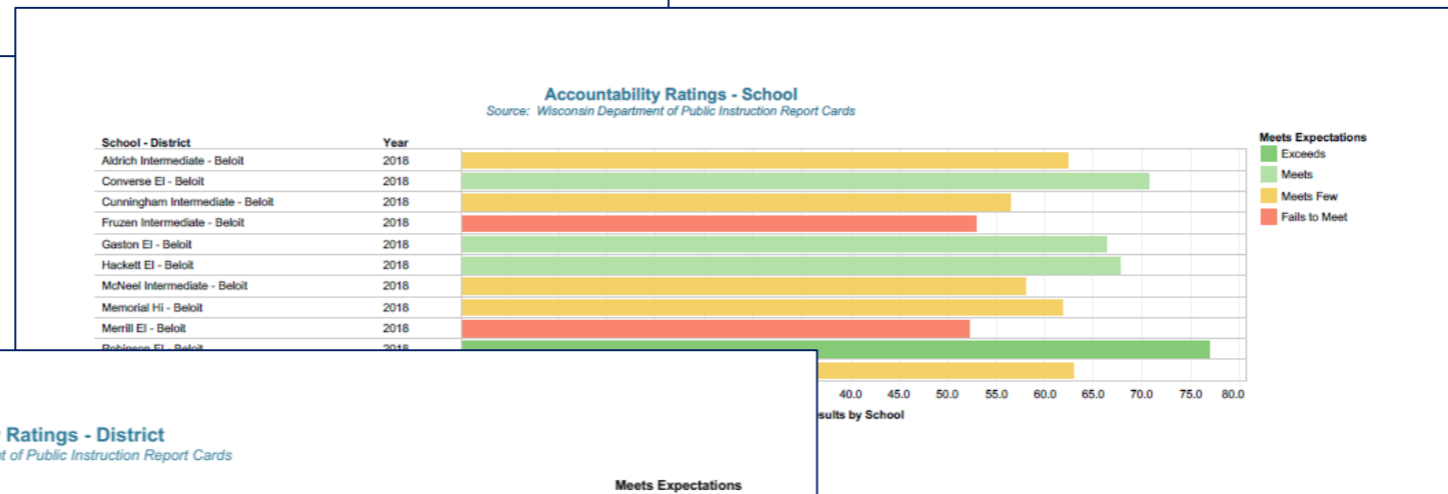
**Best-in-Class defined:** The highest current performance level in an industry, used as a standard or benchmark to be equaled or exceeded. See also 'best practice'.

# Analytics from 1<sup>st</sup> Meeting...

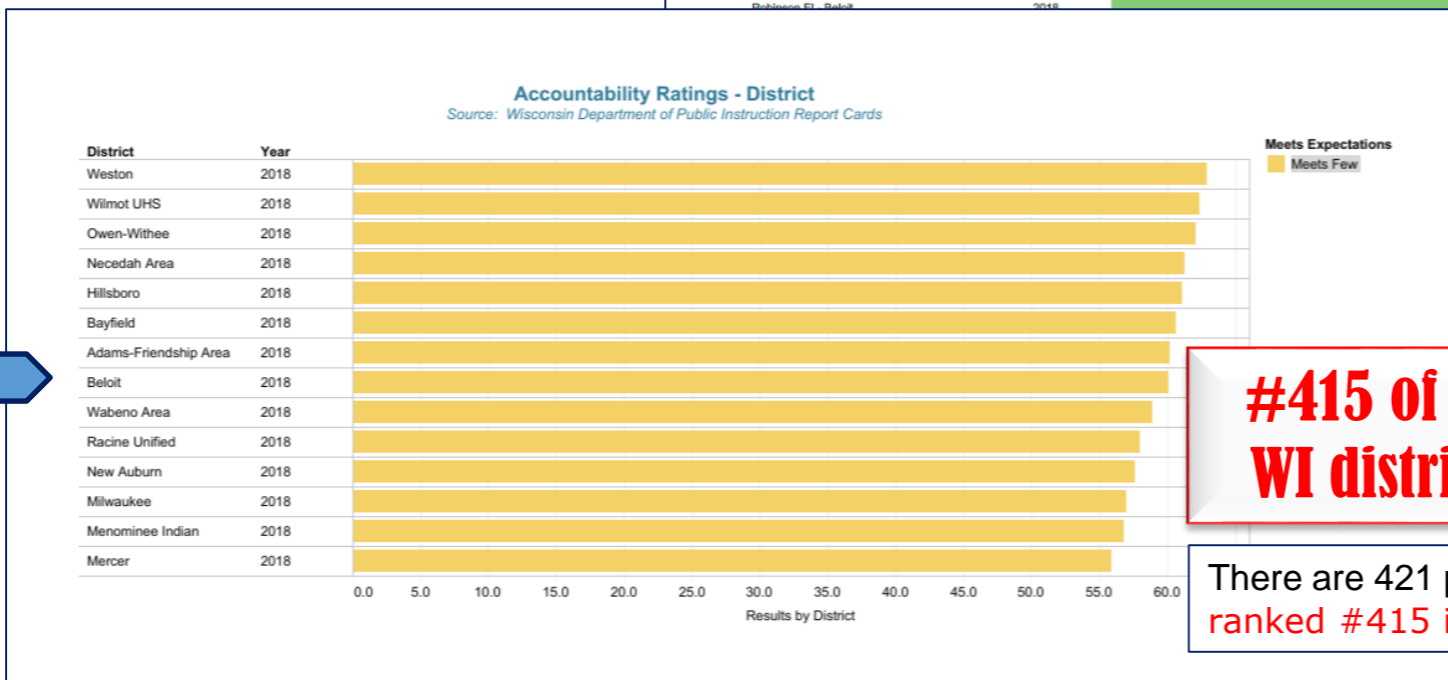
Preparing and inspiring every student to succeed in life and contribute to an ever-changing world.



Accountability Ratings –  
Beloit Performance Trending



Accountability Ratings – Beloit  
Schools 2018 Performance



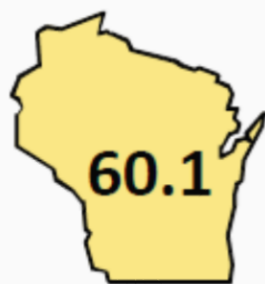
**#415 of 421  
WI districts.**

There are 421 public school districts in Wisconsin<sup>1</sup>. Beloit is ranked **#415 in the state**... per DPI's 2018 State Report Card.



Source: Analytics provided by Forecast5™ Analytics, Naperville, IL.

Overall Score

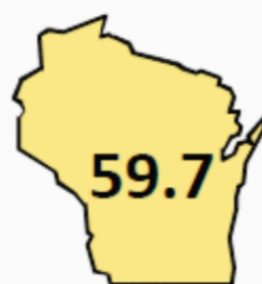


**60.1**



Meets Few Expectations

Overall Score



**59.7**



Meets Few Expectations



Overall Accountability Ratings	Score
Significantly Exceeds Expectations	83-100 ★★★★★
Exceeds Expectations	73-82.9 ★★★★☆
Meets Expectations	63-72.9 ★★★☆☆
Meets Few Expectations	53-62.9 ★★☆☆☆
Fails to Meet Expectations	0-52.9 ★☆☆☆☆

Overall Accountability Ratings	Score
Significantly Exceeds Expectations	83-100 ★★★★★
Exceeds Expectations	73-82.9 ★★★★☆
Meets Expectations	63-72.9 ★★★☆☆
Meets Few Expectations	53-62.9 ★★☆☆☆
Fails to Meet Expectations	0-52.9 ★☆☆☆☆

**BELOIT**  
2017-18 School Year

**BELOIT**  
2018-19 School Year

**#415 of 421**  
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<b>DPI 2018-19 Report Card</b>		
<b>BELOIT District</b>	<b>Ⓟ</b>	<b>Meets Few</b>
Converse	ⓅⓅⓅ	Meets
Gaston	ⓅⓅⓅ	Meets
Hacket	ⓅⓅⓅⓅ	Exceeds
Merrill	ⓅⓅ	Meets Few
Robinson	ⓅⓅⓅⓅ	Exceeds
Todd	ⓅⓅⓅ	Meets
Aldrich	ⓅⓅ	<b>Meets Few</b>
Cunningham	ⓅⓅⓅ	<b>Meets</b>
Fruzen	Ⓟ	<b>Fails</b>
McNeel	Ⓟ	<b>Fails</b>
Memorial HS	ⓅⓅⓅ	Meets

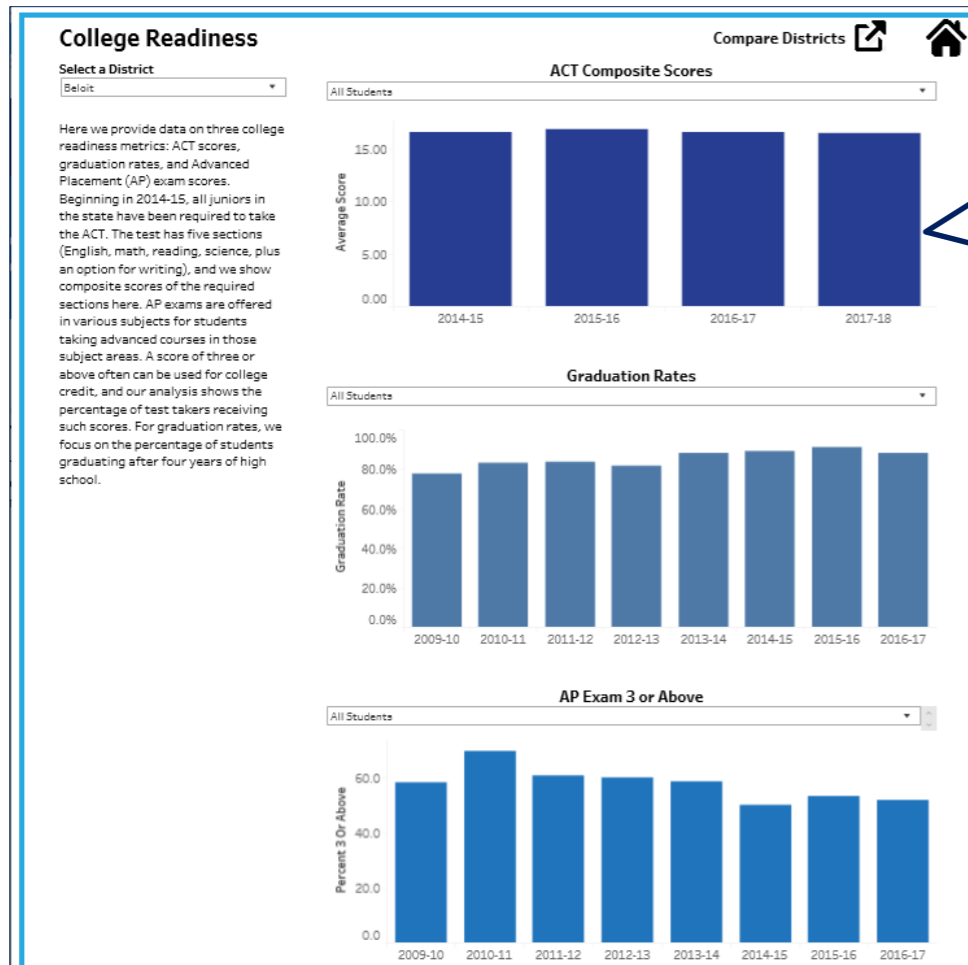


“On state report cards issued for the 2018-19 school year, ***overall 87% of rated schools met or exceeded expectations... as did 96% of the state’s 421 public school districts.***”  
[Source: DPI Media Line. Nov. 2019]

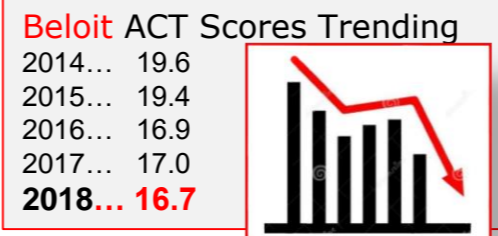
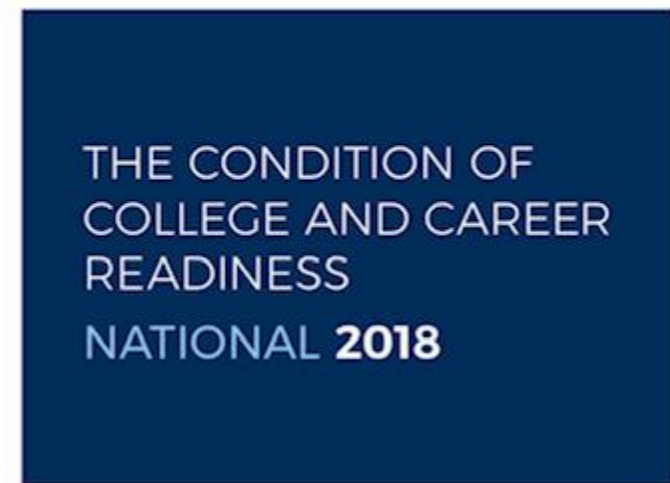
<b>BELOIT Schools 2018-19</b>	
2 Schools	Fail to Meet
2 Schools	Meet Few
5 Schools	Meet
2 Schools	Exceed
<b>11 Schools Total</b>	



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**Wisconsin Key Findings**  
“In the 2018 Wisconsin graduating class, 68,000 graduates (100%) took the ACT test with a Composite score average of **20.5**. This compares to 46,870 (73%) with an average of 22.2 in 2014. **Nationally**, 55% of 2018 graduates took the ACT with an average Composite score of **20.8**.”  
Source: “The Condition of College and Career Readiness 2018”, ACT, Inc. 2018.



Beloit – College Readiness Trends



Source: WISEdash Public Portal, Wisconsin Department of Public Instruction [DPI].

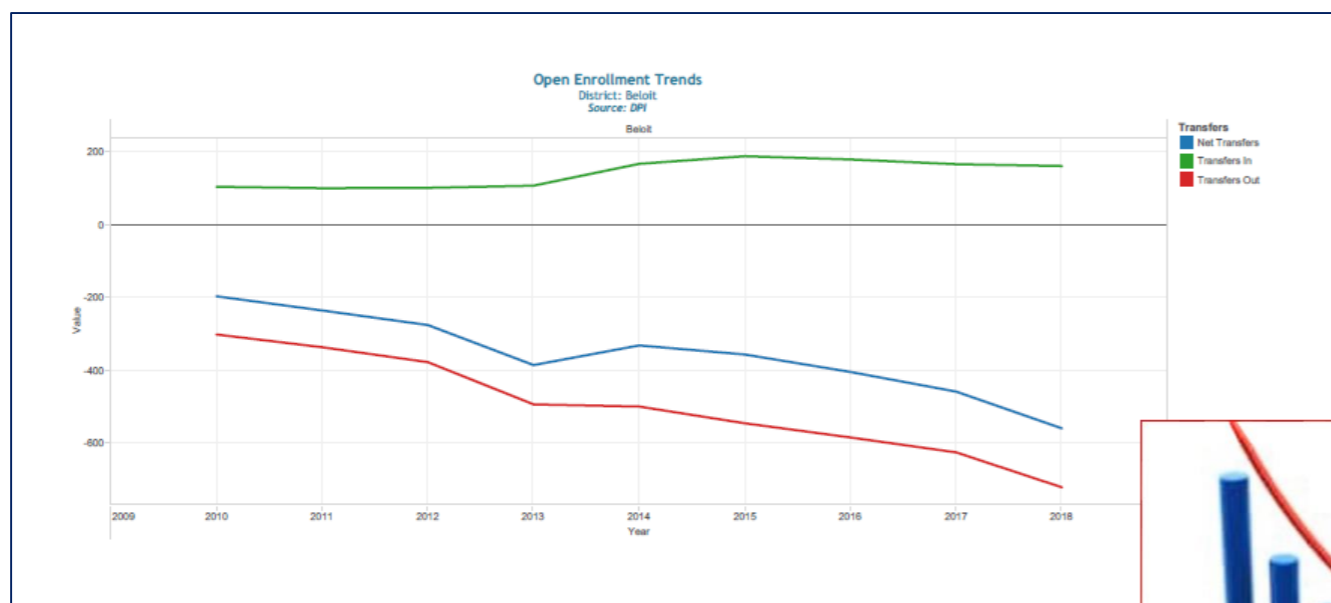


**-20% below state average.**



Source: ‘Condition of College and Career Readiness 2019’ by ACT Research. October 2019.





Open Enrollment Trends Beloit  
**559** Students OUT NET [2018]

Source: Analytics provided by Forecast5™ Analytics, Naperville, IL.

## Summary

- ✓ District *meets few expectations...* **bottom 4%** of state.
- ✓ ACT... **20% lower** than state average.
- ✓ Open enrollment out... **cost of \$3.94M** to District in 2017-2018 year alone.

**“Corporations that fail... failed to change and innovate.”** [Source: ‘50 Examples of Corporations That Failed to Innovate’, by Katrina Aasland; Valuer. November 2018.]



Source: shutterstock.com

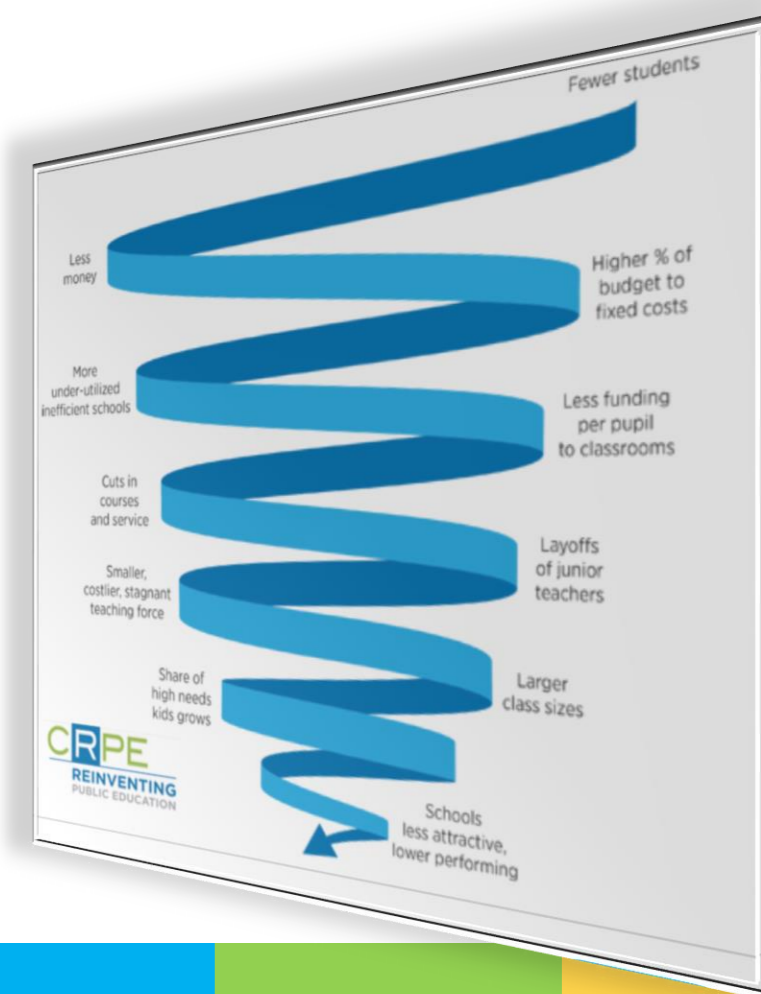
## Yearly Cost to District

$$\text{\$7,055} \times 559 = \text{\$3.94M/yr [2017-18]}$$

Source: ‘Open Enrollment Funding: Basic Open Enrollment Transfer Amount’, Wisconsin DPI. Figure for 2017-2018 is \$7,055/student.



**Declining Enrollment Spiral...** district enrollment loss can lead to declines in school quality. [Source: CRPE.]



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## Current Configuration

- 4K-3
- 4-8
- 9-12

## Proposed Reconfiguration

- 4K-6
- 7-8
- 9-12
- Magnet School of the Arts

Source: Miami Community Newspapers



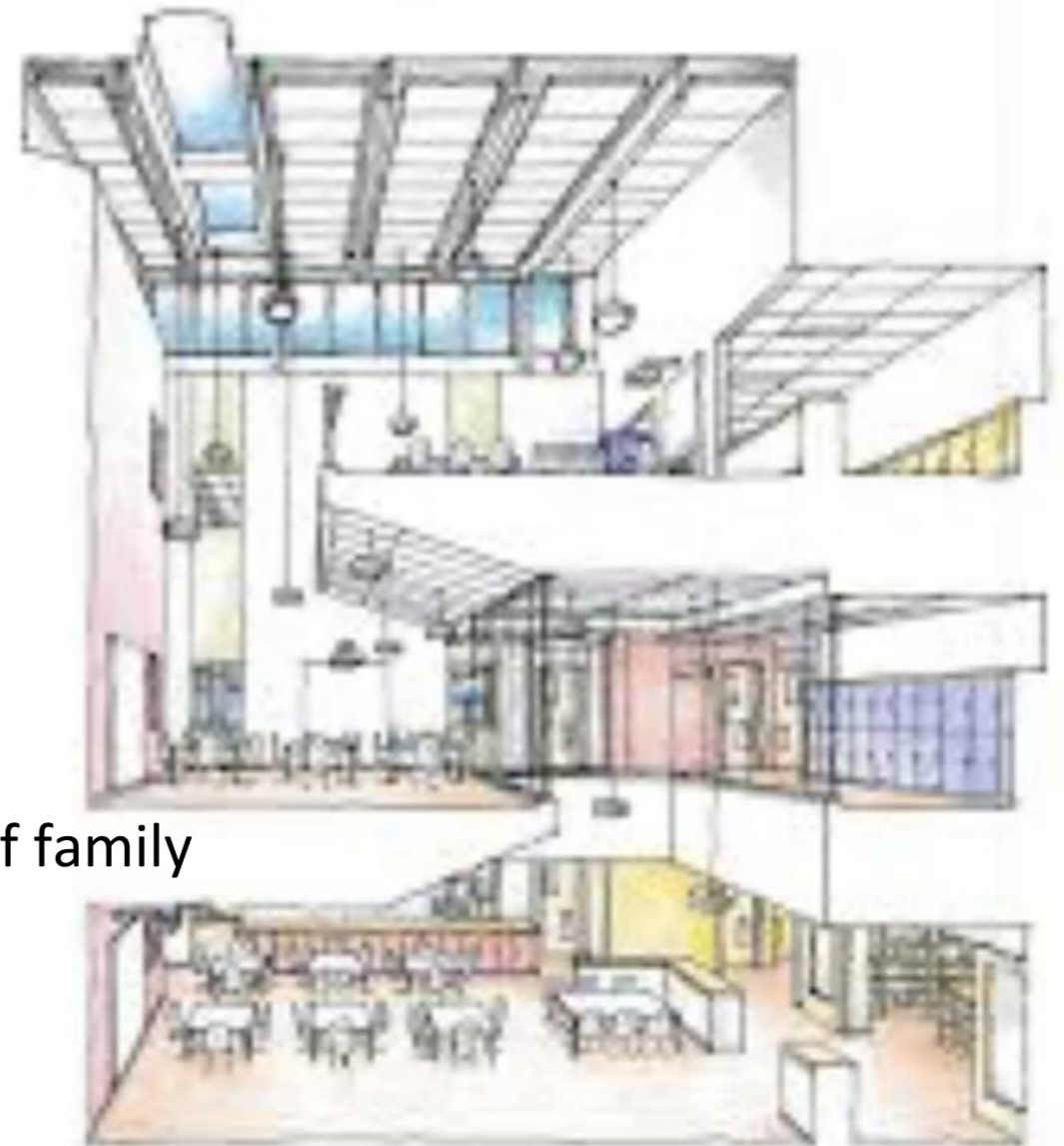
Source: a1corp.com





## Goals To Be Achieved through Grade Level Reconfiguration

- 1. Increased SDB Product and Academic Performance**
2. Opportunities for 7th and 8th grade students
  - Rigorous coursework
  - Career pathway exploration
  - Instruction from content specialists
  - Extra curricular opportunities
3. Opportunities for 7th and 8th grade staff
  - Content by specialists thru collaboration
4. Opportunities for 4K-6
  - Culture of nurturing relationships and sense of family
  - Neighborhood schools
  - Foundational skills
  - Student role models / student leaders
5. Effective utilization of buildings
  - Room for growth / open enrollment.







**Q: “What about the goals/product overhaul need just presented ‘hits home’ most with you?”**

1. \_\_\_\_\_.
2. \_\_\_\_\_.
3. \_\_\_\_\_.
4. \_\_\_\_\_.
5. \_\_\_\_\_.



## What was the reaction to your homework assignment discussion (from previous mtg.)?

Share with at least 3 people...

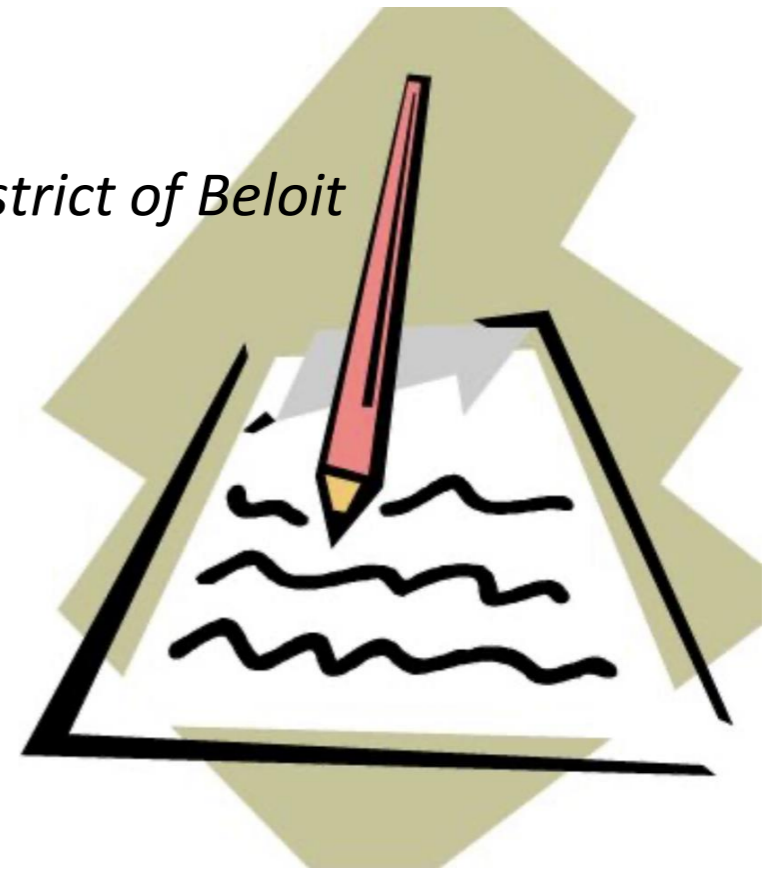
Q: *Why is the District exploring a grade level Reconfiguration?*

- \_\_\_\_\_.
- \_\_\_\_\_.
- \_\_\_\_\_.

## Remember... The main goal is:

To ***increase student achievement*** throughout the School District of Beloit through:

1. Instructional overhaul w/accountability; and
2. School grade level Reconfiguration; and
3. Creation of a Magnet school; and
4. Development of a Strategic Plan for 2020-25.





## Identify Critical Issues

Discussion... *“If only we could..., then we would...”*

“There is a fundamental difference between doing things right... and *doing the right things.*”

“Determining what you want is not about the future, *but right now*, and then asking yourself *right now* what would you do if you wanted to.”

Russell Ackoff (1919-2009), an American organizational theorist.



Source: Johannes De Berlayment

**“The righter we do the wrong thing, the wronger we become.. It is much better to do the right thing wronger, than the wrong thing righter!” Russell Ackoff**

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**Under construction...**  
**Planning topics for consideration... *not finalized details.***



**Your task... to listen, think deeply and provide feedback.**

**Q: What additional factors should administration be considering to achieve a successful **Reconfiguration** for students, parents and staff?**





## Review the work to date by the Admin. team... factors under consideration to 'build' alternate grade level config. options.

1. Communications.
  - Staff and parent focus groups at school sites.
  - Meeting with Latino service providers.
  - Meeting with City Center Planning.
  - Meeting with League of Women Voters.
  - Mtgs. with Blackhawk Tech. College and Beloit College.
2. Class size ratios will remain the same.
3. Planning\*.
4. Facilities\*.
5. Transportation\*.
6. Budget\*.
7. Staffing\*.

[Note(\*): See particular individual slides for discussion of topic.]

### Remember... The main goal is:

To *increase student achievement* throughout the School District of Beloit.



## Planning Considerations for Grade Level Reconfiguration

- Staffing
- School boundaries
- Parent Communications Plan
- Transportation
- Facilities
- Enrollment
- Curriculum writing
- Professional development
- Team building
- Resource division/deployment
  - Libraries
  - Technology
  - Instructional resources
  - Classroom furniture





# Facilities Considerations for Grade Level Reconfiguration

Building walkthroughs to evaluate:

- Building and classroom capacities
- Classroom configuration
- Furniture needs
- Exploratory needs
  - Music
  - Arts
  - Physical Education
  - Foreign Language
- Food Service
  - Cafeteria capacity
  - Serving times
  - Staffing/Serving considerations



## Transportation Considerations for Grade Level Reconfiguration

- Neighborhood schools
- Bussing Plan
  - 4K through 6th Grade = one or more miles
  - 7th through 8th Grade = two or more miles
- Currently...
  - 4K-3 = one or more miles
  - 4-8 = two or more miles
- Identify Hazardous Routes (City/State officials)





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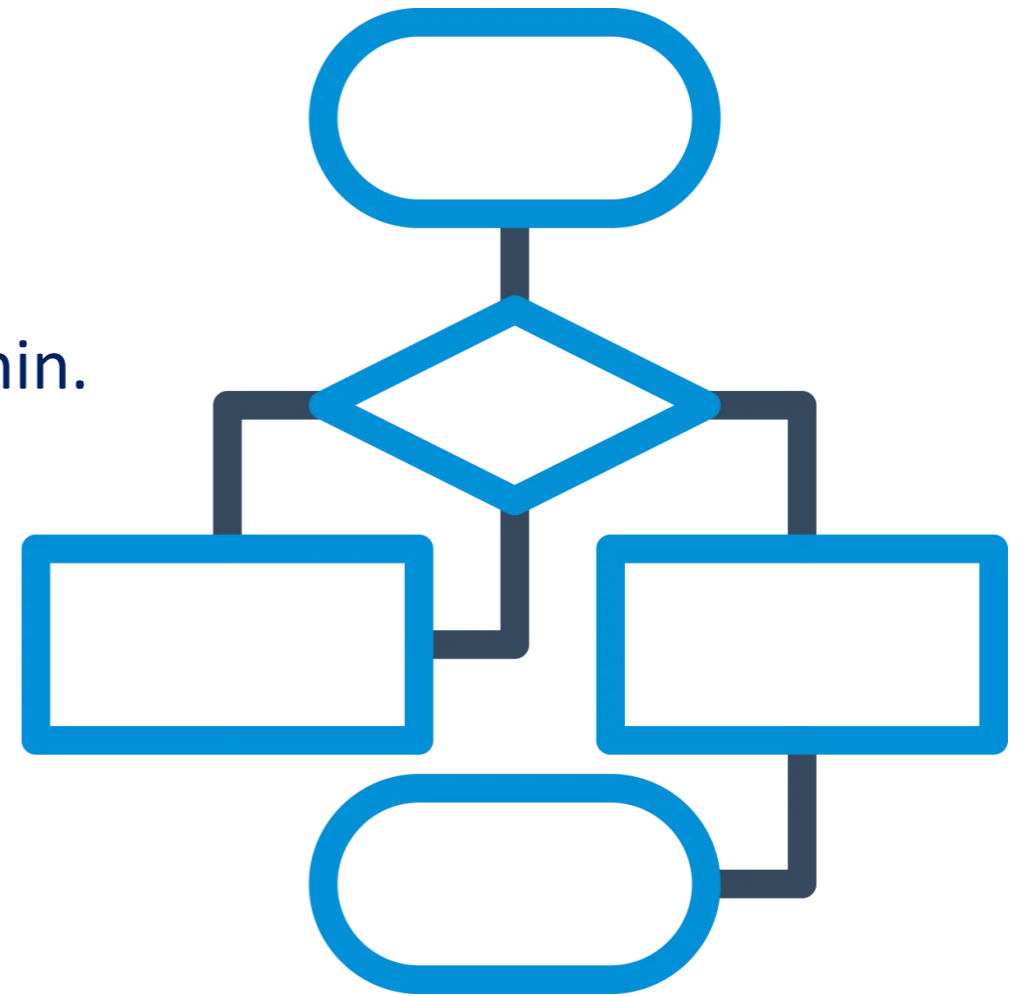
## Budget Considerations for Grade Level Reconfiguration

- Instructional programs
- Funding Program Enhancements... x four (4) intermediate schools vs one (1) 7-8 school
- Repurpose/relocate existing resources
- Staffing ratios
- Transportation
  - Maximize neighborhood schools
- Facilities
- Food Service
- Technology
  - Labs
  - 1:1 Initiative



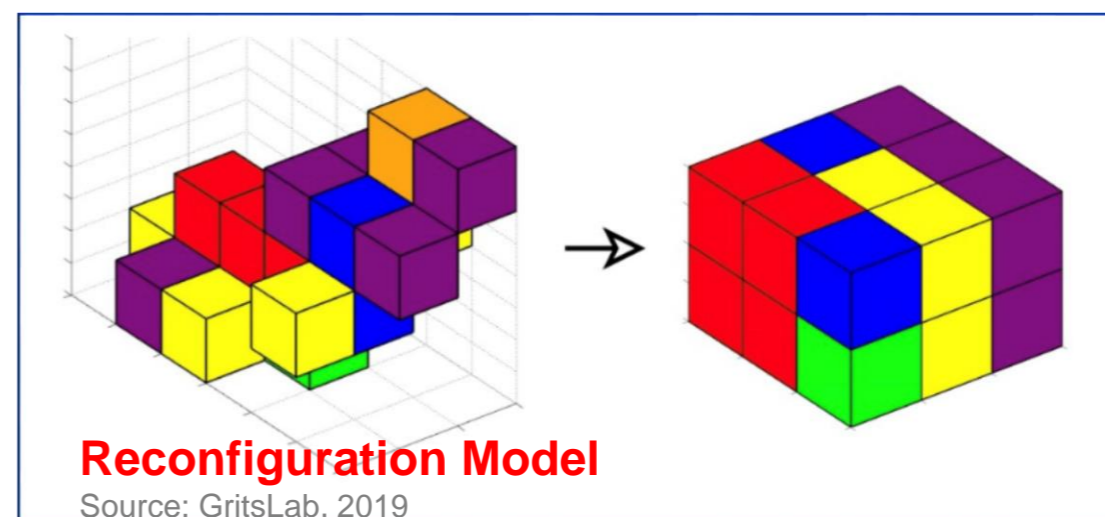
## Staffing Process Considerations for Grade Level Reconfiguration

- Guided by Respect
- Seek staff input preference
  - Grade level/content area
  - Building
- Decision making matrix, to be used by Admin.
  - Certification
  - Experience
  - Team
  - Preference



## Activity Questions

- **What additional factors should administration be considering to achieve a successful **Reconfiguration** for students, parents and staff?**
- **What questions do you have, or are hearing, that can be addressed?**
- **Next Mtg.: December 11, 2019; 6-8pm.**





## **Revitalization Task Force Meeting Dates (Tentative)**

**October 23, 2019** Initial Meeting of Revitalization Task Force; 6-8pm.

**November 20, 2019** Task Force Meeting II; 6-8pm.

**December 11, 2019** Task Force Meeting III; 6-8pm.

**January 8, 2019** Task Force Meeting IV; 6-8pm.

**January 14, 2020** Presentation of Task Force Recommendation regarding Grade Level Reconfiguration to School Bd.

**January 28, 2020** School Bd. Action on Grade Level Reconfiguration Recommendation.

**February 19, 2020** Strategic Planning Session I; 5:30-8pm.

**March 18, 2020** Strategic Planning Session II; 5:30-8pm.

**April 14, 2020** Presentation of Draft Strategic Plan to School Bd.

**April 28, 2020** Approval of Strategic Plan by School Bd.

[Note: **April-August 2020** Administration and staff will develop Tactical Action plans for each strategic area for fall 2020 implementation.]

**“The task of leadership** is to create an alignment of strengths...  
making a system’s weaknesses irrelevant.”

Peter F. Drucker



**Thank you.**

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