## 2015-16 Consolidated Alliance and Priority School District Application

Directions: Using the space provided below, please identify a main point of contact for the 2015-16 Consolidated Alliance and Priority School District (PSD) application, and provide that individual's contact information.

| Local Education Agency: |  |  |
| :--- | :--- | :--- |
| Manchester Public Schools | FY 16 PSD Allocation (if applicable): |  |
| FY 16 Alliance District Allocation: |  |  |
| $\$ 4,245,648$ | Contact Title: |  |
| Contact Person: | Asst. Superintendent for Curriculum and Instruction |  |
| Amy Radikas | Email Address: |  |
| Telephone: | aradikas@mpspride.org |  |
| 860-647-3441 |  |  |
| Name of Superintendent: Matthew Geary |  | Date: |
| Matthew Geary |  | Local Board Approval of Plan (Yes/No): |
| Signature of Superintendent: | Yes |  |
|  |  |  |
| Name of Board Chair: |  |  |
| Christopher Pattacini |  |  |
| Signature of Board Chair: |  |  |
|  |  |  |

## 2015-16 Talent Priorities


 must spend all of their PSD funding on allowable PSD reform areas.

Please indicate whether the CSDE's Talent Office has approved the district's 2015-16 educator evaluation plan? (Y/N) $\square$

| $\mathbf{X}$ | Recruitment and human capital pipelines |
| :--- | :--- |
| $\mathbf{X}$ |  |

Hiring and placement processes
Professional development


Instructional coaching
School leadership development

| $\mathbf{X}$ | Retention of top talent |
| :--- | :--- |
| $\mathbf{X}$ |  |

X Other: Support of Innovative teaching practices

Step 2: Identify a core set of strategies to advance the district's talent-related reform priorities (identified in Step 1). Summarize district talent strategies and identify a S.M.A.R.T. goal aligned to each strategy that is specific, measurable, actionable, realistic, and time-bound. S.M.A.R.T. goals will be central to 2015-16 quarterly progress monitoring. Add or remove rows as necessary.

|  | Talent Priorities: | Aligned SMART Goals: |
| :---: | :---: | :---: |
| 1.1. | Recruit, retain, and develop talented teachers and administrators by encouraging reflective practice, collaboration, and professional learning through the implementation of Professional Learning Communities and Learning Walks. PLCs and learning walks develop leaders at various levels-district, school, and classroom level. The use of PLCs foster this concept of distributive leadership and builds shared commitment by establishing a system to reflect upon the implementation of best practices. | $2 \%$ increase in the number of certified minority staff $60 \%$ of teachers district-wide are implementing desired strategies that indicate robust student centered learning activities as indicated by our district "look-for" indicators. $90 \%$ of teachers demonstrate Growth in Instructional Practice as measured by evaluation data $80 \%$ of teachers report positive response to PLC work and professional learning opportunities Increase the total number of certified minority staff members $20 \%$ increase in self-report of improved practice. |
| 1.2. | Strengthen student-centered learning experiences, supported by the use of technology (chromebooks) at the middle and high school level. | 60\% of teachers report using technology (chromebooks) to support student-centered learning practices at least 3 X per semester (survey) <br> 60\% of students report using technology (chromebooks) to engage in student-centered learning practices at least 3 X per semester (survey) |
| 1.3 | Provide support for teachers seeking to integrate innovative practices in classrooms across the district | $90 \%$ of students in classrooms / schools supported by Creativity funding engaged in student-centered or project - based learning as demonstrated by student products from planned activities |

Step 3: Directions: Identify talent-related expenditures aligned to the strategies outlined above. Provide a line-item budget, separating expenditures by ED 114 cost categories, adding rows as
 structure, unit cost, number of units); and (d) total use of Alliance District funding for the particular cost.


| 300: Purchased Professional and Technical Services Subtotal: |  |  | \$ | - |
| :---: | :---: | :---: | :---: | :---: |
| 400: Purchased Property Services |  |  |  |  |
| Network Enhancements to support additional Chromebooks | 1.2 | Network Upgrades | \$ | 75,000.00 |
|  |  |  | \$ | - |
|  |  |  | \$ | - |
| 400: Purchased Property Services Subtotal: |  |  | \$ | 75,000.00 |
| 500: Other Purchased Services |  |  |  |  |
| Purchased Services to support Creativity Grants | 1.5 | Funds to support teachers or schools seeking to implement innovative, research-based instructional strategies or other pilot reform efforts | \$ | 25,000.00 |
|  |  |  | \$ | - |
|  |  |  | \$ | - |
| 500: Other Purchased Services Subtotal: |  |  | \$ | 25,000.00 |
| 600: Supplies |  |  |  |  |
| Supplies to support Creativity Grants | 1.5 | Funds to support teachers or schools seeking to implement innovative, research-based instructional strategies or other pilot reform efforts | \$ | 25,000.00 |
|  |  |  | \$ | - |
|  |  |  | \$ | - |
| 600: Supplies Subtotal: |  |  | \$ | 25,000.00 |
| 700: Property |  |  |  |  |
| Furniture and equipment to create collaborative spaces, including Maker spaces, at multiple schools | 1.3 | Furniture and Equipment to support collaborative spaces (\$30,000 per school in 3 schools) | \$ | 90,000.00 |
|  |  |  | \$ | - |
|  |  |  | \$ | - |
| 700: Property Subtotal: |  |  | \$ | 90,000.00 |
| 800: Other Objects |  |  |  |  |
|  |  |  | \$ | - |
|  |  |  | \$ | - |
|  |  |  | \$ | - |
| 800: Other Objects Subtotal: |  |  | \$ | - |
| Talent Subtotal: |  |  | \$ | 528,391.00 |

## 2015-16 Academic Priorities

Step 1: Place an " $X$ " beside the district's 2015-16 academic-related reform priorities. Please note that PSDs must spend all of their PSD funding on allowable PSD reform areas and at least 20 percent of PSD funds promoting early literacy.

|  | Common Core-aligned curriculum transition |
| :--- | :--- |
|  | Assessment systems |
| $\mathbf{X}$ | Supports for special populations |
| $\mathbf{X}$ | SRBI and academic interventions |
| $\mathbf{X}$ | College and career access |
| $\mathbf{X}$ | High school redesign |


|  | Alternative/Transitional programs |
| :--- | :--- |
|  | Full-day kindergarten |
|  | Pre-kindergarten |
|  | Pre-K - Grade 3 literacy |
|  | Instructional technology |
| $\mathbf{X}$ | Other: Transition to Next Generation Science Standards |

Step 2: Identify a core set of strategies to advance the district's academic-related reform priorities (identified in Step 1). Summarize district academic strategies and identify a S.M.A.R.T. goal aligned to each strategy that is specific, measurable, actionable, realistic, and time-bound. S.M.A.R.T. goals will be central to 2015-16 quarterly progress monitoring. Add or remove rows as necessary.

|  | Academic Priorities: | Aligned SMART Goals: |
| :---: | :---: | :---: |
| 2.1. | Ensure that all students have access to quality science instruction through the integration of Science Specialists to support integration of the Next Generation Science Standards and inquiry based learning at the elementary level | $90 \%$ of students engaged in inquiry-based learning at least twice per week (survey) <br> $75 \%$ of students report a favorable experience in Science Technology - Engineering - and Math programming (survey) $75 \%$ of teachers reporting increased student engagement in inquiry based tasks |
| 2.2. | Strengthen intervention programming in the areas of mathematics and language arts $K-5$ through the use of web-based programs and additional personnel | 20\% of students who qualify for tier II intervention will exit the program within one school year |
| 2.3. | Strengthen academy model at Manchester High School in order to break the school into smaller learning communities and support personalized learning at scale. | $70 \%$ of teachers implementing student-centered strategies to support higher order thinking during classroom visits 100 or more students enrolled in each of the five academies in 2015-16 <br> 90\% of students enrolled remain in their academy for the 2015-16 school year <br> $98 \%$ of students enrolled in the Medical Careers Academy for all three years (15-16 will be year 3 so first students can graduate) graduating on time $85 \%$ of students reporting high levels of investment in the academy and engagement in academy classes on the survey |
| 2.4. | Examine the current use of ELL teachers and tutors and ensure it supports students and schools in an equitable fashion that is also aligned to best practice; Provide additional support for teachers who work with English Language Learners | 70\% of teachers working with ELLs utilize ELL strategies and Culturally Responsive teaching as evidenced through learning walk data <br> 10\% improvement in EL graduation rate $10 \%$ improvement in number of EL students at goal on NWEA (fall to spring) |
| 2.5. | Examine the current use of Special Education teachers and tutors and ensure it supports students and schools in an equitable fashion that is also aligned to best practice. Provide additional training in differentiated instruction for teachers who work with students with disabilities in a co-teaching setting. | Increase graduation rate of students with disabilities 5\% per year for each of the next three years |

Step 3: Identify academic-related expenditures aligned to the strategies outlined above. Provide a line-item budget, separating expenditures by ED 114 cost categories, adding rows as necessary.
 unit cost, number of units); (d) total use of Alliance District funding for the particular cost; and (e) total use of PSD funding for the particular cost.

| Cost: | Alignment: | Description: | AD Investment: |  | PSD Investment: |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 100: Personnel Services - Salaries |  |  |  |  |  |  |
| 1.0 FTE Administrator: Academy Director | 2.3 | Academy Director to support and oversee 2 academies at Manchester High School | \$ | 118,276.00 | \$ | - |
| 18.0 FTE Teacher: Science Specialists | 2.1 | 2 Science Specialists for each of 9 elementary schools; 18 X \$51025 | \$ | 918,450.00 | \$ | - |
| 1.0 FTE Administrator: Assistant Principal for Intervention | 2.2 | Assistant Principal to oversee Tier 1 Instruction as well as Tier 2 and Tier 3 Programming at Review School; Half Salary Paid by Title 1 | \$ | 52,693.00 |  |  |
| 3.0 FTE: Reading Interventionists | 2.2 | Reading Specialists to support Tier 2 and 3 Intervention at Review Schools | \$ | 179,243.00 |  |  |



|  |  |  | $\$$ | - | $\$$ |
| :--- | :--- | :--- | :--- | :--- | :--- |
|  |  |  | $\$$ | - | $\$$ |
|  |  |  | $\$$ | - | $\$$ |
|  |  | 800: Other Objects Subtotal: | $\$$ | - | $\$$ |

## 2015-16 Culture and Climate Priorities

Step 1: Place an " $X$ " beside the district's 2015-16 climate-related reform priorities. Districts may choose, but are not required, to pursue strategies to strengthen district and school climate. Please note that Alliance Districts with a 2013-14 chronic absenteeism rate exceeding 10 percent must pursue strategies to decrease chronic absenteeism.




|  | Culture and Climate Priorities: | Aligned SMART Goals: |
| :---: | :---: | :---: |
| 3.1. | Strengthen School-Family Partnerships through the development of Family Resources Centers in each school. Centers provide families with various opportunities to learn through playgroups and family engagement activities. Each FRC is located in a school building, thus theFRC Site Coordinator is part of the staff and works with the staff to establish small groups to support academic and social/emotional learning. | 20\% increase in the number of families accessing Family Resource Center programming at each location |
| 3.2. | Provide additional substance abuse services and educational programming 6-12 | $60 \%$ of students reporting a decline in substance abuse as a result of programming <br> $75 \%$ of students will avoid committing an additional substance abuse related offense, either suspension, expulsion or arrest, after completing substance abuse counseling |
| 3.3. | Continue to support online credit recovery and enrichment programming through morning, and summer programming | 80\% of students participating in ecredit successfully completing all courses assigned $80 \%$ of students participating in ecredit graduating from high school $90 \%$ of students participating in summer enrichment programming reporting a positive experience |
| 3.4. | Strengthen school climate at the middle level through the implementation of research-based interventions and support. Reesarch shows that chronic absenteeeism begins early in a student's educational career, thus we are increasing our efforts to address frequent absencecs early on. Deans are being hired to monitor, track, and support attendance and discipline under the direction of each Assistant Principal. This will allow for attendance concerns to be addressed more regularly and systemically. | $10 \%$ reduction in office referrals <br> $20 \%$ decline in the number of in and out of school suspensions of student from underrepresented groups <br> The district percentage of students who are chronically absent in school year 2014-2015 is 13\% in each of the first three quarters. Using that as baseline data, the goald would be to reduce that by at least 3\%. |
| 3.5 | Improve student attendance at the elementary level | 20\% reduction in students classified as chronically absent. |

Step 3: Identify climate-related expenditures aligned to the strategies outlined above. Provide a line-item budget, separating expenditures by ED 114 cost categories, adding rows as necessary.
 unit cost, number of units); (d) total use of Alliance District funding for the particular cost; and (e) total use of PSD funding for the particular cost.

| Cost: | Alignment: | Description: | AD Investment: |  | PSD Investment: |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 100: Personnel Services - Salaries |  |  |  |  |  |  |
| 5.0 FTE Family Resource Center Coordinators | 3.1 | Coordinators at Verplanck, Waddell, Robertson, HP/Buckley, and Keeney/Martin (5 @ \$45,000) | \$ | 225,000.00 | \$ | - |
| 1.0 FTE Director of FRCs | 3.1 | Director to oversee and develop all Family Resource Centers | \$ | 77,000.00 |  |  |
| 2.0 FTE Substance Abuse Counselors | 3.2 | Substance abuse counselors to support middle and high school students and families | \$ | 91,828.00 |  |  |
| Hourly Employees to support Summer Programming | 3.3 | 4 week summer programming with Parks and Recreation | \$ | 25,000.00 |  |  |
| Hourly Employees to support Ecredit | 3.3 | 40 weeks X 30 hours per week X 20 per hour | \$ | 24,000.00 | \$ | - |
| 1.0 FTE Administrator: Director of Student Support, Illing MS | 3.4 | Director of Student Support, Illing Middle School | \$ | 128,768.00 |  |  |
| . 5 FTE Administrator Attendance Support | 3.4 | . 5 Administrator to Support improving student attendance | \$ | 50,000.00 | \$ | - |
|  |  | 100: Personnel Services - Salaries Subtotal: | \$ | 621,596.00 | \$ | - |
| 200: Personnel Services - Benefits |  |  |  |  |  |  |
| 5.0 FTE Family Resource Center Coordinators | 3.1 | Coordinators at Verplanck, Waddell, Robertson, HP/Buckley, and Keeney/Martin (5 @ \$14,716) | \$ | 73,580.00 | \$ | - |


| 1.0 FTE Director of FRCs | 3.1 | Director to oversee and develop all Family Resource Centers | \$ | 22,238.00 | \$ | - |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2.0 FTE Substance Abuse Counselors | 3.2 | Substance abuse counselors to support middle and high school students and families | \$ | 14,716.00 |  |  |
| 1.0 FTE Administrator: Director of Student Support, Illing MS | 3.4 | Director of Student Support, Illing Middle School | \$ | 20,645.00 | \$ | - |
|  |  | 200: Personnel Services - Benefits Subtotal: | \$ | 131,179.00 | \$ | - |
| 300: Purchased Professional and Technical Services |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  | 300: Purchased Professional and Technical Services Subtotal: | \$ | - | \$ | - |
| 400: Purchased Property Services |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  | 400: Purchased Property Services Subtotal: | \$ | - | \$ | - |
| 500: Other Purchased Services |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  | 500: Other Purchased Services Subtotal: | \$ | - | \$ | - |
| 600: Supplies |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  | 600: Supplies Subtotal: | \$ | - | \$ | - |
| 700: Property |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  | 700: Property Subtotal: | \$ | - | \$ | - |
| 800: Other Objects |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
| 800: Other Objects Subtotal: |  |  | \$ | - | \$ | - |
|  |  | Talent Subtotal: | \$ | 752,775.00 | \$ | - |

## 2015-16 Operations Priorities

Budgeting and financial management
School operations
Technology integration

|  | Student enrollment processes |
| :--- | :--- |
|  | Extended learning time |
|  | Other: |

 each strategy that is specific, measurable, actionable, realistic, and time-bound. S.M.A.R.T. goals will be central to the 2015-16 quarterly progress monitoring. Add or remove rows as necessary.

|  | Operations Priorities: | Aligned SMART Goals: |
| :---: | :---: | :---: |
| 4.1. | Strengthen extended school year options for students PreK - Grade 4 | 85\% of students participating in SAMM demonstrate growth on the NWEA from Spring to Fall Administration $50 \%$ of students participating in SAMM demonstrate growth on the NWEA from Spring to Fall Administration |
| 4.2. |  |  |
| 4.3. |  |  |
| 4.4. |  |  |


 unit cost, number of units); (d) total use of Alliance District funding for the particular cost; and (e) total use of PSD funding for the particular cost.

| Cost: | Alignment: | Description: |  | AD Investment: |  | PSD Investment: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 100: Personnel Services - Salaries |  |  |  |  |  |  |
| 2.0 Asst. Program Planner | 4.1 | SAAM Asst Program Planner: 2 @ 6/hours day for 28 days @ \$34 | \$ | 12,000.00 | \$ | - |
| 2.0 Asst. Program Planner | 4.1 | SAAM Asst. Program Planner: 2 stipends @ \$2,800 | \$ | 5,600.00 | \$ | - |
| 76.0 Teachers | 4.1 | SAAM Teachers: 70 @ 5.5/hours day for 20 days @30 per hour | \$ | 240,000.00 | \$ | - |
| 1.0 Secretaries | 4.1 | SAAM Secretaries:1 @ 7.5/hours day for 20 days @ \$29.07/hour | \$ | 5,000.00 | \$ | - |
| 2.0 Nurses | 4.1 | SAAM Nurses: 2 @ 5.5/hours day for 20 days @ \$37.37/hour | \$ | 8,500.00 | \$ | - |
| 2.0 Paraprofessionals | 4.1 | SAAM Paras: 2 @ 5.5/hours day for 20 days @ \$16.16 | \$ | 4,000.00 | \$ | - |
| 4.0 Teachers | 4.1 | Jumpstart Teachers: 4 @ 6 hours per day for 20 days @ \$30 per 1 | \$ | 15,000.00 | \$ | - |
| 1.0 Social Workers | 4.1 | Jumpstart Social Workers 1@ 6 hours per day for 20 days @\$30 | \$ | 3,600.00 | \$ | - |
| 1.0 SLP | 4.1 | Jumpstart SLP 1@ 6 hours per day for 20 days @ \$30 per hour | \$ | 3,600.00 | \$ | - |
| 4.0 Paraprofessionals | 4.1 | Jumpstart Paraprofessionals 4 @ 6 hours per day for 20 days @ ; | \$ | 7,800.00 | \$ | - |
| 1.0 Nurse | 4.1 | Jumpstart Nurse 1 (shared) | \$ | 1,400.00 | \$ | - |
| Secretarial Support |  |  | \$51,000 |  | \$ |  |
| 100: Personnel Services - Salaries Subtotal: |  |  | \$ | 357,500.00 | \$ | - |
| 200: Personnel Services - Benefits |  |  |  |  |  |  |
| Benefits for SAAM Employees | 4.1 | Benefits for SAAM Employees: FICA | \$ | 23,000.00 | \$ | - |
| Benefits for Jumpstart Employees | 4.1 | Benefits for Jumpstart Employees | \$ | 20,000.00 | \$ | - |


|  |  |  | \$ | - | \$ | - |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 200: Personnel Services - Benefits Subtotal: |  |  | \$ | 43,000.00 | \$ | - |
| 300: Purchased Professional and Technical Services |  |  |  |  |  |  |
| Program Evaluator | 4.1 | Contract Program Evaluator to determine whether program is meeting intended goals | \$ | 25,000.00 | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
| 300: Purchased Professional and Technical Services Subtotal: |  |  | \$ | 25,000.00 | \$ | - |
| 400: Purchased Property Services |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
| 400: Purchased Property Services Subtotal: |  |  | \$ | - | \$ | - |
| 500: Other Purchased Services |  |  |  |  |  |  |
| SAAM Transportation | 4.1 | SAAM: 10 buses/45 minute runs $\$ 250 /$ day for 20 days | \$ | 50,000.00 | \$ | - |
| Jumpstart Transportation | 4.1 | Jumpstart: 4 buses/45 minute runs \$250/day for 20 days | \$ | 20,000.00 | \$ | - |
| SAAM Recreation | 4.1 | Projected Cost for Park and Recreation segment of SAAM Weeks 2-5 only | \$ | 165,000.00 | \$ | - |
| 500: Other Purchased Services Subtotal: |  |  | \$ | 235,000.00 | \$ | - |
| 600: Supplies |  |  |  |  |  |  |
|  |  |  |  |  | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
| 600: Supplies Subtotal: |  |  | \$ | - | \$ | - |
| 700: Property |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
| 700: Property Subtotal: |  |  | \$ | - | \$ | - |
| 800: Other Objects |  |  |  |  |  |  |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
|  |  |  | \$ | - | \$ | - |
| 800: Other Objects Subtotal: |  |  | \$ | - | \$ | - |
| Talent Subtotal: |  |  | \$ | 660,500.00 | \$ | - |

## Non-Reform Budget - Optional Section

Directions: In the event that your district proposes using Alliance District funds for purposes other than new or expanded reforms, summarize such investments below. Provide detailed budget information for proposed non-reform expenditures. Separate expenditures by the ED 114 cost categories.


## FY 16 AD and PSD Budget Summary

 district's AD and PSD allocation amounts.


