

FINISH THE JOB BUILDING CAPACITY FOR EARLY WARNING SYSTEMS IN HIGH SCHOOLS



We are recruiting school and district partners to engage in a 2 year project to implement Early Warning Systems in high schools.



EWS



PROJECT VISION

A system to identify, monitor and respond to student indicators with the most effective interventions is needed now more than ever as schools operate in the COVID-19 context.

Early Warning systems have been identified as a key driver of increases in high school graduation rates. They provide schools and district with a way to enable early identification of students and interventions. The recently updated What Works Clearinghouse Guide for Dropout Prevention lists Early Warning System (EWS) as the first strategy all schools should use.

Despite this, the majority of high schools report that they are not using early warning systems and even a smaller percent report they are well implemented. Places where wide-scale use has been attained and sustained have been places where initial technical assistance to build district and school capacity was available. The Finish the Job Analysis conducted by the Everyone Graduates Center and Civic shows that in each state, a relatively few districts are responsible for most students who still are not graduating. Targeting high schools that have not reached an 85% four year cohort graduation rate with the support needed to implement and sustain EWS is a proven and cost-efficient means to Finish the Job.

PROJECT GOAL

Talent Development Secondary (TD) will provide professional development and technical assistance to school and district staff in five districts that produce a significant number of their state's dropouts, to build and sustain EWS.

TD will provide an intensive year of implementation and capacity-building support at both the district and school level. Up to 10 administrators and school staff will earn a certification from Johns Hopkins University's Everyone Graduates Center as EWS Coordinators who have demonstrated their capacity to support EWS implementation.



This project is led by Talent Development Secondary Schools and supported by The AT&T Foundation.

ROLE OF DISTRICT PARTNERS

- Support 'Finish The Job' cohort schools with designing and implementing a master schedule which allows for:
 - a) interdisciplinary teacher teams to share a common set of students,
 - b) weekly or bi-weekly time during their workday to conduct Early Warning meetings,
 - c) access to real time student level data for attendance, behavior and course performance.
 - d) time to engage in professional learning sessions provided by TD.
- \$50,000 matching funding to support EWS certification cohort and initial launch of ECHO model.

CERTIFICATION CANDIDATES will agree to a set of outcomes and artifacts to be submitted for review and certification.



**3 TO 5
HIGH SCHOOLS
IN EACH OF THE
5 DISTRICTS**

1. Up to 10 EWS facilitator certifications for school and district staff
2. 2 TD facilitators to provide virtual and on site support to each district
3. Kick off professional learning and community building session held in each district
4. Quarterly ABC data and implementation reviews with each school team
5. One hour customized virtual support sessions for each school team bi-weekly
6. 4 on site school visits to provide direct support to each of the schools in the cohort



AFTER THE INITIAL YEAR OF IMPLEMENTATION, district staff will be invited to continue participation in a networked learning community with on-going ECHO sessions.

Using proven adult learning techniques and interactive video technology, the ECHO Model™ connects groups of educators with specialists at TD in regular real-time collaborative sessions. The ECHO model provides a means for schools to receive continued support and professional development to maintain and improve EWS implementation over multiple years.

ROLE OF TD

*Talent Development Secondary will provide the following supports to **design, implement, refine and build** capacity through the EWS certification process*

DISTRICT LEVEL SUPPORTS

In partnership with district staff, build a network for learning across 3 to 5 schools engaged in an Early Warning System coordinator certification cohort that will receive intensive support, professional development and technical assistance. **Potential areas of focus include:**

- Analyzing relevant student level data to uncover gaps, engage in root cause analysis, make connections, and prioritize actions to address challenges.
- Strengthening school-based processes to keep all students on-track to graduation by:
 - Facilitating Opening Strong planning for SY2021 that includes elements designed as a response to COVID-19 closures
 - Creating or refining a Resource and Intervention Map
 - Measuring & Monitoring Tiered Interventions
 - Conducting Intervention Reviews
 - Developing a school wide attendance plan
 - Opening Strong, Digging Deeper (mid-year) & Finishing Strong plans
 - Visual Displays to support and enhance EWS
 - Strengthen facilitation skills of school staff
- Identifying and connecting postsecondary training and education opportunities.
- School visits – detailed below; Required condition for success: these visits and recommendations are conducted **with lead district EWS staff**.
- Provide consultation to district leaders on the district's EWS data tool and process (Post 1st quarter 2020, May 2021 – each attached to district site visits).
- Optional: monthly newsletter to all in the AT&T EWS certification cohort (10 months per year beginning February 2021).

INDIVIDUAL SCHOOL SUPPORT PLANS

In partnership with District leadership, EWS certification candidates and TD staff will create school support plans that align with their state's processes and building an Early Warning System. Each school plan is based on individual review of school data, site visit and school implementation status.

- Visits by TD facilitators to observe school practices, identify and propose solutions, provide professional development, and share promising practices from the TDS national network.
- Bi-weekly one-hour virtual support sessions with TD facilitator and on-site EWS school leader to identify and solve implementation challenges, share intervention strategies and promising practices from our national network.
- Quarterly review of Attendance, Behavior, Course Performance outcome data, analyze trends and develop action plans.
- Quarterly review of implementation strategies and impact on student interventions.
- Use of EWI Meeting Rubric to support effective meetings.
- Monthly one-hour virtual session with all those in the certification cohort to serve as network of support and learning (10 months).

TIMELINE

September – December, 2020

Webinar Series to share promising practices in the COVID-19 context

November – January, 2020

School and district commitment to the project

January – June, 2021

TD facilitators work with school teams to prepare for EWS implementation at the start of SY2122

July 2021 – May, 2023

EWS Community of practice monthly webinars that follow the ECHO model



TALENT DEVELOPMENT SECONDARY, a fiscally sponsored project of Tides Center, is a non-profit organization with extensive experience in providing school improvement and transformation using evidence-based models, tools, and strategies. Incubated at the Everyone Graduates Center at Johns Hopkins University, TD became its own independent entity in July 2018. TD brings organizational, curricular and instructional innovations to grades 6-12 and provides extensive professional development and coaching.

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