

Project L.I.F.T.

Leadership and Investment for Transformation

Strategic Plan Overview



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What is Project L.I.F.T.?

- **A philanthropic effort to accelerate student achievement in Charlotte Mecklenburg Schools (CMS) lowest achieving schools**
 - Established goal of raising \$55 million; \$45 million already raised in private funding
- **An endeavor to effectively model a public/private partnership**
- **A venture to coordinate and concentrate resources strategically**

9 Schools in CMS with the Greatest Need

West Charlotte Corridor

- Student feeder zone
- 7000 students
- Highest concentrated poverty
- Double the proportion of exceptional students

CMS Lowest-Performing Schools

- Graduation rate
- End-of-Grade test scores
- Out-of-school suspensions
- Behavioral incidents
- Unexcused absences
- High teacher turnover

Schools in the West Charlotte Corridor

- Allenbrook Elementary
- Ashley Park School (PreK-8)
- Bruns Academy (PreK-8)
- Walter G. Byers School (PreK-8)
- Druid Hills Academy (PreK-8)
- Statesville Road Elementary
- Thomasboro Elementary (PreK-8)
- Ranson Middle School
- West Charlotte High School

CMS Graduation Rates

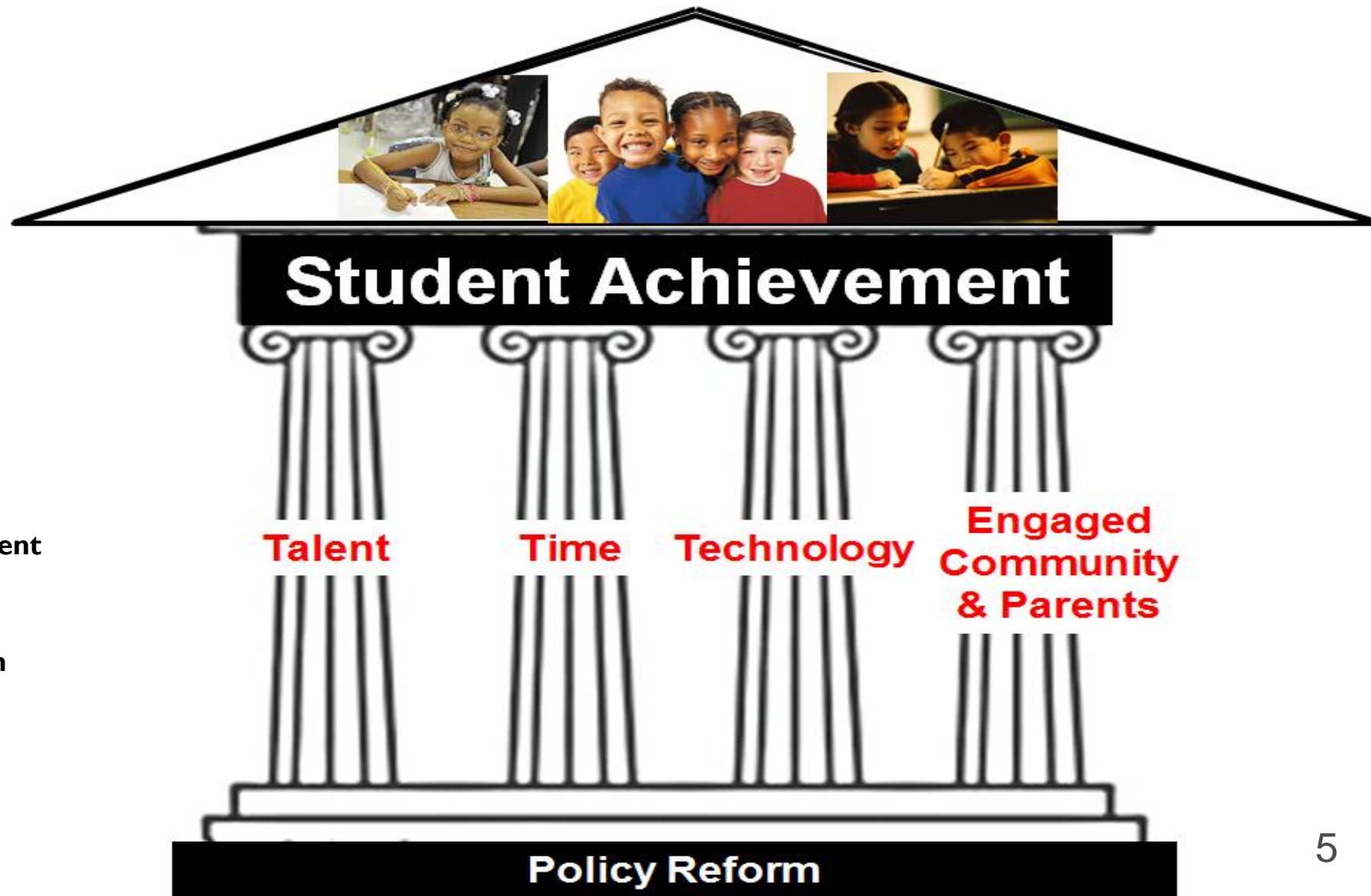
- **72% for all CMS students**
- **Highest graduation rates**
 - ~ 93% Mallard Creek High School
- **Lowest graduation rates**
 - ~ 54% West Charlotte High School



CMS Achievement Gap: Proficiency Composite

School	2008-2009	2009-2010	2010-2011
Elementary Schools			
Allenbrook	30%	42%	44%
Ashley Park	30%	45%	39%
Bruns Avenue	33%	38%	41%
Druid Hills	33%	35%	31%
Statesville Road	41%	46%	46%
Thomasboro	32%	40%	41%
Walter G. Byers	32%	33%	27%
DISTRICT	64%	66%	66%
Middle School			
Ranson	42%	44%	47%
DISTRICT	64%	66%	66%
High School			
West Charlotte	69%	72%	69%
DISTRICT	76%	84%	81%

Project L.I.F.T. Reform Model



 **Private monetary investment**

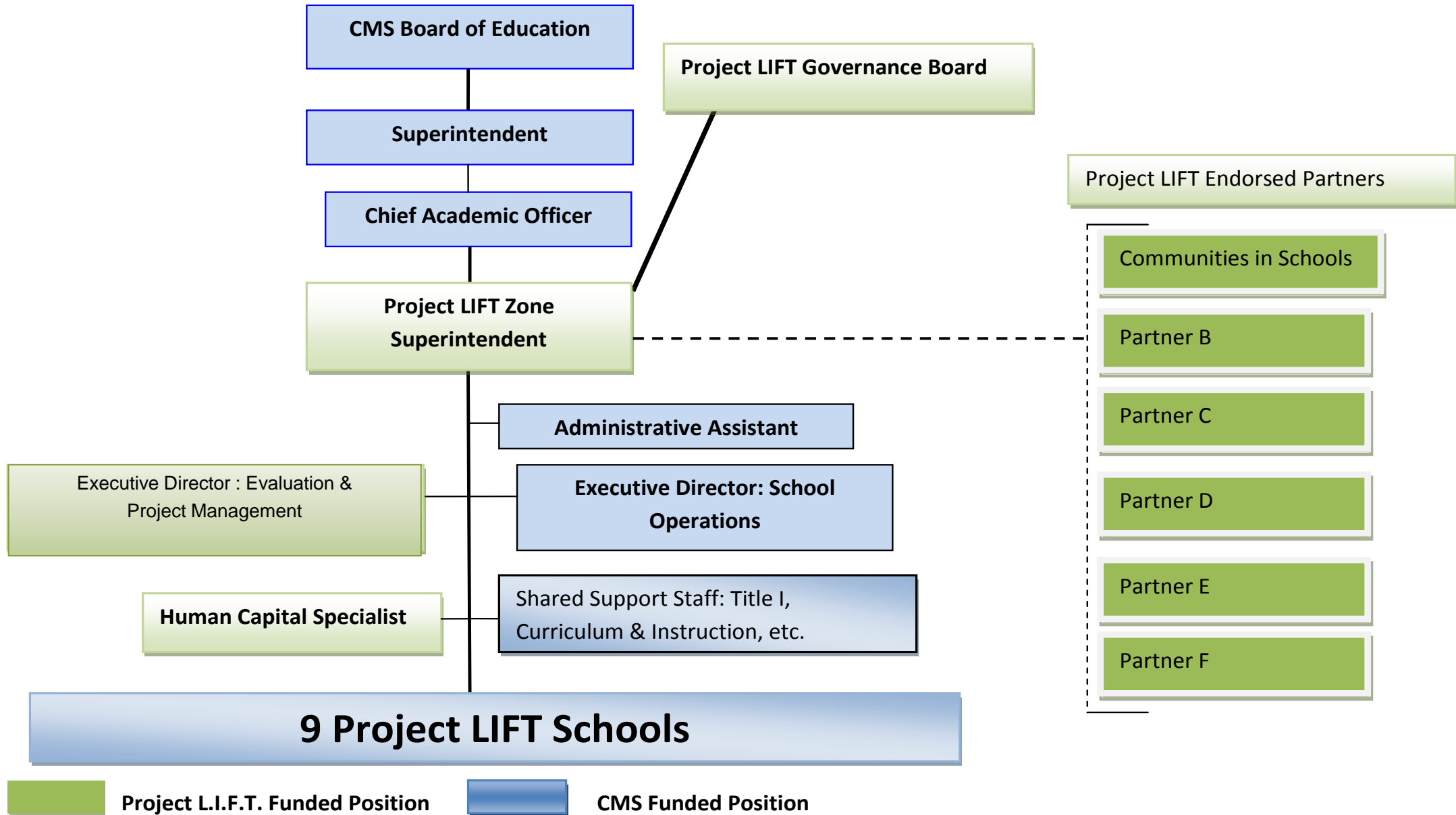
 **Community collaboration**

 **Partnership with CMS**

Five Year Budget Outlook

Focus Area	Amount	% of Project Budget
Talent	\$22,710,000	45%
Time	\$16,370,000	32%
Community Support	\$5,645,000	11%
Technology	\$1,950,000	3%
Other Grants	\$550,000	1%
Operations	\$3,000,000	6%
TOTAL BUDGET	\$50,225,000	

CMS/Project L.I.F.T. Governance Structure



Operating Principles

- Implement innovative, best practice and researched based programs and strategies
- Request reassignment of staff to ensure mission alignment
- Implement extended learning opportunities
- Develop a comprehensive human resources strategy focused on recruitment, professional development, retention, compensation, etc.

Policy Agenda

- **Align to the national focus on education**
- **Complement the N.C. Race to the Top priorities**
- **Afford the same charter school privileges**
- **Aim to empower school districts with flexibility**

Examples

- School calendar
- Reward teachers based on multiple measures of effectiveness
- Link performance to other human resources decisions

Talent Goals

- Recruit and retain excellent leaders/teachers
- Ensure all leaders/teachers meet the standards for excellence
- Ensure all students have access to excellent teachers and leaders every year
- Accelerate student achievement at a faster rate to close gap



Talent Strategies

- **Recruitment and Selection**
 - Source and recruit the highest performing veteran teachers and highest potential novice teachers
 - Brand, market, and advertise the value proposition (culture), and get in the networks (charters, TFA alumni, universities)
- **Compensation**
 - Differentiated compensation tied to individual/group goals and long-term progress of students
- **Professional development:**
 - Specialized offerings specific to the unique challenges of an urban school setting

Potential Partners and Programs

- Teach for America
- University of Virginia School Turnaround Program
- Microsoft Innovative Educator Program
- Discovery Education
- Public Impact (Extending the Reach of Top Quartile Teachers)
- Teacher Innovation Grants
- Paid summer planning opportunities for teachers

Time Goals

- 90% of students off track will be enrolled in credit recovery
- Work with partners to advocate for increased pre-school opportunities
- 75% of the most at risk students participate in quality summer opportunities
- Explore and implement single-track year-round schools



Time Strategies

- **Credit recovery**
 - Maximize opportunities at school level
 - L.I.F.T. Academy
- **Decrease summer learning loss and ease transitions**
 - Single-track year-round schools
- **Ensure partners are using curriculum aligned instruction**
- **Increase STEM, vocational, & cultural arts opportunities**
- **Ensure all partners are proven and scalable**
- **Evaluation of partners on common metrics**

Time Partners

- Building Educated Leaders for Life
- Freedom Schools
- Citizen Schools
- Youth Development Initiative
- Afterschool cultural arts program at West Charlotte High
- **Additional funding allotted to endorse other partners**

Technology Goals

- 75% of families will participate in Microsoft Digital Inclusion program
- Increase access to a variety of 21st century tools at schools
- Teachers, families and students will have access to high- quality training



Technology Strategies

- **Increase access through Microsoft Digital Inclusion program**
- **Leverage technology to support teaching and learning at home and school**
- **Provide cutting edge training for teachers, students & families**
 - IT Academy: industry-level certifications
 - Microsoft & Discovery Education Professional development endorsements

Community & Parent Engagement Goals

- 80% of parents will attend 3 parent education events
- 90% of parents will attend 2 conferences
- 90% of parents will respond positively to perception survey
- Families & students will have access to community services, mentors and resources needed

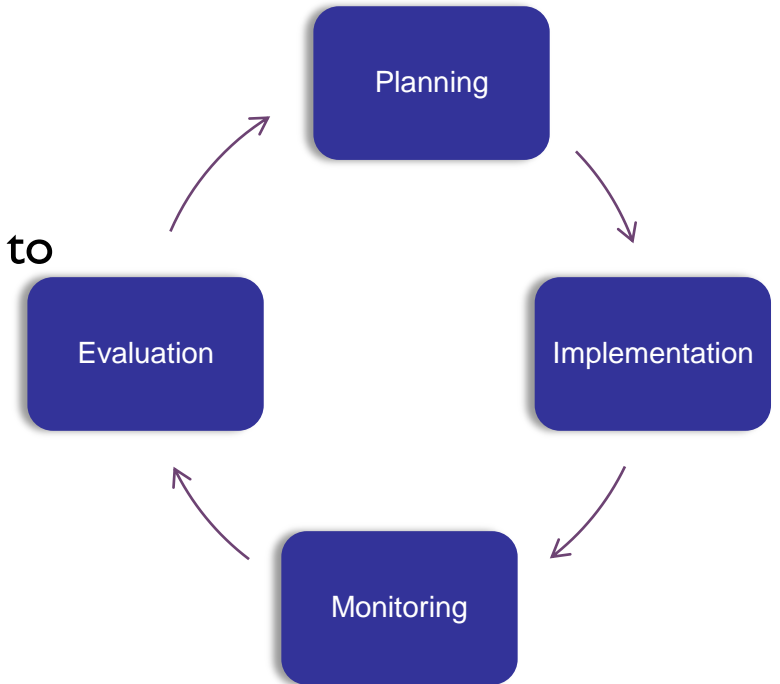


Community & Parent Engagement Strategies

- **Communities In Schools (CIS)**
 - \$950,000 grant awarded this year
 - 18 additional CIS coordinators in the 9 schools serving 1,900 students
- **PTSA Grants**
 - \$2,500 awarded to each school PTSA this year
- **Structure an incentive program for parents**
- **Increase and enhance current parent education offerings**
 - Provide childcare and transportation
- **Provide mobile medical clinic**
- **Develop community school models**
- **Funding allotted to endorse additional partners**

Monitoring and Evaluation

- **Internal:**The monitoring and evaluation plan includes the ongoing tracking and regular reporting of both the processes and the outcomes for Project L.I.F.T.
- **External:**All financially endorsed partners will be asked to reinvest a percent of their grant to a Project L.I.F.T. third party evaluator. An RFP process will be used to engage this evaluation support.
- **Interim goals** will be set using this year's student achievement data, teacher performance, and HR data



Next Steps

- Begin plan implementation
- Continue work with Advisory Committees
- Increase parent outreach efforts
- Begin R.F.P. process for selection of **additional** vendors
- Transition and assume leadership of the 9 L.I.F.T. schools

Conclusion

- Questions & Discussion
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