

School Turnaround Office
Systemic Supports for District and School Turnaround Grant (SSDST)
TROY CITY SCHOOL DISTRICT – AUGUST 2015

<p>School/District Background</p>	<p>Provide a brief overview of your district including location, size, demographics served, and needs of the district. Please provide an overview of why you decided to participate in this grant.</p>
	<p>Troy City School District is a high-needs district and has approximately 4,000 students. The average elementary class size is 21. Troy is a small urban school district in NY's Capital Region. Our learning community values our ethnic, racial and cultural diversity. The district is currently a Focus District as designated by the New York State Education Department with an elementary school in "Priority" status and a middle school in "Focus" status.</p> <p>Troy has five neighborhood elementary schools for Grades PK-5. Our newly redesigned Troy Middle School is a state-of-the-art educational facility with 21st Century technology serving Grades 6-8. The technology includes, computers, interactive white boards, document cameras, and wireless capability throughout the building. Troy High School further supports the District mission to prepare students to be college and career ready with programs such as the Troy Riverfront P-Tech program, <i>College in the High School & Career Exploration Internship Program (CEIP)</i>. Troy High School also offers honor classes, three foreign languages, and performing arts (band, chorus and ensemble, theater and fine art programs). Troy City School District also partners with numerous community organizations, providing students additional unique learning opportunities.</p> <p>The Troy School District is "a district on the rise" and we are extremely proud of the great things taking place in all of our school.</p> <p>Student Population:</p> <ul style="list-style-type: none"> • American Indian, Alaskan, Asian or Pacific Islander 1.4% • African American 34.2% • Hispanic 9.4% • White 55.7% • Free and reduced lunch 65% • ELL - 2% (4 ESL teachers) <p>Troy City School District participated in the SSDST grant to focus building leadership capacity and systemic change.</p>
<p>Promising Practice to be Highlighted</p>	<p>Thoroughly describe a promising practice currently taking place at your district as a direct result of the strategies through the SSDST Grant with each strand implemented. Also provide an explanation as to why this particular practice was chosen to be implemented at your district.</p>
	<p>Troy City School district partnered with The Efficacy Institute to implement the systemic changes necessary in our schools and at the district level to help move our students, adults and leaders to academic and character proficiency. The work is focused around the Mission, Mindset and Method philosophy.</p> <p>Mission: Build consensus on the Mission: academic proficiency or higher and strong character for all children and a sense of responsibility to achieve it among adults. Confidence in the abilities of all children to achieve at high levels and the abilities of adults to help the children achieve.</p>

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	<p>Mindset: Change the Mindset: People can in fact “Get Smart” establish the belief (among children and adults) that effort, not innate ability, is the basis of development</p> <p>Method: Teach the Method: Install the Self-Directed Improvement System for effective use of data and feedback to drive improvements of both teaching and learning strategies, alignment of resources, programs and policies toward achievement of the Common Core State Standards.</p> <p>The Self-Directed Improvement System is an operational framework for using data (benchmark and state assessments) that teachers, parents and community leaders can employ immediately to realign practice, resources and policies to achieve outcomes with the students.</p> <p>Each building will establish a Mission Strategy Plan to operationalize Efficacy in the schools and learning communities.</p> <p>Form a Leadership Team → Shape a Mission Driven Culture → Align Systems/Operationalize the mission TARGET: Achieve the mission.</p>
Evidence	How do you know the practice you have described is promising and/or successful? How have you measured its effectiveness and/or success?
	As Troy City School District has only been working with The Efficacy Institute since the fall of 2014, there has been proven success in the work they have done with Peres Elementary in Richmond California. Harvard University also works with The Efficacy Institute through their leadership trainings. Additionally, we have seen a change in School Leadership Team members. Many of them have expressed their beliefs in students’ capabilities, and their ability as educators, to cultivate academic proficiency. This is evidenced in their consistent involvement in the initiative, analysis of student data (benchmarks, unit tests and state assessments) communication to students and parents, etc.
Looking Ahead	What are your sustainability plans and hopes for the future (both short and long-term) of your promising practice?
	The leaders and School Leadership Teams will be working within each building to roll-out the initiative. They will work with the staff in the schools through monthly faculty meetings and professional development times within each building. Through embedded staff development, we hope to build the capacity of adults and students to sustain this work.
Additional documentation	Please provide any additional documentation/attachments/website links created/demonstrate/communicated as a result of the implementation of the SSDST grant initiatives.
	http://www.efficacy.org/