

Indio High School



Get Focused ... Stay Focused!TM Initiative

Mastering the Master Schedule

Focus on Freshmen - 2015

Los Angeles, California

Rudy Ramirez Margo McCormick

Principal Assistant Principal

Indio High School

Indio, California

Indio High School

Home of the Rajahs



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UCLA graduate

41th year in education

Teacher, Counselor, Jr. High School Principal, Coach

24th year at Indio High School

Son

2 daughters

11th grader

Wife

6½ year old



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Indio High School
"A Community Dedicated to Academic and Personal Success for All"

Grades 9-12
1866+/- students
Rich Tradition - 50's/60's
Hispanic Population = 95%
Free/Reduced lunch = 88%
The School Belongs to the Community

- Vision
 - Safety
 - Academics
 - Physical Plant
 - Principal/Administration -visible
 - Perception (PR)
- A Responsibility

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Get Focused ... Stay Focused!™ Initiative

Mastering the Master Schedule

Expectation: By the end of the session, you will be able to develop a Master Schedule focusing on – What is best for kids.


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Indio High School
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- Summer of 2008  9th graders - Freshmen
- 2008-2009 - Do something ... Words into Action...Research

- 2009-2010 - Began a 9th grade Transition Program
- 2010-2011 - 2nd year Transition Program
- 2011-2012 - 3rd year Transition Program
- 2012-2013 - 4th year Transition Program
- 2013-2014 - 5th year Transition Program
- 2014-2015 - 6th year Transition Program
- 2015-2016 - 7th year Transition Program



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W H Y ?

DATA?

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9th graders...Data?

Discipline	Attendance
<ul style="list-style-type: none"> Suspensions <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total suspensions... <ul style="list-style-type: none"> 46.3% were freshmen Expulsions <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total expulsions... <ul style="list-style-type: none"> 45.71% were freshmen 	<ul style="list-style-type: none"> Attendance <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total students absent for an entire day... <ul style="list-style-type: none"> 46.3% were freshmen

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The Change Process

- Current Condition(s)
- Desired Outcome(s)
- Curriculum (What?...going to do)
- Structure (How?...going to do it)

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Current Condition

Discipline	Attendance
<ul style="list-style-type: none"> Suspensions <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total suspensions... <ul style="list-style-type: none"> 46.3% were freshmen Expulsions <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total expulsions... <ul style="list-style-type: none"> 45.71% were freshmen 	<ul style="list-style-type: none"> Attendance <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total students absent for an entire day... <ul style="list-style-type: none"> 46.3% were freshmen

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Desired Outcomes?

Discipline	Attendance
<ul style="list-style-type: none"> Suspensions <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total suspensions... <ul style="list-style-type: none"> 46.3% were freshmen Decrease Expulsions <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total expulsions... <ul style="list-style-type: none"> 45.71% were freshmen Decrease 	<ul style="list-style-type: none"> Attendance <ul style="list-style-type: none"> 2008-09 <ul style="list-style-type: none"> Out of total students absent for an entire day... <ul style="list-style-type: none"> 46.3% were freshmen Decrease

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The next step in the Change Process

- Current Condition(s)
- Desired Outcome(s)
- Curriculum (What?...going to do)
- Structure (How?...going to do it)

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Curriculum (What?...going to do)

But before we discussed the “What?”

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Research

Conferences . . .

- Middle School Conference – Las Vegas, NV
- Career Choices – San Diego, California
- Focus on Freshman - Los Angeles, California
- National Association of Secondary School Principals (NASSP)
– San Diego, California and Tampa, Florida
- Association for Supervision and Curriculum Development (ASCD)
– Orlando, Florida and San Francisco,
- Brain Research – San Francisco, California
- Career Technical Conference – Nashville, Tennessee
- Dual Enrollment Conference – Santa Barbara, California
- Model School Conference (June, 2015) – Atlanta, Georgia
- AVID Conference (August, 2015) – San Diego, California

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School visits . . .

- San Pascual High School – Escondido, California
- North High School – Riverside, California
- Silverado High School – Victorville, California
- Eagle Rock High School – Los Angeles, California
- McGavin High School – Nashville, Tennessee

Consultants . . .

- Tim Westerberg – *Becoming a Great High School*
- Dr. Ernie Mendez – *Engage 4 Learning*
- Rick Morris – Engaging Instructional Strategies

. . . and we read

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After a year of planning...

2008-09 school year

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Developed...

9th grade Transition Program

2009-10

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Freshmen Seminar class (Success 101)

What is Freshmen Seminar?

- Year-long class
- Every 9th grader
- Heterogeneous grouping
- An interdisciplinary curriculum that engages students and teachers in an interactive learning process, helping students develop the knowledge, skills, and attitudes needed to successfully:
 - examine their own lives
 - explore and evaluate a wide range of education and career options
 - make reasoned and researched goals for their future
- The Freshman Transition course (Success 101) uses the Career Choices & the online 10-year plan to facilitate the in-depth exploration of three fundamental questions:
 - Who am I?
 - What do I want?
 - How do I get it?

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• 9th grade schedule

- English 9
- Algebra I or Geometry
- Biology
- Foreign Language
- Physical Education
- Freshman Seminar – Success 101
- Electives

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Limitations

6 period bell schedule.

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At the same time...

Academics

- ↑ Rigor
- ↑ Challenge
- ↑ Raising the Bar
- ↑ The Graduation Rate
- ↑ GPA
- ↑ School's Academic Culture
- → Address the placement of students
- ↓ The Drop Out rate
- ↓ The "F" rate

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Findings after the 2009-10 school year, limitations with the 6 period bell schedule.

- → A-G and CSU
- → More students taking AP classes
- → Meeting the A-G and CSU elective requirement
- → Decrease in the ability of students able to explore an elective
- → Address remediation during the school day

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The Challenge

- Department Chairs - Look at an alternative bell schedule!
- No!!!
- Department Chairs - Look at an alternative bell schedule.
- No!!!
- **The challenge to the Department Chairs...**

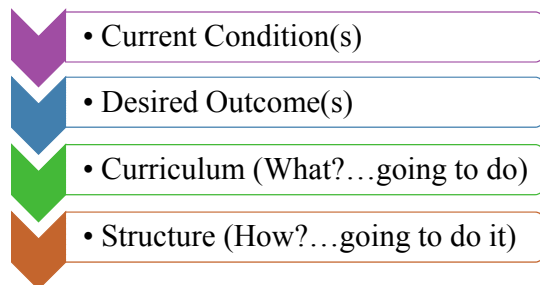
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Research!!!

And they did!!!

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The Change Process



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**After a year of planning,
during the 2010-11 school
year, and looking at...**

6 period schedule
7 period schedule
8 period schedule
12 period schedule
16 period schedule
4x4
Block
Alternating bell schedules

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Developed...

8 – Period Block Schedule

2011-12

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REGULAR SCHEDULE

PERIOD	TIME	MINUTES	PASSING
1-5	7:30 to 8:57	87	7
2-6	9:04 to 10:37	93	7
3-7	10:44 to 12:11	87	
LUNCH	12:11 to 12:51	40	7
4-8	12:58 to 2:25	87	

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Allowed us to...

- Students are able to take electives from a variety of departments.
- Students that previously had to check out to alternative schools can now remain at Indio High School and graduate on time with their graduating class.
- For the college bound student, the A/B schedule gives students the real-world experience of a typical college schedule, since they meet every other day (students develop time management skills).
- Provides students with the opportunity to work or explore different career paths by giving students the opportunity to take Regional Occupational Program (ROP) courses. For a small number of students, early graduation is also possible.

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• 9th grade schedule

- English 9
- Algebra I or Geometry
- Biology
- Foreign Language
- Physical Education
- Freshman Seminar – Success 101
- Elective (Graphic Design)
- Elective (Virtual Enterprise)

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• 10th grade schedule

- English 10
- Geometry or Algebra 2
- Chemistry or Physics
- Foreign Language
- Physical Education
- World History
- AP Seminar 10 (AP Support)
- Elective (A+ Certification)
- Elective (Renaissance)

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How do you Master the Master Schedule?

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Why is Mastering the Master Schedule so important?

↑ School's Academic Culture
Courses offered – CP, HP, AP.
Teaching assignments.
Programs offered.
Bell schedule.
Direction of the school.

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In the Change Process

- Current Condition(s)
- Desired Outcome(s)
- Curriculum (What?...going to do)
- Structure (How?...going to do it)

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Master Schedule works for you!!!

The Master Schedule is developed by
you!!!

The Master Schedule is developed
for what is best for kids!!!

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9th grade Transition Teachers



James Adkins
Social Studies
Renaissance



Serina Ruiz
Biology
Green Energy



Julie Schwab
Special Education
Dept. Chair



Paul Stryker
Business
California Cadet Corp



Cesar Lopez
Agriculture

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9th grade Transition Teachers



Scott Gilbert
Special Education
Head Football Coach
Christian School of the Desert



Stephanie Bronson
English
ELD
APEX



Annelise Freeman
School Librarian

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Selection of a teacher...
 To teach a section of Success 101 cannot be because a teacher has an opening in their schedule or because...!!!



DISASTER!!!

Common Prep Period

- All 9th grade Algebra 1 teachers had a common prep – period 8.
- For 2015-16, all 9th grade Math I teachers have a common prep – period 6.

**Spread Out over 8 periods vs. 6 periods
 (less scheduling conflicts)**

- AP/HP classes
- Electives – art, drama, etc.

Open Access to the Curriculum

• **Advanced Placement (AP) Exams**

1994 (enrollment 2454) (10 th , 11 th , 12 th)	Students	Exams	% Students
	48	55	2.9%

• **Access to the Curriculum**

Exclusive	HP/AP	D/F	Tracked	Dumb Down

↑ School's Academic Culture

Advanced Placement (AP) Exams

	Students	Exams	% Students (10 th , 11 th , 12 th)
• 1994 (enrollment 2454)	48	55	2.9%
• 2008 (enrollment 2706)	178	246	9.4%
• 2009 (enrollment 2688)	319	567	17.2%
• 2010 (enrollment 2447)	350	607	19.3%
• 2011 (enrollment 2297)	424	753	25.5%
• 2012 (enrollment 2110)	439	794	28.7%
• 2013 (enrollment 1989)	381	729	26.1%
• 2014 (enrollment 1999)	399	857	27.3%
• 2015 (enrollment 1866)	350	725	26.3%

The Master Schedule should not be a secret document.

Transparent!!!

- Share with the Department Chairs in May – 3 times
- Share with the Staff in June – at least twice
- July 1
- August 1
 - Assignment
 - Prep periods
 - Conflicts
 - ???

How do you change a bell schedule, course offerings, teacher assignments, control of the master schedule?

Know your contract!!!

- What does the contract say about...
 - Master Schedule is not subject to a grievance.
 - Who controls the curriculum?
 - Prep period?
 - Changing a bell schedule?

The Role of the Principal

- Project initiator or key supporter of initiator.
- Project visionary or key supporter of the project visionary.
- Head cheerleader for the project.
- Key strategist for generating buy-in both in the school and community.
- Personnel director for the project, making necessary decisions and choices that will promote success at the highest level.
- Instructional advisement reviewing and approving all choices made by committees.
- Reviewing and using the project evaluation data to direct program updates and upgrades.

- 2006 Project Planning Guide by Rebecca Diamond

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Academic Data?

- ↑ Rigor
- ↑ Challenge
- ↑ Raising the Bar
- ↑ The Graduation Rate
- ↑ GPA
- ↑ School's Academic Culture
- → Address the placement of students
- ↓ The Drop Out rate
- ↓ The "F" rate

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DATA...over five/six years

9th grade – End of the 1st Semester

50% or more...F's

- 2009-10 (1st) → 180/enrollment 638 = 28.2%
- 2010-11 (2nd) → 110/enrollment 637 = 17.2% (↓ %)
- 2011-12 (3rd) → 85/enrollment 580 = 14.6% (↓ %)
- 2012-13 (4th) → 100/enrollment 531 = 18.8% (↑ %)
- 2013-14 (5th) → 91/enrollment 539 = 16.8% (↓ %)
- **2014-15 (6th) → 120/enrollment 450 = 26.7% (↑ %) (Fidelity)**

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↑ School's Academic Culture

Advanced Placement (AP) Exams

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AP TESTING

- **Spring 2008**
 - 178 Students took 246 Exams
 - 60 Scores of 3+ = **25.6% Pass Rate**
 - **0 AP SCHOLARS**
- **Spring 2013**
 - 381 Students took 725 Exams
 - 113 Scores of 3+ = **30.7% Pass Rate**
 - **25 AP SCHOLARS**
- **Spring 2014**
 - 399 Students took 857 Exams
 - 144 Scores of 3+ = **36.1% Pass Rate**
 - **25 AP SCHOLARS**
- **Spring 2015**
 - Students took **857 725** Exams
 - _____ Scores of 3+ = _____ % Pass Rate
 - _____ **AP SCHOLARS**

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Honor Roll 3.0+

- Quarter 1 - 2013 Quarter 2 - 2013
38.23% 38.47%
- Quarter 1 - 2014 Quarter 2 - 2014
40.45% 43.01%

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Change!!!

Change is a process...

Change is not an event...

Sustained change is
incremental...over time...

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What can happen in a generation?

- Graduation Rate

▫ 1994-95	69.1%
▫ 2008	86.4%
▫ 2009	87.1%
▫ 2010	88.2%
▫ 2011	90.9%
▫ 2012	90.9%
▫ 2013	92.6%
▫ 2014	92.6%

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What can happen in a generation?

- Dropout Rate

	<u>four year</u>
▫ 1993	34.2%
▫ 2008	11.7%
▫ 2009	10.8%
▫ 2010	9.4%
▫ 2011	7.5%
▫ 2012	7.5%
▫ 2013	5.9%
▫ 2014	5.9%

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What can happen in a generation? 2012

- In 2012 *America's Promise Alliance* released their top 10 best Hispanic communities for young people.
- Ten communities national wide, with a high Hispanic population and a high graduation rate were selected.
- **Indio High School was ranked in the top 10, with a Hispanic population of 92% and a graduation rate of 90.9%.**

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What can happen in a generation? 2012

- *U.S. News and World Report* reviewed nearly 22,000 public high schools and ranked the top 4,877 highest scoring schools based on data such as enrollment and student performance on state proficiency and Advanced Placement exams.
- Indio High School was ranked, by *U.S. News and World Report*, **1,959** out of 22,000 high schools, receiving a silver medal from *U.S. News and World Report*.
- Indio High School is ranked as one of the top **8.9%** in the United States.



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What can happen in a generation? 2013

- *The Washington Post* reviewed 22,000 public high schools and ranked *America's Most Challenging Schools* in America based on data such as enrollment and student performance on state proficiency and Advanced Placement exams.
- Indio High School was ranked **1287** out of 22,000 high schools.
- Indio High School is ranked as one of the top **5.9%** in the United States.

The Washington Post

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What can happen in a generation? 2014

- *The Washington Post* reviewed 22,000 public high schools and ranked *America's Most Challenging Schools* in America based on data such as enrollment and student performance on state proficiency and Advanced Placement exams.
- Indio High School was ranked **1323** out of 22,000 high schools.
- Indio High School is ranked as one of the top **6.0%** in the United States.

The Washington Post

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What can happen in a generation? 2015

- *The Washington Post* reviewed 23,000 public high schools and ranked *America's Most Challenging Schools* in America based on data such as enrollment and student performance on state proficiency and Advanced Placement exams.
- Indio High School was ranked **1397** out of 23,000 high schools.
- Indio High School is ranked as one of the top **6.1%** in the United States.

The Washington Post

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What can happen in a generation? 2015

- *U.S. News and World Report* reviewed nearly 29,000 public high schools and ranked the top 4,877 highest scoring schools based on data such as enrollment and student performance on state proficiency and Advanced Placement exams.
- Indio High School was ranked, by *U.S. News and World Report*, **2,416** out of 29,000 high schools, receiving a silver medal from *U.S. News and World Report*.
- Indio High School is ranked as one of the top **8.3%** in the United States.



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Change!!!

Change is a process...

Change is not an event...

Sustained change is
incremental...over time...

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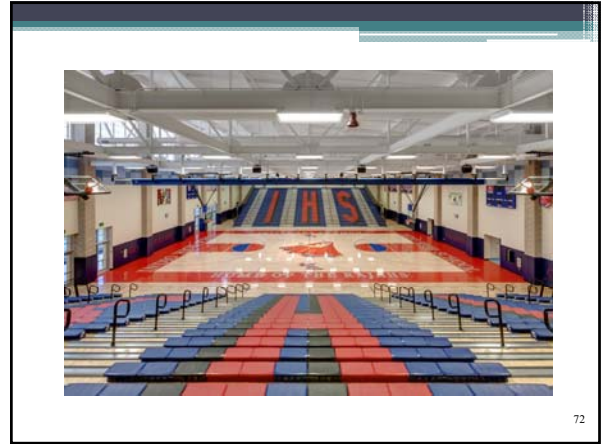
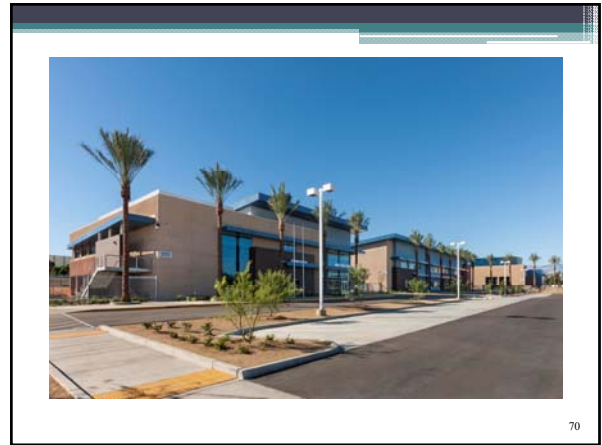
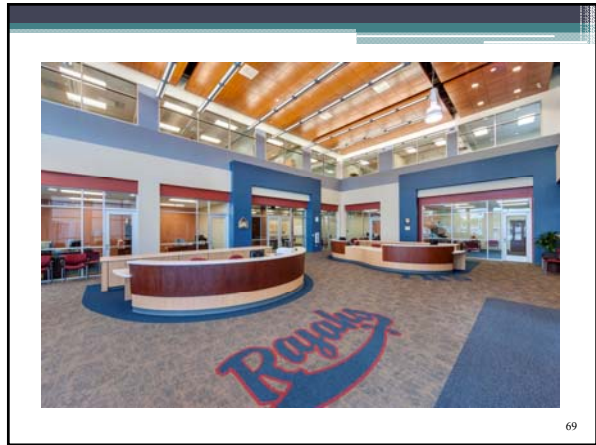
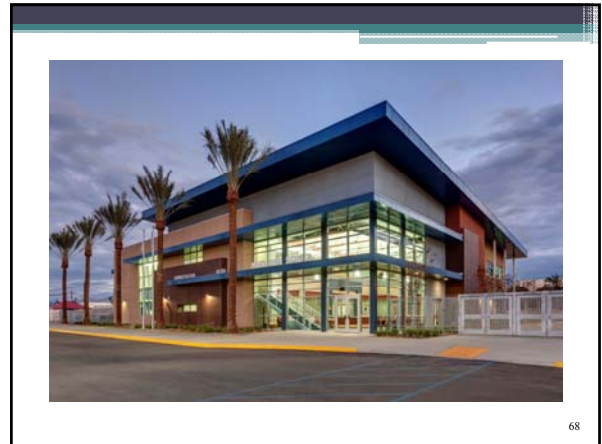
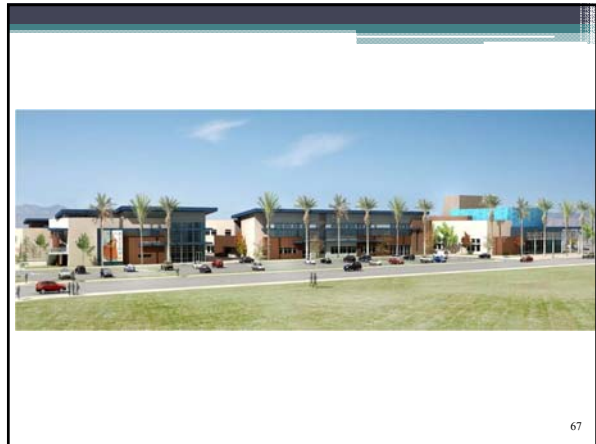
Physical Plant

- 1958
- Major renovation.

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Near Future...

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EXPECTATION(S)?

Want???

The best way to predict the future is
to create it.

- Abraham Lincoln

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**Master Schedule
works for you!!!**

The Master Schedule is developed by
you!!!

**The Master Schedule is developed
for what is best for kids!!!**

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COLLABORATION

It might be a bit overrated.

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One Attitude

We Expect Success!!!

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Reason!!!

The Diploma



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Indio High School



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Indio High School



Indio High School

There are only two types of people in the world...



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RAJAHS

and

those who wish they were!!!

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Thank You

Questions and Answers

