**The School Change Initiative (School Reform)**

In 2009, NHPS launched an aggressive reform strategy – the School Change Initiative – outlining the following broad goals:

* Closing the gap between the performance of New Haven students and the rest of the state within five years;
* Cutting the dropout rate in half;
* Ensuring that every graduating student has the academic ability and the financial resources to attend and succeed in college.

NHPS also developed specific strategies in three primary areas of focus:

* Portfolio of schools: This approach calls for schools to be managed differently according to their needs, where principals at high-performing schools would get more autonomy and are given flexibility to create their own transformation plans. Lower-performing schools would get more external intervention.
* Talent: Improve methods for recruiting, evaluating, and developing its teachers and administrators. This included developing a new teacher evaluation.
* Community: To involve the broader community in the success of its students, NHPS has launched a citywide parent leadership organization (the City Wide Parent Team), made up of PTO leadership from each school, to provide input to the district.

In my opinion these goals and strategies are just as important today as they were 10 years ago. The school reform movement seems to have stalled in the last several years, and I believe that we should made a renewed effort to restart the process and recommit to these goals. Additionally, we should also understand what we have accomplished towards these goals and strategies. Therefore, I am providing the following resolution for review and approval by the Board of Education.

**Resolution - School Change Initiative (School Reform)**

**3/12/2019**

Whereas, the School Change Initiative (School Reform), was launched in 2009 outlining the following broad goals: 1) Closing the gap between the performance of New Haven students and the rest of the state within five years; 2) Cutting the dropout rate in half; and 3) Ensuring that every graduating student has the academic ability and the financial resources to attend and succeed in college; and

Whereas, the NHPS also developed specific strategies for the School Change Initiative in three primary areas of focus: 1) Portfolio of schools: developing school management according to their needs, as well as providing for more school autonomy; 2) Talent: improving methods for recruiting, evaluating, and developing its teachers and administrators; and 3) Community: involving broader community in the success of our students; and

Whereas, the New Haven Board of Education has recognized that the School Change Initiative has stalled, and believes there needs to be a renewed effort to recommit to school reform, and

Whereas, the collective bargaining agreement between the New Haven Board of Education and the New Haven Federation of Teachers, through a thoroughly negotiated and agreed upon process, has agreed upon the formation of a Joint Reform Committee, and

Whereas, the purpose of the Joint Reform committee is to monitor application, review and recommend the details regarding implementation of the School Change Initiative, resolving collaboratively any issues that may arise in its implementation, and such other tasks as may be assigned by the agreement or by the Board of Education and the New Haven Federation of Teachers, and

Whereas, the collective bargaining agreement establishes that the committee shall be composed of eight members, including 3 administrators appointed by the Superintendent, 3 teachers appointed by the Union President, and 2 parents appointed by the Superintendent (one of which is recommended by the Union President). The Committee shall be chaired by the Superintendent/Designee, who shall not have a vote, and

Now, therefore it is resolved by this Board:

1. The Superintendent and the Teacher Union President shall reestablish the Joint Reform Committee, as outlined in the collective bargaining agreement between the New Haven Board of Education and the New Haven Federation of Teachers by March 25, 2019 and report the membership to the Board of Education at the April 8 meeting.
2. The parent members of the Joint Reform Committee recommended by the Superintendent shall be approved by the New Haven Board of Education at the March 25, 2019 board meeting
3. The Joint Reform Committee, through the Superintendent shall report back to the New Haven Board of Education as to the progress gained on the goals and strategies by the April 29, 2019 board meeting.
4. The Joint Reform Committee, through the Superintendent shall report on an action plan going forward, including additionally actions on the goals of: 1) closing the gap between the performance of New Haven students and the rest of the state within five years; 2) cutting the dropout rate in half; and 3) ensuring that every graduating student has the academic ability and the financial resources to attend and succeed in college. The committee, through the Superintendent shall also report on action plan to develop the agreed upon strategies of: 1) developing portfolio schools; 2) developing talent (including minority recruitment); and 3) expanding community involvement.
5. The Teaching and Learning Committee has put forward a proposal and recommendation for establishment of a pilot program to explore the concept of school autonomy and its policy implications for the families and children of New Haven Public Schools. The Board directs the Joint Reform Committee, through the Superintendent to review the recommendation to establish pilot program of a subset of schools to assess the viability of autonomous schools within the NHPS system. [Areas of autonomy could include: budgeting, methods (curriculum and instruction), hiring, scheduling, professional development, academic support services, non-academic support services, and others.] The Joint Reform Committee through the Superintendent shall review and make recommendations to the Board of Education by the May 13, 2019 meeting.
6. The New Haven Board of Education shall establish a Special Committee to review the Joint Reform Committee’s recommendations. This Committee shall be composed of various stakeholders, including, district leadership, board, mayor’s office, principals, teachers, parents, and other stakeholders.