

**From:** Corbett William  
**Sent:** Friday, August 28, 2015 5:08 PM  
**To:** Lerner Linda; Cook Carol; Krassner Terry; Rene Flowers; Peluso Kenneth; Clark Janet; O'Shea Peggy  
**Cc:** Ward Marsha; Grego Michael; Simonetti Ann; Evans Dan  
**Subject:** History of Scale up for Success initiative and its evaluation  
**Attachments:** Draft scaleup proposal.pdf; Final scaleup proposal.pdf; September 2014 scaleup evaluation.pdf; scaleup logic model.pdf; October 2014.pdf; November 2014.pdf; January 2015.pdf; February 2015.pdf; March 2015.pdf; Scale Up Formative evaluation February 2014.pdf; Update to February report.pdf; Scaleup year 1 evaluation.pdf; Scale up year 2 evaluation plan.pdf; Scaleup year 2 evaluation overview.pdf; Scale Up Yr 1 Timeline.pdf

Board members,

I am writing this email to give you a brief update on the past and present plans for our Scale up for Success initiative at Campbell Park, Fairmont Park, Lakewood, Maximo, and Melrose Elementary Schools. There are a number of attachments to this email that will provide additional details.

- In the 2013-2014 school year, approximately 20 schools were given preferential hiring status meaning they could hire for vacant positions at all times, regardless of the transfer cycle. They also were protected from having to take any involuntary transfers as a placement. In addition, Fairmont Park, Maximo, and Melrose Elementary Schools were part of a Recruitment and Retention plan offered at five schools that provided for \$3000 recruitment bonuses and the potential for an additional \$2000 in performance bonuses. In subsequent years, the recruitment and retention plan was expanded to 15 schools including all five Scale up for Success schools.
- In the Summer of 2014, we realized that the preferential hiring practices along with the recruitment and retention bonuses were not enough to bring about the needed change in student achievement at these schools. Our Accountability, Assessment and Research (AAR) department was asked to conduct an exhaustive literature review to determine the strategies that have proven effective nationwide in closing the achievement gap in urban settings.
- In August 2014, we developed a draft proposal for assistance at these five schools. This proposal incorporated information and input from the AAR literature review, focus groups with teachers and administrators at the five schools, and the JWB evaluation of the Fairmont Park Initiative. (see attached document *Draft scaleup proposal*)
- In September 2014, after another round of meetings at each of the five schools, we developed the final proposal for the Scale Up for Success initiative. This plan was presented at a school board workshop on September 16, 2014. (see attached document *Final scaleup proposal*)
- In September 2014, we developed an initial evaluation plan for the initiative. This plan was formative in nature and was intended to be an implementation model. (see attached documents *September 2014 scaleup evaluation* and *scaleup logic model*)

- From October 2014 through February 2015, AAR provided monthly updates and reports on the Scale up for Success Initiative. (see attached documents *October 2014, November 2014, January 2015, February 2015, and March 2015*)
- In February 2015, AAR produced and distributed a mid-year formative evaluation of the initiative. (see attached document *Scale Up Formative evaluation February 2015*)
- From March 2015 through June 2015, AAR continued to collect and analyze data from all sources to help evaluate the effectiveness of the initiative.
- In April 2015, AAR released an update to the February 2015 formative evaluation to include additional assessment data. (see attached document *Update to February report*)
- In August 2015, AAR produced and distributed the draft evaluation for the 2014-2015 school year. They met with stakeholders to review conclusions and finalize recommendations. (see attached document *Scaleup year 1 evaluation*)
- In August 2015, AAR developed the evaluation plan for the 2015-2016 school year. They will continue with monthly data collection, updates, and reports. (see attached documents *Scaleup year 2 evaluation plan and Scaleup year 2 evaluation overview*)
- I have attached an additional document outlining this timeline titled *Scale Up Yr 1 Timeline*.

We will be presenting the final 2014-2015 evaluation report along with the 2015-2016 evaluation plan at an upcoming school board workshop. Additionally, we will continue to provide the board quarterly updates on this initiative. Please feel free to contact me if you have any questions or concerns. Take care.

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