

## **2007-2008 Restructuring Plan for Glades Central High School**

The School District of Palm Beach County, along with input from parents, school advisory councils (SAC), and school staff will provide a focused Restructuring Plan for four schools in FY08. In 2005-2006, Glades Central High School received a D Grade and did not meet six or more Adequate Yearly Progress (AYP) indicators. This identifies Glades Central High School as a Tier 4 school as defined by the State's restructuring technical assistance paper.

The Restructuring Plan option will be to replace all or most of the school staff, which may include the principal, who are relevant to the school's inability to make AYP. In addition, District Leadership will appoint a restructuring administrator (RA) to monitor and provide oversight in all areas of governance at the school (organization, systems, policies, procedures, practices, and personnel).

### **The Restructuring Administrator**

The Area Superintendent and RA will be responsible for overseeing the Principal and program at the Restructured School. The RA will be the liaison between the school, area office, and the district in order to ensure that the key resources are in place and will assist in establishing an environment of collective efficacy. The RA will work collaboratively with the school leadership team to plan, develop, and implement action research projects linked to data analysis.

### **The Restructuring Team**

The RA will assemble and supervise a restructuring team, composed of four instructional experts, to assist in providing research and data-based professional development for the principal, school staff members, and parents. The four-member restructuring team will include; one literacy specialist, one mathematics specialist, one data specialist, and one culture/efficacy specialist. Input, observations, and information from school staff members, the RA, and the restructuring team pertaining to FCAT scores, AYP results, diagnostic tests, common assessments, teacher-constructed tests, and parent surveys will help to identify areas in need of professional development.

In an effort to enhance school performance, the RA and restructuring team will implement research-based and data-driven changes in curriculum. To assist in developing a more positive school culture, the restructuring team will develop strategies that will strengthen relationships among school staff members, families, and the community. Additionally, the RA, restructuring team, and school staff members will be responsible for ensuring compliance with the AdvancED Accreditation Standards for Quality Systems.

### **Role of the Principal**

The Principal at Glades Central High School was replaced after FCAT testing with a highly-effective principal. The new principal will meet with the RA to initiate restructuring efforts and to formulate an action plan.

The Principal, with input from the RA and Area Superintendent, will hire staff members who are effective and committed to the restructuring vision. The principal, with assistance from the RA, will also review pertinent data related to identifying, recruiting, and retaining highly-effective teachers.

During the summer, the Principal and school leadership team, along with the RA and restructuring team, will continue to develop the comprehensive action plan using data from the various assessments. The restructuring team will continually analyze student performance, identify barriers to learning, target action plan goals, and implement solution strategies.

With parent and SAC input, the Principal, school leadership team, RA, and restructuring team will write the School Improvement Plan, addressing areas of literacy and numeracy. A needs assessment will help identify areas relevant to increasing student achievement including, but not limited to, curriculum, instructional strategies, professional development, and scheduling. Single School Culture<sup>®</sup> for academics, behavior, and climate will enhance school performance.

It is the intent that the full implementation of the restructuring plan will begin with the start of the FY08 school year.