

ESSER KPIs: February 2022



K–2 Specialized Educational Assistants

Program Overview

Program Summary

The purpose of the Specialized Education Assistant (SEA) initiative is to reduce the student-teacher ratio, increase the literacy achievement of K–2 students, and advance progress toward the *Third Grade Commitment*.

The primary role of the SEA is to assist classroom teachers in closing the literacy gaps of K–2 students by providing instruction and intervention in [basic early literacy skills](#).

Implementation Updates

SEAs support tutoring efforts at their assigned schools.

SEAs received literacy kits for small group instruction in January.

SEAs engage in monthly professional learning aligned to the literacy skills in Wonders

There are currently 69 open SEA positions.

Current Challenges

SEAs are pulled to cover/sub courses.

Creating PD content for SEAs to engage in during Breaks--in addition to the monthly PD SEAs already receive--is a challenge

K–2 Specialized Educational Assistants

ROI Goals

Program Goals

- Support the implementation of small group instruction and intervention
- Increased enrollment in Memphis-Shelby County Schools
- Reduced unemployment
- Contributed to reducing the poverty rate

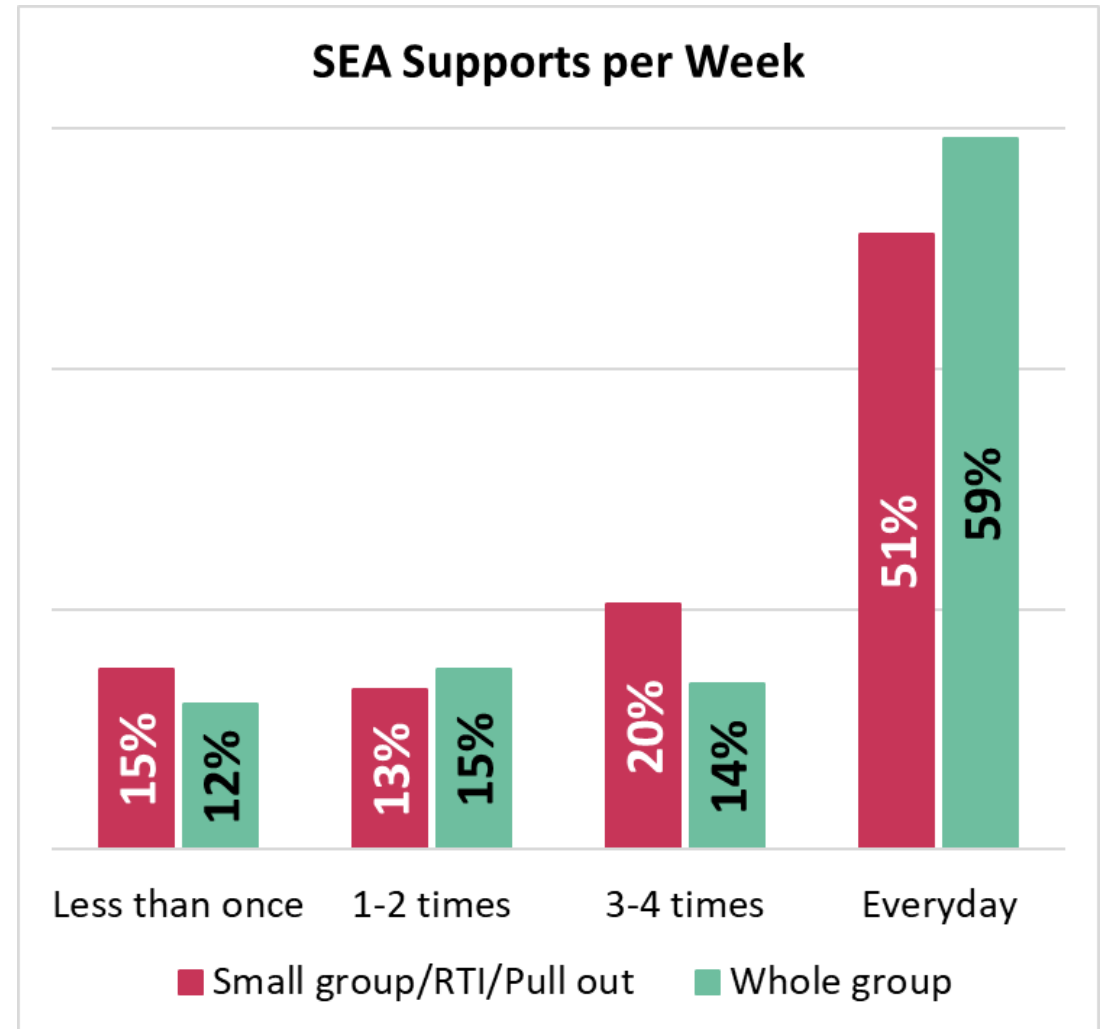
Outcomes

- Increase in student mastery
 - Target: 10% increase in On Track/Mastery for students in 3rd Grade on TNReady by 2022–23
- Increase in academic performance on K–2 iReady assessments by 10%
- Decrease in K–2 Teacher Vacancies
 - Target: 5% reduction in teacher vacancies in 2022–23
- Improved culture and climate (K–2 student discipline, Panorama Student Survey results)

K-2 Specialized Educational Assistants

KPI

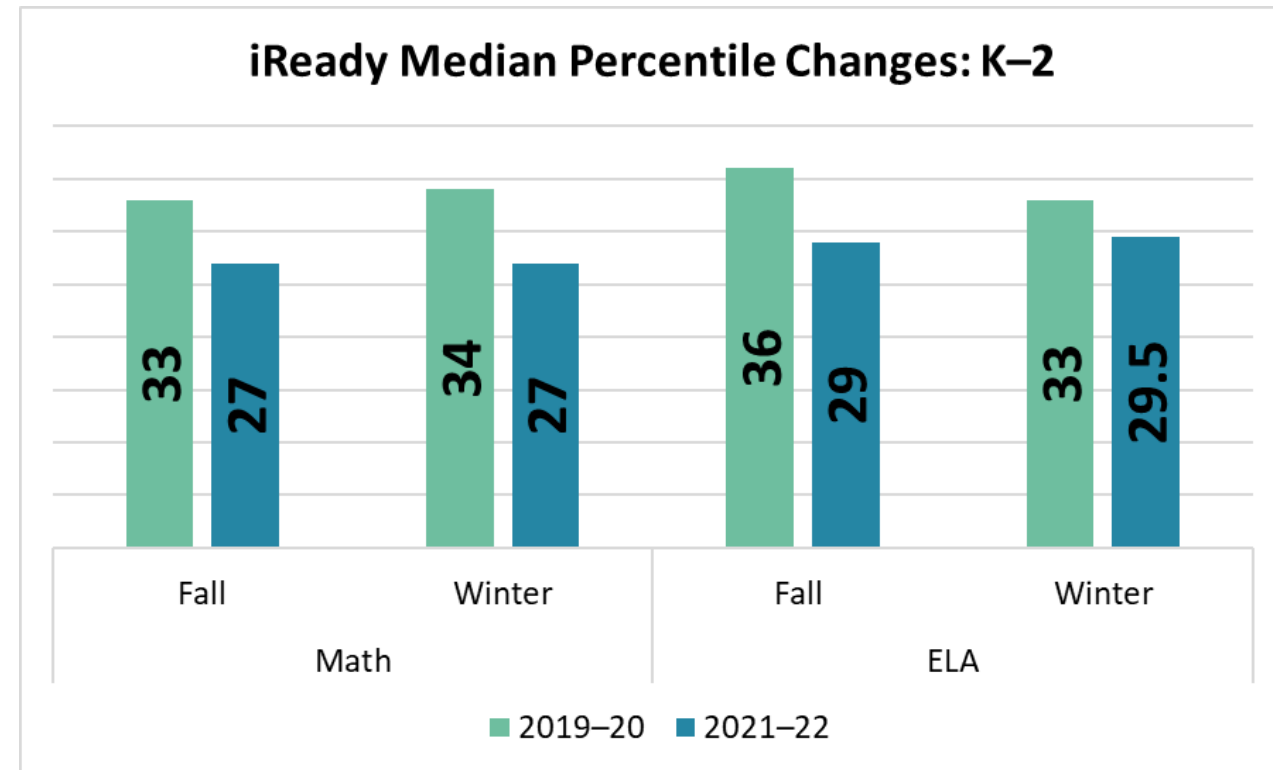
- 59% of teachers reported that their SEA is providing **whole group instructional support daily**
- 51% of teachers reported that their SEA is **helping with small groups daily**.
- 87% of teachers report that their SEA's **whole group support is valuable**.
- When SEAs are in their classroom and helping with instruction, written comments from teachers, principals, and SEAs are **overwhelmingly positive**.



K-2 Specialized Educational Assistants

Rate of Improvement

- The **math median percentile rank held constant** between fall and winter, compared to a 1-point increase in 2019–20.
- The **ELA median percentile rank increased by ½ a point**, compared to a 3-point decrease in 2019–20.
- The FastBridge **winter assessment window was extended** by one week. The results for those assessments will be analyzed soon.

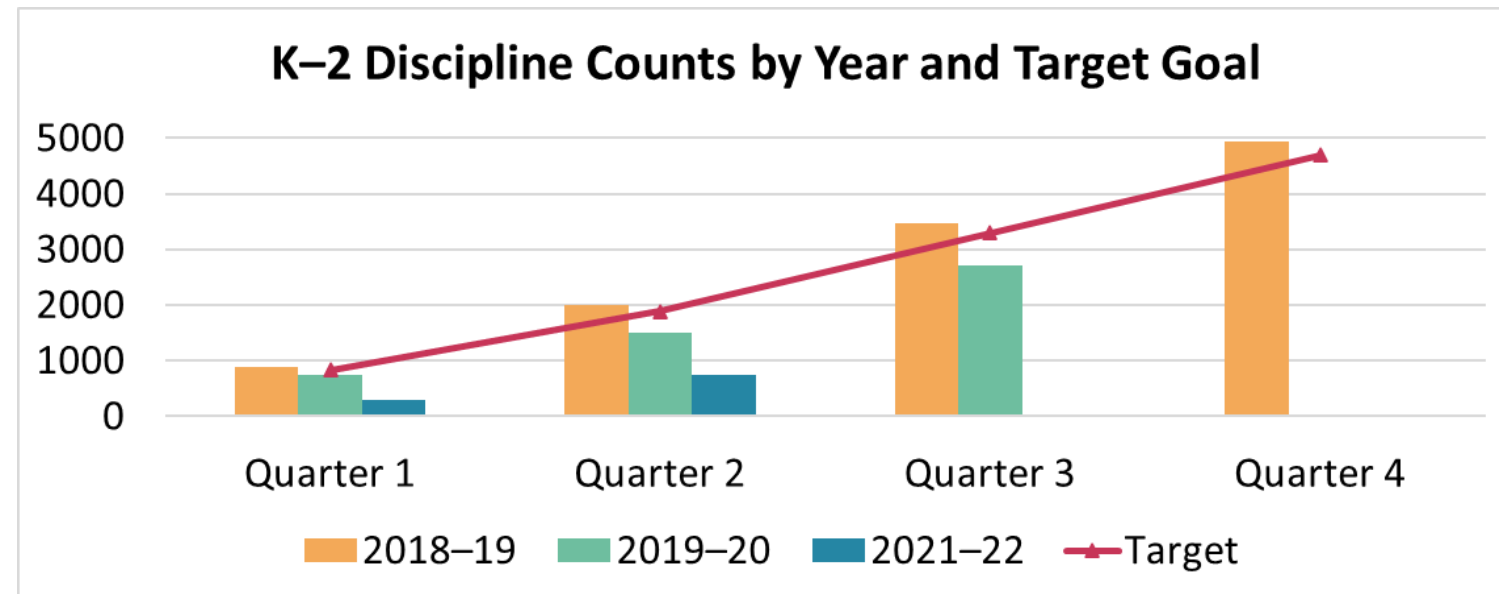
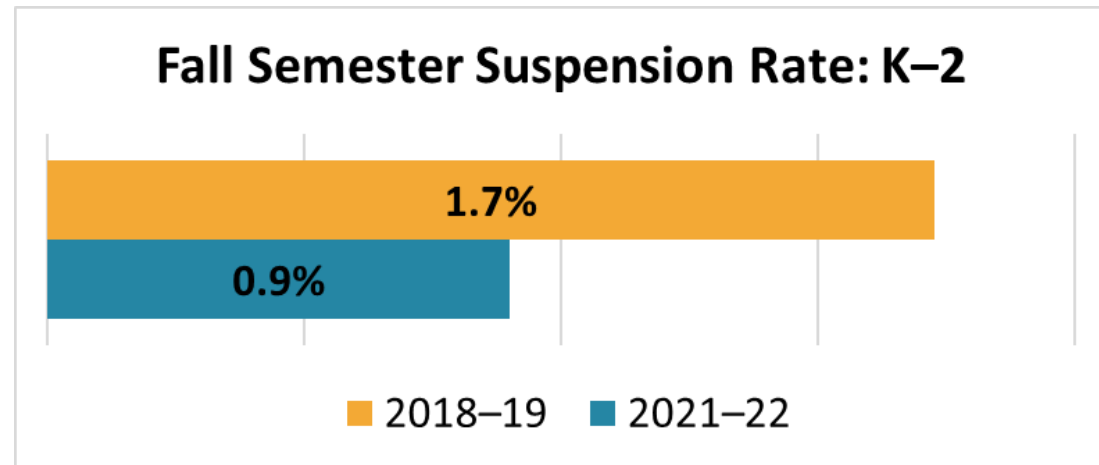


**2020-21 iReady results are excluded from this report because all K-2 students completed these assessments at home online, making them less reliable for comparison*

K-2 Specialized Educational Assistants

Rate of Improvement

- Both the **suspension rates and ratios have decreased** compared to 2018–19.
- **Progressive discipline accounts for a larger percentage of all disciplinary actions, 63.2% in 2021–22, compared to 56.6% in 2018–19.**
- Overall, **K–2 discipline is drastically lower** than in previous years.



K–2 Specialized Educational Assistants

KPI

- 40% of principals said **SEAs had to substitute teach** for other classrooms (4 percentage points higher than Q1).
- 81% of principals who had SEA turnover reported that they left for a better job, mostly to **fill teacher vacancies** (up 6 percentage points from Q1).
- As of mid-January, **90% of SEA positions are staffed** and there are 69 positions currently posted.
- SEAs reported **needing less support** from their classroom teachers and the Early Literacy team in Q2 compared to Q1. They did report needing additional support from their administrators and principals mostly citing being pulled to support other areas of the school as a limitation.

Tutoring Program Overview

Program Summary

- For elementary and middle sites, i-Ready curriculum is utilized for tutoring and aligned to state standards and critical skills in ELA and Math. In 9th and 10th grades, Edgenuity is used for state standards and critical skills in EOC subjects. For 11th and 12th grades, ACT prep modules and materials are used.
- The following schools currently have during the day tutoring program: Ford Rd. ES, Alton ES, Cherokee ES, Oakshire ES, and Winchester ES.
- Tutors are placed at highest need schools first as they are provided by external vendors.

Implementation Updates

Tutors for during-school tutoring are being hired and onboarded.
After-school student tutor interns began at the end of January.

Current Challenges

Staffing enough tutors remains a challenge.

Tutoring

ROI Goals

Program Goals

- Increased student achievement and growth in elementary, middle, and high
- Close the learning gaps created by COVID closures

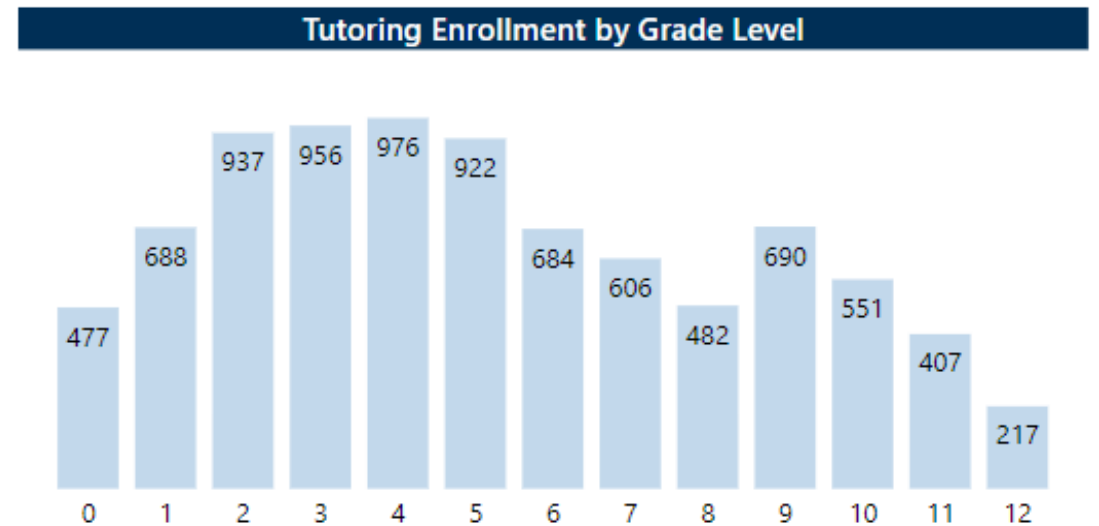
Outcomes

- During School Tutoring
- Elementary and middle students in the bottom 15% who meet tutoring participation criteria will show an increase by 5 percentage points on pre- & post-assessments
- Before- & After-School Tutoring
- Students in the bottom 20% who have a 95% participation rate will show a 5% increase on pre- & post-assessment results using the iReady diagnostic, EOC, and ACT tests
- Students with a 95% participation rate will show a 5% increase on pre- & post-assessment results using the iReady diagnostic, EOC and ACT tests

Tutoring

Rate of Improvement

- **DAIM released a new dashboard** to track the tutoring programs for central office and school stakeholders.
- **Elementary students** continue to use tutoring the most.
- Currently, **8,118 students are being tracked for tutoring participation in PowerSchool**, and more students have registered for tutoring through MSCS, BookNook or Peer Power.



Tutoring

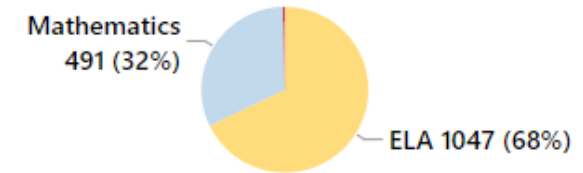
Rate of Improvement

- Students are primarily enrolled in **after-school tutoring**.
- **ELA tutoring** is used most.
- The tutoring dashboard will soon **track academic outcomes** for students in the tutoring programs for metrics like iReady and ACT.

Before School Tutoring Program

'Other' subjects include science, social studies, and ACT

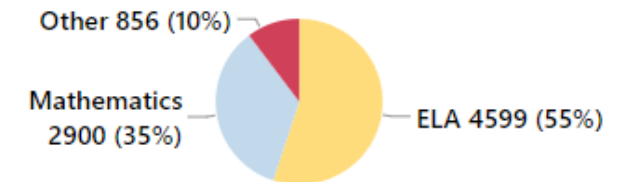
1,468
Students Enrolled



After School Tutoring Program

'Other' subjects include science, social studies, and ACT

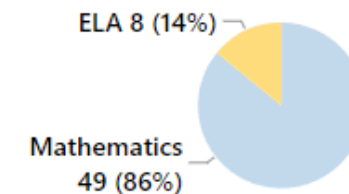
7,105
Students Enrolled



During School Tutoring Program

'Other' subjects include science, social studies, and ACT

49
Students Enrolled



College Readiness: ACT Preparation Program Overview

Program Summary: Two Success Coaches tutor and mentor students daily in every high school level Math, Science, English, and U.S. History course tested by the State of Tennessee. Peer Power currently provides support at Hamilton, Melrose, Kingsbury, Whitehaven, Douglass, Cordova, East, Ridgeway, and Central. Peer Power uses SCS curriculum, best practices from Peer Power, and the collaboration with school administration and staff to meet the individualized needs of students

Implementation Updates: Expected Outcomes: By the end of school year 2021-2022, the district will: increase the average ACT composite of 11th graders to at least 16 and increase the percent of students meeting Ready Graduate criteria by 5 percentage points.

Current Challenges: Student and teacher absences due to Covid.

College Readiness: ACT Preparation

ROI Goals

Program Goals

- Enhance student preparedness for and access to post-secondary opportunities through near-peer intervention delivery model.
- Increase attendance with students who attend ACT tutoring 95% of the prescribed time. (Added this expected outcome)

Outcomes

- Increase in average ACT official exam scores compared to 20-21 baseline and CT practice test scores (if accessible).
- By the end of school year 2021–22, the District will:
 - Increase the average ACT composite of 11th graders to at least 16.
 - Increase the percent of students meeting Ready Graduate criteria by 5 percentage points.

College Readiness: ACT Preparation

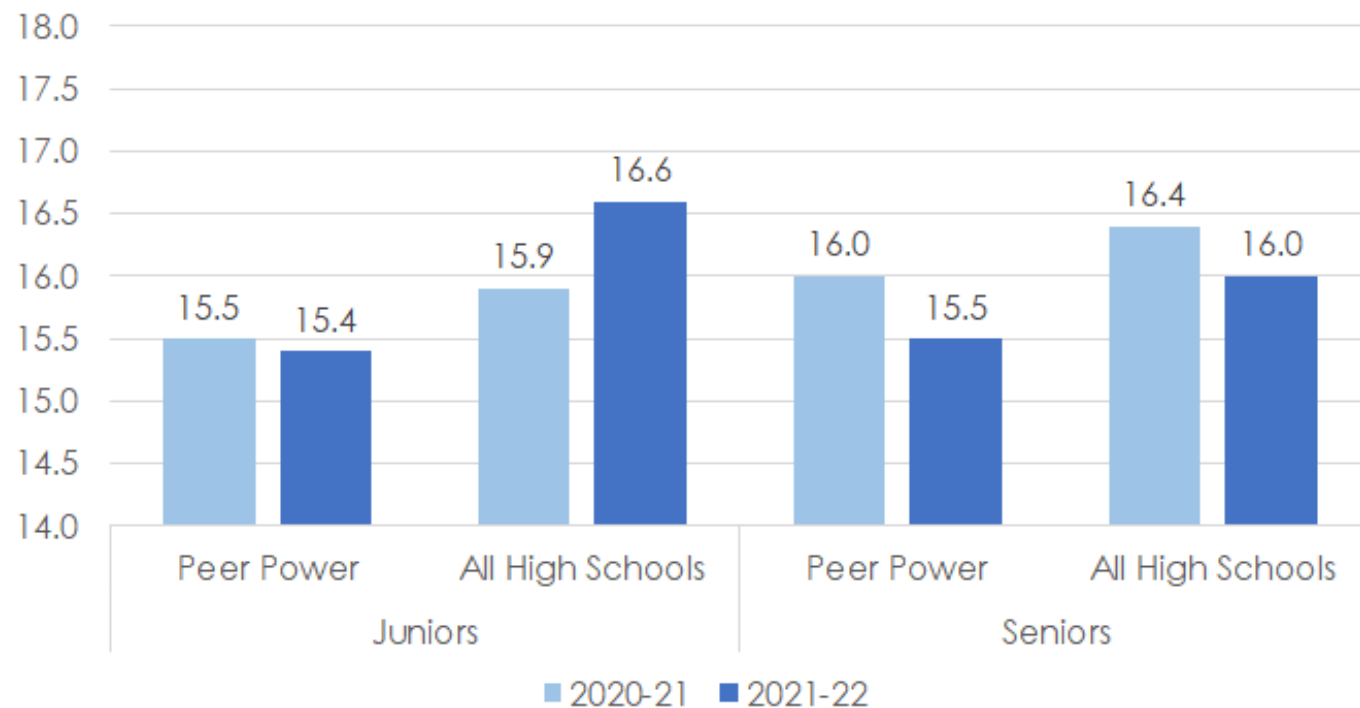
Rate of Improvement

Outcome Target: Increase the average ACT composite of 11th graders to at least 16.

- Both junior and seniors at **Peer-Power schools*** showed **a decrease** in composite scores compared to non-Peer Power schools and MSCS overall.

- Across all high schools, scores are higher to date for juniors and lower to date for seniors compared to last school year.

ACT Composite Scores Over Time



**These scores are from 11th and 12th grade students who attended a school with the Peer Power program. However, the scores are not limited to only those who received services from Peer Power. Results will also change throughout the year as more students complete the ACT in the spring semester.*