



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

RICK SNYDER
GOVERNOR

MICHAEL P. FLANAGAN
STATE SUPERINTENDENT

March 24, 2015

MEMORANDUM

TO: Rodger Tripplett, Principal Montessori Academy at Henry C. Morton
Dr. Leonard Seawood, Superintendent, Benton Harbor Area Schools

FROM: Bill Witt, Supervisor, School Improvement Support Unit *B.W.*

SUBJECT: Early Warning Notice for Possible Discontinuation of SIG Funding

In order to ensure that all aspects of the School Improvement Grant (SIG) are compliant and being implemented, a SIG Monitor/Facilitator is assigned to each school awarded a grant. SIG Monitors/Facilitators liaise between the school, central office, and Michigan Department of Education. Additionally, these facilitators work directly with schools to provide on-going technical assistance for grant implementation. Monitors provide written documentation on compliance and level of implementation of the SIG requirements in the form of monthly or bi-monthly reports submitted to MDE. Bi-annual program and fiscal compliance evaluations are also conducted in order to monitor and document the grant implementation progress. These are all used to determine continuation of funding for SIG grantees.

After careful review of reports and the Mid-year program review conducted February, 2015, the following indicators have been determined to be non-compliant and/or not yet implemented thus prompting an "Early Warning" notice:

Indicator	Evaluation Mark	Corrective Action
<p>The principal has been replaced within the last two years or a plan is in place to replace the principal consistent with this model. The new principal has the experience and skills needed to implement successfully a turnaround, restart, or transformation model.</p>	<p>✓Non-Compliant</p>	<ul style="list-style-type: none"> • Provide evidence that an interview process was used to hire current principal. • Provide evidence that current principal possesses turnaround competencies. <p>The principal's "turnaround competencies" that need to be ensured are:</p> <ol style="list-style-type: none"> 1. <i>identify and focus on early wins and big payoffs;</i> 2. <i>break organizational norms;</i> 3. <i>act quickly in a fast cycle;</i> 4. <i>collect and analyze data; and</i> 5. <i>galvanize staff around big ideas</i>

STATE BOARD OF EDUCATION

JOHN C. AUSTIN – PRESIDENT • CASANDRA E. ULBRICH – VICE PRESIDENT
MICHELLE FECTION – SECRETARY • PAMELA PUGH SMITH – TREASURER
LUPE RAMOS-MONTIGNY – NASBE DELEGATE • KATHLEEN N. STRAUS
EILEEN LAPPIN WEISER • RICHARD ZEILE

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909
www.michigan.gov/mde • (517) 373-3324

Plan includes student data in teacher/leader evaluations	✓ Non-Compliant	<ul style="list-style-type: none"> • Provide evidence that student achievement data used to measure teacher performance meets minimum standard. • Provide evidence that Letter of Agreement from 2011 is being upheld.
Evaluations are designed with teacher/principal involvement	✓ Non-Compliant	<ul style="list-style-type: none"> • Provide evidence that negotiations for this requirement have been finalized.
Evidence of implementing financial incentives or career growth or flexible work conditions	✓ Non-Compliant	<ul style="list-style-type: none"> • Provide any evidence that one or more strategies have been implemented for financial incentives or other opportunities of growth.
<p><i>Evidence of increased learning time is provided:</i></p> <p>a. Evidence that extended learning time is in place for all students in the core academic areas</p> <p>Minimum of 300 hours suggested, but is not required</p>	✓ Non-Compliant	<ul style="list-style-type: none"> • Provide copies of the former schedule and current schedule to demonstrate that increased learning has been implemented.
<p><i>Evidence of increased learning time is provided:</i></p> <p>b. Instruction is provided in other subjects and enrichment activities are in place that contribute to a well-rounded education</p>	✓ Non-Compliant	<ul style="list-style-type: none"> • Provide copies of the former schedule and current schedule to demonstrate that increased learning has been implemented.

Evidence of the above indicators and corrective actions must be in place by June 1, 2015. Failure to adhere to the corrective action(s) in conjunction with any additional findings from the Year-End Program and Fiscal Compliance Review (to be conducted in May-June) and the SIG Monitor/Facilitator reports may result in the discontinuance of your SIG funding for years 2 (2015-2016) and year 3 (2016-2017).

If you have questions or concerns about your current status, please contact either your SIG Monitor/Facilitator, Dr. Karen Lenz-Wallington at LenzWallingtonK@michigan.gov, Dr. LaWanna Shelton, Education Consultant at sheltonl@michigan.gov, or me, WittB1@michigan.gov to discuss these issues.

Thank you for attending to these issues.