



# Indiana Department of Education

SUPPORTING STUDENT SUCCESS

## BY MAIL AND EMAIL

South Bend Community School Corporation  
215 South Saint Joseph Street  
South Bend, IN 46601

Rise Up Academy – Amendment I  
2012 – 2013 School Year

Your 2012-2013 1003g School Improvement Grant (SIG) amendment has been approved. These funds are authorized for use as of October 2, 2012. The amount listed in the chart below verifies the school improvement funds that have been approved. Your corporation is responsible for conducting the 1003g SIG program in the manner and for the purpose described in the application and in accordance with federal law. Please revise the original 1003g SIG application with the revisions approved in this amendment. If you have questions concerning the approval, please contact our office at (317) 232-9062.

FY2013 Funds Approved for Current Budget:	\$566,680.00
FY2013 School Improvement Grant Availability:	\$678,910.00

Sincerely,

Ronald D Sandlin III  
School Turnaround Manager  
Indiana Department of Education

**School Improvement Grant (1003g)  
Section II -- BUDGET**

School Year 2012 - 2013

Note: The total amount of funding per year must total no less than \$50,000 and no greater than \$2,000,000 per year.

Corporation Name: South Bend Community School Corporation  
 Corporation Number: 7205  
 School Name: Rise Up Academy

ACCOUNT NO.	FTE	Cert.	Noncert.	EXPENDITURE DESCRIPTION	SUBTOTAL	LINE ITEM TOTAL
<b>1. PERSONNEL (include positions and names)</b>						
		x				
	30.00	x		Staff Club/Activities	\$ 17,700.00	
	1.00		x	Attendance Manager	\$ 50,000.00	
	23.00			Professional Growth Plan/\$2000 each	\$ 46,000.00	
	1.00		X	Instructional Tech	\$ 30,000.00	
	40.00			Teacher/Staff Incentives	\$ 150,000.00	
	95.00	<b>TOTAL SALARIES</b>				<b>\$ 293,700.00</b>
<b>2. Benefits: Benefits should be based on actual known costs or an established formula. Fixed charges/benefits below are for the personnel listed under PERSONNEL above and only for the percentage of time devoted to this project.</b>						
		<i>Additional 5 school days</i>				
<b>3. TRAVEL: (differentiate in-state and out-of-state)</b>						
	out-of-state					
	in-state			Travel for Staff Professional Development	\$ 5,000.00	
				<b>TOTAL TRAVEL</b>		<b>\$ 5,000.00</b>
<b>4. CONTRACTED SERVICES: (List the type of contracted services to be provided, including the vendor's name, if applicable.)</b>						
				Novanet	\$ 11,980.00	
				WorkOne	\$ 30,000.00	
				Oaklawn	\$ 30,000.00	
				Mind Body Kinection	\$ 16,000.00	
				Door Alarms	\$ 2,000.00	
				Shots Fired Progr	\$ 1,200.00	
				Work Place Certification	\$ 45,000.00	
				Transpo Bus Passes	\$ 6,000.00	
				Youth Services Bureau	\$ 35,800.00	
				Apple Vouchers/Repairs/Replace	\$ 10,000.00	
				School Bus Transportation	\$ 25,000.00	
				<b>TOTAL CONTRACTED SERVICES</b>		<b>\$ 212,980.00</b>
<b>5. SUPPLIES: Enter the total amount of materials and supplies. Provide a list of supplies on a separate sheet. (Include the total amount to be used to purchase testing, programmatic and/or office supplies.)</b>						
				<b>TOTAL SUPPLIES</b>		
<b>6. EQUIPMENT AND TECHNOLOGY: Enter the total amount of equipment and technology purchases. Provide a list of equipment and technology on a separate sheet. Equipment is defined as "tangible, non-expendable/non-consumable personal property having a useful lifespan of more than one year".</b>						
				<b>TOTAL EQUIPMENT AND TECHNOLOGY</b>		
<b>7. OTHER SERVICES: (Include a specific description of services.)</b>						
				Staff Retreats	\$ 6,000.00	
				Professional Development Stipends	\$ 12,000.00	
				Attendance Incentive	\$ 7,000.00	
				Teacher Innovation Mini Grants	\$ 10,000.00	
				ECA Test Graduation Honor Roll Incentives	\$ 20,000.00	
				<b>TOTAL OTHER SERVICES</b>		<b>\$55,000.00</b>
<b>TOTAL ANTICIPATED EXPENDITURES (SUM OF SECTIONS 1-7 OF THIS FORM).</b>						<b>\$ 566,680.00</b>

SUPPLIES: The following list represents the anticipated materials and supplies purchases.



## Implementation of Transformation Model – Considered as Justification for Amendment I

➤ **Instructions:**

- 1) Using the tables provided, develop a detailed timeline for each element of the selected model listed in the first column. In the second column include the steps or tasks the district will complete to fulfill the requirements of the element. Also, list the lead person and when the task will occur (names of months are sufficient).
- 2) For how the descriptions will be scored, see the attached Transformation Intervention Model scoring rubric.

Elements	Tasks	Lead Person/ Position	Time Period (month)
<p>1. <i>Replace the principal who led the school prior to implementing the model.</i></p>	<p>Posted the position with detailed job description internally, with IDOE, and in <i>Education week</i> for a one-week period.</p> <p>Develop screening committee of stakeholders and screen all applicants for interview with assistance from AHSI.</p> <p>Develop interview committee of stakeholders and conduct interviews with protocols reviewed by AHSI and IDOE.</p> <p>Interview committee recommends final candidates for interview by superintendent.</p> <p>Superintendent recommends principal to Board of School Trustees</p>	<p>Nye/Director of Human Resources Wilson/ Dpty. Supt.</p>	<p>July 2010</p>
<p>2. <i>Use evaluation systems for teachers and principals that consider student growth and assessments; develop with</i></p>	<p>Teacher re-hires will be determined by the State-approved performance evaluation criteria. Under-performing teachers will be given additional PD, if progress is not made teacher can be terminated or transferred. High-performing teachers will be eligible for monetary incentives based on the following</p>	<p>Azar/Principal</p>	<p>August 2011</p>

<p><i>teacher/principal involvement.</i></p>	<p>criteria:</p> <p>State Teacher Performance Evaluation (30%)</p> <ul style="list-style-type: none"> <li>- Reviewed by principal.</li> <li>- Reviewed quarterly.</li> <li>- The state rubric will be used (training will be needed by the IDOE)</li> </ul> <p>Student Performance (30%) - \$600</p> <ul style="list-style-type: none"> <li>- Based on SIG Benchmark Data in the following areas:</li> <li>- Graduation Rate higher than 39.3 % (last years rate) - \$200</li> <li>- ECA data from summer testing: <ul style="list-style-type: none"> <li>• English 10 15% passing or higher - \$200</li> <li>• Algebra I 13% or higher - \$200</li> </ul> </li> </ul> <p>Peer Review (20%) - \$400.00</p> <ul style="list-style-type: none"> <li>- Based on implementations of feedback from the peer review process, 3 times per quarter.</li> <li>- Reflection, teacher share, learning new strategies.</li> </ul> <p>Teacher Attendance (20%)</p> <ul style="list-style-type: none"> <li>- NOT based on personal days, professional leave, or 4 sick/family illness days</li> </ul> <p>The incentive will be paid based on the percentage earned in the above categories. For example if a teacher earns 80% for a total sum of the above categories, they would receive 80% of the incentive. Teachers receiving less than 80% will be assigned PD to improve in their areas of weakness. If a teacher receives an evaluation of 50% or less, they will not receive any incentive pay. If improvement is not made the teacher will be up for termination or relocation at the end of the school year. The incentive amount is \$2000.00 maximum.</p>		
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	<p>Incentive Pay: \$150 ELA/\$150 Alg. for each testing window (All staff)</p> <p>ECA Results</p> <p>Algebra I: 25% Passing (\$125 or \$250) 50% increase in student scale scores (\$125 or \$250)</p> <p>English 10: 25% Passing (\$125 or \$250) 50% increase in student scale scores (\$125 or \$250)</p> <p>Incentive Pay: Math/LA Teachers/Enrichment \$500/\$500 Non Math/LA Teachers/Staff \$250/\$250</p>		
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<b>Elements</b>	<b>Tasks</b>	<b>Lead Person/ Position</b>	<b>Time Period (month)</b>
<p>4. <i>Provide high quality, job-embedded professional development.</i></p>	<ul style="list-style-type: none"> <li>- Provide a fund (\$2000/school year) for each individual teacher to use for professional development opportunities (conferences, trainings, graduate work) throughout the year. Travel expenses related to attending these conferences and trainings will also be budgeted and financed with these funds.</li> <li>- Professional Development stipends for teachers and staff participating in school-led professional development initiatives which have been established such Learning Log meetings, Project-based learning, Literacy Across the Curriculum as well as new initiatives such as iPad training and Crisis Prevention Intervention.</li> <li>- Develop a system of peer review and support within the</li> </ul>	<p>Azar/Principal</p>	<p>August 2011</p> <p>August 2011</p> <p>August 2012</p>

	school day		
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<p>5. <i>Implement strategies to recruit, place, retain staff (financial incentives, promotion, career growth, flexible work time).</i></p>	<ul style="list-style-type: none"> <li>– Modify all job descriptions to include details of the non-traditional education as well as the incorporated technology and project-based learning at Rise Up Academy.</li> <li>– Maintain a staff with personalities, experiences, and backgrounds with an ultimate goal of creating a culture conducive to student learners of all types. Student success and learning is enhanced when a student can connect with a staff member in the building.</li> <li>– Attempted and was successful in recruiting minority teachers and staff.</li> <li>– Provide monetary incentives for high-performing teachers who exceed various components of the evaluation process. The evaluation process used is the RISE rubric developed by the state. This rubric will be connected to the districts initiative for teacher evaluation by modifying the category titles to the districts titles. For example, Highly Effective would become The Target. (see attached)</li> <li>– Provide a \$2000.00 fund for each individual teacher to use for professional development opportunities (conferences, trainings, Praxis, materials) throughout the school year budget followed up with a Professional Development Growth Plan. (see</li> </ul>	<p>Azar/Principal</p>	<p>May 2012</p>
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	<p>attached)</p> <ul style="list-style-type: none"> <li>- Facilitating staff events (retreats, banquets, outings) for staff throughout the year. The event celebrates accomplishments in a social setting with staff members. The purpose is to boost morale and focus on goals.</li> <li>- Staff Retention Funds – returning staff receives \$2000.00 (\$500.00 at the end of each quarter) and new staff receives \$1000.00 (\$250.00 at the end of each quarter).</li> </ul>		
6. <i>Provide increased learning time for students and staff.</i>	<p>Add 30 minutes of instructional time daily to schedule. RUA has continued to do this for the past two years and this year.</p> <p>Add 5 days of instructional time to the school year. RUA has continued to do this for the past two years and this year.</p>	Azar/Principal	<p>August 2010 August 2012</p> <p>August 2012</p>
7. <i>Use data to implement an aligned instructional program.</i>	<p>Preliminary data analysis of all enrolled students to determine placements and initial schedule. RUA uses Performance Series Scantron testing to evaluate students reading ability two times a year. This also helps determine students needing Read 180 as well as areas of weakness for each individual student.</p> <p>Based on ECA data, RUA tailors each class to the overall needs of our students. The enrichment classes are developed and divided according to the ECA strands needing remediation in alignment with the Algebra I classes. RUA uses the Hoosier Writing Project to standardize our writing expectations across the</p>	Administration Leadership Team	August 2012

	<p>curriculum, as this has been an area of weakness for our students.</p> <p>Staff will be trained on how to incorporate rigor and relevance into project/performance based instruction. Training will come from the Buck Institute and experienced staff members. Professional development will be based on the student PBL rubric scores from 2011-2012.</p>		
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Elements	Tasks	Lead Person/ Position	Time Period (month)
<p>8. <i>Promote the use of data to inform and differentiate instruction.</i></p>	<p>The daily bell schedule for the 2012 – 2013 school year was restructured to include an enrichment class to support the students who have not passed the ECA in Algebra 1 and English 10 curriculum. The enrichment classes are developed and divided according to the ECA strands needing remediation in alignment with the Algebra I classes. RUA uses the Hoosier Writing Project to standardize our writing expectations across the curriculum, as this has been an area of weakness for our students.</p> <p>Teacher Innovation Mini-Grants promotes educators to use action-based research. In doing so, teachers develop improvements to their differentiated instructional strategies and activities. Teachers/staff can apply for a \$1000.00 grant to help support their instruction. (see attached <i>Teacher Innovation Mini-Grant 2013.</i>)</p>	<p>Administration Math Teachers LA Teachers</p>	<p>August 2012</p>
<p>9. <i>Provide mechanisms for family and community engagement.</i></p>	<p>Work with community partners to develop monthly workshops/activities for students and families.</p> <ul style="list-style-type: none"> <li>– Oaklawn Partnership provides wraparound services for RUA students needing skills training, therapy and mental health support and family counseling (see attached <i>Oaklawn Rise Up Proposal 2012-13.</i>)</li> <li>– Youth Services Bureau (YSB) provides a full-time case manager on-site to assist students in job skills, job-seeking skills, housing, transportation and other</li> </ul>	<p>Azar/Principal</p>	<p>August 2012</p>

	<p>services based on needs (see attached <i>Street Outreach Proposal for Rise Up Academy</i> and <i>Street Outreach Rise Up Academy Budget for 2012-13.</i>)</p> <ul style="list-style-type: none"> <li>- Extra-curricular Clubs and Activities - The clubs and activities encourage student participation in community-based activities. Clubs that RUA currently offers are Cooking, Non Violence, Careers, Ceramics, and others. Each staff member sponsors a group that engages students' afterschool. Teachers will receive a \$500.00 stipend for each club/activity they sponsor. These meet after school from 4:30 – 5:30 PM on Monday and Wednesday.</li> <li>- Mind Body Kinection helps promote healthy coping skills and relaxation techniques to staff during prep time and after school and students during P.E. and Health. (see attached Mind Body Kinection for Rise Up Academy.)</li> </ul>		
<p>10. Give the school sufficient operational flexibility (staffing, calendars/time, budgeting).</p>	<p><b>School Year 2010 - 2011:</b> Work with the external collaborator and school staff to determine an appropriate calendar and schedule to meet student needs for success. Discuss with district staff and the bargaining unit to facilitate necessary changes.</p> <p>Work with the external collaborator to provide a staffing model to implement an alternative school structure that will meet the needs of South Bend students. Discuss with district staff and the bargaining unit to facilitate appropriate staffing.</p> <p>Work with external community providers to develop</p>	<p>Azar/Principal</p>	<p>August 2010</p>



based on their attendance data. Students with weekly perfect attendance will receive a piece of pizza every week.

Students passing the ECA for either English 10 or Algebra I at each testing window can earn an academic based activity that could be but not limited to college and career visits, trips to museums in other cities, National Resource Parks.

Students with less than three unexcused absences in a quarter will be awarded an outside-of-school field trip at the end of each quarter. Examples of these trips could be: academic based activity that could be but not limited to college and career visits, trips to museums in other cities, National Resource Parks.

Students who have not exceeded 12 unexcused absences throughout the entire school year will be rewarded with the opportunity to participate in an academic based activity that could be but not limited to college and career visits, trips to museums in other cities, National Resource Parks.

*WorkOne* partnership provides the *Jobs For America's Graduates* (JAG) curriculum to Rise Up Academy. JAG is an elective course focusing on job-skills and preparing them to be career-ready. (see attached *WorkOne Rise Up Proposal* and *WorkOne Rise Up Budget*)

*Work Place Certification (WPC)* is an off-site career and technical course offering students hands-on education with the possibility of dual credit and

	<p>certification/licensing in certain fields of student.</p> <p><i>Shots Fired</i> is a program targeting at-risk males in need of academic and behavioral support from mentors (see attached <i>Wingo Rise Up Academy Proposal</i>.)</p> <p>Transportation: Students need to be transported to and from school from all corners of our district's boundaries. In addition to be bused to and from school, occasionally, students must rely on public transportation RUA furnish these students with bus passes and transfers. All records for names and dates are kept on who has received these passes.</p> <p>The addition of the Attendance Manager position is necessary to monitor students' attendance. This individual monitors and analyzes attendance data and uses all resources available to encourage and improve our students' attendance. Additionally, attendance data are used by staff to develop strategies for individual students with severe attendance issues (see attached <i>Attendance Manager Job Description</i>).</p>		
<p><i>11. LEA and, SEA supports school with ongoing, intensive technical assistance and support.</i></p>	<p>Bi-weekly meetings with central office staff to review needs and progress</p> <p>Monthly visits by IDOE representatives to review needs and progress</p> <p>Meeting monthly with a critical friend recommended by IDOE.</p>	<p>District</p> <p>IDOE</p> <p>SRUAeney</p>	<p>August 2011</p> <p>August 2010</p> <p>August 2011</p>