

# AGENDA

## ITEM

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**SUBJECT:** Consider approval of a budget amendment to fund the implementation of the Engage initiative.

**RATIONALE:**

On February 2, 2016, our Director of Curriculum & Instruction provided the Board with an overview of the Engage initiative aimed at providing a focused framework for a cohort of educators. If approved, our initial cohort will be the science and social studies teacher team members from Graham Junior High School.

The engage2learn (e2L) team is nationally known for its process in bringing people together to design an actionable and measurable learning solution. Engage will guide a team of Graham ISD educators through the process of designing a learning framework that will lead to innovation in the classroom. This process will empower innovation leaders within the district to move forward in one direction in a team-oriented and systematic manner. Through this process, the design team will experience a learning environment that incorporates Future Ready Skills including collaboration, creativity, communication and critical thinking, as well as recognizing the need to be nimble and agile to adjust strategies and tactics. Ultimately, Graham ISD's team will experience the learning framework they desire for their students. This process provides a foundation for growth mindset and learning community culture, allowing the team to help principals and teachers achieve distinguished levels of performance.

The Engage team will ensure that Graham ISD has the tools and resources to create an innovative learning environment that matches the district learning vision. These tools and resources include the Engage Learning Model (ELM), training, coaching and building district capacity for sustainability. This is accomplished through the following processes:

1. **Training and Coaching:** An assigned Engage Coach will work with teachers and administrators during job-embedded coaching sessions, as they implement the ELM. The Engage coach will support them as they master the professional learning standards and will track growth in those standards based on evidence.
2. **Coaches Academy:** Training and coaching structure for building internal capacity for coaching teachers toward sustainability of the ELM in GISD.

Engage will facilitate the training and coaching of a Bright Spots cohort of teachers, administrators, and instructional support staff. To ensure diffusion of the learning framework throughout Graham ISD, e2L is recommending training a cohort that consists of up to 20 teachers, campus administrators, and instructional support staff. The training and coaching will allow the team to solidify understandings of design and facilitation of the ELM and ensure an impact on student learning. An assigned Engage Coach will work with teachers, administrators, and instructional support staff during

job-embedded coaching sessions, as they implement the ELM. The Engage coach will support them as they master the professional learning standards and will track growth in those standards based on evidence in the ELM Coaching Log. The log will provide access to reporting features for district and campus administrators on teacher growth in professional learning standards as a result of training and coaching.

Since the February 2<sup>nd</sup> meeting, an overview of the Engage initiative has been presented to the campus principals and to the GJHS science and social studies cohort.

**Cost Proposal:**

Engage Component	Cost Breakdown
<b>ELM: Training and Coaching</b> <ul style="list-style-type: none"> <li>• 4 days training onsite</li> <li>• Training on coaching the ELM professional learning standards</li> </ul>	\$22,000 \$11,000/YR 20 participants
<b>Coaching to fidelity on the ELM and professional learning standards</b> <ul style="list-style-type: none"> <li>• 28 days</li> </ul>	\$42,000 YR 1- 18 days- \$27,000 YR 2- 10 Days \$15,000
<b>Coaches academy: Coaching and training</b> <ul style="list-style-type: none"> <li>• Training for GISD coaches (3 days)</li> <li>• Modeling coaching for coaches (8 days)</li> </ul>	\$28,500
<b>ELM online component</b>	\$4,350
<b>TOTAL:</b>	<b>\$96,850</b>

**RECOMMENDATION:**

I recommend approval of a budget amendment in the amount of \$24,450 to fund the implementation of the Engage initiative. The remainder of the funds for the initiative will be addressed during the budget development/approval process.

**CONTACT PERSON(S):**

Sonny Cruse  
 Gary Browning