Strategic Action Update: Differentiated Resources

Department of Instruction
February 12, 2019
## LCPS Strategic Plan

### Goal 3: Deliver effective and efficient support for student success.

### Topic: Differentiated Resources

<table>
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<th>STRATEGIC ACTION</th>
<th>PERFORMANCE MEASURE</th>
<th>DESIRED OUTCOME</th>
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</table>
| LCPS will provide differentiated resources for schools to better meet the needs of socioeconomically disadvantaged students, English language learners, and special education students to help close achievement gaps. | - Budget and staffing allocation documentation relating to differentiated staffing  
- Performance of students on state and local assessments | FY16 Baseline  
A modest number of additional teachers is provided at the high school level in accordance with criteria for differentiation.  
FY17  
Provide a modest number of additional staff, as well as expanded parent liaison hours, at the elementary, middle, and high school levels in accordance with criteria for differentiation. Consider implementation in FY18-FY20 of expanding the number of instructional and administrative positions awarded based on differentiation criteria.  
FY18 To be determined in FY17  
FY19 To be determined  
FY20 To be determined |

Adopted by the School Board on June 28, 2016
Differentiated Resources Strategic Action

**LCPS will provide differentiated resources for schools to better meet the needs of socioeconomically disadvantaged students, English learners, and special education students to help close achievement gaps.**

- School principals submit requests for differentiated staffing with goals and steps to be used for monitoring impact. Plans are reviewed throughout the school year in order to monitor effectiveness and progress toward goal attainment.
- Differentiated allotments give funding flexibility to the schools in providing equitable student experiences. Differentiated allotments were calculated based on the number of economically disadvantaged students at a school and an allotment amount.
Differentiated Resources

DESIRED OUTCOME

FY18 - Provide a modest number of additional staff, as well as expanded parent liaison hours, at the elementary, middle, and high school levels in accordance with criteria for differentiation.

ACHIEVEMENT

Elementary Differentiated Staffing:
- 15 FTEs provided at 10 qualifying sites

Middle School Differentiated Staffing:
- 9.5 FTEs provided at 6 qualifying sites

High School Differentiated Staffing:
- 13 FTEs provided at 6 qualifying sites

Parent Liaison hours allocated:
FY18 = 10,404 hours
FY19 = 10,026 hours
FY18 Elementary School Example

Sully ES - School-Based Instructional Facilitator
- Provided differentiated professional development and coaching opportunities for teachers.
- Supported the development of instructional practices in an effort to implement Personalized Learning.

Outcomes
5th Grade (Exit Grade) - Measures of Academic Progress (MAP)
- 69% met their projected growth for the year in Reading
  - 71% of English Learners met their projected growth for the year in Reading
- 73% met their projected growth for the year in Math
  - 70% of English Learners met their projected growth for the year in Math
FY18 Middle School Example

River Bend Middle School - English Teacher
- Establishment of small group reading classes designed for general education, special education, and English learner students in Tiers 2-3.

Outcomes
- 8 point increase in English SOL pass rate for Students w/ Disabilities
- 2 point increase in English SOL pass rate for English Learners
- 6 point increase in English SOL pass rate for Economically Disadvantaged
FY18 High School Example

Loudoun County HS - 1.2 FTE for English learner support in core content classes
- Created differentiated learning environments to increase proficiency of academic vocabulary, English language acquisition, and general knowledge of core content classes for overall academic success.

- 4 of 5 subgroups increased in English SOL pass rates
- 19 point increase in English SOL pass rate for English Learners
- 2 point increase in English SOL pass rate for Students w/ Disabilities

- 5 of 5 subgroups increased in Math SOL pass rates
- 10 point increase in Math SOL pass rate for English Learners
- 10 point increase in Math SOL pass rate for Students w/ Disabilities
## Differentiated Staffing

<table>
<thead>
<tr>
<th>ACTIONS</th>
<th>BENEFITS</th>
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<tbody>
<tr>
<td>Increased literacy and numeracy instructional support to students</td>
<td>Improved gap group pass rates in reading, writing, and math SOLs</td>
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<tr>
<td>School-based instructional facilitators increased data analysis to support teacher growth</td>
<td>Returned time to teachers to concentrate on planning effective instructional strategies</td>
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<tr>
<td>Decreased student-teacher ratio</td>
<td>Increased targeted instruction in reading and math</td>
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<tr>
<td>Increased use of digital content to support personalized learning</td>
<td>Improved teacher implementation of applications leading to increased differentiation</td>
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<td>Improved accreditation status through additional content support</td>
<td>Provided resources that allowed schools to reach or maintain full accreditation status</td>
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FY19 Differentiated Allotments

DESIRED OUTCOME

FY19 – Provide additional instructional materials funding to all schools based on their Free and Reduced Lunch population.

ACHIEVEMENT

FY19 budget includes allotments determined based on the number of economically disadvantaged students at each school:

- Elementary: $22.50 per student
- Middle School: $27.50 per student
- High School: $77.50 per student

Funds may be used for field trips, school supplies, caps and gowns, etc.
FY20 Differentiated Resources: Allotments

DESIRED OUTCOME

FY20 – Provide instructional materials funding to all schools based on their Free and Reduced Lunch population and maintained current level of differentiated staffing.

ACHIEVEMENT

FY20 proposed budget includes allotments based on the number of economically disadvantaged students at each school using same formula as FY19.

- Elementary: $22.50 per student
- Middle School: $27.50 per student
- High School: $77.50 per student
FY20 Differentiated Resources: Staffing

**DESIRE D OUTCOME**

FY20 – Provide instructional materials funding to all schools based on their Free and Reduced Lunch population and maintained current level of differentiated staffing.

**ACHIEVEMENT**

FY20 proposed budget includes slight adjustment to standard, based on the number of EL and economically disadvantaged students, yielding 4 additional FTE.

- Elementary - 20 FTEs
- Middle - 11.2 FTEs
- High - 13.2 FTEs
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