

High School Transformation: Portfolio Management Approach

PI/PD Leadership Institute for
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One Perspective

■ SAN DIEGO CONTEXT...



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High School Renewal in San Diego

■ Five “Renewal” Levels (high to low performance)

- ◆ Challenge
- ◆ Community engagement
- ◆ Redesign
- ◆ New Free Standing
- ◆ Alternative



WHY?

- District Blueprint results
- “one size fits all”
- Choice and Options
- Staff, in particular, teachers need to own the transformation process
- Cannot continue to do the same with same student outcomes



Challenge High Schools

■ Focus

- ◆ Increase achievement for ALL students

■ Strategy

- ◆ Increase AVID and AP offerings for targeted student groups



Community Engagement High Schools

■ Focus

- ◆ Retain neighborhood student enrollment through community engagement

■ Strategy

- ◆ Implement school-wide AVID expansion with student and community engagement emphasis



Alternative High Schools

■ Focus

- ◆ Relevance and rigor for all students

■ Strategy

- ◆ Restructure and redefine program for choice



New Small Schools

■ Focus

- ◆ Greater flexibility for additional student options

■ Strategy

- ◆ Establish charters through “RFP process for external/internal providers



New Small School Models

- MET

- Middle/Early College

- Charters



Redesign High Schools

■ Focus

- ◆ Personalized Learning Environment

■ Strategy

- ◆ Create small autonomous high schools through the conversion of comprehensive high schools.



Small Schools Design Elements

■ Attributes of Good Small Schools

- ◆ “Good small schools depend heavily on a strong culture of sharing, a high degree of coherence,, and a sharp focus on doing few things very well” Rich Lear



Issues to address

- Staff commitment
- Themes selection
- Student/Community Voice
- Student selection/enrollment
- Staffing
- Professional Development



Challenges

- Resegregation/tracking
- Themed based Curriculum
- Multidisciplinary/Project based instruction
- Autonomy
- Unique Vs Common
- Scheduling



Preliminary Results

■ Disturbing Indicators

- ◆ Increased disciplinary actions
- ◆ No attendance rate change
- ◆ Resegregation

■ Promising Indicators

- ◆ Student satisfaction
- ◆ Staff enthusiasm
- ◆ Increased API scores



Contact

- Libia Gil
- American Institutes for Research
- lgil@air.org
- 202 413-3865

