

March 5, 2018

Dear Mrs. Sullivan,

As part of the 2017 school reassignment plan, CMS promised the DES / SES communities a single school community spanning two campuses. We were promised that CMS would preserve and expand schools and programs in which students are successfully achieving the mission and vision of the Board. Fulfilling this promise and executing on the school assignment plan will require commitments above and beyond standard CMS policies.

The New Dilworth Elementary has seen much progress towards achieving the Board's vision due to the dedicated efforts of you, CMS staff and Principal Terry Hall. We appreciate the hard work and focus that has been given to date. However, there is still much work to be done and additional commitments made to ensure the New Dilworth Elementary School will be an A+ school in 2018 -2019. The requests below have been identified by Dilworth Elementary and Sedgefield Elementary administration and the newly combined School Leadership Team as requirements necessary to fully extend the educational model of excellence to both campuses of this new school. We are requesting CMS provide a commitment to these requirements by March 21st, 2018. On March 22nd Dilworth will have tours at both campuses. It will be important to share with our newly merged community that CMS will give Principal Hall all the resources necessary to give every child an A+ education.

Goal: Build a single community that is equitable in leadership, resources, academic success, and community pride across the K-5 school. It is important to consider this as a single school community spanning two separate campuses. As such, resources should be equitable at both campuses and will require equitable staffing at both campuses.

New Dilworth Elementary School Requirements Needed:

- **Maintain the Specials program currently in place at Dilworth with full-time Arts, PE, Music, Spanish, and Media specialist at each campus. This protects the integrity of teacher planning time to work cohesively across each grade level.**
 - Full-time specials programming creates a daily grade level planning period that allows grade level teams to plan with math and literacy facilitators, complete data reviews and student studies and work with administrators and facilitators on child studies and specific needs of students, as a full team.
 - The positive results of this planning period are evident in higher test scores. In 2016, when grade level teams first began daily meetings with the math facilitator, the math scores at DES improved by 16 points.
 - In 2016- 2017 EOG Level 4 & 5 for grades 3,4, & 5 was 78% and EOG Science Proficiency in grade 5 was at 86%
 - Teams of teachers from two different schools will be coming together as one. Therefore, grade-level team planning will be critical to provide consistency and a high-level of instruction in every classroom.
 - **A commitment to full time teachers, regardless of student projections, is necessary for years 2018- 2019 and 2019-2020. This allocation is essential to extend the current planning program to both DES campuses.**
- **Dilworth currently has a full time Spanish Teacher as part of our unique specials programming. Spanish differentiates Dilworth from other elementary schools and is a very important facet of the education our families expect. It is important to continue with a full-time Spanish Teacher at each location.**
- **Continue with the sufficient mental health and behavioral support staff that currently exists at Dilworth Elementary and Sedgefield Elementary.**
 - Student populations at both schools are going through significant transition in the coming years. It will be critical to support all students to ensure they are prepared for daily instruction with the least amount of disruption possible.
 - Currently counselors at Dilworth offer instruction outside of traditional support provided in CMS. Counselors provide character education classes each month, offer Dining with Direction

programs to reach students with targeted lessons, oversee Career Week, which includes weeklong activities and instruction and culminates in a career day for all students.

- **To meet the emotional and behavioral needs of students at both campuses it will require two School Counselors at each campus, 2 BMTs (1 per campus) and 2 Social Workers (1 per campus). These positions should be allotted staff positions above and beyond allocations based on student projections. Title One and ADM allocations will be used for instructional positions to maintain a program of excellence.**
- When voted on in the summer of 2017, the governance structure for the new paired school was determined to include a single Principal supported by 1 Assistant Principal and 1 Dean at each campus. This ensures that each campus will have continuous behavioral and administrative support in place while this Principal is working between campuses.
 - **The structure was voted on with the understanding that the Dean positions would be incremental and would not come from the school's ADM allocation. Further, given the significant transition occurring at the school and the autonomy required of the Assistant Principals, it is necessary to have Principal-Ready APs at each campus, who are paid accordingly.**
- **Two Full-time Talent Development teachers for the combined school, one for each campus.**
 - Currently, the talent development specialists at Dilworth push into all grade levels to provide broader access to enrichment to our student population. Families choose Dilworth over TD magnets because of the school's ability to serve high-achieving learners.
 - A TD teacher for each campus will allow the teachers to get to know all students at each campus. This, along with early identification, will help ensure that no child, regardless of race or socioeconomic background, will be overlooked for TD.
 - In preparation for the pairing, the veteran TD teacher at Dilworth is working closely with the Sedgewick TD teacher to ensure both teachers cohesive support to all students in the new school.
- With the pairing, it will be critical that the current ESL Teaching Allocation remain consistent to support the children on both campuses who will be transitioning.
- Maintain the current EC allotments at each school and provide a full-time teacher's assistant to each EC teacher. An increase in the identification of additional students is anticipated and it is important that support is provided to all children and the caseload for each EC teachers is kept at a reasonable number.

These requests from our school administration and newly combined community are required for the next two years as the New Dilworth undergoes significant transition. It is the expectation that the school population will see significant growth with incoming neighborhood support in the coming years. This growth will provide the number of students necessary to support these requests within standard CMS allocations. Further, these requests will allow the New Dilworth Elementary to be a model of excellence that the Board and CMS can extend to other schools as they transition through future reassignments.

Sincerely,

The New Dilworth Elementary SLT