

## Pueblo City Schools Proposed Management Partner Selection Process and Timeline

*Note: The proposed process and timeline is in development and subject to revisions based upon CDE criteria and stakeholder input.*

<b>October 2018</b>	<ul style="list-style-type: none"> <li>● <b>EASI Fair: October 8 - Introduction to potential State listed EMOs</b></li> <li>● Review State Review Panel reports and recommendations</li> <li>● Collect initial input on school needs from Heroes and Risley school staff and district stakeholders.</li> <li>● Prepare State Board Presentation &amp; Materials</li> </ul>
<b>November 2018</b>	<ul style="list-style-type: none"> <li>● Start drafting EMO selection criteria</li> <li>● Initial phone conversations w/ potential EMO partners</li> <li>● <b>State Board Presentation: November 14-15</b></li> <li>● EASI Grant Submission</li> <li>● <b>State Order Issued &amp; Reviewed: November 27</b></li> </ul>
<b>December 2018</b>	<ul style="list-style-type: none"> <li>● Stakeholder Meetings for both School Staff &amp; Parent/ Guardians <ul style="list-style-type: none"> <li>○ <b>Heroes Staff, Heroes Community Forums: December 10</b></li> <li>○ <b>Risley Staff, Risley Community Forums: December 17</b></li> <li>○ <b>Heroes Student Forum: December 18</b></li> <li>○ <b>Risley Student Forum: December 19</b></li> </ul> </li> <li>● Gather input from each school's key community partners.</li> <li>● Complete conversations with potential providers and finalize list of EMOs that meet initial criteria requirements.</li> <li>● Finalize Management Partner Selection Timeline and Process</li> <li>● Develop Management Partnership Request for Proposal Submission</li> <li>● <b>Disseminate Request for Proposal Submission to identified EMO's: Thursday, December 20</b></li> </ul>
<b>January 2019</b>	<ul style="list-style-type: none"> <li>● <b>EMO Applications due to district: January 11(Extended to January 16)</b></li> <li>● Stakeholder group reviews EMO Plan Submissions using criteria rubric.</li> </ul> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>Assistant Superintendent of Teaching and Learning  Executive Director of Continuous Improvement and Innovation  School Principals from Risley and Heroes  2 Teachers from the Building Leadership Team at Risley and Heroes  2 Parent representatives, two from each school  Boys &amp; Girls Club Representative  Pueblo Community Health Center Representative  CDE representative  PEA district leadership representative  1 additional experienced Innovation Zone Principal  1 PCS Board Member</p> </div> <ul style="list-style-type: none"> <li>● <b>Stakeholder Application Review: Tuesday, January 22</b></li> <li>● Select, notify and schedule 2-3 Finalists for on site visits in February</li> </ul>

<b>February 2019</b>	<ul style="list-style-type: none"> <li>● Conduct 2 day Finalist Visits to include: <ul style="list-style-type: none"> <li><b>Day 1: Monday, February 4</b> <ul style="list-style-type: none"> <li>● Interview w/ Stakeholder Group</li> <li>● School Visits and Walkthrough w/ reflection conversation</li> <li>● Community Forum</li> </ul> </li> <li><b>Day 2: Tuesday, February 5</b> <ul style="list-style-type: none"> <li>● Superintendent/ Cabinet interview</li> </ul> </li> </ul> </li> </ul>
<b>February 2019</b>	<ul style="list-style-type: none"> <li>● Synthesize feedback from interviews, site visits, and community forums.</li> <li>● <b>Superintendent recommendation and PCS board vote to approve EMO:</b></li> <li>● <b>Submit Finalist to CDE/ State Board for vote</b></li> <li>● Develop contract with EMO provider in conjunction with CDE.</li> <li>● PCS Board approval of EMO contract.</li> </ul>
<b>March 2019</b>	<p>Launch External Management Partnership w/ initial focus on planning for 2019-20:</p> <ul style="list-style-type: none"> <li>● Minimum Weekly 1-2 day visits with district and/or each school (March-July)</li> <li>● Staffing, Hiring, Contracting of licensed and classified personnel</li> <li>● Determining outside agency contracts and programming (ie. Relay, ANet, IB, Capturing Kids Hearts, AVID, etc.)</li> <li>● Staff and Student Calendar and Daily Schedule</li> <li>● Assessments and Curriculum identification</li> <li>● Professional Development Planning</li> <li>● All Planning for 2019-20 launch</li> </ul>

## **Management Partner Criteria to date**

An effective EMO candidate should demonstrate experience and expertise in the following areas:

- Comprehensive turnaround leadership and principal supervision and coaching
- Resources and strategies to support recruitment, hiring, evaluation, and retention of staff
- Facilitation of teacher professional development specific to building needs
- Expertise in Special Education programming and differentiation
- Knowledge of standards-aligned curriculum and assessments
- Social and emotional support systems for students and their families
- Knowledge of school reform models and programming
- Strategic use of school budgets within a turnaround environment
- Establishing and maintaining a positive student and adult culture