



MUSKEGON HEIGHTS DISTRICT SNAPSHOT

Public School Academy System

3
SCHOOLS

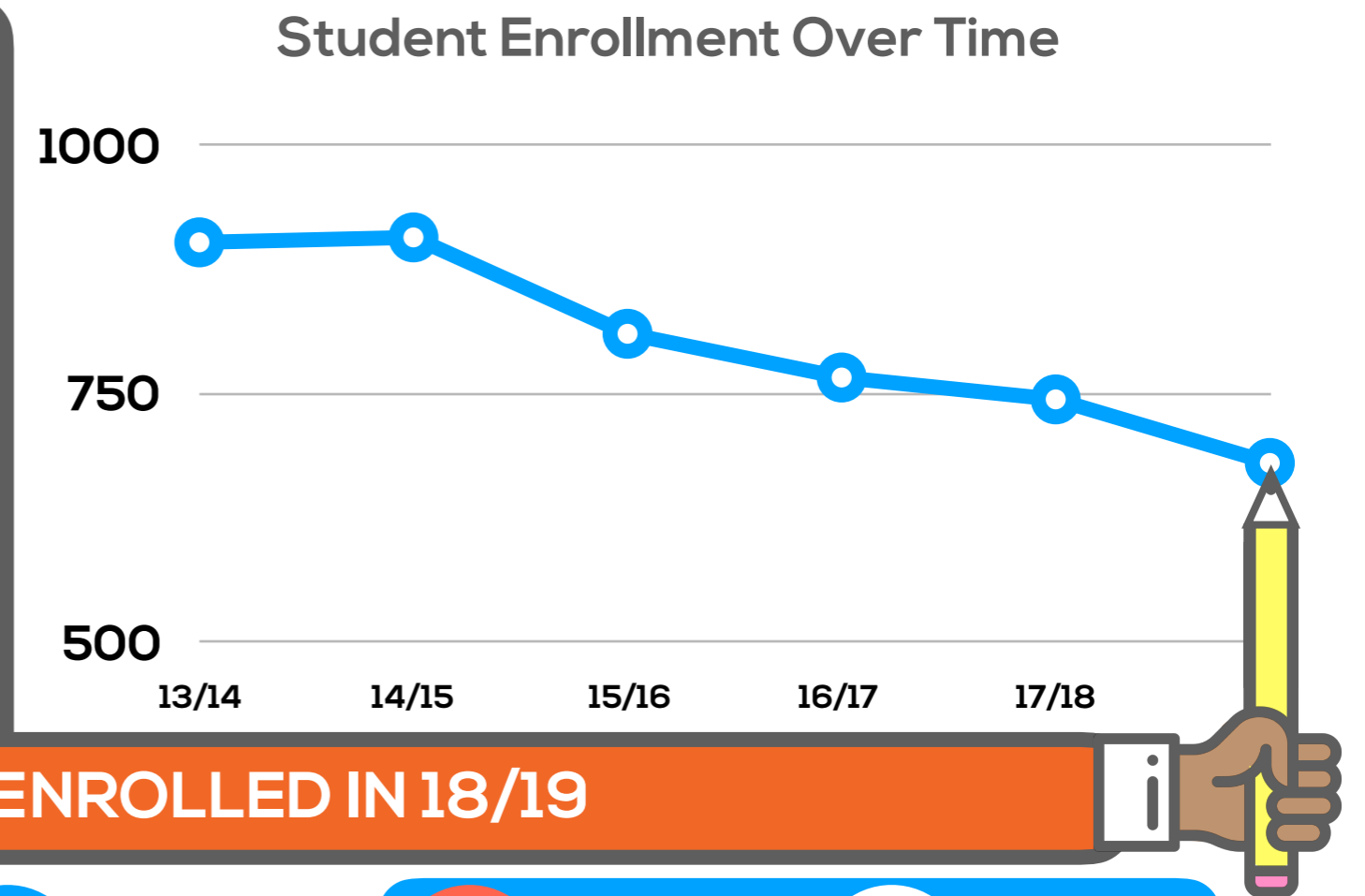
- EDGEWOOD ELEMENTARY ACADEMY : K-1 : 158 STUDENTS
- DR. MARTIN LUTHER KING ACADEMY : 2-6 : 246 STUDENTS
- MUSKEGON HEIGHTS ACADEMY : 7-12 : 248 STUDENTS

STUDENT ETHNICITY

94%
AFRICAN AMERICAN

2% Hispanic 2% White 1% 2+ Races

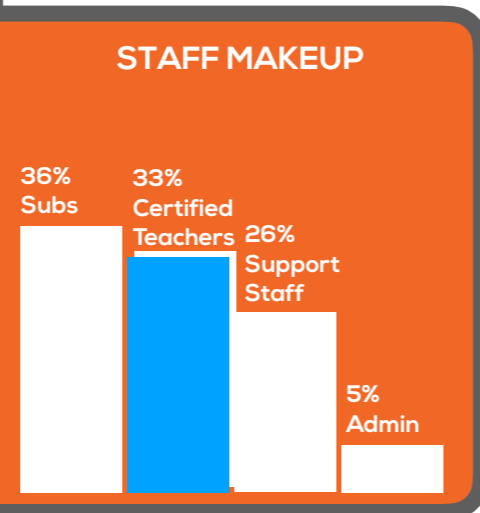
652
STUDENTS ENROLLED IN 18/19



64
BUILDING STAFF

50%
TURNOVER

94% LOW-INCOME **58%** ABSENTEEISM **42%** 7TH GRADE ACE SCORE **14%** NATIONAL AVERAGE ACE SCORE



Meet Gabby . . .

Who loves reading and writing and would like to someday become a doctor to care for others.

- Kindergarten: One long-term substitute (uncertified)
- 1st grade: Teacher left mid-year, replaced with a substitute
- 2nd grade: Teacher left mid-year, replaced with a teacher
- 3rd grade: Three teachers over the course of the year
- 4th grade: **ONE** certified teacher all year!!!
- 5th grade: Five substitutes throughout the year





MUSKEGON HEIGHTS Public School Academy System

STAFF AND STUDENT SNAPSHOT

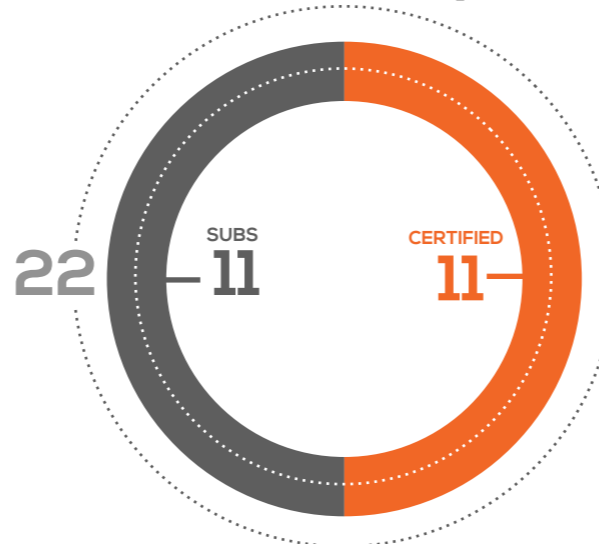
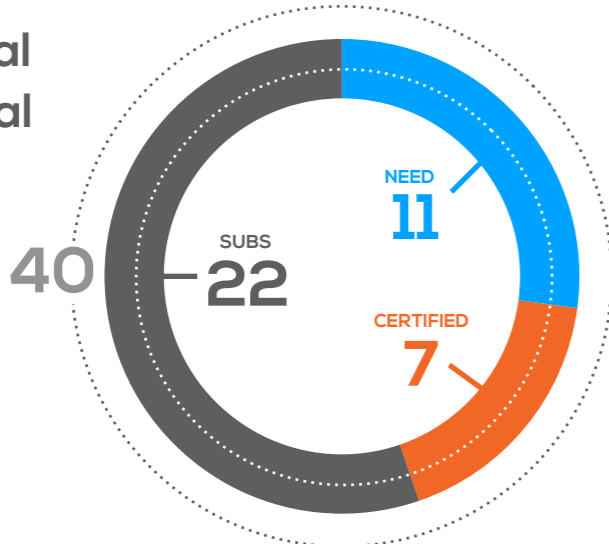
Elementary

Secondary

Baseline Data

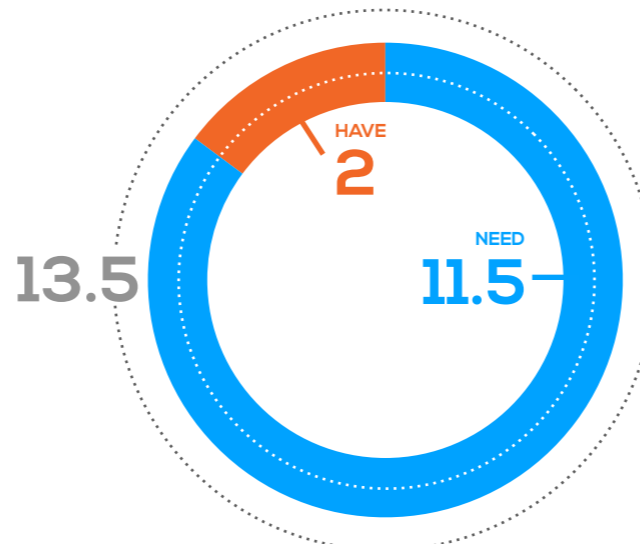
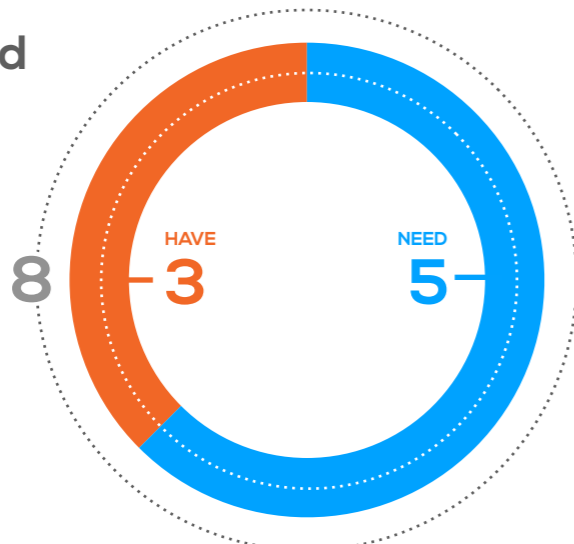
Professional Instructional Staff

(Teachers, interventionists, instructional coaches, etc.)



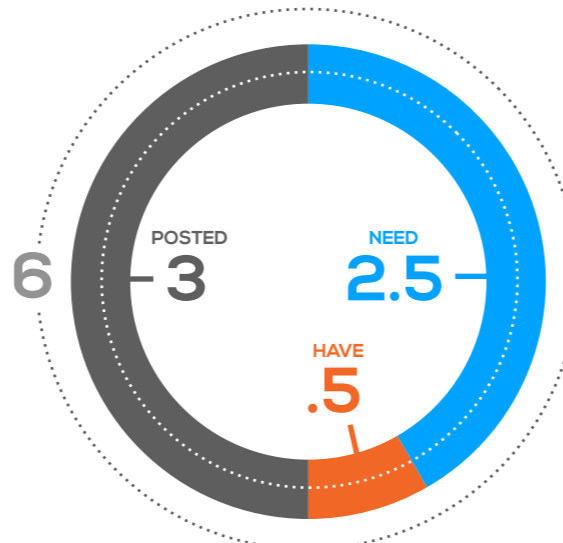
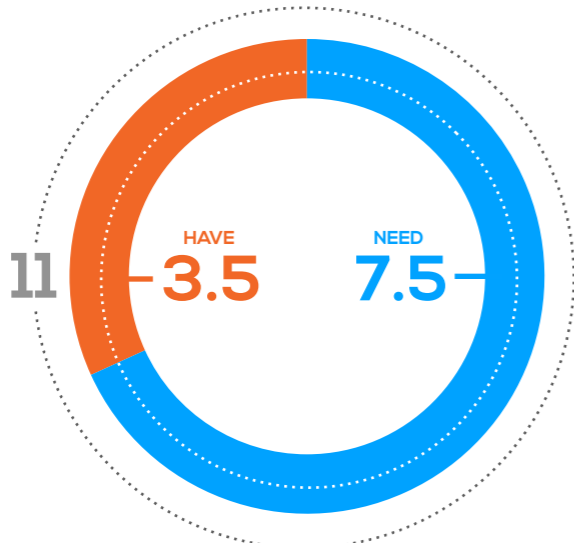
Non-Certified Instructional Support

(Classroom aides, para pros to support instruction, etc.)

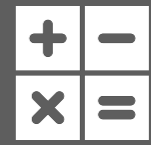


Professional Pupil Support

(Social workers, counselors, psychologists, mental health support, etc.)



ENGLISH
LANGUAGE
ARTS



MATHEMATICS

Adequate Growth

29%

24%

(3rd Grade -
Partially Proficient)

Proficiency

(8th Grade -
Partially Proficient)

16%

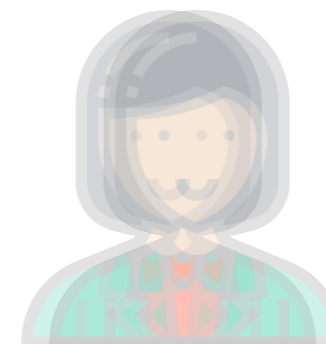
6%

RNN Comparison Data

-.27

-.29

Student to Guidance Counselor Ratios



652:0

Current Ratio

200:1

Recommended Ratio



MUSKEGON HEIGHTS

Public School Academy System

STAFF TRAINING & RETENTION PROGRAM



THE SEED PROGRAM:

(Supporting Emerging Educator Development)

A **2-year** program designed to train and retain **15 teachers** that are already connected to and invested in Muskegon Heights Public School Academy System.



A collaborative program between the Michigan Department of Education (MDE), Grand Valley State University, Access Point, and Muskegon Heights Public School Academy System.



Based upon results from the Michigan Test for Teacher Certification (MTTC), teachers will take targeted coursework and receive intensive mentoring.



Participating teachers will have a "Conditional Certification" as they go through the program.



Managed by Access Point, teachers will receive \$37,500 annually with benefits and will be required to commit for an additional 3 years after the program.



Cost of the program is \$13,000 per year, per participating teacher.



MUSKEGON HEIGHTS : POSSIBLE Public School Academy System : FUTURE DIRECTIONS

TRAUMA SUPPORT



STUDENT TRAUMA AND MINDFULNESS SUPPORT

Hire a counselor/therapist to support students experiencing trauma and toxic stress. In addition, create a student mindfulness room in each building



STAFF TRAUMA AND MINDFULNESS SUPPORT

Hire a counselor/therapist to support staff experiencing secondary trauma through our work. In addition, create a teacher mindfulness room in each building

STABILIZING TEACHING STAFF



TIER II TEACHER RETENTION

Supporting teachers connected to Muskegon Heights Public School Academy System that have some college credits, but no degree - a path to certification, a living wage, and commitment to the district.



BEST PRACTICE INCENTIVES

Up to \$1,500 per semester for bonus pay for best practices (10 items- \$150 each)



RETIREMENT PLAN INCENTIVES

4% in a retirement plan, with an option to match up to another 3% (this would match the retirement plan a teacher would have when they enter a public school in Michigan).



RETENTION PAY

\$2000 retention pay (paid in October of following year) for certified teachers and other certified positions who return to a certified position and are still employed at time of payment.