



Best Practices in K-8 Transitions

Summary of Research and the benefits of prior
experience.

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Top Arguments for K-8 Schools

- Elimination of a Transition
- Stronger (more coherent and supportive school culture)
- Student achievement & attainment
 - ELA and Math results are stronger in most studies, but benefit doesn't always persist through HS.
 - Behavior measures are better throughout
- Parent satisfaction and engagement are an order of magnitude greater than traditional MS models (for K-8 middle grade levels).

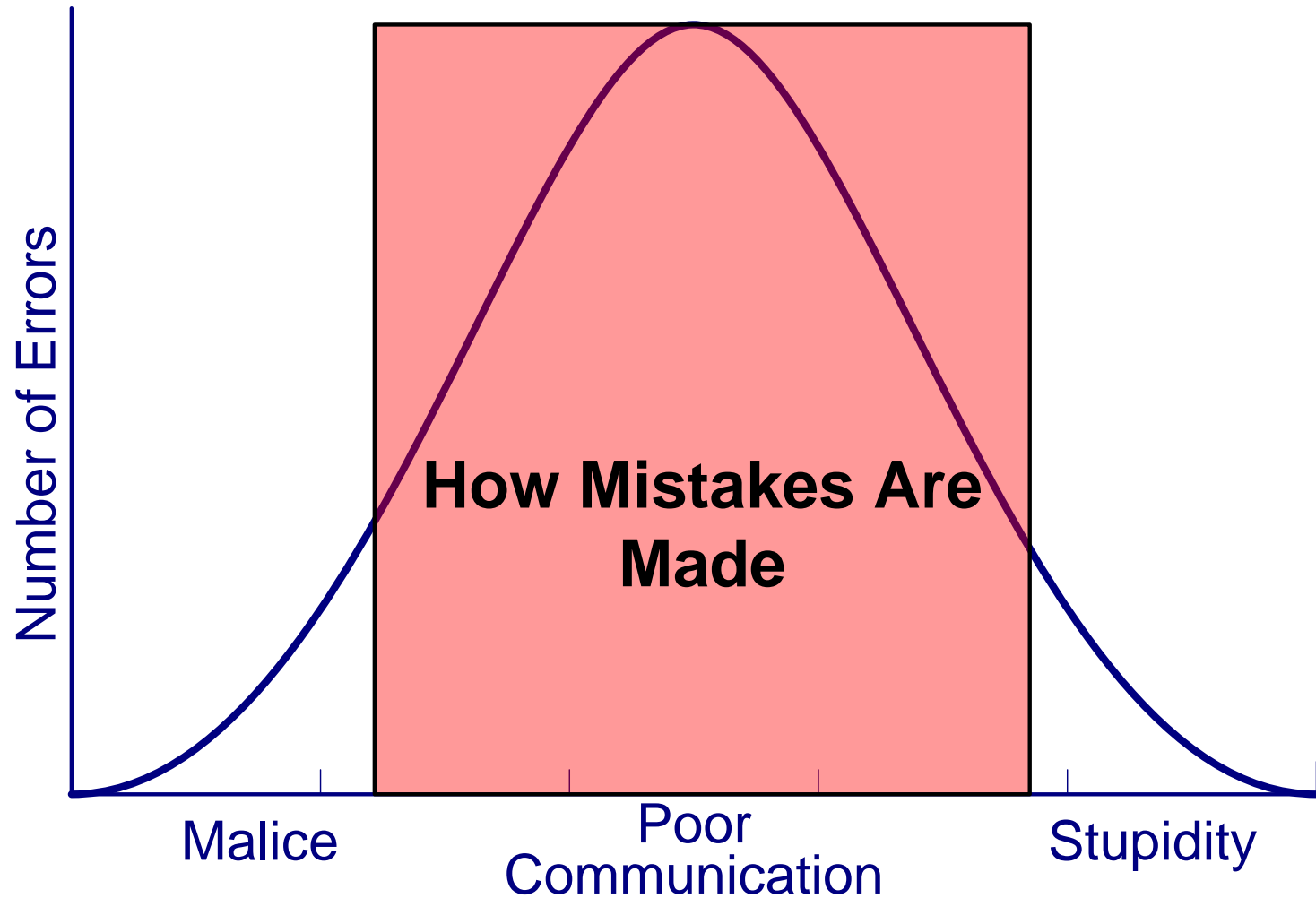


Top challenges in K-8 Transitions

- B,G & E issues. Facility should meet expectations set out by education code.
 - MS – K8 is easier than elementary to MS because tougher MS needs are already met.
- Enrollment and Transportation Problems
 - Making getting to school for younger students safe.
 - Phasing strengthens the identity as a new school and new culture.
- Education Model including Academic Spec.
 - Just an elementary-styles education for later-grades doesn't deliver the needed rigor for C&C readiness.
- Communication is complicated.



The Source of Errors



Best Practices to Engage Parents

- Parents
 - Special efforts for impacted families. Must nurture and support them more proactively than typical.
 - They must not hear about this the same time as parents who are not directly impacted, nor in only the same ways.
 - TWO-WAY communications not just transactional. (We used 5:1 model that mostly worked).
 - Multiple Methods to accommodate familial diversity. Go to Them.





Best Practices to Engage Staff

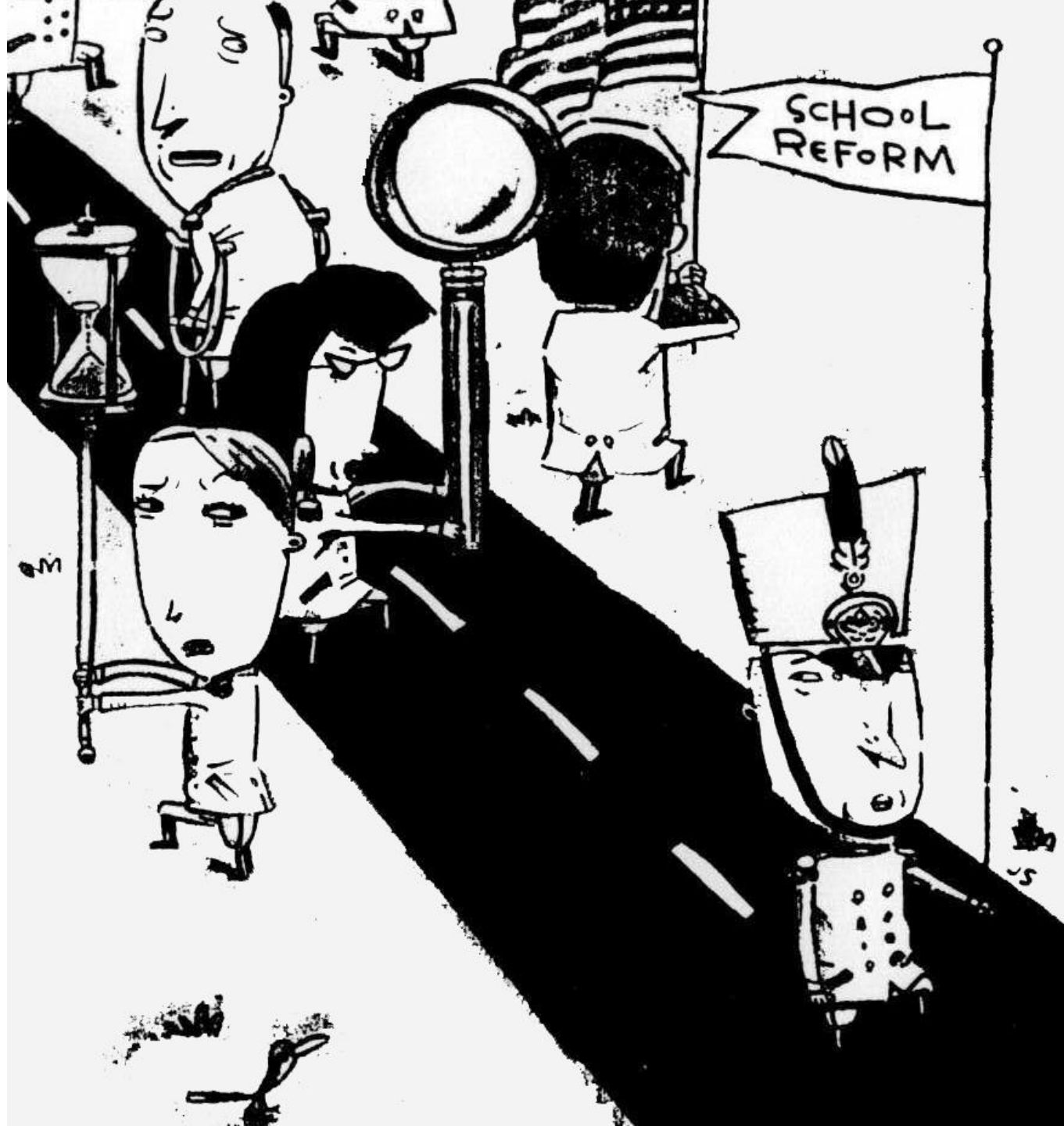
- Staff at CMS
 - Dynamic Inclusion, not transactional. Transparent and Proactive.
 - Those with shared responsibility for implementing new model should have voices respected in the design of it.
 - Remember different perspectives doesn't mean someone has to be wrong.
 - Clear opt in / out process w hold harmless principles.
 - Pay Special Attention to opinion leaders
- Staff at Other Impacted Schools
 - Proactive ahead of key decision-points.



Best Practices to Engage Stakeholders

- Consistency and Persistency along usual channels.
 - Honest about the pain-points and the underlying reasons.
 - Under-promise and over-deliver.
 - Clear about the unknowables while providing a timeframe for expected resolution.
- Keep the vision at the center, recognizing that bringing people to that vision IS the work of leadership and board.





Costs of a K-8 transition typically



PROVISIONING



STAFFING MODEL



TRANSPORTATION



PROGRAM \$\$\$



CONSTRUCTION



PORTABLES



Open Questions

- How do we convince everyone that this isn't just a make-over, but that there are positive, substantive changes going on?
- What happens if the transition does not result in the results we are hoping for?

