

FirstLine Schools Overview



Artificial Turf RFP
Mandatory Pre-Bid Meeting
January 12, 2015

Our Mission

**To create and inspire great open admission
public schools in New Orleans**



Primary Objectives

- 1) College Readiness**
- 2) Rich variety of experiences**
- 3) Staff skillfulness and sustainable organization**



First Charter School in New Orleans

1990

- **Summerbridge (now called Breakthrough):** The roots of FirstLine Schools trace to the founding of this unique summer program at Isidore Newman School designed to help 5th and 6th grade students gain acceptance into top middle schools in order to gain admission to college preparatory high school programs.

1992

- **James Lewis Extension:** Working with a group of concerned parents, Jay Altman and the Summerbridge team founded this school, with 100 students and four teachers. Dr. Tony Recasner became the school's director in 1993.

1998

- **New Orleans Charter Middle School (NOCMS):** FirstLine Schools began as Middle School Advocates in 1998 when it was organized as the umbrella organization for New Orleans Charter Middle School, the city's first charter school. James Lewis Extension converted into the city's first charter school and adopted a new name. NOCMS became the top-performing open-admissions middle school in New Orleans.

2005

- **Samuel J Green Charter School:** Middle School Advocates (the former name of FirstLine Schools) was approached by the state and asked to take over the failing Green Middle School. Green opened as a K-8 charter school the week before Katrina. The school reopened in January 2006.

Middle School Advocates becomes FirstLine Schools

2007

- **Arthur Ashe Charter School & A New Name:** Using the NOCMS charter to open a new K-8 school (later renamed Arthur Ashe), the school opened with fewer than 50 students and has grown to its current enrollment of over 400 students. MSA was changed to FirstLine Schools in 2008 to reflect the organization's post-Katrina incarnation as an organization running primary, middle, and high schools.

2010

- **John Dibert Community School & Langston Hughes Academy:** Dibert became a FirstLine school in the Fall of 2010, after a request from the community to charter and operate the school. FLS began operating Langston Hughes Academy, via a management contract, at the same time.

2011

- **Joseph S. Clark Preparatory High School:** The doors opened on the newly chartered Clark Prep in August 2011. FirstLine's first high school is a turnaround of an existing school.

Our Schools



2014-15 Strategic Anchor: Improving the Quality of Instruction

Improving School Culture

- Embedding **values and aspiration**
- **Motivational** culture
- **Character** development
- **Calm and orderly** environment
- **Parent** partnership
- **Cultural leadership and management**

Improving Quality of Teaching

- **Recruitment and selection**
- **Curriculum and assessments:** shared framework, and resources
- **Vision** of excellent teaching and subject expertise
- **Professional learning** practices
- **Reading and writing** across the curriculum
- **Instructional leadership and management**

Personalizing Learning

- **Layers of learning support:** standards mastery, RTI, and SpEd
- **Assessments** for diagnostic and universal screening and progress monitoring
- **Daily/weekly formative assessment** practices
- **Blended learning** practices
- **Differentiated instruction**

Improving Operations, Systems, and Support

Job Design

- Scorecards (hiring/ performance)
- Job Description

Strategic/Performance Mgmt

- Annual goal setting: org, dept, ind
- Regular review of progress

Tools: Systems, Policies, Practices

- Documented
- Data
- Resources & artifacts
- Continuous improvement (feedback, consult, innovate)

Professional Learning

- PLCs, visits, workshops, coaching
- Reviews – feedback
- Leadership and practitioner
- General and role specific

Culture

FirstLine's Values

- Service
- Collaboration
- Learning
- Results



Culture of Service

WE:

- **Anticipate needs** of others
- **Respond with flexibility and framing**
- **Are available**
- **Give energy to others** with our enthusiasm
- **Solve problems**
- **Provide others with the information they need** to do their jobs well



Culture of Collaboration

WE:

- **Prioritize team goals over individual goals**
- **Build a bigger brain** by co-creating and solving problems with others
- **Consult those who will be affected by our work**
- **Draw upon the expertise of others**
- **Encourage productive conflict**



Culture of Learning

WE:

- **Seek feedback**
- **Continually improve** practices and systems
- **Believe we can always get better**
- **Learn through solving problems**



Culture of Results

WE:

- **Set goals high and work hard to achieve them**
- **Regularly review our progress towards goals and collaborate on how to improve where needed**
- **Take personal responsibility for results**
- **Remain solution oriented**
- **Notice where people are achieving compelling results and figure out how**
- **Don't confuse effort with results**
- **Hold ourselves accountable for achieving our goals, even when they take longer than originally planned**

