

**South End Middle School**

**Video Facilitation Guide**

***Guiding Question:*** *What can we learn from South End Middle School about effectively engaging stakeholders to support school improvement?*

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Meaningful and ongoing engagement with a variety of stakeholders can be a powerful strategy for developing and implementing successful school improvement efforts. This video shows how stakeholders and educators from the South End Middle School and Springfield Public Schools worked together to help develop the school’s sustained improvement plan (formerly known as a turnaround plan). As you watch the video, listen for how educators and stakeholders explain how the process resulted in several important benefits.

**Providing multiple perspectives on the school's needs**

*[Stakeholders] all came to this meeting with different backgrounds and they made me think about things differently, even though I've spent six years walking these hallways. There's a lot of opportunities out there and, I think it was really great to be able to see beyond our walls what's out there to support our kids.* (Lisa, 2:18)

**Ensuring that the Sustained Improvement Plan addresses the diverse needs of the school community**

*I actually think we did a good job of getting different people that look like the community, it wasn't just people that coming in that doesn't know, people really knew the type of kids and the type of families that are in there.* (Wesley, Community Stakeholder 1:48)

**Building a shared sense of urgency and commitment to the sustainable improvement planning and implementation process**

*I'd love to stay involved with the South End Middle School, by being at the school’s service, in any capacity, because they're our neighbors and we serve the same children in our neighborhood.* (Patrick, Community Stakeholder 6:22)

***Related Resources***

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| [Research on Effective Practices in School Turnaround](http://www.doe.mass.edu/turnaround/howitworks/turnaround-practices-508.pdf) - Learn more about the four key practices that characterize effective sustainable improvement efforts in Massachusetts schools.  [Sustainable Improvement Planning Guidance](http://www.doe.mass.edu/turnaround/level4/guidance.html) - Resources for districts and schools on developing an effective sustainable improvement plan, including how to effectively engage stakeholders during and beyond improvement plan development. |

**Detailed Reflection Questions.** The sections of the video below focus on key aspects of the stakeholder engagement process at South End. After watching them, discuss the questions provided related to the ideas and possibilities they illustrate.

**Identifying and recruiting stakeholders**

(0:34 – 2:18) How did the district and school team identify stakeholders? What characteristics and experiences were important to have represented among the stakeholders? How were stakeholders supported in understanding their role in the process?

**Facilitating stakeholder meetings**

(2:35 – 4:20) What did stakeholders appreciate about how the meetings were facilitated? What key information did the school and district provide? How did the school and district ensure that all voices could be heard?

**Incorporating student voice**

(4:20 – 5:12) Although students did not participate directly in stakeholder meetings, the stakeholders and educators identified a developmentally appropriate way to hear student voices. How did this come about? What was the benefit of the approach educators used? What was the outcome?

**Ongoing communication and engagement**

(5:22 – 6:37) Why is it important for districts and schools to continue engaging and communicating with stakeholders? What strategies will South End use to do this? What do stakeholders appreciate about it?

**Additional Reflections for Your Context**

* What strategies, insights, or specific actions from the video most resonate with you?
* What questions do you have about the video?
* What strategies or actions did you see in the video that you are already doing in your classroom, school, or district?
* What strategies or actions did you see that you could consider implementing in your classroom, school, or district?
* What are the next steps for your classroom, school, or district planning?