

# IB - Transitioning Away?

HISTORY AND WHERE WE ARE PRESENTLY

## First - why are we here and what is the purpose?

- Do we really need an IB designation to be considered a great school?
- Every other school is going to Leader in Me. It is a program with SEL components embedded, which IB does not really provide. WE MAY OR MAY NOT GO TO THIS IN THE FUTURE AND WILL RESEARCH IT DURING 23-24
- What IB was and really is at Norup/Berkley School District

# Previous meetings and where we are now

- April 12 - in person with parents
  - 10-12 parents in attendance
  - Friendly conversation
  - Message was “we trust you to make the right decision”
- May 9 - staff meeting
  - Overwhelming feedback was we can move on from IB
  - Time spent can be better utilized
  - Collaboration with other schools is important
- May 22 - in person meeting with parents
  - 15 parents in attendance
  - Contentious meeting - what Yowchuang could have done better

We are aware of a petition now making the rounds as well

# A More Blunt and Honest History of Norup

- IB designations were proposed for Norup in the mid 2000s due to Huntington Woods families electing to not send their children to Norup.
- The superintendent at the time believed Norup needed IB in order to survive.
- IB came to Norup in 2007-08
- Positive effects
  - Gave elementary and middle school teachers something to associate with in the same building as they had just merged
  - Helped arrange Michigan GLCE's and HSCE curriculum into a sensible framework
  - Brought world language to elementary school (it had been offered at all elementary schools and then cut years before)
  - Brought a 5th grade exhibition (8th did not come until many years later)

Did IB make Norup a better school?

## 2010-11 School Year

- Norup was the lowest performing school in the district on MEAP in both elementary and middle school.
- Parents were coming to board meetings in large numbers to air their grievances about Norup.
- 28 teachers filed transfer requests as they wanted out of Norup. That's over 50% of the teaching staff.
- Both the principal and the assistant principal were replaced at the end of the year.
- Over 25% of resident incoming kindergarten families requested to transfer to other schools.

Norup, despite becoming an IB school, was a failing school.

# 2011-12

- Paul Yowchuang transferred from assistant principal Berkley HS to principal at Norup.
- Immediate changes made by my team:
  - Student discipline and expectations
  - Teacher expectations
  - Changing the schedule
  - Omnipresence, visibility, and transparency
- In only one year, we moved ahead of the other middle school in achievement data. We have never looked back.
- State top to bottom rankings introduced that year. Norup - 46th percentile - only Berkley school in the bottom half of the state.
- We were also hit with a Focus School designation due to massive achievement gaps

# Norup Over Time

- Top to Bottom Rankings
  - 2013 - 62nd percentile
  - 2014 - 75th percentile
  - 2015 - no ranking - MSTEP first year
  - 2016 - 84th percentile
  - 2017 and 2018 - percentile range in the 80s (change in system)
- Focus School designation removed in 2014
- Niche.com ranked Norup as one of Metro Detroit's top middle schools in 2018
- Middle school coursework and athletic opportunities added
- Elementary school gaps closing, Tier II interventions changed
- Students and families transferring IN to Norup from other BSD schools increased, with almost none leaving. This holds true today.

Yes - the school was revolutionized.....

# How did we do this?

- Teacher changeover - some were removed, quality hiring, good teachers retained and supported
- Emphasis on student achievement, data
- Changes in curricular resources - district level - and implemented well
- Emphasis on Tier II implementation
  - Addition of Math Support Classes
  - Addition of ELA support
  - Restructuring elementary Tier II implementation
- Targeting DEI initiatives before they became initiatives elsewhere

**GOOD HARD WORKING PEOPLE, NOT PROGRAMMING OR PURCHASED  
IDEOLOGY, MADE THIS HAPPEN.**



# Norup Today

- Norup does not need a label or designation and has not for a while now. Norup is a great school because:
  - Diversity
  - Great teachers and staff
  - Unique K-8 set up
  - Established elementary counseling program
  - Opportunities (added and maintained)
- Norup teachers need time, especially in elementary for:
  - Data analysis to improve instruction
  - Professional development on new inquiry based curriculum
  - Collaboration
  - Extra curricular opportunities
- Norup aims to be the highest performing elementary school in the district, despite having the highest economically disadvantaged population. To do that, we need to refocus time and energy which are finite resources in school.
- Like every school, Norup also needs to focus on SEL in the post Covid world and the digital age. IB doesn't do that.

# 2022-23

WITH ZERO EMPHASIS ON ANYTHING IB (IT WAS AN EVALUATION YEAR)  
THIS YEAR, THIS IS WHAT WE HAVE ACHIEVED:

- A NEAR 100% INCREASE IN 3RD GRADE MATH PROFICIENCY SCORES  
(different sets of kids)
- DOUBLE DIGIT % GAINS IN 4TH GRADE MATH AND ELA
- DOUBLE DIGIT % GAINS IN 5TH GRADE ELA
- DOUBLE DIGIT % GAINS IN 6TH GRADE MATH
- SIX % POINT GAIN IN 7TH GRADE ELA
- HIGH 8TH GRADE SCIENCE ACHIEVEMENT

# What losing IB designation will GAIN for Norup

- Time for:
  - More deep diving into data analysis to improve instruction
  - Professional development on district curriculum
  - Collaboration
  - Extra curricular opportunities for kids
  - SEL
- A more honest representation of our identity
- Meaningful collaboration with teachers around the district

OUR STAFF NEEDS THE TIME AND ENERGY TO FOCUS ON THESE. TIME AND ENERGY IN A SCHOOL DAY/YEAR ARE FINITE.

# What Norup will lose from removing IB designation

- The glamor of the designation/label
- A recruiting tool for families looking for the glamor of the designation/label
- NOTHING ELSE

WE DON'T TEACH, AND NEVER HAVE TAUGHT, AN "IB CURRICULUM".

WE DON'T HAVE, AND HAVE NEVER REALLY HAD, AN IB PROGRAM AT NORUP. WE HAVE IB DESIGNATIONS. THOSE ARE TWO DIFFERENT THINGS.

# What Norup will continue to have

- K-8 world language offerings (with movement toward offering MORE, NOT LESS)
- The arts
- STEM (working on future elementary offerings)
- A commitment to increasing student achievement
- A commitment to adding opportunities for students
- Commitments to inclusion and globalism
- 5th/8th grade projects
- Access to wide varieties of literature and text
- Counseling/counselors and social worker(s)
- Sensible and meaningful systems of intervention
- GOOD HARD WORKING EDUCATORS

# Your turn

Thank you for your time and attention.

Remember - GOOD PEOPLE, NOT GOOD PROGRAMS, ARE THE  
DIFFERENCE BETWEEN GREAT SCHOOLS AND THOSE THAT ARE NOT.