

# Results of ABC Incomplete Grading Pilot



**DR. ORLANDO RAMOS**  
DISTRICT/SCHOOL IMPROVEMENT OFFICER

DECATUR PUBLIC SCHOOLS  
101 WEST CERRO GORDO  
DECATUR, IL



# ABC Inc. Guidelines



- The goal is to raise the level of rigor and to no longer accept work that is not of the highest quality.
- We want to send the message that an “F” does not “let you off the hook, you are still expected to do the work.”
- Any student that earns a “C” or above and requests an opportunity to increase their grade may be allowed to do so.
- Any student that refuses to go to tutoring or take advantage of this pilot strategy will be given their initial “D” or “F” grade.

# Total Number of Grade Changes - EHS & MHS



266

# MacArthur High School



- **84 Total grade changes**
- **78 Total students affected**
  - **49 African Americans**
  - **26 Caucasians**
  - **2 Multiracial**
  - **1 American Indian**
- **28% of Special Education students improved their grades**

# MacArthur High School



- **44** grades changes of F to D
  - 2 grade changes of F to B
- **30** grade changes of D to C
- **23** Freshman grades have improved

# Eisenhower High School



- **182 Total grade changes**
- **151 Total students affected**
  - **74 African Americans**
  - **65 Caucasians**
  - **12 Multiracial**
- **33% of Special Education students improved their grades**

# Eisenhower High School



- **84 grade changes of F to D**
  - 5 grade changes of F to C
  - 2 grade changes of F to B
- **57 grade changes of D to C**
- **65 Freshman grades have improved**

# MYTH #1



**THIS SYSTEM WILL NOT TEACH  
STUDENTS RESPONSIBILITY.**



# FACT



**The ABC Inc. system holds students more accountable because they have to raise the level of rigor in their work.**

**We are sending the message it is not ok to not turn in their work.**

**The students have “stepped up!” This is indicative that they want to do the work, but can’t in the time given.**

# MYTH #2



**IN THE “REAL WORLD” YOU DON’T  
GET SECOND, THIRD AND FOURTH  
CHANCES.**

# FACT



**In the “real world” Physicians, Lawyers, Engineers and others continuously practice until they achieve mastery.**

**We should insist on mastery and give additional time and support to students to get there.**

**We are focusing on mastery of Content and Literacy, which in turn will lead to more responsible students.**

# MYTH #3



**THIS SYSTEM WILL NOT PREPARE  
STUDENTS FOR THE WORLD OF  
WORK BECAUSE WE ARE NOT  
TEACHING THEM TIME  
MANAGEMENT SKILLS.**

# FACT



**There is no significant evidence or research around the issue of grades and time management.**

**Getting it right will lead to being on time however; being on time does not equate to getting it right.**

**We should be more consistent in teaching mastery so the students may comprehend the technical manual of the work place.**

# F's and Zero's



**DO NOT  
MOTIVATE**



- A culture of consistently refining work until it is of the highest standard will produce a world class workforce.

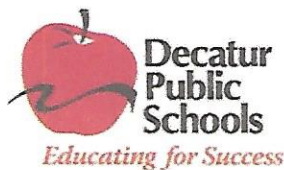


# Thank You



# Questions?





Donald Smith  
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Decatur IL 62523

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July 12, 2012

To Whom It May Concern:

Please accept this letter of recommendation for Dr. Orlando Ramos currently serving as Transformation/School Improvement Officer for Decatur Public Schools. Upon joining our district a little over a year ago Dr. Ramos has accomplished the following:

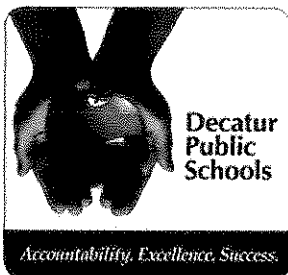
1. Initiated, implemented and monitored a new grading policy which resulted in fewer student failures and increased student attendance. The new grading policy has lead to conversations focusing on formative and summative assessments which is the direction the district is going in.
2. Initiated, implemented and monitored a district wide "performance management" system where all initiatives are monitored weekly in addition to progress reporting. Orlando has always stated that in order to close the achievement gap you have to close the implementation gap. This performance management system has lead to increased and more focused communications, an increase in program monitoring and assuring fidelity to programs and initiatives.
3. Dr. Ramos initiated, implemented and monitored a tutoring program in which we saw a fourfold increase in students attending after school tutoring at the high schools
4. Dr. Ramos created teacher "Action groups" to address relevant issues in each school building. Teachers were ecstatic at the opportunity to improve their schools.

Orlando accomplished all of this in his first 4 months here! His experiences in New York City, Chicago and California were extremely helpful in assisting us create a better school district for our community. Without any reservation whatsoever; I high recommend Orlando for any position he applies for.

Sincerely,

Donald Smith

Assistant Superintendent, Decatur Public Schools



# Decatur Public School District 61

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April 5, 2012

Dr. Orlando Ramos  
101 W. Cerro Gordo Street  
Decatur, IL 62523

Dear Dr. Ramos

We are excited to inform you that you are a recipient of the Decatur Public Schools 2011-2012 Awards of Excellence Award in the category of Above and Beyond.

Congratulations! This honor is bestowed upon individuals who have been nominated by parents, peers and fellow employees for their outstanding service to children and youth. You are to be commended for your hard work and dedication to Decatur Public Schools.

A banquet to recognize your accomplishment is scheduled for April 19, 2012, at Hope Academy in the Cafetorium at 6:00 pm. Details concerning this event will be mailed to you soon.

Congratulations again on your award. We are very proud of your accomplishment and look forward to honoring you and celebrating your achievement at the banquet.

Sincerely,

Jeff Gaunt  
Director of Community Engagement