



Continuous Improvement Work Plan 2012 - 2014



Overview

The Continuous Improvement Work Plan (CIWP) is a stream-lined, strategic planning process for schools that also meets the state and federal requirements of a school improvement plan.

The CIWP draws on previous goal and priority setting completed by the schools from the Scorecard metrics, School Effectiveness Framework and Theory of Action. Please see the CIWP Guide at www.cps.edu/CIWP for information on completing the tool.

School Name	
To get started, please select your school's name from the drop down list:	Benito Juarez Community Academy High School

Developing a CIWP Team

A CIWP team consists of 6 – 12 committed stakeholders that act as the steering committee for the entire CIWP planning process. The principal should serve as the chairperson of the CIWP Team, appointing other team members from the school and community, which can include members from the ILT and/or LSC. These CIWP Team members should have strengths in collaboration and consensus-building. While the CIWP Team needs to remain small, it should include people with a variety of perspectives.

CIWP Team	
Name (Print)	Title/Relationship
Juan Carlos Ocon	principal
Rich Gelb	assistant principal
Laura LeMone	assistant principal
Mirza Zavala	Support Staff
Paula Stewart	ELL Teacher
Jodie Stepuszek	Special Education Faculty
Bianca Alonso	LSC Member
Alvaro Obregon	Community Member
Rosa Gomez	Parent/ Guardian
Hadeel Shabib	Classroom Teacher
Cynthia Miller	Classroom Teacher
Kimberly Wiegmann	Classroom Teacher



2012-2014 Continuous Improvement Work Plan

Benito Juarez Community Academy High School
West Side High School Network
2150 S Laflin St Chicago, IL 60608



ISBE ID: 150162990250767
 School ID: 609764
 Oracle ID: 46421

Mission Statement

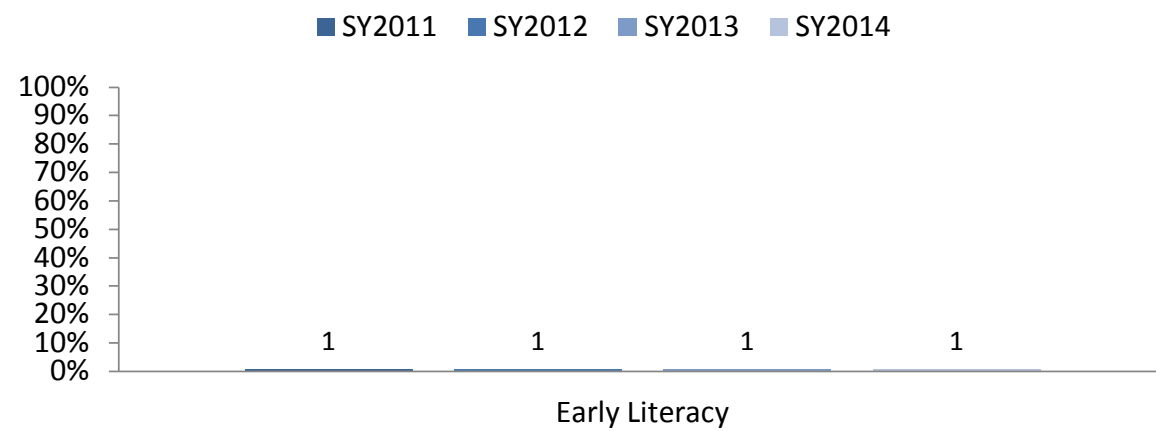
The Mission of Benito Juárez Community Academy, a premier neighborhood school, is to establish a dynamic family of lifelong learners who strive to think critically, progressively, and globally while engaged in the pursuit of personal and collective growth.

Strategic Priorities

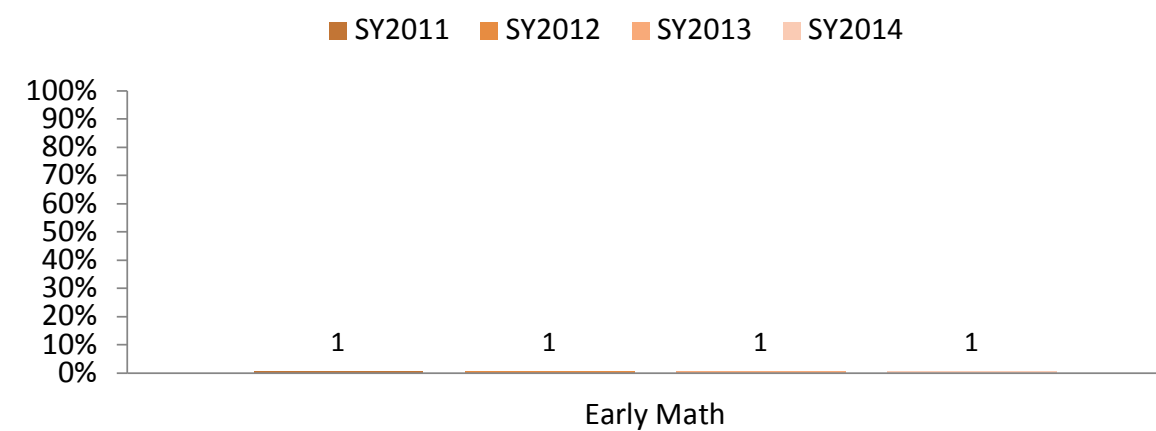
1. Juarez students will be on track to graduate and prepared for the postsecondary world through schoolwide implementation of the Common Core.
2. Utilize RtI and all wraparound services to increase student attendance, improve student behavior, and provide students and parents with the services they require to be successful.
3. Improve effective use of technology to make data-informed decisions. Increase technology training and use as an educational tool to prepare students for the future. Train teachers to effectively use data in the classroom.

School Performance Goals

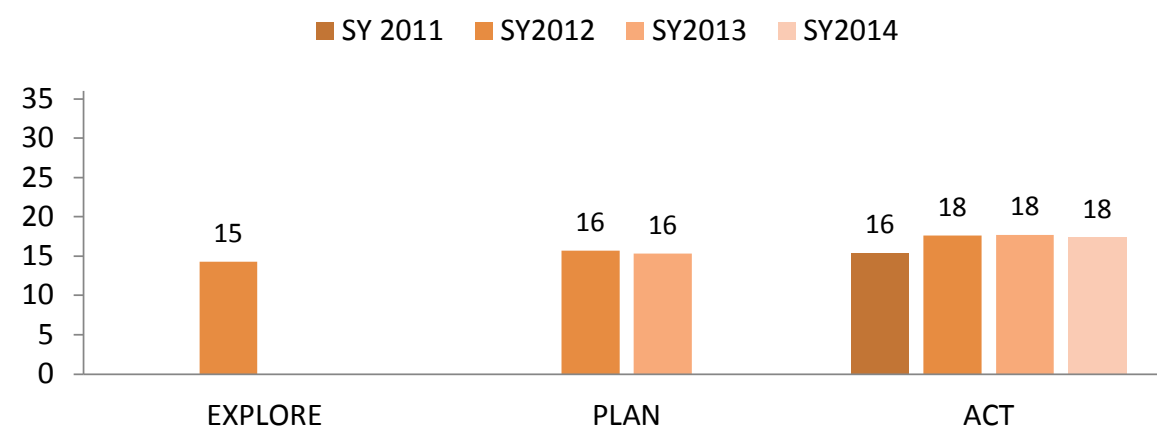
Literacy Performance Goals



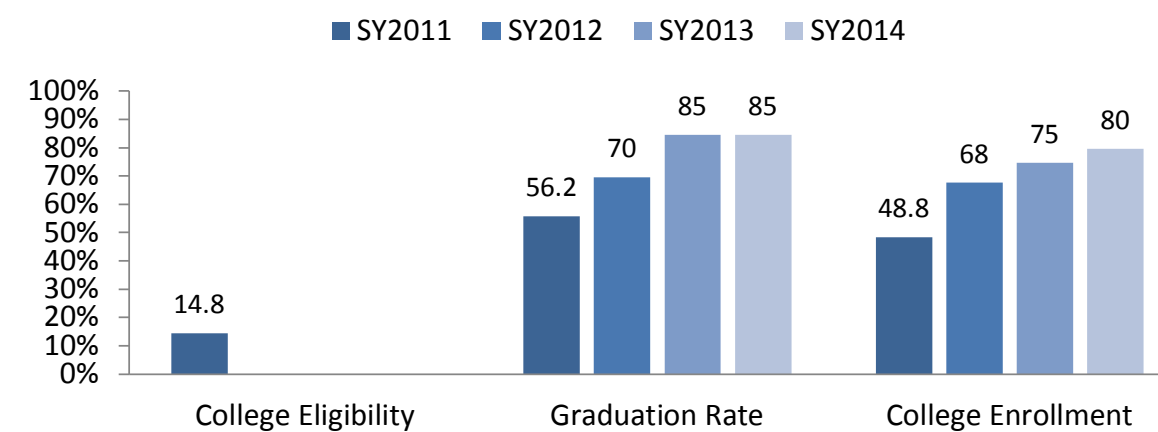
Math Performance Goals



EPAS Goals



12th Grade & Graduation Goals





High School Goal Setting

Instructions: Your school's data is organized by Scorecard categories. Using your current performance data and your SY2012 goals, determine the SY2013 & SY2014 performance goals for each metric. Note: PSAE scores include all students in the aggregates, including English Language Learners.

Academic Achievement

EPAS - 9th, 10th, and 11th Grades	Spring SY2011 Score	Fall SY2012 Score	Spring SY2012 Goal	Spring SY2013 Goal	Spring SY2014 Goal	12th Grade & Graduates	SY2011 Score	SY2012 Goal	SY2013 Goal	SY2014 Goal
9th Grade - EXPLORE Average EXPLORE score		13.7	15			College Eligibility % of graduates eligible for a selective four-year college (GPA & ACT)	14.8			
10th Grade - PLAN Average PLAN score		15.1	16	16		5-Year Graduation Rate % of students who have graduated within 5 years	56.2	70	85	85
11th Grade - ACT Average ACT score	15.8	NDA	18	18	18	College Enrollment % of graduates enrolled in college	48.8	68	75	80

EPAS Growth	SY2013 Goal	SY2014 Goal
EXPLORE to PLAN Average growth from Spring EXPLORE to Spring PLAN	1.0	0.0
PLAN to ACT Average growth from Spring PLAN to SPRING ACT	2.0	2.0

Climate & Culture

All Grades	SY2011	SY2012 Goal	SY2013 Goal	SY2014 Goal	SY2011	SY2012 Goal	SY2013 Goal	SY2014 Goal	
Attendance Rate Average daily attendance rate	83.7	88	90	92	Misconducts Rate of Misconducts (L4-6) per 100	17.2	14	11	11
Freshman On-Track % of Freshman Students on-track	71.1	80	83	85	Sophomore On-Track % of Sophomore students on track	77.8	80	83	85



High School Goal Setting

Instructions: Your school's data is organized by Scorecard categories. Using your current performance data and your SY2012 goals, determine the SY2013 & SY2014 performance goals for each metric. Note: PSAE scores include all students in the aggregates, including English Language Learners.

State Assessment

PSAE	SY2011 Score	SY2012 Goal	SY2013 Goal	SY2014 Goal		SY2011 Score	SY2012 Goal	SY2013 Goal	SY2014 Goal	
PSAE Reading % of students meeting or exceeding state standards	19.9	26	28	30		PSAE Reading % of students exceeding state standards	0.0	5	10	15
PSAE Mathematics % of students meeting or exceeding state standards	22.9	25	27	29		PSAE Mathematics % of students exceeding state standards	0.0	5	10	15
PSAE Science % of students meeting or exceeding state standards	15.3	21	23	25		PSAE Science % of students exceeding state standards	0.3	5	10	15



Mission & Strategic Priorities

Instructions: Write in your Mission Statement. Using your key levers from the Theory of Action, develop 3 - 5 strategic priorities you will focus on over the next two years. Provide a Rationale on how each of these priorities will help you to achieve your student performance goals. **Tip: When entering text, press Alt+Enter to insert a line break.**

Mission Statement

The Mission of Benito Juárez Community Academy, a premier neighborhood school, is to establish a dynamic family of lifelong learners who strive to think critically, progressively, and globally while engaged in the pursuit of personal and collective growth.

Strategic Priorities

#	Priority Description: Write in the description of your priority below.	Rationale: How does this priority help you to achieve your goals?
1	Juarez students will be on track to graduate and prepared for the postsecondary world through schoolwide implementation of the Common Core.	In the classroom our focus is teaching the common core through the benchmarking process and standards based grading which will increase graduation rate, which is connected to all other metrics (EPAS, FOT, SOT)
2	Utilize RtI and all wraparound services to increase student attendance, improve student behavior, and provide students and parents with the services they require to be successful.	We are focusing on tier 1 RtI interventions through the Power of 3, parent university, college and career readiness program, attendance program, and restorative justice.
3	Improve effective use of technology to make data-informed decisions. Increase technology training and use as an educational tool to prepare students for the future. Train teachers to effectively use data in the classroom.	Improve training and teacher use of technology to improve instruction. Improve infrastructure, access, and tools. Use all of the above to collect and analyze data to drive instruction.
4	Optional	
5	Optional	

Strategic Priority 1

Instructions: Develop milestones for each strategic priority that you will implement. Indicate the category and what group of students the action item applies to, responsible party and timeline. You will update the status and next steps throughout the year as part of your continuous improvement cycle.

Strategic Priority Description

Juarez students will be on track to graduate and prepared for the postsecondary world through schoolwide implementation of the Common Core.

Action Plan

Monitoring

Milestones	Category	Target Group	Responsible Party	Start	Complete	Status	Next Steps
Continue to fund supplemental freshmen connection program that merges into a school year academy for freshmen and school year: Iron Oaks, field trips, incentives	Other	Other student group	RtI Team	Summer 2012	Quarter 4		
Continue to fund and expand summer enrichment programs: math, science, AP Lang bridge class	Instruction	All	Course Team Leaders	Summer 2012	Summer 2012		
Continue ACT Institute: training for teachers, sub coverage, materials, incentives, Cambridge 3 in 3, Naviance Method Test Prep, and Key Trains	Instruction	All	Junior Teachers	Quarter 1	Quarter 3		
Provide professional development and sub coverage for teachers to attendance conferences and trainings (including AP, summer trainings)	Professional Development	All	AP Teachers, other teachers who require training	Summer 2012	On-going		
Continue to fund non core credit recovery: drivers education, special education, Saturday	After School/ Extended Day	Other student group	Administration, counseling	On-going	On-going		
Continue to fund the Benchmark Achievement Center, on-going training to utilized BM makeup	After School/ Extended Day	All	RtI Team	On-going	On-going		
Continue and expand parent education program: pay for security to maintain building safety, fund teachers for various classes, fund parenting class	Parental Involvement	All	Parent Coordinator/Community Connector	On-going	On-going		
Continue to fund instructional leadership team	ILT/ Teacher Teams	All	Administration/ILT	On-going	On-going		
Continue to fund detention: overtime for deans and advocates	After School/ Extended Day	Other student group	attendance and discipline team	On-going	On-going		
School Community Representative Position	Staffing	All	administration	On-going	On-going		position # 173172 - \$37, 826; position #173172 - \$36, 724; position #42752 - \$27, 739
Project manager position to manage OSI grant	Staffing	All	administration	On-going	On-going		position #453123 - \$80,000

Fund three advocate positions to improve attendance and student achievement	Staffing	All	administration	On-going	On-going		position # 452867 - \$39, 954; position #452866 - \$39, 954; position # 452868 - \$39, 954
Fund a college and career coach to support our graduation and college attendance rate	Staffing	All	administration	On-going	On-going		position #452869 - \$58,000; position #452904 - \$58,000; position #452905
Professional V - Reading Coach Position	Staffing	All	administration	On-going	On-going		position #452878 - \$85,000
Professional II - Community Connector	Staffing	All	administration	On-going	On-going		position #452880 - \$58,000
English position to support our English program and on track to graduation	Staffing	All	administration	On-going	On-going		position #452842 - \$55,657
Social worker position to support Juarez students	Staffing	All	administration	On-going	On-going		position #452865 - \$59, 059
Security officer positions to support school safety	Staffing	all	administration	On-going	On-going		position #156231 - \$31,253; position #165478 - \$31,253; position #165478 - \$1,253; position #173170 - \$29,803; position #433963 - \$26,952
School clerk position to support school office needs	Staffing	All	administration	On-going	On-going		position #161916 - \$54,353; position #337806 - \$47,857; position #156879 - \$40,947; position #390353 - \$35,665
math position to support our math program and our on track to graduation rate	Staffing	All	administration	On-going	On-going		position #352815 - \$53,842
science positions to support our science program and our on track to graduation rate	Staffing	All	administration	On-going	On-going		position #136389 - \$50,542; position #453120 - \$47,268
Identify and invest in a schoolwide literacy program	Instruction	all	ILT/Literacy Coach/ Administration	On-going	On-going		
Continue to provide training, instructional, and supplemental materials for content area bilingual classes	Instruction	Other student group	Course Team Leaders	On-going	On-going		
Expand EPAS training to 9th and 10th grade teachers	Instruction	Other student group	9th and 10th gr teachers, course team leaders, dept chairs	On-going	On-going		
Consultant services to improve instruction, align benchmarking to CCSS, build teacher capacity	Instruction	All	All, coordinated by Administration and ILT	On-going	On-going		

Strategic Priority 2

Instructions: Develop milestones for each strategic priority that you will implement. Indicate the category and what group of students the action item applies to, responsible party and timeline. You will update the status and next steps throughout the year as part of your continuous improvement cycle.

Strategic Priority Description

Utilize RtI and all wraparound services to increase student attendance, improve student behavior, and provide students and parents with the services they require to be successful.

Action Plan

Monitoring

Milestones	Category	Target Group	Responsible Party	Start	Complete	Status	Next Steps
create promotional materials, visit elementary schools by students and staff to promote Juarez and create true articulation between elementary schools and Juarez, create and print parent handbooks	LSC/ PAC/ PTA	Other student group	community connector, academy coordinator, administration, counseling	On-going	On-going		
Continue school beautification plan: roof and community garden, supplies, materials, overtime for teachers	After School/ Extended Day	Other student group	community connector, teachers	On-going	On-going		
Continue and expand peer mentoring program	After School/ Extended Day	Other student group	college coach, counseling	On-going	On-going		
Provide subscriptions and materials to maintain the library	Instructional Materials	all	librarian, department chairs	On-going	On-going		
Continue and expand RtI team, including a full time RtI coordinator, so students receive timely, targeted interventions	Professional Development	Other student group	administration/RtI team/Literacy Coach	On-going	On-going		
Continue to support scholar/athlete athletic program: tutoring for athletes, equipment, uniforms, training for coaches	After School/ Extended Day	Other student group	AD/Coaches	On-going	On-going		
Continue to support wraparound services for students through a 2nd social worker, student advocates, restorative justice dean, and attendance dean	Staffing	Other student group	administration/discipline/attendance team	On-going	On-going		
Continue to maintain a calm building through additional security guards and ESPS	Staffing	all	administration/discipline/attendance team	On-going	On-going		

Development and implement a schoolwide positive behavior intervention system	Professional Development	all	administration/discipline/attendance team	On-going	On-going		
Continue developing a visual and performing arts academy: outside partnerships, events, recruiting, and curriculum development	Professional Development	Other student group	V & P arts team	On-going	On-going		
Activities and events to promote Juarez Pride: more Juarez wear, events	Other	all	AD/Coaches/Teacher Leaders	On-going	On-going		
Parent university actively recruits parents for parent classes, continuing education, and school involvement.	Parental Involvement	all	parent coordinator/community connect/LSC/BAC/NCLB	On-going	On-going		
Purchase desks, chairs, and other furniture as needed to replace old/damaged pieces and to outfit rooms whose purposes change	Other	all	business manager	On-going	On-going		
Development and implement a schoolwide positive behavior intervention system	Other	all	Rtl/discipline team	On-going	On-going		
Purchase agenda books for Rtl	Instructional Materials	all	Rtl/ILT	On-going	On-going		
Develop a system for department textbook purchases, purchase textbooks based on CCSS, student need, and benchmarking	Instructional Materials	all	department chairs	On-going	On-going		
Security equipment: radios, camera maintenance, x-ray machine maintenance	Equipment/Technology	all	deans/head of security	On-going	On-going		
Maintain library security system	Equipment/Technology	all	librarian/business manager	On-going	On-going		
Transportation for after school activities, field trips, college visits, academic and athletic competitions	Other	all	athletic director, business manager, teachers, administration	On-going	On-going		
support students in special programs: LPN supplies, CCC student books	Instructional Materials	all	administration	On-going	On-going		
supplies and equipment for the visual and performing arts center	Instructional Materials	all	theatre director	On-going	On-going		
postage and leasing of Pitney Bowls machine	Equipment/Technology	all	counseling/administration	On-going	On-going		
gym t-shirts for pe classes	Instructional Materials	all	pe department	On-going	On-going		
repair and replace music instruments	Instructional Materials	all	music department	On-going	On-going		
fund and supply athletic program	After School/Extended Day	all	athletic director	On-going	On-going		

Strategic Priority 3

Instructions: Develop milestones for each strategic priority that you will implement. Indicate the category and what group of students the action item applies to, responsible party and timeline. You will update the status and next steps throughout the year as part of your continuous improvement cycle.

Strategic Priority Description

Improve effective use of technology to make data-informed decisions. Increase technology training and use as an educational tool to prepare students for the future. Train teachers to effectively use data in the classroom.

Action Plan

Monitoring

Milestones	Category	Target Group	Responsible Party	Start	Complete	Status	Next Steps
Develop a comprehensive technology plan that addresses infrastructure, equipment, training for teachers, and integration of technology into the classroom	Professional Development	all	admin/techco/ILT	Summer 2012	On-going		
Data strategist will create data sets at regular intervals and guide analysis by teachers leaders and admin	staffing	all	admin/ILT	Summer 2012	On-going		
Course teams will learn how to utilize data to drive instruction and improve student outcomes	Professional Development	all	admin/ILT/course team leaders	on-going	On-going		
improved and increased professional development is needed to better utilize CIM data	Professional Development	all	admin/ILT/Networ/OSI	on-going	On-going		
increase technology accessibility for instructional purposes	Instructional Materials	all	admin/ILT/techco	on-going	On-going		
improve infrastructure: wireless, servers...	Equipment/Technology	all	admin/techo	on-going	On-going		
copier contract: continue with same company, problems because over 25K	Equipment/Technology	all	admin	on-going	On-going		
Purchase Criterion site license: Riverside Publishing	Instructional Materials	all	admin/English	on-going	On-going		
Purchase seats for Aventa online classes for enrichment	Instructional Materials	all	admin/counseling	on-going	On-going		
technology services: maintenance	Equipment/Technology	all	techco	on-going	On-going		
telecom services: intercom, phones, bells, mdf room	Equipment/Technology	all	business manager	on-going	On-going		
school website: edline, icontact	Equipment/Technology	all	community connector/techco	on-going	On-going		

Fund parents workshops/meetings	Parental Involvement	Not Applicable	NCLB	On-going	On-going		
Provide parents with supplies	Parental Involvement	Not Applicable	NCLB/LSC/PARENT UNIVERSITY	on-going	On-going		
Fund parents refreshmens/food	Parental Involvement	Not Applicable	NCLB/LSC	on-going	On-going		
Fund incentives for students	Other	all	Administration	on-going	On-going		



Strategic Priority 4

Instructions: Develop milestones for each strategic priority that you will implement. Indicate the category and what group of students the action item applies to, responsible party and timeline. You will update the status and next steps throughout the year as part of your continuous improvement cycle.

Strategic Priority Description

Action Plan

Monitoring

Action Plan					Monitoring		
Milestones	Category	Target Group	Responsible Party	Start	Complete	Status	Next Steps



Strategic Priority 5

Instructions: Develop milestones for each strategic priority that you will implement. Indicate the category and what group of students the action item applies to, responsible party and timeline. You will update the status and next steps throughout the year as part of your continuous improvement cycle.

Strategic Priority Description



Action Plan

Monitoring

Milestones	Category	Target Group	Responsible Party	Start	Complete	Status	Next Steps