



John Hay Elementary Community Academy (/school-plans/201) / Plan summary

## 2016-2018 plan summary

### Team

Name	Role	Email	Access
Latrese Mathis	Principal	LTMathis@cps.edu	Has access
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### Team meetings

Date	Participants	Topic
01/08/2016	Latrese Mathis, Mary Knuerr, Melinda Stapleton, Crissie Williams	Team meeting to discuss plan after the CIWP Training

02/01/2016	Latrese Mathis, Crissie Williams, Melinda Stapleton, Mary Knuerr, Derek Threewitt, Grace Anderson, Lois Reaux, Marcie Gutierrez, Andrew Eckhorn, Cynthia Moore	ILT Meeting to discuss CIWP Rollout plan. Discussed priorities and budget suggestions.
03/08/2016	Latrese Mathis, Crissie Williams, Mary Knuerr, Melinda Stapleton, Michelle Breland	CIWP update meeting with Network ISL
04/14/2016	All teachers	CIWP update at Staff Development Session
04/25/2016	Latrese Mathis, Crissie Williams	CIWP rollout plan with dates and members
04/29/2016	Latrese Mathis, Crissie Williams, Melinda Stapleton, Mary Knuerr, Lois Reaux	CIWP presentation development and planning
05/02/2016	Latrese Mathis, Crissie Williams, Melinda Stapleton, Mary Knuerr, Derek Threewitt, Grace Anderson,, Lois Reaux, Marcie Gutierrez, Andrew Eckhorn, Cynthia Moore, Dana Chicoine	ILT Meeting
05/11/2016	Latrese Mathis, Crissie Williams, Derek Threewitt, April Williamson, Veada Sercye, Mildred Brackett, Arthur Archibald, Antronette Ghoston, Betty Baker	LSC meeting presentation and group input session
05/12/2016	All Teachers	CIWP workshop at Staff Development meeting
05/18/2016	Latrese Mathis, April Williamson, Cynthia Moore, Mildred Brackett, Kleybeen Romero, Martha Fernandez, Tesha Williams, Takemia Jones, Cynthia Anderson, Ruby O'Connor, Tina Walker, Tiffany Crumb, Emma Washington	NCLB/PAC meeting - CIWP presentation and group input working session
05/17/2016	Latrese Mathis, Crissie Williams, Melinda Stapleton, Mary Knuerr, Derek Threewitt, Lois Reaux, Marcie Gutierrez, Andrew Eckhorn, Cynthia Moore	CIWP Development
05/16/2016	Latrese Mathis, Crissie Williams, Melinda Stapleton, Mary Knuerr, Lois Reaux, Marcie Gutierrez, Andrew Eckhorn, Cynthia Moore, Vicki Niemiec	CIWP Development
10/24/2016	Latrese Mathis, Jillian Forster	CIWP Update
09/29/2016	Latrese Mathis, Jillian Forster	CIWP Update
11/28/2016	Latrese Mathis, Jillian Forster	CIWP Update
12/29/2016	Latrese Mathis, Jillian Forster	CIWP Update
02/06/2017	Mary Knuerr, Latrese Mathis, Jillian Forster	CIWP Update
02/28/2017	Mary Knuerr, Latrese Mathis, Jillian Forster	CIWP Update

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

**Leadership & Collective Responsibility:**

Score

Leadership & Collective Responsibility is characterized by an unwavering commitment to fulfilling a shared vision of success. There is

a clear focus and high expectations for staff and students, motivating the entire school community to continue striving for success for every student.

1 2 **3** 4

The school's vision and mission is shared during school opening meetings and presentations. Clear vision and school shared beliefs are collectively created with school staff and communicated to students and parents in handbook. School has collective decision making process in focus of the success of every students. Leadership is shared among staff as stakeholders in students success. The administration capitalize on the Leadership skills of others. ILT informs and monitors instructional decisions used in driving the school improvement goals..

### Guide for Leadership & Collective Responsibility

- **Set the direction and create a sense of purpose by building consensus on and implementing a shared vision.**
  - Consider the demographics of the school community in developing a shared vision.
  - Help stakeholders understand the relationship between the school's vision and their initiatives and priorities.
  - Consistently use informal and formal opportunities to champion and articulate the vision.
  - Act in ways that consistently reflect the school's core values, beliefs, and priorities in order to establish trust.
  - Ensure the school's identity, vision, and mission drive school decisions.
- **Inspire a culture of collective responsibility for the success of ALL students in the whole school (not solely teacher's own students).**
- **Empower others to make or influence significant decisions.**
  - Build shared leadership structures and opportunities for job-embedded leadership training and development.
  - Capitalize on the leadership skills of others.
  - Constantly listen and synthesize what is heard, and learn from all sources.
- **Employ the skills to effectively manage change.**
  - Master skills associated with large-scale strategic planning processes and implementation of such plans.
  - Steer through the challenges associated with making improvements, both large and small.
- **Create and sustain a coherent instructional program (coordinated and consistent) with learning goals.**
- **Use the CPS Framework for Teaching to ground instructional guidance and coaching.**
  - Model ambitious goals for teaching and learning for all students, including priority groups.
  - Draw from the best available evidence to inform instructional improvement decisions.
- **Enable staff to focus and prioritize what matters most.**
  - Buffer staff from external distractions to the school's priorities and goals.
  - Limit school improvement goals to a few high leverage activities.
  - Prioritize teaching challenging content, engaging students in learning, rigor and ways to raise achievement.

### Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ School's vision, beliefs, and how it is shared (e.g. presentations to community, promotional materials)</li> <li>✓ Five Essentials – Program Coherence</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ Five Essentials</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Effective Leaders</li> <li>Collaborative Teachers</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">4d. Growing and Developing Professionally</a></li> <li><a href="#">4e. Demonstrating Professionalism</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>A1. Assesses the Current State of School Performance and Develops a CIWP</li> <li>A2. Implements Data Driven Decision Making and Data Driven Instruction</li> <li>A5. School Vision and Mission Drive Decision-Making</li> <li>D4. Demonstrates Change Management</li> </ul>

#### Instructional Leadership Team:

The ILT is characterized by having a consistent structure for teacher leadership that is focused on creating and implementing the theories of action that improve teaching and learning. ILT meetings are a productive forum to identify challenges, collect and review evidence, exchange ideas, and propose and implement solutions to challenges to school improvement.

Score

1 2 **3** 4

ILT meets regularly, provides agenda items, action items and upholds the established protocols. The ILT could improve by using data regularly and with discussion.

### Guide for Instructional Leadership Team

- **Engage in on-going inquiry (e.g. continuous improvement cycles) as a basis for improvement.**
  - Gain productive insight and take substantial new action or adjust strategy that clearly addresses root causes.
  - Relentlessly ask, "Is it working?" about every program, initiative, and strategy in the school.
  - Vet Initiatives and strategies on the basis of their direct or proven impact on outcomes.
  - Monitor if previous actions were implemented (fidelity) and working as intended. Ask, "If not, why not?"
- **Share leadership for improving teaching and learning with representative school members.**

- Organize the team around a common understanding of team’s purpose and instructional priorities.
- Represent all relevant specialty content areas, programs, related services, and grade bands/department teams and is an appropriate size.
- Represent a balance of work styles (e.g. task-oriented, provides push-back, synthesizes, etc.)
- **Use protocols and ask probing questions.**
  - Ask questions focused on factors within sphere of control and avoid a focus on student factors.
  - Use appropriate protocols and level of analysis (grade, school-wide, individuals) for meeting purpose.
  - Systematically consider root cause(s) based on thorough review of evidence.
- **Use timely and relevant data/evidence sources.**
  - Gather and use current and relevant local student, school, teacher performance (e.g. attendance data, assessment results), and operational data formatively to review and revise school and classroom practices as needed.
  - Disaggregate data for priority student groups (e.g. English learners, diverse learners).
- **Schedule and structure frequent meetings.**
  - Meet regularly (2-4 times per month).
  - Use an agenda with a clear focus.
- **Collaborate effectively, value transparency, and inform and engage stakeholders.**
  - All team members have equity of voice and are actively engaged in asking questions.
  - Celebrate small wins and improvements.
  - Regularly inform and engage stakeholders of key data and work of the ILT.
- **Build the capacity of teacher teams to lead cycles of learning and problem solving focused on student learning data and student work.**

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ ILT Effectiveness Rubric Score</li> <li>✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes)</li> <li>✓ Evidence that work of ILT has contributed to positive outcomes for students and staff</li> <li>✓ Teacher team agendas/minutes reflective of ILT focus</li> </ul>
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<a href="#">4a. Reflecting on Teaching &amp; Learning</a> <a href="#">4d. Growing and Developing Professionally</a> <a href="#">4e. Demonstrating Professionalism</a>
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP A2. Implements Data Driven Decision Making and Data Driven Instruction B5. Supports Teacher Teams

### Professional Learning:

Professional Learning includes sufficient time, support, and ‘safe practice’ space to internalize new knowledge to change practice and beliefs. Adults persevere in collaboration with their colleagues to innovate and improve implementation of new practices.

Score

1 2 **3** 4

Professional development is well-thought out with the administrative team, the ILT members, and PPLC members. Teachers have teach-back sessions where professional learning are shared by colleagues to colleagues. Professional developments and Grade Level Team meetings are teacher led.

## Guide for Professional Learning

- **Select and design professional learning (PL) to achieve school-wide improvement, including closing priority group achievement gaps.**
  - Use data to identify performance and practice gaps to inform PL plan.
  - Use research about best practices to identify potential learning and subject matter experts to support.
  - Solicit feedback from staff to inform selection of PL opportunities.
  - Provide PL relevant to the cultural and linguistic needs of students.
  - Provide both whole staff and differentiated PL to individual teacher levels.
- **Implement and sustain on-going, job-embedded professional learning (PL) (e.g. coaching, peer learning opportunities, action research)**
  - Recommend and/or provide PL opportunities directly related to individuals’ specific areas of need and professional growth goals.
  - Encourage staff to broaden networks to bring new knowledge and resources to learning environment.
  - Teachers initiate opportunities for professional growth and proactively seek opportunities to enhance content knowledge and pedagogical skill.
- **Structure time for teachers to collaborate and learn together.**
  - Create schedules and systems to conduct peer observations, and coaching. Reflect on its impact.
  - Teachers provide and accept collegial support and feedback to/from colleagues.
  - Teachers participate in and facilitate professional inquiry in teams to advance student learning.
- **Make ‘safe practice’ an integral part of professional learning.**
  - Allow teachers ample time to try new strategies, refine skills, grapple with implementation problems, and share knowledge and experience.
  - Provide support that addresses the specific challenges of changing classroom practice. Provide coaching/mentoring support to validate continuing to work through struggles.

- **Monitor implementation to ensure staff uses new knowledge to improve practice and it is having the desired effect on practice and student outcomes.**
  - Conduct frequent non-REACH observations to provide coaching and actionable feedback.
- **Provide induction and support for new teachers.**
  - Assign each new teacher a mentor who is skilled in pedagogy and is an open, collaborative colleague.
  - Schedule a series of 'learning experiences' for new teachers that helps them navigate important initiatives (e.g. REACH) and provides information on school specific goals and resources.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda?</li> <li>✓ PD agendas, PD feedback surveys</li> <li>✓ Teacher practice improving on the Framework for Teaching (e.g. Basic&gt;Proficient, Proficient&gt;Distinguished)</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ SQRP Attainment and Growth</li> <li>✓ Five Essentials: Collaborative Teachers</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Effective Leaders</li> <li>Collaborative Teachers</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">4a. Reflecting on Teaching &amp; Learning</a></li> <li><a href="#">4d. Growing and Developing Professionally</a></li> <li><a href="#">4e. Demonstrating Professionalism</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>B2. Observes and Evaluates Staff and Gives Feedback to Staff</li> <li>B6. Professional Development Provided for Staff</li> </ul>

### Aligned Resources:

Resources (e.g. time, budget, staff, and community resources) are aligned to school priorities. Improving achievement guides resource allocation. Making the most of student time and staffing is a priority. The school organizes resources school-wide through schedules and staffing plans that target additional time and individual attention to those students who need it most and to highest priority subject areas.

### Score

1 2 3 4

Budget fund allocation is aligned to CIWP which identify the school major needs for improvement. Main schedule is in place to manage the preps and instructional time; budget analysis is conducted monthly with the assistance of SCC services and through the LSC meetings. School wide schedule aligns with needs of CIWP and highest identified priorities.

## Guide for Aligned Resources

- **Design a school day that is responsive to student needs.**
  - Use CPS Instructional Time Guidelines to maximize instructional time.
  - Use CPS Instructional Block Guidelines to maximize academic-engaged time.
- **Align the budget to the CIWP priorities and the mission of the school.**
  - Avoid overemphasis on the purchase of products/programs that are not research based or do not respond to SEF needs.
  - Leverage strategic source vendors to maximize dollars.
  - Seek and obtain grants to support articulated needs.
  - Use grant funds strategically to support areas of highest need.
  - Maximize the use of supplemental funding to close any priority group achievement gaps.
- **Streamline purchase procedures to minimize lapses between ordering and receiving materials.**
- **Evaluate, to the extent possible, the consequences for student learning of resource allocation decisions to develop an evidence base of outcomes of particular uses of resources.**
- **Have a 'hiring team' and collaborative hiring process with clear selection criteria to identify and select best available candidates.**
  - Actively work to build a pool of potential staff members, particularly difficult to fill positions (e.g. staff to serve English learners).
  - Use an interview process including a protocol for questioning and select highly qualified candidates.
  - Require a classroom lesson demonstration to assess candidate expertise, philosophy and commitment.
  - Check teachers' previous performance at CPS schools.
- **Strategically assign teachers to grade and content areas to create a balanced team with a variety of strengths.**
  - Ensure all students have fair access to high-quality teachers in the school.
- **Effectively utilize Related Service Providers at the classroom level.**
- **Use data including teacher evaluations and exit interviews to inform a retention strategy.**
  - Create a positive climate and working conditions for teaching that attracts and retains educator talent.
  - Create opportunities for growth including opportunities for staff to assume additional leadership roles or pursue personal growth goals.
  - Track retention rates over time and use this information to isolate staffing strengths and identify opportunities to improve.
  - Solicit information from staff using exit interviews/surveys to understand reasons for leaving school or district.
- **Make outreach efforts to engage community members as partners and resources.**
- **Partner with one or more organizations that share the values of the school and have a complementary mission to the school's vision.**
  - Monitor the impact of partner organizations' activity.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Schedules
	✓ Teacher retention rates
	✓ Staff exit interviews/surveys (data on reasons for leaving school or district)
	✓ Candidate interview protocol documents
	✓ List of community-based organizations that partner with the school and description of services
Measures	✓ Evidence of effectiveness of the services that community-based organizations provide
	✓ Budget analysis and CIWP
Measures	✓ Five Essentials
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<a href="#">4a. Reflecting on Teaching &amp; Learning</a> <a href="#">4e. Demonstrating Professionalism</a>
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time B4. Hires and Retains Highly Effective Teachers

Expectations for depth & breadth of Student Learning

4 of 4 complete

### Curriculum:

Score

The curriculum – what students should know and be able to do - makes standards come alive for students. All students have access to an academically rigorous curriculum that inspires students to think and contribute high quality work to authentic audiences beyond the classroom. The curriculum fully integrates academic and social emotional learning opportunities for all students, including diverse learners, English learners, and advanced learners. The school regularly examines the curriculum to check alignment to standards and opportunities for all students to meet those standards.

1 2 3 4

Curriculum maps/ scope and sequence has been completed for all grades and all core subject areas by teachers during the summer and during the school year in grade level meetings. Parent scope and sequence have been created and distributed for all grade levels. More could be done with thematic unit planning and benchmark assessment planning. Data is used in curriculum planning. Lesson Plans are submitted to administration. These plans could be examined in Grade Level Team Meetings to analyze alignment to standards Teachers Social Emotional Learning is not fully integrated in learning with fidelity. Students sometimes have access to rigorous curriculum that causes them to produce work samples geared to an audience beyond the classroom

### Guide for Curriculum

- **Adhere to the CPS Content Frameworks** (Math (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/library-science/cps-virtual-library/math-content-framework---virtual-library>), Science (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/science/cps-science-content-framework>), Social Science (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/social-science-1/social-science-content-framework-3-0>), and Literacy (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/literacy/cps-literacy-content-framework-2-0>)) **to ensure alignment of scope and text and task complexity.**
  - Provide a range and depth to knowledge and understanding of learning experiences that are language and content rich.
- **Align units of instruction (horizontally/vertically) to scope and sequence maps and pace units and lessons appropriately.**
  - Focus so units can be adequately addressed in the time available.
  - Examine formative data to determine mastery and pace. Discuss how much time it takes to adequately address the essential elements, and the viability of documents that articulate essential content and timing of delivery (e.g. pacing guides, curriculum maps).
- **Utilize the 'big ideas' that should be taught to determine whether students are being taught the body of knowledge, the understandings and the skills expected.**
  - Identify the essential understandings – what students should learn in greater depth. In other words, know 'covering everything but learning nothing' does not work.
- **Expose and extend opportunities for all students to grade appropriate levels of text complexity in all types of texts, including informational in all content areas.**
  - Articulate language goals that are separate from and support content goals. Literacy - reading, writing and speaking are essential 'learning tools' across the curriculum (disciplinary literacy).
- **Engage all learners in content areas by fully integrating opportunities for all learners, including:**
  - Diverse learners to demonstrate core knowledge and skills.
  - English Learners to develop academic language to demonstrate mastery.
    - Use English and native language development in addition to content standards to differentiate for English learners.
    - Understand research and implement programs to develop native language literacy for English learners.
  - Advanced learners to extend core knowledge and skills.

- Distinguish qualitatively and quantitatively between 'regular courses' and 'advanced courses' (e.g. AP (<http://apcentral.collegeboard.com/home>), gifted (<https://docs.google.com/a/cps.edu/viewer?a=v&pid=sites&scid=Y3BzLmVkdXNrY3xneDoyYjllNGI4MmY3YTixYTgz>), etc.)
- Integrate academic and social emotional learning.
- Reach outside of the classroom for real world (or simulated) application. For example,
  - Incorporate web capabilities for interactivity and information sharing.
  - Integrate field-based learning through partnerships with city institutions (e.g. museums (<https://sites.google.com/a/cps.edu/kc/home/teachers/museum-resources>)), colleges, universities, and community based organizations.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Curriculum maps, vertical/horizontal</li> <li>✓ Sequencing and pacing guides</li> <li>✓ Thematic units which cover multiple disciplines</li> <li>✓ Comprehensive unit plans including assessments</li> </ul>
Measures	✓ SQRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Effective Leaders</li> <li>Collaborative Teachers</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">3a. Communicating with Students</a></li> <li><a href="#">3c. Engaging Students in Learning</a></li> <li><a href="#">1a. Demonstrating knowledge of content and pedagogy</a></li> <li><a href="#">1d. Designing Coherent Instruction</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices</li> <li>C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort</li> </ul>

### Instructional Materials:

Materials to present learning content and what the learner uses to demonstrate are characterized by variability and flexibility. Materials are identified and adapted to increase access to learning for all students. Materials include multimedia and embedded, just-in-time supports; varied tools and supports; alternative pathways, and varied levels of support and challenge. (adapted from UDL Guidelines 2.0)

Score

1 2 3 4

Teacher has resources to present content, but there is scarcity for learners use for demonstration and minimum flexibly and variability. We lack varied tools and supports for alternative pathways to access content. Technology is integrated in students learning experiences minimally due to resources. Students are limited to make choices about instructional materials to support learning. Materials are available to all teachers to provide students with grade appropriate levels of texts. Lessons observed are not differentiated with fidelity to allow all students at access the content on their grade level. Teachers need to strengthened in the area of applying knowledge of students in curricular plans. Whole group of instruction should be minimum based on knowledge of students. In lesson plans, teachers indicate differentiation strategies for tiers, however, not all plans are detailed and student specific led by data (NWEA, MClass, classroom level, etc.)

## Guide for Instructional Materials

### Instructional materials (including technology) are.....

- **Aligned to curricular plans and expectations of the standards.**
- **Varied and flexible.**
  - Are selected and adapted based on learning objectives and learner needs.
  - Include a variety of quality media, manipulatives and supplies to achieve valued learning outcomes.
- **Intentionally planned by identifying or adapting appropriate tools (including technology) for specific instructional needs.**
  - Student outcomes and developmental appropriateness determine when and who will use the materials.
  - Materials are updated/upgraded in response to new information and understandings.
- **Equitably available and accessible to all teachers and students.**
  - Teachers and students have available a variety of high quality, standards-aligned instructional materials and resources.
  - Materials are in English and native language for English learners.
  - Reference and resource materials are readily available and circulated throughout the school.
- **Include multimedia and embedded, just-in-time supports (e.g. hyperlinked glossaries, background information, and on-screen coaching) – for conveying conceptual knowledge.**
  - Students interact with instructional materials to engage all modalities in the learning process.
  - Technology is integral to students learning experiences.
  - Units and lessons include grade-appropriate levels of texts and other materials so every student can access the content/skills.
- **Include tools and supports needed to access, analyze, organize, synthesize, and demonstrate understanding in varied ways – for learning and expression of knowledge.**
  - The needs of the students at different performance levels are met by using a variety of instructional materials that allow students to draw on all of their learning capacities.

- The teacher models effective use of various materials.
- Students understand that materials are a means to acquire language, knowledge, and competencies.
- Technology enhances students' higher order, creative thinking and problem solving.
- Materials connect subject area content to real life applications.
- **Include alternative pathways including choice of content, varied levels of support and challenge, and options for recruiting and sustaining interest and motivation – for engaging and learning.**
  - Students make choices about instructional materials as part of learning.
  - Materials address the needs of the total child: cognitive, linguistic, social, emotional, physical, and aesthetic.
  - Consumables are often non-print supplies that promote active, hands-on learning.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Cross-section of materials from a variety of content areas and grade levels</li> <li>✓ Evidence of scaffolding and differentiation for all students to access the content/skills</li> <li>✓ Description of materials in curriculum and/or lesson plans</li> <li>✓ Presence of varied texts, supplementary media (e.g. videos)</li> </ul>
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious instruction Supportive Environment  <a href="#">1a. Demonstrating Knowledge of Content and Pedagogy</a> <a href="#">1b. Demonstrating Knowledge of Students</a> <a href="#">1c. Selecting Learning Objectives</a> <a href="#">1d. Designing Coherent Instruction</a>
CPS Framework for Teaching	
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time

### Rigorous Student Tasks:

The school regularly examines student work - what students are being asked to do on in their classrooms - across grades or courses in all content areas. Examining the texts and tasks students experience provides the necessary insight to gauge rigor and illuminate how the standards are actualized prompting the question whether or not approaches support the true spirit of college and career readiness. (adapted from The Education Trust – Equity in Motion Series)

Score

1 2 3 4

Some grade level teams use data weekly during planning sessions, but not all teams. A protocol needs to be established for student work analysis. Teachers have not participated in internal walk-throughs. More could be done to include teachers in learning walks and focus groups. There is not a regular examination of students work and data by all staff across grade levels. Rigorous problem solving instructional tasks are implemented by few instructional staff

## Guide for Rigorous Student Tasks

- **Begin with the belief that all students can learn. (see *Culture for Learning*)**
  - Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student.
  - Create an environment where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.
  - Communicate the necessity of attendance and engagement everyday in order to succeed.
- **Plan and assign tasks that are cognitively challenging for individual students and require students to provide evidence of their reasoning.**
  - Align tasks with standards-based learning objectives that reflect the depth of knowledge expectations.
  - Tasks are Integrative to draw on multiple standards.
  - Teach for Robust Understanding in Mathematics (TRU Math ([https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/math/tru-math-dimensions/TRU%20Math%20-%20Conversation%20Guide%20\(Short%20Version\).pdf?attredirects=0&d=1](https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/math/tru-math-dimensions/TRU%20Math%20-%20Conversation%20Guide%20(Short%20Version).pdf?attredirects=0&d=1))). Engage students with important mathematical ideas, not simply receiving knowledge, requiring students to engage in productive struggle.
- **Tasks reflect the key shifts in literacy.**
  - **Complexity:** Tasks reward close reading of complex text; Focus on comprehension of academic language, not obscure vocabulary.
  - **Evidence:** Cite evidence from text and write to sources, not decontextualized prompts.
  - **Knowledge (non-fiction):** Tasks embed reading and writing across disciplines with a variety of literary and informational complex texts and tasks and demonstrate comprehension through speaking, listening.
- **Tasks reflect the key shifts in mathematics.**
  - **Focus:** Tasks reflect a curricular and instructional focus on the major work in (e.g. operational fluency and number sense in K-2).
  - **Coherence:** Multi-grade progressions stress key beginnings (e.g. ratios in 6th grade) and key end points (e.g. fluency with multiplication in 3rd);
  - **Rigor:** Problems require construction of mathematical reasoning and critiques of other possible solutions.
- **Provide opportunities for students to create authentic work for real audiences (beyond the teacher) to motivate them to meet standards and engage in critique and revision.**
- **Examine student work to identify and showcase the qualities of strategic thinking that are both rich in content and relevant for students.**
  - Analyze models with students to build a vision of quality.
  - Use protocols to collectively reflect regularly on the level of cognitive demand asked of students across the school, particularly priority group students,



to think strategically as speakers, listeners, readers, and writers.

- Analyze student work samples as part of professional learning to best support students' attainment of quality work and standards.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Cross-section of student work from a variety of content areas</li> <li>✓ Observation of student learning (e.g. learning walks/walkthroughs)</li> <li>✓ Focus group(s) and discussions with students</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ SQRP Attainment and Growth</li> </ul>
Five Essentials	Ambitious instruction
CPS Framework for Teaching	<a href="#">1.d. Designing Coherent Instruction</a> <a href="#">2b. Establishing a Culture for Learning</a> <a href="#">3b. Using Questioning and Discussion Techniques</a> <a href="#">3c. Engaging Students in Learning</a>
CPS Performance Standards for School Leaders	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices

### Transitions, College & Career Access & Persistence:

The school creates pathways to success built on a vision in which all students leave secondary school with a clear plan for their initial postsecondary destination, whether in apprenticeship training, work, or college. All students have equal access to college preparatory curriculum to be successful. The school is characterized by structures for developing early postsecondary awareness and the knowledge and skills that lay the foundation for the academic rigor and social development necessary for college and career success. Students are equipped with the confidence in their ability to implement and adapt their plan throughout their lives as they and the world around them change. This vision sees students as the architects of their own lives. (adapted from Creating Pathways to Success, Ontario)

Score

1 2 3 4

A school wide "career day" is established for students. Although 8th grade students were taken to an off-site location for a college fair, more effort should be placed towards routine college visits, career days, etc.

## Guide for Transitions, College & Career Access & Persistence

- **TRANSITIONS - Have structures and processes in place to ensure successful transitions (e.g. into school , grade to grade, school to school, school to post-secondary).**
  - Mitigate the adverse effects experienced by some students in transition – such as arriving part-way through the school year – that can cause students to fall behind or become disengaged from school.
  - Monitor the progress of English learners after transition from services.
  - Provide programs and interventions that help students as they move from middle school through Freshmen year, including but not limited to: High School Investigation Days, Freshmen Connection program (where budget allows), and a robust Freshmen Orientation program. Implement targeted holistic student supports the entire Freshmen year.
  - Provide sustained summer learning experiences to minimize learning loss and support key transition periods (e.g. summers before Kindergarten, HS, and college).
    - Use student data and best practices research to develop focused programs.
    - Expand access beyond students who are struggling academically.
    - Provide school counseling and postsecondary advising transition support and follow-up during “Summer Melt” and the first year of college.
  - **AWARENESS - Expose students early to academic/professional worlds beyond K-12.**
    - Provide students opportunities to discover personal talents and skills, identify career interests, and pursue coursework/activities necessary to reach personal, academic and career goals.
    - Expose students to a range of career paths and the educational requirements of each to improve long-term planning and goal-setting.
    - Start the conversation about college in primary grades.
    - Make parents aware of academic opportunities and supports for their child.
  - **READINESS – Ensure equitable access to college preparatory curriculum.**
    - Provide access to 8<sup>th</sup> Grade Algebra to all eligible 8<sup>th</sup> grade students.
    - Provide access to early college and career coursework and credential opportunities while in HS (e.g. AP credit, Dual credit, industry credentials (CTE), Seal of Biliteracy)
    - Teach students to analyze their transcripts and test scores, as well as connect course selection, attendance, and grades to their continued success and access to postsecondary options, and adjust their actions and behavior to make progress toward graduation and their top postsecondary choice. Provide support and motivation to encourage B’s or better and improving attendance.
    - Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting.
    - Find opportunities to work with all students on academic and personal behaviors, including persistence, engagement, work habits/organization, communication/ collaboration, and self-regulation.
    - In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
  - **SUCCESS - Provide direct assistance to all students and families through every stage of the college selection, application, and entry process (Transition to College (HS))** including, but not limited to academic planning/advising to assist with:

- Selecting colleges with the best institutional graduation rates for their level of qualifications. (Students of all qualification levels are more likely to graduate from college if they attend a postsecondary institution with high graduation rates)
- Researching/comparing options including short and long-term financial outcomes, comparing college graduation rates, and other statistics to narrow down options.
- Researching living wage options such as an apprenticeship or certification programs for students who wish to work after high school and/or want to delay college.
- Applying to multiple colleges—generally three or more.
- Navigating financial aid and capitalizing on grant and scholarship opportunities.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Data on college visits and college fair information</li> <li>✓ Naviance Monthly Data</li> <li>✓ Scholarships earned</li> <li>✓ Artifacts, plans, or timelines related to successful transitions structures</li> <li>✓ To &amp; Through data</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ College Enrollment, Persistence, Drop Out, and Attendance Rates</li> <li>✓ Early College and Career Credentials</li> </ul>
Five Essentials	Ambitious Instruction      Supportive Environment
CPS Framework for Teaching	<a href="#">2b. Establishing a Culture for Learning</a>
CPS Performance Standards for School Leaders	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort C2. Builds a culture of high aspirations and achievement for every student.

## Expectations for depth & breadth of Quality Teaching

3 of 3 complete

### Instruction:

The teachers have finely honed instructional skills. They can shift from one approach to another as the situation demands by carefully monitoring the effect of their teaching on student learning. They seamlessly incorporate ideas and concepts from other parts of the curriculum into their explanations and activities. Their questions probe student thinking and serve to extend understanding. They promote the emergence of self-directed learners.

### Score

1   **2**   3   4

Most teachers promote discourse in learning activities. It is evident that few staff members are consistently use data to drive instruction. Teachers are flexible instruction in introducing new concepts as they become relevant in lesson. Few teacher practice multiple ways of teachers to accommodate student learning styles. A protocol form will be established with sentence stems and discussion tips to foster deeper professional dialogue and reflection of instructional practices.

## Guide for Instruction

- **Plan a range of effective pedagogical approaches suitable to student learning of the content/skills taught and anticipate student misconceptions.**
- **Effectively communicate with students.**
  - Guide students to articulate the relevance of the objective(s) to learning.
  - Anticipate possible student misunderstanding.
  - Enable students to develop a conceptual understanding of content while making connections to their interests, knowledge, and experience.
  - Enable students to contribute to extending the content by explaining concepts to their classmates.
  - Build on students' language development and understanding of content.
  - Use vocabulary appropriately for students' ages and development. Students contribute to the correct use of academic vocabulary.
- **Use questioning and discussion as techniques to deepen student understanding and challenge.**
  - Use a variety of low- and high-level, open-ended, and developmentally appropriate questions to challenge students cognitively, advance high level thinking and discourse, and promote metacognition.
  - Use techniques that enable students to engage each other in authentic discussions about content. And, enable students to formulate their own questions and respectfully challenge one another using viable arguments based on evidence.
  - Encourage student responsibility for ensuring all voices are heard in the discourse and that all students are listening and responding to questions and answers from their teacher and peers.
  - Require students to cite textual evidence to support/develop a claim.
- **Engage students in learning.**
  - Scaffold instruction to ensure all students, including diverse learners and English Learners, access complex texts and engage in complex tasks.
  - Provide targeted supports to individual students or groups of students based on their identified needs.
  - Provide instruction designed to develop language domains for English learners.
- **Monitor the effect of teaching on student learning and integrate formative assessment into instruction.**
  - Monitor progress and check for understanding for individual students.
  - Change instructional practice based on analysis of current data.

- Use universally designed assessments that allow for multiple pathways for students to demonstrate understanding of the objective(s).
- Also see *Balanced Assessment*.
- **Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated.**
  - Intervene in a timely and effective way to help students who are struggling.
  - When formative assessments show a need for intervention or enrichment, make effective impromptu adjustments that individualize instruction.
  - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Evidence of best practices (flexible grouping, cognitively demanding tasks, open-ended questions)</li> <li>✓ Informational observations, peer observations, learning walks</li> <li>✓ Lesson studies</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ SGRP Attainment and Growth</li> <li>✓ REACH observation trends (de-identified)</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Effective Leaders</li> <li>Supportive Environment</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">3a. Communicating with Students</a></li> <li><a href="#">3b. Using Questioning and Discussion Techniques</a></li> <li><a href="#">3c. Engaging Students in Learning</a></li> <li><a href="#">3d. Using Assessment in Instruction</a></li> <li><a href="#">3e. Demonstrating Flexibility and Responsiveness</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices</li> <li>B2. Observes and Evaluates Staff and Gives Feedback to Staff</li> </ul>

### Multi-Tiered System of Support:

The school is characterized by full implementation a system of academic and social emotional (SEL) supports for all students. Every day, in all classrooms, all teachers provide: Universal instruction in the core curriculum - academic & SEL (Tier 1) to all students; additional targeted academic and SEL supports (Tier 2) where needed; and deep and intense supports (Tier 3) based on individual and small group needs. The school also monitors On Track data (grades/GPA and attendance (ES), and course credits (HS)) to provide interventions/supports for students at risk for failure and/or truancy.

Score

1 2 3 4

MTSS team meets regularly and uses classroom and individual data to support decision making. However, the MTSS team need to focus more on Tier 2 and Tier 1 strategies and supports as they thoroughly do for Tier 3 students. Tier 1 is nonexistent. Lack of Progress monitoring in intermediate and middle school. Inconsistent Progress monitoring in K - 5. Fidelity of adhering to schedule of intervention with Best Practices is inconsistent by most instructional staff

### Guide for Multi-Tiered System of Support

- **TIER 1 - Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated. (3e)**
  - Intervene in a timely and effective way to help students who are struggling.
  - When formative assessments show a need for intervention or enrichment, teachers make effective impromptu adjustments that individualize instruction for students.
  - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.
- **TIER 1 - Customize the learning environment, pace, and approach of teaching and curriculum in order to meet each learners' individual needs ('Personalized Learning').**
  - Empower student to advance their learning.
  - Use up-to-date individual student profiles that include strengths, needs, motivations, and outlines an individualized path to reach his/her goals.
  - Classrooms are student-centered with student agency.
  - Each student has the opportunity to advance upon demonstrating mastery.
- **ON TRACK - Provide universal supports to prevent failing and absenteeism and targeted interventions for grades below "C" or chronic absenteeism. (On Track)**
  - Identify students off track due to low attendance and poor course performance and provide intensive supports to address root causes of why students have low grades and poor attendance.
- **TIER 2 & 3 - Collaborate and work as teams of teachers and Related Service Providers (RSP) to plan and monitor targeted student support with varied instructional strategies and SEL support of varying degrees of intensity for all students.**
  - Monitor students requiring and receiving targeted and intensive instruction/interventions.
  - Use the Problem Solving Process to plan Tier 2 and 3 instruction/interventions.
  - Determine appropriate interventions for students or groups of students not making adequate progress.
  - Use progress monitoring data to track effectiveness of interventions and student response to intervention.
- **TIER 2 & 3 – Implement Personal Learning Plans (PLP (<https://sites.google.com/a/cps.edu/kc/curriculum/instructional-supports/school-year-supports---personal-learning-plans>)) goals and intervention strategies for students requiring school year supports as described in Elementary School Promotion Policy (Board Report 09-1028-PO2).**
  - Ensure implementation of these plans, review subsequent 5 week data, determine the effectiveness of the strategies and adjust plans as needed.
- **Communicate to parents/guardians the additional supports and/or interventions provided for their child to better align school and home**

environments.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Evidence of multi-tiered system of supports (e.g. progress monitoring data, menu of available interventions in use, teacher team protocols in use)
	✓ Evidence of Personal Learning Plan (PLP) implementation
	✓ Integrated data system that informs instructional choices
	✓ Flexible learning environments
	✓ Use of student learning plans
	✓ Use of competency-based assessments
	✓ Use of personalized learning rubric
Measures	✓ Evidence of On Track monitoring and supports
	✓ SQRP Attainment and Growth
	✓ Attendance Rates
Five Essentials	✓ Course success rates (e.g. grade distributions, pass/failure rates)
	Ambitious Instruction
	Collaborative Teachers
CPS Framework for Teaching	Supportive Environment
	<a href="#">1a. Demonstrating knowledge of content and pedagogy</a>
	<a href="#">1b. Demonstrating Knowledge of Students</a>
	<a href="#">1d. Designing Coherent Instruction</a>
	<a href="#">2d. Managing Student Behavior</a>
	<a href="#">3d. Using Assessment in Instruction</a>
CPS Performance Standards for School Leaders	<a href="#">3e. Demonstrating Flexibility and Responsiveness</a>
	<a href="#">4b. Maintaining Accurate Records</a>
	B3. MTSS Implemented Effectively in School

### Balanced Assessment & Grading:

A balanced assessment system effectively measures the depth and breadth of student learning and monitors student progress towards college and career readiness. It also produces actionable data to inform planning for instruction, academic supports, and resource allocation. To meet these goals, a balanced assessment system must include multiple measures and be responsive to the needs of all students, including diverse learners and English learners.

Score

1 2 3 4

Unit and lesson plans are submitted in Google Drive every 2 weeks. Assessments administered: NWEA (MOY and EOY), Mclass math and TRC (BOY, MOY and EOY), classroom level benchmarks. Grade book needs to be better maintained and monitored. Some teachers are consistent with the upkeep of gradebook. Grades in Gradebook does not correlate with NWEA data

### Guide for Balanced Assessment & Grading

- **Use multiple measures (i.e. a range of assessment types and at multiple points in time) to supplement district-centralized assessments with other formative assessments to provide a more comprehensive picture of student learning.**
- **Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement, especially for students receiving Tier 2 and 3 services, in addition to Tier 1 core instruction. (also see MTSS and Instruction)**
- **Make assessments accessible to students, including diverse learners and English Learners through employing features of universal design (<http://www.udlcenter.org/aboutudl/udlcurriculum>) and use of accommodations and, where needed, modifications.**
  - Provide accommodations in presentation (i.e. how assessment text and tasks are presented to students), response (i.e. how students provide their answers), and/or setting/timing (i.e. scheduling/location of assessment).
- **Utilize assessments that reflect the key shifts in literacy and mathematics in teacher created or selected assessments.** (see Rigorous Student Tasks)
- **Utilize assessments that measure the development of academic language for English learners.**
- **Have access to and analyze school-wide, teacher team, and classroom assessment data to determine instructional effectiveness and subsequent learning needs**
- **Improve and promote assessment literacy.**
  - Work together on building common assessments within a department, course, or grade level team.
  - Invest resources in helping teachers evaluate and improve the quality of formative assessments. For example, use the Assessment Design Toolkit (<http://www.csai-online.org/spotlight/assessment-design-toolkit>).
  - Use common protocols and calibrate on scoring and grading in teacher teams.
  - Analyze quality and alignment of assessments and tasks to ensure they meet the expectations of the standards and embed various levels of complexity.
- **Have a grading system that clearly, accurately, consistently, and fairly communicates learning progress and achievement to students, families, postsecondary institutions, and prospective employers.**
  - Ensure that students, families, teachers, counselors, advisors, and support specialists have the detailed information they need to make important decisions about a student's education.
  - Measure, report, and document student progress and proficiency:

- Against a set of clearly defined cross-curricular and content-area standards and learning objectives collaboratively developed with staff.
- Separately from work habits, character traits, and behaviors, so that educators, counselors, advisors, and support specialists can accurately determine the difference between learning needs and behavioral or work-habit needs. academic mindsets and behaviors (CCSR).
- Ensure consistency and fairness in the assessment of learning, and assignment of scores and proficiency levels against the same learning standards, across students, teachers, assessments, learning experiences, content areas, and time.
- Ensure grades are not used as a form of punishment, control, or compliance.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Examples of a variety of teacher created and teacher selected assessments
	✓ Units and lesson plans with formative and summative assessments embedded in a long term plan
	✓ Evidence of assessment data analysis for the purpose of planning
	✓ Assessment calendar
	✓ Examples of gradebooks
	✓ School's grading policy
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
CPS Framework for Teaching	<a href="#">1c. Selecting Learning Objectives</a>
	<a href="#">1e. Designing Student Assessment</a>
	<a href="#">3d. Using Assessment in Instruction</a>
	<a href="#">4a. Reflecting on Teaching &amp; Learning</a>
CPS Performance Standards for School Leaders	<a href="#">4b. Maintaining Accurate Records</a>
	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices

## Expectations for Quality & Character of School Life

6 of 6 complete

### Culture for Learning:

A culture for learning is characterized by a school atmosphere that reflects the educational importance of the work undertaken by both students and staff. It describes the norms that govern the interactions among individuals about the mindsets (e.g. ability/confidence to grow with effort), academic behaviors (e.g. attending classes, completing assignments), the learning strategies and skills, the value of perseverance despite challenges and obstacles, and the general tone of the school. The classroom is characterized by high cognitive energy, by a sense that what is happening there is important, and that it is essential to "get it right." There are high expectations for all students. The classroom is a place where teachers and students value learning and hard work, and students take visible delight in accomplishing their work. Staff believe they can make a difference, that their hard work is the fundamental cause of student achievement, and are invested in student outcomes.

### Score

1 2 3 4

Most teachers provide rubrics in advance so that students are aware of expectations. Students receive meaningful feedback on assignments (written and oral). Teachers promote high expectations for all students, but attainment is inconsistent across grade levels. Teachers in grades K - 8 conduct quarterly math "problem of the month" gallery walks where students lead the discussion and presentation school wide. Reviewing student work is not a common practice and a protocol will be established to be used during grade level meetings.

## Guide for Culture for Learning

- **Create a culture that reflects a shared belief in the importance of learning and hard work.**
  - Use strategies to reinforce and cultivate student curiosity.
  - Make learning goals relevant to students, and inspire students to stay committed to their learning goals.
  - Consistently communicate the expectation that all students can achieve at high levels.
  - Utilize strategies to encourage daily and timely attendance.
- **Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student.**
  - Clearly display school-wide expectations for academic and personal success throughout the building.
  - Set high expectations according to grade-appropriate learning objectives.
  - Differentiate expectations so all students stretch to not only meet but exceed personal learning goals.
  - Recognize high levels of student achievement. All students receive recognition.
  - Encourage student resilience and hard work.
  - Ensure students feel safe to share misunderstandings and struggles.
- **Encourage students to take ownership and pride in their work where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.**
  - Students self-assess (e.g. checking own work before giving to teacher) to develop a reflective habit of mind essential for improvement. This ensures

- students take responsibility for their own learning, focuses attention on criteria for success, and increases effort and persistence.
- **Provide students frequent, informative feedback.**
  - Tell/show students what they have done well (through positive reinforcement) and what they need to do to improve, including clarifying criteria and goals.
  - Give feedback on the task, the processes used to complete the task, and on the student's ability to self-regulate their own learning.
- **Develop academic mindsets and behaviors.**
  - Teach a growth mindset that over time with effort and practice, students can learn and succeed.
  - Encourage students' sense of belonging to the school and classroom community (see Relational Trust).
  - Employ strategies including ongoing monitoring and support of students' academic behaviors.
  - Praise effort and process. For example, "Good job, that must have taken a lot of effort" instead of, "Good job. You must be really smart."

## Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Sample of individual student learning goals from a cross-section of teachers</li> <li>✓ Also review student work evidence from Rigorous Student Tasks</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ Five Essentials – Ambitious Instruction</li> <li>✓ SQRP Attainment and Growth</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Collaborative Teachers</li> <li>Supportive Environment</li> </ul>
CPS Framework for Teaching	<a href="#">2b. Establishing a Culture for Learning</a>
CPS Performance Standards for School Leaders	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort

### Relational Trust:

The school is characterized by high levels of relational trust between all school participants - the "glue" or the essential element that coordinates and supports the processes essential to effective school improvement. Interactions, both between the teacher and students and among students, are highly respectful, reflecting genuine warmth and caring. Students contribute to high levels of civility. Interactions are sensitive to students as individuals, appropriate to the ages and development of individual students, and to the context of the class. The net result of interactions is that of academic and personal connections among students and adults.

Score

1 2 3 4

Awards Assembly to recognize student achievement. Frequent celebrations in classroom and school wide praise for attendance achievement.

Civility is being challenged, however it does not affect overall discipline as evident on dashboard. Discipline data lowered from 2014- 2015 school year

My School My Voice was successfully given to all upper grade students and staff members. Parents were given a chance to participate in the study during the Report Card Pick Up sessions.

### Guide for Relational Trust

- **Develop trusting relationships with students so each student has at least one trusted adult in the school.**
  - Adults are responsible for occasional check-ins or serve as mentors.
- **Adult-student interactions are positive, caring, and respectful.**
  - Ensure a greater proportion of interactions are positive (as opposed to corrective) between staff and student consistently school-wide.
- **Student interactions are mutually supportive and respectful, with strong norms for positive behavior.**
  - Create opportunities for students to build positive relationships with peers.
  - Create opportunities for older students to mentor younger students.
- **Understand diversity and its impact on student learning; recognize and integrate the learning opportunities that come from a diverse community.**
  - Create opportunities for students to learn about the community they serve (e.g. culture and neighborhoods).
  - Have mutual respect for individual differences (e.g. gender, race, culture, etc.) at all levels of the school—student-student; adult-student; adult-adult and overall norms for tolerance.
  - Provide training to engage diverse families and communities.
- **Support and respect one another, personally and professionally (Teacher-Teacher Trust, Teacher-Principal Trust)**
  - Respect other teachers who take the lead in school improvement efforts.
  - Respect colleagues who are experts at their craft.
  - Exchanges are marked by genuinely listening to what each person has to say and by taking these views into account in subsequent actions. Even when people disagree, individuals can still feel valued if others respect their opinions.
  - Personal regard springs from a collective willingness to extend beyond the formal requirements of a job definition or a union contract (e.g. openness or reaching out to others).
- **Utilize relationships as a means of deterring truant behavior brought on by unspoken hurdles a child may be facing.**

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Five Essentials/My Voice, My School Survey</li> <li>✓ School Climate Standards Self-Assessment</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ Five Essentials</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Collaborative Teachers</li> <li>Supportive Environment</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">1b. Demonstrating Knowledge of Students</a></li> <li><a href="#">2a. Creating an Environment of Respect and Rapport</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>D2. Creates, develops and sustains relationships that result in active student engagement in the learning process</li> <li>E1. Creates a Culturally Responsiveness Climate</li> </ul>

### Student Voice, Engagement, & Civic Life:

Students are interested and engaged in learning, invested in their school, and contributing to their community. The school provides early and ongoing exposure to a wide range of extracurricular activities and rigorous courses and programming.

Score

1 2 **3** 4

Hay School partners with the Boys and Girls Club to offer year round after school in academics, social development and enrichment/sports. Summer sessions are also offered for students not in summer school. The Club and Hay will work closely next school year to establish a more aligned program to the school's priorities and core values.

## Guide for Student Voice, Engagement, & Civic Life

### Students...

- **Have equitable access to a wide range of extracurricular and enrichment opportunities that build leadership, nurture talents and interests, and increase attendance and engagement with the school.**
  - Student needs, interest, and input are solicited for student programming.
  - Impact and quality of extracurricular and enrichment activities are measured regularly.
- **Have equitable access to rigorous courses/programming (e.g. AP, IB, magnet, dual credit, CTE).**
  - Student needs, interest, and input are solicited for student programming.
- **Have a choice.**
  - Respectful student questioning and inquiry is embraced. Students choose issues of concern, research topics relevant to their lives, and develop their own plans to address them.
  - Learning activities are personalized to match students' needs and interests, and students are involved in decisions that affect their learning.
- **Have a voice and take informed action.**
  - Students are included in key conversations about their learning experience and work with the principal and staff to identify issues and implement solutions. (e.g. student voice committee).
  - Students initiate and lead some school improvement initiatives.
  - Students participate in democratic decision-making at the school level.
  - Students identify and research issues of relevance and work together to propose/advocate for solutions.
- **Connect to decision-makers.**
  - Students learn about the structures and roles of government and civil society. They learn how to engage with elected officials and decision makers, and learn they have power and practice using it.
  - Students learn about issues and candidates, prepare voter education materials and get involved.
  - All eligible students are asked to register to vote.
- **Make positive contributions to the school and community.**
  - Civic engagement is the project of entire school. Teachers and school staff collaborate across disciplines and grade levels to align and embed civic skills and content in curriculum.
  - Curriculum based projects, including service learning experiences, are present in various disciplines, and link students to community resources and partners.
  - Incorporate writing for audience beyond the teacher (presentation based learning).
- **Learn to evaluate and consider multiple viewpoints by discussing current and controversial topics.**
- **Consider how people in a democratic society effect change.**
- **Consider their roles and responsibilities as a member of the community.**
- **In high school, students are enrolled in Civics courses.**

## Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	✓ Extracurricular offering info (e.g. descriptions of sports and clubs, list of partner organizations, participation data)
	✓ Student interest surveys (and/or other avenue for student input)
	✓ Policies regarding student engagement in decision making
	✓ Student government or committee charter and responsibilities
Measures	✓ MVMS Student Survey completion rates and results
	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
CPS Framework for Teaching	<a href="#">1b. Demonstrating Knowledge of Students</a>
	<a href="#">2a. Creating an Environment of Respect and Rapport</a>
	<a href="#">3c. Engaging Students in Learning</a>
CPS Performance Standards for School Leaders	D3. Utilizes Feedback from Multiple Stakeholders for School Improvement
Content Standards	<a href="#">Social Science 3.0</a> Social Emotional Learning Standards

**Safety & Order:**

The school is characterized by high levels of safety and order. Students feel physically and emotionally safe from harm, and adults work to actively maintain a safe, orderly school environment.

Score

1 **2** 3 4

Based on the previous year MVMS results for Climate and Culture, students do not feel safe and therefore this is a priority of the administration and teachers. This year tighter procedures were in place for visitors and parents. More security protocols are needed to ensure dismissal and entrance time are safe for all stakeholders.

**Guide for Safety & Order**

- **Ensure students and adults feel physically, socially, intellectually, and emotionally safe throughout the school.**
- **Provide clear procedures for reporting and responding to safety concerns.**
- **Manage efficient and orderly transitions between activities.**
  - Manage classroom routines and procedures to maximize instructional time.
  - Orchestrate the environment so students contribute to the management of classroom routines (e.g. transitions) without disruption of learning).
  - Arrival, dismissal, and other school-wide transitions are safe, efficient, and orderly.
- **Provide a framework for positive behavior throughout the school based on shared values and expectations.**
  - Have shared expectations for positive behavior. (See Restorative Approaches to Discipline)
- **Teach, model, and reinforce (by all staff members) clear behavior expectations for all areas of the school.**
  - All adults use active supervision (move, scan, and interact) in all settings.
- **Emphasize proactive, instructive, and restorative approaches to student behavior and minimize punitive consequences through policies and procedures. (See Restorative Approaches to Discipline)**
  - Adults correct misbehavior in ways that reinforce established expectations and cause minimal disruption to learning.
- **Clarify criteria for office referrals versus classroom managed behavior.**

**Evidence, Measures, and Standards**

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ MVMS score – “Safety”
	✓ % of teachers proficient or distinguished in 2c (Management of Transitions) on the Framework for Teaching?
	✓ Examples of teacher practice improving in Domain 2 of the Framework for Teaching.
	✓ School Climate Standards Rubric/Assessment
Measures	✓ Five Essentials – Supportive Environment score
	✓ My Voice, My School Survey “Safety” score
Five Essentials	Supportive Environment
CPS Framework for Teaching	<a href="#">2a. Creating an Environment of Respect and Rapport</a>
	<a href="#">2c. Managing Classroom Procedures</a>
	<a href="#">2d. Managing Student Behavior</a>
CPS Performance Standards for School Leaders	A4. Creates a Safe, Clean and Orderly Learning Environment

**Restorative Approaches to Discipline:**

The school is characterized by having and implementing policies and procedures that emphasize proactive, instructive, and restorative approaches minimizing punitive consequences. Discipline practices primarily focus on shaping behavior as opposed to punishing behavior. The school only uses out-of-school suspension as a last resort and utilizes a systems-change approach to bring

Score

1 2 **3** 4



about a more restorative culture. The school is also characterized by strong and consistent school and classroom climates. The school reinforces positive behaviors and responds to misbehaviors in calm, respectful, and thoughtful ways, teaching students important social and emotional skills that enable them to get along with others, make responsible decisions, and focus on learning. When misbehavior occurs, the school seeks to understand the underlying reasons (root cause) in order to design a response that effectively changes student behavior using a menu of instructive, corrective and restorative responses.

This year we collaborated with Kirk Riddle to implement Restorative Justice practices throughout the school. Not all embraced the program and there are still pockets of concern where the RJ practices could be properly implemented.

### Guide for Restorative Approaches to Discipline

- **PROACTIVE - Reinforce positive student behavior with clear expectations, routines, and procedures.**
  - A team meets regularly to organize systems that support a restorative environment.
  - Post and refer to clear, positively stated expectations and model expected behaviors.
  - Create routines and procedures central to the learning environment.
  - Engage families as partners.
  - Contact families frequently to inform them of positive student behavior and progress.
  - Vary acknowledgements and provide both short and long term opportunities for reinforcement for all students.
- **INSTRUCTIVE - Integrate universal SEL skills instruction and core content.**
  - Intentionally teach competencies outlined in SEL Standards. Use discipline as opportunity to teach these skills.
  - Use a Multi-tiered System of Supports (MTSS) for social, emotional, and behavioral growth.
    - Use data to determine which behaviors should be retaught or more heavily reinforced.
  - Explicitly teach expected behavior and positively reinforce consistently school-wide.
  - Avoid power struggles with students by offering choices. Redirect students privately and respectfully.
- **RESTORATIVE - Employ a continuum of responses to behavior to effectively change student behavior.**
  - Ensure classroom instruction continues when problem behavior occurs.
  - Prefer responses that do not remove students from regular instructional setting or after school activities.
  - Respond to behavior to address the cause, reteach expectations, build social emotional skills, and repair relationships with staff or peers.
  - Designate an administrator, such as a dean or restorative practices coordinator, responsible for leading centrally-managed response to behaviors using consistent, restorative procedures.
  - Support teachers to engage in restorative conversations or respond to behavior incidents.
  - Provide opportunities for students to take responsibility for repairing harm caused by their actions.
  - Assign detention and ISS only for students who have a pattern of misbehavior and have not responded to non-exclusionary interventions, or when separation is a logical response to the behavior.
    - Include specific interventions to address social and emotional skill development, communicate with teachers to repair relationships, maintain classroom work, and connect to behavioral intervention services as necessary.
    - Establish a clear procedure for obtaining assignments from teachers to mitigate the impact of lost instruction for students assigned to ISS.
    - Designate space and consistent staff to support implementation of ISS.
  - (Optional) Develop a Behavioral Health Team to coordinate appropriate behavioral interventions.

### Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Misconduct data (Dashboard)
Evidence	✓ My Voice, My School survey responses
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
CPS Framework for Teaching	<a href="#">2a. Creating an Environment of Respect and Rapport</a> <a href="#">2d. Managing Student Behavior</a> <a href="#">4c. Communicating with Families</a>
CPS Performance Standards for School Leaders	C3. Staff/Student Behavior Aligned to Mission and Vision of School
Content Standards	Social Emotional Learning Standards

#### Parent Partnership:

The school develops strong parent partnerships characterized by involving parents in the instructional program, messaging expectations, fostering a better connection between the school and home, and inspiring participation and high levels of collaboration with families. The school provides opportunities for families to volunteer, build its parent community, and support the school's operations through activities including but not limited to participation on parent councils (e.g. PACs, BACs and PLNs). There are high levels of communication between schools and families is mutual and two-way. Families have a way to voice concerns and schools address and respond to input.

#### Score

1 2 **3** 4

Although multiple parent meetings were held throughout the school year (parent conferences, Town hall meetings, coffee with principal meetings, etc.) we received little parental and community involvement. We are working close with the NCLB/PAC team, a group teachers who want to develop the parent engagement piece here and the LSC members to find what's working and not and to plan multiple opportunities for outreach efforts.

## Guide for Parent Partnership

- **Establish a non-threatening, welcoming environment that is warm, inviting, and helpful.**
- **Provide frequent, high quality, well publicized opportunities for families and community to participate in authentic and engaging activities in the school community (e.g. student performances/ exhibitions, literacy or math events).**
- **Provide multiple opportunities for parents to ask questions, raise concerns, and give feedback.**
  - Respond to families' concerns and requests for information professionally and in a timely manner, providing resources and solutions to address the concerns.
- **Solicit the support and engagement of families as partners in the instructional program (e.g. volunteering, working at home with their child, involvement in class and school projects in and out of school, and parent workshops).**
  - Host events for parents to share with other parents how home and school complement each other.
  - Share best practices around learning and development with parents to support students at home.
  - Inform parents of grade level standards and expectations and grading policies with a clear description of what meeting the standard looks like.
  - Inform parents of attendance expectations and the impact of attendance on a student's trajectory.
  - Assist parents to volunteer in the school and/or participate on teams/committees.
  - Promote the use of **Parent Portal** and **Parent University** to connect and engage parents with school.
- **Frequently communicate with families about class and individual activities and individual student's progress.**
  - Regularly inform parents of their child's progress across all relevant measures: attendance, discipline, academics, social-emotional learning, and health and wellness.
  - Send regular, positive, personalized communication from a staff member.
  - Use a variety of consistent communication methods (e.g. calls, text, newsletter, website, face to face) sensitive to cultural norms and needs.
- **Conduct intensive outreach to families in need of specialized support through home visits and collaboration with social services agencies.**
  - School responses to student excessive absences and/or tardiness includes outreach to families.
- **Provide proactive communication (e.g. parent handbook and resources).**
- **Partner equitably with parents speaking languages other than English.**
  - Information is provided to parents in their native language.
  - Parent meetings scheduled with interpreters present to facilitate participation.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Examples of communication methods and content
	✓ Participation rates for Parent University, events, parent council(s), report card pick-up, survey completion, Parent Portal, etc.
	✓ Outreach efforts
	✓ Documentation of responsiveness to Parent Support Center concerns raised
	✓ Event agendas, flyers
	✓ Fundraising activities and amounts (if applicable)
	✓ How does the school honor and reflect the diversity of families including language and culture?
Measures	✓ Five Essentials Score – Involved Families
	✓ My Voice, My School Survey scores – outreach to parents; parent-teacher trust
Five Essentials	Involved Families
CPS Framework for Teaching	<a href="#">2c. Managing Classroom Procedures</a> <a href="#">4c. Communicating with Families</a>
CPS Performance Standards for School Leaders	D1. Engages Families

## School Excellence Framework Priorities

Score Framework dimension and category

Area of focus 0= Not of focus

2 Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading

1	2	3	4	5	0
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2	Expectations for depth & breadth of Quality Teaching: Instruction	1	2	3	4	5	⊘
2	Expectations for depth & breadth of Quality Teaching: Multi-Tiered System of Support	1	2	3	4	5	⊘
2	Expectations for depth & breadth of Student Learning: Instructional Materials	1	2	3	4	5	⊘
2	Expectations for depth & breadth of Student Learning: Rigorous Student Tasks	1	2	3	4	5	⊘
2	Expectations for depth & breadth of Student Learning: Transitions, College & Career Access & Persistence	1	2	3	4	5	⊘
2	Expectations for Quality & Character of School Life: Safety & Order	1	2	3	4	5	⊘
3	Culture of & Structure for Continuous Improvement: Aligned Resources	1	2	3	4	5	⊘
3	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1	2	3	4	5	⊘
3	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1	2	3	4	5	⊘
3	Culture of & Structure for Continuous Improvement: Professional Learning	1	2	3	4	5	⊘
3	Expectations for depth & breadth of Student Learning: Curriculum	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Culture for Learning	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Parent Partnership	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	1	2	3	4	5	⊘
4	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	⊘

Goals

Required metrics (Elementary)

18 of 18 complete

	2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
<b>National School Growth Percentile - Reading</b>				
Based on the CIWP strategic reading goal, at least 10% growth on NWEA reading growth in grades 3 - 8 on the Spring assessment. This will be achieved by building capacity through effective instructional practices and deep data analysis.	85.00	48.00	88.00	90.00
<b>National School Growth Percentile - Math</b>				
Based on the CIWP strategic mathematics goal, at least 10% growth on NWEA mathematics growth in grades 3 - 8 on the Spring assessment. This will be achieved by building capacity through effective instructional practices and deep data analysis.	37.00	74.00	42.00	77.00
<b>% of Students Meeting/Exceeding National Ave Growth Norms</b>				

Our goal is to increase the number of students meeting and exceeding national average growth norms by at least 5 percentage points. Based on the 2015 School Progress Report, our school's growth is above average thus ranging greater than other schools nationally scored.

59.90

(Blank)

64.90

69.90

**African-American Growth Percentile - Reading**

Our goal is to increase the African American students growth in reading by 5 percentage points. The 2015 - 2016 projects that our scores will have dropped by 60% in the 2015 -2016 school year. According to the SQRP this is a factor in the school reaching a Level 1 status.

80.00

48.00

58.00

68.00

**Hispanic Growth Percentile - Reading**

Our goal is to consistently increase the Hispanic students growth in reading by 5 percentage points.. According to the SQRP, this is a factor in the school reaching a Level 1 status.

(Blank)

(Blank)

0.00

0.00

**English Learner Growth Percentile - Reading**

Through intensive professional development, teachers will incorporate various instructional practices and strategies to increase the percentile rank of 5 percentage points.

(Blank)

(Blank)

0.00

0.00

**Diverse Learner Growth Percentile - Reading**

The diverse learners growth in reading will increase due to effective instructional practices, modeling, coaching and direct feedback for instructional staff training.

1.00

17.00

45.00

55.00

**African-American Growth Percentile - Math**

Our goal is to consistently increase the African American students growth in math by 6 percentage points.. According to the SQRP, this is a factor in the school reaching a Level 1 status.

37.00

76.00

82.00

88.00

**Hispanic Growth Percentile - Math**

Our goal is to consistently increase the Hispanic students growth in math by 5 percentage points.. According to the SQRP, this is a factor in the school reaching a Level 1 status.

(Blank)

(Blank)

0.00

0.00

**English Learner Growth Percentile - Math**

Through intensive professional development, teachers will incorporate various instructional practices and strategies to increase the percentile rank of 5 percentage points.

(Blank)

(Blank)

0.00

0.00

**Diverse Learner Growth Percentile - Math**

Although a high number of diverse learners scored in the 87th percentile, it is vast difference and discrepancy from the previous school year. Therefore, all teachers, including diverse learner teachers, will engage in professional development for Tier 2 and Tier 3 support and strategies.

4.00

87.00

50.00

60.00

**National School Attainment Percentile - Reading (Grades 3-8)**

Based on the CIWP strategic reading goal, at least 10 percentage points increase on NWEA reading attainment in grades 3 - 8 on the Spring assessment. This will be achieved by building instructional capacity through effective instructional practices and deep data analysis.

11.00

15.00

25.00

35.00

**National School Attainment Percentile - Math (Grades 3-8)**

Based on the CIWP strategic reading goal, at least 10 percentage points increase growth on NWEA reading attainment in grades 3 - 8 on the Spring assessment. This will be achieved by building capacity through effective instructional practices and deep data analysis.

15.00

28.00

38.00

48.00

**National School Attainment Percentile - Reading (Grade 2)**

Based on the 2015 - 2016 Elementary School Quality Rating report, the attainment percentile of students in 2nd grade was 4%. In order to obtain Level 1 status our goal is to increase in at least 15 percentage points of growth in reading on the NWEA assessment.

1.00

4.00

19.00

34.00

**National School Attainment Percentile - Math (Grade 2)**

Based on the 2015 - 2016 Elementary School Quality Rating report, the attainment percentile of students in 2nd grade was 3%. In order to obtain Level 1 status our goal is to increase in at least 15 percentage points of growth in math on the NWEA assessment.

1.00      3.00      18.00      33.00

**% of Students Making Sufficient Annual Progress on ACCESS**

We will have an increase of a least 5 percentage point growth of the number of students making sufficient annual progress due to ongoing professional development of English Learners instruction and best practices.

(Blank)      (Blank)      0.00      0.00

**Average Daily Attendance Rate**

Based on the 2015 - 2016 Elementary School Quality Rating Report, the average attendance rate was less than 95%. A goal of at least 95% is needed for the district wide attendance goal.

93.00      94.20      95.00      97.00

**My Voice, My School 5 Essentials Survey**

Teachers and support staff members will effectively implement the Restorative Justice program for all students, thus reducing the number of inappropriate behaviors and increasing the rate of positive interactions among all students and staff members.

(Blank)      (Blank)      (Blank)      (Blank)

Custom metrics

1 of 1 complete

2014-2015 Actual      2015-2016 Actual      2016-2017 Goal      2017-2018 Goal

Office Referrals for student discipline

Monitor student infractions through the use of office referrals in an attempt to decrease students inappropriate student behavior. Teachers and support staff members will effectively implement the Restorative Justice practices for all students, thus reducing the number of inappropriate behaviors and increasing the rate of positive interactions among all students and staff members.

279.00      326.00      175.00      99.00

Strategies

Strategy 1

If we do...

...then we see...

...which leads to...

Design and implement a standardized assessment system to monitor progress and check for understanding for individual students. In order to obtain the Level 1 status in 2016/17 our goal is grow at least 15 percentage points for 2nd grade in both reading and mathematics NWEA assessment.

weekly check-ins, evidence of best practice, development of flexible groupings, and movement amongst the Tiers.

meeting aggressive reading and math targets and student growth and student attainment by Spring NWEA 2017, movement in small groups, and intentional questioning. At least 80% of primary students will perform at benchmark status in mClass math, Dibels, and TRC by Spring 2017 (EOY).

Tags:

Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 & 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support

Area(s) of focus:

1

Action step

Responsible

Timeframe

Evidence for status

Status

ILT selects a core set of progress monitoring tools per grade band for reading and math.	Principal	Sep 6, 2016 to Oct 31, 2016	An adopted set of progress monitoring tools	Completed
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**ILT, Academic gain, Vision, Academic expectations, Accountability, Benchmark progress monitoring, Trc, Achievement, Leadership and collective responsibility, Phonic, Assesment, Advisory council, Continuity, Dibels**

ILT presents proposed PM Tools for reading and math to entire staff for validation and consensus building wide.	ILT, Administration	Oct 3, 2016 to Nov 30, 2016	Agenda, LSC Minutes	Completed
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**Assessment, ILT, Academic gain, Community, Vision, Academic expectations, Accountability, Lsc, Benchmark progress monitoring, Trc, Achievement, Community partnerships, Leadership and collective responsibility, Advisory council, Continuity, Dibels**

Set up Professional Development for PM Tools for reading and math	Administration, ILT	Sep 30, 2016 to Oct 31, 2016	Agenda, School Calendar, CPDUs	Completed
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**Academic expectations, Cycles of learning, Common language, Assesment, Coaching support, Academic support**

Create a schedule for Progress monitoring for reading and math	ILT, Principal	Aug 1, 2016 to Sep 5, 2016	School Calendar, Google Classroom	Completed
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**Assessment, Cycles of professional learning, Academic supports, Aligned assessments**

Implementation of PM tools for reading and math	ILT, Teachers, and Administration	Oct 21, 2016 to Jun 16, 2017	Peer Observation, Tracking of PM,	On-Track
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**Assessment, Master schedule, Scheduleing**

Ongoing PM teachback sessions for math	ILT, Administration	Oct 24, 2016 to Jun 16, 2017	Agendas, calendar, Google Classroom	On-Track
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**Professional Learning, Instructional Coaching, Professional development, Academic supports, Common language, Coaching support**

Create leveled groups based on multiple data sources (NWEA, mClass, ACCESS, and formative assessment) to individualize instruction.	Teachers, Principal, Curriculum Specialist	Feb 1, 2017 to Jun 16, 2017	Lesson Plans, observations, Data Tracking Sheets (PreK-2, 2-8) Guided Reading Monitoring forms	On-Track
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**Tier 2 & 3, Curriculum maps, Tier 1, Instructional support, Instructional strategies**

**Strategy 2**

If we do...

...then we see...

...which leads to...

Effective monitoring of evidence based interventions and MTSS implementation with fidelity across grade levels to address both academic and social emotional learning.

an increase in differentiated and restorative justice practices. Based on our SQRP metrics the following will occur: decrease in office discipline referrals and an increase in

an increase in academic performance, attainment and growth improved classroom management as measured in a decrease in Office Discipline Referrals.

differentiated instruction in reading and math in tiers 1 and 2.

Tags:

Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 & 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk

Area(s) of focus:

2

Action step	Responsible	Timeframe	Evidence for status	Status
Collaborative conversations among teachers and support staff members through vertical and horizontal grade level teams. Teams will discuss data related to MTSS through Dashboard, misconduct reports in Verify, PLP's, and student learning plans.	Administration, MTSS Team	Aug 25, 2016 to Jun 16, 2017	Agendas, Sign In Sheets, Student Learning Plans, SEL lesson plans	On-Track
<b>Behavior and Safety, Aligned resources, Academics, Accountability, Best practice, Achievement, Behavior support plan, Analyze data, Annual review, Coaching support, Classroom observations</b>				
MTSS team meets monthly to review academic and behavior data	MTSS members, Administration	Aug 24, 2016 to Jun 16, 2017	Agendas, peer observations, Referrals, Dashboard data	On-Track
<b>Data, Academic, Tier 2 &amp; 3, Behavior, Accountability, Data analysis, Behavior supports;, Data tracking, Stakeholders, Academic support</b>				
ILT conducts ongoing data analysis of dashboard and office discipline reports.	ILT, Administration	Sep 12, 2016 to Jun 16, 2017	Agendas, Surveys, Graphs, Charts, Deep Dives	On-Track
<b>Data, Academic, Tier 2 &amp; 3, Behavior, Accountability, Data analysis, Data tracking, Behavior supports, Academic supports, Multi-tiered support systems, Deep dives</b>				
Continue community partnerships with Erikson Institute and Boys and Girls Club	Administration, Counselor,	Sep 12, 2016 to Jun 16, 2017	Professional Development, Agendas, Surveys, Cafes, Parent Training Sessions, Purchase Orders	On-Track
<b>Climate and Culture, Community, Behavior, Observation, Parent partnerships, Behavior plans, Common language, Activities, Evaluation, Expectations and goals, Coaching support</b>				
Monitor Social Emotional Lesson Plans weekly submissions	Administration, ILT, Curriculum Specialist	Sep 6, 2016 to Jun 16, 2017	Weekly lesson plan submissions	On-Track
<b>Academic, Accountability, Behavior plans, Backwards design, Curriculum mapping</b>				
Provide staff with professional development opportunities to enhance MTSS strategies and skills.	Administration, ILT, Related Service Team	Sep 6, 2016 to Jun 16, 2017	Agendas, Learning Hub, Sign-in sheets	On-Track

**Behavior support plan, Common language, Academic mtss, Behavior expectations**

Provide training for the implementation of Tier 2 interventions	Administration, ILT, Related Service Team	Sep 6, 2016 to Jun 16, 2017	Agendas, Learning Hub, Sign-in sheets	On-Track
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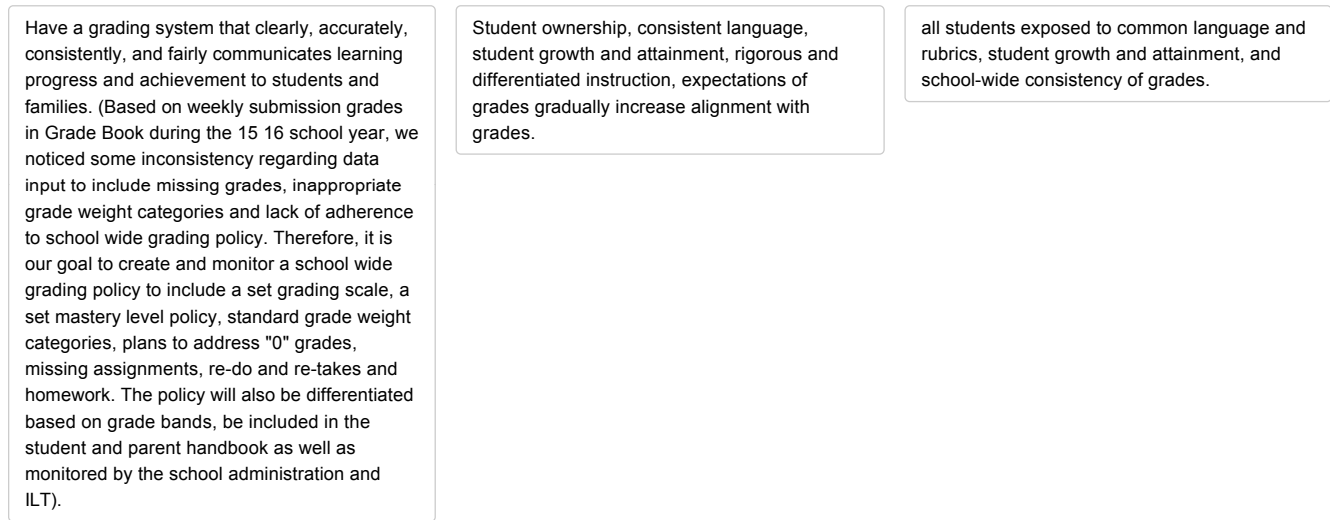
**Academic supports, Behavior support plan, Common language**

**Strategy 3**

If we do...

...then we see...

...which leads to...



Tags:

Communication, Balanced grading and assessment, Accountability, Parent portal, Grading policy, Common language, Continuity

Area(s) of focus:

3

Action step	Responsible	Timeframe	Evidence for status	Status
Revisit grading expectations for grades 1- 8.	Administration, All staff	Apr 7, 2016 to Jul 1, 2016	Grading Scale, grade book entries, Grade Level Agendas	Completed

**Academic expectations, Vertical aligned, Assessment policy, Academic rigor, Alignment, Aligned assessments, Common language**

Create a vertical team schedule to meet monthly in order to review, update, and discuss school-wide grading practices.	Administration, All staff	Aug 26, 2016 to Sep 26, 2016	Google Calendar, Agendas, Sign In Sheets, Research, Grading Policy	Completed
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**Academic expectations, Vertical aligned, Academic supports, Common planning time, Common language**

Teacher led workshops after school so common language is available to all regarding rubrics and grading policy.	ILT, Teachers, Principal	Sep 6, 2016 to Feb 28, 2017	Agendas, grade book, rubrics, work samples	Completed
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**Teacher-teacher trust & support, Academic expectations, Collaboration, Rubrics, Teacher planning, Common language**



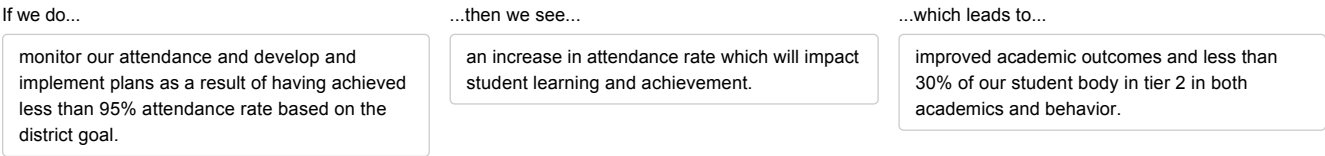
Include grading scale and academic expectations in John Hay Handbook for parents.	ILT, Administration	Jul 1, 2016 to Sep 6, 2016	Handbook, ILT agenda, ILT sign in sheets	Completed
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**Academic expectations, Parent partnerships, Academic rigor, Grading policy, Common language**

Create interdisciplinary units or lesson plans with formative and summative assessments embedded in CCSS.	All staff Pre-K- 8, Principal, Curriculum Specialist	Aug 26, 2016 to Jun 16, 2017	Unit Plans, Quarterly Curriculum Plans, Lesson Plans	On-Track
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**Classroom rigor, Assessment design, Creative curriculum, Assessment, Designing assessments**

Strategy 4



Tags: Data analysis, Action research, Attendance plan, Data dashboard, Analyze data, Attendance rate  
 Area(s) of focus: 2

Action step ⓘ	Responsible ⓘ	Timeframe ⓘ	Evidence for status ⓘ	Status
Attendance team continues to meet on a monthly basis.	Attendance Team, Principal, Assistant Principal	Sep 6, 2016 to Jun 16, 2017	Agendas, Sign-in sheets, meeting minutes	On-Track

**Attendance plan, Deep dives, Data dashboard**

Create school-wide plans and incentives promoting attendance.	Attendance Team, Administration, All teachers	Sep 6, 2016 to Jun 16, 2017	Agendas, Sign-in sheets, meeting minutes, Purchase orders	On-Track
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**MTSS, Interventions, Tier 2 & 3, Incentives**

Monitor and re-evaluate attendance plans and incentives.	Attendance Team, Administration, All teachers	Sep 6, 2016 to Jun 16, 2017	Grade level agendas, dashboard, parent communication log	On-Track
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**Communication, Attendance plan, Data dashboard**

Action Plan

District priority and action step	Responsible	Start	End	Status
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<p><b>+</b> ILT selects a core set of progress monitoring tools per grade band for reading and math.</p> <p>Tags: Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 &amp; 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support, ILT, Academic gain, Vision, Academic expectations, Accountability, Benchmark progress monitoring, Trc, Achievement, Leadership and collective responsibility, Phonic, Assesement, Advisory council, Continuity, Dibels</p>	Principal	Sep 6, 2016	Oct 31, 2016	Completed
<p><b>+</b> ILT presents proposed PM Tools for reading and math to entire staff for validation and consensus building wide.</p> <p>Tags: Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 &amp; 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support, Assessment, ILT, Academic gain, Community, Vision, Academic expectations, Accountability, Lsc, Benchmark progress monitoring, Trc, Achievement, Community partnerships, Leadership and collective responsibility, Advisory council, Continuity, Dibels</p>	ILT, Administration	Oct 3, 2016	Nov 30, 2016	Completed
<p><b>+</b> Set up Professional Development for PM Tools for reading and math</p> <p>Tags: Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 &amp; 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support, Academic expectations, Cycles of learning, Common language, Assesement, Coaching support, Academic support</p>	Administration, ILT	Sep 30, 2016	Oct 31, 2016	Completed
<p><b>+</b> Create a schedule for Progress monitoring for reading and math</p> <p>Tags: Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 &amp; 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support, Assessment, Cycles of professional learning, Academic supports, Aligned assessments</p>	ILT, Principal	Aug 1, 2016	Sep 5, 2016	Completed
<p><b>+</b> Implementation of PM tools for reading and math</p> <p>Tags: Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 &amp; 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support, Assessment, Master schedule, Scheduleing</p>	ILT, Teachers, and Administration	Oct 21, 2016	Jun 16, 2017	On-Track
<p><b>+</b> Ongoing PM teachback sessions for math</p> <p>Tags: Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 &amp; 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support, Professional Learning, Instructional Coaching, Professional development, Academic supports, Common language, Coaching support</p>	ILT, Administration	Oct 24, 2016	Jun 16, 2017	On-Track

District priority and action step	Responsible	Start	End	Status
<p>✚ Create leveled groups based on multiple data sources (NWEA, mClass, ACCESS, and formative assessment) to individualize instruction.</p> <p>Tags: Math, Diverse Learners, English Learners, Social studies, Instruction, Interventions, Academic gain, Literacy, Tier 2 &amp; 3, Progress monitoring, Accountability, Data analysis, Science instruction, Student learning, Strategies, Data driven instruction, Academic perfor, Goal setting, Pacing, Flexible grouping, Allocations of funds for purchasing materials for instruction and professional development, Analysis of data, progress monitoring, rit instruction, small group instruction, Document student progress, Instructional support, Defferentiation, Writing curriculum, Schoolwide assessment, Diagnsotic assessment, Focused instruction, Scaffolding, Academic support, Tier 2 &amp; 3, Curriculum maps, Tier 1, Instructional support, Instructional strategies</p>	Teachers, Principal, Curriculum Specialist	Feb 1, 2017	Jun 16, 2017	On-Track
<p>✚ Collaborative conversations among teachers and support staff members through vertical and horizontal grade level teams. Teams will discuss data related to MTSS through Dashboard, misconduct reports in Verify, PLP's, and student learning plans.</p> <p>Tags: Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 &amp; 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk, Behavior and Safety, Aligned resources, Acdemics, Accountability, Best practice, Achievement, Behavior support plan, Analyze data, Annual review, Coaching support, Classroom observations</p>	Administration, MTSS Team	Aug 25, 2016	Jun 16, 2017	On-Track
<p>✚ MTSS team meets monthly to review academic and behavior data</p> <p>Tags: Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 &amp; 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk, Data, Academic, Tier 2 &amp; 3, Behavior, Accountability, Data analysis, Behavior supports;, Data tracking, Stakeholders, Academic support</p>	MTSS members, Administration	Aug 24, 2016	Jun 16, 2017	On-Track
<p>✚ ILT conducts ongoing data analysis of dashboard and office discipline reports.</p> <p>Tags: Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 &amp; 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk, Data, Academic, Tier 2 &amp; 3, Behavior, Accountability, Data analysis, Data tracking, Behavior supports, Academic supports, Multi-tiered support systems, Deep dives</p>	ILT, Administration	Sep 12, 2016	Jun 16, 2017	On-Track
<p>✚ Continue community partnerships with Erikson Institute and Boys and Girls Club</p> <p>Tags: Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 &amp; 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk, Climate and Culture, Community, Behavior, Observation, Parent partnerships, Behavior plans, Common language, Activities, Evaluation, Expectations and goals, Coaching support</p>	Administration, Counselor,	Sep 12, 2016	Jun 16, 2017	On-Track
<p>✚ Monitor Social Emotional Lesson Plans weekly submissions</p> <p>Tags: Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 &amp; 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk, Academic, Accountability, Behavior plans, Backwards design, Curriculum mapping</p>	Administration, ILT, Curriculum Specialist	Sep 6, 2016	Jun 16, 2017	On-Track
<p>✚ Provide staff with professional development opportunities to enhance MTSS strategies and skills.</p> <p>Tags: Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 &amp; 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk, Behavior support plan, Commom language, Academic mtss, Behavior expectations</p>	Administration, ILT, Related Service Team	Sep 6, 2016	Jun 16, 2017	On-Track

District priority and action step	Responsible	Start	End	Status
<p>✚ Provide training for the implementation of Tier 2 interventions</p> <p>Tags: Climate and Culture, SEL, Interventions, Differentiated instruction, Tier 2 &amp; 3, Reflection, Accountability, Data analysis, Academic perfor, Safety and order, Achievement, Champs, Classroom management, Multi-tiered support systems, Peace circles, Behavior support plan, Analysis of data, progress monitoring, rit instruction, small group instruction, Social emotional learning, Low-incidence, Coaching support, Restorative practices, At risk, Academic supports, Behavior support plan, Commom language</p>	Administration, ILT, Related Service Team	Sep 6, 2016	Jun 16, 2017	On-Track
<p>✚ Revisit grading expectations for grades 1- 8.</p> <p>Tags: Communication, Balanced grading and assessment, Accountability, Parent portal, Grading policy, Common language, Continuity, Academic expectations, Vertical aligned, Assessment policy, Academic rigor, Alignment, Aligned assessments, Common language</p>	Administration, All staff	Apr 7, 2016	Jul 1, 2016	Completed
<p>✚ Create a vertical team schedule to meet monthly in order to review, update, and discuss school-wide grading practices.</p> <p>Tags: Communication, Balanced grading and assessment, Accountability, Parent portal, Grading policy, Common language, Continuity, Academic expectations, Vertical aligned, Academic supports, Common planning time, Common language</p>	Administration, All staff	Aug 26, 2016	Sep 26, 2016	Completed
<p>✚ Teacher led workshops after school so common language is available to all regarding rubrics and grading policy.</p> <p>Tags: Communication, Balanced grading and assessment, Accountability, Parent portal, Grading policy, Common language, Continuity, Teacher-teacher trust &amp; support, Academic expectations, Collaboration, Rubrics, Teacher planning, Commom language</p>	ILT, Teachers, Principal	Sep 6, 2016	Feb 28, 2017	Completed
<p>✚ Include grading scale and academic expectations in John Hay Handbook for parents.</p> <p>Tags: Communication, Balanced grading and assessment, Accountability, Parent portal, Grading policy, Common language, Continuity, Academic expectations, Parent partnerships, Academic rigor, Grading policy, Common language</p>	ILT, Administration	Jul 1, 2016	Sep 6, 2016	Completed
<p>✚ Create interdisciplinary units or lesson plans with formative and summative assessments embedded in CCSS.</p> <p>Tags: Communication, Balanced grading and assessment, Accountability, Parent portal, Grading policy, Common language, Continuity, Classroom rigor, Assessment design, Creative curriculum, Assesment, Designing assessments</p>	All staff Pre-K-8, Principal, Curriculum Specialist	Aug 26, 2016	Jun 16, 2017	On-Track
<p>✚ Attendance team continues to meet on a monthly basis.</p> <p>Tags: Data analysis, Action research, Attendance plan, Data dashboard, Analyze data, Attendance rate, Attendance plan, Deep dives, Data dashboard</p>	Attendance Team, Principal, Assistant Principal	Sep 6, 2016	Jun 16, 2017	On-Track
<p>✚ Create school-wide plans and incentives promoting attendance.</p> <p>Tags: Data analysis, Action research, Attendance plan, Data dashboard, Analyze data, Attendance rate, MTSS, Interventions, Tier 2 &amp; 3, Incentives</p>	Attendance Team, Administration, All teachers	Sep 6, 2016	Jun 16, 2017	On-Track
<p>✚ Monitor and re-evaluate attendance plans and incentives.</p> <p>Tags: Data analysis, Action research, Attendance plan, Data dashboard, Analyze data, Attendance rate, Communication, Attendance plan, Data dashboard</p>	Attendance Team, Administration, All teachers	Sep 6, 2016	Jun 16, 2017	On-Track

## Fund Compliance

### Supplemental General State Aid(SGSA)

My school receives SGSA funds

By checking the above box, the school is verifying that the attendance center complies with the statement regarding the use of SGSA funds:

1. The attendance center allocation is correctly based on the number of students eligible to receive free and reduced lunch and breakfast.
2. The attendance center has an approced plan, developed in consultation with teachers, administrators, and other appropriate personnel, and parents of thes tudents attending the attendance center.
3. The attendance center's plan is approved by the LSC and CPS.
4. SGSA funded activities fall within the allowable program categories: early childhood education, reduced class size, enrichment programs, remedial

assistance, attendance improvement, and other educationally beneficial expenditures which supplement the regular programs as determined by the Illinois state board of education.

5. SGSA Funds supplement and do not supplant non-categorical and other categorical funds allocated to the attendance center.
6. SGSA funds are supporting only those activities specified in the school's approved plan/amendment.
7. SGSA funds are not used for capital expenditures. 8. SGSA funds are not used for any political or lobbying activities by the attendance center.

## NCLB Program

### NCLB Schoolwide Program

(Not available to schools receiving NCLB funds for the first time) [Title 1/SW].

The school annually reviews the schoolwide plan/program. The schoolwide program plan is available to CPS, parents, and the public, and the information in the plan is in an understandable and uniform format, and to the extent practicable in a language the parents can understand.

NCLB Targeted Assistance Program Title I funded staff participate in the school's general professional development and school planning activities. Title I funded staff assume limited duties that are assigned to similar personnel including duties beyond the classroom, or that do not benefit Title I students, as long as the amount of time spent on such duties is the same proportion of the total work time with respect to similar staff.

Non-title school that does not receive any Title funds

## Parent Involvement in Targeted Assistance and Schoolwide Programs

I verify that the statement below is correct

No Child Left Behind (NCLB), the reauthorization of the Elementary and Secondary Act of 1965 continues a legislative commitment to parental involvement. Central features of prior reauthorizations, such as school-parent compacts, parent involvement policies, and the parent involvement funding formula remain unaltered. However, the NCLB reauthorization represents a notable shift in the role of parental involvement in the schools. It includes new provisions increasing parental notification requirements, parental selection of educational options, and parental involvement in governance. It envisions parents as informed and empowered decision makers in their children's education.

### Parent Plan

### Parent Involvement Policy

Complete

Schools must involve parents in the joint development and periodic review and revision of the NCLB, Title I school parental involvement plan and policy, and in the process of school review and improvement. Please describe how this will be accomplished.

Monthly NCLB parent meetings along with other regular parent involvement activities (LSC meetings, Open House, Curriculum Nights) are designed to inform and encourage parents to be more active participants in their child's education. Parents receive resources and discrete examples of how they can participate during and after the school hours.

The school will hold an annual meeting at a time convenient to parents during the first month of school to inform them of the school's participation in NCLB, Title I programs and to explain the Title I requirements and their right to be involved in the Title I programs. The school will also offer a number of additional parental involvement meetings, including school PAC meetings, at different times and will invite all parents of children participating in the NCLB, Title I program to these meetings, and encourage them to attend. Please describe how this will be accomplished. Please list the projected date of your Title I Annual Meeting and your Title I PAC Organizational Meeting

The NCLB Annual meeting will be held in September of the new school term and parents will receive key information about the school budget, activities, and the school's progress towards CIWP priorities. The calendar of NCLB, LSC, and other parent involvement meetings will also be provided at this meeting. Parents will be surveyed to collect more information about their thoughts about the school's current performance and what could improve the school's function. John Hay's Annual Title 1 Parent's Meeting will be held on Wednesday, September 21, 2016 at 8:00 a.m. John Hay will hold its Annual Organizational Meeting Wednesday, September 21, 2016 at 9:00 a.m.

Schools will provide parents information in a timely manner about its Title I program, including a description and explanation of the curriculum, the academic assessment tools used to measure children's progress, and the proficiency levels students are expected to meet. Please describe how this will be accomplished.

The calendar for parent involvement meetings will be sent home with the students every 4 weeks and will be posted on the school website throughout the school year. Additional hard copies of the calendar will be available during parent conferences at the end of the first and third quarter. Parents will receive in depth information about the school's curriculum during the annual Open House, Math Night, and Literacy Night. An outline of the school's instructional plan will also be posted on the school's website.

At the request of parents, schools will provide opportunities for regular meetings, including the School Parent Advisory Council meetings, for parents to formulate suggestions and to participate, as appropriate, in decisions about the education of their children. Please describe how the school will immediately respond to any such suggestions.

The NCLB PAC will meet, elect officers, and select their monthly meeting dates and times in October 2016. NCLB PAC will have workshops year round (once a month) that will help parents support their children and target specific areas of need as identified in school achievement and behavior data.

Schools will provide parents a report of their child's performance on the State assessment in at least math, language arts and reading. Please describe how this will be accomplished.

Parents will receive hard copies of student progress towards grade level standards every five weeks throughout the school term. Parents will also receive copies of their child's performance on standardized benchmark test measures and the subsequent goals set to improve achievement three times per year. This information will be reviewed at curriculum nights and/or during individual parent conferences.

Schools will provide parents timely notice when their child has been assigned to, or taught by, a teacher who is not "highly qualified," as defined in the Title I Final Regulations, for at least four (4) consecutive weeks. Please describe how this will be accomplished.

School and district administration will work together to send formal written communication to parents if their child's teacher is not highly qualified.

Schools will assist parents of participating NCLB Title I children in understanding: the state's academic content standards; the state's student academic achievement standards; the state and local academic assessments including alternate assessments; the requirements of Title I, Part A; how to monitor their child's progress; and how to work with educators. Please describe how this will be accomplished.

Lead teachers, district instructional leaders, consultants, and the school administration will provide workshops throughout the year to share information about the state standards in each subject area and assessments. parents will receive internal and external training on how to support students ability to meet grade level expectation.

Schools will provide information, resources, materials and training, including literacy training and technology, as appropriate, to assist parents in working with their children to improve their academic achievement, and to encourage increased parental involvement. Please describe how this will be accomplished.

The school will continue to offer a parent book club, family cooking class, and gardening club. The school will partner with community organizations to bring GED classes, job training, self defense classes and computer training. The school will also open the school computer lab to parents before and after school as needed.

Schools will educate all staff in the value and utility of contributions by parents and in how to reach out to, communicate and work with, parents as equal partners in the education of their children and in how to implement and coordinate parent programs and build ties with parents. Please describe how this will be accomplished.

School staff will receive training in the area of family and community partnerships at each internal professional development session. Designated teacher leaders also represent school at quarterly network community engagement training that these leaders turn key with the entire staff throughout the school year.

Schools will, to the extent feasible and appropriate, coordinate and integrate parent programs and activities with Head Start, Reading First, Early Reading First involvement, Even Start, Home Instruction Programs for Preschool Youngsters, the Parents as Teachers Program, public preschool, and other programs, to further encourage and support parents in more fully participating in their children's education. Please describe how this will be accomplished.

NCLB PAC meetings incorporate information about the importance of early education. Meetings are often held in conjunction with district mandated Preschool parent meetings. District representatives from the Ready to Learn Office have been invited to present at monthly NCLB PAC meeting.

Schools will ensure that information related to the school and parent programs, meetings, and other activities is sent to parents in understandable and uniform formats, including language. Please describe how this will be accomplished.

Information is posted in the school, posted on the website, posted on Facebook page, and sent home with students monthly via classroom and school newsletters.

Policy Implementation Activities

- The LSC will approve the school improvement plan and monitor the CIWP.
- In the CIWP, the school identifies current parental involvement practices and outlines activities related to expanding parent partnership programs.
- The school will coordinate the parent involvement programs identified in the CIWP.
- The school will evaluate the parent involvement policy for effectiveness and make improvements as necessary.

Explain why any of the boxes above are unchecked: (type "n/a" if all are checked)

n/a

Parent Compact

Complete

The school will provide high-quality curriculum and instruction in a supportive and effective learning environment that enables the participating student to meet the State's student academic achievement standards. Describe how the school will provide high-quality curriculum and instruction in a supportive environment. (Restate the school mission.)

To maintain a safe, engaging supportive learning environment by providing consistent differentiated instruction throughout the building involving students in fine arts activities, facilitating social emotional skill development, and actively engaging all school stakeholders in data based decision making.

The school will hold parent-teacher conferences. Describe the kinds of parent-teacher conferences that will be held and the dates on which they are scheduled.

John Hay Community Academy will hold parent teacher conferences at the end of the first and third quarters. Parent conferences are also scheduled on an as needed basis throughout the year.

The school will provide parents with frequent reports on their children's progress. Describe when and how the school will provide reports to parents.

Parents will receive hard copies of progress reports every five weeks. All parents receive a formal letter inviting them to log on to the CPS Parent Portal to receive up to date information about their child's academic performance throughout the year.

The school will provide parents access to staff. Describe when, where and how staff will be available for consultations with parents.

School staff are available to speak to parents at least once during their common planning period and at any other time before, during, and after school as needed.

The school will provide parents opportunities to volunteer and participate in their children's classes. Describe how and when parents may volunteer, participate, and observe classroom activities.

The parent is permitted to volunteer in the school on an ongoing basis after they complete the CPS approved volunteer packet and the finger printing process. The school computer lab can be used to assist parents in this process.

The parents will support their children's learning. Describe how the parents will assist learning (i.e. monitoring attendance, homework completion).

Parents are encouraged to support the school wide focus on Being Here & Ready, Safe, and Respectful. Parents receive a hard copy of the expectations for students in each of these areas throughout the school building. Parents are also encouraged to attend the school kick-off assembly and participate in the school tour at the beginning of the year. In addition, parents are contacted monthly via email, text, or phone call by their child's teacher indicating the status of homework, attendance, behavior, or grades. Parents participate in quarterly awards assemblies to honor their child's academic and behavior success'.

The parents will participate in decisions relating to the education of their children. Describe when, where and how parents will consult with the school.

Parents learn about the school's expectations for behavior and work habits from the school's parent/student handbook sent home at the beginning of the school year. Parents attend NCLB and LSC monthly meetings. Parents participate in completing surveys and questionnaires.

The students will share the responsibility for improved student academic achievement. Describe how the students will assure academic achievement (i.e. good attendance, positive attitude, class preparation).

Students that consistently meet the school's expectations for Here & Ready, Safe, and Respectful will exhibit and work habits that promote improved student academic achievement. Students that display high attendance rates will participate in a monthly incentive. Students that demonstrate high academic achievement will be recognized during our quarterly awards assemblies.

**Parent Budget**

**Complete**

**Goals:** Indicate goals, timeline of activities and training topics that are designed to assist Parents with increasing their students' academic achievement. The overarching goal is to increase student academic achievement through parental involvement; specify your goals.

Implement parent workshops and conferences, parent training and parent programming to support student achievement which includes, but not limited to, computer classes, book clubs, family cooking classes, gardening clubs and GED classes.  
 Implement educational training classes for parents to support student achievement such as unpacking Common Core State Standards, assessments such as PARCC, ACCESS and Mclass.

Allocate your Mandated Title 1 Parent Involvement Funds to support your Parent Involvement Program.

Account(s)	Description	Allocation		
51130, 52130	<b>Teacher Presenter/ESP Extended Day</b> For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-Instructional pay rate applies.	\$	500	.00
53405	<b>Supplies</b> In addition to supplies for parent program, please use this account to also purchase books for parents only. Use this account for equipment with a per unit cost of less than \$500.	\$	300	.00

53205	<b>Refreshments</b> Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	275	.00
54125	<b>Consultants</b> For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)	\$	1384	.00
54505	<b>Admission and Registration Fees, Subscriptions and memberships</b> For Parents use only.	\$	725	.00
54205	<b>Travel</b> Buses for Parents use. Overnight Conference travel- schools must follow the CPS Tracer Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	\$	0	.00
54565	<b>Reimbursements</b> Allocation CAN NOT EXCEED 25% OF THE Parent Budget. All Parent Reimbursements related to Title 1 Parent Involvement must be paid from this account. Receipts must be clear unaltered and itemized. School must keep all receipts.	\$	0	.00
53510	<b>Postage</b> Must be used for parent involvement programs only.	\$	0	.00
53306	<b>Software</b> Must be educational and for parent use only.	\$	0	.00
55005	<b>Furniture and Equipment</b> Must have a parent room or a secure place to keep furniture/equipment. Cannot be placed in the main office or where staff and students have access too. To be used only by parents.	\$	0	.00