



Arthur A Libby Elementary School (/school-plans/267) / Plan summary

2016-2018 plan summary

Team

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Team meetings

Date	Participants	Topic
03/02/2016	Carter, Moore	Parental needs
03/17/2016	Moore, Smith	Attendance

03/18/2016

Lee

Literacy

04/04/2016

Carter

aligned resources

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.

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Several Teachers finished an ELL endorsement program to better serve their students. Reflect and Learn process allows teaches and administrators to discuss instruction and practices to better their craft. Mission and vision are shared on the school website and in parent handbook, and the LION (Leader with integrity, always optimistic and never gives up) mantra is used often in branding. Grade level meetings center on data driven decision making for teachers and their lesson planning for individual /small group targeted interventions. Primary literacy team progress monitors different ability groups each week to ensure

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

Instructional Leadership Team:

Score

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.

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ILT has a representative from each grade level on the team, complete with exploratory, Diverse Learners and SEL. We meet on a bi-weekly basis. We bring in specific data, looking at individual students and connect it to the grade level work where it ties to the RIT band conversations and the homeroom intervention strategies. We use an agenda guideline to structure the meeting, allowing each grade level representative a chance to report out any pertinent concerns from their individual teams, as well as have a review of all action items from the previous meetings. When we review data we dis-aggregate it for priority student groups. We also list action items to be addressed before the next meeting and each meeting has time to revisit the past action items to ensure they were addressed. Probing questions are asked, but no set protocol is followed. Minutes are sent to staff members for transparency.

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"> ✓ ILT Effectiveness Rubric Score ✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes) ✓ Evidence that work of ILT has contributed to positive outcomes for students and staff ✓ Teacher team agendas/minutes reflective of ILT focus
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
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

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Network has provides most of the professional development for the teachers. Libby administration has provided PD sessions on the beginning of the year Flexdays geared specifically for Math and Literacy. Several teachers seek out their own PD opportunities and take personal time to attend those sessions. Administration is supportive of this time off so the teacher can better their craft.

New teachers receive more guided professional development than tenured teachers; with admin observing each week and offering non-evaluative performance feedback on instructional strategies. Principal pop ins are done very often; a goal of 15 per week and feedback provided. One peer observation is required of each teacher per quarter.

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

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

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Budget funds are spent according to school-wide needs, for staffing and instructional supplies. Technology has been a focus of our spending in that we have secured individual tablets for the 8th grade students to use throughout their day. Also sets of Chromebooks were purchased to alleviate the lab schedule bottleneck. Testing, Compass learning and St Math are now easier due to this allocation of funds.

Schedules for teachers, security and SECAs show the need for staffing and how all students will have access to quality teachers. Bilingual Clerk is necessary for our growing Hispanic population.

Funds spent on exploratory program and community partners with YMCA, Urban Initiatives, Paw store behavior system, celebratory awards for academics and attendance.

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
Five Essentials	✓ Five Essentials
	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time B4. Hires and Retains Highly Effective Teachers

Curriculum:

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.

Score

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We have moved to a balanced literacy approach and schedule word work, independent and guided reading time as well as interactive read aloud time into our 120 min literacy blocks. We follow the Network 11 scope and sequence closely and use many different types of learning experiences, using both fictional and non-fictional texts to connect common core reading skills to their everyday lives. The literacy teachers use Reading Street basal series and mix in novels and leveled readers to engage students in units of study. The math teachers use FALs, Math Talks and small guided centers to address specific units of study. Diverse learners, Bilingual and Gen ed teachers work with each others lesson plans and follow the same scope and sequence to ensure all students are learning the same grade level skills. Social emotional learning is connected in Second step for primary and intermediate classes, while we use advisory in our middle school grades to bridge social emotional learning and academic expectations.

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&srcid=Y3BzLmVkdXxrY3xneDoyYjllNGI4MmY3YTlxYTgz>), 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"> ✓ Curriculum maps, vertical/horizontal ✓ Sequencing and pacing guides ✓ Thematic units which cover multiple disciplines ✓ Comprehensive unit plans including assessments
Measures	<ul style="list-style-type: none"> ✓ SQRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<ul style="list-style-type: none"> 3a. Communicating with Students 3c. Engaging Students in Learning 1a. Demonstrating knowledge of content and pedagogy 1d. Designing Coherent Instruction
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort

Instructional Materials:

Score

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)

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Go Math series is new this year but still using the Reading street basil series for the Literacy backbone. The reading series is at least 1 years old, but does have leveled libraries that support the unit stories. Technology has been integrated for Compass learning where the teachers can progress monitor student activities at their individual levels. Primary grades are using SSRW and Heggerty to focus the word work portion of their balanced literacy approach. 8th grade students also use their chromebooks for research and lesson supports. Science teachers are connected to community partners, i.e. Mighty Acorns, Friends of the parks for hands on learning. There are two "kit" science curriculum, Foss and IBets(sp??) that the teachers use to support the NGSS scope and sequence.

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"> ✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	✓ SQRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious instruction Supportive Environment
CPS Framework for Teaching	<ul style="list-style-type: none"> 1a. Demonstrating Knowledge of Content and Pedagogy 1b. Demonstrating Knowledge of Students 1c. Selecting Learning Objectives 1d. Designing Coherent Instruction
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
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Teachers are required to submit classroom artifacts every two weeks to assure grading and activities are strenuous and at a level that pushes past the recall and retelling levels. Teachers are incorporating evidence siting from their readings-- not just using test prep worksheets and small comprehension passages. Teaching stamina for longer passages and how to pull information for questions. Math FALS allow students to discuss their thought processes and offers a chance to explore others thoughts perhaps in a different way. Math talk is a part of each lesson and requires students to look at problems in different ways.

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

Transitions, College & Career Access & Persistence:

Score

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)

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Teachers rely on the N11 scope and sequence to teach the grade level skills. Students will move to next grade level having been exposed to needed prior concepts. No much vertical planning is taking place in the lower grades, but since the middle school teachers are subject specific- they have a good understanding of what is needed for flowing into the next grade level, since they teach it also. Benchmark students who have a history of struggling because of retention or promotion with supports has teacher created PLP's written and are reassessed on their progress towards those set goal each 5 weeks. Advisory has one day of planner checks for students to help ensure they are organizing themselves for success. Counselor arranges some filed trips to city colleges; i.e. University of Illinois Circle, DePaul, and helps each 8th grade students with high school applications to ensure they are reaching out to all programs that may suite them- not just neighborhood options.

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 8th Grade Algebra to all eligible 8th 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"> ✓ Data on college visits and college fair information ✓ Naviance Monthly Data ✓ Scholarships earned ✓ Artifacts, plans, or timelines related to successful transitions structures ✓ To & Through data
Measures	<ul style="list-style-type: none"> ✓ College Enrollment, Persistence, Drop Out, and Attendance Rates ✓ Early College and Career Credentials
Five Essentials	Ambitious Instruction Supportive Environment
CPS Framework for Teaching	2b. Establishing a Culture for Learning
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:

Score

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.

1 2 **3** 4

Some teachers include their open ended and higher order thinking skill questions in their lesson plan to be prepared to push the student thinking. Principal most often meets his mandated 15 Bambridge style Pop ins and offers bite-sized action items for the teachers to address. AP has focused pop-ins in the primary department for best practices in guided reading and leveled literacy approach. The ILT has also required teachers to visit a peer each quarter to share instructional practices. The MTSS process has been a struggle for us in intervening quickly and putting interventions in place for tracking. Teachers however, do re-teaching mini lessons in tracking for effectiveness in their instruction. Teachers sometimes scaffold their instruction or change the instruction based on analysis of current data.

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

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

Teachers incorporate scaffolding modifications to their lesson plans for students who are struggling in their class. PLP's are created and monitored every 5 weeks for benchmark students deemed "at risk". Teachers incorporate many different styles of learning in their instruction and are flexible when there is an apparent need for a different approach (either during the lesson or after assessment uncovers misunderstandings.) Rigid progress monitoring is implemented in literacy at this primary level, via TRC. Classroom instruction is customized using this information.

Teachers monitor their student progress and work with the MTSS team for interventions. There is a 2 person MTSS team in place who review strategies teachers are implementing as interventions with specific students. Students who have solid data tracking to show a concern are referred for RSP team for possible evaluation.

A working attendance team in place and "On track" meetings are held by Principal for chronic attendance and grade problems. Different SEL interventions and strategies are in place for students struggling outside of the academic arena; i.e. employment of a child/family advocate, second step and advisory instructional minutes.

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
	✓ Evidence of On Track monitoring and supports
	✓ SQRP Attainment and Growth
	✓ Attendance Rates
Measures	✓ Course success rates (e.g. grade distributions, pass/failure rates)
Five Essentials	Ambitious Instruction
	Collaborative Teachers
	Supportive Environment
CPS Framework for Teaching	1.a. Demonstrating knowledge of content and pedagogy
	1.b. Demonstrating Knowledge of Students
	1.d. Designing Coherent Instruction
	2.d. Managing Student Behavior
	3.d. Using Assessment in Instruction
	3.e. Demonstrating Flexibility and Responsiveness
CPS Performance Standards for School Leaders	4.b. Maintaining Accurate Records
	B3. MTSS Implemented Effectively in School

Balanced Assessment & Grading:

Score

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.

1 2 3 4

Libby uses a school-wide grading system that uses three categories which all hold a different weight in terms of student accountability to their grades. Classwork, Homework and assessments are all required throughout each quarter. Teachers are also required to submit bi-monthly artifacts from their grade books to provide an example of the connection to work samples and grading. Grade books are monitored bi-monthly by administration for mandatory grades. Lesson plans mostly offer both formative and summative assessment samples, varying from exit slips to cumulative unit assessments. School-wide assessment calendar for Compass pre and post assessments help the teacher know what they are focusing on for the quarter and gives them immediate feedback for re-teaching/re-assessing in specific areas to help boost student learning. Our primary team follows the Dibels/TRC calendar set forth from Network; and use that data to guide instructional practices in their guided reading groups.

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.udcenter.org/aboutud/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	<ul style="list-style-type: none"> ✓ 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 ✓ Grade distribution reports (course success rates)
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
CPS Framework for Teaching	1.c. Selecting Learning Objectives 1.e. Designing Student Assessment 3.d. Using Assessment in Instruction 4a. Reflecting on Teaching & Learning 4b. Maintaining Accurate Records
CPS Performance Standards for School Leaders	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

Libby has a clear display of school wide Roar model and positive reinforcement token system Paw store. Classrooms all have clearly defined classroom expectations that have been created by the grade level team, and relate to the overall school-wide expectations. The LION (Leader with integrity who is always optimistic and never gives up) mantra helps the students and families understand the importance of perseverance and leadership in our students. Teachers have created a supportive environment and students feel that they can trust their teachers. Teachers use positive reinforcement in their teaching and students support each other in a community/family system.

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"> ✓ Sample of individual student learning goals from a cross-section of teachers ✓ Also review student work evidence from Rigorous Student Tasks
Measures	<ul style="list-style-type: none"> ✓ Five Essentials – Ambitious Instruction ✓ SQRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Collaborative Teachers Supportive Environment
CPS Framework for Teaching	2b. Establishing a Culture for Learning
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

Teachers volunteer their time before and after school to students for homework help, a quiet space for them to work on group projects and offer computer time to students with an open door policy. Students often communicate/confide in staff about personal and school related issues and seek out assistance in SEL areas where the counselor and child/family advocate can help bridge to their families. Check in-Check out is used for specific students to help support them in their organizational needs. Student mentors for our Low Incidence program students offers experiences for both gen ed and cluster students to integrate. Clubs, worker groups and advisors all build supportive relationships as well as develop student leadership skills.

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

Student Voice, Engagement, & Civic Life:

Score

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.

1 2 3 4

Battle of the books, Young Authors, Spelling Bee, Principal Advisory Team, full sports program for middle school students, Girls in the game, Tech team, Barrera's Busy bees, Middle school OAV team organized CityYear rehab of classroom day,

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	<ul style="list-style-type: none"> ✓ 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 ✓ MVMS Student Survey completion rates and results
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
CPS Framework for Teaching	1b. Demonstrating Knowledge of Students 2a. Creating an Environment of Respect and Rapport 3c. Engaging Students in Learning
CPS Performance Standards for School Leaders	D3. Utilizes Feedback from Multiple Stakeholders for School Improvement
Content Standards	Social Science 3.0 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

Students are invited to communicate with administration and security (open door policy); restorative practices are in place to provide open forum discussions around behavior incidents and problems the students are facing amongst teacher/student or student/student relationships. Interactive communication via student logger helps track concerns, positive communications and other conversations between staff/parents and students so that all parties are informed. Students follow strict transitional schedules and are monitored in all areas of the school to ensure safety. Safe passage program and staff on duty both A.M. and P.M. to ensure students are arriving and dismissing safely. Security posted on each floor for transitions between classes and recess/lunch staff are posted for maximum coverage. Grade levels are dismissed from specific doors and Kinder is only released to a parent/guardian.

After school and Saturday detention as well as ISS are utilized much more effectively than OSS. When behavior patterns become apparent, the entire team (teacher, counselor, Child/Family advocate, social worker, admin, parent) comes together to create a behavior or safety plan to best service the child.

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	2a. Creating an Environment of Respect and Rapport 2c. Managing Classroom Procedures 2d. Managing Student Behavior
CPS Performance Standards for School Leaders	A4. Creates a Safe, Clean and Orderly Learning Environment

Restorative Approaches to Discipline:

Score

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 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.

1 2 **3** 4

Child/Family advocate received PD this year to be master trainer for staff in restorative practices. OSS have been reduced for groups 3-6 by 2/3rd this year. More group peace circles, conferences between students, parents and teachers and less punitive consequences such as detentions and ISS have been used to keep the students in school and learning from their mistakes. Some classroom teachers use a reflection sheet for in class consequences. Some students have been referred to counselor for additional counseling for more repetitive cases.

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	2a. Creating an Environment of Respect and Rapport 2d. Managing Student Behavior 4c. Communicating with Families
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:

Score

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.

1 2 3 4

We have a small PAC and BAC committee but many of these parents are also the active members of LSC- so not much diversity in voice represented at these meetings. Very few parent engagement nights have been held at Libby. Parents do attend special events like Dinner with Santa and the spring musical performances, however. Parents do look to the school to help deal with neighborhood issues, with conferencing and getting all parties together to resolve issues.

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)
Measures	✓ How does the school honor and reflect the diversity of families including language and culture?
	✓ Five Essentials Score – Involved Families
Five Essentials	Involved Families
	CPS Framework for Teaching 2c. Managing Classroom Procedures
CPS Performance Standards for School Leaders	4c. Communicating with Families
	D1. Engages Families

School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus ☐ = Not of focus
1	Expectations for depth & breadth of Quality Teaching: Multi-Tiered System of Support	1 2 3 4 5 ☐
1	Expectations for Quality & Character of School Life: Parent Partnership	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 ☐
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 Quality Teaching: Instruction	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: Restorative Approaches to Discipline	1 2 3 4 5 ☐
4	Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading	1 2 3 4 5 ☐
4	Expectations for Quality & Character of School Life: Relational Trust	1 2 3 4 5 ☐

4 Expectations for Quality & Character of School Life: Safety & Order

1	2	3	4	5	∅
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4 Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life

1	2	3	4	5	∅
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Goals

Required metrics (Elementary)

18 of 18 complete

	2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
National School Growth Percentile - Reading				
The focus on small group instruction and following the Network scope and sequence has proven to raise scores over the last year. The Balanced literacy approach and structured literacy block schedule is going to be continued. Using the learning continuum and F&P LLI for small group intervention will assist in the next year increased expectation.	22.00	43.00	50.00	60.00
National School Growth Percentile - Math				
We have adopted Go Math this year. This very focused curriculum has helped the teachers ensure they are maintaining the scope and sequence. The 33 point move from 14/15 to 15/16 shows that working with a tight scope of topics; the students can perform better. Now with the new curriculum to build from; we will be able to move the 9 points this year. If we continue to use the curriculum and stay focused with a scope of topics the following year; the additional 5 points should be attainable.	23.00	56.00	65.00	70.00
% of Students Meeting/Exceeding National Ave Growth Norms				
We do not have this year's percentage yet but we are hopeful that they will increase. We think the 5% point growth model is appropriate because of the reading and math focus we have seen this year.	53.20	(Blank)	58.00	63.00
African-American Growth Percentile - Reading				
Again- with the 12 % gains from the 14/15 to 15/16 school year a projected 6% increase seems feasible each year.	22.00	34.00	40.00	46.00
Hispanic Growth Percentile - Reading				
This population has been growing over the last year. With the Access scores improving as we grow this population we feel a 2% increase each year is a safe prediction.	(Blank)	82.00	84.00	86.00
English Learner Growth Percentile - Reading				
Population may have been smaller, thus not rated - that is why the 1st two boxes are empty Access scores will be used for this metric- movement at least by 1% each year	(Blank)	(Blank)	1.00	2.00
Diverse Learner Growth Percentile - Reading				
DL population has been a struggle for us in this past year with the open position that was not filled. This sub group will be predicted at a 1% increase for next year and a slight upswing as we will hopefully be able to fill the much needed position for next year.	1.00	1.00	2.00	4.00
African-American Growth Percentile - Math				
Again- with the 26% gains from the 14/15 to 15/16 school year a projected 6% increase(which will get us to solidly above the 50% mark) seems feasible for next year. We would project to continue the growth the following year year.	22.00	48.00	54.00	60.00
Hispanic Growth Percentile - Math				

The higher the percentage levels, the harder to grow. We believe we should still see at least a 2% increase even though. Population may have been smaller, thus not rated - that is why the 1st box is empty

(Blank)

93.00

95.00

97.00

English Learner Growth Percentile - Math

Access scores will be used for this metric- movement at least by 1% each year
Population may have been smaller, thus not rated - that is why the 1st two boxes are empty

(Blank)

(Blank)

1.00

2.00

Diverse Learner Growth Percentile - Math

We have had a tough year with an open position in the DL population. We do not predict a large growth percentage this year. with next year- we hope to have a solid DL team and will develop strategies to move the growth expectations.

3.00

48.00

48.00

50.00

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

Past movement 7% in a year-- prediction of 5% each year at least-- we need to make some big jumps- these are reasonable looking at the last year progression
The focus on small group instruction and following the Network scope and sequence has proven to raise scores over the last year. The Balanced literacy approach and structured literacy block schedule is going to be continued. Using the learning continuum and F&P LLI for small group intervention will assist in the next year increased expectation.

4.00

11.00

16.00

21.00

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

Past movement 10% in a year-- prediction of 7% each year at least-- we need to make some big jumps- these are reasonable looking at the last year progression
We have adopted Go Math this year. This very focused curriculum has helped the teachers ensure they are maintaining the scope and sequence. The 33 point move from 14/15 to 15/16 shows that working with a tight scope of topics; the students can perform better. Now with the new curriculum to build from; we will be able to move the 9 points this year. If we continue to use the curriculum and stay focused with a scope of topics the following year; the additional 5 points should be attainable.

5.00

15.00

22.00

29.00

National School Attainment Percentile - Reading (Grade 2)

The focus in the primary grades on small group leveled instruction is helping with growth which will impact overall attainment. a 5% increase last year supports a 5% for the upcoming year also.

18.00

23.00

28.00

33.00

National School Attainment Percentile - Math (Grade 2)

New curriculum and structured math lessons will have impact on the attainment levels. 26% jump last year-- 10 % safe projection this year with new curriculum plateau to 5% the following year

12.00

38.00

48.00

53.00

% of Students Making Sufficient Annual Progress on ACCESS

We have seen a loss in the past year. Many of our students coming in have been 1st time English learners which we believe is what caused such a severe dip. We will project cautious gains of 4% for each year.

40.00

30.30

34.00

38.00

Average Daily Attendance Rate

This year the attendance team worked on incentives and proactive practices; i.e. morning calls, home visits, rewards. We experienced attendance averages in the 96% consistently.

92.20

94.30

97.00

98.00

My Voice, My School 5 Essentials Survey

The teachers component has consistently been rating low, because of lack of participation and some outlying misunderstandings of the questions- as this was discussed at our beginning of the year review of the results. Many of the teachers voiced that they didn't feel comfortable answering some questions or that they felt the questions were asked to be misleading so they didn't trust the process. We talked about this as a team and they decided that they would talk as teams during a common planning time to ensure they are all understanding the questions and interpreting them the same way. They felt comfortable going into the process this year and many finished the survey with a clearer understanding. The ESP were also part of the results this year and they were happy to finally be asked their opinions; so we believe their completion rate will be high as well.

(Blank)

(Blank)

(Blank)

(Blank)

Custom metrics

0 of 0 complete

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

Strategy 1

If we do...

involve the parents in the school climate and academic process through stronger teacher parent relationship building activities

...then we see...

all stakeholders involved in the process- not just one-sidedness of teachers

...which leads to...

higher student achievement

Tags:

Parental involvement

Area(s) of focus:

3

Action step

Responsible

Timeframe

Evidence for status

Status

more communication with the parents- admin to track logs every 2 weeks for at least 5 parent logs outside of behavior.

teachers

May 2, 2016 to Jun 23, 2017

student loggers

Behind

Parental involvement

have at least 2 parent nights that are focused on academic areas of the learning

department chairs

Sep 5, 2016 to Apr 21, 2017

sign in sheets

Not started

Parental involvement

positive talk between parents and teachers around MTSS process and off-track situations. The teachers will work on being more inviting and open when communicating with parents so that they do not feel that they are always being attacked.

teachers

May 2, 2016 to May 26, 2017

student loggers

On-Track

Parental involvement

robo calls to reach out to parents about important school happenings.information

admin

May 2, 2016 to Jun 16, 2017

blackboard reports

On-Track

Parent involvement

Create a SEL Parent group for help with fundraisers, school climate reward system and other happenings that they would like to see more of

parents and Mrs. Knight and Mrs. Moore

Apr 15, 2016 to May 2, 2016

sign in sheet

Behind

Strategy 2

If we do...

Reading best practices every day in small groups based on relevant data

...then we see...

target skills being taught to small groups of students who need that practice

...which leads to...

overall rise in student growth and achievement levels

Tags:

Literacy/Reading, Interventions, Academic gain, Balanced literacy, Guided reading, Reading strategies

Area(s) of focus:

1

Action step

Responsible

Timeframe

Evidence for status

Status

provide professional development in guided reading practices

admin

Aug 22, 2016 to Sep 2, 2016

flex day sign in sheets

Not started

Academic

literacy lead Barrera to seek out training on deepening her understanding and on ways to coach guided reading strategies

Barrera

May 16, 2016 to Aug 26, 2016

her seminar artifacts and the planning of PD

Not started

Professional Learning, Professional development

Literacy teachers will meet twice a month with Literacy lead to discuss guided reading practices in the grade level and review relevant data sources.

literacy teachers and Barrera

May 9, 2016 to Jun 9, 2017

calendar invites, sign in book and binder of data discussions

Behind

Teacher Teams/Collaboration, Balanced literacy, Academic perfor

monitor lesson plans for small group guided reading

Barrera

May 2, 2016 to Jun 16, 2017

lesson plan review

On-Track

Literacy/Reading, Balanced literacy, Lesson plans, Small group instruction

monitor lesson plans for interactive read-alouds being used to model reading best practices

Barrera

May 2, 2016 to Jun 16, 2017

lesson plan review

Behind

Literacy/Reading, Balanced literacy, Lesson plans

invest in Leveled Literacy library for resource room

Jones

Jun 27, 2016 to Aug 31, 2016

libraries ready for start of school for teacher use

Not started

Literacy/Reading

Strategy 3

If we do...

...then we see...

...which leads to...

more instruction based on small groups to attack specific deficiencies

instruction being focused to individual needs

an increase in student overall growth and achievement goals

Tags:

Literacy/Reading, Interventions, Instructional materials, Mathematics

Area(s) of focus:

2

Action step ?

Responsible ?

Timeframe ?

Evidence for status ?

Status

purchase the F&P Learning Continuum for all literacy teachers for their grade level

admin

Jun 13, 2016 to Sep 1, 2016

the books

Behind

Instructional materials

Strategy 4

If we do...

...then we see...

...which leads to...

work with students at their instructional levels and do small group work clusters based on personal needs,

teachers addressing targeted deficiencies in each classroom in all subjects and grade levels

student progress

Tags:

Instructional practices, Aligned resources

Area(s) of focus:

4

Action step ?

Responsible ?

Timeframe ?

Evidence for status ?

Status

hire interventionist for targeted reading interventions

admin

select

HR position

On-Track

Academic gain

teachers will teach subject specific curriculum for their grade levels based on their specialties and certifications

admin

Jul 1, 2016 to Aug 26, 2016

HR positions

On-Track

Aligned resources

Provide child/family advocate for community and behavior supports

admin

Jul 1, 2016 to Aug 26, 2016

HRpositions

On-Track

Aligned resources

Strategy 5

If we do...

...then we see...

...which leads to...

focused professional development around school initiatives

strong, informed teacher practices

student growth

Tags:

Professional Learning, Professional development

Area(s) of focus:

5

Action step ?

Responsible ?

Timeframe ?

Evidence for status ?

Status

plan flex days for reading and math

admin

Jun 30, 2016 to Aug 4, 2016

agendas

Not started

Professional development

schedule student logger training with Audra for flex day	Barrera	Aug 29, 2016 to Aug 30, 2016	sign in sheet	Not started
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Professional development

schedule literacy teacher PD at Grace Ed for Continuum and LLI resources	Barrera	Aug 22, 2016 to Aug 26, 2016	sign in sheet	Not started
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Professional development

Schedule Go Math and middle school math curriculum for flex days	admin	Aug 29, 2016 to Sep 30, 2016	sign in sheet	Not started
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Professional development

Action Plan

District priority and action step	Responsible	Start	End	Status
<p>✚ more communication with the parents- admin to track logs every 2 weeks for at least 5 parent logs outside of behavior. Tags: Parental involvement, Parental involvement</p>	teachers	May 2, 2016	Jun 23, 2017	Behind
<p>✚ have at least 2 parent nights that are focused on academic areas of the learning Tags: Parental involvement, Parental involvement</p>	department chairs	Sep 5, 2016	Apr 21, 2017	Not started
<p>✚ positive talk between parents and teachers around MTSS process and off-track situations. The teachers will work on being more inviting and open when communicating with parents so that they do not feel that they are always being attacked. Tags: Parental involvement, Parental involvement</p>	teachers	May 2, 2016	May 26, 2017	On-Track
<p>✚ robo calls to reach out to parents about important school happenings.information Tags: Parental involvement, Parent involvement</p>	admin	May 2, 2016	Jun 16, 2017	On-Track
<p>✚ Create a SEL Parent group for help with fundraisers, school climate reward system and other heppenings that they would like to see more of Tags: Parental involvement</p>	parents and Mrs. Knight and Mrs. Moore	Apr 15, 2016	May 2, 2016	Behind
<p>✚ provide professional development in guided reading practices Tags: Literacy/Reading, Interventions, Academic gain, Balanced literacy, Guided reading, Reading strategies, Academic</p>	admin	Aug 22, 2016	Sep 2, 2016	Not started
<p>✚ literacy lead Barrera to seek out training on deepening her understanding and on ways to coach guided reading strategies Tags: Literacy/Reading, Interventions, Academic gain, Balanced literacy, Guided reading, Reading strategies, Professional Learning, Professional development</p>	Barrera	May 16, 2016	Aug 26, 2016	Not started
<p>✚ Literacy teachers will meet twice a month with Literacy lead to discuss guided reading practices in the grade level and review relevant data sources. Tags: Literacy/Reading, Interventions, Academic gain, Balanced literacy, Guided reading, Reading strategies, Teacher Teams/Collaboration, Balanced literacy, Academic perfor</p>	literacy teachers and Barrera	May 9, 2016	Jun 9, 2017	Behind

District priority and action step	Responsible	Start	End	Status
<p>✚ monitor lesson plans for small group guided reading</p> <p>Tags: Literacy/Reading, Interventions, Academic gain, Balanced literacy, Guided reading, Reading strategies, Literacy/Reading, Balanced literacy, Lesson plans, Small group instruction</p>	Barrera	May 2, 2016	Jun 16, 2017	On-Track
<p>✚ monitor lesson plans for interactive read-alouds being used to model reading best practices</p> <p>Tags: Literacy/Reading, Interventions, Academic gain, Balanced literacy, Guided reading, Reading strategies, Literacy/Reading, Balanced literacy, Lesson plans</p>	Barrera	May 2, 2016	Jun 16, 2017	Behind
<p>✚ invest in Leveled Literacy library for resource room</p> <p>Tags: Literacy/Reading, Interventions, Academic gain, Balanced literacy, Guided reading, Reading strategies, Literacy/Reading</p>	Jones	Jun 27, 2016	Aug 31, 2016	Not started
<p>✚ purchase the F&P Learning Continuum for all literacy teachers for their grade level</p> <p>Tags: Literacy/Reading, Interventions, Instructional materials, Mathematics, Instructional materials</p>	admin	Jun 13, 2016	Sep 1, 2016	Behind
<p>✚ hire interventionist for targeted reading interventions</p> <p>Tags: Instructional practices, Aligned resources, Academic gain</p>	admin			On-Track
<p>✚ teachers will teach subject specific curriculum for their grade levels based on their specialties and certifications</p> <p>Tags: Instructional practices, Aligned resources, Aligned resources</p>	admin	Jul 1, 2016	Aug 26, 2016	On-Track
<p>✚ Provide child/family advocate for community and behavior supports</p> <p>Tags: Instructional practices, Aligned resources, Aligned resources</p>	admin	Jul 1, 2016	Aug 26, 2016	On-Track
<p>✚ plan flex days for reading and math</p> <p>Tags: Professional Learning, Professional development, Professional development</p>	admin	Jun 30, 2016	Aug 4, 2016	Not started
<p>✚ schedule student logger training with Audra for flex day</p> <p>Tags: Professional Learning, Professional development, Professional development</p>	Barrera	Aug 29, 2016	Aug 30, 2016	Not started
<p>✚ schedule literacy teacher PD at Grace Ed for Continuum and LLI resources</p> <p>Tags: Professional Learning, Professional development, Professional development</p>	Barrera	Aug 22, 2016	Aug 26, 2016	Not started
<p>✚ Schedule Go Math and middle school math curriculum for flex days</p> <p>Tags: Professional Learning, Professional development, Professional development</p>	admin	Aug 29, 2016	Sep 30, 2016	Not started

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 approved plan, developed in consultation with teachers, administrators, and other appropriate personnel, and parents of these students 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.

Parents will be given the opportunity to address the NCLB and Parent involvement planning during regular monthly Local School Council meetings and monthly PAC/BAC meetings. School will also assist in getting the parents access to the school computer labs and parent resource room so that they have a voice in the 5 Essentials parent survey for the school report card.

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 annual Principal Title 1 meeting was held on 9/29/16 at 9:15am. The PAC organizational meeting was held on 9/29/16 at 10:15am. We will hold monthly PAC/BAC and LSC meetings.

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.

Information will be sent home to parents about the school's involvement with the Title I program, via our Parent Handbook for the year and the monthly Principal Newsletter. They can also find information on our website. Parents are kept informed about assessment tools and progress, as well as expectation levels through off-track meetings and promotion policy check meetings.

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.

Our school holds monthly Parent Advisory Committee and Bilingual Advisory Committee meetings. Parents are encouraged to share their suggestions and concerns about their student's education via phone calls to the administration team, an open door policy for administration office hours and ensuring that we respond to their suggestions in a timely manner.

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 are informed and advised on how to read state assessment data at the LSC meeting in Sept/Oct. In addition, the school provides a parent resource room in which parents can obtain information about their student's academic assessments. Teachers encourage parent contact through monthly newsletters, grade-level parent meetings, and through maintaining an 'open-door' policy throughout the school. We also provide B.A.G. reports quarterly for grades 3-8. We also use robo call system to ensure communication.

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.

Letters are sent out to parents when and if their student is being instructed by a teacher who 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.

Parents are informed and advised on how to read state assessment data at the LSC meeting in Sept/Oct. In addition, the school provides a parent resource room in which parents can obtain information about their students academic assessments. Teachers encourage parent contact through monthly newsletters, grade-level parent meetings, and through maintaining an open-door policy throughout the school.

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.

Bilingual resources are offered to parents, the school offers parent training on accessing the Parent Portal on IMPACT, and a Parent Resource Room provides assistance to parents in helping their students with homework and improving their academic achievement. We also partner with the YMCA adult education GED program and offer courses on site.

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.

The school hosts an annual Family Literacy Night, Back to School Rally, Open House, and a Family Math and Literacy Night. In addition, the Parent Resource Room provides parents with assistance with their child's homework. Monthly newsletters are sent home to keep parents informed with school events. The school's website provides up to date information for all community to access. Teachers are asked to communicate with parents on a regular basis about student achievement and behavior. Bilingual staff is available whenever translation is needed. The school has an open-door policy that encourages parents to discuss their student's academic progress during non-instructional hours. Parents are also encouraged to participate in class field trips and to volunteer at the school.

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.

Libby's neighbor, Metropolitan Family Services, works with families and their children, 5 weeks through 5 years of age. This opportunity to work closely with an agency that offers multiple services is helpful because their preschool students feed right into our kinder program.

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.

All of the information sent to parents is provided in both English and Spanish. Parents are able to access the school's website from home or in the Parent Resource Room, where they can find the information as well. The marquee posts up-to-date information about upcoming meetings, school events, etc.

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.)

We envision that all students at Arthur A. Libby Elementary School, including our Diverse Learners, will excel in reading, math, science, and social studies, value education and hold high personal and educational expectations. We see all students as proficient readers, life long learners, and productive citizens of the global society. Libby School will ensure that all students have access to the best practices in all content areas by involving all stakeholders. We will assure that students have the knowledge, skills, and experiences for success through the school's use of data, standards-based instruction, and research-based staff development. We will provide a caring, structured environment for the students and promote the involvement of parents in the education of their children. In addition, we will extend the school day with additional academics and extra-curricular activities.

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.

The school will host two parent-teacher conferences. One will be during 1st quarter report card pickup in November 2016 and the other will be held during 3rd quarter report card pickup in April 2017. During both of these meetings, parents will be able to meet with all of their child's teachers one-on-one to discuss their student's academic progress as well as address any concerns or questions they may have.

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

Arthur A. Libby will provide parents with reports of their children's progress on the following dates: October 2016: First Quarter Progress Reports sent home November 2016: First Quarter Report Card Pickup/Parent-Teacher Conferences December 2016: Second Quarter Progress Report sent home January 2017: Second Quarter Report Card sent home February 2017: Third Quarter Progress Report sent home April 2017: Third Quarter Report Card pickup/Parent-Teacher Conferences May 2017: Fourth Quarter Progress Report sent home June 2017: Fourth Quarter Report Card distributed to students. In addition, parents have access to student grades through the parent portal on IMPACT. Parents also receive B.A.G. reports quarterly. Teacher will log their communication with parents in Student Logger.

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

Teachers are available to hold conferences each day during non-instructional preparation time with advanced notice from the parent. Teachers are also available by appointment during the school year. In addition, teachers are always encouraged to keep communication open between themselves and parents, making sure to call home whenever necessary. Translation is always available.

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.

Parent volunteers are always encouraged and welcomed. They are able to help both within and outside of the classroom, as well as chaperone field trips. Parent volunteers are used for lunchroom supervision, special projects, assemblies, and within classrooms. Parents are highly encouraged to attend all meetings, conferences, and special events as well as LSC and CAPS meetings for community concerns.

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

Parents at Libby School will assist and support in their child's learning in the following ways:serve on committees such as LSC, PAC, and Bilingual Committee, ensure that their child attends school everyday, monitor their child's homework completion and communicate with teachers on a regular basis, possibly volunteer in their child's classroom, participate in decisions relating to their child's education, and keep informed about their child's education and communicate with the school by reading all notices sent home from the school or CPS.

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 will participate in the education of their children by attending school functions, parent-teacher conferences, and developing a positive rapport with teachers. Parents are encouraged to consult with the school by calling, visiting the school in person, or via email.

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 will take ownership of their academic achievement by ensuring they maintain good attendance, come everyday with a positive attitude ready to learn, ask for assistance when needed, read independently on a daily basis outside of school, complete all homework assignments and projects to the best of their ability and give all communication sent home to their parents each day.

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 increast student academic achievement through parental involvement; specify your goals.

Training on Literacy and math strategies that can be done at home with the children. Training/ Workshops on ways to assist with children's social/ emotional development.

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

Account(s) Description

Allocation

51130, **Teacher Presenter/ESP Extended Day**
52130 For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-

\$	0	.00
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Instructional pay rate applies.

53405	Supplies 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.	\$	500	.00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	430	.00
54125	Consultants 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)	\$	1800	.00
54505	Admission and Registration Fees, Subscriptions and memberships For Parents use only.	\$	200	.00
54205	Travel Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	\$	300	.00
54565	Reimbursements 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.	\$	200	.00
53510	Postage Must be used for parent involvement programs only.	\$	0	.00
53306	Software Must be educational and for parent use only.	\$	0	.00
55005	Furniture and Equipment 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
