



2016-2018 plan summary

Team

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Team meetings

Date	Participants	Topic
01/20/2016	CIWP Team, LSC	2016-2018 CIWP School Excellence Framework
01/28/2016	CIWP Team, LSC	2016-2018 CIWP

02/03/2016	CIWP Team, LSC	Framework Priorities
02/17/2016	CIWP Team,	Framework Priorities
03/02/2016	CIWP Team	Strategies and Root Cause Analysis
03/16/2016	CIWP Team	Strategies and Root Cause Analysis
03/30/2016	CIWP Team, LSC	Strategies and Root Cause Analysis
04/14/2016	CIWP Team	Action Plans and Goals
04/27/2016	CIWP Team	Parent Involvement
05/04/2016	CIWP Team	Fix Corrections
05/05/2016	CIWP Breen and Laske	Editing
06/01/2016	CIWP Team	Revise Based on Network Feedback
09/22/2016	CIWP Team	Review and Discuss Awaiting Approval from Central Office
11/17/2016	CIWP Team	Review and Possibly Revise the Vision Statement
03/02/2017	CIWP Team	Culture of & Structure for Continuous Improvement

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

Score

Leadership & Collective Responsibility is characterized by an unwavering commitment to fulfilling a shared vision of success. There is a clear focus and high expectations for staff and students, motivating the entire school community to continue striving for success for every student.

1 2 3 4

School Vision & Mission Statement, State of the School Address, Birdseye View, 5Essentials, Professional Development, Implements data driven decision making, TRC/DIBELS, NWEA, ACCESS

*James B McPherson Elementary shared mission is to create college and career ready individuals through the integration of a varied and rigorous curriculum with emphasis in literacy, mathematics, and the sciences. This school mission drives forward our leadership implementation of school programs to continue the success for every student. This is done with data driven decision making using TRC/DIBELS, ACCESS, and NWEA scores. School leadership and collaborative teachers work hand in hand to implement our shared vision. According to our 5Essential ratings our effective leadership is neutral and collaborative teachers are strong. We are continuously assessing, adjusting, implementing and planning to improve. This shared vision is communicated on a monthly basis in our Birdseye View and during LSC meetings. Our shared vision is our school's guiding structure and addressed in the CIWP which is shared twice a year to our LSC and our State of the School Address occurs once a year.

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:

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

Score

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Meet twice a month; agendas and minutes for each meeting; outside partnerships (for example, 5Essentials and Network); data analysis review; school climate; suggestions and impressions are shared out with teachers and staff; grade bands representatives for primary, intermediate, and upper; develop action plans based on the problem of practice we are looking at (academic, social-emotional); data is looked at as soon as it is available and during meetings we compare data and discuss action plans to drive instruction and challenge children (for example, looking at MOY NWEA scores for grades 3, 6, 8); representatives of Science team to support NGSS

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	<ul style="list-style-type: none"> ✓ Five Essentials: Instructional Leadership
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"> 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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Teacher-led professional development on math which is the goal focus for improvement; weekly principal directed protocols with heterogeneous grade levels (topics have included UDL, depths of knowledge); peer observations with feedback; professional learning communities on the book From Disabilities to Possibilities; meetings for new teachers monthly to learn the "ins and outs" of teaching at McPherson; administrative team consists of people with various expertise who provide coaching, feedback, and support to teachers; based on feedback from staff we have developed an action plan for general education and special education teachers to provide professional development on areas of need.

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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Master teacher schedules have been created to support all learning needs for students who are general ed, diverse learners, as well as English Learners. These schedules are created by school teams made up of teachers and administrators to ensure all areas of learning are taken into account. Both district level timelines as well as International Baccalaureate guidelines for instruction are combined to create schedule to support meeting requirements.

In preparing students for 21st Century Learning, McPherson ILT supports an increased use of technology across the grade areas. Classrooms are supported with SmartBoard technology, Elmos, iPads, Chromebooks, and computers to support differentiated learning needs of all students. Technology is incorporated in both instructional practices, student work, as well as district and state testing.

Common Core aligned initiatives including Razz Kids, ThinkCerca and Compass Learning spearheaded by teacher needs and suggestions are used to supplement common core standards and increase student inquiry and knowledge of grade level material and beyond.

Community resources, such as GROW Community, have aligned with McPherson School Community to help analyze data in effort to target growth in the areas of need from the 5Essentials such as student-teacher trust.

The school is striving to receive School Climate Certification by implementing school wide BADGERS (be open-minded, accepting of all, dare to dream, grateful, engaging, reflective, service) expectations.

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

Expectations for depth & breadth of Student Learning

4 of 4 complete

Curriculum:

Score

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

1 2 3 4

Grade levels work in teams to create thematic units and align the common core state standards with the curriculum. Teachers engage in vertical and horizontal planning to align the curriculum across grade levels. Teachers have access to a book room with a variety of leveled fiction and nonfiction texts at different reading levels. We have weekly, structured common planning meetings, where teachers collaborate on student data as reflected on the 5 Essentials survey. Teacher leaders attended network based professional development on a quarterly basis for math and science. Challenging the advanced students is still something teachers need to continue to work on.

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=Y3BzLmVkdXrY3xneDoyYjIINGI4MmY3YTlxYTgz>), 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:

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

Score

1 2 3 4

Teachers use Smart Boards in every classroom to provide learning opportunities for students. There are one-to-one iPads for grades 3 to 6 and Chrome books in 7th and 8th grade. There are shared iPads for grades K-2. McPherson has a leveled book room with both fiction and nonfiction texts. There is a variety of manipulatives, including a science closet with kits for cross curricular science instruction. Materials for instructional diverse learner classrooms have been updated in regards to new Smart Boards, computers with touch screen capabilities and programs to promote learning of basic skills through technology. There are several programs available to students, such as Compass Learning, Razz Kids, Think Circa and Khan Academy. Teachers use the Daily 5 routine for reading instruction and the Daily 3 routine for math instruction. Teachers are provided with native language to help students learn. An area of concentration is in Math and teachers have a variety of resources available to help students in this area.

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"> 1.a. Demonstrating Knowledge of Content and Pedagogy 1.b. Demonstrating Knowledge of Students 1.c. Selecting Learning Objectives 1.d. 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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As stated in the McPherson's school mission, all students are held to high standards via expectations and a rigorous and varied curriculum. Differentiation and inclusion are standard practices that enable all students to engage with grade level concepts as appropriate to their instructional needs. Teachers align tasks to address CCSS, as well as IB Learning Objectives. Literacy teacher leaders provided professional development on close reading for all grade levels. Students are engaged in inquiry-based learning through STEM (science, technology, engineering, math disciplines). During weekly heterogeneous teacher team protocols, teachers meet to discuss student work and data. Individual examination of student work occurs daily with student-teacher conferencing; however, a more systemic approach to compare student performance across the grade levels as well as vertically across grade levels needs to be implemented.

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	✓ SQRP Attainment and Growth
Five Essentials	Ambitious instruction
CPS Framework for Teaching	1d. 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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Students in all grades participate in Executive Functioning lessons to help them develop organizational and thinking skills. High school representatives come annually to inform students about their high school and programs. Teachers supplement the curriculum with career education activities based on monthly themes to cover all career clusters. School counselor provides whole group guidance with eighth grade students regarding developing successful habits for college and career readiness. Individual and group guidance activities to assist with goal setting and high school application process are implemented. We are transitioning from the "What's Next Illinois?" college and career readiness program, to the district-wide initiative of Naviance, with focus on career exploration and individualize learning plans. Third through eighth grade students participate in goal setting based on the district wide scores from NWEA for reading and math. For each eighth grade student with an IEP, a transition service plan is created with the IEP team input which includes goals for post-secondary education training, independent living, and employment. Mentor programs are in place for students who require added support to meet success and promotion.

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:

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

Score

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McPherson teachers demonstrate effective instructional skills through the heterogeneous mixing of students in classrooms, implementation of inquiry-based learning, International Baccalaureate Program, which middle school students adopt a different profile trait to demonstrate/model monthly. Diverse Learners and English Language Learners are involved in the general education setting via inclusion model with differentiation. McPherson has a Student Council which promotes leadership. McPherson implements the use of textbooks and technology in order to provide a more well-rounded approach to the curriculum. Students are involved in goal setting based on the NWEA MAP scores. Teachers develop remediations plans, power of 5 plans, and EL plans to target individual students to facilitate their academic growth. All voices are heard when students use Popsicle sticks or other devices to call on students. Through MTSS and Guided Reading students receive targeted supports to individual students or groups of students based on their identified needs. Instruction is designed to develop language domains for English learners through Guided Reading and MTSS groups.

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	Ambitious Instruction Effective Leaders Supportive Environment
CPS Framework for Teaching	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	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 have all of the students in their classroom tier according to RIT scores (3-8) and according to DIBELS/TRC and RIT scores for K-2. They switch for 30 minutes a day for instructional support. There is also an MTSS team that meets regularly to review student progress and give suggestions when needed. Teachers keep folders for Tier 2 and Tier 3 students to track progress monitoring. Teachers create SMART goals for these students and identify interventions. Students participate in goal setting to create goals and identify ways they are going to work toward completing them. Teachers keep PLPs on students who have completed summer school and who are identified as off-track. Teachers need to continue to progress monitor student goals as well as implement interventions throughout the school day and NOT just in the 30 minute RtI block.

- **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	<ul style="list-style-type: none"> ✓ 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
Measures	<ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ Attendance Rates ✓ Course success rates (e.g. grade distributions, pass/failure rates)
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Collaborative Teachers Supportive Environment
CPS Framework for Teaching	<ul style="list-style-type: none"> 1a. Demonstrating knowledge of content and pedagogy 1b. Demonstrating Knowledge of Students 1d. Designing Coherent Instruction 2d. Managing Student Behavior 3d. Using Assessment in Instruction 3e. Demonstrating Flexibility and Responsiveness 4b. Maintaining Accurate Records
CPS Performance Standards for School Leaders	B3. MTSS Implemented Effectively in School

Balanced Assessment & Grading:

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

Score

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McPherson uses multiple measures of assessments: teacher made assessments, REACH, Benchmark, NWEA, TRC/DIBELS, ACCESS. In addition, some DL students take the DLM, SANDI and EL students take ACCESS. In many instances teacher made tests are modified and students are given accommodations according to their IEP'S. Progress monitoring using data from interventions guides grading and assessment from quarter to quarter. Consistent categories are followed school wide so that students and parents can access pertinent information on graded assignments. Teachers analyze data weekly to provide multiple access points for their students.

Guide for Balanced Assessment & Grading

- **Use multiple measures (i.e. a range of assessment types and at multiple points in time) to supplement district-centralized assessments with other formative assessments to provide a more comprehensive picture of student learning.**
- **Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement, especially for students receiving Tier 2 and 3 services, in addition to Tier 1 core instruction. (also see *MTSS and Instruction*)**
- **Make assessments accessible to students, including diverse learners and English Learners through employing features of universal design (<http://www.udlcenter.org/aboutudl/udlcurriculum>) and use of accommodations and, where needed, modifications.**
 - Provide accommodations in presentation (i.e. how assessment text and tasks are presented to students), response (i.e. how students provide their answers), and/or setting/timing (i.e. scheduling/location of assessment).
- **Utilize assessments that reflect the key shifts in literacy and mathematics in teacher created or selected assessments.** (see Rigorous Student Tasks)
- **Utilize assessments that measure the development of academic language for English learners.**
- **Have access to and analyze school-wide, teacher team, and classroom assessment data to determine instructional effectiveness and subsequent learning needs**
- **Improve and promote assessment literacy.**
 - Work together on building common assessments within a department, course, or grade level team.
 - Invest resources in helping teachers evaluate and improve the quality of formative assessments. For example, use the Assessment Design Toolkit (<http://www.csai-online.org/spotlight/assessment-design-toolkit>).
 - Use common protocols and calibrate on scoring and grading in teacher teams.
 - Analyze quality and alignment of assessments and tasks to ensure they meet the expectations of the standards and embed various levels of complexity.
- **Have a grading system that clearly, accurately, consistently, and fairly communicates learning progress and achievement to students, families, postsecondary institutions, and prospective employers.**
 - Ensure that students, families, teachers, counselors, advisors, and support specialists have the detailed information they need to make important decisions about a student's education.
 - Measure, report, and document student progress and proficiency:
 - Against a set of clearly defined cross-curricular and content-area standards and learning objectives collaboratively developed with staff.
 - Separately from work habits, character traits, and behaviors, so that educators, counselors, advisors, and support specialists can accurately determine the difference between learning needs and behavioral or work-habit needs. academic mindsets and behaviors (CCSR).
 - Ensure consistency and fairness in the assessment of learning, and assignment of scores and proficiency levels against the same learning standards, across students, teachers, assessments, learning experiences, content areas, and time.
 - Ensure grades are not used as a form of punishment, control, or compliance.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Examples of a variety of teacher created and teacher selected assessments
	✓ Units and lesson plans with formative and summative assessments embedded in a long term plan
	✓ Evidence of assessment data analysis for the purpose of planning
	✓ Assessment calendar
	✓ Examples of gradebooks
	✓ School's grading policy
	✓ Grade distribution reports (course success rates)
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
CPS Framework for Teaching	1c. Selecting Learning Objectives
	1e. Designing Student Assessment
	3d. 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

Culture for Learning:

Score

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.

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McPherson culture is a collection of thinking, habits, and beliefs that sustain critical learning. A strong instructional culture following the Gradual Release of Responsibility model is the foundation of our culture. Our students bring their own experiences from home (literacy, curiosity, and ambition) and teachers work within their classrooms to build culture. A strong instructional culture, evident from our Essential 5 rating, sets our school-wide culture and guides classroom culture. Classroom teachers meet with individual students, set goals (NWEA), and develop habits of learning. Teachers hold remediation plan meetings with students and parents to provide feedback. They select students for power of 5 to help boost their achievement. Classroom culture is showcased school-wide with student of the month celebrations, talent shows, school sporting events, academic competitions, art displays, and collaboration of families.

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	✓ Sample of individual student learning goals from a cross-section of teachers ✓ Also review student work evidence from Rigorous Student Tasks
Measures	✓ Five Essentials – Ambitious Instruction ✓ SQRP Attainment and Growth
Five Essentials	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:

Score

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

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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.

Students at McPherson participate in Social Emotional Wednesdays for personal connections and team building. We offer Second Step, Calm Classrooms, as well as Olweus, an anti-bullying initiative. Additionally, some staff mentor 8th grade students at risk and help them stay on track. In order to help students socially/emotionally, students participate in No One Eats Alone, Chess Club, Common Threads Cooking Classes. There is cooperative grouping for instruction in the classroom. Students learn to work together collaboratively in groups. To promote self esteem and foster peer encouragement we have a yearly talent show where everyone is welcome to participate. We are presently working with Grow47 Community to improve student teacher trust as depicted as an area of need on the 5Essentials.

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	✓ Five Essentials/My Voice, My School Survey ✓ School Climate Standards Self-Assessment
Measures	✓ Five Essentials
Five Essentials	Collaborative Teachers Supportive Environment
CPS Framework for Teaching	1b. Demonstrating Knowledge of Students 2a. Creating an Environment of Respect and Rapport
CPS Performance Standards for School Leaders	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:

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

Score

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The students on our Student Council initiate and lead some school initiatives such as: Spirit Week, Community Service Projects, food drive, soap drive, and Valentine’s cards for the Senior Center. Students participate in team sports with network schools, as well as, city wide competitions in activities like Battle of the Books and Spelling BEE. In addition, students participate in research based projects such as Science Fair and History Fair.

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

McPherson has a variety of programs to help students with bullying issues and concerns, Rainbows to help children with family issues, VITA girls group to help young girls develop positive self-esteem and regular class meetings to help students be invested in school. We have a School Security Guard who walks the building and monitors hot spots within the building, regularly checking bathrooms, hallways, stairways, etc. She also checks in with specific students on a regular basis. We have security cameras inside and outside the building. There is active supervision of students during lunch, recess, and transitions. Teachers accompany their students to and from classes. Primary teachers accompany their students into and out of the building ensuring that they are picked up by the proper guardian/parent.

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:

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.

Score

1 2 3 4

Restorative justice meetings are held. McPherson School implements Restorative Justice practices including restorative conversations, self-reflection and peer-conflict resolution sessions. We do this in order to get to the root of the problem, restore balance, support relationships among individuals, the school, and the community when conflicts or misbehavior arise. Additionally, in order to promote proactive positive behavioral practices, teachers utilize various universal social and emotional tools, such as Calm Classroom, Second Step and Champs. CHAMPS (conversation, help, activity, movement, participation, success): This is a restorative approach to discipline in that it sets clear and concise guidelines and expectations during classes. The levels of conversation, help, activity, movement, participation and expectations for success are clearly identified. PAWS/PBIS: Positive Actions With Students is our school-wide behavior management system. The focus and objective is to teach appropriate behaviors in the school setting. Reteaching appropriate behaviors when expectations are not met and recognizing or praising behavior when expectations are met. PBIS is Positive Behavior and Interventions and Supports. This is using positive speaking. In lieu of telling students what they cannot do or “no”, they are told what they can do which excludes undesirable behaviors. All teachers have guidelines and expectations clearly posted in all classrooms. Each week, students participate, in MTSS social-emotional lessons. Lessons discuss topics such as: leadership, bullying, community service, career awareness, character education and IB profile traits (communicator, inquirer, risk-taker, knowledgeable, caring reflective, thinkers, principled, open-minded, balanced and reflective). McPherson has only a 3% school suspension rate.

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

Parents are welcomed into the school and given many opportunities to volunteer their time in the office, during lunch/recess, school tours, or within the classroom. Parents have PAC and BAC meetings regarding academic progress, social emotional issues, attendance, and other factors that impact the school. Parents are offered to attend staff-led workshops on parent portal, IB, promotion policy, and the 5Essentials report. Friends of McPherson is a parent facilitated organization, which holds monthly meetings and provides funds to the school via fundraisers. There is constant communication with parents through the websites, Byrds Eye View, Robo calls, emails, text messaging, and face to face. Teachers each have their own individual website to communicate with and provide homework, expectations, upcoming events, and other crucial information within the classroom. According to the 5Essentials report, we scored strong in the area of parent partnership. In addition, on the SQRP, we have shown an increase in our parent partnership.

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
Measures	✓ Fundraising activities and amounts (if applicable)
	✓ 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 \emptyset = Not of focus
2	Expectations for depth & breadth of Quality Teaching: Multi-Tiered System of Support	1 2 3 4 5 \emptyset
2	Expectations for depth & breadth of Student Learning: Rigorous Student Tasks	1 2 3 4 5 \emptyset
3	Culture of & Structure for Continuous Improvement: Aligned Resources	1 2 3 4 5 \emptyset
3	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1 2 3 4 5 \emptyset
3	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1 2 3 4 5 \emptyset
3	Culture of & Structure for Continuous Improvement: Professional Learning	1 2 3 4 5 \emptyset
3	Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading	1 2 3 4 5 \emptyset
3	Expectations for depth & breadth of Quality Teaching: Instruction	1 2 3 4 5 \emptyset
3	Expectations for depth & breadth of Student Learning: Curriculum	1 2 3 4 5 \emptyset

3	Expectations for depth & breadth of Student Learning: Instructional Materials	1	2	3	4	5	<input type="radio"/>
3	Expectations for Quality & Character of School Life: Culture for Learning	1	2	3	4	5	<input type="radio"/>
3	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	<input type="radio"/>
3	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	1	2	3	4	5	<input type="radio"/>
4	Expectations for depth & breadth of Student Learning: Transitions, College & Career Access & Persistence	1	2	3	4	5	<input type="radio"/>
4	Expectations for Quality & Character of School Life: Parent Partnership	1	2	3	4	5	<input type="radio"/>
4	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1	2	3	4	5	<input type="radio"/>
4	Expectations for Quality & Character of School Life: Safety & Order	1	2	3	4	5	<input type="radio"/>

Goals

Required metrics (Elementary)

13 of 18 complete

	2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
National School Growth Percentile - Reading				
Our goal for 2016-2017 is to increase reading scores to 60% in the growth percentile for reading based on last year's decrease. K-5 teachers will be continuing to implement small group instruction within their reading block.	90.00	50.00	60.00	65.00
Our goal for 2017-2018 is a 65% increase in the growth percentile for reading.				
National School Growth Percentile - Math				
Our goal for 2016-2017 is to increase math scores to 55% in the growth percentile for math based on last year's decrease. K-5 teachers will be continuing to implement small group instruction within their math block.	53.00	44.00	55.00	60.00
Our goal for 2017-2018 is a 60% increase in the growth percentile for math.				
% of Students Meeting/Exceeding National Ave Growth Norms				
(Blank)	61.20	(Blank)	(Blank)	(Blank)
African-American Growth Percentile - Reading				
(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
Hispanic Growth Percentile - Reading				
Our goal for 2016-2017 is to increase reading scores to 45% in the growth percentile for reading based on last year's decrease. K-8 teachers will be continuing to implement small group instruction within their reading block.	86.00	38.00	45.00	50.00
Our goal for 2017-2018 is a 50% increase in the growth percentile for reading.				
English Learner Growth Percentile - Reading				
(Blank)	(Blank)	(Blank)	(Blank)	(Blank)

Diverse Learner Growth Percentile - Reading

Our goal for 2016-2017 is to increase reading scores to 25% in the growth percentile for reading based on last year's decrease. K-5 teachers will be continuing to implement small group instruction within their reading block.

85.00

14.00

25.00

35.00

Our goal for 2017-2018 is a 35% increase in the growth percentile for reading.

African-American Growth Percentile - Math

(Blank)

(Blank)

(Blank)

(Blank)

(Blank)

Hispanic Growth Percentile - Math

Our goal for 2016-2017 is to increase math scores to 55% in the growth percentile for math based on last year's decrease. K-5 teachers will be continuing to implement small group instruction within their math block.

52.00

44.00

55.00

60.00

Our goal for 2017-2018 is a 60% increase in the growth percentile for math.

English Learner Growth Percentile - Math

(Blank)

(Blank)

(Blank)

(Blank)

(Blank)

Diverse Learner Growth Percentile - Math

Our goal for 2016-2017 is to increase math scores to 20% in the growth percentile for math based on last year's decrease. K-5 teachers will be continuing to implement small group instruction within their math block.

70.00

7.00

20.00

30.00

Our goal for 2017-2018 is a 30% increase in the growth percentile for math.

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

Our goal for 2016-2017 is to increase reading scores to 65% in the growth percentile for reading based on last year's decrease. 3-8 teachers will be continuing to implement small group and cooperative learning instruction within their reading block.

56.00

56.00

65.00

75.00

Our goal for 2017-2018 is a 75% increase in the growth percentile for reading.

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

Our goal for 2016-2017 is to increase math scores to 55% in the growth percentile for math based on last year's increase. 3-8 teachers will be continuing to implement small group and cooperative learning instruction within their math block.

46.00

49.00

55.00

65.00

Our goal for 2017-2018 is a 65% increase in the growth percentile for math.

National School Attainment Percentile - Reading (Grade 2)

Our goal for 2016-2017 is to increase reading scores to 50% in the growth percentile for reading based on last year's decrease. 2nd grade teachers will be continuing to implement small group and cooperative learning instruction within their reading block.

65.00

34.00

50.00

60.00

Our goal for 2017-2018 is a 60% increase in the growth percentile for reading.

National School Attainment Percentile - Math (Grade 2)

Our goal for 2016-2017 is to increase math scores to 65% in the growth percentile for math based on last year's decrease. 2nd grade teachers will be continuing to implement small group and cooperative learning instruction within their math block.

67.00

58.00

65.00

75.00

Our goal for 2017-2018 is a 75% increase in the growth percentile for math.

% of Students Making Sufficient Annual Progress on ACCESS

Our goal for 2016-2017 is 40% and for 2017-2018 is 45%. We expect this increase because our bilingual coordinator provided one on one professional development with the bilingual teachers/EL teachers to implement WIDA Standards within the lesson plans.

44.00

33.70

40.00

45.00

Average Daily Attendance Rate

According to dashboard, our attendance percent rolling is already higher than last year by 0.2%.

96.20

96.60

96.80

97.00

My Voice, My School 5 Essentials Survey

We want to move up to neutral for student teacher trust for the 2016-2017 school year and then move up to strong for the 2017-2018 school year. Throughout the year, we have had support from UChicago Impact 5Essentials in the area of student teacher trust.

(Blank)

(Blank)

(Blank)

(Blank)

By the end of 2018, we would like to be strong in supportive environment. We will be continuing with UChicago Impact 5Essentials.

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...

...then we see...

...which leads to...

If each grade level or course team has a year-long scope and sequence that maps out what Common Core Standards and NGSS teachers should teach

then we will see teachers and students engaged in higher order discussions as evidence through REACH and checkpoints.

which leads to a five percent increase in the number of students at grade level for math and reading.

Tags:

Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Curriculum Design, Social studies

Area(s) of focus:

3, 1, 2

Action step

Responsible

Timeframe

Evidence for status

Status

Teachers will meet quarterly in their grade bands to work on curriculum mapping for the next quarter.

All Teachers

Aug 22, 2016 to Jun 23, 2017

Meeting are progressing as planned.

On-Track

Literacy/Reading, Math, Diverse Learners, English Learners, Assessment, Curriculum Design, Teacher Teams/Collaboration

Teachers will utilize peer observations, discuss REACH observations, and develop a rubric for higher order discussions.

All Teachers

Aug 22, 2016 to Jun 23, 2017

Grade level teams will create a rubric.

Not started

Literacy/Reading, Curriculum Design, Assessments, Curriculum mapping

Strategy 2

If we do...

...then we see...

...which leads to...

If we incorporate systematic, tiered instruction and assessments for all students throughout all the content areas which will be led by the MTSS Team and ILT

then we will see increased student engagement and minimize off task behaviors through classroom observations

which leads to a ten percent decrease of general education students in tier three school wide.

Tags:

Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Professional Learning, Student Health & Wellness

Area(s) of focus:

3, 1, 2

Action step	Responsible	Timeframe	Evidence for status	Status
Provide professional development on differentiated instruction for ALL learners	Admin and All Staff	Aug 22, 2016 to Jun 23, 2017	DL Providers are providing Professional development	On-Track

Literacy/Reading, Math, Science, Diverse Learners, English Learners, Teacher Teams/Collaboration, Social studies, Cycles of professional learning, Writing

Provide executive functioning PD.	Ms. Atteo, Ms. Kainer, Ms. Boyer	Feb 5, 2016 to Feb 5, 2016	DL Providers received a 6 hour training along with materials for implementation	Completed
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Diverse Learners, Professional Learning, Professional development, Academic supports

Teachers will collaborate to create and implement a unit plan monthly by incorporating strategies taught at the PD.	DL Teachers	Sep 6, 2016 to Oct 6, 2016	Monitoring Tool	On-Track
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Diverse Learners, English Learners, Professional development, Lesson planning

Monitoring student use of executive functioning skills.	DL Teachers	Sep 6, 2016 to Jun 23, 2017	Monitoring Tool	On-Track
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Diverse Learners, English Learners, Professional development

Based on strategies provided at the PD, teachers will monitor their use via peer observations, REACH, and reflection.	All Teachers	Sep 6, 2016 to Jun 23, 2017	Monitoring Tool	Not started
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Strategy 3

If we do...

If we implement Webb's Depths of Knowledge within our instruction to create higher level questions (ex. evaluating, analyzing); which will challenge students cognitively, advance higher level discourse and promote meta-cognition

...then we see...

then we see an increase in students' ability to analyze and synthesize curriculum content

...which leads to...

a ten percent improvement in the number of students at grade level for all subject areas.

Tags:

Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Social studies, Curriculum

Area(s) of focus:

1, 2, 3

Action step	Responsible	Timeframe	Evidence for status	Status
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Teachers will display a poster of the "Depths of Knowledge" to refer to during planning and instruction.	All Teachers	Aug 29, 2016 to Sep 30, 2016	Posters displayed in each classroom.	Not started
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Literacy/Reading, Math, Science, Diverse Learners, English Learners, Social studies, Instructional practices, Curriculum

Included in the unit plan, teachers create factual, conceptual, and debatable questions for all content areas to be asked.	All teachers	Sep 6, 2016 to Jun 23, 2017	Unit Plan	On-Track
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Literacy/Reading, Math, Science, Social studies, Instruction, Instructional practices, Unit planning

Strategy 4

If we do...

If we implement MTSS with fidelity across all grade levels and subject areas

...then we see...

then we will see teachers using a differentiated approach to instruction using the NWEA Learning Continuum and TRC (for primary)

...which leads to...

which leads to student growth and achievement by ten percent on NWEA and TRC.

Tags: MTSS, Diverse Learners, English Learners, Professional Learning, Climate and Culture

Area(s) of focus: 2

Action step	Responsible	Timeframe	Evidence for status	Status
Professional Development on MTSS	MTSS Team	Aug 22, 2016 to Jun 23, 2017	PD agenda	On-Track

MTSS, Professional Learning, Leadership

Modeling MTSS in the Classroom during instruction	MTSS Team	Aug 22, 2016 to Jun 23, 2017	Peer coaching of MTSS strategies sharing strategies and evidence on a Google doc	Not started
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MTSS, Teacher Teams/Collaboration

Having Tier 1 students bridge and support the various learning styles within the Tier 2 and Tier 3 students	All teachers	Aug 22, 2016 to Jun 23, 2017	Peer collaboration	On-Track
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MTSS, Literacy/Reading, Math, Interventions

Evidence based monitoring of the MTSS implementation	MTSS Team	Aug 22, 2016 to Jun 23, 2017	Data provided by progress monitoring and student RTI folders	On-Track
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MTSS, Diverse Learners, English Learners, Data

Action Plan

District priority and action step Responsible Start End Status

<p>+ Teachers will meet quarterly in their grade bands to work on curriculum mapping for the next quarter. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Curriculum Design, Social studies, Literacy/Reading, Math, Diverse Learners, English Learners, Assessment, Curriculum Design, Teacher Teams/Collaboration</p>	All Teachers	Aug 22, 2016	Jun 23, 2017	On-Track
<p>+ Teachers will utilize peer observations, discuss REACH observations, and develop a rubric for higher order discussions. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Curriculum Design, Social studies, Literacy/Reading, Curriculum Design, Assessments, Curriculum mapping</p>	All Teachers	Aug 22, 2016	Jun 23, 2017	Not started
<p>+ Provide professional development on differentiated instruction for ALL learners Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Professional Learning, Student Health & Wellness, Literacy/Reading, Math, Science, Diverse Learners, English Learners, Teacher Teams/Collaboration, Social studies, Cycles of professional learning, Writing</p>	Admin and All Staff	Aug 22, 2016	Jun 23, 2017	On-Track
<p>+ Provide executive functioning PD. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Professional Learning, Student Health & Wellness, Diverse Learners, Professional Learning, Professional development, Academic supports</p>	Ms. Atteo, Ms. Kainer, Ms. Boyer	Feb 5, 2016	Feb 5, 2016	Completed
<p>+ Teachers will collaborate to create and implement a unit plan monthly by incorporating strategies taught at the PD. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Professional Learning, Student Health & Wellness, Diverse Learners, English Learners, Professional development, Lesson planning</p>	DL Teachers	Sep 6, 2016	Oct 6, 2016	On-Track
<p>+ Monitoring student use of executive functioning skills. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Professional Learning, Student Health & Wellness, Diverse Learners, English Learners, Professional development</p>	DL Teachers	Sep 6, 2016	Jun 23, 2017	On-Track
<p>+ Based on strategies provided at the PD, teachers will monitor their use via peer observations, REACH, and reflection. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Professional Learning, Student Health & Wellness</p>	All Teachers	Sep 6, 2016	Jun 23, 2017	Not started
<p>+ Teachers will display a poster of the "Depths of Knowledge" to refer to during planning and instruction. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Social studies, Curriculum, Literacy/Reading, Math, Science, Diverse Learners, English Learners, Social studies, Instructional practices, Curriculum</p>	All Teachers	Aug 29, 2016	Sep 30, 2016	Not started
<p>+ Included in the unit plan, teachers create factual, conceptual, and debatable questions for all content areas to be asked. Tags: Literacy/Reading, Math, Science, Diverse Learners, English Learners, Assessment, Social studies, Curriculum, Literacy/Reading, Math, Science, Social studies, Instruction, Instructional practices, Unit planning</p>	All teachers	Sep 6, 2016	Jun 23, 2017	On-Track
<p>+ Professional Development on MTSS Tags: MTSS, Diverse Learners, English Learners, Professional Learning, Climate and Culture, MTSS, Professional Learning, Leadership</p>	MTSS Team	Aug 22, 2016	Jun 23, 2017	On-Track
<p>+ Modeling MTSS in the Classroom during instruction Tags: MTSS, Diverse Learners, English Learners, Professional Learning, Climate and Culture, MTSS, Teacher Teams/Collaboration</p>	MTSS Team	Aug 22, 2016	Jun 23, 2017	Not started
<p>+ Having Tier 1 students bridge and support the various learning styles within the Tier 2 and Tier 3 students Tags: MTSS, Diverse Learners, English Learners, Professional Learning, Climate and Culture, MTSS, Literacy/Reading, Math, Interventions</p>	All teachers	Aug 22, 2016	Jun 23, 2017	On-Track
<p>+ Evidence based monitoring of the MTSS implementation Tags: MTSS, Diverse Learners, English Learners, Professional Learning, Climate and Culture, MTSS, Diverse Learners, English Learners, Data</p>	MTSS Team	Aug 22, 2016	Jun 23, 2017	On-Track

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 the 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.

The school has an information meeting in September to inform parents of Title 1 funds. At this time parents are asked to discuss what they would like to purchase with the allocated money. Monthly meetings are scheduled to keep parents updated and contributing ideas and concerns.

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 school has an information meeting in September to inform parents of Title 1 funds and their involvement in the process. At this time, parents are asked to discuss what they would like to purchase with the allocated money. Monthly meetings are scheduled to keep parents updated and contributing ideas and concerns that they may have.

Title 1 Annual Meeting - September 28, 2016 at 8:30am

Title 1 PAC Organization Meeting - September 28, 2016 at 9:30am

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

The meeting dates are announced through our school newsletter, website, flyer, weekly Email Blast, text messages, social media sites, as well as email listings of our parents. Our Title 1 PAC Organizational meeting is held Mid-September, followed by the Title 1 Annual Meeting a few weeks later.

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.

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

Parents will be provided a report on their child's progress through parent teacher meetings where they will receive documents with the results from their child's State and District assessment.

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.

Highly qualified is no longer applicable due to the new ESSA legislation.

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 invited to monthly information meetings to discuss topics that are surveyed in the organizational meeting. Several topics include the Parent Handbook, use of the parent portal, workshop for common core state standards, ESL for parents and computer classes for parents.

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.

McPherson will provide parents information in regards to training via robo calls, the monthly newsletter, the McPherson website, notes sent home and postings on the parent bulletin board. Parents will be provided training in using the various computer learning programs at McPherson that they can use at home and teachers can monitor progress, parents are provided ESL classes to help with their English acquisition.

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.

McPherson will educate all staff on the value of parent contributions and will reach to communicate and work with parents as equal partners. During the beginning of the school year during teacher PD days, teachers will provide testimonials on how parents have benefitted their classrooms and how they obtained parental assistance and support. Teachers will also be trained on how to use the volunteer coordinator to help reach out to parents as partners.

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.

As appropriate, McPherson will coordinate and integrate parent programs and activities through monthly newsletters, announcements and notices, parent letters in regards to curriculum and current projects and parents are notified of up coming OECE events and activities.

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.

McPherson will ensure that information related to the school and parent programs, meeting and activities is sent to parents in understandable and uniformed language. This will be accomplished by translating information into Spanish via notices, flyers and other forms of written information.

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.)

*James B McPherson elementary shared mission is to create college and career individuals through the integration of a varied and rigorous curriculum with emphasis in literacy, mathematics, and the sciences. This school mission drives forward our leadership implementation of school programs to continue the success for every student. This is done with data driven decision making using TRC, MAP, and Dibels scores. School leadership and collaborative teachers work hand in hand to implement our shared vision. According to our Five Essential ratings our effective leadership is neutral and collaborative teachers are strong. We are continuously assessing, adjusting, implementing and planning to improve. This shared vision is communicated on a monthly basis in our Birdseye View and during LSC meetings. Our shared vision is our school's guiding structure and addressed in the CIWP which is shared twice a year to our LSC and our State of the School Address occurs once a year.

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.

McPherson will have district preplanned parent-teacher conferences for first and third quarters, parents also participate in remediation meetings, IEP meetings and teachers also conference with parents via email and phone calls. Teachers also conference with parents using daily journals between home and school.

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

Parents are provided midquarter progress reports, report cards four times per year, parents of children with IEPs will receive IEP report cards in addition to the regular report card.

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

Teachers are to schedule parent meetings before or after school, teachers also should schedule meetings with parents during the day during a planning period, teachers have contact information on their classroom websites and teachers provide parents contact information during parent meetings.

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.

Parents may volunteer for field trips, recess and lunchroom duty, facilitate teachers in their classrooms, parents can volunteer for afterschool programs that here at McPherson and parents may volunteer through the volunteer coordinator who can walk them through all of the steps and paperwork necessary to be a volunteer.

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

Parents are provided a room to meet in and use the computers to access the parent portal to check grades and assignments. In remediation/power of 5 meetings, parents collaborate with the teacher and student to create goals.

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 attend remediation/power of five meetings and parent conferences. They also attend afterschool grade level meetings. Parents participate in PAC and BAC meetings. In the PAC meetings, title 1 funds are discussed. Promotion meetings are held for third, sixth and eighth grade.

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 participate in goal setting to create and achieve academic goals. Students in fourth through eighth grade keep an organizational binder and agenda for homework. In the primary grades, students use a homework helper and journals.

Parent Budget

Complete

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

Parents will be provided workshops including computer training, using the parent portal, anti-bully training, immigration concerns, healthy lifestyles and meetings on how to be involved in the school and current events. Meetings are conducted on a monthly basis. Parents are provided various forms of technology, for example iPads, Chromebooks and computers to assist them with their child's academic achievement.

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

Account(s)	Description	Allocation
51130,	Teacher Presenter/ESP Extended Day	\$ 0 .00
52130	For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-	

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.	\$	1500	.00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	500	.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)	\$	0	.00
54505	Admission and Registration Fees, Subscriptions and memberships For Parents use only.	\$	1000	.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.	\$	0	.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.	\$	0	.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.	\$	1295	.00