John M Smyth Elementary School (/school-plans/404) / Plan summary

2016-2018 plan summary

Team

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Team meetings

Date	Participants	Topic

04/07/2016	Principal, Network Strategist, Assistant Principal, Ms. Gregoire	CIWP Overview with Network 6
04/08/2016	McGhee -Davis, Raickett, Gregoire, Brandon, Sudduth, Thurman, Whitmore, Brown, Donnella, Ibrahim	CIWP Overview with ILT team
05/20/2016	Principal, Assistant Principal, Mrs. Gregoire	CIWP review
02/05/2016	ILT Team Members	ILT- January On Track Data
03/04/2016	ILT Team Members	ILT- February K-2nd Progress Monitoring
03/18/2016	ILT Team Members	ILT- YTD Attendance and Behavior
12/14/2015	ILT Team Members	ILT- November Attendance and Behavior Data Review
01/15/2016	ILT Team Members	ILT- School Improvement Plan Review
10/16/2015	ILT Team Members	ILT- September On Track Data (attendance, behavior, grade book)
11/06/2015	ILT Team Members	ILT- October On Track Data
11/30/2015	ILT Team Members	ILT- School Climate Self Assessment
12/04/2015	ILT Team Members	ILT- K-2nd Progress Monitoring Data Review
09/28/2015	ILT Team Members	ILT- Modules 1-3
10/02/2015	ILT Team Members	ILT- Attendance, Module 4
12/01/2015	Leadership Team	DATA Analysis, Strategic Plan Review
12/07/2015	Leadership Team	Cultural Condentioning, Writing SMART goals
12/11/2015	Leadership Team	Budget
01/26/2016	Leadership Team	5 Essentials Overview, MOY NWEA, On Track
01/26/2016	Leadership Team	MTSS, CIWP, Tools and Resources
02/10/2016	Leadership Team	Analyzing Data, Individual Student Conference, On Track
05/27/2016	Leadership	CIWP review
06/08/2016	Leadership	CIWP review

Leadership & Collective Responsibility:

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.

Score

1   2   **3**   4

We have an annual professional development plan that is aligned to our school priorities -reading, math, attendance and IB. The professional development plan is aligned to what teachers' need based on information gathered in grade level team meetings.There is a annual Theory of Action that outlines instructional practices and sets measurable goals for reading, math and science on NWEA for all students and is derived from the priorities on CIWP. There is a Strategic Plan that helps us measure the effectiveness of our work , while targeting individual students in math, reading and attendance. Teachers are involved in a variety of opportunities through the district and network and school for additional training in Reading, Math, Science, Technology, IB, and personalized learning . There is a consistent plan for teacher observation aligned to REACH protocol. Our goal is to increase the percentage of DISTINGUISHED teachers to 25% in Domains 4a and 4d of CPS Framework for Teaching.

Principal and Instructional Leadership Team meets with students quarterly to discuss NWEA EOY stretch goals; conducts quarterly meetings with parents using Measurement Academic Progress (MAP) to discuss link between current performance and college and career readiness. We conduct State of School Address to communicate student goals to parents. Principal provides monthly parent meetings beginning with Open House in September to discuss school performance and expectations. Grade level parent meetings occurred to explain what test data meant and how parents could support student growth.Teachers conference with families to discuss academic performance and student behavior. Teachers keep a log of parent communication. Options for alternate placement is distributed to parents based on district's timeline or parent requests.

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	✓ School's vision, beliefs, and how it is shared (e.g. presentations to community, promotional materials) ✓ Five Essentials – Program Coherence
Measures	✓ Five Essentials
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP A2. Implements Data Driven Decision Making and Data Driven Instruction 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.

1 **2** 3 4

> We have reviewed the ILT effectiveness rubric to determine the need and refine our work. Moving forward we have establish an ILT with representatives from all disciplines to build teacher capacity, enhance instruction, and create more focused grade level conversation. We will develop an annual calendar to address data cycles (NWEA, Attendance,etc). We continue to analyze data at least once per month at grade level team meetings, in individual teacher conferences and in student conferences. Monthly grade level parent meetings were held to discuss data and expectations with parents. Strategic plan was updated mid-year to ensure BOY targeted students were progressing and new targeted students were identified. Our goal is to move from PARTIALLY ORGANIZED to WELL ORGANIZED on the Five Essentials: Instructional Leadership.

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	✓ ILT Effectiveness Rubric Score ✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes) ✓ Evidence that work of ILT has contributed to positive outcomes for students and staff ✓ Teacher team agendas/minutes reflective of ILT focus
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP A2. Implements Data Driven Decision Making and Data Driven Instruction B5. Supports Teacher Teams

Professional Learning:

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

1 2 **3** 4

The school has a year long professional development focus and makes adjustments throughout year based on classroom observations and teacher requests. PD is school-wide, ongoing and job embedded. Identified teachers are receiving weekly coaching in math and/or reading and writing. Grade level teams meet weekly to analyze student data and student work, and plan weekly instruction. There is a set agenda and cycles for GLT. ILT meets twice monthly to discuss student progress and progress-monitoring data for targeted students. There is a representative from all disciplines on ILT. There is a consistent process for ILT meetings. There is a coaching plan which identifies teachers' coaching needs based on observations and conferencing. Some teachers have individual coaching plans. Teachers consistently receive quality feedback that supports their personal growth. Peer observation and coaching support is available but not used consistently. We want to continue to gain 5-7% growth on NWEA in grades 3rd-8th and Diverse Learner Population in Student Growth Metrics on the SQRP Growth.

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	✓ 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	✓ SQRP Attainment and Growth ✓ Five Essentials: Collaborative Teachers
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	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

1   2   **3**   4

School allocates discretionary funds to support priority areas-reading, writing, math, diverse learners and attendance. There is designated time in the schedule for MTSS at all grade levels. Targeted students receive small group instruction daily. Every staff member reinforces school expectations for students to aspire to attend college and become career-ready. Morning affirmation includes college and career-ready statements. We have established partnerships with multiple universities- UIC, U of C and Loyola to There is an incentive for attendance to increase student attendance to 96% school-wide. School seeks grant opportunities for specialty areas- Attendance Grant, Healthy Kids and After School All Stars.

Our goal is to remain VERY STRONG in Collaborative Teachers and grow to VERY STRONG in Effective Leaders on the Five Essentials measure.

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 ✓ Evidence of effectiveness of the services that community-based organizations provide ✓ Budget analysis and CIWP
Measures	✓ Five Essentials
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time B4. Hires and Retains Highly Effective Teachers

Curriculum:

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

Each grade level team, which includes the diverse learner teachers, will create IB unit planners which are aligned to the CCSS for the entire year. Each grade level creates 6-8 units and revises units annually based on effective and student input. Planners are interdisciplinary, specialty teachers create units for their discipline and integrate their disciplines into grade level planners. Literacy goals are utilized in all subject areas. The IB program requires daily planning, assessments and assignments to be connected individualized learning with a focus on social justice. 95% of our teachers will attend weekly grade level meetings which focus on student work, personalized learning plans and student data connecting to NWEA and SQRP Growth measures.

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=Y3BzLmVkdXxrY3xneDoyYjlINGI4MmY3YTIxYTgz), 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	✓ Curriculum maps, vertical/horizontal ✓ Sequencing and pacing guides ✓ Thematic units which cover multiple disciplines ✓ Comprehensive unit plans including assessments
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction Effective Leaders Collaborative Teachers
CPS Framework for Teaching	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	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

Instructional materials are grade level appropriate and include a variety of literature and informational text, student choice and interest is considered in the selection of instructional materials. Every grade level has complete sets of instructional materials that are aligned to CCSS . Technology is accessible to all students. We have one-to-one availability for all 1st-8th grade students with a variety of software programs for math, reading and science. Software programs are aligned to CCSS, include placement assessments and are self-adjusting based on student performance. Most programs have progress monitoring embedded. Materials are supportive of diverse learners. Accommodations and modifications can be made with instructional materials. 100% of teachers will use scaffolded instruction and post measurable objectives daily this will be measured through learning walks, teacher observations and grade level team meetings. We will see an increase in DOMAIN 1 in the CPS Framework for Teaching from 10% to 20% Distinguished.

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	✓ 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	Ambitious instruction Supportive Environment
CPS Framework for Teaching	1a. Demonstrating Knowledge of Content and Pedagogy 1b. Demonstrating Knowledge of Students 1c. Selecting Learning Objectives 1d. Designing Coherent Instruction
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time

Rigorous Student Tasks:

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

Score

1 **2** 3 4

> Based on the data on the 2014-15 SQRP there is a need to continue to improve daily instruction. Moving forward very teacher will provide daily a rigorous curriculum aligned to IB, and social justice. Daily tasks will be aligned to standards-based learning with measurable objectives. Learning tasks include multiple disciplines. Teachers will complete 6 IB units which give students an opportunity to demonstrate their learning in varied formats.
> Grade level teams will continue to meet weekly to analyze student data (daily exit tickets & teachers developed assessments) and student work, and plan weekly instruction. There is a set agenda and cycles for GLT. The ILTwill meet twice monthly to discuss student progress and progress-monitoring data for targeted students. There is a representative from all disciplines on ILT. There is a consistent process for ILT meetings.
>
> Leadership rating on B1 = Proficient
> 79% or higher of teachers rated Proficient on Domain 3
> Ambitious Instruction = Neutral on 5 Essentials

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)). 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	✓ 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:

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

Score

1   2   **3**   4

Every staff member reinforces school expectations for students to aspire to attend college and become career-ready. Morning affirmation includes college and career-ready statements. College banners are attached to every classroom. Strong relationships with UIC, U of C and Loyola have been established for various supports to both institutions-tutoring. mentoring, undergraduate field hours, student teaching. All students have opportunities to participate in leadership activities through community service projects. 90% of our MYP students will have attended at least 1 college tour prior to their 8th grade graduation.

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

Suggested Evidence	✓ 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	✓ 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

Instruction:

Score

1   **2**   3   4

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.

> Objectives are posted on boards in every classroom. Teachers tell students the objective, how they will demonstrate their understanding, why their learning is relevant and how their learning will be assessed. Most teachers use low-and high-level questions. We are still working on improving high level questioning in some classrooms. Most teachers use GRR to ensure all students access complex texts and ensure their instruction is rigorous. We are still working on extending the amount time students are reading complex texts.
>
> The number of DISTINGUISHED teachers will increase to 15% in Domain 3 of the CPS Framework for Teaching to ensure teachers are creating an environment that students own their learning that is connected to their personalized learning plans and can articulate the relevance of the data and the skills that they need to master to reach their EOY goals on the NWEA, IRLA, MClass Math, Achieve 3000.

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	✓ Evidence of best practices (flexible grouping, cognitively demanding tasks, open-ended questions) ✓ Informational observations, peer observations, learning walks ✓ Lesson studies
Measures	✓ 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

All classrooms begin their day with morning meetings to check on student social-emotional needs. Restorative justice is used to address issues. There is a tiered approach used to address issues. There continues to be a decline in negative behavior. The school environment is safe, warm and welcoming for students, staff and community members. Screening assessments in reading and math, along with NWEA data is used to determine appropriate instruction. NWEA Learning continuum and classroom data is used to determine targeted instruction. Small group instruction occurs daily, resource teachers push-in and pull-out students for intervention service

Our goal is to be at 95% attendance and gain 4 points on the SQRP.

Guide for Multi-Tiered System of Support

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS

Suggested Evidence	✓ Evidence of multi-tiered system of supports (e.g. progress monitoring data, menu of available interventions in use, teacher team protocols in use) ✓ Evidence of Personal Learning Plan (PLP) implementation ✓ Integrated data system that informs instructional choices ✓ Flexible learning environments ✓ Use of student learning plans ✓ Use of competency-based assessments ✓ Use of personalized learning rubric ✓ Evidence of On Track monitoring and supports
Measures	✓ SQRP Attainment and Growth ✓ Attendance Rates ✓ Course success rates (e.g. grade distributions, pass/failure rates)
Five Essentials	Ambitious Instruction Collaborative Teachers Supportive Environment
CPS Framework for Teaching	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

1   2   **3**   4

> There is a school-wide assessment plan for PYP and MYP. Teachers use a comprehensive set of assessments- diagnostics (IRLA), formative (exit tickets and observations), selected response and constructed response, performance tasks and summative assessments.
>
> We will review gradebooks weekly as part of the grade level conversation to assure teachers have accurate represation of student growth. We will increase our use of IB portfolios where 100% of our students will have organized portfolios and be able to articulate the contents of their portfolios in student led conferences.

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

1 2 **3** 4

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.

Every staff member reinforces school expectations for students to aspire to attend college and become career-ready. Morning affirmation includes college and career-ready statements. College banners are attached to every classroom. Strong relationships with UIC, U of C and Loyola have been established for various supports to both institutions-tutoring. mentoring, undergraduate field hours, student teaching. All students have opportunities to participate in leadership activities through community service projects.
School-wide expectations are displayed throughout the building. Every classroom has an NWEA data board with student achievement and Spring Targets are posted. Student conferences occur at least every other week to discuss student targets and map plans for students achievement which is aligned to college and career. High levels of student achievement is rewarded with incentives each semester.

We will remain VERY WELL ORGANIZED on the SQRP by conducting monthly State of Smyth meetings to inform parents of the expectations behind student attendance, school culture, parent engagement, NWEA, PARCC.

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:

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

Score

1 2 **3** 4

All students have an adult advocate. Some are formally assigned through our HUG program. Others occur naturally based on student-adult relationships. Most interactions between adults and students are respectful, with appropriate fair responses to disrespectful behavior. Students with disabilities are included in all social and physical activites. Classrooms experiences demonstrate an appreciation of who are students are. The building is warm and welcoming. Everyone is greeted as they enter the building. Principal leads the work of community engagment and parent empowerment through his strong relationships with community organizations-UIC, Communities 4 Communities, Rush Hospital, CPD, CFD and many more. School staff provides authentic and engaging activities for families and the community to paryticipate in school community events - IB Inquiry Fairs, Reading Nights, Math Nights, Student Assemblies

We will remain VERY WELL ORGANIZED on the SQRP by conducting monthly State of Smyth meetings to inform parents of the expectations behind student attendance, school culture, parent engagement, NWEA, PARCC.
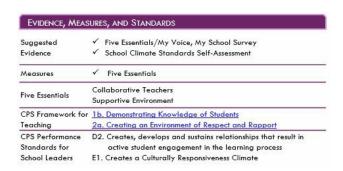
Guide for Relational Trust

- **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

Student Voice, Engagement, & Civic Life:

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

Score

1　2　**3**　4

Students are interested in learning about their culture and community. We provide opportunities, such as Pilot Light and Gardeneer Club, through our IB programmes to immerse our students in expanded learning which is aligned to their ability to support their community through entrepreneurial opportunities to produce their own organic food and sell it in their Farmer's Market that is designed, organized, and marketed by students . Extracurricular activities include-Battle of the Books, Healthy, Art Club, Spanish Club (attendance). We partner with our local park district to offer sports programs to our students. We continue to look for opportunities to expand our extracurricular offerings.

We will remain VERY WELL ORGANIZED on the SQRP by conducting monthly State of Smyth meetings to inform parents of the expectations behind student attendance, school culture, parent engagement, NWEA, PARCC.

Guide for Student Voice, Engagement, & Civic Life

Students…

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

- **Learn to evaluate and consider multiple viewpoints by discussing current and controversial topics.**
- **Consider how people in a democratic society effect change.**
- **Consider their roles and responsibilities as a member of the community.**
- **In high school, students are enrolled in Civics courses.**

Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	✓ Extracurricular offering info (e.g. descriptions of sports and clubs, list of partner organizations, participation data) ✓ Student interest surveys (and/or other avenue for student input) ✓ Policies regarding student engagement in decision making ✓ Student government or committee charter and responsibilities ✓ 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

Restorative justice is used to address issues. There is a tiered approach used to address issues. There continues to be a decline in negative behavior. The school environment is safe,warm and welcoming for students, staff and community members.
All students have an adult advocate. Some are formally assigned through our HUG program. Others occur naturally based on student-adult relationships. Most interactions between adults and students are respectful, with appropriate fair responses to disrespectful behavior. Students with disabilities are included in all social and physical activities. Classrooms experiences demonstrate an appreciation of who are students are.

We will remain VERY WELL ORGANIZED on the SQRP by conducting monthly State of Smyth meetings to inform parents of the expectations behind student attendance, school culture, parent engagement, NWEA, PARCC.

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 is used to address issues. There is a tiered approach used to address issues. There continues to be a decline in negative behavior. The school environment is safe, warm and welcoming for students, staff and community members.
>
> We will remain VERY WELL ORGANIZED on the SQRP by conducting monthly State of Smyth meetings to inform parents of the expectations behind student attendance, school culture, parent engagement, NWEA, PARCC.

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) ✓ 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

1   2   **3**   4

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.

> Parent Advocate conducts weekly home visits for students with attendance issues and/or to support care team with outreach to families of students who need additional support services. Families are encouraged to create a life plan as a guide to planning for students' goals. Ongoing Parent workshops are held to inform middle school parents about high school options and requirements for application. Counselor works with students to think about high school and college.
>
> We will remain VERY WELL ORGANIZED on the SQRP by conducting monthly State of Smyth meetings to inform parents of the expectations behind student attendance, school culture, parent engagement, NWEA, PARCC.

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

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

School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus ⊘= Not of focus
2	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1 2 3 4 **5** ⊘
2	Expectations for depth & breadth of Quality Teaching: Instruction	**1** 2 3 4 5 ⊘
2	Expectations for depth & breadth of Student Learning: Rigorous Student Tasks	1 **2** 3 4 5 ⊘
3	Culture of & Structure for Continuous Improvement: Aligned Resources	1 2 3 4 5 **⊘**
3	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1 2 3 4 5 **⊘**
3	Culture of & Structure for Continuous Improvement: Professional Learning	1 2 3 **4** 5 ⊘
3	Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading	1 2 3 4 5 **⊘**
3	Expectations for depth & breadth of Quality Teaching: Multi-Tiered System of Support	1 2 3 4 5 **⊘**
3	Expectations for depth & breadth of Student Learning: Curriculum	1 2 3 4 5 **⊘**
3	Expectations for depth & breadth of Student Learning: Instructional Materials	1 2 3 4 5 **⊘**
3	Expectations for depth & breadth of Student Learning: Transitions, College & Career Access & Persistence	1 2 3 4 5 **⊘**
3	Expectations for Quality & Character of School Life: Culture for Learning	1 2 **3** 4 5 ⊘
3	Expectations for Quality & Character of School Life: Parent Partnership	1 2 3 4 5 **⊘**
3	Expectations for Quality & Character of School Life: Relational Trust	1 2 3 4 5 **⊘**
3	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1 2 3 4 5 **⊘**

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

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				
Both MYP and PYP students will take benchmark assessments quarterly to monitor grade level performance. Teachers will use IB formative assessment for bi-weekly progress monitoring and use end of IB unit summative assessments to demonstrate grade level performance. Grade level team conversations will focus on evidence of small group instruction, analyzing grade level student work, formative and summative assessment and weekly progress monitoring. Our expected outcome is to increase academic rigor in instruction and improve student achievement by providing instruction at grade level and beyond.	2.00	20.00	40.00	41.00
National School Growth Percentile - Math				
Both MYP and PYP students will receive targeted support during small group instruction for 20-30 min daily. These students will receive an additional 8 hours of support per week in after school programs using ST Math for students who are below grade level, i- Ready Reading & Think through Math for students who are slightly below grade level. Both computer programs support students and adjust to the NWEA Learning Continuum. We will use the programs' monitoring resources from both i- Ready Reading and Think Through Math to measure the amount of time students are spending using the programs as well as the progress students are making to measure growth and attainment to ensure students are making progress towards the EOY goal. We expect the students listed to achieve their grade level target on NWEA Reading and Math.	6.00	5.00	10.00	40.00
% of Students Meeting/Exceeding National Ave Growth Norms				
We will use information from Network 6 slicer to identify students who are not meeting and exceeding growth norms and provide targeted instruction in small groups and through the use of personalized learning & computer programs focused on reading and math- Thinkcerca, Myon, Achieve3000, iReady Reading, Dreambox Think through Math and ST Math. All targeted support is aligned to NWEA Learning Continuum, Common Core Standards and IB Standards. .	38.30	(Blank)	60.00	70.00
African-American Growth Percentile - Reading				
Our population is 99% African-American. All of our students will receive at least 90 minutes of daily literacy instruction which will include daily small group targeted instruction aligned to NWEA Learning Continuum , Common Core State Standards and IB Standards. We have a set designated time daily for additional MTSS for targeted students.	2.00	22.00	30.00	40.00
Hispanic Growth Percentile - Reading				
NA	(Blank)	(Blank)	(Blank)	(Blank)
English Learner Growth Percentile - Reading				
NA	(Blank)	(Blank)	(Blank)	(Blank)
Diverse Learner Growth Percentile - Reading				

| Diverse learners will push into general education classrooms during the day in reading and math. Students will receive additional support in their instructional classroom to support their learning in small groups.All students will have daily access to Altis REACH, i-Ready Reading and ST Math daily for at least one hour. Diverse learners will be included in after school programs where they will receive an additional 8 hours of support on grade level math and reading using ST Math and i-Ready Reading. We will use the progress monitoring tool in each program to monitor student progress bi-weekly. Our goal is that all students will meet their Spring NWEA math target goal. | 1.00 | 1.00 | 10.00 | 20.00 |

African-American Growth Percentile - Math

| We have purchased GO Math! and PD for k-8th grade to ensure fidelity in math instruction. Students will take benchmark assessments quarterly to monitor grade level performance. Teachers will use formative assessment for bi-weekly progress monitoring and end of unit summative assessments to demonstrate grade level performance. We expect teachers to target students' deficiencies in small groups to improve student performance on NWEA Math, Common Core State Standards and IB Standards. | 6.00 | 5.00 | 10.00 | 20.00 |

Hispanic Growth Percentile - Math

| NA | (Blank) | (Blank) | (Blank) | (Blank) |

English Learner Growth Percentile - Math

| NA | (Blank) | (Blank) | (Blank) | (Blank) |

Diverse Learner Growth Percentile - Math

| Diverse learners will push into general education classrooms during the day in reading and math. Students will receive additional support in their instructional classroom to support their learning in small groups.All students will have daily access to i-Ready Reading and ST Math daily for at least one hour. Diverse learners will be included in after school programs where they will receive an additional 8 hours of support on grade level math and reading using ST Math and i-Ready Reading. We will use the progress monitoring tool in each program to monitor student progress bi-weekly. Our goal is that all students will meet their Spring NWEA math target goal. | (Blank) | 1.00 | 10.00 | 20.00 |

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

| Differentiated small group instruction aligned to Common Core State Standards, IB Standards and NWEA Learning Continuum will occur daily. Instructional materials will be at grade level and above to ensure students are engaging in rigorous, complex text everyday. Student progress will be monitored by using District benchmarks quarterly. Personalized learning plans will be created and implemented for all students using technology. | 1.00 | 2.00 | 10.00 | 20.00 |

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

| Differentiated small group instruction aligned to Common Core State Standards, IB Standards, and NWEA Learning Continuum will occur daily. Instructional materials will be at grade level and above to ensure students are engaging in rigorous, complex text everyday. Student progress will be monitored by using District benchmarks quarterly. Personalized learning plans will be created and implemented for all students using technology. | 2.00 | 1.00 | 10.00 | 20.00 |

National School Attainment Percentile - Reading (Grade 2)

| Differentiated small group instruction aligned to Common Core State Standards, IB Standards, and NWEA Learning Continuum will occur daily. Instructional materials will be at grade level and above to ensure students are engaging in rigorous, complex text everyday. Teachers will develop reading learning centers to support student progress. Teachers will monitor student progress by following IRLA guidelines and using District benchmarks quarterly. Personalized learning plans will be created and implemented for all students using technology. | 1.00 | 14.00 | 40.00 | 70.00 |

National School Attainment Percentile - Math (Grade 2)

Differentiated small group instruction aligned to Common Core State Standards, IB Standards, and NWEA Learning Continuum will occur daily. Instructional materials will be at grade level and above to ensure students are engaging in rigorous, complex text everyday. Teachers will develop math learning centers to support student progress. Teachers will monitor progress by using Khan Academy assessments and District benchmarks quarterly. Personalized learning plans will be created and implemented for all students using technology.	(Blank)	14.00	20.00	40.00

% of Students Making Sufficient Annual Progress on ACCESS

NA	(Blank)	(Blank)	(Blank)	(Blank)

Average Daily Attendance Rate

An attendance plan has been created and implemented using student incentives to increase daily attendance to 96%.	93.60	93.40	95.00	96.00

My Voice, My School 5 Essentials Survey

Student and staff participation on MVMS survey will be at 80% or above and the overall rating on MVMS will remain Well- Organized for the 2016-17 school year.	(Blank)	(Blank)	(Blank)	(Blank)

Custom metrics

1 of 1 complete

	2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
Arts				
Arts integration is defined as the use of performing and visual arts to help facilitate learning of other disciplines-literacy and math to increase the % of students meeting/ exceeding their advantage growth norms.	(Blank)	(Blank)	60.00	70.00

Strategies

Strategy 1

If we do...	...then we see...	...which leads to...
Customized professional development to deepen understanding and implementation of IB standards, personalized learning, small group instruction, questioning, and gradual release of responsibility, with a focus on the NWEA learning continuum skills	Teachers addressing CCSS with measurable objectives daily in small groups, and asking questions that prompt students to think analytically and critically; students will establish personalized learning goals which result in students owning and communicating the relevance of their learning while completing rigorous grade level tasks aligned to NWEA learning continuum, IB Standards, social emotional and health and nutrition goals.	increased student achievement on NWEA to assure 70% of our students meet/ exceed their EOY goals, and improvement in-school culture measured by an increase in student attendance to 96% and a decrease by 5% in student discipline referrals.

Tags:
Core Instruction, Assessment, Curriculum, Academic, Aligned resources, Instructiion, Ccss

Area(s) of focus:
1, 2, 3

Action step ❓	Responsible ❓	Timeframe ❓	Evidence for status ❓	Status

Teachers will create daily small group instruction plans and personalized learning plans aligned to CCSS, IB Standards, NWEA Learning Continuum skills, social emotional and health and fitness goals. Administration will create a monthly customized professional development calendar to support teachers needs. Teachers will create e-folders for this work which will be updated bi-weekly. Administration will monitor the folders bi-weekly at Grade Level Meetings.	Classroom teachers	May 20, 2016 to Nov 3, 2016	Daily small group lesson plans, student work and exit tickets will be reviewed at weekly GLM.	On-Track

Literacy/Reading, Math, Core Instruction, Specialized Academic Programs - IB, Assessment, Personalized Learning, Data, Academic gain, Differentatied instruction, Common core

All teachers (PK-8) and students will implement small group and bi-weekly personalized learning plans which will include increase of daily technology and skill-based learning center activities to support targeted skills. Administrators will perform monthly learning walks to observe implementation of IB protocols, small groups and personalized learning plans and to observe the increase in daily technology and skill-based learning centers .	Classroom teachers Administration	May 20, 2016 to Nov 3, 2016	weekly personalized learning plans, small group plans, learning walk document and exit tickets	On-Track

MTSS, Core Instruction, Specialized Academic Programs - IB, Assessment, Curriculum Design, Climate and Culture, Personalized Learning, Academic gain, Differentiated instruction, Common core, Ccss

Teachers will continue to implement gradual release of instruction for whole group instruction daily that is aligned to CCSS and IB Standards, with measurable objectives and aligned to NWEA Learning Continuum. Administration will review lesson plans and student work bi-weekly and complete monthly learning walks to observe and provide feedback regarding teachers implementation of GRR.	Classroom teachers Administration	May 20, 2016 to Nov 3, 2016	lesson plans, exit tickets, learning walk documents, student work	On-Track

Core Instruction, Specialized Academic Programs - IB, Assessment, Instructional practices, Curriculum, Academic gain, Aligned resources, Common core

Teachers will continue create and implement 6 IB units aligned to CCSS, IB Standards, and NWEA Learning Skills. Units must include formative and summative assessments and include activities for personalized learning plans and use of technology. Teachers will upload IB units in Google Drive. Administration will review the IB units located in the google drive monthly.	Classroom teachers Administration	May 20, 2016 to Nov 3, 2016	IB unit planners, assessments, students personalized plans, and formative and summative assessments	On-Track

Assessment, Personalized Learning, Ccss, Learning continuum

Strategy 2

If we do...	...then we see...	...which leads to...
Design monthly professional development for teachers and staff on high quality rigorous instruction using personalized learning plans and analyzing student progress with deep dive conversations on the effectiveness of instruction at grade level meetings.	increase in academic rigor in student work, and targeted teacher bi-weekly small group that align to the learning continuum	increase in student ownership by their completion of personalized learning plans, and by increased achievement in reading and math on NWEA. 70% of students will meet or exceed their EOY goals and a 25% increase in the percentage of distinguished teachers in domain 3.

Tags:
Specialized Academic Programs - IB, Assessment, Curriculum Design, Personalized Learning, Instructional practices, Academic gain, Differentiated instruction

Area(s) of focus:
1, 2, 3, 4

Action step ❓	Responsible ❓	Timeframe ❓	Evidence for status ❓	Status
Administration will continue to provide professional development to teachers on implementation of personalized learning every quarter to provide targeted support	Leadership Team	Jun 24, 2016 to Jun 24, 2016	Annual Calendar, agendas and sign-in sheets	On-Track

Specialized Academic Programs - IB, Personalized Learning, Instruction, Instructional practices

Administration will utilize a coaching plan to support and deepen teachers understanding of Personalized Learning	Leadership Team	select	coaching plan, conference notes	On-Track

Specialized Academic Programs - IB, Instructional Coaching, Personalized Learning, Cycles of professional learning, Instructional practices, Academics, Feedback

Administration will monitor the implementation of personalize learning plans monthly at ILT meetings to analyze effectiveness of personalize learning and progress monitor student achievement.	Leadership Team	select	monthly ILT agenda and root cause analysis; strategic action plan	On-Track

ILT, Personalized Learning, Progress monitoring

Strategy 3

If we do...	...then we see...	...which leads to...
biweekly ILT meetings to analyze student data which includes district-wide assessment, behavior, attendancce, student work, and determine next steps	targeted actions to improve student achievement	an increase in student achievement, 60% of students reaching their EOY goals in reading and math, attendance goal of 96%, and a rating of "well organized school" on the my voice my school survey.

Tags:
Core Instruction, Specialized Academic Programs - IB, Assessment, Attendance, Behavior and Safety, Climate and Culture, Family and Community Engagement, Personalized Learning, Data, Academics, Restorative justice, School climate

Area(s) of focus:
1, 2, 3, 4, 5

Action step ❓	Responsible ❓	Timeframe ❓	Evidence for status ❓	Status
ILT will create a biweekly calendar with topics for ILT meetings	Leadership Team	select	ILT calendar sign in sheets action items	On-Track

Core Instruction, Diverse Learners, Specialized Academic Programs - IB, Assessment, Attendance, Behavior and Safety, Climate and Culture, Personalized Learning, Data, Academic, Professional development, Restorative justice, Differentatied instruction

ILT will share information from ILT meetings with entire staff at the next grade level meeting after the ILT meeting	ILT members	select	GLT agenda sign in sheets action items	On-Track

ILT, Grade level meetings

ILT members will have monthly ILT meetings focusing on Diverse Learners, students on track, attendance, and targeted students to ensure that students are making adequate progress	ILT members	select	ILT agendas, root cause analysis	On-Track

MTSS, Assessment, ILT, Differentiated instruction, Progress monitoring, Data review protocol

Action Plan

District priority and action step	Responsible	Start	End	Status
✚ Teachers will create daily small group instruction plans and personalized learning plans aligned to CCSS, IB Standards, NWEA Learning Continuum skills, social emotional and health and fitness goals. Administration will create a monthly customized professional development calendar to support teachers needs. Teachers will create e-folders for this work which will be updated bi-weekly. Administration will monitor the folders bi-weekly at Grade Level Meetings. Tags: Core Instruction, Assessment, Curriculum, Academic, Aligned resources, Instructiion, Ccss, Literacy/Reading, Math, Core Instruction, Specialized Academic Programs - IB, Assessment, Personalized Learning, Data, Academic gain, Differentatied instruction, Common core	Classroom teachers	May 20, 2016	Nov 3, 2016	On-Track

District priority and action step	Responsible	Start	End	Status
✚ All teachers (PK-8) and students will implement small group and bi-weekly personalized learning plans which will include increase of daily technology and skill-based learning center activities to support targeted skills. Administrators will perform monthly learning walks to observe implementation of IB protocols, small groups and personalized learning plans and to observe the increase in daily technology and skill-based learning centers . Tags: Core Instruction, Assessment, Curriculum, Academic, Aligned resources, Instructiion, Ccss, MTSS, Core Instruction, Specialized Academic Programs - IB, Assessment, Curriculum Design, Climate and Culture, Personalized Learning, Academic gain, Differentiated instruction, Common core, Ccss	Classroom teachers Administration	May 20, 2016	Nov 3, 2016	On-Track
✚ Teachers will continue to implement gradual release of instruction for whole group instruction daily that is aligned to CCSS and IB Standards, with measurable objectives and aligned to NWEA Learning Continuum. Administration will review lesson plans and student work bi-weekly and complete monthly learning walks to observe and provide feedback regarding teachers implementation of GRR. Tags: Core Instruction, Assessment, Curriculum, Academic, Aligned resources, Instructiion, Ccss, Core Instruction, Specialized Academic Programs - IB, Assessment, Instructional practices, Curriculum, Academic gain, Aligned resources, Common core	Classroom teachers Administration	May 20, 2016	Nov 3, 2016	On-Track
✚ Teachers will continue create and implement 6 IB units aligned to CCSS, IB Standards, and NWEA Learning Skills. Units must include formative and summative assessments and include activities for personalized learning plans and use of technology. Teachers will upload IB units in Google Drive. Administration will review the IB units located in the google drive monthly. Tags: Core Instruction, Assessment, Curriculum, Academic, Aligned resources, Instructiion, Ccss, Assessment, Personalized Learning, Ccss, Learning continuum	Classroom teachers Administration	May 20, 2016	Nov 3, 2016	On-Track
✚ Administration will continue to provide professional development to teachers on implementation of personalized learning every quarter to provide targeted support Tags: Specialized Academic Programs - IB, Assessment, Curriculum Design, Personalized Learning, Instructional practices, Academic gain, Differentiated instruction, Specialized Academic Programs - IB, Personalized Learning, Instruction, Instructional practices	Leadership Team	Jun 24, 2016	Jun 24, 2016	On-Track
✚ Administration will utilize a coaching plan to support and deepen teachers understanding of Personalized Learning Tags: Specialized Academic Programs - IB, Assessment, Curriculum Design, Personalized Learning, Instructional practices, Academic gain, Differentiated instruction, Specialized Academic Programs - IB, Instructional Coaching, Personalized Learning, Cycles of professional learning, Instructional practices, Academics, Feedback	Leadership Team			On-Track
✚ Administration will monitor the implementation of personalize learning plans monthly at ILT meetings to analyze effectiveness of personalize learning and progress monitor student achievement. Tags: Specialized Academic Programs - IB, Assessment, Curriculum Design, Personalized Learning, Instructional practices, Academic gain, Differentiated instruction, ILT, Personalized Learning, Progress monitoring	Leadership Team			On-Track
✚ ILT will create a biweekly calendar with topics for ILT meetings Tags: Core Instruction, Specialized Academic Programs - IB, Assessment, Attendance, Behavior and Safety, Climate and Culture, Family and Community Engagement, Personalized Learning, Data, Academics, Restorative justice, School climate, Core Instruction, Diverse Learners, Specialized Academic Programs - IB, Assessment, Attendance, Behavior and Safety, Climate and Culture, Personalized Learning, Data, Academic, Professional development, Restorative justice, Differentatied instruction	Leadership Team			On-Track
✚ ILT will share information from ILT meetings with entire staff at the next grade level meeting after the ILT meeting Tags: Core Instruction, Specialized Academic Programs - IB, Assessment, Attendance, Behavior and Safety, Climate and Culture, Family and Community Engagement, Personalized Learning, Data, Academics, Restorative justice, School climate, ILT, Grade level meetings	ILT members			On-Track
✚ ILT members will have monthly ILT meetings focusing on Diverse Learners, students on track, attendance, and targeted students to ensure that students are making adequate progress Tags: Core Instruction, Specialized Academic Programs - IB, Assessment, Attendance, Behavior and Safety, Climate and Culture, Family and Community Engagement, Personalized Learning, Data, Academics, Restorative justice, School climate, MTSS, Assessment, ILT, Differentiated instruction, Progress monitoring, Data review protocol	ILT members			On-Track

Fund Compliance

Supplemental General State Aid(SGSA)

☑ My school receives SGSA funds

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

1. The attendance center allocation is correctly based on the number of students eligible to receive free and reduced lunch and breakfast.
2. The attendance center has an approced plan, developed in consultation with teachers, administrators, and other appropriate personnel, and parents of thes tudents attending the attendance center.
3. The attendance center's plan is approved by the LSC and CPS.
4. SGSA funded activities fall within the allowable program categories: early childhood education, reduced class size, enrichment programs, remedial assistance, attendance improvement, and other educationally beneficial expenditures which supplement the regular programs as determined by the illinois state board of education.
5. SGSA Funds supplement and do not suppland non-categorical and other categorical funds allocated to the attendance center.
6. SGSA funds are supporting only those activities specified in the school's approved plan/amendment.
7. SGSA funds are not used for capital expenditures. 8. SGSA funds are not used for any political or lobbying activities by the attendance center.

NCLB Program

◉ NCLB Schoolwide Program

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

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

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

◯ Non-title school that does not receive any Title funds

Parent Involvement in Targeted Assistance and Schoolwide Programs

☑ I verify that the statement below is correct

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

Parent Plan

Parent Involvement Policy   Complete

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

> Monthly parent meetings will occur to provide information to parents to plan dates and activities and to allow parents to review parent involvement plan and policy. We will have quarterly meetings to discuss curriculum and instruction and our plans to prepare students for college readiness.

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

> The annual meeting will be held on October 7, 2016 and the organizational meeting will be on October 17, 2016. Monthly meetings will occur throughout the school year during the school day and after school/evening meetings.

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

> We will have Open House sessions throughout the summer for new families. Information will be given to parents at Open house in September and sent home with students who did not have family members attend Open House. Additionally, we post assessment information on our web page which includes an explanation of what assessments our students take and how the results are used, on a bulletin board in our main entrance hallway. We continue to increase our use of electronic communication with parents. We will communicate information via e-mail to our parents.

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.

Monthly meetings will be scheduled for monthly LSC and NCLB meetings.

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.

PARCC Parent reports will be distributed as soon as they are received. NWEA Student Progress Report will be sent to parents along with Student Goal Setting Worksheet after each assessment window.

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.

All teachers are highly qualified.

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

Monthly workshops are scheduled. Our Administrators, IB Coordinator, RJ Coach and case manager will present and explain information to 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.

Monthly workshops are scheduled. Our instructional coaches and case manager will present and explain information to parents. We are also working on establishing a series of parent education classes which last 4-6 weeks to deepen parents' understanding of a variety of topic related to education, such as, Common Core State Standards, how to support student achievement, standardized assessments, IB.

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

The importance of parental involvement will be included in our Opening PD sessions. We will continue the conversation throughout the school year in staff meetings. Teachers will be required to maintain a parent communication log as evidence of routine communication with families. Use of the log will be monitored by Administrators.

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.

Monthly workshops focused on supporting parents become more active in their child's education.

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.

We will distribute monthly calendars with information on school and parent programs, activities and community opportunities for students and their families. We will post meeting information on our website and use robo-calls to contact families 1-2 days prior to the event.

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.)

Our mission, addressed through the intellectual rigor and high standards of the International Baccalaureate Programme, is to establish a school climate that embraces the individual potential of our students and teaches them to think critically and analytically, work independently and relate their classroom experiences to the realities of the world outside with self-reflection, empathy, and respect for others.

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.

Parent-teacher conferences will be held two times annually based on CPS requirements November 9, 2016 and April 19, 2017. Additionally, students in 4th-8th grade will have student-led conferences using the IB report card in January and May.

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

Teachers are required to keep monthly communication logs with parent contact. Progress reports will be distributed four times annually.

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

Parents are encouraged to schedule time for meetings before school, after school or during prep periods. In emergency situations, classroom coverage will be provided so parents and teachers can meet.

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 are encouraged to volunteer. They may participate in their child's classroom, assist in the lunchroom and at recess or volunteer to support our after school activities and special events.

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

We have created a Parent Pledge which every parent signs and returns to school that outlines the importance of their involvement and support for academic success, which includes monitoring attendance.

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 are expected to attend all conferences that occur based on their child's academic performance. We have an open door policy which invites parents to consult with the school as needed.

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).

All students are involved in academic goal setting. Every teacher is expected to confer with every student and set academic and attendance goals for the school year . Progress in those goals must be monitored every 5 weeks.

Parent Budget   Complete

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

We will provide a variety of opportunities for parents to learn about how to impact student achievement through our monthly PAC meetings.

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

Account(s)	Description	Allocation	
51130, 52130	**Teacher Presenter/ESP Extended Day** For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-Instructional pay rate applies.	$ Amount	.00
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.	$ 2443	.00
53205	**Refreshments** Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	$ 847	.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)	$ Amount	.00
54505	**Admission and Registration Fees, Subscriptions and memberships** For Parents use only.	$ Amount	.00
54205	**Travel** Buses for Parents use. Overnight Conference travel- schoolsmust follow the CPS Tracel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	$ Amount	.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.	$ Amount	.00
53510	**Postage** Must be used for parent involvement programs only.	$ 100	.00
53306	**Software** Must be educational and for parent use only.	$ Amount	.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 by used only by parents.	$ Amount	.00