



Thomas J Waters Elementary School (/school-plans/461) / Plan summary

2016-2018 plan summary

Team

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Team meetings

Date	Participants	Topic
01/13/2016	Administration and ILT Meeting	CIWP Planning: Review new process. Discuss timeline
02/01/2016	ILT/CIWP Planning	SEF
02/08/2016	ILT/CIWP Planning	SEF Review and Scoring

03/07/2016	ILT/CIWP Planning	Develop Strategies
03/21/2016	ILT/CIWP Planning	Review Root Cause Analysis and Strategy Development
02/25/2016	Flex Day: All Staff	Focus Priority Presentations and Voting
02/05/2016	All Staff CIWP Workshop	2014-16 CIWP Review and Overview of 2016-18 CIWP
03/08/2016	LSC Meeting: CIWP Presentation	CIWP 2016-18 LSC and Public Presentation
04/04/2016	ILT/CIWP Planning	Develop Strategies and Action Steps
05/02/2016	ILT/Parent Community CIWP Work Session	Develop Strategies and Action Steps
06/01/2016	CIWP parent and community meeting	Provide feedback to the strategies selected
06/14/2016	LSC CIWP final presentation	LSC approved CIWP FY16-18
06/08/2016	CIWP working session	Revise CIWP as needed with comments/suggestions from parent feedback/survey and Network input

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

Score

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

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Waters Administration, Instructional Leadership Team (ILT) and staff strive to provide hands-on authentic learning in all content areas focused on the development of the whole child. Our vision includes the integration of the arts, science/ecology and technology to meet the unique learning needs of all students. It also articulates the commitment of all stakeholders to uphold high expectations and inspire positive social-emotional and academic outcomes.

Our Principal, as the leader of Waters ILT, champions best practices by supporting opportunities for professional development, teacher collaboration and reflective pedagogy to encourage college and career readiness and to cultivate students as life-long learners.

Our ILT consistently meets to analyze data to set growth targets, ensure instructional alignment with CCSS/NGSS/WIDA/NCAS and to develop strategies that lead to providing interventions and supports for students and staff. We engage parents and community to collaborate on the development of our school's School Excellence Framework (SEF) and Continuous Improvement Work Plan (CIWP). Collectively, we aim to foster a nurturing and collaborative learning environment that creates rigorous instruction and balanced assessment to further enrich the culture of learning for all students.

Guide for Leadership & Collective Responsibility

- **Set the direction and create a sense of purpose by building consensus on and implementing a shared vision.**
 - Consider the demographics of the school community in developing a shared vision.
 - Help stakeholders understand the relationship between the school's vision and their initiatives and priorities.
 - Consistently use informal and formal opportunities to champion and articulate the vision.
 - Act in ways that consistently reflect the school's core values, beliefs, and priorities in order to establish trust.
 - Ensure the school's identity, vision, and mission drive school decisions.
- **Inspire a culture of collective responsibility for the success of ALL students in the whole school (not solely teacher's own students).**
- **Empower others to make or influence significant decisions.**
 - Build shared leadership structures and opportunities for job-embedded leadership training and development.
 - Capitalize on the leadership skills of others.

- Constantly listen and synthesize what is heard, and learn from all sources.
- **Employ the skills to effectively manage change.**
 - Master skills associated with large-scale strategic planning processes and implementation of such plans.
 - Steer through the challenges associated with making improvements, both large and small.
- **Create and sustain a coherent instructional program (coordinated and consistent) with learning goals.**
- **Use the CPS Framework for Teaching to ground instructional guidance and coaching.**
 - Model ambitious goals for teaching and learning for all students, including priority groups.
 - Draw from the best available evidence to inform instructional improvement decisions.
- **Enable staff to focus and prioritize what matters most.**
 - Buffer staff from external distractions to the school's priorities and goals.
 - Limit school improvement goals to a few high leverage activities.
 - Prioritize teaching challenging content, engaging students in learning, rigor and ways to raise achievement.

Evidence, Measures, and Standards

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

Instructional Leadership Team:

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

Score

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Waters ILT is composed of a diverse representative sample of primary, intermediate, middle school, diverse learner, english learner and resource staff and subject areas specialists. The ILT currently meets bi-weekly to discuss school-wide data and set priorities, goals and growth targets. In addition, the ILT provides professional development to entire teaching staff throughout the school year to lead in the development of literacy scope and sequence with essential questions. We are currently examining structures that would allow our ILT more time to meet our goals.

Guide for Instructional Leadership Team

- **Engage in on-going inquiry (e.g. continuous improvement cycles) as a basis for improvement.**
 - Gain productive insight and take substantial new action or adjust strategy that clearly addresses root causes.
 - Relentlessly ask, **"Is it working?"** about every program, initiative, and strategy in the school.
 - Vet Initiatives and strategies on the basis of their direct or proven impact on outcomes.
 - Monitor if previous actions were implemented (fidelity) and working as intended. Ask, **"If not, why not?"**
- **Share leadership for improving teaching and learning with representative school members.**
 - Organize the team around a common understanding of team's purpose and instructional priorities.
 - Represent all relevant specialty content areas, programs, related services, and grade bands/department teams and is an appropriate size.
 - Represent a balance of work styles (e.g. task-oriented, provides push-back, synthesizes, etc.)
- **Use protocols and ask probing questions.**
 - Ask questions focused on factors within sphere of control and avoid a focus on student factors.
 - Use appropriate protocols and level of analysis (grade, school-wide, individuals) for meeting purpose.
 - Systematically consider root cause(s) based on thorough review of evidence.
- **Use timely and relevant data/evidence sources.**
 - Gather and use current and relevant local student, school, teacher performance (e.g. attendance data, assessment results), and operational data formatively to review and revise school and classroom practices as needed.
 - Disaggregate data for priority student groups (e.g. English learners, diverse learners).
- **Schedule and structure frequent meetings.**
 - Meet regularly (2-4 times per month).
 - Use an agenda with a clear focus.
- **Collaborate effectively, value transparency, and inform and engage stakeholders.**
 - All team members have equity of voice and are actively engaged in asking questions.
 - Celebrate small wins and improvements.
 - Regularly inform and engage stakeholders of key data and work of the ILT.
- **Build the capacity of teacher teams to lead cycles of learning and problem solving focused on student learning data and student work.**

Evidence, Measures, and Standards

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

Professional Learning:

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

Score

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Our schoolwide schedule allows common planning time, and outside workshops are regularly shared, encouraged, and paid for by administration. Professional development is implemented by allowing staff to share what they have learned with their grade level teams and during appropriate School Improvement Days.

Guide for Professional Learning

- **Select and design professional learning (PL) to achieve school-wide improvement, including closing priority group achievement gaps.**
 - Use data to identify performance and practice gaps to inform PL plan.
 - Use research about best practices to identify potential learning and subject matter experts to support.
 - Solicit feedback from staff to inform selection of PL opportunities.
 - Provide PL relevant to the cultural and linguistic needs of students.
 - Provide both whole staff and differentiated PL to individual teacher levels.
- **Implement and sustain on-going, job-embedded professional learning (PL) (e.g. coaching, peer learning opportunities, action research)**
 - Recommend and/or provide PL opportunities directly related to individuals' specific areas of need and professional growth goals.
 - Encourage staff to broaden networks to bring new knowledge and resources to learning environment.
 - Teachers initiate opportunities for professional growth and proactively seek opportunities to enhance content knowledge and pedagogical skill.
- **Structure time for teachers to collaborate and learn together.**
 - Create schedules and systems to conduct peer observations, and coaching. Reflect on its impact.
 - Teachers provide and accept collegial support and feedback to/from colleagues.
 - Teachers participate in and facilitate professional inquiry in teams to advance student learning.
- **Make 'safe practice' an integral part of professional learning.**
 - Allow teachers ample time to try new strategies, refine skills, grapple with implementation problems, and share knowledge and experience.
 - Provide support that addresses the specific challenges of changing classroom practice. Provide coaching/mentoring support to validate continuing to work through struggles.
- **Monitor implementation to ensure staff uses new knowledge to improve practice and it is having the desired effect on practice and student outcomes.**
 - Conduct frequent non-REACH observations to provide coaching and actionable feedback.
- **Provide induction and support for new teachers.**
 - Assign each new teacher a mentor who is skilled in pedagogy and is an open, collaborative colleague.
 - Schedule a series of 'learning experiences' for new teachers that helps them navigate important initiatives (e.g. REACH) and provides information on school specific goals and resources.

Evidence, Measures, and Standards

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

Aligned Resources:

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

Score

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Staff is thoughtfully organized to best meet the needs of our diverse student population. Schedules are purposefully designed to provide staff with appropriate focus time to implement targeted enrichment, supports and interventions.

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	<ul style="list-style-type: none"> ✓ 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	<ul style="list-style-type: none"> Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<ul style="list-style-type: none"> 4a. Reflecting on Teaching & Learning 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> A3. Allocates Resources to Support Student Learning, Prioritizing Time B4. Hires and Retains Highly Effective Teachers

Expectations for depth & breadth of Student Learning

4 of 4 complete

Curriculum:

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

Score

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Guidelines for instruction provided by the CCSS or NGSS frameworks for science, social studies, and math are being followed. In addition, all K-8 teachers have completed or are near completion of a scope and sequence for language arts aligned to the Common Core standards; our Waters Writing Plan, created during the 2014-2015 school year, is in the process of revision. We are now in the stage of unit planning based on these curriculum maps, incorporating ample opportunities for differentiation for all students as well as authentic, performance based assessments. Work has begun on ensuring that social studies, reading, and writing instruction are integrated to reinforce the essential questions being addressed in the language arts scope and sequence. There is also an ongoing effort to integrate math and science goals. Common core state standards as well as language and content objectives addressed by curriculum are displayed in classrooms as well as language and content objectives and students demonstrate an understanding of these objectives. We are continually working on more effective ways to differentiate for students at all instructional levels, including diverse learners and English learners.

Guide for Curriculum

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

- Distinguish qualitatively and quantitatively between 'regular courses' and 'advanced courses' (e.g. AP (<http://apcentral.collegeboard.com/home>), gifted (<https://docs.google.com/a/cps.edu/viewer?a=v&pid=sites&srcid=Y3BzLmVkdXxrY3xneDoyYjllNGI4MmY3YTlxYTgz>), etc.)
- Integrate academic and social emotional learning.
- Reach outside of the classroom for real world (or simulated) application. For example,
 - Incorporate web capabilities for interactivity and information sharing.
 - Integrate field-based learning through partnerships with city institutions (e.g. museums (<https://sites.google.com/a/cps.edu/kc/home/teachers/museum-resources>)), colleges, universities, and community based organizations.

Evidence, Measures, and Standards

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

Instructional Materials:

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

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Classes are taught through a variety of resources, many of which are selected by administration in collaboration with teacher teams. In addition, teachers are adept at seeking supplementary research-based materials which they share with their colleagues. These resources are checked for alignment to CCSS and are adapted to allow for differentiation for all students. Accessibility to chromebooks and ipads facilitate the increased use of multimedia resources. High quality leveled readers continue to be acquired to promote success in all academic subjects and textbooks are reviewed on a regular basis to ensure that they continue to meet the needs of our students.

Guide for Instructional Materials

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

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

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	✓ SQRP Attainment and Growth
Five Essentials	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

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Students are presented with a variety of tasks that are rigorous, differentiated, and demonstrate an application to real-world problems and ideas across the content areas. For example, students in science might perform a performance task demonstrating their ability to synthesize the concepts they have worked on throughout a unit (a fourth grade student utilizing what they have learned about magnetism to identify where a hidden magnet might be using only a compass). These tasks scale in rigor and complexity as students get older, building on ideas and foundational skills established year by year. The staff of the school are all engaged in the construction of a school-wide Scope and Sequence to ensure that the tasks and ideas that students encounter from K through 8th grade are appropriately scaling in rigor and complexity. Teachers collaborate in grade level meetings to review and discuss tasks and assignments, and partial-departmentalization allows for ambitious, thematic units and instruction across the content areas.

Guide for Rigorous Student Tasks

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

- **Examine student work to identify and showcase the qualities of strategic thinking that are both rich in content and relevant for students.**
 - Analyze models with students to build a vision of quality.
 - Use protocols to collectively reflect regularly on the level of cognitive demand asked of students across the school, particularly priority group students, to think strategically as speakers, listeners, readers, and writers.
 - Analyze student work samples as part of professional learning to best support students' attainment of quality work and standards.

Evidence, Measures, and Standards

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

Transitions, College & Career Access & Persistence:

Score

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

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Waters School has several access and transition programs which provide middle school students with an array of academic, college, and career awareness services. Junior Achievement is an organization dedicated on educating students on work force readiness. Career Day provides students with individuals in the various fields of expertise to question and educate. Science Fair is an inquiry based approach towards developing solutions to address expanding global issues. Summer Programs per middle school allow transitions into higher level education. Algebra exit exams gives students the ability to advance their mathematical pursuit and advance them even further in high school. Parc Assessment measures the students ability for college and career readiness. NWEA are assessments also that predict college and career readiness. Waters School hosts several annual events and activities designed for students and parents, which are open to the public.

Guide for Transitions, College & Career Access & Persistence

- **TRANSITIONS - Have structures and processes in place to ensure successful transitions (e.g. into school , grade to grade, school to school, school to post-secondary).**
 - Mitigate the adverse effects experienced by some students in transition – such as arriving part-way through the school year – that can cause students to fall behind or become disengaged from school.
 - Monitor the progress of English learners after transition from services.
 - Provide programs and interventions that help students as they move from middle school through Freshmen year, including but not limited to: High School Investigation Days, Freshmen Connection program (where budget allows), and a robust Freshmen Orientation program. Implement targeted holistic student supports the entire Freshmen year.
 - Provide sustained summer learning experiences to minimize learning loss and support key transition periods (e.g. summers before Kindergarten, HS, and college).
 - Use student data and best practices research to develop focused programs.
 - Expand access beyond students who are struggling academically.
 - Provide school counseling and postsecondary advising transition support and follow-up during “Summer Melt” and the first year of college.
 - **AWARENESS - Expose students early to academic/professional worlds beyond K-12.**
 - Provide students opportunities to discover personal talents and skills, identify career interests, and pursue coursework/activities necessary to reach personal, academic and career goals.
 - Expose students to a range of career paths and the educational requirements of each to improve long-term planning and goal-setting.
 - Start the conversation about college in primary grades.
 - Make parents aware of academic opportunities and supports for their child.
 - **READINESS – Ensure equitable access to college preparatory curriculum.**
 - Provide access to 8th Grade Algebra to all eligible 8th grade students.
 - Provide access to early college and career coursework and credential opportunities while in HS (e.g. AP credit, Dual credit, industry credentials (CTE), Seal of Biliteracy)
 - Teach students to analyze their transcripts and test scores, as well as connect course selection, attendance, and grades to their continued success and access to postsecondary options, and adjust their actions and behavior to make progress toward graduation and their top

- postsecondary choice. Provide support and motivation to encourage B's or better and improving attendance.
- Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting.
- Find opportunities to work with all students on academic and personal behaviors, including persistence, engagement, work habits/organization, communication/ collaboration, and self-regulation.
- In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
- **SUCCESS - Provide direct assistance to all students and families through every stage of the college selection, application, and entry process (Transition to College (HS))** including, but not limited to academic planning/advising to assist with:
 - Selecting colleges with the best institutional graduation rates for their level of qualifications. (Students of all qualification levels are more likely to graduate from college if they attend a postsecondary institution with high graduation rates)
 - Researching/comparing options including short and long-term financial outcomes, comparing college graduation rates, and other statistics to narrow down options.
 - Researching living wage options such as an apprenticeship or certification programs for students who wish to work after high school and/or want to delay college.
 - Applying to multiple colleges—generally three or more.
 - Navigating financial aid and capitalizing on grant and scholarship opportunities.

Evidence, Measures, and Standards

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

Expectations for depth & breadth of Quality Teaching

3 of 3 complete

Instruction:

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

Score

1 2 3 4

There are learning walks with administrators, formal and informal classroom observations. We have engaged in the constructions of a vertically aligned scope and sequence for core subject areas to further coordinate instruction across grade levels to prevent any unnecessary overlap or repetition.

Guide for Instruction

- **Plan a range of effective pedagogical approaches suitable to student learning of the content/skills taught and anticipate student misconceptions.**
- **Effectively communicate with students.**
 - Guide students to articulate the relevance of the objective(s) to learning.
 - Anticipate possible student misunderstanding.
 - Enable students to develop a conceptual understanding of content while making connections to their interests, knowledge, and experience.
 - Enable students to contribute to extending the content by explaining concepts to their classmates.
 - Build on students' language development and understanding of content.
 - Use vocabulary appropriately for students' ages and development. Students contribute to the correct use of academic vocabulary.
- **Use questioning and discussion as techniques to deepen student understanding and challenge.**
 - Use a variety of low- and high-level, open-ended, and developmentally appropriate questions to challenge students cognitively, advance high level thinking and discourse, and promote metacognition.
 - Use techniques that enable students to engage each other in authentic discussions about content. And, enable students to formulate their own questions and respectfully challenge one another using viable arguments based on evidence.
 - Encourage student responsibility for ensuring all voices are heard in the discourse and that all students are listening and responding to questions and answers from their teacher and peers.
 - Require students to cite textual evidence to support/develop a claim.

- **Engage students in learning.**
 - Scaffold instruction to ensure all students, including diverse learners and English Learners, access complex texts and engage in complex tasks.
 - Provide targeted supports to individual students or groups of students based on their identified needs.
 - Provide instruction designed to develop language domains for English learners.
- **Monitor the effect of teaching on student learning and integrate formative assessment into instruction.**
 - Monitor progress and check for understanding for individual students.
 - Change instructional practice based on analysis of current data.
 - Use universally designed assessments that allow for multiple pathways for students to demonstrate understanding of the objective(s).
 - Also see *Balanced Assessment*.
- **Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated.**
 - Intervene in a timely and effective way to help students who are struggling.
 - When formative assessments show a need for intervention or enrichment, make effective impromptu adjustments that individualize instruction.
 - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.

Evidence, Measures, and Standards

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

Multi-Tiered System of Support:

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

Score

1 2 **3** 4

All teachers have been trained on Multi-Tiered Support Systems (MTSS) components and procedures. Teachers provide flexible learning environments using multi-modal learning strategies to all students. Most teachers implement Tier 2 interventions consistently during the school day. Several teachers provide Tier 3 interventions after school 2 - 3 days per week. MTSS candidates are discussed and updated on a monthly basis during grade level team meetings. All teachers implement Tier 1 Social Emotional Learning (SEL) supports using a variety of positive reinforcement models. Several teachers have implemented Tier 2 SEL supports, including behavior charts. Other teachers consult and create positive reinforcement models collaboratively. When necessary, Tier 3 SEL supports are implemented by the counselor, psychologist, or social worker.

PLPs are monitored consistently by teachers and updated every 5 weeks by the PLP coordinator. Teachers and coordinator collaborate as needed to help each student with a PLP to meet his / her goals.

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	<ul style="list-style-type: none"> ✓ Evidence of multi-tiered system of supports (e.g. progress monitoring data, menu of available interventions in use, teacher team protocols in use) ✓ Evidence of Personal Learning Plan (PLP) implementation ✓ Integrated data system that informs instructional choices ✓ Flexible learning environments ✓ Use of student learning plans ✓ Use of competency-based assessments ✓ Use of personalized learning rubric ✓ Evidence of On Track monitoring and supports
Measures	<ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ Attendance Rates ✓ Course success rates (e.g. grade distributions, pass/failure rates)
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Collaborative Teachers Supportive Environment
CPS Framework for Teaching	<ul style="list-style-type: none"> 1a. Demonstrating knowledge of content and pedagogy 1b. Demonstrating Knowledge of Students 1d. Designing Coherent Instruction 2d. Managing Student Behavior 3d. Using Assessment in Instruction 3e. Demonstrating Flexibility and Responsiveness 4b. Maintaining Accurate Records
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> 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

We have a lot of strong formative and summative assessments in place, and we are working towards aligning these assessments in long term unit plans that are in line with our vertically aligned scope and sequence. We are also in the process of refining a uniform grading weight policy for K-8.

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	<ul style="list-style-type: none"> ✓ Examples of a variety of teacher created and teacher selected assessments ✓ Units and lesson plans with formative and summative assessments embedded in a long term plan ✓ Evidence of assessment data analysis for the purpose of planning ✓ Assessment calendar ✓ Examples of gradebooks ✓ School's grading policy ✓ Grade distribution reports (course success rates)
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
CPS Framework for Teaching	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

Expectations for Quality & Character of School Life

6 of 6 complete

Culture for Learning:

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

Score

1 2 **3** 4

Our school has high expectations for all students, and an engaged and positive classroom environment. We have a high 90 percentile attendance rate, a 0% suspension rate, a variety of afterschool programs, and high parental involvement.

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
Evidence	✓ 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

Waters School continuously works toward improving and maintaining a warm culture and climate that is supportive of a positive community of learners and a strong relational trust between all stakeholders. Teachers and staff consistently model and encourage respectful discourse and interactions that instill caring, considerate attitudes, values and healthy relationships. These daily experiences provide opportunities for positive social emotional development.

Social emotional learning is first initiated via the collaborative development of student and teacher classroom expectations at the beginning of each school year. It is embedded throughout the school day via Calm Classroom and Positive Behavior Instructional Supports (PBIS) strategies. Teachers and staff are currently participating in PBIS professional development in working towards creating a common language for students, teachers and school community that will carry over into common areas (hallways, restrooms, cafeteria, playground, after school, etc.). These action items directly align with our implementation of the Social/Emotional Illinois Learning Standards and our schools mission and vision to develop the whole child and achieve school and life success.

Guide for Relational Trust

- **Develop trusting relationships with students so each student has at least one trusted adult in the school.**
 - Adults are responsible for occasional check-ins or serve as mentors.
- **Adult-student interactions are positive, caring, and respectful.**
 - Ensure a greater proportion of interactions are positive (as opposed to corrective) between staff and student consistently school-wide.
- **Student interactions are mutually supportive and respectful, with strong norms for positive behavior.**
 - Create opportunities for students to build positive relationships with peers.
 - Create opportunities for older students to mentor younger students.
- **Understand diversity and its impact on student learning; recognize and integrate the learning opportunities that come from a diverse community.**

- Create opportunities for students to learn about the community they serve (e.g. culture and neighborhoods).
- Have mutual respect for individual differences (e.g. gender, race, culture, etc.) at all levels of the school—student-student; adult-student; adult-adult and overall norms for tolerance.
- Provide training to engage diverse families and communities.
- **Support and respect one another, personally and professionally (Teacher-Teacher Trust, Teacher-Principal Trust)**
 - Respect other teachers who take the lead in school improvement efforts.
 - Respect colleagues who are experts at their craft.
 - Exchanges are marked by genuinely listening to what each person has to say and by taking these views into account in subsequent actions. Even when people disagree, individuals can still feel valued if others respect their opinions.
 - Personal regard springs from a collective willingness to extend beyond the formal requirements of a job definition or a union contract (e.g. openness or reaching out to others).
- **Utilize relationships as a means of deterring truant behavior brought on by unspoken hurdles a child may be facing.**

Evidence, Measures, and Standards

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

Student Voice, Engagement, & Civic Life:

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 vested in their learning and take ownership of their contributions to the Waters school community as well as the community as a whole. The school provides opportunities for the students to engage in activities that further develop the collaborative relationship with the community. For example, students will be participating in the ABC Project, (Action Based Communities) through Chicago Constitutional Rights Foundation (CRFC). They will design projects to address a problem in their communities and gather shareholders to take part. Students also participate in the Lawyers in the Classroom program through CRFC that brings attorneys into Waters School to discuss and examine Constitutional issues and the impact on student's lives. Students work through the Ecology program to learn about and address problems in the environment of the surrounding community.

Guide for Student Voice, Engagement, & Civic Life

Students...

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

- skills and content in curriculum.
- Curriculum based projects, including service learning experiences, are present in various disciplines, and link students to community resources and partners.
- Incorporate writing for audience beyond the teacher (presentation based learning).
- **Learn to evaluate and consider multiple viewpoints by discussing current and controversial topics.**
- **Consider how people in a democratic society effect change.**
- **Consider their roles and responsibilities as a member of the community.**
- **In high school, students are enrolled in Civics courses.**

Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Extracurricular offering info (e.g. descriptions of sports and clubs, list of partner organizations, participation data) ✓ Student interest surveys (and/or other avenue for student input) ✓ Policies regarding student engagement in decision making ✓ Student government or committee charter and responsibilities ✓ MVMS Student Survey completion rates and results
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
CPS Framework for Teaching	1b. Demonstrating Knowledge of Students 2a. Creating an Environment of Respect and Rapport 3c. Engaging Students in Learning
CPS Performance Standards for School Leaders	D3. Utilizes Feedback from Multiple Stakeholders for School Improvement
Content Standards	Social Science 3.0 Social Emotional Learning Standards

Safety & Order:

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

Score

1 2 **3** 4

Waters School has received a strong safety ranking the past couple years in the 5Essentials, My Voice, My School Survey. Our data reports 0% out of school suspensions and consistently averages above 95% in student attendance. Waters teachers and staff work daily to create a positive school culture and environment built on relational trust. We regularly conduct emergency safety drills (fire, tornado, earthquake, lockdown and intruder in the building) to ensure emergency preparedness for all students and staff. Waters School also partners with community organizations to engage our students in programs such as Between Friends and Girls on the Run to build positive self-esteem and awareness.

In addition, we have provided internet safety cyber-bullying workshops and invited guest speakers from the Chicago Police and Fire Departments to further build awareness on a variety of local safety concerns. These learning opportunities encourage self-advocacy, emergency preparedness and promote physical and emotional safety.

Guide for Safety & Order

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

Evidence, Measures, and Standards

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

Restorative Approaches to Discipline:

Score

The school is characterized by having and implementing policies and procedures that emphasize proactive, instructive, and restorative approaches minimizing punitive consequences. Discipline practices primarily focus on shaping behavior as opposed to punishing behavior. The school only uses out-of-school suspension as a last resort and utilizes a systems-change approach to bring about a more restorative culture. The school is also characterized by strong and consistent school and classroom climates. The school reinforces positive behaviors and responds to misbehaviors in calm, respectful, and thoughtful ways, teaching students important social and emotional skills that enable them to get along with others, make responsible decisions, and focus on learning. When misbehavior occurs, the school seeks to understand the underlying reasons (root cause) in order to design a response that effectively changes student behavior using a menu of instructive, corrective and restorative responses.

1 2 **3** 4

The Waters staff members and administration are currently in the process of being trained in PBIS (Positive Behavior Intervention Systems) and determining how to effectively implement it to fit the Waters' student population. It will be rolled out in the very beginning of the 2016-2017 school year. All teachers are taking ownership in the program and eager to implement it with their students! The year will be kicked off with a school wide assembly explaining PBIS, including the expectations and how the "Wildcats ROAR!" ROAR = Be Responsible, Be Organized, Be Accountable, and Be Respectful. We also continue to implement the Calm Classroom program throughout all grade levels in the school.

Most teachers consistently implement tier 1 positive behavior strategies, such as the multi-leveled stop light system. Several teachers, generally in collaboration with other staff members; often the counselor, psychologist, or social worker, implement tier 2 positive behavior supports, as needed, such as individual behavior charts, goal contracts, and more positive praise.

Guide for Restorative Approaches to Discipline

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

Evidence, Measures, and Standards

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

Parent Partnership:

Score

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

1 2 3 4

Waters has very strong parent involvement, resulting in a tight-knit community that works closely together. With the growth of our school, we continue to develop new and improved ways to welcome families and to encourage their involvement at the school. In addition to our LSC and BAC, we have a very active parent group (WatersToday) whose main mission is fundraising: an annual give campaign, Waters Big Night auction, and multiple smaller fundraisers and social events (trivia night, coffee fundraiser, etc).

The community has frequent opportunities for authentic hands-on engagement with curriculum (such as Curriculum Night, Literacy Night, Pi Day Celebration and Family Math Festival, twice annual Art Exhibitions, Field Day and parent-teacher academies). We will continue to develop similar opportunities for the exhibition of our music and drama curriculum. Cultural diversity is honored through events recognizing holidays such as Día de los Muertos and Chinese New Year. We will work with the BAC, LSC, and WatersToday in future event planning to be more inclusive of our bilingual and multicultural communities. We will also plan additional parent-teacher academies or curricular workshops and better publicize these events, which in the past have been successful at helping parents to engage with the curriculum. We have grade-level newsletters and room parents for most teachers, which are organized by a room parent coordinator.

School news and events are communicated electronically (through the school website, weekly email newsletter, and social media) as well as traditional backpack announcements, with room for improvement in the tone and reach of those communication procedures. We continue to strive for a more supportive and inclusive tone in our communications that reaches all members of our community, especially the ELL community. Our website is updated regularly and includes the parent handbook, policies and procedures, and other valuable information for new and current families.

Parents have the opportunity to ask questions and provide feedback in the public comment period of LSC meetings and also to meet with the Principal in an informal setting (at Coffee with Crespo). We continue to work on opening up additional opportunities for parents to ask questions and offer feedback (in addition to parent-teacher conferences and email with teachers).

Guide for Parent Partnership

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

- **Conduct intensive outreach to families in need of specialized support through home visits and collaboration with social services agencies.**
 - School responses to student excessive absences and/or tardiness includes outreach to families.
- **Provide proactive communication (e.g. parent handbook and resources).**
- **Partner equitably with parents speaking languages other than English.**
 - Information is provided to parents in their native language.
 - Parent meetings scheduled with interpreters present to facilitate participation.

Evidence, Measures, and Standards

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

School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus ☐ = Not of focus
3	Culture of & Structure for Continuous Improvement: Aligned Resources	1 2 3 4 5 ☐
3	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1 2 3 4 5 ☐
3	Culture of & Structure for Continuous Improvement: 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: Rigorous Student Tasks	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: 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	⊗
4	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1	2	3	4	5	⊗
4	Expectations for depth & breadth of Quality Teaching: Instruction	1	2	3	4	5	⊗
4	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	⊗

Goals

Required metrics (Elementary)

18 of 18 complete

	2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
National School Growth Percentile - Reading				
Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	99.00	89.00	95.00	99.00
National School Growth Percentile - Math				
Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	93.00	56.00	75.00	90.00
% of Students Meeting/Exceeding National Ave Growth Norms				
Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	66.70	(Blank)	73.00	85.00
African-American Growth Percentile - Reading				
Not enough data	(Blank)	(Blank)	0.00	0.00
Hispanic Growth Percentile - Reading				
Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	97.00	60.00	72.00	84.00
English Learner Growth Percentile - Reading				
Not enough data	(Blank)	(Blank)	0.00	0.00
Diverse Learner Growth Percentile - Reading				
Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	91.00	11.00	35.00	50.00
African-American Growth Percentile - Math				
Not enough data	(Blank)	(Blank)	0.00	0.00
Hispanic Growth Percentile - Math				

Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	92.00	45.00	60.00	72.00
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English Learner Growth Percentile - Math

Not enough data	(Blank)	(Blank)	0.00	0.00
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Diverse Learner Growth Percentile - Math

Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	63.00	4.00	20.00	45.00
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National School Attainment Percentile - Reading (Grades 3-8)

Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	94.00	96.00	98.00	100.00
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National School Attainment Percentile - Math (Grades 3-8)

Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	81.00	86.00	91.00	96.00
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National School Attainment Percentile - Reading (Grade 2)

Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	98.00	99.00	100.00	100.00
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National School Attainment Percentile - Math (Grade 2)

Growth goals are based on previous data trends including individual student, subgroup and grade-level data analysis.	96.00	94.00	96.00	99.00
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% of Students Making Sufficient Annual Progress on ACCESS

Increase number of certified staff, strong emphasis on aligning WIDA standards with instruction, provide additional resources and supports for EL students.	44.60	39.00	49.00	60.00
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Average Daily Attendance Rate

We will continue to communicate the importance and value of being in school.	96.60	96.10	97.00	98.00
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My Voice, My School 5 Essentials Survey

Waters is rated a Level 1+ school and rated far above average in student attainment, above average in student growth and well organized in our culture and climate. However, thoughtful efforts will be made to improve areas rated either neutral/weak in our 5 Essentials Survey, particularly in the areas of school community, parent-teacher partnerships and ambitious instruction. Our school has selected the priority areas of Rigorous Tasks, Balanced Assessment and Grading and Culture of Learning to further support us in these targeted areas of growth. We will also strategize to improve the parent response rate on the My School, My Voice Survey to significantly increase from the current 35% to higher than 80% to more accurately reflect the perspectives of the entire community.	(Blank)	(Blank)	(Blank)	(Blank)
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Custom metrics

0 of 0 complete

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

Strategies

Strategy 1

If we do...

...then we see...

...which leads to...

If we regularly examine student texts and tasks in order to gauge rigor and illuminate how the standards are actualized

teachers implementing tasks at a level of rigor appropriate for their students.

enhanced student engagement that results in an improved metric on the 5 essentials and increased growth as measured by standardized assessments.

Tags:

Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems

Area(s) of focus:

1

Action step

Responsible

Timeframe

Evidence for status

Status

We will meet monthly in grade level teams to examine texts and student work.

Administration

Sep 6, 2016 to Jun 15, 2018

Agendas/Sample Student Work

Not started

Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, Writing, Steam

Develop and implement a system for quarterly peer visits.

ILT

Sep 6, 2016 to Jun 15, 2018

Peer Visit Templates

On-Track

Instructional Coaching, Teacher Teams/Collaboration

Design quarterly reading and writing tasks across the core curriculum for students to create authentic work that they can connect to the world around them (per common core standards).

All Teachers

Sep 6, 2016 to Jun 15, 2018

Literacy and writing scope and sequence include two to five cross curricular tasks for each quarter. Student work samples, Lesson Plans

On-Track

Teacher Teams/Collaboration, Curriculum, Rigorous tasks, Assessments

Develop a system to track collaboration amongst all teachers (Gen Ed teachers, Diverse Learner teachers and ancillary staff) to develop tasks for diverse learner students.

All Teachers

Sep 8, 2016 to Jul 1, 2017

Collaboration Log Agendas, sign in, and meeting minutes

On-Track

Diverse Learners, Teacher Teams/Collaboration

Include appropriate language and content objectives for English Learners that are aligned with WIDA standards when designing ALL tasks for students.

All Teachers

Sep 8, 2016 to Jul 1, 2017

Lesson Plans

On-Track

English Learners, Bilingual

Students will engage in hands-on, authentic ecological tasks in grades K-8.

Ecology specialist /Science Teachers

Sep 6, 2016 to Jun 15, 2018

Might Acorn Journals/Lake Michigan Notebooks

On-Track

Ecology

Engage in ongoing professional development related to rigorous student tasks for ALL learners (STEAM, inclusive practices for EL and DL learners, developing authentic student work, ecology, NGSS implementation for science, modifying accommodations for students, etc.)

Admin/All Staff

May 2, 2016 to May 1, 2018

Agendas/CPDU Completion Forms/Staff Workshops

On-Track

Professional development

Enhance arts integration model by developing and implementing STEAM curriculum including having a maker faire, developing STEAM lesson plans across the curriculum, and showcasing authentic student STEAM related tasks.

Classroom teachers/Ancillary teachers

May 2, 2016 to May 1, 2018

School-wide maker faire, lesson plans, project showcases

On-Track

Science, Computer Science, Arts, Diverse Learners, English Learners, Social studies, Steam (science technology engineering arts and mathematics), Ecology, Mathematics, Language arts

Design science and math tasks across the curriculum for students to create authentic work (i.e., hands-on math, science fair, etc...) that they can connect to the world around them.

All teachers

May 2, 2016 to May 1, 2018

Student work samples, Lesson Plans

On-Track

Math, Science, Curriculum, Rigorous tasks, Steam

Design visual art, technology, drama and music tasks for students to create authentic work that engages real audiences (i.e., showcase events, etc...) and that relates to the rest of the curriculum.

All teachers

May 2, 2016 to May 1, 2018

Student performances, Lesson plans, exhibits

On-Track

Arts, Assessment, Curriculum, Rigorous tasks, Drama

Develop a system to track the collaboration amongst all teachers (Gen Ed, Diverse Learner, ESL and bilingual teachers and ancillary staff) to develop tasks for English Learner students.

All teachers

Sep 6, 2016 to Jun 15, 2018

Collaboration Log Agendas, minutes, sign ins

On-Track

Teacher Teams/Collaboration, Bilingual, EI learners

Continue to implement MTSS to support academic progress for ALL students (Tier 1), as well as students identified as needing additional support (Tier 2 and 3).

All teachers

May 2, 2016 to Jun 15, 2018

MTSS Records of interventions/graphs

On-Track

Multi tiered support systems

Develop a tool to gauge level of rigor when analyzing texts and tasks.	Administration, ILT, teachers	select	The tool	Not started
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Rigorous tasks

evaluate and establish a framework for vertical alignment of homework expectations so that there is consistency across the grade bands that include authentic tasks.	Teachers, Admin	Aug 29, 2016 to Jun 8, 2018	Homework samples (artifacts)	On-Track
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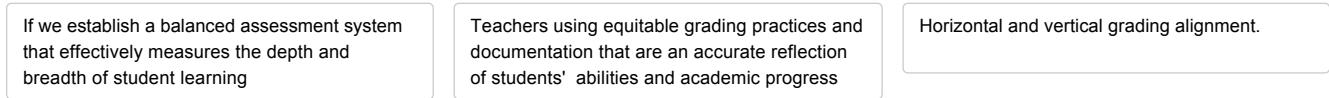
Science, Social studies, Curriculum, Rigorous tasks, Writing, Mathematics, Language arts

Strategy 2

If we do...

...then we see...

...which leads to...



Tags:

Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, PE, Data, Professional development, Grading, Ccss, Steam (science technology engineering arts and mathematics), Writing

Area(s) of focus:

2

Action step ⓘ	Responsible ⓘ	Timeframe ⓘ	Evidence for status ⓘ	Status
Establish common grading categories, weights and tools (i.e., rubrics, checklists) across all grade levels	Teachers and administration	Apr 4, 2016 to Oct 7, 2016	Gradebook, Syllabi	On-Track

Grading

Teacher/Student conferences at least once a quarter (progress reporting period) to communicate and reflect on their learning progress.	Classroom and Diverse Learner Teachers	Sep 6, 2016 to Jun 15, 2018	Conference Log	Not started
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Literacy/Reading, Math, Science, Diverse Learners, English Learners, Social studies, Data, Steam (science technology engineering arts and mathematics), Writing

Analyze assessment artifacts quarterly to ensure that differentiated and varied assessments meet the needs of EL and DL learners as needed.	Classroom and Diverse Learner Teachers	Apr 4, 2016 to Jun 15, 2018	Assessment artifacts quarterly meeting agendas	On-Track
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Diverse Learners, English Learners, Assessment, Bilingual

Continue to analyze school wide classroom assessment data and rubrics to improve instructional effectiveness and differentiation for ALL learners.	All Teachers	Apr 4, 2016 to Jun 15, 2018	MAP scores, DIBELS, PARCC, classroom assessments, Gradebook, Rubrics	On-Track
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Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Data, Ccss

Engage in ongoing professional development related to balanced assessment and grading (including modifications and/or accommodations for DL and EL students, student-led parent/teacher conferences, etc)	Admin/Teachers	May 2, 2016 to May 1, 2018	Agendas/CPDU Completion Forms/Staff Workshops	On-Track
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Professional development

Strategy 3

If we do...

establish a school atmosphere that reflects the educational importance of the work undertaken by both students and staff, including PBIS

...then we see...

teachers implementing and students engaged in high cognitive tasks, teachers and a students communicating high expectations for everyone, and students taking ownership of their work, classroom culture, and school environment

...which leads to...

a school wide community that fosters a shared belief in the importance of learning, high quality work, and perseverance as indicated on the 5 essentials data.

Tags:

Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural

Area(s) of focus:

3

Action step	Responsible	Timeframe	Evidence for status	Status
Work with students to help them set specific learning goals based on self-reflection checklists about their learning during student/teacher conferences.	All Teachers	Sep 6, 2016 to Jun 15, 2018	Self-reflection checklists	Not started

Trust, Academic gain, Supports

Continue to grow middle school Leadership Team experiences and opportunities.	Leadership Team Teacher Sponsors	May 2, 2016 to May 1, 2018	Examples of school-wide student-led events (fundraisers, Spirit Week, dances)	On-Track
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Climate and Culture, Leadership

Establish and grow a variety of after school clubs, activities, and fine-arts experiences to connect academic and interpersonal skills to celebrate the whole child (For example: Maker Faire, Fine-Arts exhibits, Pi Night, Literacy Night, Rock Band, Science Club, etc)	All Staff	Sep 6, 2016 to Jun 15, 2018	Self-evident	On-Track
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Climate and Culture, School climate, Supports, Steam (science technology engineering arts and mathematics)

<p>Create template for parent/teacher/student conferences at report card pickup (twice yearly) to encourage student reflection in conversations about academic expectations and social-emotional development. Track student participation in conferences with an eye towards increasing overall student participation in conferences at the school.</p>	<p>Classroom/Ancillary teachers</p>	<p>Sep 6, 2016 to May 1, 2018</p>	<p>Templates/Conference Sign-Up Sheets</p>	<p>Not started</p>
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Climate and Culture, Family and Community Engagement, Student Health & Wellness, School climate, Communication, Teacher feedback, Student feedback

<p>When organizing school and community events, incorporate diverse stakeholders and create new opportunities for inclusive cultural experiences.</p>	<p>Teachers, Parents, and Community members</p>	<p>May 6, 2016 to Jun 15, 2018</p>	<p>Increased multicultural presence at school events.</p>	<p>On-Track</p>
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Family and Community Engagement, Inclusion, Multicultural

<p>Engage in ongoing professional development related to our culture for learning (PBIS, Multicultural inclusion, student-centered conferences, etc)</p>	<p>Admin/Staff</p>	<p>Sep 6, 2016 to May 1, 2018</p>	<p>Agendas/CPDU Completion Forms/Staff Workshops</p>	<p>On-Track</p>
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Professional development, Supports

<p>Fully implement components PBIS (Positive Behavior Intervention Supports) in K-8, tailored to our school's climate and culture.</p>	<p>All Staff/Right-At-School Staff</p>	<p>Aug 31, 2016 to Jun 15, 2018</p>	<p>Informational observations, anecdotal evidence, My School My Voice Survey results, Student Logger, Verify</p>	<p>Not started</p>
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Behavior and Safety, Climate and Culture, Trust, Pbis, Academic gain, Supports, Communication

<p>create additional opportunities for parent and community workshops including, but not limited to, workshops such as: "What is an IEP/504 and how to navigate the process", "Ecology 101: History of the program", "How parents can reinforce the learning at home", "FAQ's of Standardized Testing", "STEAM", and activities that promote a diversity and multiculturalism.</p>	<p>Admin, Teachers, Parents and Community</p>	<p>Sep 6, 2016 to Jun 15, 2018</p>	<p>Calendar and agendas of parent and community workshops.</p>	<p>On-Track</p>
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Family and Community Engagement, Inclusion, Multicultural

<p>We will develop and define a list of school-wide common expectations and behaviors that encourage academic and personal success. Expectations will be displayed throughout the building and classrooms.</p>	<p>Admin, Teachers, Parents and Community</p>	<p>select</p>	<p>Posters in the building/classrooms</p>	<p>On-Track</p>
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Behavior and Safety, Trust, Pbis, Communication, School climate pbis

We will hold school-wide assemblies at the start of each school year to establish PBIS expectations and behaviors for students, parents and teachers that are tailored to our community.	Admin, Teachers and RAS staff	select	Assembly calendar	On-Track
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Behavior and Safety, Trust, School climate pbis, Commication

At curriculum night, the teacher presentations will address differentiation, rigorous tasks, authentic learning, balanced assessment, and student led conferences.	Teachers	Jun 8, 2016 to Oct 15, 2016	Curriculum night agenda, Teacher syllabi	On-Track
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Academics, Communication, Community

Communicate to parents the PBIS expectations and behaviors for students, parents and teachers that are tailored to our community.	Teachers, Admin, Parents	Sep 6, 2016 to Jun 30, 2018	Flyers, parent meeting agendas,	Not started
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Pbis, Communication, Community

Action Plan

District priority and action step	Responsible	Start	End	Status
<p>✚ We will meet monthly in grade level teams to examine texts and student work.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, Writing, Steam</p>	Administration	Sep 6, 2016	Jun 15, 2018	Not started
<p>✚ Develop and implement a system for quarterly peer visits.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Instructional Coaching, Teacher Teams/Collaboration</p>	ILT	Sep 6, 2016	Jun 15, 2018	On-Track
<p>✚ Design quarterly reading and writing tasks across the core curriculum for students to create authentic work that they can connect to the world around them (per common core standards).</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Teacher Teams/Collaboration, Curriculum, Rigorous tasks, Assessments</p>	All Teachers	Sep 6, 2016	Jun 15, 2018	On-Track

District priority and action step	Responsible	Start	End	Status
<p>✚ Develop a system to track collaboration amongst all teachers (Gen Ed teachers, Diverse Learner teachers and ancillary staff) to develop tasks for diverse learner students.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Diverse Learners, Teacher Teams/Collaboration</p>	All Teachers	Sep 8, 2016	Jul 1, 2017	On-Track
<p>✚ Include appropriate language and content objectives for English Learners that are aligned with WIDA standards when designing ALL tasks for students.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, English Learners, Bilingual</p>	All Teachers	Sep 8, 2016	Jul 1, 2017	On-Track
<p>✚ Students will engage in hands-on, authentic ecological tasks in grades K-8.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Ecology</p>	Ecology specialist /Science Teachers	Sep 6, 2016	Jun 15, 2018	On-Track
<p>✚ Engage in ongoing professional development related to rigorous student tasks for ALL learners (STEAM, inclusive practices for EL and DL learners, developing authentic student work, ecology, NGSS implementation for science, modifying accommodations for students, etc.)</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Professional development</p>	Admin/All Staff	May 2, 2016	May 1, 2018	On-Track
<p>✚ Enhance arts integration model by developing and implementing STEAM curriculum including having a maker faire, developing STEAM lesson plans across the curriculum, and showcasing authentic student STEAM related tasks.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Science, Computer Science, Arts, Diverse Learners, English Learners, Social studies, Steam (science technology engineering arts and mathematics), Ecology, Mathematics, Language arts</p>	Classroom teachers/Ancillary teachers	May 2, 2016	May 1, 2018	On-Track
<p>✚ Design science and math tasks across the curriculum for students to create authentic work (i.e., hands-on math, science fair, etc...) that they can connect to the world around them.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Math, Science, Curriculum, Rigorous tasks, Steam</p>	All teachers	May 2, 2016	May 1, 2018	On-Track
<p>✚ Design visual art, technology, drama and music tasks for students to create authentic work that engages real audiences (i.e., showcase events, etc...) and that relates to the rest of the curriculum.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Arts, Assessment, Curriculum, Rigorous tasks, Drama</p>	All teachers	May 2, 2016	May 1, 2018	On-Track
<p>✚ Develop a system to track the collaboration amongst all teachers (Gen Ed, Diverse Learner, ESL and bilingual teachers and ancillary staff) to develop tasks for English Learner students.</p> <p>Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Teacher Teams/Collaboration, Bilingual, EL learners</p>	All teachers	Sep 6, 2016	Jun 15, 2018	On-Track

District priority and action step	Responsible	Start	End	Status
<p>✦ Continue to implement MTSS to support academic progress for ALL students (Tier 1), as well as students identified as needing additional support (Tier 2 and 3). Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Multi tiered support systems</p>	All teachers	May 2, 2016	Jun 15, 2018	On-Track
<p>✦ Develop a tool to gauge level of rigor when analyzing texts and tasks. Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Rigorous tasks</p>	Administration, ILT, teachers			Not started
<p>✦ evaluate and establish a framework for vertical alignment of homework expectations so that there is consistency across the grade bands that include authentic tasks. Tags: Literacy/Reading, Math, Science, Computer Science, Arts, Diverse Learners, English Learners, Assessment, Instructional Coaching, Teacher Teams/Collaboration, Social studies, Bilingual, Curriculum, Professional development, Differentiated instruction, Rigorous tasks, Ccss, Steam (science technology engineering arts and mathematics), Writing, Ecology, Multi-tiered support systems, Science, Social studies, Curriculum, Rigorous tasks, Writing, Mathematics, Language arts</p>	Teachers, Admin	Aug 29, 2016	Jun 8, 2018	On-Track
<p>✦ Establish common grading categories, weights and tools (i.e., rubrics, checklists) across all grade levels Tags: Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, PE, Data, Professional development, Grading, Ccss, Steam (science technology engineering arts and mathematics), Writing, Grading</p>	Teachers and administration	Apr 4, 2016	Oct 7, 2016	On-Track
<p>✦ Teacher/Student conferences at least once a quarter (progress reporting period) to communicate and reflect on their learning progress. Tags: Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, PE, Data, Professional development, Grading, Ccss, Steam (science technology engineering arts and mathematics), Writing, Literacy/Reading, Math, Science, Diverse Learners, English Learners, Social studies, Data, Steam (science technology engineering arts and mathematics), Writing</p>	Classroom and Diverse Learner Teachers	Sep 6, 2016	Jun 15, 2018	Not started
<p>✦ Analyze assessment artifacts quarterly to ensure that differentiated and varied assessments meet the needs of EL and DL learners as needed. Tags: Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, PE, Data, Professional development, Grading, Ccss, Steam (science technology engineering arts and mathematics), Writing, Diverse Learners, English Learners, Assessment, Bilingual</p>	Classroom and Diverse Learner Teachers	Apr 4, 2016	Jun 15, 2018	On-Track
<p>✦ Continue to analyze school wide classroom assessment data and rubrics to improve instructional effectiveness and differentiation for ALL learners. Tags: Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, PE, Data, Professional development, Grading, Ccss, Steam (science technology engineering arts and mathematics), Writing, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Data, Ccss</p>	All Teachers	Apr 4, 2016	Jun 15, 2018	On-Track
<p>✦ Engage in ongoing professional development related to balanced assessment and grading (including modifications and/or accommodations for DL and EL students, student-led parent/teacher conferences, etc) Tags: Literacy/Reading, Math, Science, Arts, Diverse Learners, English Learners, Assessment, Teacher Teams/Collaboration, Social studies, Bilingual, PE, Data, Professional development, Grading, Ccss, Steam (science technology engineering arts and mathematics), Writing, Professional development</p>	Admin/Teachers	May 2, 2016	May 1, 2018	On-Track
<p>✦ Work with students to help them set specific learning goals based on self-reflection checklists about their learning during student/teacher conferences. Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Trust, Academic gain, Supports</p>	All Teachers	Sep 6, 2016	Jun 15, 2018	Not started

District priority and action step	Responsible	Start	End	Status
<p>✚ Continue to grow middle school Leadership Team experiences and opportunities. Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Climate and Culture, Leadership</p>	Leadership Team Teacher Sponsors	May 2, 2016	May 1, 2018	On- Track
<p>✚ Establish and grow a variety of after school clubs, activities, and fine-arts experiences to connect academic and interpersonal skills to celebrate the whole child (For example: Maker Faire, Fine-Arts exhibits, Pi Night, Literacy Night, Rock Band, Science Club, etc) Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Climate and Culture, School climate, Supports, Steam (science technology engineering arts and mathematics)</p>	All Staff	Sep 6, 2016	Jun 15, 2018	On- Track
<p>✚ Create template for parent/teacher/student conferences at report card pickup (twice yearly) to encourage student reflection in conversations about academic expectations and social-emotional development. Track student participation in conferences with an eye towards increasing overall student participation in conferences at the school. Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Climate and Culture, Family and Community Engagement, Student Health & Wellness, School climate, Communication, Teacher feedback, Student feedback</p>	Classroom/Ancillary teachers	Sep 6, 2016	May 1, 2018	Not started
<p>✚ When organizing school and community events, incorporate diverse stakeholders and create new opportunities for inclusive cultural experiences. Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Family and Community Engagement, Inclusion, Multicultural</p>	Teachers, Parents, and Community members	May 6, 2016	Jun 15, 2018	On- Track
<p>✚ Engage in ongoing professional development related to our culture for learning (PBIS, Multicultural inclusion, student-centered conferences, etc) Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Professional development, Supports</p>	Admin/Staff	Sep 6, 2016	May 1, 2018	On- Track
<p>✚ Fully implement components PBIS (Positive Behavior Intervention Supports) in K-8, tailored to our school's climate and culture. Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Behavior and Safety, Climate and Culture, Trust, Pbis, Academic gain, Supports, Communication</p>	All Staff/Right-At- School Staff	Aug 31, 2016	Jun 15, 2018	Not started
<p>✚ create additional opportunities for parent and community workshops including, but not limited to, workshops such as: "What is an IEP/504 and how to navigate the process", "Ecology 101: History of the program", "How parents can reinforce the learning at home", "FAQ's of Standardized Testing", "STEAM", and activities that promote a diversity and multiculturalism. Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Family and Community Engagement, Inclusion, Multicultural</p>	Admin, Teachers, Parents and Community	Sep 6, 2016	Jun 15, 2018	On- Track
<p>✚ We will develop and define a list of school-wide common expectations and behaviors that encourage academic and personal success. Expectations will be displayed throughout the building and classrooms. Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Behavior and Safety, Trust, Pbis, Communication, School climate pbis</p>	Admin, Teachers, Parents and Community			On- Track

District priority and action step	Responsible	Start	End	Status
<p>✦ We will hold school-wide assemblies at the start of each school year to establish PBIS expectations and behaviors for students, parents and teachers that are tailored to our community.</p> <p>Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Behavior and Safety, Trust, School climate pbis, Commication</p>	Admin, Teachers and RAS staff			On-Track
<p>✦ At curriculum night, the teacher presentations will address differentiation, rigorous tasks, authentic learning, balanced assessment, and student led conferences.</p> <p>Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Academics, Communication, Community</p>	Teachers	Jun 8, 2016	Oct 15, 2016	On-Track
<p>✦ Communicate to parents the PBIS expectations and behaviors for students, parents and teachers that are tailored to our community.</p> <p>Tags: Arts, Behavior and Safety, Climate and Culture, Family and Community Engagement, Student Health & Wellness, Leadership, Trust, Pbis, Academic gain, Professional development, School climate, Supports, Communication, Steam (science technology engineering arts and mathematics), Inclusion, Multicultural, Pbis, Communication, Community</p>	Teachers, Admin, Parents	Sep 6, 2016	Jun 30, 2018	Not started

Fund Compliance

Supplemental General State Aid(SGSA)

My school receives SGSA funds

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

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

NCLB Program

NCLB Schoolwide Program

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

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

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

Non-title school that does not receive any Title funds

Parent Involvement in Targeted Assistance and Schoolwide Programs

I verify that the statement below is correct

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

Parent Plan

Parent Involvement Policy

Complete

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

Waters School does not receive Federal funds.

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

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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)

Waters School does not receive NCLB funds.

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.)

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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

Waters School does not receive Federal funds.

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

Waters School does not receive Federal funds.

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.

Waters School does not receive Federal funds.

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

Waters School does not receive Federal funds.

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

Waters School does not receive Federal funds.

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).

Waters School does not receive Federal funds.

Parent Budget

Complete

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

Waters School does not receive Federal funds.

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

Account(s) Description

Allocation

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

\$	Amount	.00
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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.	\$	Amount	.00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	Amount	.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- schools must follow the CPS Travel 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.	\$	Amount	.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 be used only by parents.	\$	Amount	.00