



Medgar Evers Elementary School (/school-plans/150) / Plan summary

2016-2018 plan summary

Team

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Team meetings

Date	Participants	Topic
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03/23/2016	Terri Thomas, Latricia Porter, Renee Gorski, Caroline Ellis	CIWP SEF Rating
04/06/2016	Terri Thomas, Latricia Porter, Renee Gorski, Caroline Ellis	CIWP SEF Rating
04/08/2016	Terri Thomas, Renee Gorski Caine, Julia Vallez, Latricia Porter, Robert Lindgren, Amber Dudley,	CIWP SEF Rating
04/09/2016	Caroline Ellis, Terri Thomas, Yolanda Whitehead, & Latrice Porter	CIWP SEF Rating
04/12/2016	Caroline Ellis, Renee Gorski, Terri Thomas	CIWP SEF Rating
04/25/2016	Caroline Ellis, Terri Thomas, Renee Gorski, Latrice Porter, Joanne Boerner, & Amber Dudley	Selecting Priority Goals
04/26/2016	Terri Thomas, Renee Gorski, Latricia Porter, Joanne Boerner, Yolanda Whitehead, Julia Vallez, Robert lindgren	Mathematics Strategy
04/27/2016	Carolyn Ellis, Renee Gorski, Robert Lindgren, Joanne Boerner, B. Smith, Latricia Porter Rhonda Taylor, Terri Thomas	Selecting Priority Goals (AM)
04/27/2016	Carolyn Ellis, Renee Gorski, Beverly Smith, Rhonda Taylor, Amber Dudley, Dewana Taylor, Joanne Boerner, Terri Thomas	Literacy Strategy (PM)
04/28/2016	Caroline Ellis, Renee Gorski, Terri Thomas, Joanne Boerner	Literacy Strategy, Diverse Strategy
04/29/2016	Caroline Ellis, Renee Gorski, Terri Thomas, Joanne Boerner	Priority Goals/Review

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

Score

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

1 2 3 4

Evers received a Well Organized School rating on the SY 15/16 My Voice, My School Survey. The school's vision is evident on the school letterhead, school poster's hanging in the hallway that celebrate student success, meeting agenda's and letters home to the parents when asked the students and staff can recite that school vision and what it means to be a part of Medgar Evers. At parent meetings and the State of the School Address the principal reviews the school's vision and beliefs with the parents and reviews student expectations. All the staff members at Medgar Evers school collaborated to develop the school's vision.

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

1 2 3 4

The teachers demonstrate a commitment to the school's vision and to the learning environment by creating a positive and respectful learning environment through collaboration with one another, participation in the Local School Council, the Instructional Leadership Team and through participation in Professional Development. Teachers consistently assess and analyze the assessments and data to drive instruction to re-teach and to make adjustments to their instructional practice. Teachers participate in year long, out-of-district Professional Development for Science, Diverse Learner Teachers have attended ODLSS Professional Development, the teachers have written and received grants from The Chicago Foundation for Education. The Instructional Leadership Team has identified four main root causes and the basis for the root causes that are keeping the school from reaching a level one plus standing. The Instructional Leadership Team meets two to three times a week with an agenda that allows for consistency and continuity. The Instructional Leadership Team meetings are lead by the staff members and data is analyzed and teaching reflection is part of every meeting. Strategies for school improvement are discussed and implemented by the members of the Instructional Leadership Team, and taught to the remaining staff members.

Guide for Instructional Leadership Team

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

- Celebrate small wins and improvements.
- Regularly inform and engage stakeholders of key data and work of the ILT.
- **Build the capacity of teacher teams to lead cycles of learning and problem solving focused on student learning data and student work.**

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ ILT Effectiveness Rubric Score ✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes) ✓ Evidence that work of ILT has contributed to positive outcomes for students and staff ✓ Teacher team agendas/minutes reflective of ILT focus
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	<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

1 2 3 4

Data is used to determine areas of needed Professional Development for the staff members and the school. Teachers have discussed achievement gaps and have begun to create a plan for closing the achievement gaps for all students. The teachers have compared and contrasted the differences between NWEA and Common Core Skills and have researched professional development opportunities to reinforce teaching strategies. Some teachers have attended CTU professional development courses for REACH instructional strategies and implementation of these instructional strategies. Some teachers have attended a year long science professional development, and ODLSS professional development, and Science professional Developments. Some teachers need to pursue additional Professional Development opportunities to enhance instructional practices throughout the school. Teachers do try new techniques within the classroom but tend to fall back into teaching strategies they are more comfortable with. Technology needs to be a more integral part of daily instruction.

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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Evers follows the mandated CPS instructional Block guidelines for student engagement and learning.. We also follow the allocated time for maximizing instructional time. We have a master schedule that includes Intervention time for all students and a rotation schedule for all fine arts classes. This past school year we purchased the Go Math series for all grade levels to enhance students ability to learn the standards and connect to best practices in the world of math. All materials are purchased and received before the opening of school.

Guide for Aligned Resources

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS

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

Expectations for depth & breadth of Student Learning

4 of 4 complete

Curriculum:

Score

1 2 3 4

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.

Teachers are following the Scope and Sequence for grade appropriate subject matter and unit plans provided by the network. Texts and materials are provided for all students. General and diverse students utilize the same materials and are allocated at the beginning of the school year. Teachers are utilizing the common core state standards and content . Teachers use the Learning Continuum to address students' ability skills and to focus on differentiated instruction. Social emotional learning is the priority in all classrooms, and are included in by lesson plans and activities to enhance standards based learning by the students.

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=Y3BzLmVkdXxrY3xneDoyYjIINGI4MmY3YTlxYTgz>), 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	✓ SQRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<ul style="list-style-type: none"> 3a. Communicating with Students 3c. Engaging Students in Learning 1a. Demonstrating knowledge of content and pedagogy 1d. Designing Coherent Instruction
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort

Instructional Materials:

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

Score

1 2 3 4

Instructional materials are evident and utilized in every classroom within the school. Teachers utilize supplemental materials from many and varied sources to enhance learning and to reach the needs of both Diverse Learners, and gifted students and within RIT instruction. Technology in the form of a computer on-line lab, rotation lab and computers found in every classroom within the school. Teachers also integrate Kahn Academy, Compass Learning, You Tube, and the Go Math! on-line Personal Math Trainer to reach students in varied ways and of various learning styles.

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

Rigorous Student Tasks:

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

Score

1 2 3 4

Based on review and analysis of student work, and SQRP Attainment and Growth, rigorous instruction is not evident in all grade levels throughout the school. Walk-thru's show lack of student groupings. Social Studies and Science instruction is weak due to a lack of updated textbooks, and budgetary funds to purchase books suggested in the unit's on Knowledge Center With the acquisition of the Go Math! series math instruction is becoming more aligned throughout the school and offers a solid foundation and structure for both the students and teachers. Weekly school-wide Depth of Knowledge questions have been implemented school wide as well as an emerging Progress Monitoring Tool to track the student's strengths and weaknesses during RIT instruction.

Guide for Rigorous Student Tasks

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

Evidence, Measures, and Standards

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

Transitions, College & Career Access & Persistence:

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

Score

1 2 3 4

Medger Evers School's vision statement was designed to include both the academic and social growth of its students. Students recite our vision statement as part of our morning routine to ensure its focus in our daily lives. Evers celebrates college week every fall. Teachers decorate their doors including information and pictures of their Alma Maters, wear their college sweatshirts or T-shirts, members of the community come in to speak about their careers for Career Day and college banners are hanging throughout the second floor hallway. The school counselor is very involved in tracking student applications to high schools and provides information and mentoring for student application as well as field trips to have 8th graders shadow high school students. Diverse Learner teachers conduct student and parent interviews to ensure Transition Plans are complete, reflect student and parent wishes and will help the student meet their post-graduation wishes. Middle School teachers daily practice and instructional requirements mirror the expectations students will be faced with in the high school setting. Students switch for every class, have individual lockers they are responsible for and check their own grades in order to ensure ownership of their own learning.

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	<ul style="list-style-type: none"> Ambitious Instruction Supportive Environment
CPS Framework for Teaching	2b. Establishing a Culture for Learning
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> 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

Medgar Evers school has a committed and involved Instructional Leadership Team. Faculty buy-in is an emerging practice. A large percentage of the teachers teach small, flexible groupings throughout the day. Depth of Knowledge Questions are incorporated throughout the day and week cross-categorically. SQRP results guide instruction practices that are integrated in our daily operations. Through teacher practice, self-reflection, Social Emotional Learning Practices and knowledge of our students teachers are promoting the emergence of self-directed learners by incorporating student projects, and student developed questions. Teachers analyze student data to drive instruction and assessment. Emerging practices include peer observations and learning walks.

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

Medgar Evers incorporates a number of academic supports for our students. Within Tier 1, students participate in small group instruction based on their RIT goals. All students participate in RIT level work, daily based on their NWEA scores. Tier II and Tier III students are also addressed in RIT level instruction and small group instruction as well as before and after school academic programs. Teachers utilize an emerging Progress Monitoring Tool in grades K-8. The school's attendance rate is at 97% and is monitored daily by our attendance coordinator who utilizes Dashboard to reach out to parents to ensure our students are in attendance. Gradebook is checked weekly by administrators to ensure enough grades are entered and students grades and GPA are on track. Diverse Learners are provided with audio/visual version of text to reinforce their understanding of the text. Diverse Learner teachers and classroom teachers are involved with student interventions and Personal Learning Plans to ensure student needs are being met.

Guide for Multi-Tiered System of Support

- **TIER 1 - Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated. (3e)**
 - Intervene in a timely and effective way to help students who are struggling.
 - When formative assessments show a need for intervention or enrichment, teachers make effective impromptu adjustments that individualize instruction for students.
 - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.
- **TIER 1 - Customize the learning environment, pace, and approach of teaching and curriculum in order to meet each learners' individual needs ('Personalized Learning').**
 - Empower student to advance their learning.
 - Use up-to-date individual student profiles that include strengths, needs, motivations, and outlines an individualized path to reach his/her goals.
 - Classrooms are student-centered with student agency.
 - Each student has the opportunity to advance upon demonstrating mastery.
- **ON TRACK - Provide universal supports to prevent failing and absenteeism and targeted interventions for grades below "C" or chronic absenteeism. (On Track)**
 - Identify students off track due to low attendance and poor course performance and provide intensive supports to address root causes of why students have low grades and poor attendance.

- **TIER 2 & 3 - Collaborate and work as teams of teachers and Related Service Providers (RSP) to plan and monitor targeted student support with varied instructional strategies and SEL support of varying degrees of intensity for all students.**
 - Monitor students requiring and receiving targeted and intensive instruction/interventions.
 - Use the Problem Solving Process to plan Tier 2 and 3 instruction/interventions.
 - Determine appropriate interventions for students or groups of students not making adequate progress.
 - Use progress monitoring data to track effectiveness of interventions and student response to intervention.
- **TIER 2 & 3 – Implement Personal Learning Plans (PLP (<https://sites.google.com/a/cps.edu/kc/curriculum/instructional-supports/school-year-supports---personal-learning-plans>)) goals and intervention strategies for students requiring school year supports as described in Elementary School Promotion Policy (Board Report 09-1028-PO2).**
 - Ensure implementation of these plans, review subsequent 5 week data, determine the effectiveness of the strategies and adjust plans as needed.
- **Communicate to parents/guardians the additional supports and/or interventions provided for their child to better align school and home environments.**

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Evidence of multi-tiered system of supports (e.g. progress monitoring data, menu of available interventions in use, teacher team protocols in use)
	✓ Evidence of Personal Learning Plan (PLP) implementation
	✓ Integrated data system that informs instructional choices
	✓ Flexible learning environments
	✓ Use of student learning plans
	✓ Use of competency-based assessments
	✓ Use of personalized learning rubric
Measures	✓ Evidence of On Track monitoring and supports
	✓ SQRP Attainment and Growth
	✓ Attendance Rates
Five Essentials	✓ Course success rates (e.g. grade distributions, pass/failure rates)
	Ambitious Instruction
	Collaborative Teachers
CPS Framework for Teaching	Supportive Environment
	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
CPS Performance Standards for School Leaders	3e. Demonstrating Flexibility and Responsiveness
	4b. Maintaining Accurate Records
	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

Teachers submit weekly lesson plans that include formative and summative assessments. Assessments are created by the teachers using compass, Mars Tasks, and the Knowledge Center to drive instruction and re-teach skills and strategies. RIT instruction is driven by NWEA results and groupings are evaluated weekly and students moved between groups as they master skills or show a need for reinforcement. Teachers utilize Network 11 Scope and Sequence, the Learning Continuum and Knowledge Center instructional units to guide instruction and assessment. Teachers submit assessments bi-weekly, and teachers submit lesson plans for review and feedback on a weekly basis. Grade book requirements are followed by most teachers and reviewed weekly by administration. Medgar Evers follows a universal grade book weighting system from grades K-2 and 3-8.

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

Social Emotional Learning activities for both the staff and students are a monthly priority. Teachers conference with the students multiple times per year to set student goals and expectations. Teachers and administrators meet with students and parents twice per year, to ensure our school's vision is a priority. Students are responsible for checking their own grades to ensure student ownership of their own learning. Student classroom Data Boards are evident in every classroom. Staff collaborate with one another to ensure student needs are being met within the classroom. Tier II and Tier III students are identified and placed in proper groups and after school programs. The school psychologist meets with students to ensure their social and emotional needs are being met.

Student and staff birthday's are acknowledged by wearing a birthday stickers, student and staff of the month are listed on the marquee in front of the school, during the school announcement and in the principals newsletter. Personal student achievement's are acknowledged on the marquee, principal's newsletter and during the announcements as well. A Young Ladies of Essence day will take place in April and an activity geared towards the development of our young men is currently in the works.

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

Medgar Evers School scored high among students and parents on the My Voice My School Survey for relational trust. The school implements a monthly SEL competency that is a focus for the staff and students to focus on daily in the classroom. The teachers implement SEL activities which is evident in their lesson plans and classroom activities. The staff models positive mannerisms by saying "Yes Sir, no sir, yes M'am, No M'am, please, thank you and excuse me." The staff greet the students every morning in a positive manner as they enter the building or get their breakfast. During dismissal teachers stand at the doors and wish the students "Good Evening or Good Bye."

The principal utilizes the Black Board messaging system to keep staff and families involved and informed of school happenings. Male members of the staff mentor young men to ensure they have positive role models. Auxiliary staff including custodial and lunchroom staff are inclusive of SEL activities and mentoring of the students. Medgar Evers school has an ongoing relationship with Growth Gathering Church to bring community into the school.

Guide for Relational Trust

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Five Essentials/My Voice, My School Survey ✓ School Climate Standards Self-Assessment
Measures	✓ Five Essentials
Five Essentials	Collaborative Teachers Supportive Environment
CPS Framework for Teaching	1b. Demonstrating Knowledge of Students 2a. Creating an Environment of Respect and Rapport
CPS Performance Standards for School Leaders	D2. Creates, develops and sustains relationships that result in active student engagement in the learning process E1. Creates a Culturally Responsiveness Climate

Student Voice, Engagement, & Civic Life:

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

Score

1 2 3 4

Medgar Evers has an before and after school academic program that addresses the needs of multi-tier student. Academic Bowls (Heritage Bowl, Poetry Slam, Spelling Bee, Science Fair) give the students a forum to exhibit their knowledge, oratorical skills and abilities. Staff members sponsored an after school intramural basketball team. There were multiple service learning projects that the staff and school participated in: Water for Flint Michigan, hat and toy drive, and canned goods drive. Eighth grade students visited high schools to shadow high school students. Field trips to various repertoire such as Chicago land museums and plays to expose students to different cultures. The school is sponsoring mentorships for boys and girls through the "Young Ladies of Essence Event" and Young Men of Valor Event" where community members come to the school and speak to the students and sponsor activities at each event. Bi-yearly awards assemblies recognizing student for academic excellence, citizenship, attendance and NWEA achievement help to keep students motivated and engaged.

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:

Score

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.

1 2 **3** 4

School safety and order are a priority for all staff members and students. Students follow a set protocol and routine for movement and noise in the hallways. Teachers reinforce proper behavior, and monitor students in the hallways during passing times, and in the lunchroom during lunch time. Within the classroom, teachers have demonstrated proficient and/or distinguished in 2c of the Framework for teaching. Students feel safe to seek out staff members for assistance and guidance for personal problems or issues both inside of the school. Students recognize their confidentiality in the teachers will be respected. School security monitors and greets visitors as they enter the building to ensure the safety of the students and staff members.

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	<ul style="list-style-type: none"> ✓ 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	<ul style="list-style-type: none"> ✓ 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

1 2 3 4

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.

The school has exhibited a reduction in the number of out-of-school suspensions consistently. Staff members and administration have open lines of communication with parents and guardians regarding student behavior, attendance, and incidents that happen outside of the school day. The staff collaborated to develop the Referral Form that is used throughout the school as a means to deter negative or improper behavior. The Code of Conduct Manual for students is followed and there is a tiered system for student consequences. Social Emotional Learning is infused in daily instruction and student routine to deter negative behavior and mannerisms of the students. The school community consists of multi-generational families that have developed a report and trust that ensures attendance of the next generation of family. Part of the Restorative Justice program requires the students reflect upon their behavior and develop alternative solutions for future incidents.

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

At the beginning of the school year the teachers send home Welcome Back to School letters to introduce themselves, their expectations for the upcoming year, curriculum standards and grading policy. The school hosts a Back to School Night, the State of the School Address and STEAM and Literacy Night. The school offers parents the opportunity to volunteer in the classrooms and at the bi-yearly book fair and The Parent Fest. The Culture and Climate of the School is implemented at the beginning of the school year that sets the tone for academic and behavioral expectations. The school honors parents at a Volunteer Luncheon, and the LSC and Staff celebrate the end of the year with an End of the Year Celebration. The school enjoys a partnership with BOMA (Black McDonald's Owners and Operators, the Euclid Park Advisory Council, Woodsen Library who offers many programs and activities to the school. We have also benefited from Rhon's Way which is a program geared toward educating our parents on healthy eating and social/emotional learning. We also benefit from a partnership with Roseland Community Hospital to help manage their families health issues and needs.

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	✓ Five Essentials Score – Involved Families
	✓ My Voice, My School Survey scores – outreach to parents; parent-teacher trust
CPS Framework for Teaching	2c. Managing Classroom Procedures 4c. Communicating with Families
CPS Performance Standards for School Leaders	D1. Engages Families

School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus ☐= Not of focus
2	Culture of & Structure for Continuous Improvement: Professional Learning	1 2 3 4 5 ☐
2	Expectations for depth & breadth of Student Learning: Rigorous Student Tasks	1 2 3 4 5 ☐
3	Culture of & Structure for Continuous Improvement: Aligned Resources	1 2 3 4 5 ☐
3	Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading	1 2 3 4 5 ☐
3	Expectations for depth & breadth of Quality Teaching: Instruction	1 2 3 4 5 ☐
3	Expectations for depth & breadth of 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 Quality & Character of School Life: Culture for Learning	1 2 3 4 5 ☐
3	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1 2 3 4 5 ☐

3	Expectations for Quality & Character of School Life: Safety & Order	1	2	3	4	5	⊘
4	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	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 Student Learning: Transitions, College & Career Access & Persistence	1	2	3	4	5	⊘
4	Expectations for Quality & Character of School Life: Parent Partnership	1	2	3	4	5	⊘
4	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	⊘
4	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	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				
We believe based on the implementation of departmentalization of grades 3-8 (content specific in reading and math), the implementation of co-teaching by the regular education teacher and the diverse learner teacher, RIT band instruction, the analysis and use of the Learning Continuum, our school wide progress monitoring tool, the expansion of technology and activities (web-sites, and computer based programs), deep dives and student/teacher conferencing, after school programs, the focus on Tier II and Tier III student weaknesses, and the use of compass learning and teacher created compass assessments our students will be able to grow 18% to achieve a total of 70% in Reading.	69.00	52.00	74.50	80.00
National School Growth Percentile - Math				
We believe based on the implementation of departmentalization of grades 3-8 (content specific in reading and math), the implementation of co-teaching by the regular education teacher and the diverse learner teacher, RIT band instruction, the expansion of technology and activities (web-sites, and computer based programs) of the analysis and use of the Learning Continuum, our school wide progress monitoring tool, deep dives and student/teacher conferencing, after school programs, the focus on Tier II and Tier III student weaknesses, and the use of Compass Learning and teacher created compass assessments our students will be able to grow 22% to achieve a total of 75% in Math.	78.00	53.00	72.51	78.00
% of Students Meeting/Exceeding National Ave Growth Norms				
We believe based on the implementation of departmentalization of grades 3-8 (content specific in reading and math), RIT band instruction, the analysis and use of the Learning Continuum, our school wide progress monitoring tool, after school programs, the focus on Tier I, Tier II and Tier III student weaknesses, small group instruction, and the use of Compass Learning and teacher created assessments will help us achieve our overall goal.	62.30	(Blank)	69.00	74.00
African-American Growth Percentile - Reading				
We believe based on the implementation of departmentalization of grades 3-8 (content specific in reading and math), the implementation of co-teaching by the regular education teacher and the diverse learner teacher, RIT band instruction, the analysis and use of the Learning Continuum, our school wide progress monitoring tool, after school programs, the focus on Tier I, Tier II and Tier III student weaknesses, and the use of Compass Learning, the expansion of technology and activities (web-sites, and computer based programs), deep dives and student/teacher conferencing, and teacher created compass assessments, the implementation of Reading Works passages, vocabulary acquisition activities and weekly Depth of Knowledge questions, our students will be able to grow 10% to achieve a total of 60% in Reading.	66.00	50.00	98.00	98.00

Hispanic Growth Percentile - Reading

We have no Hispanic students	(Blank)	(Blank)	0.00	0.00
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English Learner Growth Percentile - Reading

We have no English Learners	(Blank)	(Blank)	0.00	0.00
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Diverse Learner Growth Percentile - Reading

With the inclusion of Diverse Learners in the general education classroom, exposure to grade level instruction and texts, RIT band instruction, the daily implementation of small group instruction, and paraprofessional support, as well as the reorganization of staff, and the increase in usage of technology to meet student learning needs, we feel we can increase 2% to 10% overall.	3.00	8.00	82.20	85.00
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African-American Growth Percentile - Math

With teacher familiarity combined with professional development aligned to the new math series along with small group instruction, math talks, daily fluency practice, performance tasks, mars tasks. co-teaching with the diverse learner and general education teacher, daily RIT instruction, a combination of merging the scope and sequence and incorporating goal strands of geometry and measurement earlier in the school year, we anticipate growth of 7% and 10% consecutively.	78.00	53.00	94.00	94.00
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Hispanic Growth Percentile - Math

We have no Hispanic students	(Blank)	(Blank)	0.00	0.00
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English Learner Growth Percentile - Math

We have no English Learners	(Blank)	(Blank)	0.00	0.00
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Diverse Learner Growth Percentile - Math

With staff adjustments combined with co-teaching between the diverse learner teacher and the general education teacher, student aide support along with RIT band instruction, increased exposure to grade level material, small group instruction and the utilization of teacher created Compass Learning folders aligned to student skill needs, and increased diverse learners in the general education setting we anticipate growth of 6% and 7% consecutively.	17.00	11.00	71.80	76.00
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National School Attainment Percentile - Reading (Grades 3-8)

We believe based on the implementation of departmentalization of grades 3-8 (content specific in reading and math), the implementation of co-teaching by the regular education teacher and the diverse learner teacher, enrichment and accelerated classes, the analysis and use of the Learning Continuum, our school wide progress monitoring tool, after school programs, the focus on Tier I, Tier II and Tier III student weaknesses, the use of Compass Learning, the expansion of technology and activities (web-sites, and computer based programs), deep dives and student/teacher conferencing, and teacher created Compass assessments, the implementation of Reading Works passages, vocabulary acquisition we project our students will be able to grow 8% and 10% consecutively.	40.00	52.00	65.00	70.00
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National School Attainment Percentile - Math (Grades 3-8)

We believe based on the implementation of departmentalization of grades 3-8 (content specific in reading and math), the implementation of co-teaching by the regular education teacher and the diverse learner teacher, enrichment and accelerated classes, the analysis and use of the Learning Continuum, our school wide progress monitoring tool, after school programs, the focus on Tier I, Tier II and Tier III student weaknesses, the use of Compass Learning, the expansion of technology and activities (web-sites, and computer based programs), deep dives and student/teacher conferencing, and teacher created Compass assessments, in-depth professional development for the new math series, increase in Performance tasks and Mars tasks and the implementation of more aspects of the new math series we project our students will be able to grow 10% and 5% consecutively.	38.00	55.00	58.00	63.00
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National School Attainment Percentile - Reading (Grade 2)

Through co-teaching, RIT band instruction, after-school clubs grade-up instruction and tutoring practices we anticipate our growth to increase 23% and remain at 40% consecutively.

56.00

17.00

58.00

63.00

National School Attainment Percentile - Math (Grade 2)

Through the acquisition of a new math series, the continuation of the Compass math, implementation of computerized and web-based math programs, co-teaching, after-school clubs and tutoring practices we anticipate our growth to increase 15%.

38.00

23.00

19.00

29.00

% of Students Making Sufficient Annual Progress on ACCESS

We do not use ACCESS

(Blank)

(Blank)

0.00

0.00

Average Daily Attendance Rate

Evers' utilizes an attendance team to monitor student absences. Three staff members are assigned chronic absentees for monitoring and communication between school and family. We have an incentive program to reward 100% attendance, daily phone calls, we track student attendance daily, we send out 5 and 10 day attendance notices, and conduct home visits.

96.20

96.90

97.50

98.00

My Voice, My School 5 Essentials Survey

Due to school safety, instruction and collaboration between teachers, parents and students we have received a Well Organized rating.

(Blank)

(Blank)

(Blank)

(Blank)

Custom metrics

0 of 0 complete

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

Strategies

Strategy 1

If we do...

If we attend and participate in professional development as well as share learning from professional development during ILT and PLC meetings.

...then we see...

an increase in teacher capacity to deliver high quality math instruction that will increase student's abilities to solve real world mathematical situations through reasoning, constructing, explaining, exploring, discussing, and modeling. In reading we will see an increase in differentiated instruction, guided reading groups, Depth Of Knowledge questions implemented throughout reading instruction, student discussion, teacher and student modeling

...which leads to...

student that will meet or exceed the 2017/2018 growth goals in Reading and Math.

Tags:

Professional Learning

Area(s) of focus:

1

Action step

Implement Go Math print and online curriculum components in grades K-8

Responsible

Math Teachers

Timeframe

Aug 31, 2016 to Jun 16, 2017

Evidence for status

Daily Instruction, Common Planning Time, Lesson Plans, Observations & Pop In's

Status

On-Track

Professional Learning

Follow Network 11 Scope and Sequence for Reading, Math and Science

Teachers

Aug 31, 2016 to Jun 16, 2017

Lesson plans, administration pop-ins, and unit plans

On-Track

MTSS, Professional Learning

Create schedules and interventions that include systematic strategies for instructing for Tiers II and III students.

Administration, ILT Team

Aug 31, 2016 to Jun 15, 2017

Intervention schedules, teacher practice and lesson plans, progress monitoring (grade book)

On-Track

MTSS, Professional Learning

Schedule time, space and money in the budget for Professional Development focusing on extending the use of Go Math Print and On-line Curriculum, new Reading Series components and Progress Monitoring use and analysis.

Principal, LSC

Aug 31, 2016 to Jun 15, 2017

Allocated Funds, Oracle Vendor

On-Track

Professional Learning

Math and Literacy Teachers meet monthly to discuss best practices, student sample work, data, next steps and district initiatives.

Administration, Math Teachers

Aug 31, 2016 to Jun 15, 2017

Agendas, Student Work, Artifacts

On-Track

MTSS, Professional Learning

Participate in Instructional Leadership Team and Professional Learning Community (PLC) weekly meetings to look at student progress, monitor student data and determine root causes in order to schedule and implement instructional practices and mandates.

Administration, Teachers

Aug 31, 2016 to Jun 15, 2017

Agendas, Data & Student Work

On-Track

Professional Learning

Increase the number and diversity of Math Talks included in weekly instruction to increase math knowledge, discussion, step by step process and other strategy methods.

Math Teachers

Aug 31, 2016 to Jun 15, 2017

Lesson Plans Observations & Pop In's Interaction Participation among students

On-Track

Professional Learning

Utilize Go Math manipulatives graphic organizers, technology and Math Read Alouds to enhance reasoning and student discussion of grade level appropriate problems.

Math Teachers

Aug 31, 2016 to Jun 15, 2017

Daily Instruction, Observation & Pop In's and weekly lesson plans

On-Track

Professional Learning

Conduct MARS Tasks weekly in order to enable students to become better equipped in problem solving, reasoning and with explanation.	Math Teachers	Aug 31, 2016 to Jun 15, 2017	Results in Meeting/Exceeding on EOY performance Tasks, SQRP attainment	On-Track
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Professional Learning

Attend professional development on new Reading series to implement components of the series with fidelity to increase student Literacy skills	Teachers, Literacy Coordinator	Aug 29, 2016 to Jun 15, 2018	enrollment min professional development; agendas	On-Track
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Strategy 2

If we do...

Increase rigor daily to connect common core standards with the learning continuum, and district standards through the acquisition of a new reading series aligned to common core state standards. Rigor will be supported by an increase in teacher collaboration, co-teaching and differentiated instruction.

...then we see...

Teachers who are prepared, knowledgeable, and delivering high quality instruction will result in students who are engaged, challenged, learning and successful.

...which leads to...

Students increasing 10 percentage points in attainment growth and 10 percentage points on PARCC assessment.

Tags:
MTSS, Rigorous tasks

Area(s) of focus:
2

Action step ?	Responsible ?	Timeframe ?	Evidence for status ?	Status
School-wide implementation of reading intervention for all grades during first period.	Teachers, Administrators and Paraprofessionals	Aug 31, 2016 to Jun 16, 2017	Progress Monitoring through gradebook Students assessments at 80% or above Pop In's Lesson Plans	On-Track

MTSS, Rigorous tasks

Differentiate instruction (small grouping) aligned with RIT bands and other assessments based on student ability, Learning Continuum and other assessment indicators	Teachers and Administration	Aug 31, 2016 to Jun 16, 2017	NWEA Data analysis and progress monitoring through gradebook	On-Track
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MTSS, Rigorous tasks

Purchase Raz Kidz to increase students' level of comprehension and excel to proficient and above reading levels	Administration	Jul 5, 2016 to Aug 15, 2016	Purchased before the new school year	On-Track
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Rigorous tasks

Purchase Scholastic Content Area magazines, Time for Kids and Choice Magazines to focus on comprehension of academic language and utilize close reading of complex text	Administration Literacy Coordinator	Aug 31, 2016 to Jun 16, 2017	Purchased before the new school year	On-Track
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Rigorous tasks

Purchase a new reading series that will be aligned to common core standards to ensure complexity of text, comprehension of academic language, and embed reading & writing with a variety of literary and informational text.	Administration	Aug 31, 2016 to Jun 16, 2017	Materials in classroom before the opening of the school year.	On-Track
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Rigorous tasks

Purchase literacy based novels to increase level of text complexity, cite evidence, increase level of inquiry and student discussion.	Administration	Aug 31, 2016 to Jun 16, 2017	Purchased on a quarterly basis	On-Track
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MTSS, Rigorous tasks

Purchase "Now What Home Connection" reporting program from Amplify for Primary Grades to develop strategies to move students to the next benchmark level	Administration	Aug 31, 2016 to Jun 16, 2017	Purchased before the opening of the new school year	On-Track
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Rigorous tasks

Embed Weekly Depth of Knowledge type questions in all areas of the curriculum to cognitively challenge students as addressed on PARCC	Teachers Literacy Coordinator Administration	Aug 31, 2016 to Jun 16, 2017	Lesson Plans Posted in Classrooms Student Discussions Increase in student growth framework for teaching	On-Track
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Professional Learning, Rigorous tasks

Develop a writing program that will take place in all grade levels, (K thru 8) so that students will be able to focus, organize and integrate writing skills to formulate an exemplary essay according to grade level criteria.	Administration Literacy Team Teachers	Aug 31, 2016 to Jun 16, 2017	Lesson Plans Gradebook Monthly Submissions Student Sample Work	On-Track
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Rigorous tasks

Continue with Heggerty, Jolly and Sight Word instruction integrated in 120 minute block schedule in Primary grades to increase prerequisite skills for literacy	Primary Teachers	Aug 31, 2016 to Jun 16, 2017	80% accuracy or better in sight word assessments Performance of reading with fluency Observations and Pop In's Lesson Plans	On-Track
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Rigorous tasks

Implement common core extended reading passages, complex text and paired texts to elevate student comprehension and practices of PARCC samples	Teachers Literacy Coordinator	Aug 31, 2016 to Jun 16, 2017	Increase in Student Attainment & growth, Compass folders, Gradebook	On-Track
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Professional Learning, Rigorous tasks

Conduct close readings weekly to challenge students using complex type questions, using higher order thinking skills and literary discussions among students to increase complex comprehension levels	Teachers Literacy Coordinator	Aug 31, 2016 to Jun 16, 2017	Student Work Increase in Student Attainment, Lesson plans, CPS Framework 3B	On-Track
Rigorous tasks				
Read a minimum of seven books per quarter to enhance independent reading at student's lexile level to increase reading fluency and comprehension levels. (i.e. DEAR Time).	Teachers Literacy Coordinator Administration	Aug 31, 2016 to Jun 16, 2017	Reading Charts, Logs and Book Reports Evidence on Report Cards	On-Track
Rigorous tasks				
Mirror Performance Task Literacy samples from Knowledge Center to generate student discussion and higher level thought process to provide accurate explanations with textual support	Teachers	Aug 31, 2016 to Jun 16, 2017	Lesson Plans Grade Book Posted Student Work	On-Track
Rigorous tasks				
Develop and provide accelerated academic classes in reading and math to challenge students that are exceeding the standards at 75% and above to boost student engagement	teachers and administration	Aug 31, 2016 to Jun 16, 2017	Student participation, increase in student attainment, City Span attendance	On-Track
Rigorous tasks				
Utilize the Math Problem of the Day to increase student inquiry, depth of knowledge type questions and discussions	Math Teachers	Aug 31, 2016 to Jun 16, 2017	Increase in math discussions, Lesson Plans, Evidence of DOK type questions	On-Track
Rigorous tasks				
Implement school-wide Academic Math Bowls per quarter to increase student motivation and achievement	Math Teachers & Counselor	Aug 31, 2016 to Jun 16, 2017	Student Participation On Track in math grades Students making attainment and growth targets	On-Track
Rigorous tasks				
Purchase the compass license to enhance student achievement.	Administration	Jul 4, 2016 to Aug 16, 2016	Compass Reports Increase in Student Growth, completion of student folders	On-Track

District priority and action step	Responsible	Start	End	Status
<p>✚ Implement Go Math print and online curriculum components in grades K-8 Tags: Professional Learning, Professional Learning</p>	Math Teachers	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✚ Follow Network 11 Scope and Sequence for Reading, Math and Science Tags: Professional Learning, MTSS, Professional Learning</p>	Teachers	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✚ Create schedules and interventions that include systematic strategies for instructing for Tiers II and III students. Tags: Professional Learning, MTSS, Professional Learning</p>	Administration, ILT Team	Aug 31, 2016	Jun 15, 2017	On-Track
<p>✚ Schedule time, space and money in the budget for Professional Development focusing on extending the use of Go Math Print and On-line Curriculum, new Reading Series components and Progress Monitoring use and analysis. Tags: Professional Learning, Professional Learning</p>	Principal, LSC	Aug 31, 2016	Jun 15, 2017	On-Track
<p>✚ Math and Literacy Teachers meet monthly to discuss best practices, student sample work, data, next steps and district initiatives. Tags: Professional Learning, MTSS, Professional Learning</p>	Administration, Math Teachers	Aug 31, 2016	Jun 15, 2017	On-Track
<p>✚ Participate in Instructional Leadership Team and Professional Learning Community (PLC) weekly meetings to look at student progress, monitor student data and determine root causes in order to schedule and implement instructional practices and mandates. Tags: Professional Learning, Professional Learning</p>	Administration, Teachers	Aug 31, 2016	Jun 15, 2017	On-Track
<p>✚ Increase the number and diversity of Math Talks included in weekly instruction to increase math knowledge, discussion, step by step process and other strategy methods. Tags: Professional Learning, Professional Learning</p>	Math Teachers	Aug 31, 2016	Jun 15, 2017	On-Track
<p>✚ Utilize Go Math manipulatives graphic organizers, technology and Math Read Alouds to enhance reasoning and student discussion of grade level appropriate problems. Tags: Professional Learning, Professional Learning</p>	Math Teachers	Aug 31, 2016	Jun 15, 2017	On-Track
<p>✚ Conduct MARS Tasks weekly in order to enable students to become better equipped in problem solving, reasoning and with explanation. Tags: Professional Learning, Professional Learning</p>	Math Teachers	Aug 31, 2016	Jun 15, 2017	On-Track
<p>✚ Attend professional development on new Reading series to implement components of the series with fidelity to increase student Literacy skills Tags: Professional Learning</p>	Teachers, Literacy Coordinator	Aug 29, 2016	Jun 15, 2018	On-Track
<p>✚ School-wide implementation of reading intervention for all grades during first period. Tags: MTSS, Rigorous tasks, MTSS, Rigorous tasks</p>	Teachers, Administrators and Paraprofessionals	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✚ Differentiate instruction (small grouping) aligned with RIT bands and other assessments based on student ability, Learning Continuum and other assessment indicators Tags: MTSS, Rigorous tasks, MTSS, Rigorous tasks</p>	Teachers and Administration	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✚ Purchase Raz Kidz to increase students' level of comprehension and excell to proficient and above reading levels Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Administration	Jul 5, 2016	Aug 15, 2016	On-Track
<p>✚ Purchase Scholastic Content Area magazines, Time for Kids and Choice Magazines to focus on comprehension of academic language and utilize close reading of complex text Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Administration Literacy Coordinator	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✚ Purchase a new reading series that will be aligned to common core standards to ensure complexity of text, comprehension of academic language, and embed reading & writing with a variety of literary and informational text. Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Administration	Aug 31, 2016	Jun 16, 2017	On-Track

District priority and action step	Responsible	Start	End	Status
<p>✦ Purchase literacy based novels to increase level of text complexity, cite evidence, increase level of inquiry and student discussion. Tags: MTSS, Rigorous tasks, MTSS, Rigorous tasks</p>	Administration	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Purchase "Now What Home Connection"reporting program from Amplify for Primary Grades to develop strategies to move students to the next benchmark level Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Administration	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Embed Weekly Depth of Knowledge type questions in all areas of the curriculum to cognitively challenge students as addressed on PARCC Tags: MTSS, Rigorous tasks, Professional Learning, Rigorous tasks</p>	Teachers Literacy Coordinator Administration	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Develop a writing program that will take place in all grade levels, (K thru 8) so that students will be able to focus, organize and integrate writing skills to formulate an exemplary essay according to grade level criteria. Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Administration Literacy Team Teachers	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Continue with Heggerty, Jolly and Sight Word instruction integrated in 120 minute block schedule in Primary grades to increase prerequisite skills for literacy Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Primary Teachers	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Implement common core extended reading passages, complex text and paired texts to elevate student comprehension and practices of PARCC samples Tags: MTSS, Rigorous tasks, Professional Learning, Rigorous tasks</p>	Teachers Literacy Coordinator	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Conduct close readings weekly to challenge students using complex type questions, using higher order thinking skills and literary discussions among students to increase complex comprehension levels Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Teachers Literacy Coordinator	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Read a minimum of seven books per quarter to enhance independent reading at student's lexile level to increase reading fluency and comprehension levels. (i.e. DEAR Time). Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Teachers Literacy Coordinator Administration	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Mirror Performance Task Literacy samples from Knowledge Center to generate student discussion and higher level thought process to provide accurate explanations with textual support Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Teachers	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Develop and provide accelerated academic classes in reading and math to challenge students that are exceeding the standards at 75% and above to boost student engagement Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	teachers and administration	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Utilize the Math Problem of the Day to increase student inquiry, depth of knowledge type questions and discussions Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Math Teachers	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Implement school-wide Academic Math Bowls per quarter to increase student motivation and achievement Tags: MTSS, Rigorous tasks, Rigorous tasks</p>	Math Teachers & Counselor	Aug 31, 2016	Jun 16, 2017	On-Track
<p>✦ Purchase the compass license to enhance student achievement. Tags: MTSS, Rigorous tasks</p>	Administration	Jul 4, 2016	Aug 16, 2016	On-Track

Fund Compliance

Supplemental General State Aid(SGSA)

My school receives SGSA funds

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

1. The attendance center allocation is correctly based on the number of students eligible to receive free and reduced lunch and breakfast.

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

NCLB Program

NCLB Schoolwide Program

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

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

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

Non-title school that does not receive any Title funds

Parent Involvement in Targeted Assistance and Schoolwide Programs

I verify that the statement below is correct

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

Parent Plan

Parent Involvement Policy

Complete

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

For the school year year 2016-2017, the school will involve parents in the joint development and periodic review and revision of the NCLB Title 1 School Parental Involvement Plan and Policy. The school will do this by advertising monthly meetings, dates and times to discuss and make suggestions for the plan. The school will distribute surveys at Open House, school assemblies, report card pickup for input in the parent involvement plan and policy.

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

The annual report will be presented to the parents and community during Open House with full parent participation. The meeting will hear about the Title 1 activities and programs that take place for the given school year. Principal's annual meeting will be held September 15, 2016 at 6:00p.m. Title 1 PAC Organizational Meeting will be held on September 22, 2016 at 4:00p.m.

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

The school will provide a description and distribute handouts about the title 1 programs. At Open House, parents will receive a syllabus from each teacher outlining common core state standards. Parents will receive information on classroom, district and state assessments, along with proficiency levels the students are expected to meet. Parents are also given information about the promotion criteria for benchmark grades.

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

The school will provide opportunities for parents to attend and makes suggestions regarding the education of their children at NCLB PAC and LSC meetings. The principal, Ms. Caroline Ellis will respond to any concerns by parents via phone, email or in person in a timely manner.

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

The school will provide parents a report of their child's performance of the district and state assessments at the parent teacher conferences and report card pickup or by parent/teacher request. The school sponsors parent conferences after MOY data results.

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.

The school will provide a letter to parents when a teacher is not highly qualified as defined in the Title 1 final regulations has taught in the their child's classroom for at least four weeks. The letter will be sent home to parents.

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.

the school will provide workshops to the parents on understanding the district and state assessments by providing resources to their child/children that will help at home. The school will also provide workshops on topics that parents identify as priorities and training on how parents may volunteer and work with educators.

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

The school will provide information on community resources, materials and training available in the school community. The school will plan and host family literacy/STEAM night events. The school will provide additional training on the parent grade-book portal to assist parents in accessing and understanding their child's grades.

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

The school will have workshops for teachers and parents collaborating and communicating to build home school relationships and its importance for academic achievement.

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.

The school will include the State Prekindergarten parents in school-wide parent meetings and surveys. These parents will also receive newsletters and participate in extended day activities such as Family Literacy/STEAM night.

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.

The school will ensure that information related to the school and parent program meetings and other activities is sent to parents in understandable formats. This is accomplished by having all of written information that is sent home to be approved by the principal.

Policy Implementation Activities

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

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

N/A

Parent Compact

Complete

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

Medgar Evers will prepare a rigorous pathway to college and career success for the 21st century. The mission is to provide and maintain a creative climate wherein all students can develop intellectually, emotionally, artistically and socially to the fullest potential. This drive will be accomplished with the fusion of academic and fine arts that will provide the academic, artistic and cultural development of all students. Through a strong family commitment, in partnership with the school and community, the school will strive to develop students that are lifelong learners and productive global citizens in society.

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

The school will hold the two designated parent conferences according to the CPS calendar. Teachers will conduct parent conferences on a regular basis for students that are in danger of failing and need remediation instruction and plans.

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

Students progress reports will be provided after the 5th, 15th, 25th and 35th weeks of school. parent informational meetings will take place to explain the language and how to read parent reports. District wide assessment results will be sent home.

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

Parents will have access to staff parent teacher conferences scheduled by the district.. Parents have the opportunity to conference with a teachers if they have made an appointment prior with the teachers. Parents may leave phone messages to make appointments with teacher during instruction, Teachers have given various ways of communicating with parents which will also be on the school's website

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

Parents are encouraged to complete the on-line volunteer application. They are encouraged to participate in field trips by chaperoning, assist in the science fair and special projects in the classroom, work at our school wide bi-annual scholastic book fairs, assist classroom teachers and administration with academics and social behavior.

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

Parents are encouraged to view and sign homework daily in grades K-5 with the use of an interactive homework folder. Parents are encouraged to develop an account on parent portal and check their child's grades weekly (75% current rate of parents active on parent portal). Teachers communicate with parents through phone calls, e-mails and notes home, we have a high attendance rate for report card pick-up (87%). There is a link on the school web-site giving instructions for the best method to contact teachers, and the school has literacy and STEAM nights to develop relationships between teachers and parents.

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

Parents are given numerous contact methods for the teachers that are posted on the school web-site for easy access. Parents have the opportunity to participate in decisions concerning their child through IEP meetings, data conferences, Dibels reports are distributed three times per school year and parent-teacher conferences. Administration has an open-door policy for parents to communicate their wishes and concerns.

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).

Teachers conference with students quarterly and as needed to share information concerning their grades, Middle school students are encouraged to log in and check their grades on grade book weekly. Progress reports are given every five weeks, compass reports are checked weekly and Dibels reports are available three times per school year

Parent Budget

Complete

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

To establish an effective school and home communication that will support teachers, parents, and students. Provide academic parent training workshops to support the Common Core Curriculum

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

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

53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	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)	\$	800	.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.	\$	396	.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