Eric Solorio Academy High School / Plan summary

2018-2020 plan summary

Team

Name	Role	Email	Access
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Team meetings

Date	Participants	Topic
03/14/2018	Buys, Patton, Jimenez, Iturralde, Balcazar	Strategies
03/05/2018	Buys, Patton, Iturralde, Wilkie	Framework review
02/19/2018	Buys, Patton, Iturralde	Discussed possible priorities
02/26/2018	Buys, Patton, Iturralde	Went through framework for depth & breadth of student learning, Transitions, College & Career Access & Persistence (Patton takes others with Culture Structure for depth & breadth of Quality Teaching, Quality Character of School Life.
04/02/2018	Buys, Iturralde, 45 parents	Went through plan with parents and collected feedback from parents
04/17/2018	Buys, Patton, Iturralde, Vaca, Victor	Went through collected feedback from parents

School Excellence Framework

Culture of & Structure for Continuous Improvement	4 of 4 complete

Leadership & Collective Responsibility:

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

Score

1   2   **3**   4

-STEM steering committee (comprised of teachers, admin and staff members) created a new vision for Solorio as move to becoming at STEM school. The vision was then shared with all staff for feedback and revision. Finally, the vision was shared with families and students.
-At Solorio's grade level student check-ins teachers discuss all students that teachers are concerned about with the goal of providing each other with strategies to ensure student success.
-Solorio's professional development is coherent and builds from year to year to ensure that we focus on a select few instructional priorities a year.
-Principal and Assistant Principals guide the school's plans to offer a comprehensive and robust instructional program that includes several AP classes and a high quality instructional program that is possible only by the quality of teachers and staff. The school's plan provides is a 4-year scope and sequence to ensure students are college ready (maximize AP and opportunities to take college classes)
-Principal and Asst. Principals provide the funds to onboard new teachers and develop veteran ones through different PD opportunities
-Principal, Asst. Principals, and instructional coaches have meetings w/ teachers to discuss how to improve instruction
-One of the bright spots has been creating a quarterly newsletter for parents that highlights some of the amazing things happening at Solorio Academy.
-Over half of the teachers either sponsor a club, coach a team, or play a leadership role at the school
-Staff is very kind and new teachers and resident teachers feel welcomed

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.
- Use the Multi-Tiered System of Support framework as a standard for how to distribute leadership and make significant decisions both academically and social-emotionally.

- **Inspire a culture of collective responsibility for the success of ALL students in the whole school (not solely teacher's own students).**
- **Empower others to make or influence significant decisions.**
  - Build shared leadership structures and opportunities for job-embedded leadership training and development.
  - Capitalize on the leadership skills of others.
  - Constantly listen and synthesize what is heard, and learn from all sources.
- **Employ the skills to effectively manage change.**
  - Master skills associated with large-scale strategic planning processes and implementation of such plans.
  - Steer through the challenges associated with making improvements, both large and small.
- **Create and sustain a coherent instructional program (coordinated and consistent) with learning goals.**
- **Use the CPS Framework for Teaching to ground instructional guidance and coaching.**
  - Model ambitious goals for teaching and learning for all students, including priority groups.
  - Draw from the best available evidence to inform instructional improvement decisions.
- **Enable staff to focus and prioritize what matters most.**
  - Buffer staff from external distractions to the school's priorities and goals.
  - Limit school improvement goals to a few high leverage activities.
  - Prioritize teaching challenging content, engaging students in learning, rigor and ways to raise achievement.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ School's vision, beliefs, and how it is shared (e.g. presentations to community, promotional materials) ✓ Five Essentials – Program Coherence
Measures	✓ Five Essentials
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP A2. Implements Data Driven Decision Making and Data Driven Instruction A5. School Vision and Mission Drive Decision-Making D4. Demonstrates Change Management

Instructional Leadership Team:

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

Score

1 2 **3** 4

-ILT includes Administrative Team, MRC, Counselors, Case Manager, Bilingual Teacher, Dean of Students, instructional coaches, cluster leads, data leads, and Department Chairs.
-ILT plans and leads staff PD
-ILT leads decision making within departments and through organizational directives
-There is room for improvement in communication between different teacher leaders
-ILT regularly seeks feedback from teachers to ensure "it's working"

Guide for Instructional Leadership Team

- **Engage in on-going inquiry (e.g. continuous improvement cycles) as a basis for improvement.**
  - Gain productive insight and take substantial new action or adjust strategy that clearly addresses root causes.
  - Relentlessly ask, "**Is it working?**" about every program, initiative, and strategy in the school.
  - Vet Initiatives and strategies on the basis of their direct or proven impact on outcomes.
  - Monitor if previous actions were implemented (fidelity) and working as intended. Ask, "**If not, why not?**"
- **Share leadership for improving teaching and learning with representative school members.**
  - Organize the team around a common understanding of team's purpose and instructional priorities.
  - Represent all relevant specialty content areas, programs, related services, and grade bands/department teams and is an appropriate size.
  - Represent a balance of work styles (e.g. task-oriented, provides push-back, synthesizes, etc.)
- **Use protocols and ask probing questions.**
  - Ask questions focused on factors within sphere of control and avoid a focus on student factors.
  - Use appropriate protocols and level of analysis (grade, school-wide, individuals) for meeting purpose.
  - Systematically consider root cause(s) based on thorough review of evidence.

- Use timely and relevant data/evidence sources.
  - Gather and use current and relevant local student, school, teacher performance (e.g. attendance data, assessment results), and operational data formatively to review and revise school and classroom practices as needed.
  - Disaggregate data for priority student groups (e.g. English learners, diverse learners).
- Schedule and structure frequent meetings.
  - Meet regularly (2-4 times per month).
  - Use an agenda with a clear focus.
- Collaborate effectively, value transparency, and inform and engage stakeholders.
  - All team members have equity of voice and are actively engaged in asking questions.
  - Celebrate small wins and improvements.
  - Regularly inform and engage stakeholders of key data and work of the ILT.
- **Build the capacity of teacher teams to lead cycles of learning and problem solving focused on student learning data and student work.**

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ ILT Effectiveness Rubric Score ✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes) ✓ Evidence that work of ILT has contributed to positive outcomes for students and staff ✓ Teacher team agendas/minutes reflective of ILT focus
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Evaluation of MTSS
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP A2. Implements Data Driven Decision Making and Data Driven Instruction
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ Instructional Leadership Team Planning Tools ✓ PLC and Mentoring Coaching Resources	

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

- Focus this year has been on our transition to the STEM instructional approach. This is a continuation of our 4-year critical thinking PD and will extend for the next 3 years as we delve deeper into the STEM rubric. The PD was delivered by lead teachers and assistant principals.
-New Teacher PD (on instructional strategies and BMC) given to new teachers to onboard them in common instructional strategies and to more experienced teachers to review strategies. At the end of the PD, teachers shared out a long list of ways that they changed their instructional practices due to their new learning.
-Noticeably increased level of teacher collaboration in Department and/or content Teams due to the implementation of standard protocols for grade level meetings. Some departments have been more efficient than others and some have done a better job of having comprehensive protocols to guide their meetings and work. Some teachers have a tremendously high level of collaboration while other's not so much.
-Though improved, Bilingual and DL teachers have an uneven level of planning with the main content teachers due to conflicting planning times and intensity of their workloads
-Uneven use of formative assessment and PSAT data to drive instruction but improved with data lead work this year and teacher data sheet
-Through the development and implementation of our own in-house teacher instructional coaching, all new teachers have received one-on-one support throughout the year. These teacher coaches meet once a week to debrief what is working and to share ideas. This coaching is more intense and frequent during the first half of the year and less needed the second half.
-Increased cross-curricular collaboration ("Focus" PLC, Grade 9 Meeting)
-There is room for growth in monitoring implementation of these initiatives

Guide for Professional Learning

- **Select and design professional learning (PL) to achieve school-wide improvement, including closing priority group achievement gaps.**
  - Use data to identify performance and practice gaps to inform PL plan.
  - Use research about best practices to identify potential learning and subject matter experts to support.
  - Solicit feedback from staff to inform selection of PL opportunities.
  - Provide PL relevant to the cultural and linguistic needs of students.
  - Provide both whole staff and differentiated PL to individual teacher levels.
- **Implement and sustain on-going, job-embedded professional learning (PL) (e.g. coaching, peer learning opportunities, action research)**
  - Recommend and/or provide PL opportunities directly related to individuals' specific areas of need and professional growth goals.
  - Encourage staff to broaden networks to bring new knowledge and resources to learning environment.
  - Teachers initiate opportunities for professional growth and proactively seek opportunities to enhance content knowledge and pedagogical skill.
- **Structure time for teachers to collaborate and learn together.**

- Create schedules and systems to conduct peer observations, and coaching. Reflect on its impact.
- Teachers provide and accept collegial support and feedback to/from colleagues.
- Teachers participate in and facilitate professional inquiry in teams to advance student learning.
  ○ **Make 'safe practice' an integral part of professional learning.**
    - Allow teachers ample time to try new strategies, refine skills, grapple with implementation problems, and share knowledge and experience.
    - Provide support that addresses the specific challenges of changing classroom practice. Provide coaching/mentoring support to validate continuing to work through struggles.
  ○ **Monitor implementation to ensure staff uses new knowledge to improve practice and it is having the desired effect on practice and student outcomes.**
    - Conduct frequent non-REACH observations to provide coaching and actionable feedback.
  ○ **Provide induction and support for new teachers.**
    - Assign each new teacher a mentor who is skilled in pedagogy and is an open, collaborative colleague.
    - Schedule a series of 'learning experiences' for new teachers that helps them navigate important initiatives (e.g. REACH) and provides information on school specific goals and resources.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda? ✓ PD agendas, PD feedback surveys ✓ Teacher practice improving on the Framework for Teaching (e.g. Basic>Proficient, Proficient>Distinguished)
Measures	✓ SQRP Attainment and Growth ✓ Five Essentials: Collaborative Teachers
Five Essentials	Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	B2. Observes and Evaluates Staff and Gives Feedback to Staff B6. Professional Development Provided for Staff
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	

✓ Teaching the Teachers
✓ Making Better Use of Research
✓ Upcoming Professional Learning Opportunities
✓ Framework for Teaching PD Modules

Aligned Resources:

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

Score

1   2   **3**   4

-Use of supplemental funds to buy needed resources and teaching positions.
-Buy positions like teachers, security, and ESP
-Book, technology, and supply funds based on department and school wide needs
-DL Residency program (AUSL) based on Charlotte Danielson's Framework
-Include teacher recommendations for hiring teachers and observe guest teaching
-Involve current teachers in interview process of teacher candidates
-Common planning periods for nearly all teacher teams
-9th and 10th grade double blocks for English and math
-Special education, self-contained, consult, CTT supplies and planning time
-EL support positions and materials based on student need
-Teacher endorsement tuition

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
MTSS Framework	Shared Leadership, Curriculum & Instruction, Family & Community Engagement
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
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ Aligning Resources with Priorities: Focusing on What Matters Most ✓ Instructional Supports ✓ Strategic Source Vendor List ✓ CPS Instructional Time Guidelines: Elementary School Overview ✓ CPS Instructional Time Guidelines: High School Overview ✓ CPS Instructional Block Guidance: K-2 Literacy ✓ CPS Instructional Block Toolkits: Math	

Expectations for depth & breadth of Student Learning

Curriculum:

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

Score

1   2   **3**   4

-Solorio is in the process of developing horizontal and vertical curriculum maps for all departments. These maps will highlight big ideas and essential questions that lead to student success in the CCSS and NGSS.
-Teachers' implementation of the curriculum maps is occasionally uneven and varies by department, with some collaboration around planning using the maps.
-Students in all core courses are exposed to a wide variety of both literary and informational texts, with a heavy focus on literacy. Several teachers from all departments have trained to teach with literacy in mind; the math department may be weaker in this area than the other departments.The current focus is on disciplinary literacy.
-Teachers select texts with grade-appropriate levels of complexity when students have shown that they read at grade level on assessments; however, teachers also use texts that are appropriate to the students' own reading levels in some cases.
-Students with IEPs receive their accommodations and modifications as specified in the IEP, and service providers and the case manager track individual students' goals.
-ELs are provided with bilingual support, and curriculum is modified.
-Next push for the school is authentic project-based learning that allows for cross-curricular connections.

Guide for Curriculum

  -
    - **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 standards in addition to content standards to differentiate instruction and assessments for English learners, to ensure meaningful access to content, regardless of English language proficiency.
      - Understand research and implement programs to develop native language literacy for English learners.
    - Advanced learners to extend core knowledge and skills.
  - **Integrate academic and social emotional learning.**
  - **Connection to real world, authentic application of learning. For example,**
    - Provide opportunities for meaningful project-based learning.
    - Integrate field-based learning through partnerships with city institutions (e.g. museums), colleges, universities, and community based organizations.
  - - Curriculum is culturally relevant/sustaining and provides opportunities to explore and celebrate students' communities, culture, history, and language.
    - Curriculum is tailored to the strengths, needs, and interests of each student.

Evidence, Measures, and Standards

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

Every year we continue to add additional instructional materials for our school. Teachers are continually learning how to use technology as an integrated resource into their instructional materials. As we continue to expand the alignment with CCSS across discipline we continue to supplement instructional resources for the school. Materials are leveled and appropriate for on-level and honors streams. Instructional materials in English Language Arts support students at all reading levels through the variety of works available in classroom libraries. Shorter texts are occasionally translated for ELs, but more resources could be available for ELs. English teachers are using a set of promised texts to ensure all students have access to complex texts. In Science, teachers collaborate and use a variety of texts and other materials that are aligned with standards. Modified materials are developed for students with IEPs and for ELs. Instructional materials in math are appropriate to students' reading levels; again, we could make more resources available for ELs, such as having Spanish language versions of course texts. We continue to work in these areas. We provide alternative pathways and supports via outside partnerships: Rasmussen, Genesys Works, CPFTA, One Goal, etc.

Guide for Instructional Materials

Instructional materials (including technology) are…..

- **Aligned to curricular plans and expectations of the standards.**
- **Varied and flexible.**
  - Are selected and adapted based on learning objectives and learner needs.
  - Include a variety of quality media, manipulatives and supplies to achieve valued learning outcomes.
- **Intentionally planned by identifying or adapting appropriate tools (including technology) for specific instructional needs.**
  - Student outcomes and developmental appropriateness determine when and who will use the materials.
  - Materials are updated/upgraded in response to new information and understandings.
- **Equitably available and accessible to all teachers and students.**
  - Teachers and students have available a variety of high quality, standards-aligned instructional materials and resources.
  - Materials are in English and native language for English learners.
  - Reference and resource materials are readily available and circulated throughout the school.
- **Include multimedia and embedded, just-in-time supports (e.g. hyperlinked glossaries, background information, and on-screen coaching) – for conveying conceptual knowledge.**
  - Students interact with instructional materials to engage all modalities in the learning process.
  - Technology is integral to students learning experiences.
  - Units and lessons include grade-appropriate levels of texts and other materials so every student can access the content/skills.
- **Include tools and supports needed to access, analyze, organize, synthesize, and demonstrate understanding in varied ways – for learning and expression of knowledge.**
  - The needs of the students at different performance levels are met by using a variety of instructional materials that allow students to draw on all of their learning capacities.
  - The teacher models effective use of various materials.
  - Students understand that materials are a means to acquire language, knowledge, and competencies.
  - Technology enhances students' higher order, creative thinking and problem solving.
  - Materials connect subject area content to real life applications.
- **Include alternative pathways including choice of content, varied levels of support and challenge, and options for recruiting and sustaining interest and motivation – for engaging and learning.**
  - Students make choices about instructional materials as part of learning.
  - Materials address the needs of the total child: cognitive, linguistic, social, emotional, physical, and aesthetic.
  - Consumables are often non-print supplies that promote active, hands-on learning.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious instruction Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	1a. Demonstrating Knowledge of Content and Pedagogy 1b. Demonstrating Knowledge of Students 1c. Selecting Learning Objectives 1d. Designing Coherent Instruction
CPS Performance Standards for School	A3. Allocates Resources to Support Student Learning, Prioritizing Time
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ Universal Design for Learning Guidelines 2.0 ✓ UDL PD Modules ✓ CPS Integrated Library System (S.O.A.R.)	

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

-Staff gathers to develop student performance tasks and then convenes to analyze the results.
-Departments engage in student work protocols to ensure appropriate rigor and norming. This is uneven across departments and will continue to be a push
-English and History departments analyze texts to determine appropriate complexity.
-Departments backwards map from AP tests to vertically align instruction.
-Creating and using rigorous tasks has been the focus of PD this year and will continue to be so as we move toward success in the STEM instructional rubric.

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). Engage students with important mathematical ideas, not simply receiving knowledge, requiring students to engage in productive struggle.
  - **Tasks reflect the key shifts in literacy.**
    - **Complexity**: Tasks reward close reading of complex text; Focus on comprehension of academic language, not obscure vocabulary.
    - **Evidence**: Cite evidence from text and write to sources, not decontextualized prompts.
    - **Knowledge (non-fiction)**: Tasks embed reading and writing across disciplines with a variety of literary and informational complex texts and tasks and demonstrate comprehension through speaking, listening.
  - **Tasks reflect the key shifts in mathematics.**
    - **Focus**: Tasks reflect a curricular and instructional focus on the major work in (e.g. operational fluency and number sense in K-2).
    - **Coherence**: Multi-grade progressions stress key beginnings (e.g. ratios in 6th grade) and key end points (e.g. fluency with multiplication in 3rd);
    - **Rigor**: Problems require construction of mathematical reasoning and critiques of other possible solutions.
  - **Provide opportunities for students to create authentic work for real audiences (beyond the teacher) to motivate them to meet standards and engage in critique and revision.**
  - **Examine student work to identify and showcase the qualities of strategic thinking that are both rich in content and relevant for students.**
    - Analyze models with students to build a vision of quality.
    - Use protocols to collectively reflect regularly on the level of cognitive demand asked of students across the school, particularly priority group students, to think strategically as speakers, listeners, readers, and writers.
    - Analyze student work samples as part of professional learning to best support students' attainment of quality work and standards.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Cross-section of student work from a variety of content areas ✓ Observation of student learning (e.g. learning walks/walkthroughs) ✓ Focus group(s) and discussions with students
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious instruction
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	1d. Designing Coherent Instruction 2b. Establishing a Culture for Learning 3b. Using Questioning and Discussion Techniques 3c. Engaging Students in Learning
CPS Performance Standards for School Leaders	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ Teaching for Robust Understanding in Mathematics (TRU Math) ✓ Math Practices: What to Look For Observation Tool ✓ Checking In: Do Classroom Assignments Reflect Today's Higher Standards? ✓ Student Work Protocol (EQuIP) ✓ Slice Protocol – Looking at Student Work	

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

We provide early exposure to college options, though less exposure to career options. For example, we held an intensive college awareness month during March, and all students attend at least one college trip a year. Realizing that we are weaker in exposure to career options, our Post-secondary Leadership Team (PLT) has made this a focus for this year with the goal of improving on the career support we provide students in the future.

We held several college workshops and financial aid literacy workshops with parents, and we have had several college readiness sessions with parents throughout the year. We have had college-themed spirit days where teachers discuss their college experiences with their classes. We have had a few college fairs that have had over 50 colleges present at Solorio. We now have two college coaches, one specialized on undocumented students, to help all students gain access to college. Additionally, we have hired two Solorio alumni to help reach out and support alumni along with a full time alumni coordinator.

We offer junior and senior seminars where students spend time exploring different college options. In these courses students apply to safety schools, match schools and reach schools. This year we have developed systems for conferring with students about their college and career plans. We continue to offer new AP offerings each year and we continue to make AP courses more accessible to students who are not our highest performers. This year we have partnered with Rasmussen College to provide some mid-tier students the opportunity of taking a dual-credit classes towards a medical assistant certification. All of the students in the cohort are on-track to completing the program. We offer summer Freshman Connection to assist students with the transition from 8th to 9th grades. We also have high school investigation days for incoming 8th graders, open houses, back to school nights for parents, student orientation, and 8th grade parent transition meetings.

We hold a Decision Day and a Half-Cap to increase our college-going culture. Leading up to Decision Day we do a number of things to support students. First, we have developed a system in which we track all decisions students receive from post-secondary institutions. From there, we clearly outline our step by step process to help students receive award letters from these institutions, oftentimes resulting in targeted support to help students get through the verification process. Next, we work with students to compare these award letters in one doc, where students and parents can see their options and what they cost. Finally, we help students and their family make the decision that is best for them and support them with their next steps (orientation, registration, enrollment, etc.)

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, CTE recruitment fairs, 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 CTE Pathways around career options
  - 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.
  - Provide opportunities for Dual Credit/Dual Enrollment
- **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.
- Equipping students and families with persistence strategies. (College Persistence Toolkit)
- Help families learn about existing CTE career pathways, apprenticeships/pre-apprenticeship programs

Evidence, Measures, and Standards

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

Solorio teachers consistently use instructional strategies based on "Teach Like a Champion." We also use a common set of literacy and writing strategies that are currently being expanded in the Social Studies department. Teachers use the Behavior Management Cycle.

We have done a lot of work around guiding the students to have a deep understanding of what the learning objective is and ""why"" they are learning it. ""Why is it important...""
Teachers consistently post learning objectives in a prominent place in the classroom; directions and procedures are also posted; objectives are aligned with standards. Teachers are getting much better at communicating the relevance of objectives to students.

Teachers are expected to give daily formative assessments and to use those assessments to inform their instruction. These assessments are consistently given, but we could do more to use them to inform instruction.

Our next focus is moving to authentic tasks that engage self-directed learners.

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.
- **Foster student ownership.** Create opportunities for students to have voice and choice in instructional tasks.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Evidence of best practices (flexible grouping, cognitively demanding tasks, open-ended questions) ✓ Informational observations, peer observations, learning walks ✓ Lesson studies
Measures	✓ SQRP Attainment and Growth ✓ REACH observation trends (de-identified)
Five Essentials	Ambitious Instruction Effective Leaders Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	3a. Communicating with Students 3b. Using Questioning and Discussion Techniques 3c. Engaging Students in Learning 3d. Using Assessment in Instruction 3e. Demonstrating Flexibility and Responsiveness
CPS Performance Standards for School Leaders	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices B2. Observes and Evaluates Staff and Gives Feedback to Staff

NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING
- ✓ CPS Framework for Teaching with Critical Attributes
- ✓ CPS Framework for Teaching Professional Learning Modules
- ✓ CPS Framework for Teaching Professional Learning Opportunities
- ✓ Special Education Addendum
- ✓ English Language Learner Addendum

CPS SCHOOL EXCELLENCE FRAMEWORK   18

Balanced Assessment & Grading:

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

Score

1   2   **3**   4

> We use a modified standards-based grading system. All Gradebook categories now equal 70% student assessment and 30% student activities. Students know that 70% of their grade is for stand alone assessments that show mastery. Students are able to redo these assessments until they reach mastery. Through the school, all assignments are graded on a 4 point scale (0=not turned in and 4=exceeds). Teachers on common planning teams meet to develop performance bands. Within the Gradebooks of each department, teachers use the same categories.
>
> Teachers meet to analyze student work and decide on next steps for students who have not yet mastered content. Teachers use formative assessments daily to monitor progress toward standards.
>
> Over the course of the last few years, significant PD time was set aside to develop valid assessments with critical thinking in mind.

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 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.
  - Use common protocols and calibrate on scoring and grading in teacher teams.
  - Analyze quality and alignment of assessments and tasks to ensure they meet the expectations of the standards and embed various levels of complexity.
- **Have a grading system that clearly, accurately, consistently, and fairly communicates learning progress and achievement to students, families, postsecondary institutions, and prospective employers.**
  - Ensure that students, families, teachers, counselors, advisors, and support specialists have the detailed information they need to make important decisions about a student's education.
  - Measure, report, and document student progress and proficiency:
    - Against a set of clearly defined cross-curricular and content-area standards and learning objectives collaboratively developed with staff.
    - Separately from work habits, character traits, and behaviors, so that educators, counselors, advisors, and support specialists can accurately determine the difference between learning needs and behavioral or work-habit needs. academic mindsets and behaviors (CCSR).
  - Ensure consistency and fairness in the assessment of learning, and assignment of scores and proficiency levels against the same learning standards, across students, teachers, assessments, learning experiences, content areas, and time.
  - Ensure grades are not used as a form of punishment, control, or compliance.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Examples of a variety of teacher created and teacher selected assessments ✓ Units and lesson plans with formative and summative assessments embedded in a long term plan ✓ Evidence of assessment data analysis for the purpose of planning ✓ Assessment calendar ✓ Examples of gradebooks ✓ School's grading policy ✓ Grade distribution reports (course success rates)
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
MTSS Framework	Curriculum & 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
Now What? Materials to Support Improvement Planning	
	✓ CPS Balanced Assessment Framework & Assessment Models ✓ Assessment Design Toolkit ✓ Teacher Made Assessment Basics ✓ Grading principals and guidelines ✓ Great Schools Partnership –Grading + Reporting

Multi-Tiered System of Supports:

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

We work closely with GEAR UP to develop supports for students with low GPAs. GEAR UP works in the classroom to provide academic support in the Tier 1 setting. We monitor failure reports in order to determine which students need Tier 2 after-school tutoring. We are beginning to meet as grade level teams to discuss best practices and interventions for all students. We hold bi-weekly FOT/SOT and JOT/SOT meetings to monitor student performance. Updated reports of student performance is sent out to the entire staff bi-weekly to ensure everyone can help support students.

We hold weekly attendance meetings to analyze YTD data and make plans for individual students. We offer many attendance incentives (eating first at lunch, raffles for perfect attendance, dress down days).

We have many programs in place for students in need of socio-emotional support: WOW, Public Allies Boys Group, A-STRONG-U Boys Group, anger management group, Pilsen Wellness individual therapy, school counselor check-ins.

This school year we have grown significantly in our use of targeted grade level meetings. Once a month all teachers fill out a form that identifies students that they are concerned about or are having trouble with. Teachers then use PD time specifically set aside to work as a grade level team to exchange strategies to support these students and identify a staff member(s) who would be best to provide the necessary supports.

Guide for Multi-Tiered System of Supports

- **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) goals and intervention strategies for students requiring school year supports as described in Elementary School Promotion Policy (Board Report 09-1028-PO2).**
    - Ensure implementation of these plans, review subsequent 5 week data, determine the effectiveness of the strategies and adjust plans as needed.
- **Communicate to parents/guardians the additional supports and/or interventions provided for their child to better align school and home environments.**

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Evidence of multi-tiered system of supports (e.g. progress monitoring data, menu of available interventions in use, teacher team protocols in use) ✓ Evidence of Personal Learning Plan (PLP) implementation ✓ Integrated data system that informs instructional choices ✓ Flexible learning environments ✓ Use of student learning plans ✓ Use of competency-based assessments ✓ Use of personalized learning rubric ✓ Evidence of On Track monitoring and supports
Measures	✓ SQRP Attainment and Growth ✓ Attendance Rates ✓ Course success rates (e.g. grade distributions, pass/failure rates)
Five Essentials	Ambitious Instruction Collaborative Teachers Supportive Environment
CPS Framework for Teaching	1a. Demonstrating knowledge of content and pedagogy 1b. Demonstrating Knowledge of Students 1d. Designing Coherent Instruction 2d. Managing Student Behavior 3d. Using Assessment in Instruction 3e. Demonstrating Flexibility and Responsiveness 4b. Maintaining Accurate Records
CPS Performance Standards for School Leaders	B3. MTSS Implemented Effectively in School

Expectations for Quality & Character of School Life

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

-BMC practices
-Habits of Mind
-Academic rewards
-Staff attends lots of outside professional development.
-Staff continually discusses
-Decision Day and Half-cap
College map posters in highly visible areas. Expectation for ALL students to attend one or more college trips. A few college fairs were held at Solorio with over many colleges represented. Other notable pieces of evidence: 1) March Madness 2) Common SLC Activities (college readiness themed) 3) College spirit days 4) Monthly Coffee with the Counselors parent meetings 5) Additional student supports added in the form of GearUp, WOW, Pilsen Wellness Center partnership to ensure that the whole student is addressed.

School is in transition towards Standards Based Grading; in the meantime, departments have worked on aligning gradebooks so as to have more consistent grading practices. Some classrooms have also considered Project Based Learning as they plan instruction.

Guide for Culture for Learning

- **Create a culture that reflects a shared belief in the importance of learning and hard work.**
  - Use strategies to reinforce and cultivate student curiosity.
  - Make learning goals relevant to students, and inspire students to stay committed to their learning goals.
  - Consistently communicate the expectation that all students can achieve at high levels.
  - Utilize strategies to encourage daily and timely attendance.
- **Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student.**
  - Clearly display school-wide expectations for academic and personal success throughout the building.
  - Set high expectations according to grade-appropriate learning objectives.
  - Differentiate expectations so all students stretch to not only meet but exceed personal learning goals.
  - Recognize high levels of student achievement. All students receive recognition.
  - Encourage student resilience and hard work.
  - Ensure students feel safe to share misunderstandings and struggles.
- **Encourage students to take ownership and pride in their work where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.**
  - Students self-assess (e.g. checking own work before giving to teacher) to develop a reflective habit of mind essential for improvement. This ensures students take responsibility for their own learning, focuses attention on criteria for success, and increases effort and persistence.
- **Provide students frequent, informative feedback.**
  - Tell/show students what they have done well (through positive reinforcement) and what they need to do to improve, including clarifying criteria and goals.
  - Give feedback on the task, the processes used to complete the task, and on the student's ability to self-regulate their own learning.
- **Develop academic mindsets and behaviors.**
  - Teach a growth mindset that over time with effort and practice, students can learn and succeed.
  - Encourage students' sense of belonging to the school and classroom community (see Relational Trust).
  - Employ strategies including ongoing monitoring and support of students' academic behaviors.
  - Praise effort and process. For example, "Good job, that must have taken a lot of effort" instead of, "Good job. You must be really smart."

Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	✓ Sample of individual student learning goals from a cross-section of teachers ✓ Also review student work evidence from Rigorous Student Tasks
Measures	✓ Five Essentials – Ambitious Instruction ✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction Collaborative Teachers Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Performance Standards for School Leaders	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort
Now What? Materials to Support Improvement Planning	
✓ Teaching Adolescents: The Role of Non-cognitive Factors in Shaping School Performance ✓ Framework for Teaching Companion Guide p. 50 ✓ Social Emotional Learning Supports (cps.edu/sel) ✓ ASCA Mindsets & Behaviors	

Relational Trust:

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

Score

1   2   **3**   4

-teachers stay after school and tutor students
-The Adaptive PE class continues to improve the school's ethos in immeasurable ways.
-Teachers work hard in building relationships with students, including restorative conversations. Gear Up, Team Counseling, Team College also have also had a very positive effect on student-staff relationships.
-Principal & Admin team greet parents and make it a point to speak to groups of parents to make them feel welcomed and to let them know how they can help the school.
-Staff vs Student athletic games have also improved staff/student relationships and helped foster a more caring and open community feel.

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
MTSS Framework	Shared Leadership, Family & Community Engagment
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
Now WHAT? Materials to Support Improvement Planning	
✓ Social Emotional Learning Supports (cps.edu/sel) ✓ Trust in Schools: A Core Resource for School Reform (ASCD) ✓ Creating a School Community (ASCD)	

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

-Student Voice Committee
-Gallery 37/CPFTA/Chicago Builds/
-ASM/CASA
-Digital Citizenship
-DIgital Pledge/Plagiarism pledge
-Student Fine Arts Shows, Heritage Assembly, a growing number of sports and clubs and other programs, have been added. There are opportunities offered to students by team college and team counseling to support academic and post secondary interest. We have added a Civics class into our Social Science curriculum and this group has participated in a march to the polls to exercise students right to vote by registering and voting. The DACA summer program provides supports and gives information to the community around undocumented students and services available for this population. Service learning projects are now embedded into the curriculum in various grade levels. We continue to Identify student leaders and adults willing to support students in this work. Opportunities for students to engage in culturally relevant topics including, heritage assembly, black history month with a culminating event of having influential speakers. In terms of rigorous courses and programming, the school provides early programming into AP courses for 9th grade scholars. Through a combination of a variety of AP courses offered throughout their freshman, sophomore, and junior year, and the partnership with Rasmussen College students are able to graduate from high school having already completed 50% of their associates degree.

Guide for Student Voice, Engagement, & Civic Life

Study politics

- Teachers teach about the structure and function of government as well as local, national, and international political structures and power dynamics.
- Teachers invite students to reflect on their own role in the political landscape, engage in analyses of power, and identify strategies they can use to utilize civic power as an individual and as a member of a community.
  - **Become informed voters and participants in the electoral process**
    - Students learn about the history and structures of the local and national voting process and ballot issues and candidates.
    - The school supports non-partisan engagement in all parts of the electoral process, including voter education, voter mobilization and registration.
    - There are a variety of school/classroom activities or simulations that support student voter preparation and participation in the electoral process.
  - **Engage in discussions about current and controversial issues**.
    - Students prepare for discussions, learn about issues that matter to them through deliberation, evaluate evidence from a range of sources, consider competing views, develop arguments, and deepen their viewpoints.
    - With teachers' support, students learn how to engage in and lead respectful and productive democratic discussions where everyone expresses their viewpoints, shares evidence, and listens to one another.
    - Teachers teach how to find different points of view online and instruct how to engage in respectful, informed, and productive online dialogue.
  - **Explore their identities and beliefs**
    - Teachers design learning experiences that enable students to explore how their identities influence their lived experiences and their perspectives.
    - Students are encouraged to learn about and understand the perspectives of those who have different identities and beliefs.
    - School staff reflect on their own identities and consider how that impacts their role and support of teaching and learning with youth.
  - **Exercise student voice**
    - Students can participate on multiple decision/policy making bodies and their perspectives are regularly included in decisions at their school.
    - Student Voice Committee represents the diversity of the school, addresses school-based issues, and regularly gathers input from their peers to inform and impact school policy and decisions.
    - Teachers respond to and integrate students' lived experiences, perspectives, and interests in class.
    - Authentically **interact with civics leaders**
    - Students learn about community, city, state, and national civic leaders and their roles in civil society.
    - School staff support engagement with civic leaders by inviting them into classrooms/the school and identifying face-to-face or online avenues for students to share their feedback and perspectives with civic leaders.

  - **Engage with their community**
    - Students complete at least 2 service learning projects before graduation in which they gain exposure to civic organizations, leaders, and careers. Students gain tools to work cooperatively in partnership with peers, community members, and organizations to advance a specific cause

  - **Take informed action** where they work together to propose and advocate for solutions.
    - Students research and analyze issues that matter to them, identify root causes, develop a theory of action, determine relevant audiences, outline specific goals, implement a response, and reflect before, during and after experiences.
    - Students use social and digital platforms to raise awareness about issues, produce and circulate multimedia content, and mobilize involvement.

  - Experience a **Schoolwide civics cultur**
    - School leaders articulate a commitment to and vision for the importance of civic learning; students are civic leaders in the school.
    - Schools integrate civic learning across the curriculum, including projects that address relevant issues in their schools and communities.
    - School staff have professional development, collaboration time, and curriculum resources to infuse civic learning across disciplines.

    - Systems and structures exist where students are invited to participate in shaping school's policies, goals, instruction, and climate.

Evidence, Measures, and Standards

Safety & Order:

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

Score

1   2   **3**   4

Safe and secure school is an area of strength for the school.
Admin and all staff (teaching staff and non-teaching staff) work very hard to create a safe and secure environment for students.
1) Clear & common behavioral expectations
2) Behavior Management Cycle used as a school
3) Extended Library Hours (before and after school)
4) After school Activities/Sports/clubs
5) Improvements in securing the building- smart card entry systems, cctv system, security on duty till 10pm M-F
6) Two Dean positions that work with Security Staff to ensure that entire building is secure until 10pm during the week and on Saturdays until 3pm.

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.
- **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.
- **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

Restorative Approaches to Discipline:

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

> Through Behavior Management Cycle teachers are expected to rebuild relationships with students.
> Deans participated in training to run effective Restorative Peace Circles. This is happening on an ongoing basis. When appropriate, students are referred to Counselors or partnership organizations to provide more support for students and families. These supports include BAM, WOW, Sisterhood and Think First.
> School has significantly decreased the amount of OSS incidents and attempts to ensure that follow up conversations are had with students after a discipline issue.

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.
  - Develop, reinforce, and model shared agreements and clear, positively stated expectations.
  - Well-managed routines and transitions maximize instructional time.
  - 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 discipline system that guides students to take ownership, resolve conflict, and learn from their actions.**
  - Support all staff to engage in restorative conversations and respond to behavior incidents in ways that de-escalate conflict, reteach expectations, build social & emotional skills, repair relationships, and cause minimal disruption to learning.
  - Support staff in understanding the impact of trauma on student behaviors and using trauma-sensitive approaches to discipline.
  - Identify clear disciplinary procedures for classroom-managed behaviors and office-managed behaviors. Develop a continuum of interventions and logical consequences that address the root cause of behavior and align to MTSS processes.
  - Ensure discipline systems minimize the use of punitive responses, including removing students from the classroom or school community.
  - Respond equitably to students in all subgroups. Implement processes that address and meet the needs of students who are impacted by behavior incidents.
  - Designate an administrator, such as a dean or restorative practices coordinator, responsible for leading centrally-managed response to behaviors using consistent, restorative processes.
  - Provide opportunities for students to take responsibility for repairing harm caused by their actions, generate solutions, and resolve conflicts with peers or staff.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Misconduct data (Dashboard) ✓ My Voice, My School survey responses
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
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
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ CPS Restorative Practice Guide & Toolkit ✓ Guideline for Effective Discipline	

Parent and Family Partnership:

All schools have authentic partnerships with parents or family members that lead to a sense of shared responsibility for the academic, physical, and social emotional development of their students. Through meaningful consultation with parents, these partnerships include creating an intentional process to foster and sustain school-wide procedures, programs, and activities which involve and empower parents or family members and are responsive to student and family's needs. Schools provide a variety of parent volunteer opportunities (both in and out of school) and leadership opportunities (ie - PACs, BACs and PLNs), which support school operations,

instructional programs and community partnerships. Research shows that when families, schools and communities partner in promoting learning and healthy development for all students schools thrive and student outcomes increase. The development and implementation of effective outreach and communication strategies will be inclusive of all families and school staff, creating a two-way feedback loop process which will lead to an increase in the home-school connection to identify, problem-solve and design actions which target instructional and student programs.

Principal provides a report at monthly parent meetings. Principal solicits parents' support for school initiatives and discusses certain concerns parents need to be made aware of.
School continues to provide: 1) Open Houses 2) Back to School Night
3) Teacher Call Logs 4) Hernandez Transition Parent Meetings 5) Training on Parent Portal 6) Very active BAC/PAC 7) Coffee with the Counselors monthly parent workshops 8) GearUp parent workshops 9) City Year Parent Engagement Nights 10) RCPU 3 times a year 11) Credit Recovery parent meetings 12) All calls 13) School letters & emails home 14) Ongoing parent/teacher meetings & communication 15) Senior expectation meetings 16)Team College Parent meetings on FAFSA & post secondary planning

Weekly robocalls announcing important events or schedule changes and to announce upcoming parent meetings or workshops
1) Teacher phone logs 2) Parent Portal (grade transparency) 3) BAC/PAC meetings 4) RCPU (3 times a year) 5) Ongoing parent/teacher meetings & communication

1) Teachers provide home instruction to students who are homebound 2) School staff visit homes of truant students
-Dean workshops on drugs, vapes, look-fors, etc.

Areas of needed improvement:
-More/better parent workshops
-social media page exclusively for parents
-improve communication with parents through emails, notes, postings, etc.

Guide for Parent and Family 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

School Excellence Framework Priorities

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

Goals

Required metrics (Highschool)   17 of 17 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
My Voice, My School 5 Essentials Survey					
Well organized.	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
PSAT 9 Annual Growth Measure					
Hoping for similar growth to last year.	(Blank)	94.00	90.00	90.00	90.00
PSAT 10 Annual Growth Measure					
Hoping for similar growth to last year.	(Blank)	92.00	90.00	90.00	90.00
SAT Annual Growth Measure					
Hoping for similar growth to last year.	(Blank)	96.00	90.00	90.00	90.00
3 yr Cohort(SAT) Growth Measure (this will be a new metric)					
Hoping for similar growth to other areas.	(Blank)	(Blank)	90.00	90.00	90.00
African-American School Growth Percentile SAT11					
We never have enough students to make this subgroup	(Blank)	(Blank)	90.00	90.00	90.00
Hispanic School Growth Percentile SAT11					
Hoping for similar growth to last year.	(Blank)	96.00	90.00	90.00	90.00
English Learner School Growth Percentile SAT11					
Hoping for similar growth to last year.	(Blank)	(Blank)	90.00	90.00	90.00
Diverse Learner School Growth Percentile SAT11					
Hoping for similar growth to the past.	(Blank)	(Blank)	50.00	50.00	50.00
Percent Meeting College Readiness Benchmarks					
Hoping to increase this number slightly. Last year's percentage was very high so we want to match it and increase.	(Blank)	53.00	52.00	55.00	56.00
Early College and Career Credentials Rate					
We also want to increase this percentage slightly.	54.00	57.00	58.00	59.00	61.00
Freshmen On-Track Rate					
We have had many students transfer to us at the semester that were off-track and will affect our rate so we are hoping to still get above 90 but likely not as high as last year.	91.00	94.00	91.00	92.00	94.00
4-Year Cohort Graduation Rate					

Although 90% is a very high number, we think we can do it.	80.00	89.00	90.00	91.00	91.00

1-Year Dropout Rate

Hoping to continue to lower this.	1.00	0.00	0.05	0.05	0.05

College Enrollment Rate

This is a continued area for growth for us as we know our students are capable but face many challenges such as their documentation status.	62.00	60.00	72.00	75.00	75.00

College Persistence Rate

Hoping to increase back to a similar level as two years ago.	77.00	65.00	70.00	70.00	72.00

Average Daily Attendance Rate

We always strive for 95% even though it is very difficult to achieve.	94.00	94.00	95.00	95.00	95.00

Custom metrics

0 of 5 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
4 year college acceptance rate					
(Blank)	66.00	76.00	79.00	80.00	85.00
Intent to attend match/over-match school					
(Blank)	26.00	24.00	22.00	26.00	63.00
Average Scholarship Dollars					
(Blank)	53489.00	88861.00	104789.00	75000.00	90000.00
% students awarded scholarships					
(Blank)	28.00	57.00	54.00	55.00	57.00
Look and Feel Score					
(Blank)	88.00	96.00	92.00	93.00	95.00

Strategies

Strategy 1

If we do...	...then we see...	...which leads to...
workshop-based professional development in which teachers meet with other departments to plan	cross-curricular performance tasks	students increased ability to transfer skills from one content to another and improve their Habits of Mind

Tags:
Stem, 21st century skills, Interdisciplinary units

Area(s) of focus:
1, 3

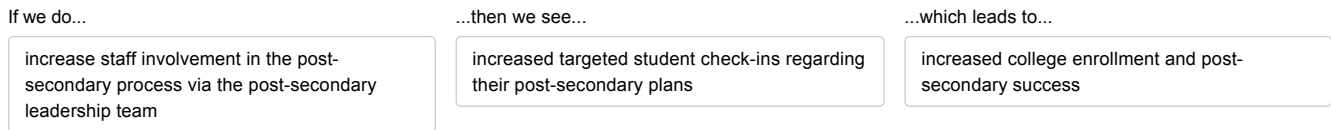| Action step	Responsible	Timeframe	Status
Plan professional development sessions with teacher leaders	Patton	Apr 23, 2018 to Sep 5, 2018	On-Track

Teacher leadership, Specialized programs-stem

Action step	Responsible	Timeframe	Status
Monitor teacher team implementation of tasks	Admin	Aug 27, 2018 to Jun 20, 2019	On-Track

Performance tasks

Action step	Responsible	Timeframe	Status
Attend various PD related to STEM, Dual Credit, Early College, CTE, Project Based Learning, College Board, TO & Through Institutes, Post Secondary, Counseling, SEL, Trauma Informed Classrooms, etc.	Admin, Teachers	Jul 1, 2018 to Apr 30, 2020	On-Track

Stem, Post secondary, Pd, Teacher pd, Ap

Strategy 2

If we do...	...then we see...	...which leads to...
increase staff involvement in the post-secondary process via the post-secondary leadership team	increased targeted student check-ins regarding their post-secondary plans	increased college enrollment and post-secondary success

Tags:
College Access and Persistence

Area(s) of focus:
2

Action step	Responsible	Timeframe	Status
-Establish PLT	Buys	select	Completed

Post secondary supports

Action step	Responsible	Timeframe	Status
-Establish check-in schedule and assignments	Buys	Mar 19, 2018 to Sep 5, 2018	Completed

MTSS, Post secondary supports

Strategy 3

If we do...	...then we see...	...which leads to...
a makerspace designed for cross-curricular enrichment	increased student engagement in instructional tasks	students increased ability to transfer skills from one content to another and improve their Habits of Mind
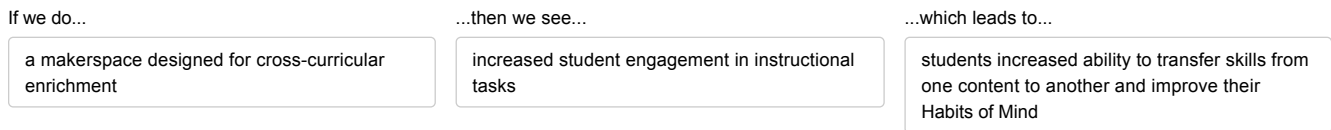
Tags:
Technology/stem, Engineering design process

Area(s) of focus:
4

Action step	Responsible	Timeframe	Status
Purchase equipment and design space	Iturralde and Payne	select	On-Track

Technology/stem

Action step	Responsible	Timeframe	Status
instruct teachers how to use the space in any content instruction	Patton	Sep 3, 2018 to Jun 13, 2019	On-Track

Professional Learning, Interdisciplinary units

Action Plan

Strategy 1

ON-TRACK   Plan professional development sessions with teacher leaders"

Apr 23, 2018 to Sep 05, 2018 - Patton

Status history

May 11

ON-TRACK   May 11, 2018
Evidence
-Plans -3-year map updated

ON-TRACK   Monitor teacher team implementation of tasks"

Aug 27, 2018 to Jun 20, 2019 - Admin

Status history

May 11

ON-TRACK   May 11, 2018
Evidence
-Teacher planning documents -See tasks being implemented via learning walks

ON-TRACK

Attend various PD related to STEM, Dual Credit, Early College, CTE, Project Based Learning, College Board, TO & Through Institutes, Post Secondary, Counseling, SEL, Trauma Informed Classrooms, etc."

Jul 01, 2018 to Apr 30, 2020 - Admin, Teachers

Status history

May 11

ON-TRACK   May 11, 2018
Evidence
-Learning Hub records for staff

Strategy 2

COMPLETED   -Establish PLT"

- Buys

Status history

May 11

COMPLETED   May 11, 2018
Evidence
-Agenda notes

| COMPLETED | -Establish check-in schedule and assignments" |

Mar 19, 2018 to Sep 05, 2018 - Buys

Status history

May 11

| COMPLETED | May 11, 2018 |

Evidence

-Scheduled check ins -Additional staff involvement

Strategy 3

| ON-TRACK | Purchase equipment and design space" |

- Iturralde and Payne

Status history

May 11

| ON-TRACK | May 11, 2018 |

Evidence

-Completed space

| ON-TRACK | instruct teachers how to use the space in any content instruction" |

Sep 03, 2018 to Jun 13, 2019 - Patton

Status history

May 11

| ON-TRACK | May 11, 2018 |

Evidence

-Teacher use of space

Fund Compliance

Supplemental General State Aid(SGSA)

☑ My school receives SGSA funds

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

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

ESSA Program

◉ ESSA 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.

○ ESSA 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

Every Student Succeeds Act (ESSA), 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 ESSA 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 and Family Plan

Parent and Family Engagement Policy   Complete

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

> The Eric Solorio H.S.'s Parent Advisory Council meetings will be held throughout the school year and this group will be informed and asked for suggestions to improve the school and to participate, as appropriate, in decisions about the education of their children.
> The principal will review all suggestions submitted at PAC meetings by parents and attendees and incorporate in all relevant plans. Parents will continue to be given numerous opportunities throughout the year to provide feedback and suggestions for improving the school in relation to their children's academics as well as strengthening the home/school connection.

The school will hold an annual meeting at a time convenient to parents and families during the first month of school to inform them of the school's participation in ESSA, 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 and family engagement meetings, including school PAC meetings, at different times and will invite all parents and key family members of children participating in the ESSA, 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

> Meetings will continue to be held throughout the 2018-2020 school years with parents. The school's automated phone system will be employed to notify and invite parents to said meetings. The meetings are well attended when the automated calls go out. We are working diligently to ensure that as many parents as possible opt in to receive these meeting reminders. Meetings will be listed on the school's monthly calendar of events flyer and bulletin board as well as on the school's website. Admin will continue to create and distribute a parent monthly calendar. Meetings will be held mornings and some evenings. Additional workshops for parents will also be scheduled and provided throughout the year through GEARup and our counseling office.
> The Annual Principal's NCLB Title 1 Informational Meeting will be held during the last week of Sept. 2018 and the Annual PAC Organizational Meeting will be held the subsequent week or first week of October 2018.

At the request of parents and family members, schools will provide opportunities for regular meetings, including the School Parent Advisory Council meetings, for parents and family members 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.

> This process will be ongoing throughout the year. At each meeting a portion of the time will be reserve to discuss updates including programs, events, trends, attendance and disciplinary concerns, workshops and ideas for future topics/workshops. Parents will be given an update of upcoming events, initiatives and programs. Parents will continue to be given numerous opportunities throughout the year to provide feedback and suggestions for improving the school in relation to their children's academics as well as strengthening the home/school connection.Parent Advisory Council meetings will be held throughout the school year and this group will be informed and asked for suggestions to improve the school and to participate, as appropriate, in decisions about the education of their children. The principal will review and respond to suggestions submitted at PAC meetings by parents and attendees.

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.

> This process will be ongoing throughout the year. Progress reports will be sent home every 5th, 15th, 25th and 35th week of school. Parents will be reminded to keep up with student progress through monitoring their Parent Portal accounts and setting up alerts. Students learn their data through a school system known as "Know Your Numbers (KYN)". They are trained to know their GPA, Attendance rate, college selectivity level, SAT/PSAT score and extracurricular activities. Knowing this data helps them build a college resume. For Juniors, SAT scores are sent directly to the student's home. Parents will be given an update of upcoming assessments and special opportunities related to college awareness, applying for college financial aid, college trips as well as other pertinent information related to parenting.

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.

"Right to Ask" Letters will be sent home in late November 2015. Eric Solorio H.S. will notify parents in writing or by phone 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.

Schools will assist parents of participating ESSA 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.

Eric Solorio H.S. will host a number of parent workshops where the school counselor and technology specialist 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.

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

Eric Solorio H.S. will host a number of parent workshops where the school counselor and media center specialist will assist parents in this area. Parent will be surveyed on suggestions on new ways to reach more parents and on ideas to improve parent involvement. Solorio will continue to partner with other organizations that can assist with parent training in these areas.

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

Solorio will continue to communicate the importance of working together with parents and families to support students in realizing their potential and having a great high school experience. Parents will be invited to school events including sporting events, musicals, concerts, performances, and art fairs. Parents will be invited to serve as chaperones, volunteers, and assistants in attendance and honor roll events.

Schools will, to the extent feasible and appropriate, coordinate and integrate parent and family 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 and families in more fully participating in their children's education. Please describe how this will be accomplished.

NA

Schools will ensure that information related to the school and parent and family programs, meetings, and other activities is sent to parents in understandable and uniform formats, including language. Please describe how this will be accomplished.

All parent meetings will be provided in the native language of the majority of attendees and translated into other needed language. Most parent meetings are conducted in Spanish and translated to English only speaking parents.

Policy Implementation Activities

☑ The LSC will approve the school improvement plan and monitor the CIWP.

☑
In the CIWP, the school identifies current parental and family engagement practices and outlines activities related to expanding parent and family partnership programs.

☑
The school will coordinate the parent and family engagement programs identified in the CIWP.

☑
The school will evaluate the Parent and Family Engagement Policy for effectiveness and make improvements as necessary.

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

na

School-Parent Compact   Complete

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

Our vision is to help students in this neighborhood empower themselves, their families, and their community by succeeding in college. Our mission is to equip students with the discipline, knowledge, and skills necessary to graduate from college. We believe in the Core Values of Commitment, Compassion, Integrity, and Reflection. As a STEM Early College high school, Solorio Academy puts student learning at the center of its policies and procedures. We believe that a safe
and orderly climate is essential, and we protect the rights of those students who seek to contribute to and benefit from our school community. School rules are designed to maximize students "opportunities for meaningful learning and are in accordance with Chicago Public Schools" Student Code of Conduct. We believe that all students can achieve at high levels. 1. Know You Can (Confidence), 2. Work Hard (Effective Effort), 3. Learn More (Development)

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.

Eric Solorio H.S. will hold parent-teacher conferences on Report Card Pick Up Days- in Nov. and April. In addition to the regularly scheduled report card pick up, an ADDITIONAL report card pick up will take place at the end of the 2nd quarter (1st semester). This extra report card pick up will take place from 3-6pm or 4-6pm at the end of the semester (approximately Feb. 1).

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

The Parent Portal is available on a daily basis to inform parents on the progress of their children. Progress reports will be sent home on a quarterly basis- on the 5th, 15th, 25th, and 35th weeks.

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

The Eric Solorio Staff are available for parent conferences both in the morning before school and immediately afterschool (excluding 10 Wednesdays that teacher PD is scheduled afterschool). Parents can call the office to leave messages for the teachers. Also, many parents communicate with teachers through email.

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

Parents will have the opportunity to sign up to volunteer throughout the school year. The school will offer a number of events where parents can assist the staff in a variety of activities. Many parents attend student performances. Many parent volunteers are solicited throughout the school year to chaperone dances, honor roll and attendance events, field trips and assist in serving students in various events.

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

Parents will be asked to monitor their child's homework, assessments and attendance. The school will host a parent workshop to assist parents in signing up for parent portal accounts. Parents will continue to be briefed at all parent meetings regarding opportunities for academic intervention for their children. Parents will participate in various workshops, some of which will deal with issues related to assisting their children to be successful in school.

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

Opportunities will be provided for parents to provide the school input. The school will survey the parents on a variety of issues including programming, policies, supports and areas of improvement. The principal and assistant principals make themselves available to parents and consult with parents during parent meetings throughout the year.

The students will share the responsibility for improved student academic achievement. Describe how the students will assure academic achievement (i.e. good attendance, positive attitude, class preparation).

Students will be recognized for their contributions to the school environment (the Learner's Life), perfect attendance, and academic excellence as well as in other areas. Parents are invited to attend awards assembly. Members of the student council are also involved in planning school assemblies that involve motivating students to do well on assessments and attendance.

Parent Budget   Complete

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

Our goals are to empower and equip parents into raising healthy children that can be successful in school and life. We would like parents to attend at least one parent involvement activity or school performance each quarter.

Allocate your Mandated Title 1 Parent and Family Engagement Funds to support your Parent and Family Engagement 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- | $ ____Amount____ .00 |

Instructional pay rate applies.

53405   **Supplies**
In addition to supplies for parent program, please use this account to also purchase books for parents only. Use this account for equipment with a per unit cost of less than $500.

$ 3258 .00

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

$ 2003 .00

54125   **Consultants**
For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)

$ Amount .00

54505   **Admission and Registration Fees, Subscriptions and memberships**
For Parents use only.

$ 1500 .00

<p>54205</p>**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

<p>54565</p>**Reimbursements**
Allocation CAN NOT EXCEED 25% OF THE Parent Budget. All Parent Reimbursements related to Title 1 parent and family engagement must be paid from this account. Receipts must be clear unaltered and itemized. School must keep all receipts.

$ Amount .00

<p>53510</p>**Postage**
Must be used for parent and family engagement programs only.

$ Amount .00

53306   **Software**
Must be educational and for parent use only.

$ 250 .00

55005   **Furniture and Equipment**
Must have a parent room or a secure place to keep furniture/equipment. Cannot be placed in the main office or where staff and students have access too. To by used only by parents.

$ 1000 .00