



Countee Cullen Elementary School / Plan summary

2018-2020 plan summary

Team

Name	Role	Email	Access
BUD BRYANT	PRINCIPAL	bcbryant@cps.edu	Has access
ARTHURINE BEAUGARD	ASST. PRINCIPAL	adbeaugard@cps.edu	Has access
RACHEL LAMPLEY	COUNSELOR	rlampley@cps.edu	No Access
LAURIE CLEMONS	CASE MANAGER	lclemones@cps.edu	No Access
SHERI COX	DIVERSE LEARNING TEACHER	socox@cps.edu	No Access
MARY ANN LAWSON-MACK	PARENT/LSC	malawsonmack@yahoo.com	No Access
EDWARD CEPHUS	PAC/SAFE PASSAGE	ecephus@cps.edu	No Access
RITA GERTIE	PRIMARY TEACHER	rmgertie@cpsd.edu	No Access
DAWN BARRON	INTERMEDIATE TEACHER	dnbarron@cps.edu	No Access
JAAIRAM SEEDOO	UPPER GRADE TEACHER	jmseedoo@cps.edu	No Access
LARON CONWAY	ESP/LSC	ldconway@cps.edu	No Access

Team meetings

Date	Participants	Topic
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02/07/2018	Cullen Staff	CIWP Planning
02/15/2018	Cullen's PAC	CIWP Planning
02/15/2018	Cullen's LSC	CIWP Planning
04/12/2018	Cullen's LSC	CIWP Overview

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

Score

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

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This is Cullen's number one priority and directly impacts EOY growth target achievement and SQRP rating. Currently, our SQRP rating is 1 plus. Further evidence:

*Principal has developed a clear vision for instructional best practices, which is directly aligned to school goals, Theory of Action, common core standards and Network priorities. This information is articulated to our learning community (students, parents, staff, SGA, and TRIO) in order to establish shared goals and collective responsibility.

*Although we currently rank "organized" we are striving to achieve "well organized" status and improve on Trust: 1) teacher - administration 2) teacher - teacher and 3) teacher - student

*Our EOY Performance target remains 70% of students scoring at/above attainment (K-8)

*Adm. continues to buffer staff from external distractions

*To support personnel needs, we continue to provide and fund professional development opportunities to increase staff capacity.

As a means of ensuring students are college and career ready, building staff capacity will be driven by the CPS Teaching Framework and Common Core State Standards.

*Adm. has instituted a system of parent and community empowerment through shared decision making (PAC and LSC). During the annual State of the School Address, parents are provided information on the school's performance, ratings and goals.

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

Instructional Leadership Team:

Score

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.

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*Countee Cullen's ILT consists of teachers from all grade bands and Learning Behavioral Specialist; with diverse educational experiences and expertise
 *As a school, we continue to surpass minimum feedback thresholds (5 Essentials) but must improve teacher and parent feedback
 *All staff are invited to attend ILT meetings and follow problem solving protocol to resolve local challenges
 *Our ILT regularly analyzes school performance data and modifies action items for improvement based on this analysis; sustaining 1 plus status three consecutive years (SY 15, 16 and 17)

Guide for Instructional Leadership Team

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

Evidence, Measures, and Standards

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

Professional Learning:

Score

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.

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- *Teacher Leaders attend frequent professional development session hosted by Network and Central Office staff. Information on current trends and best practices are shared with all staff members.
- *Cullen's professional development opportunities are aligned to local challenges, designed around student performance needs and frequent classroom observations (Local needs are aligned to student ownership for learning, small group strategies and closing achievement gaps between general education population and diverse learners)
- *Grade band meetings are facilitated weekly, attended by administration and focus on all students graduating on time, college and/or career ready

Guide for Professional Learning

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda? ✓ PD agendas, PD feedback surveys ✓ Teacher practice improving on the Framework for Teaching (e.g. Basic>Proficient, Proficient>Distinguished)
Measures	<ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ Five Essentials: Collaborative Teachers
Five Essentials	<ul style="list-style-type: none"> Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> 82. Observes and Evaluates Staff and Gives Feedback to Staff 86. Professional Development Provided for Staff
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ 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

This is Cullen's number 2 priority and directly impacts EOY growth target achievement. Evidenced by:

- *School provides resources to ensure student achievement is maximized and graduate college and career ready - sustaining 1 plus status three consecutive years (SY 15, 16 and 17)
- *Based on student data and classroom observations, funding is allocated to provide staff professional development opportunities to address challenges and individual staff needs (Local needs are aligned to student ownership for learning, small group strategies and closing achievement gaps between general education population and diverse learners)
- *Technology infrastructure ensures 1 to 1 integration for grades 3 thru 8, a functioning tech lab, two mobile tech lab and tech centers in primary grades (All classrooms receive technology prep)

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	
	<ul style="list-style-type: none"> ✓ Schedules ✓ Teacher retention rates ✓ Staff exit interviews/surveys (data on reasons for leaving school or district)
Suggested Evidence	<ul style="list-style-type: none"> ✓ 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	<ul style="list-style-type: none"> ✓ 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	
	<ul style="list-style-type: none"> ✓ 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

4 of 4 complete

Curriculum:

Score

1 2 3 4

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

- *All grade level curriculum is aligned to Network 13's scope and sequence maps and pace (Confirmed by Admin. review weekly)
- *Close Reading is implemented in grades K-8 in order to engage students in complex text daily (supported by MTSS)
- *On our most recent 5 Essentials report, ambitious instruction rates strong. However, additional feedback is required from staff and parents for effective leadership and collaborative teachers
- *Students are exposed to grade appropriate materials and activities (to include writing) evidence by students scoring at 94th percentile reading and 87th percentile math (EOY performance 2016 - 2017)
- * All lesson planning accounts for accommodations and modifications for diverse learners

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

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Curriculum maps, vertical/horizontal ✓ Sequencing and pacing guides ✓ Thematic units which cover multiple disciplines ✓ Comprehensive unit plans including assessments
Measures	<ul style="list-style-type: none"> ✓ SGRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Effective Leaders Collaborative Teachers
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 3a. Communicating with Students 3c. Engaging Students in Learning 1a. Demonstrating knowledge of content and pedagogy 1d. Designing Coherent Instruction
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ CPS Content Frameworks: Math, Science, Social Science, and Literacy ✓ CPS Literacy Scope and Sequence ✓ CPS Math Scope and Sequence Guidance ✓ Digital Citizenship Curriculum ✓ K-12 Financial Literacy Curriculum ✓ Personal Finance 3.0 Course ✓ Physical Education Scope & Sequence ✓ Health Education Scope & Sequence ✓ Interdisciplinary African & African American Studies Curriculum ✓ Interdisciplinary Latino and Latin American Studies Curriculum

Instructional Materials:

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

Score

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- *Instructional material are varied and flexible (K-8) and support small group instruction weekly
- * Technological resources (IPADS, Mac Books, computer lab, two mobile labs, Chrome Books, Smart Boards and adaptive software) are available for all staff and students
- *On our most recent 5 Essentials report, ambitious instruction rates strong. However, additional feedback is required from staff and parents for effective leadership and collaborative teachers
- *School provides resources to ensure student achievement is maximized and graduate college and career ready - sustaining 1 plus status three consecutive years (SY 15, 16 and 17)

Guide for Instructional Materials

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

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

- Consumables are often non-print supplies that promote active, hands-on learning.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	<ul style="list-style-type: none"> ✓ SGRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Supportive Environment
MTSS Framework	<ul style="list-style-type: none"> Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> A3. Allocates Resources to Support Student Learning, Prioritizing Time
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ Universal Design for Learning Guidelines 2.0 ✓ UCA 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

- *School-wide instructional focus on DOK 3 and 4
- *Task are integrated and draw on multiple standards
- *Reflect key shifts in literacy and math
- *Tasks are intentional and designed to "stretch" students, resulting in grade attainment performances - students scored at 94th percentile reading and 87th percentile math (EOY performance 2016 - 2017)
- *On our most recent 5 Essentials report, ambitious instruction rates strong.

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	<ul style="list-style-type: none"> ✓ Cross-section of student work from a variety of content areas ✓ Observation of student learning (e.g. learning walks/walkthroughs) ✓ Focus group(s) and discussions with students
Measures	<ul style="list-style-type: none"> ✓ SQRIP Attainment and Growth
Five Essentials	Ambitious Instruction
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 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 (SCIP)
✓	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

- *Average reading attainment (Grades 2 - 8) is 94% and math attainment (Grades 2 - 8) is 87%
- *Established protocols to ensure successful transitions to high school
- *Expose students to college and universities through local and state tours
- *100% of upper grade students are on pace to complete Naviance protocols
- *Over past two years, Cullen's daily attendance rate is at/above 95 percent (Goal for 2018 - 2020 is 96%)
- *Based on 5 Essentials report, school rated strong for ambitious instruction and neutral for supportive environment
- *100% of 8th Grade students have activation codes and applied for high schools in "Go CPS Program"

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

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Data on college visits and college fair information ✓ Naviance Monthly Data ✓ Scholarships earned ✓ Artifacts, plans, or timelines related to successful transitions structures ✓ To & Through data
Measures	<ul style="list-style-type: none"> ✓ College Enrollment, Persistence, Drop Out, and Attendance Rates ✓ Early College and Career Credentials
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2b, Establishing a Culture for Learning
CPS Performance Standards for	C1, Creates a Culture that Supports Social Emotional Learning and Effective Effort
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
<ul style="list-style-type: none"> ✓ Everything College ✓ CPS Advisory Framework ✓ Presenting college plans from meeting energy ✓ To & Through Project ✓ Redefining College & Career Readiness ✓ College Scorecard 	<ul style="list-style-type: none"> ✓ CPS College Persistence Toolkit ✓ Meaningful Linkages Between Summer Programs, Schools, and Community ✓ From HS to the Future (CCSR, 2006)

Expectations for depth & breadth of Quality Teaching

3 of 3 complete

Instruction:

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

Score

1 2 **3** 4

- *We are continuing efforts to master the art of instruction in every classroom. We have developed planning templates that focus on small group/differentiated instruction which incorporate the optimal learning model. Trends indicate a need to focus on improved student discourse and student ownership for learning
- *Teachers design lessons aligned to Network priorities and Common Core State Standards
- * Grade band teachers have time built into their daily schedule for collaboration (1 hour)
- *We utilize the CPS Framework for Teaching to enhance and fine tune best practices for instruction (100% of all required REACH observations are completed annually)
- *Depth of Knowledge serves as our guide to promote critical thinking and designing rigorous tasks
- *Based on 5 Essentials report, school rated strong for ambitious instruction and neutral for supportive environment
- *Software programs are adaptive and aligned to individual needs/performances

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

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

- *Administration complete grade book audits every 5 weeks
- *Local protocol to identify multiple pathways to demonstrate learning and mastery
- *Assessments are available to all students
- *School rates strong for ambitious instruction
- *Students scored at 94th percentile reading and 87th percentile math (EOY performance 2016 - 2017)
- *Cullen's learning community has access to school-wide data results and goals
- *Mastery charts are available in all classrooms and reflect core standards learning

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

This is Cullen's number 5 priority and directly impacts EOY growth target achievement. Evidenced by:

- *Established MTSS Tiering Criteria and Menu of Interventions
- *Over past two years, Cullen's daily attendance rate is at/above 95 percent (Goal for 2018 - 2020 is 96%)
- *Based on 5 Essentials report, school rated strong for ambitious instruction and neutral for supportive environment
- *Organization schedules provide ancillary staff for classroom support, resulting in reduced class size or pull out support (increased push in support)
- *DASHBOARD on track data is collected and analyzed (every five weeks)
- *Enrichment services are provided after school
- *Behavior and performance incentives are funded to encourage goal achievement (students/teachers)

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	<ul style="list-style-type: none"> ✓ Evidence of multi-tiered system of supports (e.g. progress monitoring data, menu of available interventions in use, teacher team protocols in use) ✓ Evidence of Personal Learning Plan (PLP) implementation ✓ Integrated data system that informs instructional choices ✓ Flexible learning environments ✓ Use of student learning plans ✓ Use of competency-based assessments ✓ Use of personalized learning rubric ✓ Evidence of On Track monitoring and supports
Measures	<ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ Attendance Rates ✓ Course success rates (e.g. grade distributions, pass/failure rates)
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Collaborative Teachers Supportive Environment
CPS Framework for Teaching	<ul style="list-style-type: none"> 1a. Demonstrating knowledge of content and pedagogy 1b. Demonstrating Knowledge of Students 1d. Designing Coherent Instruction 2d. Managing Student Behavior 3d. Using Assessment in Instruction 3e. Demonstrating Flexibility and Responsiveness 4b. Maintaining Accurate Records
CPS Performance Standards for School Leaders	B3. MTSS Implemented Effectively in School

Expectations for Quality & Character of School Life

6 of 6 complete

Culture for Learning:

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

Score

1 2 3 4

This is Cullen's number 3 priority and directly impacts EOY growth target achievement. Evidenced by:

- *Frequent communication of performance goals and college readiness
- *Funding Incentive strategies that encourage daily and timely attendance (Over past two years, Cullen's daily attendance rate is at/above 95 percent) - Goal for 2018 - 2020 is 96%
- *Sustaining 1 plus status three consecutive years (SY 15, 16 and 17)
- *Focusing on DOK 3 and 4
- *Although we currently rank "organized" we are striving to achieve "well organized" status and improve on Trust: 1) teacher - administration 2) teacher - teacher and 3) teacher - student
- *Frequent monitoring of student progress and growth

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	<ul style="list-style-type: none"> ✓ Sample of individual student learning goals from a cross-section of teachers ✓ Also review student work evidence from Rigorous Student Tasks
Measures	<ul style="list-style-type: none"> ✓ Five Essentials – Ambitious Instruction ✓ SQRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> 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	
<ul style="list-style-type: none"> ✓ 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/te) ✓ 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

*We support and sustain an open door policy to foster empowerment and collaboration
 *Diverse Learners are fully integrated within all academic and social activities
 *Parent Advisory Committee (PAC) and Local School Council supports school initiatives
 *Fund/Sponsor activities that foster parental involvement:
 > Literacy/Math Night
 > SGA parent and community partnership
 >College Tours
 *Although we currently rank "organized" we are striving to achieve "well organized" status and improve on Trust: 1) teacher - administration 2) teacher - teacher and 3) teacher - student
 *As a school, we rated neutral for supportive environment

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 Engagement
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:

Score

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.

1 2 **3** 4

*Continued improvement strategies to support student-teacher trust (5 Essentials) - As a school, we rated neutral for supportive environment
 *Students have equitable access to enrichment and tutorial services
 *Accommodations and modifications are accounted for in all lesson planning
 *Learning activities are personalized and address individual student needs
 *More is needed locally to engage students in civic actions and politics

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

Evidence, Measures, and Standards	
Suggested Evidence	<ul style="list-style-type: none"> ▪ WVNS Student Survey completion rate and results ▪ Minutes from student-run organizations and events (including SVCs) ▪ Meeting minutes/agendas that include student participation ▪ Policies regarding student engagement in decision making ▪ Service learning reports and/or reflections of SL projects ▪ Unit and curriculum maps, rubrics, assessment artifacts ▪ Evidence of student work ▪ Democracy School recognition
Measure	✓ Five Essential – Supportive Environment
Five Essential	Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2a. Creating an Environment of Respect and Rapport 2c. Engaging Students in Learning
CPS Performance Standards for School Leaders	D3. Utilize Feedback from Multiple Stakeholders for School Improvement
Content Standards	Illinois Social Science Standards, Illinois Social Emotional Learning Standards, CCSS ELA/NET 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

- * Cullen has an established Tiered Discipline plan that aligns to CPS's Student Code of Conduct (school safety rated neutral on recent 5 Essentials)
- * Staff patrol safe passage routes before, during and after school
- *Model and teach behavior expectations
- *Recognize and reward students for attendance and behavior goal achievement

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

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ MYMS score – "Safety" ✓ % of teachers proficient or distinguished in 2c (Management of Transitions) on the Framework for Teaching? ✓ Examples of teacher practice improving in Domain 2 of the Framework for Teaching. ✓ School Climate Standards Rubric/Assessment
Measures	<ul style="list-style-type: none"> ✓ Five Essentials – Supportive Environment score ✓ My Voice, My School Survey "Safety" score
Five Essentials	Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 2a. Creating an Environment of Respect and Rapport 2c. Managing Classroom Procedures 2d. Managing Student Behavior
CPS Performance Standards for School Leaders	A4. Creates a Safe, Clean and Orderly Learning Environment
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ Social Emotional Learning Supports (cps.edu/SEL)

Restorative Approaches to Discipline:

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

Score

1 2 3 4

- *Monitor Dashboard Off Track report (5 week increments) to ensure compliance
- *Funding Incentive strategies that encourage daily and timely attendance (Over past two years, Cullen's daily attendance rate is at/above 95 percent) - Goal for 2018 - 2020 is 96%
- *Recognize and reward students for attendance and behavior goal achievement
- *Cullen has an established Tiered Discipline plan that aligns to CPS's Student Code of Conduct (school safety rated neutral on recent 5 Essentials)
- *Fund after school and in-school suspension in lieu of out of school suspension

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	✓ Misconduct data (Dashboard)
Evidence	✓ 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 Support 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:

Score

1 2 3 4

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.

- *Parent Advisory Committee (PAC) and Local School Council supports school initiatives
- *Involved Families rated neutral on recent 5 Essentials (Must improve marketing efforts to increase parent participation)
- *We support and sustain an open door policy to foster empowerment and collaboration
- *Annual development and dissemination of parent handbook (Parent portal protocol and student performance goals are included)
- *Although we currently rank "organized" we are striving to achieve "well organized" status and improve on Trust: 1) teacher - administration 2) teacher - teacher and 3) teacher - student
- *Parent newsletter development and dissemination monthly

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

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

School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus
2	Expectations for Quality & Character of School Life: Culture for Learning	1 2 3 4 5 ☐
2	Expectations for Quality & Character of School Life: Parent and Family Partnership	1 2 3 4 5 ☐
3	Culture of & Structure for Continuous Improvement: Aligned Resources	1 2 3 4 5 ☐
3	Culture of & Structure for Continuous Improvement: 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	<input type="radio"/>
3	Expectations for depth & breadth of Student Learning: Transitions, College & Career Access & Persistence	1	2	3	4	5	<input type="radio"/>
3	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	<input type="radio"/>
3	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1	2	3	4	5	<input type="radio"/>
3	Expectations for Quality & Character of School Life: Safety & Order	1	2	3	4	5	<input type="radio"/>
3	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	1	2	3	4	5	<input type="radio"/>

Goals

Required metrics (Elementary)

18 of 18 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
National School Growth Percentile - Reading					
Current goals aligned to 2018-19 SQRP and supports achieving Level 1+ status	99.00	92.00	93.00	80.00	85.00
National School Growth Percentile - Math					
Current goals aligned to 2018-19 SQRP and supports achieving Level 1+ status	99.00	98.00	99.00	65.00	70.00
% of Students Meeting/Exceeding National Ave Growth Norms					
Due to decreased growth attainment scores (80th percentile reading and 57th percentile math - Spring 2018/Grades 2 thru 8), we are seeking to increase % of students meeting/exceeding national norms by increasing reading and math attainment (Spring 2019)	76.40	66.10	68.00	60.00	65.00
African-American Growth Percentile - Reading					
Current goals aligned to 2018-19 SQRP and supports achieving Level 1+ status	99.00	93.00	94.00	80.00	85.00
Hispanic Growth Percentile - Reading					
N/A	(Blank)	(Blank)	0.00	0.00	0.00
English Learner Growth Percentile - Reading					
N/A	(Blank)	(Blank)	0.00	0.00	0.00
Diverse Learner Growth Percentile - Reading					
N/A	(Blank)	(Blank)	0.00	0.00	0.00
African-American Growth Percentile - Math					
Current goals aligned to 2018-19 SQRP and supports achieving Level 1+ status	98.00	98.00	99.00	65.00	70.00
Hispanic Growth Percentile - Math					
N/A	(Blank)	(Blank)	0.00	0.00	0.00

English Learner Growth Percentile - Math

N/A	(Blank)	(Blank)	0.00	0.00	0.00
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Diverse Learner Growth Percentile - Math

N/A	(Blank)	(Blank)	0.00	0.00	0.00
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National School Attainment Percentile - Reading (Grades 3-8)

Great performance! Our goal is to sustain attainment at/above 90th percentile	97.00	95.00	96.00	86.00	91.00
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National School Attainment Percentile - Math (Grades 3-8)

Declining math attainment, our goal is to grow attainment at/above 80th percentile	84.00	88.00	89.00	76.00	81.00
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National School Attainment Percentile - Reading (Grade 2)

Declining reading attainment, our goal is to grow attainment at/above 60th percentile	87.00	76.00	77.00	57.00	62.00
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National School Attainment Percentile - Math (Grade 2)

Declining math attainment, our goal is to grow attainment at/above 50th percentile	46.00	86.00	87.00	41.00	46.00
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% of Students Making Sufficient Annual Progress on ACCESS

N/A	(Blank)	(Blank)	0.00	0.00	0.00
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Average Daily Attendance Rate

96% daily attendance rate is our annual goal	95.60	95.40	96.00	96.00	96.00
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My Voice, My School 5 Essentials Survey

Cullen's local survey goal is to score at/above organized. Our current challenge is student-teacher trust, teacher-teacher trust and teacher-administrative trust.	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
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Custom metrics

1 of 1 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
Increase Students on Track (Week 40)					
With this metric, our composite goals are: 1) reduce number of students receiving letter grades below "C" 2) increase daily attendance rates and 3) reduce number of students referred for behavior infractions (to include level 3 and higher)	61.69	56.67	62.00	65.00	70.00

Strategies

Strategy 1

If we do...

...then we see...

...which leads to...

Collectively share vision for performance target achievement	Relentless pursuit to identify/address learning community needs	100% of students graduating on time college and/or career ready
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Tags:

Area(s) of focus:

Action step	Responsible	Timeframe	Status
Meet with staff, LSC and PAC to establish vision	Administration and ILT	Feb 7, 2018 to Apr 30, 2018	On-Track

Parent engagement, Leadership and collective responsibility

Monitor student progress and facilitate data analysis sessions; resulting in action item development during grade band meetings (weekly) and ILT sessions (bi-monthly)	Administration/ILT/Certified Staff	Jul 2, 2018 to Jun 30, 2019	Not started
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Data analysis, Goal setting

Use formal and informal opportunities to measure/ensure quality instructional delivery daily	Administration/Classroom teachers	Sep 4, 2018 to Jun 30, 2019	Not started
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Instruction, Accountability, Tasks, Observation and feedback

Buffer staff from external distractions to the school's priorities and goals	Administration	Sep 4, 2018 to Jun 30, 2019	Not started
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Communication, Accountability

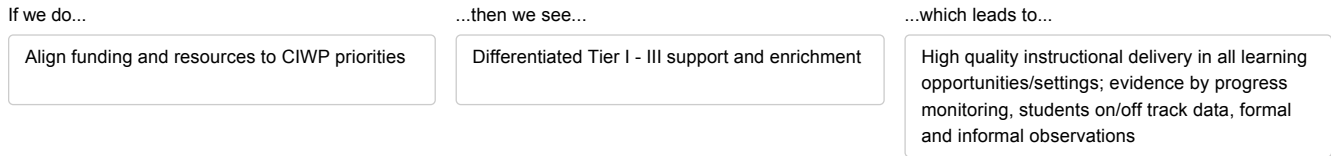
Deliver State of School Address (BOY and MOY)	Administration	Sep 4, 2018 to Jun 30, 2019	Not started
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Parent partnerships, Parent engagement

Hold goal planning sessions with staff (BOY and MOY)	Admin. and Teachers	Aug 27, 2018 to Feb 1, 2019	Not started
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Goalsetting

Strategy 2



Tags:
Aligned resources, Allocations of funds for purchasing materials for instruction and professional development

Area(s) of focus:
2

Action step	Responsible	Timeframe	Status
Design daily schedules that follow a Balanced Literacy Framework, ensuring that reading blocks are 120 minutes (K-5) and 90 minutes (6-8). Reading blocks will be scheduled during morning hours	Admin and Teachers	Aug 27, 2018 to Jun 30, 2019	Not started

Balanced literacy

Modify staff schedules to provide intervention and enrichment support aligned to interim assessments	Admin ad School Staff	Aug 27, 2018 to Jun 30, 2019	Not started
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MTSS, Tier 2 & 3, Small group instruction

Fund teacher substitute bucket ensuring staff participation in network, district and national professional development	Administration	Jul 2, 2018 to Jun 30, 2019	Not started
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Professional Learning, Professional development

Provide staff with professional development opportunities to support RLS components 1D (Designing Coherent Instruction), 2B (Establishing a Culture of Learning and 3C (Engaging Students in Learning) (Locally and Nationally)	Administration	Jul 2, 2018 to Jun 30, 2019	Not started
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Professional Learning, Professional development, Reach, Reflect and learn

Schedule weekly technology preps for all grades (K-8) to complete adaptive activities, digital assessments and Computer Science for All curriculum	Administration and Teachers	Aug 27, 2018 to Jun 30, 2019	Not started
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Technology integration

Implement a Balanced Math Framework, ensuring that daily math blocks are 90 minutes	Admin and Teachers	Aug 27, 2018 to Jun 30, 2019	Not started
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Math, Math framework

Host BOY and MOY State of School Addresses	Admin and teachers	Sep 20, 2018 to Feb 21, 2019	Not started
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Parental involvement, Accountability, Parent partnerships

Fund student incentives for MTSS support/improvement (reducing students off track)	Admin and Staff	Sep 3, 2018 to Jun 30, 2019	Not started
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Progress monitoring, Student accountability, Attendance rate

Purchase STRIDE for interim assessments	Administration	Jul 2, 2018 to Jun 30, 2019	Not started
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Progress monitoring, Assessments

Fund College Tours	Admin and Staff	Sep 3, 2018 to Jun 30, 2019	Not started
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College Access and Persistence

Purchase Sing, Spell, Read and Write	Administration	Jul 2, 2018 to Aug 10, 2018	Not started
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Literacy/Reading

Purchase TRC for Primary Grades	Administration	Jul 2, 2018 to Aug 10, 2018	Not started
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Literacy/Reading

Purchase Exploring Learning Program for Math and Science (3-8)	Administration	Jul 2, 2018 to Aug 10, 2018	Not started
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Science instruction, Science lab, Mathematics,

Strategy 3

If we do...

...then we see...

...which leads to...

If we nurture a culture for learning	An environment conducive to teaching and	70% of students (K-8) performing at college
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learning

readiness levels, evidenced by end of year percentile results

Tags:
School climate, Cultural leadership

Area(s) of focus:
3

Action step	Responsible	Timeframe	Status
Remain IEP Compliant, ensuring diverse learners are engaged in quality instruction aligned to modifications and accommodations	Admin and Staff	Sep 3, 2018 to Jun 30, 2019	Not started
Diverse Learners, Accommodation, Modifications			
Designate a local literacy coach to support teacher capacity for quality ELA instruction	Admin and Mentoring Teachers	Sep 3, 2018 to Jun 30, 2019	Not started
Lesson planning, Curriculum maps			
Designate a local math coach to support teacher capacity for quality math instruction	Admin and Mentoring Teachers	Sep 3, 2018 to Jun 30, 2019	Not started
Lesson planning, Curriculum mapping			
Modify staff schedules to provide intervention and enrichment support aligned to interim assessment analysis and small group rotations	Admin and Staff	Sep 3, 2018 to Jun 30, 2019	Not started
MTSS, Small group instruction			
"Protect" weekly grade band planning time, ensuring staff and administrator participation	Administration	Sep 3, 2018 to Jun 30, 2019	Not started
Professional Learning, Progress monitoring, Problem solving process			
Close achievement gaps between diverse learners and general education population by providing Tier II and III support daily	Admin and Staff	Sep 3, 2018 to Jun 30, 2019	Not started
MTSS, Progress monitoring, Lesson planning			
Complete Reflect and Learn Observations (Informal/Formal) ensuring mandate compliance and identify professional development needs for staff	Administration	Sep 3, 2018 to Jun 30, 2019	Not started
Reach, Reflect and learn			
Display attendance bulletin board on main floor/Provide monthly incentives (weekly incentives before and after holiday calendar breaks)	Admin and Staff	Sep 1, 2018 to Jun 30, 2019	Not started
Attendance plan, Attendance rate, Attendance incentives			
Establish school-wide discipline expectations and restorative actions/practices aligned to CPS's Uniform Discipline Code	Admin and Staff	Jul 2, 2018 to Aug 31, 2018	Not started

MTSS

Strategy 4

If we do...

...then we see...

...which leads to...

Implement systems of academic and social

observe students receiving differentiated

student on track rating of 70% or higher (every

emotional support reinforcement 5 weeks)

Tags:
MTSS, Restorative approaches

Area(s) of focus:
4

Action step	Responsible	Timeframe	Status
Provide staff differentiated professional development on classroom management	Administration	Aug 27, 2018 to Jun 30, 2019	Not started

Classroom management, Restorative practices, Restorative conversations

Establish behavior contracts (parents & students)	Admin and Staff	Aug 27, 2018 to Jun 30, 2019	Not started
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Restorative approaches

Continue incentive programs to recognize students for appropriate behavior aligned to behavior norms	Admin and Staff	select	Not started
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Motivation, Incentive

Provide Tier II enrichment support after school, targeting students to move from average percentiles to hi-average percentiles (NWEA MAP)	Admin and Staff	Jul 1, 2018 to Jun 30, 2019	Not started
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Enrichment

Close achievement gaps between diverse learners and general education population by providing Tier II and III support daily by reducing class size	Admin and Staff	Sep 3, 2018 to Jun 30, 2019	Not started
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Diverse Learners, Tier 2 & 3, Small group instruction

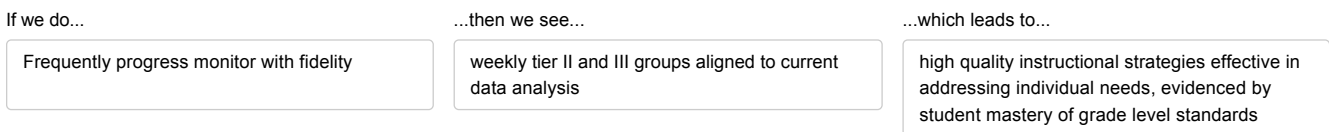
Ensure MTSS menu of interventions is current and aligned to strategies implemented K - 8	Admin and Staff	Aug 27, 2018 to Jun 30, 2019	Not started
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Interventions

Update/Implement/Enforce MTSS Tiering Criteria	Admin and Staff	Aug 27, 2018 to Jun 30, 2019	Not started
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Interventions, Analysis of data, progress monitoring, rit instruction, small group instruction

Strategy 5



Tags:
Progress monitoring, Balanced grading and assessment, Formative assessment

Area(s) of focus:
5

Action step	Responsible	Timeframe	Status
Purchase STRIDE subscription to support bi-weekly and interim assessments	Administration	Jul 1, 2018 to Aug 31, 2018	Not started

Progress monitoring, Interim assessment

Complete grade book audits every 5 weeks	Administration	Oct 1, 2018 to Jun 30, 2019	Not started
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Gradebook

Establish EOY growth targets aligned to college readiness RITs (K thru 8)

Administration

Jul 1, 2018 to
Aug 24, 2018

Not started

Expectations and goals, Student goal setting

Teachers submit BOY and MOY goals aligned to 70% of students performing college readiness levels

Admin and Staff

Sep 3, 2018 to
Jun 30, 2019

Not started

Goalsetting

Follow/Adhere to Network 13's curriculum maps

Admin and Staff

Sep 3, 2018 to
Jun 30, 2019

Not started

Scope and sequence, Curriculum map

Purchase DIBELS and Reading A to Z for primary assessments

Administration

Jul 1, 2018 to
Aug 31, 2018

Not started

Software, Progress monitoring, Interim assessment

Facilitate BOY and MOY Data analysis of NWEA Map data to 1) Identify CCSS strengths/challenges 2) NGLM Averages and 3) Numbers of students to identify for EOY targets

Administration

Jul 1, 2018 to
Jan 31, 2019

Not started

Establish student schedules ensuring 120 minutes of reading and 90 minutes of math daily

Administration

Jul 1, 2018 to
Jun 30, 2019

Not started

Balanced literacy, Balanced math

Observe classrooms weekly to confirm classroom mastery charts and small group rotations

Administration

Sep 3, 2018 to
Jun 30, 2019

Not started

MTSS, Differentiated instruction, Small group instruction

Monitor 5 week DASHBOARD off track report

Admin/Counselor

Sep 3, 2018 to
Jun 30, 2019

Not started

MTSS

Action Plan

Strategy 1

ON-TRACK

Meet with staff, LSC and PAC to establish vision"

Feb 07, 2018 to Apr 30, 2018 - Administration and ILT

Status history

May 21

ON-TRACK

May 21, 2018

Evidence

Implementation of school vision, evidence by parent meeting notes, progress monitoring, students on track data, formal and informal observations

NOT STARTED

Monitor student progress and facilitate data analysis sessions; resulting in action item development during grade band meetings (weekly) and ILT sessions (bi-monthly)"

Jul 02, 2018 to Jun 30, 2019 - Administration/ILT/Certified Staff

Status history



NOT STARTED

May 21, 2018

Evidence

Refer to meeting minutes and agendas: 1) Grade Band meetings 2) ILT sessions and 3) PD agendas

NOT STARTED

Use formal and informal opportunities to measure/ensure quality instructional delivery daily"

Sep 04, 2018 to Jun 30, 2019 - Administration/Classroom teachers

Status history



NOT STARTED

May 21, 2018

Evidence

Reflect and Learn Monitoring tool/Principal Competency folders/Network 13 Walk-through tool

NOT STARTED

Buffer staff from external distractions to the school's priorities and goals"

Sep 04, 2018 to Jun 30, 2019 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Compliance reporting from Network 13. Additionally, refer to meeting minutes and agendas: 1) Grade Band meetings 2) ILT sessions 3) PD agendas 4) Weekly staff newsletters and 5) Goal planning documents

NOT STARTED

Deliver State of School Address (BOY and MOY)"

Sep 04, 2018 to Jun 30, 2019 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Execute Open House activities and present State of School Address

NOT STARTED

Hold goal planning sessions with staff (BOY and MOY)"

Aug 27, 2018 to Feb 01, 2019 - Admin. and Teachers

Status history



NOT STARTED

May 21, 2018

Evidence

Staff goal plans are submitted in September and January

Strategy 2

NOT STARTED

Design daily schedules that follow a Balanced Literacy Framework, ensuring that reading blocks are 120 minutes (K-5) and 90 minutes (6-8). Reading blocks will be scheduled during morning hours"

Aug 27, 2018 to Jun 30, 2019 - Admin and Teachers

Status history



NOT STARTED

May 21, 2018

Evidence

Scheduling approval and implementation

NOT STARTED

Modify staff schedules to provide intervention and enrichment support aligned to interim assessments"

Aug 27, 2018 to Jun 30, 2019 - Admin ad School Staff

Status history



NOT STARTED

May 21, 2018

Evidence

Staff scheduling approval and implementation

NOT STARTED

Fund teacher substitute bucket ensuring staff participation in network, district and national professional development"

Jul 02, 2018 to Jun 30, 2019 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Attendance rates for scheduled professional development

NOT STARTED

Provide staff with professional development opportunities to support RLS components 1D (Designing Coherent Instruction), 2B (Establishing a Culture of Learning and 3C (Engaging Students in Learning) (Locally and Nationally)"

Jul 02, 2018 to Jun 30, 2019 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Component improvement for RLS 1D (Designing Coherent Instruction), 2B (Establishing a Culture of Learning and 3C (Engaging Students in Learning)

NOT STARTED

Schedule weekly technology preps for all grades (K-8) to complete adaptive activities, digital assessments and Computer Science for All curriculum"

Aug 27, 2018 to Jun 30, 2019 - Administration and Teachers

Status history



NOT STARTED May 21, 2018
Evidence
All classrooms are scheduled tech classes weekly

NOT STARTED Implement a Balanced Math Framework, ensuring that daily math blocks are 90 minutes"
Aug 27, 2018 to Jun 30, 2019 - Admin and Teachers

Status history



NOT STARTED May 21, 2018
Evidence
Scheduling approval and implementation

NOT STARTED Host BOY and MOY State of School Addresses"
Sep 20, 2018 to Feb 21, 2019 - Admin and teachers

Status history



NOT STARTED May 21, 2018
Evidence
Solicit and retain parent agendas and sign in sheets

NOT STARTED Fund student incentives for MTSS support/improvement (reducing students off track)"
Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history



NOT STARTED May 21, 2018
Evidence
Monitor student off track rates (5 week increments)

NOT STARTED Purchase STRIDE for interim assessments"
Jul 02, 2018 to Jun 30, 2019 - Administration

Status history



NOT STARTED May 21, 2018
Evidence
License Agreement for school year 2018-2019

NOT STARTED Fund College Tours"
Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history



NOT STARTED May 21, 2018
Evidence
Successful coordination and student attendance at college fair events (Minimum of two)

NOT STARTED

Purchase Sing, Spell, Read and Write"

Jul 02, 2018 to Aug 10, 2018 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Books delivered and disseminated to classrooms

NOT STARTED

Purchase TRC for Primary Grades"

Jul 02, 2018 to Aug 10, 2018 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Subscription purchase completed

NOT STARTED

Purchase Exploring Learning Program for Math and Science (3-8)"

Jul 02, 2018 to Aug 10, 2018 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Subscription purchase completed

Strategy 3

NOT STARTED

Remain IEP Compliant, ensuring diverse learners are engaged in quality instruction aligned to modifications and accommodations"

Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history



NOT STARTED

May 21, 2018

Evidence

Monthly IEP compliance rate

NOT STARTED

Designate a local literacy coach to support teacher capacity for quality ELA instruction"

Sep 03, 2018 to Jun 30, 2019 - Admin and Mentoring Teachers

Status history



NOT STARTED

May 21, 2018

Evidence

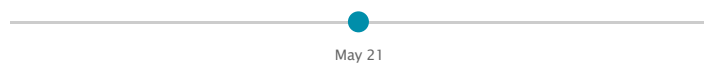
Beaugard assigned to monitor and track CCSS planning weekly

NOT STARTED

Designate a local math coach to support teacher capacity for quality math instruction"

Sep 03, 2018 to Jun 30, 2019 - Admin and Mentoring Teachers

Status history



NOT STARTED

May 21, 2018

Evidence

Bryant assigned to monitor and track CCSS planning weekly

NOT STARTED

Modify staff schedules to provide intervention and enrichment support aligned to interim assessment analysis and small group rotations"

Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history



NOT STARTED

May 21, 2018

Evidence

Ancillary/Support staff schedules reflect daily MTSS and small group instruction schedules

NOT STARTED

"Protect" weekly grade band planning time, ensuring staff and administrator participation"

Sep 03, 2018 to Jun 30, 2019 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

Monitor grade band meeting schedule, agenda and notes for compliance

NOT STARTED

Close achievement gaps between diverse learners and general education population by providing Tier II and III support daily"

Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history



NOT STARTED

May 21, 2018

Evidence

Track SPED RIT Scores for NWEA and Progress Monitoring Tools

NOT STARTED

Complete Reflect and Learn Observations (Informal/Formal) ensuring mandate compliance and identify professional development needs for staff"

Sep 03, 2018 to Jun 30, 2019 - Administration

Status history



NOT STARTED

May 21, 2018

Evidence

REACH completion Rates

NOT STARTED

Display attendance bulletin board on main floor/Provide monthly incentives (weekly incentives before and after holiday calendar breaks)"

Sep 01, 2018 to Jun 30, 2019 - Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Student attendance rates and 5 week off track report

NOT STARTED

Establish school-wide discipline expectations and restorative actions/practices aligned to CPS's Uniform Discipline Code"

Jul 02, 2018 to Aug 31, 2018 - Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Published and presented school-wide discipline expectation and consequences

Strategy 4

NOT STARTED

Provide staff differentiated professional development on classroom management"

Aug 27, 2018 to Jun 30, 2019 - Administration

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Reduced behavior referrals and increased five week on track rates

NOT STARTED

Establish behavior contracts (parents & students)"

Aug 27, 2018 to Jun 30, 2019 - Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Reduced behavior referrals and out of school suspensions

NOT STARTED

Continue incentive programs to recognize students for appropriate behavior aligned to behavior norms"

- Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Track monthly recognition of students (Positive reinforcement) and 5 week off track

NOT STARTED

Provide Tier II enrichment support after school, targeting students to move from average percentiles to hi-average percentiles (NWEA MAP)"

Jul 01, 2018 to Jun 30, 2019 - Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Fund after school for SY 2018-2020

NOT STARTED

Close achievement gaps between diverse learners and general education population by providing Tier II and III support daily by reducing class size"

Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Progress monitoring analysis (every 5 weeks) and IEP compliance rates

NOT STARTED

Ensure MTSS menu of interventions is current and aligned to strategies implemented K - 8"

Aug 27, 2018 to Jun 30, 2019 - Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Review/Update MTSS tracker to ensure 5 week alignment to off track data (student needs)

NOT STARTED

Update/Implement/Enforce MTSS Tiering Criteria"

Aug 27, 2018 to Jun 30, 2019 - Admin and Staff

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Review/Monitor 5 week off track report

Strategy 5

NOT STARTED

Purchase STRIDE subscription to support bi-weekly and interim assessments"

Jul 01, 2018 to Aug 31, 2018 - Administration

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Review classroom mastery charts and "lock" STRIDE access to reflect interim assessments

NOT STARTED

Complete grade book audits every 5 weeks"

Oct 01, 2018 to Jun 30, 2019 - Administration

Status history



May 21

NOT STARTED

May 21, 2018

Evidence

Category weights are consistent school-wide, weights equal 100 and numbers (in lieu of letters) reflect grades.

NOT STARTED

Establish EOY growth targets aligned to college readiness RITs (K thru 8)"

Jul 01, 2018 to Aug 24, 2018 - Administration

Status history



May 21

NOT STARTED

May 21, 2018

Evidence

Student RIT targets are equivalent to 70th percentile for reading and 72nd percentile for math

NOT STARTED

Teachers submit BOY and MOY goals aligned to 70% of students performing college readiness levels"

Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history



May 21

NOT STARTED

May 21, 2018

Evidence

Teacher goal planning completion and submissions

NOT STARTED

Follow/Adhere to Network 13's curriculum maps"

Sep 03, 2018 to Jun 30, 2019 - Admin and Staff

Status history



May 21

NOT STARTED

May 21, 2018

Evidence

Review/Assess lesson plans weekly and provide feedback (Also, review classroom mastery charts for alignment)

NOT STARTED

Purchase DIBELS and Reading A to Z for primary assessments"

Jul 01, 2018 to Aug 31, 2018 - Administration

Status history



May 21

NOT STARTED

May 21, 2018

Evidence


Primary subscription and staff access to DIBELS and Reading A to Z

NOT STARTED

Facilitate BOY and MOY Data analysis of NWEA Map data to 1) Identify CCSS strengths/challenges 2) NGLM Averages and 3) Numbers of students to identify for EOY targets"

Jul 01, 2018 to Jan 31, 2019 - Administration

Status history



May 21

NOT STARTED

May 21, 2018

Evidence

Facilitate BOY and MOY State of School Addresses for learning community

NOT STARTED

Establish student schedules ensuring 120 minutes of reading and 90 minutes of math daily"

Jul 01, 2018 to Jun 30, 2019 - Administration

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Confirm student schedules to ensure compliance

NOT STARTED

Observe classrooms weekly to confirm classroom mastery charts and small group rotations"

Sep 03, 2018 to Jun 30, 2019 - Administration

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Mastery chart completion and small group instruction aligned to classroom mastery chart

NOT STARTED

Monitor 5 week DASHBOARD off track report"

Sep 03, 2018 to Jun 30, 2019 - Admin/Counselor

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Pull 5 week DASHBOARD report and assign MTSS

Fund Compliance

Supplemental General State Aid(SGSA)

My school receives SGSA funds

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

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

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.

Parents will be invited to participate in the following activities for collaboration and approval: 1) LSC Meetings 2) PAC Meetings 3) Open House Events 4) State of School Addresses (BOY/MOY) 5) "Data Chats" (during report card pick up fall/spring). Meeting notifications will be disseminated in monthly parent letters, posted on the school's marquee and inside the school (main entrance).

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

Cullen's State of School Address and Title I Annual Meeting are scheduled for September 2018. Our Title I PAC Organizational Meeting is scheduled for 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.

As a staff, we will continue to involve parents in the education of their children and respond to request by the following actions: 1) Maintaining our "Open Door" Policy 2) Inviting parents to meetings via monthly school newsletters 3) Parent Surveys 4) CPS Email Accounts and Phone In-Boxes

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.

Student progress reports will be provided to parents every five weeks and report cards are generated quarterly. Official NWEA Map data results will be provided to parents during report card pick-up dates. Additional notification will take place during fall, winter and spring.

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.

Administrators will mail/send CPS letter notification to parents via (1) U. S. Mail (2) Student Carrier

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.

The school will send home (minimally twice or upon request) CPS Parent Portal information which allows ongoing collaboration between parent, student, and teacher. This gives a parent direct linkage to the school and classroom. Parents are invited to participate in Cullen's "State of the Schools Address" (Fall/Winter 2018). Spring to spring results and goals are posted on floor one; along with school's theory of action.

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.

We will provide parents with the following support to aid in their child's achievement/performance: 1) Parent room (208) equipped with computers, copiers, faxes and printers 2) Technology Support - via main office (computer/printer/fax access) 3) Bulletin boards used to share school news/community news 4) Parents receive monthly news letters with invitations to PAC and LSC meetings 5) Annual Family Academic Events to provide an array of school and community services 6) School Counselor/School Social Worker will provide parent resource information upon request and during MTSS events

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.

As part of our professional development for staff, we will continue to provide: 1) Ongoing workshops on parent collaboration 2) Maintain our daily "open door" policy 3) Annual training for Children in Temporary Living Situations 4) "Data Chats" facilitated by teachers with parents

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.

As a community, we have not received enough request for pre-K programs. However, we have established partnerships with local day care facilities that feed into Cullen. Our goal is to provide curriculum support ensuring students entering grade K are on track and prepared to perform academically. Our end goal is for students leaving grade K are on track to graduate on time college and/or career ready.

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.

We will inform parents through the following means: 1) Monthly Newsletters 2) Weekly Flyers 3) School Marquee 4) Parent letters and 5) Posted information throughout the school's corridor school

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)

N/A

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.)

At Countee Cullen Elementary, our mission is to offer students a college preparatory educational program, fostering creativity, encouraging integrity, developing an appreciation for diversity and cultivating a strong technological foundation. We are committed to involving staff, students, parents, community members and business partners in our ongoing process of developing a school of excellence.

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.

Two official parent-teacher conferences are scheduled in the fall and spring (district wide). Additionally, parents are invited locally to attend Open House events to conference with parents (September/February). Conferences are scheduled for "off track students (every 5 weeks) aligned to DASHBOARD and progress reports.

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

CPS mandates that progress reports be completed every five weeks and report cards on a quarterly basis. Parent portal is also available to parents daily. Additionally, we provide student profile reports 3 times per year (Fall/Winter/Spring).

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

School staff members are available to "serve" daily. Parents simply contact the school and/or teacher to make an appointment. Parents may come on a "walk in basis" and administrators will either meet with parent or provide a conference date/time. Emailing is also available (Responses are mandated to be disseminated within 24 hours).

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 volunteer to help via LSC/PAC meetings, school-wide fundraisers and family literacy nights. Additionally, parents may volunteer on a regular basis in classrooms, by completing volunteer protocols (Visit cpsvolunteers.org). Parent observations may occur on any day and at anytime (please schedule with Cullen's Administration)

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

CPS has provided a parent website and Parent Portal which allow guardians an opportunity to monitor children's school work and grades daily. Additionally, in five week increments, parents are notified of DASHBOARD off track students, aligned to progress reports.

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

Parents are invited to attend and provide support at all LSC/PAC meetings. The school's administration has an "open door policy" and will listen to all suggestions on improving the education of Cullen's students anytime. Parent surveys are solicited semi-annually.

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 assure academic achievement through the following actions: 1) Students are required to arrive on time daily 2) Homework is mandated daily 3) Students are required to control their behavior and are supported by local MTSS programs/partnerships 4) After-School programs are provided to support student's instructional needs via enrichment programming

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.

Parent funds will be utilize to purchase resources and supplies for parent room 208.

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-Instructional pay rate applies.	\$ Amount .00
53405	Supplies In addition to supplies for parent program, please use this account to also purchase books for parents only. Use this account for equipment with a per unit cost of less than \$500.	\$ 1203 .00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$ Amount .00
54125	Consultants For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order	\$ Amount .00

after service is rendered (NO CHECKS ARE ALLOWED)

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

\$	Amount	.00
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<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
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<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
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<p>53510</p>**Postage**
Must be used for parent and family engagement programs only.

\$	Amount	.00
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53306 **Software**
Must be educational and for parent use only.

\$	Amount	.00
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55005 **Furniture and Equipment**
Must have a parent room or a secure place to keep furniture/equipment. Cannot be placed in the main office or where staff and students have access too. To by used only by parents.

\$	Amount	.00
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