



Louisa May Alcott College Preparatory ES and HS / Plan summary

2018-2020 plan summary

Team

Name	Role	Email	Access
Grace Moody	AP HS	GMMoody@cps.edu	Has access
Mary Agnes Baier	Science Teacher	mabaier@cps.edu	Has access
Jennifer Anstette	DL Teacher	jnanstett@cps.edu	Has access
Elizabeth Gonzalez	English Teacher	emgonzalez1@cps.edu	Has access
Malgorzata Szelazek	Math Teacher	mszelazek@cps.edu	Has access
Jessie Mendez	World Language Teacher	jmendez4@cps.edu	Has access
Elias Estrada	Principal	EEstrada1@cps.edu	Has access
Navjeet Allen	AP ES	NKallen1@cps.edu	Has access
Dorothy Loades	Counselor, case manager	dmloades@cps.edu	Has access
Allision Crouch	Primary Teacher, ILT	Acrouch@cps.edu	No Access
Catherine Vautier	Primary Teacher, ILT	Cvautier@cps.edu	No Access
Celia Mengel	Primary Teacher, ILT	ccmengel@cps.edu	No Access
Jennifer Crosby	Teacher, Math, ILT	jlcrosby@cps.edu	No Access

Katherine Smith	Teacher, Literacy, ILT	Ksmith76@cps.edu	No Access
Kristine Wiltgen	Teacher, Diverse Learner	Kewiltgen@cps.edu	No Access
Aurelia Chaudagne	Parent, LSC	achaudagne@gmail.com	No Access
Beth Wrona-Murhpy	Parent, LSC	bethwrona@mac.com	No Access
Cynthia Goldman	Parent, LSC	cmyk773@msn.com	No Access
Genevieve Sunshine	Teacher, LSC	galukosavich1@cps.edu	No Access
Jennifer Rule	Parent, LSC	rule.jennifer@gmail.com	No Access
Kyle Beck	Teacher LSC	klbeck2@cps.edu	No Access
Lex Cisler	Community, LSC	lcisler@gmail.com	No Access
Nate Galer	Parent, Chairperson, LSC	alcottlsc.ngaler@gmail.com	No Access

Team meetings

Date	Participants	Topic
02/05/2018	ILT West	
02/12/2018	ILT West	
03/26/2018	ILT West	
03/05/2018	ILT West	
03/12/2018	ILT West	
03/19/2018	ILT West	

02/06/2018 ILT East

02/13/2018 ILT East

02/20/2018 ILT East

02/27/2018 ILT East

03/06/2018 ILT East

03/13/2018 ILT East

03/20/2018 ILT East

03/21/2018 LSC

04/16/2018 ILT West

04/17/2018 ILT East

04/09/2018 ILT WEst

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

Score

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

1 2 **3** 4

EAST: Special education team works collaboratively to support students as well as leads general education teachers on how to support teachers; Teachers consistently check in and communicate to work together to make decisions for the best interest of the students; Teachers and staff take leadership role and ownership and are involved in decisions for curriculum, instructional practices, community building, and social emotional supports. Need to provide additional mentoring supports for new teachers-- assign mentor teachers for new teachers. Instruction is driven by data in most grades.

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:

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

Score

1 2 3 4

East: ILT meets 2-4 times a week; ILT shares every meeting minutes with entire staff; ILT meets with prospective grade level teams to disseminate information and get staff feedback. MTSS team meets 1-2 times monthly to evaluate progress monitoring effectiveness and items of concern both academically and behaviorally. MTSS and ILT both play a critical role in teacher leadership within the school.

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	Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Evaluation of MTSS
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP A2. Implements Data Driven Decision Making and Data Driven Instruction
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ Instructional Leadership Team Planning Tools ✓ PLC and Mentoring Coaching Resources

Professional Learning:

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

Score

1 2 3 4

EAST: PD needs to be more tailored to specific needs for whole staff; SQRP attainment is above 90th percentile; Five Essentials states that need for collaborative teaching. Collective meeting times are available for each grade level; however, meeting times need to be across grade levels and departments.

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

EAST: Need to figure a better approach to schedule upper grades and middle school so that minimum minutes are met for all subject areas; Partnership with Wrightwood Organization, Chicago Cubs, Alderman's office which support the school; Teachers have proficient and distinguished ratings overall for demonstrating professionalism.

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.

West:

The english department is in the process of “integration” in which we are refining our scales and rubrics. While we may have some grade levels that have aligned assessments and unpacked standards to further DOK tasks, there are still others working on “implementation.” Once we are all in the same phase of curriculum alignment, we can move forward to plan and scaffold vertically. We have also begun to create a scope and sequence snapshot for all grade levels, since the current scope and sequences are too detailed. While these planning phases are in progress, we have also increased rigor and task complexity for all of our current units.

The math department is reviewing integrated math curriculums. We have been working on vertically aligning the curriculum and creating assessments that increase the rigor and task complexity. As soon as we make our final selection, we will be able to create a scope and sequence for each course.

East:

The science department has been unpacking the NGSS standards since they were implemented in 2015.

Vertical Alignment has been a major focus in our department meetings alongside our work to divide the NGSS in all electives. All science teachers have been present at curriculum mapping work days outside the school day in order to ensure we are on track to have completed curriculum maps and a scope & sequence.

The social studies department is working to align assessments with skills taught during the unit and are working to unpack the new Illinois Social Studies Standards. Right now some teachers are in the process of working on implementation of the standards and the unit/task alignment. We have scope and sequences individually done for the year, but have neither had the time to reflect or adjust. We would like to focus vertically on skill development.

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 Guide ✓ 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

1 2 3 4

West:

The english department increases it supports for differentiation with the use of varying graphic organizers and manipulatives. When possible, we also use audio books and graphic novels to increase student support. If students had access to technology at all times, more media could be incorporated into lesson plans on a consistent basis. At this time, the department shares a one chromebook cart.

The math department teachers has regular access to technologies that support and advance mathematical sense making, reasoning, problem solving and communication. We use graphing calculators for discovery purposes and problem solving. The department shares a cart of chromebooks that we use on regular basis to differentiate the instruction.

The science department has lab kits that are aligned to the curriculum with access to ordering when necessary.

Each department within the science team has access to a technology cart and technology plays a major role in our engineering courses.

Science curriculum covers lab skills and technology usage for a way to demonstrate student learning in a variety of ways.

Some social studies department members differentiate their materials based on need and interest. We use a wide selection of current events, print and video. Outside of AP Human Geography, there is no consistent textbook. We all share one technology cart, but depend on students' phone use to work with materials online.

Some teachers use manipulatives and graphic organizers in order to address individual student need. Other teachers need to work with manipulatives in order to increase literacy capacity in students.

Guide for Instructional Materials

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

- **Aligned to curricular plans and expectations of the standards.**
- **Varied and flexible.**
 - Are selected and adapted based on learning objectives and learner needs.
 - Include a variety of quality media, manipulatives and supplies to achieve valued learning outcomes.
- **Intentionally planned by identifying or adapting appropriate tools (including technology) for specific instructional needs.**

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	✓ SGRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Supportive Environment
MTSS Framework	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	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 ✓ UDL PD Modules ✓ CPS Integrated Library System (S.O.A.R.)

Rigorous Student Tasks:

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

Score

1 2 **3** 4

West:

The english department has dedicated planning meetings to reflecting on the current units being taught. We have reflected on multiple tiers of DOK and how to best incorporate those in our lesson plans. We have also reflected how the various DOK tiers are tied to their assessments. The rigorous activities have also been tied to SAT skills and there has been a large shift into the "how," meaning, having our students focus on analysis (specifically, rhetorical analysis), as well as increasing student agency to more student led tasks.

The math department has dedicated planning meetings to reflect on the current units being taught. We have reflected on multiple tiers of DOK and have integrated more higher-level questions in our lessons and our assessments. Problem solving skills have been a focus, and our rigorous activities have been tied to the SAT skills necessary to succeed.

The science department has dedicated time to working though Depth of Knowledge work and how to demonstrate student learning through assessments (both formative and summative) that include multiple DOK tiers.

Literacy skills have been a major focus as our SAT work has steered our instruction to supporting scientific literacy. Practice SAT passages and science texts are embedded into our curriculum across all grade levels.

The social studies department has been working on aligning standards to assessments and has started working with DOK tiers and the Hess Matrix. We are pushing much of our work toward justification of thought. We are also dedicating time to working the Historical Thinking Skills into our lessons and assessments.

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"> ✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 1.d. Designing Coherent Instruction 2b. Establishing a Culture for Learning 3b. Using Questioning and Discussion Techniques 3c. Engaging Students in Learning
CPS Performance Standards for School Leaders	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ Teaching for Robust Understanding in Mathematics (TRU Math) ✓ Math Practices: What to Look For Observation Tool ✓ Checking In: Do Classroom Assessments Reflect Today's Higher Standards? ✓ Student Work Protocol (SQRP) ✓ 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

West:

In English IV, teachers target areas of writing to prepare students for post-secondary success. Teachers choose writing assignments that are historically assigned in college such as research, synthesis and personal statement papers. English department has also began visiting the media literacy curriculum that was developed through Mikva and here at Alcott, making students critical consumers of news and media. The curriculum and activities teach them how to think critically when viewing ads, news articles/stories, and helps them determine information that is viable and true, making them responsible and productive civic-minded citizens.

The Math Department has aligned the curriculum to the common core standards. We develop student problem solving skills by ensuring that we have problems from different DOK levels on every assessment. This will prepare students for college.

We offer AP Statistics and AP Calculus to give them a leg up. We also teach students how to read from a textbook and teach them how to study efficiently.

Team has aligned our curricula and assessments with the expectations of postsecondary educational institutions and employers. We have integrated strong academic content, professional software and technical writing into career-focused classes. We have also collaborated with postsecondary institutions and employers to help create opportunities for students and provide a smoother transition to college and the workforce.

We have ambitious goals for offering certification courses and, coop opportunities for our students.

The Social Studies Department has aligned the curriculum to the common core standards. We develop student problem solving skills and push inquiry based lessons that help students prepare for the processes that they will encounter in college. Our department culture reinforces college thinking and 21st Century skills.

Post-secondary Leadership Team is fully functional and is comprised of the senior seminar teachers, One Goal teachers, counselor, and administrator. Meetings occur weekly. Advisories for each grade level are delivered monthly with lesson plans developed around Naviance KPI tasks for post-secondary work. PSAT/Khan work is conducted for test prep for Juniors.

College/career going culture is continually enhanced.

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 awarded ✓ 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
MSS 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 Authority Framework ✓ Transitioning college plans from making away ✓ 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

West:

Teachers are reflecting on their lessons and are adapting to student need based on tasks and formative assessments. The department needs growth and refinement in regard to fostering independence and mastery of varying learning styles in one classroom.

Teachers are reflecting on lessons and are adapting to student need, using information from formative assessments and various tasks given in class. Teachers ask appropriate higher-order thinking questions to extend student understanding and promote mathematical agency among our students. The department needs further growth in fostering independence and further building mathematical agency.

Teachers do assess the students appropriately and take the results of said assessments into account throughout the rest of class. There needs to be further analysis done to consider true mastery that is differentiated to each individual student.

Teachers are reflecting on their lessons and are adapting to student need based on tasks and formative assessments. Some teachers need to work on including more formative assessments and making their process and objectives transparent to the students. Some teachers are working on skill mastery, while others are still transitioning to a skill focus.

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	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:

Score

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.

1 2 3 4

West:

Teacher created assessments vary because of the consideration of diverse learners, whereas growth is necessary to incorporate mirroring supports for ELL students. We are using after school supports (Homework Room), clubs (peer mentoring), and tutoring (Finals Bootcamp) to serve as interventions and support. Data is not used as widely and frequently as it should and could be. The math department uses various formative and summative assessments. We started to implement standards based grading. We make sure to include problems from various DOK levels. We also include SAT Prep questions on our assessments. Our goal in the upcoming years is to do more analysis on our PSAT and SAT and allow that analysis to guide what we plan to assess.

The science department has been working to streamline our grading categories and gradebook 'weights.' Initial work has been started to give feedback on assessments across the department.

We use standard based assessments in some of our classrooms with a goal of implementing in every science classroom.

The social studies department does not have a universal grading practice. Most teachers are working to align standards and assessments to their units.

We use standard based assessments in some of our classrooms with a goal of implementing in every classroom.

Guide for Balanced Assessment & Grading

- **Use multiple measures (i.e. a range of assessment types and at multiple points in time) to supplement district-centralized assessments with other formative assessments to provide a more comprehensive picture of student learning.**
- **Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement, especially for students receiving Tier 2 and 3 services, in addition to Tier 1 core instruction. (also see *MTSS and Instruction*)**
- **Make assessments accessible to students, including diverse learners and English Learners through employing features of universal design and use of accommodations and, where needed, modifications.**
 - Provide accommodations in presentation (i.e. how assessment text and tasks are presented to students), response (i.e. how students provide their answers), and/or setting/timing (i.e. scheduling/location of assessment).
- **Utilize assessments that reflect the key shifts in literacy and mathematics in teacher created or selected assessments.** (see Rigorous Student Tasks)
- **Utilize assessments that measure the development of academic language for English learners.**
- **Have access to and analyze school-wide, teacher team, and classroom assessment data to determine instructional effectiveness and subsequent learning needs**

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Examples of a variety of teacher created and teacher selected assessments
	✓ Units and lesson plans with formative and summative assessments embedded in a long term plan
	✓ Evidence of assessment data analysis for the purpose of planning
	✓ Assessment calendar
	✓ Examples of gradebooks
Measures	✓ School's grading policy
	✓ Grade distribution reports (course success rates)
Five Essentials	✓ SQRP Attainment and Growth
MTSS Framework	Ambitious Instruction
CPS Framework for Teaching	Curriculum & Instruction
	1.c. Selecting Learning Objectives
	1.e. Designing Student Assessment
	2.d. Using Assessment in Instruction
CPS Performance Standards for School Leaders	3.d. Reflection on Teaching & Learning
	4.b. Maintaining Accurate Records
	81. Implements Curricular Scope and Sequence and Reviews Instructional Practices
Now What? Materials to Support Improvement Planning	
✓	CPS Balanced Assessment Framework & Assessment Models
✓	Assessment Design Toolkit
✓	Teacher Made Assessment Basics
✓	Grading principals and guidelines
✓	Great Schools Partnership --Grading + Reporting

Multi-Tiered System of Supports:

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

Score

1 **2** 3 4

West:

Curriculum is altered to the SEL needs of English classroom students. Books, discussions, and activities are tailored to current events, student concerns, and inclusivity of culture, learning styles, and background knowledge. Teachers lead frequent student check-ins regarding SEL and modify teaching styles to assist in comprehensive learning. Teachers of the English department head the SVC, Pride Club, and the Girls group to make sure that the needs of various populations of the school at taken into account for curriculum and school activities.

We use standards based assessments to determine a student's need for further intervention. Furthermore, we use online learning tools as a mean for intervention and support for our students, as well as a mean to increase intensity and push students further. We offer tutoring 4 days out of the week after school, and allow students to retake assessments as needed.

We implement engaging project-based instruction in our science classrooms and use standard based assessments to determine need for interventions, learner outcome adjustment and opportunities to increase intensity.

Teachers implement classroom contracts and consistently revisit the adherence to those contracts, revising as the class deems necessary. The department is also working on implementing specific discussion strategies in order to link SEL and academic rigor. As teachers work to ensure alignment of assessments to the skills taught in a unit, teachers are working to teach students goal setting, reflection, and next step planning. Academically, some teachers differentiate assignments, texts, and mode of instruction - with a goal of all teacher implementation. Most teachers use grades and attendance to hold individual meetings with students.

Teachers use multiple forms of assessment and often reassess. Teachers need to work on academic support on Tier 2 and Tier 3.

The behavioral health team meets weekly to create systems and structures to refer students for services.

- **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

East:

High expectations at school comparatively--students working at accelerated or higher level. Many middle school students strive for selective enrollment and 60% or higher get selected for these schools. Social emotional learning is ongoing from PreK-8. High attendance rate--consistently above 95%. Growth mindset for students.

Guide for Culture for Learning

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

Evidence, Measures, and Standards

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

Relational Trust:

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

Score

1 2 3 4

East:

Student voice encouraged throughout school - Student Council. Teachers score at proficient and distinguished for Domain 2a in the Framework for Teaching. Teachers promote respect for others and school. Few suspensions--more restorative approach for discipline. Teachers develop relationships with students.

Guide for Relational Trust

- **Develop trusting relationships with students so each student has at least one trusted adult in the school.**
 - Adults are responsible for occasional check-ins or serve as mentors.

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

Evidence, Measures, and Standards

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

East:

After-school program provides extracurricular options throughout the entire year; large athletic and arts program; student ownership of lighting, sound, and backstage crew for musical. STEM Fair; Arts Fair; Chicago History Fair; Black History Assembly; Girl Scouts; Battle of the Books.

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"> ▪ MVNS Student Survey completion rates and results ▪ Artifact 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 80 projects ▪ Unit and curriculum maps, rubrics, assessment artifacts ▪ Evidence of student work ▪ Democracy School recognition
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2a. Creating an Environment of Respect and Rapport 3a. Engaging Students in Learning
CPS Performance Standards for School Leaders	D2. Utilize Feedback from Multiple Stakeholders for School Improvement
Content Standards	Illinois Social Science Standards, Illinois Social Emotional Learning Standards, CCSS ELA/HST 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

Most all teachers are proficient or distinguished in 2c; Alcott common areas rules and procedures policy; Security officer is part of restorative discipline team and works closely with staff to communicate safety procedures; Safety drills practiced consistently; Most teachers proficient and/or distinguished in 2a and demonstrate a high level of respect and rapport with students; Camera to be installed at all entry/exit doors.

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"> ✓ MVMS score – "Safety" ✓ % of teachers proficient or distinguished in 2c (Management of Transitions) on the Framework for Teaching? ✓ Examples of teacher practice improving in Domain 2 of the Framework for Teaching.
Measures	<ul style="list-style-type: none"> ✓ School Climate Standards Rubric/Assessment ✓ 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

East:

Bucket fillers approach used throughout primary grades as a restorative approach to discipline--promotes common language and positive approach to discipline. Communicate consistently and regularly about any concerns behaviorally; Individual conversations and conferences between staff and students.
Middle school needs more restorative approach professional development; second step is not implemented in all grade levels with fidelity. Advisory is piece meal.

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 Rapport 2d. Managing Student Behavior 4c. Communicating with Families
CPS Performance Standards for School Leaders	C3. Staff/Student Behavior Aligned to Mission and Vision of School
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	CPS Restorative Practice Guide & Toolkit
✓	Guideline for Effective Discipline

Parent and Family Partnership:

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.

East:

Survey are given to families for feedback and input.

FOA: Meets monthly to determine ways to support school's academic, physical, and social-emotional needs. Provided classroom sets of computers, calculators, interventionists, science and music teacher, new restrooms, new auditorium seating, lighting, and sound equipment.

Alderman provided funds for renovation of field and involved in the school's academics--comes to school events and graduations. Congressman Quigley and State Representative Anne Williams provided opportunities for our students to attend presidential inaugurations in Washington.

Local businesses (Cubs, Target, and Neighboring Condo Associations) are partners with the school to support with various needs from monetary to parking options for school events.

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	
	<ul style="list-style-type: none"> ✓ 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
Suggested Evidence	<ul style="list-style-type: none"> ✓ Documentation of responsiveness to Parent Support Center concerns raised ✓ Event agendas, flyers ✓ Fundraising activities and amounts (if applicable) ✓ How does the school honor and reflect the diversity of families including language and culture?
Measures	<ul style="list-style-type: none"> ✓ Five Essentials Score – Involved Families ✓ My Voice, My School Survey scores – outreach to parents; parent-teacher trust
Five Essentials	Involved Families
MTSS Framework	Family & Community Engagement
CPS Framework for Teaching	2c. Managing Classroom Procedures 4c. Communicating with Families
CPS Performance Standards for School Leaders	D1. Engages Families
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ Parent Support Centers ✓ Parent University ✓ Parent Portal

School Excellence Framework Priorities

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

Goals

Required metrics (Elementary)

17 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					
Adopting Wilson Reading Program next year; intervention programs to assist students who need additional support and further challenges; Just Words	70.00	91.00	93.00	94.00	95.00
National School Growth Percentile - Math					
1) No longer offering Algebra to all 8th grade students as was the practice previously-- this allows 8th graders who aren't yet ready for Algebra to have the time necessary to master 8th grade math skills. 2) Aligning scope and sequence K-8 3) Math talks 4) Align math fluency in primary grades 5) Interventionists 6) Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.	75.00	78.00	85.00	87.00	90.00
% of Students Meeting/Exceeding National Ave Growth Norms					
Scope and sequence addressing the DOK in reading and math; Work with Scott Neil to develop a scope and sequence	66.60	68.20	70.00	73.00	75.00
African-American Growth Percentile - Reading					
Adopting Wilson Reading Program next year; intervention programs to assist students who need additional support and further challenges; Just Words; use of interventionists; Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.	90.00	97.00	70.00	72.00	75.00
Hispanic Growth Percentile - Reading					
Adopting Wilson Reading Program next year; intervention programs to assist students who need additional support and further challenges; Just Words; use of interventionists; Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.	42.00	66.00	70.00	72.00	75.00
English Learner Growth Percentile - Reading					
Adopting Wilson Reading Program next year; intervention programs to assist students who need additional support and further challenges; Just Words; use of interventionists; Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.	(Blank)	(Blank)	0.00	0.00	0.00
Diverse Learner Growth Percentile - Reading					
Wilson will be co-taught; increase in para support; growth in special education teachers at school to provide the interventions; Teacher have specialized training in certain interventions programs	81.00	99.00	83.00	85.00	87.00
African-American Growth Percentile - Math					

1) No longer offering Algebra to all 8th grade students as was the practice previously-- this allows 8th graders who aren't yet ready for Algebra to have the time necessary to master 8th grade math skills.
2) Aligning scope and sequence K-8
3) Math talks
4) Align math fluency in primary grades
5) Interventionists
6) Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.
7) Increase IXL subscriptions
8) MTSS supports

94.00

47.00

70.00

75.00

80.00

Hispanic Growth Percentile - Math

1) No longer offering Algebra to all 8th grade students as was the practice previously-- this allows 8th graders who aren't yet ready for Algebra to have the time necessary to master 8th grade math skills.
2) Aligning scope and sequence K-8
3) Math talks
4) Align math fluency in primary grades
5) Interventionists
6) Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.
7) Increase IXL subscriptions
8) MTSS supports

37.00

58.00

65.00

70.00

75.00

English Learner Growth Percentile - Math

1) No longer offering Algebra to all 8th grade students as was the practice previously-- this allows 8th graders who aren't yet ready for Algebra to have the time necessary to master 8th grade math skills.
2) Aligning scope and sequence K-8
3) Math talks
4) Align math fluency in primary grades
5) Interventionists
6) Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.
7) Increase IXL subscriptions
8) MTSS supports

(Blank)

(Blank)

0.00

0.00

0.00

Diverse Learner Growth Percentile - Math

1) No longer offering Algebra to all 8th grade students as was the practice previously-- this allows 8th graders who aren't yet ready for Algebra to have the time necessary to master 8th grade math skills.
2) Aligning scope and sequence K-8
3) Math talks
4) Align math fluency in primary grades
5) Interventionists
6) Use of primary science and music times (not additional preps for teachers) as a time for teachers to provide additional support to students who need it.
7) Increase IXL subscriptions
8) MTSS supports

82.00

88.00

75.00

80.00

85.00

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

Continue with current classroom practices using the reading curriculum currently in place--Ready Gen, Pearson, and novel-based learning with allowing students access to a variety of reading text--Scholastic, Reading A-Z, newspapers, etc. Adoption of Wilson reading to assist with the phonemic awareness and writing components.

98.00

99.00

99.00

98.00

99.00

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

Continue with current classroom practices using the reading curriculum currently in place--Singapore Math, Connected Math, and Algebra.

98.00

97.00

99.00

98.00

97.00

National School Attainment Percentile - Reading (Grade 2)

Continue with the Ready Gen curriculum and implement the Wilson reading.	95.00	94.00	99.00	98.00	97.00
--	-------	-------	-------	-------	-------

National School Attainment Percentile - Math (Grade 2)

Continue with Singapore Math and supplementing with IXL.	89.00	91.00	93.00	95.00	95.00
--	-------	-------	-------	-------	-------

% of Students Making Sufficient Annual Progress on ACCESS

Hiring of new ESL teacher; having more teachers in the classroom who have also obtained their ELL endorsement; Incorporating WIDA standards into the lesson plans and implementing them in the classroom instruction and activities; PD for teachers on WIDA and ELL strategies for language acquisition.	58.80	(Blank)	76.00	80.00	85.00
---	-------	---------	-------	-------	-------

Average Daily Attendance Rate

Each grade level has a grade level contract that lists 95% attendance requirement for each student to participate in extra curricular activities.	96.00	95.30	(Blank)	(Blank)	(Blank)
---	-------	-------	---------	---------	---------

My Voice, My School 5 Essentials Survey

Well Organized	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
----------------	---------	---------	---------	---------	---------

Required metrics (Highschool)

17 of 17 complete

2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
---------------------	---------------------	---------------------------	---------------------------	---------------------------

My Voice, My School 5 Essentials Survey

Well Organized	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
----------------	---------	---------	---------	---------	---------

PSAT 9 Annual Growth Measure

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	52.00	50.00	50.00	50.00
---	---------	-------	-------	-------	-------

PSAT 10 Annual Growth Measure

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	14.00	60.00	60.00	60.00
---	---------	-------	-------	-------	-------

SAT Annual Growth Measure

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	56.00	35.00	35.00	75.00
---	---------	-------	-------	-------	-------

3 yr Cohort(SAT) Growth Measure (this will be a new metric)

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	(Blank)	0.00	0.00	0.00
---	---------	---------	------	------	------

African-American School Growth Percentile SAT11

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	(Blank)	0.00	0.00	0.00
---	---------	---------	------	------	------

Hispanic School Growth Percentile SAT11

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	70.00	75.00	80.00	85.00
---	---------	-------	-------	-------	-------

English Learner School Growth Percentile SAT11

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	(Blank)	0.00	0.00	0.00
---	---------	---------	------	------	------

Diverse Learner School Growth Percentile SAT11

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	(Blank)	0.00	0.00	0.00
---	---------	---------	------	------	------

Percent Meeting College Readiness Benchmarks

CPS District goal for the SAT is the minimum of 50% of students meeting Total Score of 1010 - by 2020	(Blank)	28.60	30.00	35.00	45.00
---	---------	-------	-------	-------	-------

Early College and Career Credentials Rate

Alcott admin and CTE teacher is developing our relationship with our CTE office. We are working to increase dual credit / enrollment opportunities as well as CPFT.	11.50	19.00	20.00	25.00	30.00
---	-------	-------	-------	-------	-------

Freshmen On-Track Rate

Alcott will create FOT/SOT teams instead of grade level teams. The on track teams will create policy and process to support student success and use data provided from the NCS and school to monitor student success.	85.30	77.60	90.00	95.00	95.00
---	-------	-------	-------	-------	-------

4-Year Cohort Graduation Rate

On Track Teams and Junior / Senior Seminar teachers / courses will work to keep students on track and provide supports from school wide to individual students.	75.00	80.80	89.00	90.00	91.00
---	-------	-------	-------	-------	-------

1-Year Dropout Rate

On Track Teams and Junior / Senior Seminar teachers / courses will work to keep students on track and provide supports from school wide to individual students.	1.60	2.60	1.50	1.50	1.50
---	------	------	------	------	------

College Enrollment Rate

The goal created by the PLT is based on the district goal of increasing college enrollment by 3%. The 68% reflects a 3 % increase from 2016-2017 school year. The 71 % would reflect an additional 3% each year.	59.60	64.70	75.00	68.00	71.00
--	-------	-------	-------	-------	-------

College Persistence Rate

The goal created by the PLT is based on the district goal of increasing college persistence by 2%. The 859% reflects a 2% increase from 2016-2017 school year. The 59% would reflect an additional 2% each year.	76.90	57.10	76.00	59.00	61.00
--	-------	-------	-------	-------	-------

Average Daily Attendance Rate

Each grade level has a grade level contract that lists 95% attendance requirement for each student to participate in extra curricular activities.	92.60	89.70	95.00	95.00	95.00
---	-------	-------	-------	-------	-------

Custom metrics

0 of 0 complete

2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
------------------	------------------	---------------------	---------------------	---------------------

Strategies

Strategy 1

If we do...

WEST and EAST STRATEGY

If we ensure that the Curriculum Maps and associated unit plans have specific targeted skill mastery (3-5 CCSS/NGSS) and ensure alignment between those learning points and the summative assessment for units at high levels of DOK (3+)

...then we see...

then we will see curriculum that covers the span of CCSS/NGSS, and assessments aligned to the level of rigor implicit within the CCSS/NGSS while reflecting the shifts to the SAT

...which leads to...

100% of Alcott teachers will have a curriculum map and scope and sequence that will be based upon building the skills within the academic year and across grade levels. Student acquisition of these CCSS/NGSS learning targets will increase student engagement, increased GPAs, and prepare students to achieve projected P/SAT growth.

Tags:

Curriculum Design, Curriculum mapping, Expectations for depth & breadth of student learning: curriculum

Area(s) of focus:

1

Action step

Responsible

Timeframe

Status

"East

Action Items:

1. Monthly in grade-level meetings and quarterly as a whole-staff beginning fall of 2019, engage in staff-wide PD around common understanding of cognitive rigor through monthly grade-level meetings and quarterly staff developments.
2. By December 2019, build a scope a sequence for literacy and math from PreK-8; Develop a vertical and horizontal alignment in literacy and math.
3. By December 2020, teachers complete their unit designs and alignment with the scope and sequence in math and literacy.
4. Monthly during the 2018-2019 and the following years, allow teachers to have collaborative planning times across grade levels to discuss curriculum alignment.
5. Monthly and quarterly, review assessment across grade levels to determine if assessments reflect the level of thinking and cognitive rigor.
6. By the Spring of 2020, develop staff capacity to design assessments that allow for cognitive rigor and engagement.
7. By December 2021, develop staff capacity on rubric writing as a means of assessment providing staff training on how to accurately use rubrics to align assessment with objectives and instruction.

Teachers and Administrators; Network Support Staff; Scott Neil

Aug 27, 2018 to Jun 30, 2020

Not started

Scope and sequence, Rubrics, Curriculum maps

West:

Action item 1: All teachers will engage in learning with Lead180 to implement creation/revision of curriculum maps based upon Scopes and Sequences aligned to depth of knowledge and PSAT/SAT skill shifts.

ILT with Departments

Apr 1, 2018 to Jun 22, 2018

On-Track

Curriculum Design, Curriculum maps, Rubrics, Scope & sequence

West:

Action item 2: All teachers will use a protocol (that consists of creating questions to frame units) that determines alignment between essential / driving questions and the standards and depths of knowledge to ensure their essential/driving questions are aligned to the standards and depths of knowledge.

ILT with Departments

Jun 17, 2018 to Aug 31, 2018

Not started

Curriculum Design, Curriculum maps, Rubrics, Scope & sequence

West:

Action item 3: All teachers will develop formative and summative assessments aligned to essential questions and learning targets.

All Content Teachers

Aug 26, 2018 to Jun 26, 2020

Not started

Curriculum Design, Curriculum maps, Rubrics, Scope & sequence

West:
Action Item 4: All teachers will reflect upon and develop tasks in curriculum maps to ensure that they provide students with differentiated tasks that provide access to high levels of DOK (3+) for all learners and preparedness for the P/SAT.

All Content Teachers

Apr 1, 2018 to Jun 26, 2020

Not started

Curriculum Design, Curriculum maps, Rubrics, Scope & sequence

Strategy 2

If we do...

...then we see...

...which leads to...

WEST STRATEGY
If we build teacher capacity to design and deliver tasks that are at high levels of rigor / DOK (3+) and reflect the level of DOK intrinsic of each standard

then we will see teachers who are better able to design and implement tasks and activities at high levels of cognitive demand. Student engaged in productive struggle.

Students being more highly prepared for the rigor of the P/SAT as shown by the growth rate on the SQR. Students more college and career ready as evidenced by college persistence rates.

Tags:
Rigorous tasks, Cognitive demand

Area(s) of focus:
2

Action step	Responsible	Timeframe	Status
West: Action item 1: Lead teachers will implement high cognitive demand tasks learned at the CPS HS Summits. Lead teachers will share strategies with department members to create department aligned tasks.	Lead content teachers who attended High School Summit	Aug 20, 2017 to Jun 26, 2020	On-Track

Rigorous tasks, Alignment, Alignment to standards

West: Action item 2: Teachers will use Lead180 toolkits (Learning Targets for each standard) to design tasks at high levels of cognitive demand.	Lead content teachers who attended High School Summit	Jun 24, 2018 to Sep 9, 2018	On-Track
---	---	-----------------------------	----------

Rigorous tasks, Alignment, Alignment to standards

West: Action item 3: Use QFT and Hess Matrix, that was taught to teachers during Summer Institute Days and PD sessions, to support student inquiry and questioning strategies.	ILT led PD	Jun 24, 2018 to Jun 26, 2020	Not started
---	------------	------------------------------	-------------

Rigorous tasks, Alignment, Alignment to standards

West: Action item 4: ILT engages in book study to strengthen expertise with higher level questioning and tasks to lead teacher teams in through questioning and task development	School-wide, all teachers	Jun 24, 2018 to Jun 26, 2020	Not started
---	---------------------------	------------------------------	-------------

Rigorous tasks, Alignment, Alignment to standards

West: Action item 5: Administrator lead teacher team meetings become a space where teachers share and collaborate to apply learning on questioning and tasks to unit design.	School-wide, all teachers	Jun 24, 2018 to Jul 31, 2020	Not started
---	---------------------------	------------------------------	-------------

Rigorous tasks, Alignment, Alignment to standards

Strategy 3

If we do...

...then we see...

...which leads to...

(EAST STRATEGY)
incorporate restorative justice approach to discipline

fostered relationships among all stakeholders and shape student behavior versus punishing behavior

a 100% of our teachers using restorative practice approaches in our classroom; consequently, this will decrease the number of discipline referrals and punitive consequences issued by 50%.

Tags:

Restorative approaches, Restorative discipline

Area(s) of focus:

5

Action step

Responsible

Timeframe

Status

East

Action Items:

1. By Spring 2019, develop a team which meets regularly to organize systems that support a restorative environment. By Fall 2019, the team will develop a rubric for gauging consistent implementation of restorative practices through PreK-8 grades.
2. By Spring 2019, use a multi-tiered system of supports for social, emotional, and behavioral growth using data to determine which behaviors should be more closely monitored and positively addressed.
3. Fall of 2018, provide professional development opportunities each quarter for restorative conversations among staff and students using approaches which de-escalate conflict, and promote social and emotional skills.
4. Onset of school year 2018, identify and reinforce clear discipline procedures for classroom and school wide behaviors--before, during, and after school.
5. By Spring 2019, develop and implement a school wide restorative practice team where all teachers and staff are collectively responsible for leading a centrally-managed response to behaviors using consistent, restorative processes.
6. May of 2018, apply through the Department of OSEL for a restorative practice coach at Alcott. By Spring of 2018, coach will provide on-site consultation, professional development, and one-to-one coaching to address restorative practice goals.

ILT; MTSS Team; Administration Team; Social Worker; Case Manager; School Psychologist; After-care JCC Company

Aug 20, 2018 to Jun 26, 2020

Not started

Restorative approaches, Restorative practices

Strategy 4

If we do...

...then we see...

...which leads to...

EAST STRATEGY
If we provide PD that is designed to address the needs of the entire staff based on teachers' needs assessment,

then we will see teachers implement better instructional and behavioral strategies relevant to their core curriculum and grade levels

which leads to improved teacher satisfaction on the MSMV teacher survey regarding professional learning and growth.

Tags:

Professional development, Expectations for depth & breadth of quality teaching: instruction

Area(s) of focus:

3

Action step

Responsible

Timeframe

Status

East

Action Items:

1. During Fall 2018, survey staff on the PD to assess staff's level of PD satisfaction.
2. During Fall of 2018, allocate a budget for the PD.
3. Quarterly, provide common planning times for departments.
4. By Fall of 2018, have a plan for whole-school professional development plan which is relevant and meaningful to all staff.
5. Beginning Spring of 2019, assess staff yearly about satisfaction through survey about professional development satisfaction.
6. Fall of 2018, create a bucket for sub coverage to attend PD.
7. Beginning August of 2018, staff will complete quarterly a rationale page/proposal for PD so that ILT and Administration can provide PD that is relevant and meaningful to all staff.

ILT; Administration; All staff

Jun 18, 2018 to Jun 24, 2022

Not started

Professional development

Strategy 5

If we do...

...then we see...

...which leads to...

WEST:

If we engage in shared reflection, collaboration, and study of best instructional practices in differentiation and subsequent implementation of these practices in unit design and instruction

Shifts in teacher practice, differentiating processes and products to provide avenues toward the highest level of cognitive demand for all learners.

Students demonstrating critical thinking regardless of their point of entry, as well as Higher GPAs, less F's, B's or better, On track, Prepared for college and career.

Tags:

Differentiated instruction, Expectations for depth & breadth of quality teaching: balanced assessment & grading

Area(s) of focus:

4

Action step

Responsible

Timeframe

Status

West:

Action item 1: Schedulers ensure members of each department have common planning time throughout the day to collaborate, reflect and discuss differentiation strategies.

Schedulers and Administration

Apr 1, 2018 to Jun 26, 2020

On-Track

Scheduling, Organization

West:

Action item 2: ILT will engage in a learning cycle to lead staff through learning strategies and best practices of differentiation.

ILT

Aug 26, 2018 to Jun 26, 2020

Not started

Tia, Targeted instructional area

West:

Action item 3: ILT creates and delivers PD surrounding best practices / strategies to focus on differentiation that can be used by teachers school-wide.

ILT

May 27, 2018 to Aug 31, 2018

Not started

Professional Learning, Professional development

West:

Action item 4: Instructional walks to gather evidence of differentiation and inform further reflections, reteaching and practice to increase efficacy of teacher capacity to provide access to high cognitive demand tasks for all learners.

ILT and staff

Aug 26, 2018 to Jun 21, 2019

Not started

Instructional walks, Cycles of inquiry

Action Plan

Strategy 1

NOT STARTED

"East Action Items: 1. Monthly in grade-level meetings and quarterly as a whole-staff beginning fall of 2019, engage in staff-wide PD around common understanding of cognitive rigor through monthly grade-level meetings and quarterly staff developments. 2. By December 2019, build a scope a sequence for literacy and math from PreK-8; Develop a vertical and horizontal alignment in literacy and math. 3. By December 2020, teachers complete their unit designs and alignment with the scope and sequence in math and literacy. 4. Monthly during the 2018-2019 and the following years, allow teachers to have collaborative planning times across grade levels to discuss curriculum alignment. 5. Monthly and quarterly, review assessment across grade levels to determine if assessments reflect the level of thinking and cognitive rigor. 6. By the Spring of 2020, develop staff capacity to design assessments that allow for

cognitive rigor and engagement. 7. By December 2021, develop staff capacity on rubric writing as a means of assessment providing staff training on how to accurately use rubrics to align assessment with objectives and instruction."

Aug 27, 2018 to Jun 30, 2020 - Teachers and Administrators; Network Support Staff; Scott Neil

Status history



Aug 14

NOT STARTED

Aug 14, 2018

Evidence

1. Finished scope and sequence 2. Less repeated instruction for students as they progress through grade levels. 3. Improved growth as depths of knowledge planning will allow for instruction at students' ability levels.

ON-TRACK

West: Action item 1: All teachers will engage in learning with Lead180 to implement creation/revision of curriculum maps based upon Scopes and Sequences aligned to depth of knowledge and PSAT/SAT skill shifts."

Apr 01, 2018 to Jun 22, 2018 - ILT with Departments

Status history



Aug 14

ON-TRACK

Aug 14, 2018

Evidence

Completed CMs and Ss & Ss

NOT STARTED

West: Action item 2: All teachers will use a protocol (that consists of creating questions to frame units) that determines alignment between essential / driving questions and the standards and depths of knowledge to ensure their essential/driving questions are aligned to the standards and depths of knowledge."

Jun 17, 2018 to Aug 31, 2018 - ILT with Departments

Status history



Aug 14

NOT STARTED

Aug 14, 2018

Evidence

Edited Essential Questions in both CMs and Ss and Ss.

NOT STARTED

West: Action item 3: All teachers will develop formative and summative assessments aligned to essential questions and learning targets."

Aug 26, 2018 to Jun 26, 2020 - All Content Teachers

Status history



Aug 14

NOT STARTED

Aug 14, 2018

Evidence

All assessments are linked to CMs in Google Drive

NOT STARTED

West: Action Item 4: All teachers will reflect upon and develop tasks in curriculum maps to ensure that they provide students with differentiated tasks that provide access to high levels of DOK (3+) for all learners and preparedness for the P/SAT."

Apr 01, 2018 to Jun 26, 2020 - All Content Teachers

Status history



Aug 14

NOT STARTED

Aug 14, 2018

Evidence

Tasks have been assigned a learning target and aligned to PSAT/SAT domains and dimensions.

Strategy 2

ON-TRACK

West: Action item 1: Lead teachers will implement high cognitive demand tasks learned at the CPS HS Summits. Lead teachers will share strategies with department members to create department aligned tasks."

Aug 20, 2017 to Jun 26, 2020 - Lead content teachers who attended High School Summit

Status history



ON-TRACK

Aug 14, 2018

Evidence

Materials from summit, evidence of student work reflecting tasks

ON-TRACK

West: Action item 2: Teachers will use Lead180 toolkits (Learning Targets for each standard) to design tasks at high levels of cognitive demand."

Jun 24, 2018 to Sep 09, 2018 - Lead content teachers who attended High School Summit

Status history



ON-TRACK

Aug 14, 2018

Evidence

Materials from summit, evidence of student work reflecting tasks

NOT STARTED

West: Action item 3: Use QFT and Hess Matrix, that was taught to teachers during Summer Institute Days and PD sessions, to support student inquiry and questioning strategies."

Jun 24, 2018 to Jun 26, 2020 - ILT led PD

Status history



NOT STARTED

Aug 14, 2018

Evidence

GOAL: Laminated posters of the sentence/question stems and posted in all classrooms. Lessons that reflect a space for accountable talk. Teacher/student evaluations of goal setting.

NOT STARTED

West: Action item 4: ILT engages in book study to strengthen expertise with higher level questioning and tasks to lead teacher teams in through questioning and task development"

Jun 24, 2018 to Jun 26, 2020 - School-wide, all teachers

Status history



NOT STARTED

Aug 14, 2018

Evidence

GOAL: Curriculum Maps with tasks that are aligned to Hess Matrix/DOK. Student reflection of QFT process

NOT STARTED

West: Action item 5: Administrator lead teacher team meetings become a space where teachers share and collaborate to apply learning on questioning and tasks to unit design."

Jun 24, 2018 to Jul 31, 2020 - School-wide, all teachers

Status history

Aug 14

NOT STARTED

Aug 14, 2018

Evidence

GOAL: Curriculum Maps with tasks that are aligned to Hess Matrix/DOK. Student reflection of QFT process

Strategy 3

NOT STARTED

East Action Items: 1. By Spring 2019, develop a team which meets regularly to organize systems that support a restorative environment. By Fall 2019, the team will develop a rubric for gauging consistent implementation of restorative practices through PreK-8 grades. 2. By Spring 2019, use a multi-tiered system of supports for social, emotional, and behavioral growth using data to determine which behaviors should be more closely monitored and positively addressed. 3. Fall of 2018, provide professional development opportunities each quarter for restorative conversations among staff and students using approaches which de-escalate conflict, and promote social and emotional skills. 4. Onset of school year 2018, identify and reinforce clear discipline procedures for classroom and school wide behaviors--before, during, and after school. 5. By Spring 2019, develop and implement a school wide restorative practice team where all teachers and staff are collectively responsible for leading a centrally-managed response to behaviors using consistent, restorative processes. 6. May of 2018, apply through the Department of OSEL for a restorative practice coach at Alcott. By Spring of 2018, coach will provide on-site consultation, professional development, and one-to-one coaching to address restorative practice goals."

Aug 20, 2018 to Jun 26, 2020 - ILT; MTSS Team; Administration Team; Social Worker; Case Manager; School Psychologist; After-care JCC Company

Status history

Aug 14

NOT STARTED

Aug 14, 2018

Evidence

Decrease in discipline referrals; Decrease in amount of punitive consequences such as in-school and out-of-school suspensions; Improved trust and security among teachers and students -- using increase of this metric on the My School My Voice survey as evidence

Strategy 4

NOT STARTED

East Action Items: 1. During Fall 2018, survey staff on the PD to assess staff's level of PD satisfaction. 2. During Fall of 2018, allocate a budget for the PD. 3. Quarterly, provide common planning times for departments. 4. By Fall of 2018, have a plan for whole-school professional development plan which is relevant and meaningful to all staff. 5. Beginning Spring of 2019, assess staff yearly about satisfaction through survey about professional development satisfaction. 6. Fall of 2018, create a bucket for sub coverage to attend PD. 7. Beginning August of 2018, staff will complete quarterly a rationale page/proposal for PD so that ILT and Administration can provide PD that is relevant and meaningful to all staff."

Jun 18, 2018 to Jun 24, 2022 - ILT; Administration; All staff

Status history

Aug 14

NOT STARTED

Aug 14, 2018

Evidence

Improved differentiation practices; better classroom instruction and practice leading to improved NWEA growth scores and allowing East to maintain attainment scores; increased teacher attendance on PD days.

Strategy 5

ON-TRACK

West: Action item 1: Schedulers ensure members of each department have common planning time throughout the day to collaborate, reflect and discuss differentiation strategies."

Apr 01, 2018 to Jun 26, 2020 - Schedulers and Administration

Status history



ON-TRACK

Aug 14, 2018

Evidence

Master schedule showing common planning time, agendas and meeting minutes from department meetings

NOT STARTED

West: Action item 2: ILT will engage in a learning cycle to lead staff through learning strategies and best practices of differentiation."

Aug 26, 2018 to Jun 26, 2020 - ILT

Status history



NOT STARTED

Aug 14, 2018

Evidence

GOAL: TIA selected. TIA shared. Informational text/scholarly articles regarding TIA.

NOT STARTED

West: Action item 3: ILT creates and delivers PD surrounding best practices / strategies to focus on differentiation that can be used by teachers school-wide."

May 27, 2018 to Aug 31, 2018 - ILT

Status history



NOT STARTED

Aug 14, 2018

Evidence

GOAL: Informational text/scholarly articles and PD presented to staff.

NOT STARTED

West: Action item 4: Instructional walks to gather evidence of differentiation and inform further reflections, reteaching and practice to increase efficacy of teacher capacity to provide access to high cognitive demand tasks for all learners."

Aug 26, 2018 to Jun 21, 2019 - ILT and staff

Status history



NOT STARTED

Aug 14, 2018

Evidence

GOAL: Evidence gathering tool used during the instructional walks, reflection tool with steps for improvement

Fund Compliance

Supplemental General State Aid(SGSA)

My school receives SGSA funds

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

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

ESSA Program

ESSA Schoolwide Program

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

NA

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

NA

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.

NA

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.

NA

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.

NA

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.

NA

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.

NA

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.

NA

Schools will, to the extent feasible and appropriate, coordinate and integrate parent and family programs and activities with Head Start, Reading First, Early Reading First involvement, Even Start, Home Instruction Programs for Preschool Youngsters, the Parents as Teachers Program, public preschool, and other programs, to further encourage and support parents and families in more fully participating in their children's education. Please describe how this will be accomplished.

NA

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

NA

Policy Implementation Activities

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

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

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

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

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

NA-Not a Title I School

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.)

NA

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.

NA

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

NA

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

NA

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.

NA

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

NA

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

NA

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).

NA

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.

NA-Not a Title I School

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.	\$ Amount .00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$ Amount .00
54125	Consultants For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)	\$ Amount .00
54505	Admission and Registration Fees, Subscriptions and memberships For Parents use only.	\$ Amount .00

<p>54205</p><p>**Travel**

Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.

\$	Amount	.00
----	--------	-----

<p>54565</p><p>**Reimbursements**

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

\$	Amount	.00
----	--------	-----

<p>53510</p><p>**Postage**

Must be used for parent and family engagement programs only.

\$	Amount	.00
----	--------	-----

53306 **Software**

Must be educational and for parent use only.

\$	Amount	.00
----	--------	-----

55005 **Furniture and Equipment**

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

\$	Amount	.00
----	--------	-----