



Charles G Hammond Elementary School / Plan summary

2018-2020 plan summary

Team

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Team meetings

Date	Participants	Topic
12/05/2017	CIWP members	Team Formation and presentation of CIWP process
01/08/2018	ILT	Continuation of Team Formation and CIWP process
01/29/2018	ILT	Framework-SEF Review
02/05/2018	CIWP members	Framework Priorities-SEF Completion
02/12/2018	ILT	Goals and Strategies
03/12/2018	ILT	Goals and Strategies
03/19/2018	ILT	SEF and Strategies Review
04/02/2018	CIWP members	Review of CIWP Draft prior to Network review
04/11/2018	Ms. McConnell, Ms. Orbe	Network Feedback Update and Adjustments
04/23/2018	Ms.Sackett, Ms. Orbe	Parent Plan Sections

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

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

Score

1 2 **3** 4

There is a shared vision that is displayed in several locations throughout the school. All ILT and Grade Level Meetings occur in the principal's office with a data wall with all students' data displayed. This helps to build a culture where everyone knows and takes responsibility for students' data and well-being. In addition to teachers, instructional support staff also take responsibility for students' success. Staff members are given various opportunities to take on leadership roles, grow in their practice, and share their learning and expertise with their colleagues during School Improvement Days, Internal Grade Release, and Flex Day Meetings; change management also happens during these meetings. The Five Essentials results also demonstrate staff's commitment to sharing responsibility for students' success and feeling like they have a voice in school-based decisions. The leadership buffers staff from external distractions by filtering and synthesizing any potentially distracting factors so that they could be presented at School Improvement Days and Flex Days within the context of the work already being done at the school-level.

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

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ILT has representation from each grade band and department and meets weekly. Each meeting has an agenda with a clear focus. ILT utilizes the Problem Solving Process to analyze problems and determine next steps. Data is reviewed at different levels (school-wide, grade level, priority groups, etc.) depending on the meeting's objectives. The work of the ILT is shared with stakeholders at GLM's and on other school-wide professional development days.

Guide for Instructional Leadership Team

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

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

Evidence, Measures, and Standards

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

Score

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

1 2 3 4

Schedules are structured so that teachers in the same grade band have common planning time five times per week. Staff members are encouraged to attend professional development sessions and bring back the professional learning and share it with colleagues. There is a system in place to facilitate peer observations and there is a form that is completed after a peer observation is performed. Professional learning also occurs during GLM's.

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

The CPS Instructional Time Guidelines are used in the scheduling process and to ensure that instructional time is maximized across grade levels. The budget is aligned to the CIWP priorities and leverages resources to support instruction and student achievement. The principal and other staff members have applied for and been awarded grants to support additional opportunities for students and families, such as the community garden, art, and poetry. A Talent Acquisition Team exists to select and retain quality candidates. There are several established community partnerships that have provided the school with additional resources and opportunities.

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

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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.

The CPS Literacy Content Framework is utilized to create units of instruction. Envisions (K-5) and CMP3 (6-8) are the math resources utilized to create units of instruction. Each quarter, there are internal grade release days that allow for teachers to horizontally and vertically plan. The unit plan ensures that there is an intentional pacing and that weekly objectives are articulated to ensure that there is clarity regarding the 'big ideas' that students should be learning each week. The unit plan and lesson plan templates have designated spaces for teachers to expand on the accommodations and modifications that will be implemented with diverse learners and English learners so everyone can access the grade level's curriculum. The unit plan and lesson plan templates also highlight formative and summative assessments. Second Step is taught from preschool-8th grade, which helps integrate academic and social emotional learning. Teachers plan field trips for students so there are opportunities for the classroom instruction to 'come alive' in real-world settings.

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

Units are aligned and intentionally planned by identifying or adapting appropriate tools (including technology) for specific data based instructional needs. Supplemental educational software supports instruction and is utilized by the teachers with all students and via ESPs with CUSP students beyond the classroom. All teachers, including EL and DL teachers, have access to a variety of high-quality materials. There are materials in both English and Spanish.

Guide for Instructional Materials

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

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	<ul style="list-style-type: none"> ✓ SGRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Supportive Environment
MTSS Framework	<ul style="list-style-type: none"> Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 1a. Demonstrating Knowledge of Content and Pedagogy 1b. Demonstrating Knowledge of Students 1c. Selecting Learning Objectives 1d. Designing Coherent Instruction
CPS Performance Standards for School	A3. Allocates Resources to Support Student Learning, Prioritizing
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

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The TRU Dimensions have been presented at professional development sessions and are discussed in GLM's. Teachers display student work in the classroom and analyze student at work and corresponding rubrics utilizing the Looking at Student Work Protocol. Learning walks are conducted to evaluate the level of rigor of learning tasks and their alignment to standards-based learning objectives. During ILT and GLM's, teachers collaborate on ways to make more rigorous rubrics to measure student learning.

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	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	
✓	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 (SQAP)
✓	Slice Protocol – Looking at Student Work

Transitions, College & Career Access & Persistence:

Score

1 2 3 4

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)

There is a High School Transition Plan that helps facilitate 8th graders' transition to high school. The counselor meets one-on-one with students and parents and helps each student navigate GoCPS and the high school application process. Sixth through eighth graders participate in an annual High School Fair in order to obtain more information about different high schools. Middle school students also use Naviance during their Guidance prep, which gives students the opportunity to explore different careers.

Guide for Transitions, College & Career Access & Persistence

- **TRANSITIONS - Have structures and processes in place to ensure successful transitions (e.g. into school , grade to grade, school to school, school to post-secondary).**
 - Mitigate the adverse effects experienced by some students in transition – such as arriving part-way through the school year – that can cause students to fall behind or become disengaged from school.
 - Monitor the progress of English learners after transition from services.
 - Provide programs and interventions that help students as they move from middle school through Freshmen year, including but not limited to: High School Investigation Days, CTE recruitment fairs, Freshmen Connection program (where budget allows), and a robust Freshmen Orientation program. Implement targeted holistic student supports the entire Freshmen year.
 - Provide sustained summer learning experiences to minimize learning loss and support key transition periods (e.g. summers before Kindergarten, HS, and college).
 - Use student data and best practices research to develop focused programs.
 - Expand access beyond students who are struggling academically.
 - Provide school counseling and postsecondary advising transition support and follow-up during “Summer Melt” and the first year of college.
- **AWARENESS - Expose students early to academic/professional worlds beyond K-12.**
 - Provide students opportunities to discover personal talents and skills, identify career interests, and pursue coursework/activities necessary to reach personal, academic and career goals. Expose students to CTE Pathways around career options
 - Expose students to a range of career paths and the educational requirements of each to improve long-term planning and goal-setting.
 - Start the conversation about college in primary grades.
 - Make parents aware of academic opportunities and supports for their child.
- **READINESS – Ensure equitable access to college preparatory curriculum.**
 - Provide access to 8th Grade Algebra to all eligible 8th grade students.
 - Provide access to early college and career coursework and credential opportunities while in HS (e.g. AP credit, Dual credit, industry credentials (CTE), Seal of Biliteracy)
 - Teach students to analyze their transcripts and test scores, as well as connect course selection, attendance, and grades to their continued success and access to postsecondary options, and adjust their actions and behavior to make progress toward graduation and their top postsecondary choice. Provide support and motivation to encourage B’s or better and improving attendance.
 - Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting.
 - Find opportunities to work with all students on academic and personal behaviors, including persistence, engagement, work habits/organization, communication/ collaboration, and self-regulation.
 - In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
 - Provide opportunities for Dual Credit/Dual Enrollment
- **SUCCESS - Provide direct assistance to all students and families through every stage of the college selection, application, and entry process (Transition to College (HS))** including, but not limited to academic planning/advising to assist with:
 - Selecting colleges with the best institutional graduation rates for their level of qualifications. (Students of all qualification levels are more likely to graduate from college if they attend a postsecondary institution with high graduation rates
 - Researching/comparing options including short and long-term financial outcomes, comparing college graduation rates, and other statistics to narrow

down options.

- Researching living wage options such as an apprenticeship or certification programs for students who wish to work after high school and/or want to delay college.
- Applying to multiple colleges—generally three or more.
- Navigating financial aid and capitalizing on grant and scholarship opportunities.
- Equipping students and families with persistence strategies. (College Persistence Toolkit)
- Help families learn about existing CTE career pathways, apprenticeships/pre-apprenticeship programs

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none">✓ Data on college visits and college fair information✓ Naviance Monthly Data✓ Scholarships earned✓ Ambition plans, or timelines related to successful transitions structures✓ To & Through data
Measures	<ul style="list-style-type: none">✓ College Enrollment, Persistence, Drop Out, and Attendance Rates✓ Early College and Career Credentials
Five Essentials	Ambitious Instruction Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2b. Establishing a Culture for Learning
CPS Performance Standards for	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
<ul style="list-style-type: none">✓ Everything College✓ CPS Ambition Framework✓ Preventing college plans from melting away✓ To & Through Project✓ Redefining College & Career Readiness College Scorecard	<ul style="list-style-type: none">✓ CPS College Persistence Toolkit✓ Identifying Linkages Between Summer Programs, Schools, and Community✓ From HS to the Future (CCSR, 2006)
CPS SCHOOL EXCELLENCE FRAMEWORK 17	

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

Teachers plan to incorporate a range of pedagogical approaches in their unit and lesson plans. Teachers utilize the DOK to plan for a variety of low- and high-level questions. Teachers use student discourse strategies to encourage discussion and promote authentic discussions about the content. Student engagement and questioning and discussion techniques are observed during learning walks, pop-in visits, peer observations, and REACH observations. During GLM's, teachers plan using Data Analysis Grouping & Planning Tools in order to group students and plan instruction.

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"> ✓ SGRF Attainment and Growth ✓ REACH observation trends (de-identified)
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Effective Leaders Supportive Environment
MTSS Framework	<ul style="list-style-type: none"> Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 3a. Communicating with Students 3b. Using Questioning and Discussion Techniques 3c. Engaging Students in Learning 3d. Using Assessment in Instruction 3e. Demonstrating Flexibility and Responsiveness
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices B2. Observes and Evaluates Staff and Gives Feedback to Staff
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ CPS Framework for Teaching with Critical Attributes ✓ CPS Framework for Teaching Professional Learning Modules ✓ CPS Framework for Teaching Professional Learning Opportunities ✓ Special Education Addendum ✓ English Language Learner Addendum

Balanced Assessment & Grading:

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

Score

1 2 3 4

Teachers put their teacher-created and teacher-selected formative and summative assessments in their unit and lesson plans. Assessments are given with appropriate accommodations and modifications, particularly for DL and EL students. There is a data wall with TRC and NWEA data in the principal's office, which provides access to school-wide data. Assessments and corresponding rubrics are reviewed and analyzed at ILT and GLM's.

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)
	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	1.e. Selecting Learning Objectives
	1.g. Designing Student Assessment
	2.g. Using Assessment in Instruction
	4.a. Reflecting on Teaching & Learning
CPS Performance Standards for School Leaders	81. Implements Curricular Scope and Sequence and Reviews Instructional Practices
	4b. Maintaining Accurate Records
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

Tier 1 instruction provides universal material to all students in a classroom. When core instruction is being designed, teachers take all of their students' and their learning styles and needs into consideration. There is protocol for 3rd-8th grade teachers to analyze who is on-track, determine why students may be off-track, and create subsequent plans to help students get back on-track. Preschool-8th grade use Second Step as their Tier 1 SEL instruction. The SEL Team also utilizes the School Climate Self-Assessment. There is also a protocol in place for students to move between Tier 2 and Tier 3 for academics and SEL.

Guide for Multi-Tiered System of Supports

- **TIER 1 - Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated. (3e)**
 - Intervene in a timely and effective way to help students who are struggling.
 - When formative assessments show a need for intervention or enrichment, teachers make effective impromptu adjustments that individualize instruction for students.
 - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.
- **TIER 1 - Customize the learning environment, pace, and approach of teaching and curriculum in order to meet each learners' individual needs ('Personalized Learning').**
 - Empower student to advance their learning.
 - Use up-to-date individual student profiles that include strengths, needs, motivations, and outlines an individualized path to reach his/her goals.
 - Classrooms are student-centered with student agency.
 - Each student has the opportunity to advance upon demonstrating mastery.
- **ON TRACK - Provide universal supports to prevent failing and absenteeism and targeted interventions for grades below "C" or chronic absenteeism. (On Track)**
 - Identify students off track due to low attendance and poor course performance and provide intensive supports to address root causes of why students have low grades and poor attendance.
- **TIER 2 & 3 - Collaborate and work as teams of teachers and Related Service Providers (RSP) to plan and monitor targeted student support with varied instructional strategies and SEL support of varying degrees of intensity for all students.**
 - Monitor students requiring and receiving targeted and intensive instruction/interventions.
 - Use the Problem Solving Process to plan Tier 2 and 3 instruction/interventions.
 - Determine appropriate interventions for students or groups of students not making adequate progress.
 - Use progress monitoring data to track effectiveness of interventions and student response to intervention.
- **TIER 2 & 3 – Implement Personal Learning Plans (PLP) goals and intervention strategies for students requiring school year supports as described in Elementary School Promotion Policy (Board Report 09-1028-PO2).**
 - Ensure implementation of these plans, review subsequent 5 week data, determine the effectiveness of the strategies and adjust plans as needed.
- **Communicate to parents/guardians the additional supports and/or interventions provided for their child to better align school and home**

environments.

Evidence, Measures, and Standards

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

Expectations for Quality & Character of School Life

6 of 6 complete

Culture for Learning:

Score

1 2 3 4

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.

ILT and GLM's look at student work with rubrics and complete student goals forms. Daily and timely attendance is addressed daily in our morning announcements. There are school-wide behavioral expectations displayed throughout the school that are specific to the common areas where they are located. Teachers post their daily objective so students know what they are learning each day. Staff members work together to ensure that students feel a sense of security and belonging while they are at school.

Guide for Culture for Learning

- **Create a culture that reflects a shared belief in the importance of learning and hard work.**
 - Use strategies to reinforce and cultivate student curiosity.
 - Make learning goals relevant to students, and inspire students to stay committed to their learning goals.
 - Consistently communicate the expectation that all students can achieve at high levels.
 - Utilize strategies to encourage daily and timely attendance.
- **Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student.**
 - Clearly display school-wide expectations for academic and personal success throughout the building.
 - Set high expectations according to grade-appropriate learning objectives.
 - Differentiate expectations so all students stretch to not only meet but exceed personal learning goals.
 - Recognize high levels of student achievement. All students receive recognition.
 - Encourage student resilience and hard work.
 - Ensure students feel safe to share misunderstandings and struggles.
- **Encourage students to take ownership and pride in their work where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.**

- Students self-assess (e.g. checking own work before giving to teacher) to develop a reflective habit of mind essential for improvement. This ensures students take responsibility for their own learning, focuses attention on criteria for success, and increases effort and persistence.
- **Provide students frequent, informative feedback.**
 - Tell/show students what they have done well (through positive reinforcement) and what they need to do to improve, including clarifying criteria and goals.
 - Give feedback on the task, the processes used to complete the task, and on the student's ability to self-regulate their own learning.
- **Develop academic mindsets and behaviors.**
 - Teach a growth mindset that over time with effort and practice, students can learn and succeed.
 - Encourage students' sense of belonging to the school and classroom community (see Relational Trust).
 - Employ strategies including ongoing monitoring and support of students' academic behaviors.
 - Praise effort and process. For example, "Good job, that must have taken a lot of effort" instead of, "Good job. You must be really smart."

Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Sample of individual student learning goals from a cross-section of teachers ✓ Also review student work evidence from Rigorous Student Tasks
Measures	<ul style="list-style-type: none"> ✓ Five Essentials – Ambitious Instruction ✓ SQRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Collaborative Teachers Supportive Environment
MTSS Framework Curriculum & Instruction	
CPS Performance Standards for School Leaders	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort
Now What? Materials to Support Improvement Planning	
<ul style="list-style-type: none"> ✓ Teaching Adolescents: The Role of Non-cognitive Factors in Shaping School Performance ✓ Framework for Teaching Companion Guide p. 50 ✓ Social Emotional Learning Supports (cps.edu/tel) ✓ 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

The SEL Team utilizes the School Climate Standards Self-Assessment and Five Essentials to determine areas of strength, areas of growth, and next steps. Staff members work hard to develop trusting, positive relationships in the school. Peace Circles are routinely implemented and there is a designated Peace Circle Leader to help ensure conflicts are resolved peacefully. There is also a Dean of Students to help ensure the school culture is supportive, caring, and respectful. There are appointment links that students can utilize to make appointments with administration for any reason.

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

There is a Student Voice Committee that has been established as an avenue to give students voice in the school community. Students have completed surveys about a variety of topics to be able to give their input and help make decisions. There is a Student Garden Committee, Student Tech. Team, and Student Safety Patrol, which all give students opportunities to be involved in the larger school community and take on leadership roles. There is also a Before and After-school program, sports program, and Spring Break Camp that provide students with extracurricular activities throughout the school year.

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"> MVMS Student Survey completion rates and results Artifact from student-run organizations and events (including SVCs) Meeting minutes/agendas that include student participation Feedback regarding student engagement in decision making Service learning reports and/or reflections of SL projects Unit and curriculum maps, rubrics, assessment artifacts Evidence of student work Democracy School recognition
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 2c. Engaging Students in Learning
CPS Performance Standards for School Leaders	D3. Utilize Feedback from Multiple Stakeholders for School Improvement
Content Standards	Illinois Social Science Standards, Illinois Social Emotional Learning Standards, CCSS ELA/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

The School Climate Standards Assessment and Five Essentials are utilized to gauge how students and staff feel about school safety. There are common behavioral expectations posted regarding behaviors during transitions and more "unstructured" time like lunch or recess. The Dean of Students helps maintain a sense of safety and security. Peace circles are utilized as a restorative approach to understand and rectify student behavior.

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. ✓ School Climate Standards Rubric/Assessment
Measures	<ul style="list-style-type: none"> ✓ Five Essentials – Supportive Environment score ✓ My Voice, My School Survey "Safety" score
Five Essentials	Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	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	
	✓ Social Emotional Learning Supports (cps.edu/sei)

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

Score

1 2 **3** 4

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.

Restorative approaches are routinely chosen as a consequence on Behavior Reports and staff members seek to have students engage in restorative practices as opposed to punitive ones. There is a Behavior Flowchart that provides guidance to staff members on how to address behavior issues. There is a SEL team who proactively addresses student behavior and ensures that our Tier 1 SEL practices are strong and inclusive of the Second Step curriculum and CHAMPS management strategy to create routines and procedures. There is a SEL MTSS protocol that staff members have access to complete.

Guide for Restorative Approaches to Discipline

- **PROACTIVE - Reinforce positive student behavior with clear expectations, routines, and procedures.**
 - A team meets regularly to organize systems that support a restorative environment.
 - Develop, reinforce, and model shared agreements and clear, positively stated expectations.
 - Well-managed routines and transitions maximize instructional time.
 - Engage families as partners.
 - Contact families frequently to inform them of positive student behavior and progress.
 - Vary acknowledgements and provide both short and long term opportunities for reinforcement for all students.
- **INSTRUCTIVE - Integrate universal SEL skills instruction and core content.**
 - Intentionally teach competencies outlined in SEL Standards. Use discipline as opportunity to teach these skills.
 - Use a Multi-tiered System of Supports (MTSS) for social, emotional, and behavioral growth.
 - Use data to determine which behaviors should be retaught or more heavily reinforced.
 - Explicitly teach expected behavior and positively reinforce consistently school-wide.
 - Avoid power struggles with students by offering choices. Redirect students privately and respectfully.
- **RESTORATIVE - Employ a discipline system that guides students to take ownership, resolve conflict, and learn from their actions.**
 - Support all staff to engage in restorative conversations and respond to behavior incidents in ways that de-escalate conflict, reteach expectations, build social & emotional skills, repair relationships, and cause minimal disruption to learning.
 - Support staff in understanding the impact of trauma on student behaviors and using trauma-sensitive approaches to discipline.
 - Identify clear disciplinary procedures for classroom-managed behaviors and office-managed behaviors. Develop a continuum of interventions and logical consequences that address the root cause of behavior and align to MTSS processes.
 - Ensure discipline systems minimize the use of punitive responses, including removing students from the classroom or school community.
 - Respond equitably to students in all subgroups. Implement processes that address and meet the needs of students who are impacted by behavior incidents.
 - Designate an administrator, such as a dean or restorative practices coordinator, responsible for leading centrally-managed response to behaviors using consistent, restorative processes.
 - Provide opportunities for students to take responsibility for repairing harm caused by their actions, generate solutions, and resolve conflicts with peers or staff.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Misconduct data (Dashboard)
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:

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.

Score

1 2 3 4

There are frequent, well-publicized opportunities for families to get involved in, such as: PAC, BAC, SEL Parent Committee, Health and Wellness Committee, Garden Committee, Food Depository Committee, Assembly Volunteers, Eighth Grade Fund Raising, Peace March. These events, teams, meetings are publicized via flyers and social media and there are agendas to track each team's progress and activities. Diversity is celebrated throughout the school year during morning announcements, bulletin boards, and special visits. Home visits are performed when necessary. Parents routinely have access to information in their native language .

Guide for Parent and Family Partnership

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<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 ✓ 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. Engage 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 0= Not of focus

2 Culture of & Structure for Continuous Improvement: Professional Learning

1	2	3	4	5	0
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2 Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading

1	2	3	4	5	0
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2	Expectations for depth & breadth of Quality Teaching: Instruction	1	2	3	4	5	⊘
2	Expectations for depth & breadth of Student Learning: Curriculum	1	2	3	4	5	⊘
2	Expectations for depth & breadth of Student Learning: Rigorous Student Tasks	1	2	3	4	5	⊘
3	Culture of & Structure for Continuous Improvement: Aligned Resources	1	2	3	4	5	⊘
3	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1	2	3	4	5	⊘
3	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1	2	3	4	5	⊘
3	Expectations for depth & breadth of Quality Teaching: Multi-Tiered System of Supports	1	2	3	4	5	⊘
3	Expectations for depth & breadth of Student Learning: Instructional Materials	1	2	3	4	5	⊘
3	Expectations for depth & breadth of Student Learning: Transitions, College & Career Access & Persistence	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Culture for Learning	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Parent and Family Partnership	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Safety & Order	1	2	3	4	5	⊘
3	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	1	2	3	4	5	⊘

Goals

Required metrics (Elementary)

18 of 18 complete

2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
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National School Growth Percentile - Reading

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

92.00	73.00	72.00	81.50	90.00
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National School Growth Percentile - Math

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

94.00	27.00	41.00	33.50	40.00
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% of Students Meeting/Exceeding National Ave Growth Norms

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

66.70 53.00 74.90 56.50 60.00

African-American Growth Percentile - Reading

Insufficient data to set a goal for upcoming school years.

(Blank) (Blank) 0.00 0.00 0.00

Hispanic Growth Percentile - Reading

This goal was not set using the CIWP Goal Setting Calculator. The goal from the CIWP Goal Setting Calculator set our SY19 goal at 74 and SY20 goal at 70. CIWP Team agreed that the Hispanic Growth Percentile for Reading should be comparable to our national school growth percentile for reading.

91.00 78.00 82.00 81.50 85.00

English Learner Growth Percentile - Reading

This goal was not set using the CIWP Goal Setting Calculator as there were no goals generated. CIWP Team agreed that the Hispanic Growth Percentile for Reading should be comparable to our national school growth percentile for reading.

94.00 (Blank) 77.00 81.50 85.00

Diverse Learner Growth Percentile - Reading

Insufficient data to set a goal for upcoming school years.

(Blank) (Blank) 0.00 0.00 0.00

African-American Growth Percentile - Math

Insufficient data to set a goal for upcoming school years.

(Blank) (Blank) 0.00 0.00 0.00

Hispanic Growth Percentile - Math

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

95.00 20.00 46.00 25.00 30.00

English Learner Growth Percentile - Math

This goal was not set using the CIWP Goal Setting Calculator as there were no goals generated. CIWP Team agreed that the Hispanic Growth Percentile for Math should be comparable to our national school growth percentile for math.

88.00 (Blank) 43.00 25.00 30.00

Diverse Learner Growth Percentile - Math

Insufficient data to set a goal for upcoming school years.

(Blank) (Blank) 0.00 0.00 0.00

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

The goal was not set using the CIWP Goal Setting Calculator, but the CIWP team ensured that the goals would increase an SQRP point each year, and ensures that all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

38.00 42.00 26.00 50.00 60.00

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

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

22.00 19.00 14.00 29.50 40.00

National School Attainment Percentile - Reading (Grade 2)

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

12.00 8.00 17.00 24.00 40.00

National School Attainment Percentile - Math (Grade 2)

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

14.00 12.00 11.00 26.00 40.00

% of Students Making Sufficient Annual Progress on ACCESS

Insufficient data to set a goal for upcoming school years.

26.50 (Blank) 65.20 0.00 0.00

Average Daily Attendance Rate

This goal was set using the CIWP Goal Setting Calculator, which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals, our SQRP rating will be Level 1 in 1 year and Level 1+ in 2 years.

95.20 95.40 96.60 95.70 96.00

My Voice, My School 5 Essentials Survey

The goal is to maintain a well-organized rating on the 5 Essentials Survey.

(Blank) (Blank) (Blank) (Blank) (Blank)

Custom metrics

0 of 0 complete

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

Strategy 1

If we do...

If teachers' facilitation of GRR instruction provides equitable access to content through standards-based learning objectives

...then we see...

We see teachers:

1. probing student thinking to extend understanding;
2. attentive to different students in the class including the degree to which they are thoughtfully engaged;
3. monitoring student understanding using questioning and discussion techniques including low- and high-level questioning making adjustments as needed;
4. providing appropriate accommodations, supports, and challenges;
5. expecting all students participate and explain their thinking
6. maintaining high achievement expectations for all students including DLs and ELs

...which leads to...

A minimum of 80% mastery of the core content for all students inclusive of ELs and DLs

Tags:

Math, Diverse Learners, English Learners, Ela, Gradual release of responsibility, 3b, 3c

Area(s) of focus:

1

Action step

Responsible

Timeframe

Status

Perform learning walks to determine strengths and areas of growth surrounding teachers' implementation of the GRR strategy.	Admin & Leads	Jul 1, 2018 to Jun 30, 2020	Not started
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Gradual release of responsibility

Leads will ensure that 100% of new staff members are introduced and/or review the GRR strategy	Leads	Jul 1, 2018 to Jun 30, 2020	Not started
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Gradual release of responsibility

Ensure that 100% of teachers are utilizing the 3 Reads Strategy, Math Talks, fluency practice (math) and the Close Read Strategy (ELA) along side the GRR during content blocks.	Admin & Leads	Jul 1, 2018 to Jun 30, 2020	Not started
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Math, Ela, Math talks, Close reading

ILT members will collaborate to determine PD topics based around the GRR strategy	Leads	Jul 1, 2018 to Jun 30, 2020	Not started
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ILT, Professional development, Gradual release of responsibility

Leads will ensure that are planning and implementing the GRR with appropriate accommodations and modifications for ELs based on proficiency levels and WIDA standards and DLs based on IEP's.	Leads	Jul 1, 2018 to Jun 30, 2020	Not started
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Diverse Learners, English Learners, Gradual release of responsibility

Teachers will utilize questioning and discussion techniques, facilitate error analysis within their discussion and responses, utilize "wait time" and "R.A.C.E. strategy" to answer open ended questions, and incorporate as many TRU Dimensions as possible	Teachers	Jul 1, 2018 to Jun 30, 2020	Not started
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3b, Tru dimensions

Teachers will utilize manipulatives and visual models (anchor chart, fraction strips, etc.) in order to provide students with multiple representations of content and task	Teachers	Jul 1, 2018 to Jun 30, 2020	Not started
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Student learning, Anchor charts, Instructional practice, 3c

Strategy 2

If we do...

Teachers design coherent instruction by backward mapping their units and lessons by grade level in alignment with the Common Core State Standards that include formative, summative and interim assessments, grade-appropriate challenging levels of texts and materials, ensuring learning tasks are aligned to objectives, designed for intentionally grouped students

...then we see...

Cognitively-challenging, differentiated instruction with rigorous tasks (that require students to provide evidence of their reasoning) in small, data-based groups that address students' specific academic needs, inclusive of EL and DL students.

...which leads to...

80% of students showing growth on NWEA test in order to reach grade level attainment and Increased NWEA test scores overall as a school

Tags:
Instruction, assessment, data use,, Instructional practices, Curriculum & instruction

Area(s) of focus:

Action step	Responsible	Timeframe	Status
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Backwards mapped 8-10 week unit plan with quarterly goals weekly targets and daily objectives in order to plan and guide student tasks toward standards	Grade level teachers	Jul 1, 2018 to Jun 30, 2020	On-Track
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Instruction planning, Instructional activities, Instructional alignment

Daily entrance and exit tickets, graded with use of a rubric, with ongoing data analysis via the Problem Solving Protocol (PSP) and/or the Looking at Student Work (LASW) Consultancy Protocol to review how many students are reaching proficiency and what needs to be addressed or adjusted	Grade level teachers in accordance to units	Jul 1, 2018 to Jun 30, 2020	On-Track
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Assessment, Rubrics, Analyze student work, Looking at student work, Assessment data analysis

Identify and update student groups for Intervention/Acceleration, including Tier 2 and Tier 3 students, based on analyzing student data analysis	Classroom teachers in collaboration with DL teachers, when applicable	Jul 1, 2018 to Jun 30, 2020	On-Track
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MTSS, Interventions, Data analysis, Looking at student work

Create mini lessons with small groups of students, based on data groupings, to address gaps in student knowledge.	Classroom teachers in collaboration with DL teachers, when applicable	Jul 1, 2018 to Jun 30, 2020	On-Track
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Data analysis, Small group instruction, Student academic support

Circulate classroom to ensure equitable access to content (students are actively engaged in instruction and learning).	Classroom and DL teachers	Jul 1, 2018 to Jun 30, 2020	On-Track
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Student engagement, Student discourse, Classroom expectations, Teaching and learning

Utilize the corresponding interventions (instructional support staff, Smarty Ants -Pre-K -2, Kidbiz: 3-5, Teen Biz: 6-8, BURST: K-2), based on student data and MTSS tier	Classroom Teachers	Jul 1, 2018 to Jun 30, 2020	On-Track
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Student academic support

Teachers will utilize pre and post assessments for each lesson/unit	Teachers	Jul 1, 2018 to Jun 30, 2020	On-Track
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Assessment, Check for understanding, Monitor learning

Teachers will utilize formative, summative and predetermined grade level interim assessments consistently across grade levels throughout each lesson and unit	Teachers	Jul 1, 2018 to Jun 30, 2020	Not started
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Assessment

Conduct peer teacher observations	All teachers	Jul 1, 2018 to Jun 30, 2020	Not started
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Peer observation

Conduct classroom walk-throughs	Admin and leads	Jul 1, 2018 to Jun 30, 2020	Not started
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Learning walks

Strategy 3

If we do...

Create a classroom culture that reflects teacher and student commitment to learning (with an emphasis on high learning expectations, growth mindset and perseverance) and to building students' social-emotional skills (with an emphasis on self-awareness and self-management skills that will result in students' ownership of their learning)

...then we see...

1. Students engaged and on-task
2. Teacher and students' interactions are mutually respectful and positively impact the students, both emotionally and academically
3. Students implementing coping skills and strategies learned during Second Step instruction
4. Students take responsibility for their learning by indicating that they want to understand the content or master the skill rather than simply complete a task
5. More student input and voice (via the Student Voice Committee) regarding their concerns and plans to enhance the school culture for all students
6. Improved student attendance

...which leads to...

- a minimum of 96% K-8 school-wide attendance
- 100% of SEL referrals being responded to by the BHT
- 100% of students having at least one avenue to give input regarding the school culture

Tags:

Culture for learning, Culture and climate, Culture of achievement, Culture and learning

Area(s) of focus:

Action step	Responsible	Timeframe	Status
Implement Second Step curriculum with fidelity	Teachers	Jul 1, 2018 to Jun 30, 2020	Not started
SEL, Second step, Sel standards, Sel instruction			
Conduct Second Step learning walks	SEL Team	Jul 1, 2018 to Jul 30, 2020	Not started
SEL, Observations, Sel instruction, Sel team			
Establish Behavioral Health Team (BHT) to provide Tier 2 and Tier 3 interventions in order to help students' social-emotional growth	Behavioral Health Team	Jul 1, 2018 to Jun 30, 2020	Not started
MTSS, SEL, Bht, Mtss protocol			
Provide professional development regarding restorative practices	All staff	Jul 1, 2018 to Jun 30, 2020	On-Track
Professional development, Refelction, Resorative practices			
Student Voice Committee will seek input from students regarding suggestions to help improve their school experience and promote health & wellness	Student Voice Committee	Jul 1, 2018 to Jun 30, 2020	On-Track
Student voice, Student voice, engagement, Student voice committee, Heath and wellness			
SEL Team will include 1-2 members from the Student Voice Committee	SEL Team and Student Voice Committee	Jul 1, 2018 to Jun 30, 2020	On-Track
SEL, Student voice, engagement, Student voice committee			
Plan monthly attendance incentives for students, recognizing both high attendance percentages and improved attendance	Attendance Team	Jul 1, 2018 to Jun 30, 2020	On-Track
Attendance, Attendance interventions, Attendance incentives, Attendance data			
Teachers will have goal-setting conferences with each student	Teachers	Jul 1, 2018 to Jun 30, 2020	On-Track

Student success, Student ownership, Student involvement, Student reflection, Student goal setting, Student goals, Student responsibility

Action Plan

Strategy 1

NOT STARTED Perform learning walks to determine strengths and areas of growth surrounding teachers' implementation of the GRR strategy."
Jul 01, 2018 to Jun 30, 2020 - Admin & Leads

Status history



NOT STARTED May 03, 2018
Evidence
Learning Walk Tools

NOT STARTED Leads will ensure that 100% of new staff members are introduced and/or review the GRR strategy"
Jul 01, 2018 to Jun 30, 2020 - Leads

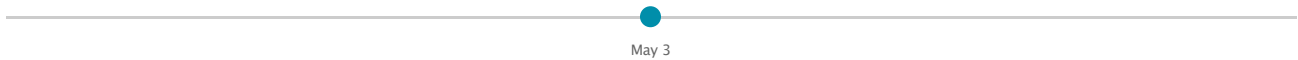
Status history



NOT STARTED May 03, 2018
Evidence
Coaching Log/Notes

NOT STARTED Ensure that 100% of teachers are utilizing the 3 Reads Strategy, Math Talks, fluency practice (math) and the Close Read Strategy (ELA) along side the GRR during content blocks."
Jul 01, 2018 to Jun 30, 2020 - Admin & Leads

Status history



NOT STARTED May 03, 2018
Evidence
Learning Walk Tool

NOT STARTED ILT members will collaborate to determine PD topics based around the GRR strategy"
Jul 01, 2018 to Jun 30, 2020 - Leads

Status history



NOT STARTED May 03, 2018
Evidence
Learning Cycle

NOT STARTED Leads will ensure that are planning and implementing the GRR with appropriate accommodations and modifications for ELs based on proficiency levels and WIDA standards and DLs based on IEP's."

Jul 01, 2018 to Jun 30, 2020 - Leads

Status history

May 3

NOT STARTED

May 03, 2018

Evidence

Lesson Plans to be delegated to Leads based on grade level and content

NOT STARTED

Teachers will utilize questioning and discussion techniques, facilitate error analysis within their discussion and responses, utilize "wait time" and "R.A.C.E. strategy" to answer open ended questions, and incorporate as many TRU Dimensions as possible"

Jul 01, 2018 to Jun 30, 2020 - Teachers

Status history

May 3

NOT STARTED

May 03, 2018

Evidence

GLM Notes & Observations

NOT STARTED

Teachers will utilize manipulatives and visual models (anchor chart, fraction strips, etc.) in order to provide students with multiple representations of content and task"

Jul 01, 2018 to Jun 30, 2020 - Teachers

Status history

May 3

NOT STARTED

May 03, 2018

Evidence

Observations

Strategy 2

ON-TRACK

Backwards mapped 8-10 week unit plan with quarterly goals weekly targets and daily objectives in order to plan and guide student tasks toward standards"

Jul 01, 2018 to Jun 30, 2020 - Grade level teachers

Status history

14. May

28. May

11. Jun

25. Jun

9. Jul

23. Jul

6. Aug

20. Aug

3. Sep

ON-TRACK

Sep 04, 2018

Evidence

- Q1 unit plans completed and uploaded to the corresponding folder on the Drive

NOT STARTED

May 03, 2018

Evidence

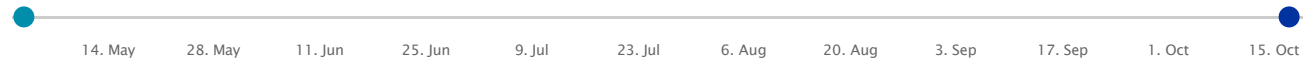
Submitted unit plans

ON-TRACK

Daily entrance and exit tickets, graded with use of a rubric, with ongoing data analysis via the Problem Solving Protocol (PSP) and/or the Looking at Student Work (LASW) Consultancy Protocol to review how many students are reaching proficiency and what needs to be addressed or adjusted"

Jul 01, 2018 to Jun 30, 2020 - Grade level teachers in accordance to units

Status history



ON-TRACK

Oct 17, 2018

Evidence

- Looking at Student Work (LASW) Protocol was done during GLM's on 10/17. Artifacts are uploaded in the corresponding GLM Folder.

NOT STARTED

May 03, 2018

Evidence

Collection of exit tickets and grading or updating as needed

ON-TRACK

Identify and update student groups for Intervention/Acceleration, including Tier 2 and Tier 3 students, based on analyzing student data analysis"

Jul 01, 2018 to Jun 30, 2020 - Classroom teachers in collaboration with DL teachers, when applicable

Status history



ON-TRACK

Sep 12, 2018

Evidence

- EOY 18 data was analyzed and grouped on data wall during GLM on 9/12.

NOT STARTED

May 03, 2018

Evidence

Quartile groups

ON-TRACK

Create mini lessons with small groups of students, based on data groupings, to address gaps in student knowledge."

Jul 01, 2018 to Jun 30, 2020 - Classroom teachers in collaboration with DL teachers, when applicable

Status history



ON-TRACK

Oct 15, 2018

Evidence

- K-2 analyzed TRC data, grouped students, and created mini lessons to address gaps in student knowledge.

ON-TRACK

Sep 26, 2018

Evidence

- 3rd-8th grade analyzed EOY 18 data, grouped students, and created lessons to address gaps in knowledge, especially during Intervention/Acceleration.

NOT STARTED

May 03, 2018

Evidence

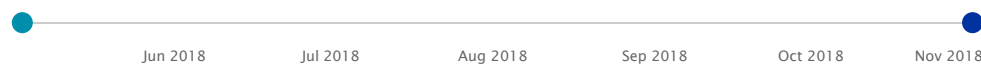
Documentation of small groups by student work

ON-TRACK

Circulate classroom to ensure equitable access to content (students are actively engaged in instruction and learning)."

Jul 01, 2018 to Jun 30, 2020 - Classroom and DL teachers

Status history



ON-TRACK

Nov 01, 2018

Evidence

- This is on-track based on Q1 REACH observations and pop-in observations.

NOT STARTED

May 03, 2018

Evidence

All students should have classroom notes and guided practice when notebooks are checked

ON-TRACK

Utilize the corresponding interventions (instructional support staff, Smarty Ants -Pre-K -2, Kidbiz: 3-5, Teen Biz: 6-8, BURST: K-2), based on student data and MTSS tier"

Jul 01, 2018 to Jun 30, 2020 - Classroom Teachers

Status history



ON-TRACK

Nov 01, 2018

Evidence

- Prek-2nd grade is using Smarty Ants and 6-8 is using Teen Biz.

ON-TRACK

Oct 15, 2018

Evidence

- BURST is being used for K-2; started after TRC testing.

NOT STARTED

May 03, 2018

Evidence

Intervention reports and MTSS Strategies Form for Tier 2 and Tier 3 students

ON-TRACK

Teachers will utilize pre and post assessments for each lesson/unit"

Jul 01, 2018 to Jun 30, 2020 - Teachers

Status history



ON-TRACK

Sep 04, 2018

Evidence

- Q1 unit plans and lesson plans have pre and post assessments. They are uploaded in the corresponding folders on the Drive.

NOT STARTED

May 03, 2018

Evidence

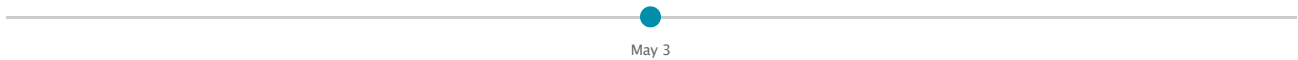
Assessments and corresponding data

NOT STARTED

Teachers will utilize formative, summative and predetermined grade level interim assessments consistently across grade levels throughout each lesson and unit"

Jul 01, 2018 to Jun 30, 2020 - Teachers

Status history



NOT STARTED

May 03, 2018

Evidence

Assessments and unit plans

NOT STARTED

Conduct peer teacher observations"

Jul 01, 2018 to Jun 30, 2020 - All teachers

Status history



NOT STARTED May 03, 2018
Evidence
Peer Observation Reflection Form

NOT STARTED Conduct classroom walk-throughs"
Jul 01, 2018 to Jun 30, 2020 - Admin and leads

Status history



NOT STARTED May 03, 2018
Evidence
Walkthrough tool and feedback forms

Strategy 3

NOT STARTED Implement Second Step curriculum with fidelity"
Jul 01, 2018 to Jun 30, 2020 - Teachers

Status history



NOT STARTED May 03, 2018
Evidence
Observations (Reach & Pop-ins)

NOT STARTED Conduct Second Step learning walks"
Jul 01, 2018 to Jul 30, 2020 - SEL Team

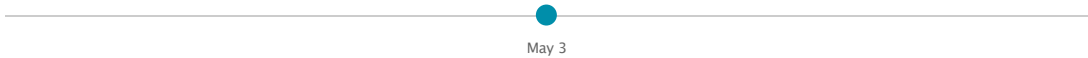
Status history



NOT STARTED May 03, 2018
Evidence
Learning walk tool

NOT STARTED Establish Behavioral Health Team (BHT) to provide Tier 2 and Tier 3 interventions in order to help students' social-emotional growth"
Jul 01, 2018 to Jun 30, 2020 - Behavioral Health Team

Status history



NOT STARTED May 03, 2018
Evidence
SEL Referrals

ON-TRACK Provide professional development regarding restorative practices"
Jul 01, 2018 to Jun 30, 2020 - All staff

Status history



ON-TRACK

Sep 19, 2018

Evidence

- Restorative practices were presented during the Flex Day on 9/19.

NOT STARTED

May 03, 2018

Evidence

PD Share-out, PD registration confirmation

ON-TRACK

Student Voice Committee will seek input from students regarding suggestions to help improve their school experience and promote health & wellness"

Jul 01, 2018 to Jun 30, 2020 - Student Voice Committee

Status history



ON-TRACK

Nov 01, 2018

Evidence

- SVC has met and is recruiting new members.

NOT STARTED

May 03, 2018

Evidence

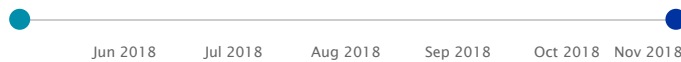
SVC Agendas

ON-TRACK

SEL Team will include 1-2 members from the Student Voice Committee"

Jul 01, 2018 to Jun 30, 2020 - SEL Team and Student Voice Committee

Status history



ON-TRACK

Oct 31, 2018

Evidence

- SVC member attended her first SEL Meeting on 10/31.

NOT STARTED

May 03, 2018

Evidence

SEL and SVC agendas

ON-TRACK

Plan monthly attendance incentives for students, recognizing both high attendance percentages and improved attendance"

Jul 01, 2018 to Jun 30, 2020 - Attendance Team

Status history



ON-TRACK

Oct 16, 2018

Evidence

- Attendance Team has been established and has planned weekly and monthly incentives to promote attendance.

NOT STARTED

Sep 04, 2018

Evidence

- Attendance Team has provided monthly attendance incentives.

NOT STARTED

May 03, 2018

Evidence

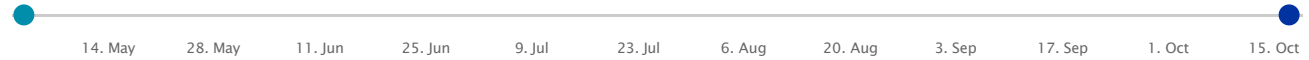
Attendance Plan and Team Agendas

ON-TRACK

Teachers will have goal-setting conferences with each student"

Jul 01, 2018 to Jun 30, 2020 - Teachers

Status history



ON-TRACK

Oct 17, 2018

Evidence

- 6th-8th grade has had student goal setting conferences. The goal setting forms were uploaded to the corresponding folder on the Drive.

NOT STARTED

May 03, 2018

Evidence

Goal-setting plans

Fund Compliance

Supplemental General State Aid(SGSA)

My school receives SGSA funds

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

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

ESSA Program

ESSA Schoolwide Program

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

Prior to the beginning of the school year, a letter will be sent to all parents detailing the importance of their involvement in the joint development and periodic review and revision of the NCLB, Title I, school parental involvement plan and policy, and in the process of school review and improvement. Follow-up invitations will be given to students to bring home informing parents of monthly meetings and events so that parents have opportunities to become actively involved.

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

During the first PAC Organizational meeting on September 2018, parent members are elected into office. On September 2018, a Principal's Annual Title 1 meeting will be held at Hammond. Title I programs are then presented to the parents at that meeting and revisited throughout the school year. Additionally, elected officials select meeting times, topics, and dates for the school year. Also, the PAC report is given at the monthly LSC meetings. These meetings allow parents the opportunity to participate in the process of school review and improvement. Parents will also be accompanied by staff members to the NCLB conference held in Chicago in November/December.

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

This will be accomplished through Open Houses, BAC/PAC meetings, LSC meetings, lesson demonstrations, newsletters, parent-teacher conferences, the report card pick ups (two mandated and one voluntary). In addition, parents are given a description and explanation of our curriculum and assessment tools used to monitor student progress and guide instruction. Included in this explanation, parents are given information about the proficiency levels their children need to meet in Reading and Math.

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.

Our school has an open door policy and parents are welcomed to bring any issues to be presented, especially at the monthly PAC/BAC meetings. These meetings provide parents with information about CCSS, Theory of Action, and Learning Cycles. During these meetings parents are given the opportunity to ask questions, voice concerns and give suggestions.

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.

This will be accomplished by providing and explaining every student's individual ISAT report to their parents at the beginning of the school year. In addition, as assessments are given, parents will be informed of their progress.

Schools will assist parents of participating ESSA Title I children in understanding: the state's academic content standards; the state's student academic achievement standards; the state and local academic assessments including alternate assessments; the requirements of Title I, Part A; how to monitor their child's progress; and how to work with educators. Please describe how this will be accomplished.

The following reports are given out and explained during open houses and individual teacher-parent conferences, and report card pick ups:

- school report cards
- NWEA student reports
- progress reports
- DIBLES/IDEL/TRC Reports

Not only do we provide the above scores, we also provide suggestions on how they can help their child academically and become a partner with the teacher in the education of their child.

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.

This will be accomplished by continuing to have parent classes. Furthermore, we intend to assist parents in working with their children to improve their academic achievement by providing online resources and tutorials for parents to refer to help their children. We will also be providing computer training on how to use programs such as MicrosoftWord and PowerPoint. Also, we will initiate a parent library.

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.

This will be accomplished by providing Professional Development in cultural awareness of the school's population and how to be more effective in communicating with parents.

Schools will, to the extent feasible and appropriate, coordinate and integrate parent and family programs and activities with Head Start, Reading First, Early Reading First involvement, Even Start, Home Instruction Programs for Preschool Youngsters, the Parents as Teachers Program, public preschool, and other

programs, to further encourage and support parents and families in more fully participating in their children's education. Please describe how this will be accomplished.

We have monthly parent classes, conducted by both school staff and outside presenters for the following topics:

- Early Reading First Involvement
- Home Instruction Programs
- Nutrition Classes
- ESL classes for the parents
- Classes for preparing your children for test taking
- How to prepare for the High School Application Process

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.

This will be accomplished by sending information to parents in English and Spanish via a monthly calendar and newsletters, classroom newsletters, and through notices announcing meetings and special events.

Policy Implementation Activities

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

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

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

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

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

n/a

School-Parent Compact

Complete

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

Our mission is to "prepare our students to achieve their greatest potential academically, socially, and emotionally in order to be productive individuals in a global society."

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

Open House is scheduled for October 10, 2018 There will also be parent-teacher conferences on November 14, 2018 and April 10, 2019 (CPS Mandated Report Card Pick-Up).

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

Progress reports will be distributed on: October 5, 2018, December 14, 2018, March 8, 2019, and May 17, 2019.

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

According to our visitor's policy, parents can make an appointment to see their child's teacher before, during or after school, depending on the teacher's schedule.

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.

If parents are interested they can fill out a volunteer form. They are strongly encouraged to volunteer during BAC/PAC meetings. The volunteer packets are available in the main office.

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

Parents can support their children's learning through the use of the student agenda(which lists homework and assignments), classroom newsletters, meetings and communications with the teacher.
Parents can also volunteer in classrooms to support their child's learning.

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

BAC/PAC Meetings, Open House, LSC Meetings, and Grade Level Presentations will give parents the opportunity to have a voice in the education of their children.

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

Students are made responsible for their learning through the use of Individual Goal Plans, Classroom Data Walls, Attendance Wall, Classroom Newsletters, Award Ceremonies and other Special Recognition.

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.

Hammond has established a Parent Leadership Group comprised of parents who are in leadership roles that encompass our Health and Wellness Committee, Tutoring, Volunteer and Community Partners Liaison. Together with their active involvement, we will continue to develop the parents literacy, computer and English language skills. In addition, we inform them of the importance of being a partner of their child's education not only here at Hammond, but high school, college and career, by providing them with relevant information that they require in order to support their children when making educational decisions.

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
54205	Travel Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	\$ Amount .00

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

Must be used for parent and family engagement programs only.

\$	Amount	.00
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53306 **Software**

Must be educational and for parent use only.

\$	Amount	.00
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55005 **Furniture and Equipment**

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

\$	Amount	.00
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