



James Otis Elementary School (/school-plans/335) / Plan summary

## 2016-2018 plan summary

### Team

Name	Role	Email	Access
Nancy Mendez	Principal	nmendez@cps.edu	Has access
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### Team meetings

Date	Participants	Topic
04/06/2016	ILT (Mendez, Galvan, Kirby, Myers, Ghuneim, Lane, Murphy and DeLeon)	CIWP Training/Overview
04/11/2016	ILT (Mendez, Galvan, Kirby, Myers, Ghuneim, Kelly, Moravy, Rodger, and Murphy)	Framework Ratings and Data Review

04/25/2016	ILT (Mendez, Galvan, Kirby, Myers, Ghuneim, Kelly, Moravy, Rodger, and Murphy)	Framework Ratings and Data Review
05/02/2016	ILT (Mendez, Galvan, Kirby, Myers, Ghuneim, Kelly, Moravy, Rodger, and Murphy)	Framework Ratings and Data Review
05/23/2016	ILT (Mendez, Galvan, Kirby, Myers, Ghuneim, Kelly, Moravy, Rodger, and Murphy)	Framework Ratings and Data Review
05/25/2016	ILT (Mendez, Galvan, Kirby, Myers, Ghuneim, Kelly, Moravy, Rodger, and Murphy)	Framework Ratings and Data Review

## School Excellence Framework

### Culture of & Structure for Continuous Improvement

4 of 4 complete

#### Leadership & Collective Responsibility:

Score

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

1 2 3 4

The mission of James Otis World Language Academy is to guide students to take ownership of their learning through reflective thinking, high expectations, and a commitment to achievement. Otis Elementary provides a balanced curriculum designed to meet the academic, cultural and social-emotional needs of the entire student body. All members of the Otis community are committed to grow as productive, caring and responsible citizens.

96% teachers have ratings of Proficient or better in Domain 4

5 Essentials Effective Leaders - Neutral

5 Essentials Collaborative Teachers - Strong

### Guide for Leadership & Collective Responsibility

- **Set the direction and create a sense of purpose by building consensus on and implementing a shared vision.**
  - Consider the demographics of the school community in developing a shared vision.
  - Help stakeholders understand the relationship between the school's vision and their initiatives and priorities.
  - Consistently use informal and formal opportunities to champion and articulate the vision.
  - Act in ways that consistently reflect the school's core values, beliefs, and priorities in order to establish trust.
  - Ensure the school's identity, vision, and mission drive school decisions.
- **Inspire a culture of collective responsibility for the success of ALL students in the whole school (not solely teacher's own students).**
- **Empower others to make or influence significant decisions.**
  - Build shared leadership structures and opportunities for job-embedded leadership training and development.
  - Capitalize on the leadership skills of others.
  - Constantly listen and synthesize what is heard, and learn from all sources.
- **Employ the skills to effectively manage change.**
  - Master skills associated with large-scale strategic planning processes and implementation of such plans.
  - Steer through the challenges associated with making improvements, both large and small.
- **Create and sustain a coherent instructional program (coordinated and consistent) with learning goals.**
- **Use the CPS Framework for Teaching to ground instructional guidance and coaching.**
  - Model ambitious goals for teaching and learning for all students, including priority groups.
  - Draw from the best available evidence to inform instructional improvement decisions.
- **Enable staff to focus and prioritize what matters most.**
  - Buffer staff from external distractions to the school's priorities and goals.
  - Limit school improvement goals to a few high leverage activities.
  - Prioritize teaching challenging content, engaging students in learning, rigor and ways to raise achievement.

### Evidence, Measures, and Standards

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

### Instructional Leadership Team:

Score

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

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- Weekly agenda created, shared (via drive) with ILT members and staff ahead of meeting, minutes added throughout meeting
- Action items created, completed (behavior matrix, assembly)
- Progressing: Structure in place for creating/checking on action items. Minutes and agenda shared on a common Google Drive folder.
- Progressing: Greater transparency (two-way street) between ILT and greater Otis staff. ILT member present at all grade level PLC, PPLC and PPC. Minutes and agenda shared on a common Google Drive folder.
- Progressing: Ambitious instruction (Neutral rating on school progress report for FY15 and strong for FY16.)
- Progressing: Neutral rate for 'Teachers have influence in a broad range of decisions regarding school policies and practices' in MVMS (48%)
- Progressing: Neutral rate for 'the school leadership team sets high standards for teaching and student learning' in MVMS (52%) Lesson plans shared on common Google Drive folder.
- Progressing: Neutral rate for 'Teacher observe each others' practice and work together to review assessment data and develop instructional strategies; (58%) Implement system for teachers to observe and reflect on teaching practice (learning walks)
- Progressing: Neutral rating for 'Teachers are supportive and respectful of one another, personally and professionally' in MSMV (58%) Social and professional opportunities for faculty and staff to engage with one another.
- Progressing: Develop block scheduling to accommodate vertical and horizontal professional learning communities.
- Progressing: Implement school-wide tracking system i.e. Student Logger, Progress monitoring tool (student goal-setting)
- Forthcoming: Develop teacher leadership teams (literary, math, SEL, DL/EL)
- 96% Proficient and Distinguished in Domain 4

### Guide for Instructional Leadership Team

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

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ ILT Effectiveness Rubric Score
	✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes)
	✓ Evidence that work of ILT has contributed to positive outcomes for students and staff
	✓ Teacher team agendas/minutes reflective of ILT focus
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	Effective Leaders
	Collaborative Teachers
CPS Framework for Teaching	<a href="#">4a. Reflecting on Teaching &amp; Learning</a>
	<a href="#">4d. Growing and Developing Professionally</a>
	<a href="#">4e. Demonstrating Professionalism</a>
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
	B5. Supports Teacher Teams

### 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

- Progressing: Professional Development Plan (Second Step, Wilson Learning, Go Math, Literacy Series' Training, Math Handbook)

- Progressing: Effective leaders Neutral yellow rating with 58%, 4% higher than the district on SQRP. Leadership now in place with new school vision/mission and strategies in place to implement.

- Progressing: Lowest subcategory teacher influence with 48%. Scheduling in place for FY17 for teacher teams to meet in grade level blocks. Weekly memorandum provides targeted PD opportunities for staff.

- Progressing: 56% of teachers feel they have the greatest influence in determining materials used and establishing curriculum and instructional programs. Teachers voted to determine school wide core curriculum for FY17.

- Challenge: Teachers feel they have great influence over content of in-service programs. Grade levels FY16 teachers determined in-service choices for FY17.

Reading Growth - All Students 73%; African-American 38%; Hispanic 80%; DL 11%

Reading Attainment - Grade 2 32%; grades 3-8 52%

Math- Growth - All Students 60%; African-American 16%; Hispanic 74%; DL 12%

Math Attainment - Grade 2 42%; Grades 3-8 43%

Students making target growth, 58.3%

- Challenge: As stated above Growth and Attainment for African-American Students and DL Students is below the school average.

-Forthcoming: Aligning DL resources through new literacy and math programs. Provide social emotional and academic support.

5 Essentials Effective Leaders - Neutral

5 Essentials Collaborative Teachers - Strong

- 96% Proficient and Distinguished in Domain 4

### 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"> <li>✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda?</li> <li>✓ PD agendas, PD feedback surveys</li> <li>✓ Teacher practice improving on the Framework for Teaching (e.g. Basic&gt;Proficient, Proficient&gt;Distinguished)</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ SQRP Attainment and Growth</li> <li>✓ Five Essentials: Collaborative Teachers</li> </ul>
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<a href="#">4a. Reflecting on Teaching &amp; Learning</a> <a href="#">4d. Growing and Developing Professionally</a> <a href="#">4e. Demonstrating Professionalism</a>
CPS Performance Standards for School Leaders	82. Observes and Evaluates Staff and Gives Feedback to Staff 86. Professional Development Provided for Staff

### Aligned Resources:

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

### Score

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- Teacher retention rate, 80%
- Teachers report never having observed other teacher's classrooms for ideas for their own instruction, 31%
- Progressing: Teachers report having gone over assessment data with other teachers to make instructional decisions, 36% (NWEA representative analyzed data with grade level PLC's)
- Teachers have worked on instructional strategies with other teachers to make instructional decisions(MSMV), 50%
- 5 Essentials Effective Leaders - Neutral
- 5 Essentials Collaborative Teachers - Strong
- 96% Proficient and Distinguished on REACH Domain 4

## Guide for Aligned Resources

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

- Solicit information from staff using exit interviews/surveys to understand reasons for leaving school or district.
- **Make outreach efforts to engage community members as partners and resources.**
- **Partner with one or more organizations that share the values of the school and have a complementary mission to the school's vision.**
  - Monitor the impact of partner organizations' activity.

## Evidence, Measures, and Standards

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

## Expectations for depth & breadth of Student Learning

4 of 4 complete

### Curriculum:

Score

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.

1 2 3 4

Shared Drive of weekly lesson plans for school to publish and share  
 All students better than 73% of school nationally in reading  
 Hispanic students performed better than 80% of schools nationally in math  
 Hispanic students performed better than 74% school national in reading  
 Progressing: Vertical alignment (Grade level PLC's)  
 Progressing: Coherence in Literacy and Math programs  
 Progressing: Lesson plans publicly shared on Google Drive bi-weekly  
 Progressing: Grade level PLC's in place to monitor progress toward mastery of CCSS  
 Progressing: Social Emotional Learning vary from classroom to classroom  
 Challenge: Students making target growth, 58.3%  
 Challenge: Diverse Learners performed better than 11% of schools nationally in reading  
 Challenge: African-American students performed better than 38% of schools nationally in reading  
 Challenge: Diverse Learners performed better than 12% of schools nationally in math  
 Challenge: African-American students performed better than 16% of schools national in math  
 5 Essentials Effective Leaders - Neutral  
 5 Essentials Collaborative Teachers - Strong  
 5 Essentials Ambitious Instruction - Strong  
 REACH - 3a (96%); 3c (92%); 1a (91%) 1d (90%)

## Guide for Curriculum

- **Adhere to the CPS Content Frameworks** (Math (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/library-science/cps-virtual-library/math-content-framework---virtual-library>), Science (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/science/cps-science-content-framework>), Social Science (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/social-science-1/social-science-content-framework-3-0>), and Literacy (<https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/literacy/cps-literacy-content-framework-2-0>)) **to ensure alignment of scope and text and task complexity.**
  - Provide a range and depth to knowledge and understanding of learning experiences that are language and content rich.
- **Align units of instruction (horizontally/vertically) to scope and sequence maps and pace units and lessons appropriately.**
  - Focus so units can be adequately addressed in the time available.

- Examine formative data to determine mastery and pace. Discuss how much time it takes to adequately address the essential elements, and the viability of documents that articulate essential content and timing of delivery (e.g. pacing guides, curriculum maps).
- **Utilize the ‘big ideas’ that should be taught to determine whether students are being taught the body of knowledge, the understandings and the skills expected.**
  - Identify the essential understandings – what students should learn in greater depth. In other words, know ‘covering everything but learning nothing’ does not work.
- **Expose and extend opportunities for all students to grade appropriate levels of text complexity in all types of texts, including informational in all content areas.**
  - Articulate language goals that are separate from and support content goals. Literacy - reading, writing and speaking are essential ‘learning tools’ across the curriculum (disciplinary literacy).
- **Engage all learners in content areas by fully integrating opportunities for all learners, including:**
  - Diverse learners to demonstrate core knowledge and skills.
  - English Learners to develop academic language to demonstrate mastery.
    - Use English and native language development in addition to content standards to differentiate for English learners.
    - Understand research and implement programs to develop native language literacy for English learners.
  - Advanced learners to extend core knowledge and skills.
- **Distinguish qualitatively and quantitatively between ‘regular courses’ and ‘advanced courses’ (e.g. AP (http://apcentral.collegeboard.com/home), gifted (https://docs.google.com/a/cps.edu/viewer?a=v&pid=sites&srcid=Y3BzLmVkdXrY3xneDoyYjIINGI4MmY3YTlxYTgz), etc.)**
- **Integrate academic and social emotional learning.**
- **Reach outside of the classroom for real world (or simulated) application. For example,**
  - Incorporate web capabilities for interactivity and information sharing.
  - Integrate field-based learning through partnerships with city institutions (e.g. museums (https://sites.google.com/a/cps.edu/kc/home/teachers/museum-resources)), colleges, universities, and community based organizations.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Curriculum maps, vertical/horizontal</li> <li>✓ Sequencing and pacing guides</li> <li>✓ Thematic units which cover multiple disciplines</li> <li>✓ Comprehensive unit plans including assessments</li> </ul>
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<a href="#">3a. Communicating with Students</a> <a href="#">3c. Engaging Students in Learning</a> <a href="#">1a. Demonstrating knowledge of content and pedagogy</a> <a href="#">1d. Designing Coherent Instruction</a>
CPS Performance Standards for School Leaders	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort

### Instructional Materials:

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

### Score

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New math series: Go Math for all grade levels which includes intervention guides  
 Diverse Learning teachers have access to same Go Math series as general education teachers  
 Achieve 3000 and IXL accessed a minimal of 3 days per week and utilized as a progress monitoring tool for grades 3 and 4  
 Reading A-Z utilized to provide leveled reading texts for students in the primary general education and diverse learning classrooms  
 Professional development needed for literacy and math curriculum, including web-based components  
 Progressing: VI teachers obtaining access to same literacy and mathematics curriculum as general education teachers  
 Progressing: Purchase of Mondo Publishing Reading Series for K-5 and My Perspectives Reading Series for 6-8 to formulate a foundation and build structure in the development of a balanced literacy program (reading and writing workshop models) to align all grade levels  
 Progressing: Research in school-wide progress monitoring system  
 Progressing: New technology purchased for school-wide instructional support  
 Progressing: Organize resource room for access to leveled readers and instructional materials  
 Challenge: Evidence of differentiation within classrooms (MTSS)  
 SQRP Reading Attainment 3rd-8th (52nd percentile);  
 SQRP Math Attainment 3rd-8th (43rd percentile);  
 SQRP Reading Attainment 2nd (32nd percentile);  
 SQRP Math Attainment 2nd (42nd percentile)  
 SQRP Reading Growth (73rd percentile);  
 SQRP Math Growth (60th percentile).

REACH Domain 1 (88% proficient or distinguished)

5 Essentials - Ambitious Instruction - Strong  
 5 Essentials - Supportive Environment - Neutral

## Guide for Instructional Materials

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

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

## Evidence, Measures, and Standards



EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Cross-section of materials from a variety of content areas and grade levels
	✓ Evidence of scaffolding and differentiation for all students to access the content/skills
	✓ Description of materials in curriculum and/or lesson plans
	✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious instruction
	Supportive Environment
CPS Framework for Teaching	<a href="#">1a. Demonstrating Knowledge of Content and Pedagogy</a>
	<a href="#">1b. Demonstrating Knowledge of Students</a>
	<a href="#">1c. Selecting Learning Objectives</a>
	<a href="#">1d. Designing Coherent Instruction</a>
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time

### Rigorous Student Tasks:

Score

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)

1 2 3 4

Strength: 5 Essentials - Students rated level of student discussion as strong, 72%  
Classrooms have word walls, 80%  
Current student work posted in hallways  
All classroom teachers were given Blooms' Taxonomy Learning Domains

All students performed better than 73% of school nationally in reading  
Hispanic students performed better than 80% of schools nationally in math  
Hispanic students performed better than 74% school national in reading

Challenge: Students making target growth, 58.3%  
Challenge: Diverse Learning students performed better than 11% of schools nationally in reading  
Challenge: African-American students performed better than 38% of schools nationally reading  
Challenge: Diverse Learning students performed better than 12% of schools nationally in math  
Challenge: African-American students performed better than 16% of schools national in math

5 Essentials - Ambitious Instruction - Student response  
Average implementation 54% overall; State is at 62% overall; Boys at 26%; girls at 44%; state average is 36%.  
Challenge: Parental engagement in their child(ren)'s education

REACH 1D - 90% proficient or distinguished  
REACH 2B - 85% proficient or distinguished  
REACH 3B - 66% proficient or distinguished  
REACH 3C - 92% proficient or distinguished

### Guide for Rigorous Student Tasks

- **Begin with the belief that all students can learn. (see *Culture for Learning*)**
  - Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student.
  - Create an environment where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.
  - Communicate the necessity of attendance and engagement everyday in order to succeed.
- **Plan and assign tasks that are cognitively challenging for individual students and require students to provide evidence of their reasoning.**
  - Align tasks with standards-based learning objectives that reflect the depth of knowledge expectations.
  - Tasks are integrative to draw on multiple standards.
  - Teach for Robust Understanding in Mathematics (TRU Math ([https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/math/tru-math-dimensions/TRU%20Math%20-%20Conversation%20Guide%20\(Short%20Version\).pdf?attredirects=0&d=1](https://sites.google.com/a/cps.edu/kc/curriculum/content-area-subpages/math/tru-math-dimensions/TRU%20Math%20-%20Conversation%20Guide%20(Short%20Version).pdf?attredirects=0&d=1))). Engage students with important mathematical ideas, not simply receiving knowledge, requiring students to engage in productive struggle.
- **Tasks reflect the key shifts in literacy.**
  - **Complexity:** Tasks reward close reading of complex text; Focus on comprehension of academic language, not obscure vocabulary.
  - **Evidence:** Cite evidence from text and write to sources, not decontextualized prompts.
  - **Knowledge (non-fiction):** Tasks embed reading and writing across disciplines with a variety of literary and informational complex texts and tasks and demonstrate comprehension through speaking, listening.
- **Tasks reflect the key shifts in mathematics.**
  - **Focus:** Tasks reflect a curricular and instructional focus on the major work in (e.g. operational fluency and number sense in K-2).
  - **Coherence:** Multi-grade progressions stress key beginnings (e.g. ratios in 6th grade) and key end points (e.g. fluency with multiplication in 3rd);

- **Rigor:** Problems require construction of mathematical reasoning and critiques of other possible solutions.
- **Provide opportunities for students to create authentic work for real audiences (beyond the teacher) to motivate them to meet standards and engage in critique and revision.**
- **Examine student work to identify and showcase the qualities of strategic thinking that are both rich in content and relevant for students.**
  - Analyze models with students to build a vision of quality.
  - Use protocols to collectively reflect regularly on the level of cognitive demand asked of students across the school, particularly priority group students, to think strategically as speakers, listeners, readers, and writers.
  - Analyze student work samples as part of professional learning to best support students' attainment of quality work and standards.

## Evidence, Measures, and Standards

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

### 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)

Attendance rate, 95.3%  
 High School Fair hosted in October, 2015.  
 Case Manager works with 8th grade students implementing "College to Careers"  
 8th graders complete annual career project in library class  
 7th graders complete annual high school project in library class  
 Annual 8th grade field trip to local high school  
 Student portal utilized to view and track grades  
 Challenge: Data tracking on college acceptance/scholarships earned  
 Challenge: Alumni outreach program to encourage "success stories" to share out to current students (Case Manager for college data)

REACH 2B - 85% proficient or distinguished

5 Essentials - Ambitious Instruction - Strong  
 5 Essential - Supportive Environment - Neutral

## Guide for Transitions, College & Career Access & Persistence

- **TRANSITIONS - Have structures and processes in place to ensure successful transitions (e.g. into school , grade to grade, school to school, school to post-secondary).**
  - Mitigate the adverse effects experienced by some students in transition – such as arriving part-way through the school year – that can cause students to fall behind or become disengaged from school.
  - Monitor the progress of English learners after transition from services.
  - Provide programs and interventions that help students as they move from middle school through Freshmen year, including but not limited to: High School Investigation Days, Freshmen Connection program (where budget allows), and a robust Freshmen Orientation program. Implement targeted holistic student supports the entire Freshmen year.
  - Provide sustained summer learning experiences to minimize learning loss and support key transition periods (e.g. summers before Kindergarten, HS, and college).
    - Use student data and best practices research to develop focused programs.
    - Expand access beyond students who are struggling academically.
    - Provide school counseling and postsecondary advising transition support and follow-up during "Summer Melt" and the first year of college.
- **AWARENESS - Expose students early to academic/professional worlds beyond K-12.**
  - Provide students opportunities to discover personal talents and skills, identify career interests, and pursue coursework/activities necessary to

- reach personal, academic and career goals.
- Expose students to a range of career paths and the educational requirements of each to improve long-term planning and goal-setting.
- Start the conversation about college in primary grades.
- Make parents aware of academic opportunities and supports for their child.
- **READINESS – Ensure equitable access to college preparatory curriculum.**
  - Provide access to 8<sup>th</sup> Grade Algebra to all eligible 8<sup>th</sup> grade students.
  - Provide access to early college and career coursework and credential opportunities while in HS (e.g. AP credit, Dual credit, industry credentials (CTE), Seal of Biliteracy)
  - Teach students to analyze their transcripts and test scores, as well as connect course selection, attendance, and grades to their continued success and access to postsecondary options, and adjust their actions and behavior to make progress toward graduation and their top postsecondary choice. Provide support and motivation to encourage B's or better and improving attendance.
  - Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting.
  - Find opportunities to work with all students on academic and personal behaviors, including persistence, engagement, work habits/organization, communication/ collaboration, and self-regulation.
  - In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
- **SUCCESS - Provide direct assistance to all students and families through every stage of the college selection, application, and entry process (Transition to College (HS))** including, but not limited to academic planning/advising to assist with:
  - Selecting colleges with the best institutional graduation rates for their level of qualifications. (Students of all qualification levels are more likely to graduate from college if they attend a postsecondary institution with high graduation rates)
  - Researching/comparing options including short and long-term financial outcomes, comparing college graduation rates, and other statistics to narrow down options.
  - Researching living wage options such as an apprenticeship or certification programs for students who wish to work after high school and/or want to delay college.
  - Applying to multiple colleges—generally three or more.
  - Navigating financial aid and capitalizing on grant and scholarship opportunities.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Data on college visits and college fair information</li> <li>✓ Naviance Monthly Data</li> <li>✓ Scholarships earned</li> <li>✓ Artifacts, plans, or timelines related to successful transitions structures</li> <li>✓ To &amp; Through data</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ College Enrollment, Persistence, Drop Out, and Attendance Rates</li> <li>✓ Early College and Career Credentials</li> </ul>
Five Essentials	Ambitious Instruction      Supportive Environment
CPS Framework for Teaching	<a href="#">2b. Establishing a Culture for Learning</a>
CPS Performance Standards for School Leaders	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort C2. Builds a culture of high aspirations and achievement for every student.

Expectations for depth & breadth of Quality Teaching

3 of 3 complete

### Instruction:

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

### Score

1 **2** 3 4

Strength: Faculty are proactive in seeking out external PD (Lucy Calkins, Chicago Writing Project, Attendance in CFE teacher conference, 14 teachers)

Strength: Weekly administrative memorandum denotes district and other external professional development opportunities

Strength: Teacher on teacher professional development (diverse learning) - Fluency Instruction; Behavior Management

Progressing: Higher order thinking; open-ended; high/low level questioning

Challenge: Consistency in implementation of flexible groupings

Challenge: Teacher on teacher peer observations, 31%

SQRP Reading Attainment 3rd-8th (52nd percentile);

SQRP Math Attainment 3rd-8th (43rd percentile);

SQRP Reading Attainment 2nd (32nd percentile);

SQRP Math Attainment 2nd (42nd percentile)

SQRP Reading Growth (73rd percentile);

SQRP Math Growth (60th percentile).

REACH Domain 3 (95% proficient or distinguished)

5 Essentials - Ambitious Instruction - Strong

5 Essentials - Supportive Environment - Neutral

5 Essential - Effective Leaders - Neutral

## Guide for Instruction

- **Plan a range of effective pedagogical approaches suitable to student learning of the content/skills taught and anticipate student misconceptions.**
- **Effectively communicate with students.**
  - Guide students to articulate the relevance of the objective(s) to learning.
  - Anticipate possible student misunderstanding.
  - Enable students to develop a conceptual understanding of content while making connections to their interests, knowledge, and experience.
  - Enable students to contribute to extending the content by explaining concepts to their classmates.
  - Build on students' language development and understanding of content.
  - Use vocabulary appropriately for students' ages and development. Students contribute to the correct use of academic vocabulary.
- **Use questioning and discussion as techniques to deepen student understanding and challenge.**
  - Use a variety of low- and high-level, open-ended, and developmentally appropriate questions to challenge students cognitively, advance high level thinking and discourse, and promote metacognition.
  - Use techniques that enable students to engage each other in authentic discussions about content. And, enable students to formulate their own questions and respectfully challenge one another using viable arguments based on evidence.
  - Encourage student responsibility for ensuring all voices are heard in the discourse and that all students are listening and responding to questions and answers from their teacher and peers.
  - Require students to cite textual evidence to support/develop a claim.
- **Engage students in learning.**
  - Scaffold instruction to ensure all students, including diverse learners and English Learners, access complex texts and engage in complex tasks.
  - Provide targeted supports to individual students or groups of students based on their identified needs.
  - Provide instruction designed to develop language domains for English learners.
- **Monitor the effect of teaching on student learning and integrate formative assessment into instruction.**
  - Monitor progress and check for understanding for individual students.
  - Change instructional practice based on analysis of current data.
  - Use universally designed assessments that allow for multiple pathways for students to demonstrate understanding of the objective(s).
  - Also see *Balanced Assessment*.
- **Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated.**
  - Intervene in a timely and effective way to help students who are struggling.
  - When formative assessments show a need for intervention or enrichment, make effective impromptu adjustments that individualize instruction.
  - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.

## Evidence, Measures, and Standards

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

### Multi-Tiered System of Support:

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

Score

1 **2** 3 4

Challenge: Sporadic implementation of Second Step/Staff has not been trained  
 Challenge: Absence of unified tracking system and accountability systems (goal: establish norms for Professional Learning Communities-specifically structures for teachers to hold one another accountable for student growth and student ownership of goals)  
 Challenge: Lack of Unified system for progress monitoring  
 Challenge/Goal: Develop a student centered culture of goal setting and celebration of academic achievements  
 Goal: Develop opportunities and systems to track and celebrate/intervene for things like: grades,GPA, attendance, high school acceptance, and/or truancy  
 SQRP Reading Attainment 3rd-8th (52nd percentile);  
 SQRP Math Attainment 3rd-8th (43rd percentile);  
 SQRP Reading Attainment 2nd (32nd percentile);  
 SQRP Math Attainment 2nd (42nd percentile)  
 SQRP Reading Growth (73rd percentile);  
 SQRP Math Growth (60th percentile).

5 Essentials - Ambitious Instruction - Strong  
 5 Essentials - Supportive Environment - Neutral  
 5 Essentials - Collaborative Teachers - Strong

Attendance - 95.3% (current)

### Guide for Multi-Tiered System of Support

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

- **TIER 2 & 3 – Implement Personal Learning Plans (PLP)** (<https://sites.google.com/a/cps.edu/kc/curriculum/instructional-supports/school-year-supports---personal-learning-plans>) goals and intervention strategies for students requiring school year supports as described in **Elementary School Promotion Policy (Board Report 09-1028-PO2)**.
  - Ensure implementation of these plans, review subsequent 5 week data, determine the effectiveness of the strategies and adjust plans as needed.
- **Communicate to parents/guardians the additional supports and/or interventions provided for their child to better align school and home environments.**

## Evidence, Measures, and Standards

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

### Balanced Assessment & Grading:

Score

1 2 3 4

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.

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.

Strengths: Some teachers are developing unit plans with assessments included (Lucy Calkins Readers and Writers Workshop), Go Math assessments are provided by the curriculum development

SQRP Reading Attainment 3rd-8th (52nd percentile);  
 SQRP Math Attainment 3rd-8th (43rd percentile);  
 SQRP Reading Attainment 2nd (32nd percentile);  
 SQRP Math Attainment 2nd (42nd percentile);  
 SQRP Reading Growth (73rd percentile);  
 SQRP Math Growth (60th percentile).  
 REACH Domain 1 (88% proficient or distinguished)

5 Essentials - Ambitious Instruction - Strong

Domain 3D - 86% proficient or distinguished  
 Domain 1C - 97% proficient or distinguished  
 Domain 1e - 79% proficient or distinguished  
 Domain 4 - 96% proficient or distinguished

### Guide for Balanced Assessment & Grading

- **Use multiple measures** (i.e. a range of assessment types and at multiple points in time) to supplement district-centralized assessments with



other formative assessments to provide a more comprehensive picture of student learning.

- Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement, especially for students receiving Tier 2 and 3 services, in addition to Tier 1 core instruction. (also see *MTSS and Instruction*)
- Make assessments accessible to students, including diverse learners and English Learners through employing features of universal design (<http://www.udlcenter.org/aboutudl/udlcurriculum>) and use of accommodations and, where needed, modifications.
  - Provide accommodations in presentation (i.e. how assessment text and tasks are presented to students), response (i.e. how students provide their answers), and/or setting/timing (i.e. scheduling/location of assessment).
- Utilize assessments that reflect the key shifts in literacy and mathematics in teacher created or selected assessments. (see Rigorous Student Tasks)
- Utilize assessments that measure the development of academic language for English learners.
- Have access to and analyze school-wide, teacher team, and classroom assessment data to determine instructional effectiveness and subsequent learning needs
- Improve and promote assessment literacy.
  - Work together on building common assessments within a department, course, or grade level team.
  - Invest resources in helping teachers evaluate and improve the quality of formative assessments. For example, use the Assessment Design Toolkit (<http://www.csai-online.org/spotlight/assessment-design-toolkit>).
  - Use common protocols and calibrate on scoring and grading in teacher teams.
  - Analyze quality and alignment of assessments and tasks to ensure they meet the expectations of the standards and embed various levels of complexity.
- Have a grading system that clearly, accurately, consistently, and fairly communicates learning progress and achievement to students, families, postsecondary institutions, and prospective employers.
  - Ensure that students, families, teachers, counselors, advisors, and support specialists have the detailed information they need to make important decisions about a student's education.
  - Measure, report, and document student progress and proficiency:
    - Against a set of clearly defined cross-curricular and content-area standards and learning objectives collaboratively developed with staff.
    - Separately from work habits, character traits, and behaviors, so that educators, counselors, advisors, and support specialists can accurately determine the difference between learning needs and behavioral or work-habit needs. academic mindsets and behaviors (CCSR).
  - Ensure consistency and fairness in the assessment of learning, and assignment of scores and proficiency levels against the same learning standards, across students, teachers, assessments, learning experiences, content areas, and time.
  - Ensure grades are not used as a form of punishment, control, or compliance.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Examples of a variety of teacher created and teacher selected assessments
	✓ Units and lesson plans with formative and summative assessments embedded in a long term plan
	✓ Evidence of assessment data analysis for the purpose of planning
	✓ Assessment calendar
	✓ Examples of gradebooks
	✓ School's grading policy
	✓ Grade distribution reports (course success rates)
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
CPS Framework for Teaching	<a href="#">1c. Selecting Learning Objectives</a>
	<a href="#">1e. Designing Student Assessment</a>
	<a href="#">3d. Using Assessment in Instruction</a>
	<a href="#">4a. Reflecting on Teaching &amp; Learning</a>
CPS Performance Standards for School Leaders	<a href="#">4b. Maintaining Accurate Records</a>
	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices

## Expectations for Quality & Character of School Life

6 of 6 complete

### Culture for Learning:

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

### Score

1 2 3 4

#### Culture for Learning:

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

Where to look for evidence

Reading Growth - All Students 73%; African-American 38%; Hispanic 80%; DL 11%

Reading Attainment - 2nd Grade 32%; grades 3-8 52%

Math- Growth - All Students 60%; African-American 16%; Hispanic 74%; DL 12%

Math Attainment - 2nd Grade 42%; grades 3-8 43%

58.3% of students making target growth

- Challenge: Growth and Attainment for African-American Students and DL Students

36% of students report English instruction is weak per MSMV

55% of students report Math instruction is Neutral 21% applying math to situations outside of school.

Measure: Academic Press – NEUTRAL 54% about 50% of the students report teachers asking difficult questions in class and on test

About 90% of students report teachers requiring them to do their best, be thinkers, and challenge them in class.

71% students report strong quality discussions on the 5 essentials

96% Students use data and text references to support their ideas.

100% Students provide constructive feedback to their peers and to me most of the time or always.

100% Students show each other respect most of the time or always.

95% students participate in the discussion at some point most of the time or always.

100% Students build on each other's ideas during discussion most of the time or always.

REACH 2B - 85% proficient or distinguished

#### 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"> <li>✓ Sample of individual student learning goals from a cross-section of teachers</li> <li>✓ Also review student work evidence from Rigorous Student Tasks</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ Five Essentials – Ambitious Instruction</li> <li>✓ SQRP Attainment and Growth</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Collaborative Teachers</li> <li>Supportive Environment</li> </ul>
CPS Framework for Teaching	<a href="#">2b. Establishing a Culture for Learning</a>
CPS Performance Standards for School Leaders	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort

## Relational Trust:

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

## Score

1 2 3 4

### Relational Trust:

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### Where to look for evidence

Teachers observe each others' practice and work together to review assessment data and develop instructional strategies.  
83% Observed another teacher's classroom to offer feedback never or 1-2 times

REACH 1B - 88% proficient or distinguished

REACH 2A - 98% proficient or distinguished

5 Essentials - Collaborative Teachers - Strong

5 Essentials - Supportive Environment - Neutral

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

### 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

Students feelings in investment in school is strong according to the Five Essentials survey. Students feel included in their school's community, 66%  
 Students feel that rigorous courses and programming are being taught in the classroom, 86%.  
 Extra-curricular offerings are minimal, particularly in competitive programs or programs aside from academics  
 Student government opportunities currently not present  
 Students look forward to attending class, 75%  
 Students feel engaged where they do not want to stop working in class, 73%

5 Essentials - Supportive Environment - Neutral  
 REACH 1B - 88% proficient or distinguished  
 REACH 2A - 98% proficient or distinguished  
 REACH 3c - 92% proficient or distinguished

### Guide for Student Voice, Engagement, & Civic Life

#### Students...

- **Have equitable access to a wide range of extracurricular and enrichment opportunities that build leadership, nurture talents and interests, and increase attendance and engagement with the school.**
  - Student needs, interest, and input are solicited for student programming.
  - Impact and quality of extracurricular and enrichment activities are measured regularly.
- **Have equitable access to rigorous courses/programming (e.g. AP, IB, magnet, dual credit, CTE).**
  - Student needs, interest, and input are solicited for student programming.
- **Have a choice.**
  - Respectful student questioning and inquiry is embraced. Students choose issues of concern, research topics relevant to their lives, and develop their own plans to address them.
  - Learning activities are personalized to match students' needs and interests, and students are involved in decisions that affect their learning.
- **Have a voice and take informed action.**
  - Students are included in key conversations about their learning experience and work with the principal and staff to identify issues and implement solutions. (e.g. student voice committee).
  - Students initiate and lead some school improvement initiatives.
  - Students participate in democratic decision-making at the school level.
  - Students identify and research issues of relevance and work together to propose/advocate for solutions.
- **Connect to decision-makers.**
  - Students learn about the structures and roles of government and civil society. They learn how to engage with elected officials and decision makers, and learn they have power and practice using it.
  - Students learn about issues and candidates, prepare voter education materials and get involved.
  - All eligible students are asked to register to vote.
- **Make positive contributions to the school and community.**
  - Civic engagement is the project of entire school. Teachers and school staff collaborate across disciplines and grade levels to align and embed civic skills and content in curriculum.
  - Curriculum based projects, including service learning experiences, are present in various disciplines, and link students to community resources and partners.
  - Incorporate writing for audience beyond the teacher (presentation based learning).
- **Learn to evaluate and consider multiple viewpoints by discussing current and controversial topics.**
- **Consider how people in a democratic society effect change.**
- **Consider their roles and responsibilities as a member of the community.**
- **In high school, students are enrolled in Civics courses.**

### Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	✓ Extracurricular offering info (e.g. descriptions of sports and clubs, list of partner organizations, participation data)
	✓ Student interest surveys (and/or other avenue for student input)
	✓ Policies regarding student engagement in decision making
	✓ Student government or committee charter and responsibilities
	✓ MVMS Student Survey completion rates and results
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
CPS Framework for Teaching	<a href="#">1b. Demonstrating Knowledge of Students</a>
	<a href="#">2a. Creating an Environment of Respect and Rapport</a>
	<a href="#">3c. Engaging Students in Learning</a>
CPS Performance Standards for School Leaders	D3. Utilizes Feedback from Multiple Stakeholders for School Improvement
Content Standards	<a href="#">Social Science 3.0</a>
	Social Emotional Learning Standards

### Safety & Order:

Score

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

1 2 3 4

Challenge: Students responded neutral to overall safety, 53%  
Specifically, the bathrooms and outside of school (before and after school day) were lowest rated  
Challenge: Academic personalism neutral (students do not feel supported in reaching their academic goals), 46%  
5 Essentials - Supportive Environment - Neutral  
REACH Domain 2 - 96% proficient or distinguished

### Guide for Safety & Order

- **Ensure students and adults feel physically, socially, intellectually, and emotionally safe throughout the school.**
- **Provide clear procedures for reporting and responding to safety concerns.**
- **Manage efficient and orderly transitions between activities.**
  - Manage classroom routines and procedures to maximize instructional time.
  - Orchestrate the environment so students contribute to the management of classroom routines (e.g. transitions) without disruption of learning).
  - Arrival, dismissal, and other school-wide transitions are safe, efficient, and orderly.
- **Provide a framework for positive behavior throughout the school based on shared values and expectations.**
  - Have shared expectations for positive behavior. (See Restorative Approaches to Discipline)
- **Teach, model, and reinforce (by all staff members) clear behavior expectations for all areas of the school.**
  - All adults use active supervision (move, scan, and interact) in all settings.
- **Emphasize proactive, instructive, and restorative approaches to student behavior and minimize punitive consequences through policies and procedures. (See Restorative Approaches to Discipline)**
  - Adults correct misbehavior in ways that reinforce established expectations and cause minimal disruption to learning.
- **Clarify criteria for office referrals versus classroom managed behavior.**

### Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ 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
	✓ Five Essentials – Supportive Environment score
Measures	✓ My Voice, My School Survey “Safety” score
Five Essentials	Supportive Environment
CPS Framework for Teaching	<a href="#">2a. Creating an Environment of Respect and Rapport</a>
	<a href="#">2c. Managing Classroom Procedures</a>
	<a href="#">2d. Managing Student Behavior</a>
CPS Performance Standards for School Leaders	A4. Creates a Safe, Clean and Orderly Learning Environment

### Restorative Approaches to Discipline:

Score

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

1 2 3 4

Challenge: Misconduct data is inaccurate for SY14-15

Challenge: Mission/vision of the school is not clearly communicated to all staff/students/community

Challenge: Social emotional curriculum is not uniformly implemented

Challenge: Positive behaviors (academic, social) are not reinforced through formal recognition and/or rewards

Challenge: No teacher training in restorative culture in classrooms

5 Essentials - Supportive Environment - Neutral

REACH Domain 2 - 96% proficient or distinguished

## Guide for Restorative Approaches to Discipline

- **PROACTIVE - Reinforce positive student behavior with clear expectations, routines, and procedures.**
  - A team meets regularly to organize systems that support a restorative environment.
  - Post and refer to clear, positively stated expectations and model expected behaviors.
  - Create routines and procedures central to the learning environment.
  - Engage families as partners.
  - Contact families frequently to inform them of positive student behavior and progress.
  - Vary acknowledgements and provide both short and long term opportunities for reinforcement for all students.
- **INSTRUCTIVE - Integrate universal SEL skills instruction and core content.**
  - Intentionally teach competencies outlined in SEL Standards. Use discipline as opportunity to teach these skills.
  - Use a Multi-tiered System of Supports (MTSS) for social, emotional, and behavioral growth.
    - Use data to determine which behaviors should be retaught or more heavily reinforced.
  - Explicitly teach expected behavior and positively reinforce consistently school-wide.
  - Avoid power struggles with students by offering choices. Redirect students privately and respectfully.
- **RESTORATIVE - Employ a continuum of responses to behavior to effectively change student behavior.**
  - Ensure classroom instruction continues when problem behavior occurs.
  - Prefer responses that do not remove students from regular instructional setting or after school activities.
  - Respond to behavior to address the cause, reteach expectations, build social emotional skills, and repair relationships with staff or peers.
  - Designate an administrator, such as a dean or restorative practices coordinator, responsible for leading centrally-managed response to behaviors using consistent, restorative procedures.
  - Support teachers to engage in restorative conversations or respond to behavior incidents.
  - Provide opportunities for students to take responsibility for repairing harm caused by their actions.
  - Assign detention and ISS only for students who have a pattern of misbehavior and have not responded to non-exclusionary interventions, or when separation is a logical response to the behavior.
    - Include specific interventions to address social and emotional skill development, communicate with teachers to repair relationships, maintain classroom work, and connect to behavioral intervention services as necessary.
    - Establish a clear procedure for obtaining assignments from teachers to mitigate the impact of lost instruction for students assigned to ISS.
    - Designate space and consistent staff to support implementation of ISS.
  - (Optional) Develop a Behavioral Health Team to coordinate appropriate behavioral interventions.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested	✓ Misconduct data (Dashboard)
Evidence	✓ My Voice, My School survey responses
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
CPS Framework for Teaching	<a href="#">2a. Creating an Environment of Respect and Rapport</a> <a href="#">2d. Managing Student Behavior</a> <a href="#">4c. Communicating with Families</a>
CPS Performance Standards for School Leaders	C3. Staff/Student Behavior Aligned to Mission and Vision of School
Content Standards	Social Emotional Learning Standards

### Parent Partnership:

The school develops strong parent partnerships characterized by involving parents in the instructional program, messaging

Score

expectations, fostering a better connection between the school and home, and inspiring participation and high levels of collaboration with families. The school provides opportunities for families to volunteer, build its parent community, and support the school's operations through activities including but not limited to participation on parent councils (e.g. PACs, BACs and PLNs). There are high levels of communication between schools and families is mutual and two-way. Families have a way to voice concerns and schools address and respond to input.

1 2 **3** 4

Parents are involved in the Parent Advisory Council, Bilingual Advisory Council and Local School Council.  
 Parents formulated and participated in a Parent Book Club in which they collaborated on a discussion regarding the chosen book.  
 Parents participated in four Psychology workshops in which they obtained "how to" information on how to guide and help their children in their academic and social-emotional wellness.  
 BAC participated in a field trip to The National Museum of Mexican Art in which parents participated in an arts project on creating piñatas.  
 Challenge: No known parent volunteer outreach protocol (a list of parent volunteers to help w various tasks around the school)  
 Challenge: Lack of fundraising activities/community building activities  
 Challenge: Lack of school-wide celebration of diversity of families (language/culture)

5 Essentials - Involved Families - Strong

REACH 2C - 94% proficient or distinguished  
 REACH Domain 4 - 96% proficient or distinguished

## Guide for Parent Partnership

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

## Evidence, Measures, and Standards

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

## School Excellence Framework Priorities

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

## Goals

Required metrics (Elementary)

18 of 18 complete

**National School Growth Percentile - Reading**

2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
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Implement goal based learning communities (MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system. Vertical and horizontal alignment of literacy program. Primary teachers will be trained in Wilson Learning. Although we understand that the next percentile is 90th percentile we believe that a more realistic goal would be 80th percentile. We will adjust the goal after EOY data.	80.00	73.00	80.00	90.00
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#### National School Growth Percentile - Math

Implement goal based learning communities (MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system. Vertical and horizontal alignment of math program. Teachers will be trained in Go Math. Will purchase all components of the program.	72.00	60.00	70.00	71.00
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#### % of Students Meeting/Exceeding National Ave Growth Norms

Implement goal based learning communities(MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system. Vertical and horizontal alignment of literacy and math programs. Creation of core specialty teams (Literacy, Math, Science, SEL). Five week pulse checks on current school data during ILT and PLC's. Although we understand that the next percentile threshold is 60% we believe that a more realistic goal would be 70 percent based on our data trends (SY 16 61.20%). We will adjust the goal after EOY data, if applicable.	61.20	(Blank)	70.00	71.00
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#### African-American Growth Percentile - Reading

Implement goal based learning communities(MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system. Vertical and horizontal alignment of literacy program. Provide goal based instruction to increase skill in targeted academic areas. Support for school wide implementation of Second Step. Increase motivational/enrichment opportunities for students and their families.	55.00	38.00	50.00	55.00
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#### Hispanic Growth Percentile - Reading

Implement goal based learning communities(MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system. Vertical and horizontal alignment of literacy program in native language. Provide goal based instruction to increase skill in targeted academic areas. Support for school wide implementation of Second Step. Increase motivational/enrichment opportunities for students. English Language Proficiency Teacher (ELPT) to provide instructional support.	85.00	80.00	85.00	90.00
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#### English Learner Growth Percentile - Reading

English Learner Growth Percentile not present in school quality rating report.	(Blank)	(Blank)	0.00	0.00
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#### Diverse Learner Growth Percentile - Reading

Implement goal based learning communities(MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system to pulse check IEP benchmarks and goals (5 weeks). Vertical and horizontal alignment of literacy program with Gen Ed classrooms. Provide goal based instruction to increase skill in targeted academic areas. Support for school wide implementation of Second Step. Increase motivational/enrichment opportunities for students and their families.	(Blank)	11.00	30.00	31.00
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#### African-American Growth Percentile - Math

Implement goal based learning communities(MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system. Vertical and horizontal alignment of math program. Provide goal based instruction to increase skill in targeted academic areas. Support for school wide implementation of Second Step. Increase motivational/enrichment opportunities for students and their families.	63.00	16.00	30.00	31.00
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#### Hispanic Growth Percentile - Math

Implement goal based learning communities(MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system. Vertical and horizontal alignment of math program in native language. Provide goal based instruction to increase skill in targeted academic areas. Support for school wide implementation of Second Step. Increase motivational/enrichment opportunities for students. English Language Proficiency Teacher (ELPT) to provide instructional support.	74.00	74.00	80.00	90.00
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#### English Learner Growth Percentile - Math

English Learner Growth Percentile not present in school quality rating report.	(Blank)	(Blank)	0.00	0.00
<b>Diverse Learner Growth Percentile - Math</b>				
Implement goal based learning communities(MTSS); target instruction on RIT scores and data. Utilize a school-wide progress monitoring system to pulse check IEP benchmarks and goals (5 weeks). Vertical and horizontal alignment of math program with Gen Ed classrooms. Provide goal based instruction to increase skill in targeted academic areas. Support for school wide implementation of Second Step. Increase motivational/enrichment opportunities for students.	(Blank)	12.00	30.00	31.00
<b>National School Attainment Percentile - Reading (Grades 3-8)</b>				
Goal based learning communities, target instruction on RIT scores and progress monitoring data. Implement school-wide system for student goal-setting and monitoring of achievement and growth in targeted literacy components. Progress monitoring will occur every five weeks.	39.00	52.00	70.00	71.00
<b>National School Attainment Percentile - Math (Grades 3-8)</b>				
Goal based learning communities, target instruction on RIT scores and progress monitoring data. Implement school-wide system for student goal-setting and monitoring of achievement and growth in targeted math components. Progress monitoring will occur every five weeks.	30.00	43.00	70.00	71.00
<b>National School Attainment Percentile - Reading (Grade 2)</b>				
Goal based learning communities, target instruction on TRC scores and progress monitoring data. Implement school-wide system for student goal-setting and monitoring of achievement and growth in targeted literacy components. Progress monitoring will occur in accordance with the CPS designated timeline for the year.	41.00	32.00	40.00	41.00
<b>National School Attainment Percentile - Math (Grade 2)</b>				
Goal based learning communities, target instruction on mClass math scores and progress monitoring data. Implement school-wide system for student goal-setting and monitoring of achievement and growth in targeted literacy components. Progress monitoring will occur in accordance with the CPS designated timeline for the year.	35.00	42.00	70.00	71.00
<b>% of Students Making Sufficient Annual Progress on ACCESS</b>				
Core curriculum (content areas of instruction) will be in compliance for ELs (WIDA; ELD; CCSS; E-ELD, IELDS). WIDA standards, language objectives, and student goals will be reflected in lesson plans for specified students. Goal-based learning communities will be aligned in accordance with ACCESS scores and progress monitored during five week pulse checks.	40.20	48.80	55.00	56.00
<b>Average Daily Attendance Rate</b>				
Implement school-wide attendance progress monitoring and incentive initiatives to increase attendance percentages. Develop color-coded attendance charts to post outside classrooms and main office to provide visual recognition for monthly attendance. Create monthly raffles to reward perfect attendance. Progress monitor individual students who drop below 95% attendance.	94.40	95.30	95.00	96.00
<b>My Voice, My School 5 Essentials Survey</b>				
School is well organized in accordance with the MSMV survey. Continue to strengthen the school culture and organization. Family involvement and collaborative teachers is strong. Continue to provide opportunities for faculty and staff to collaborate and have voice and choice in the growth and success of the school. Continue to develop family leadership and professional development opportunities. School is above average in student growth. With the implementation of a new reading and mathematics curriculum, we will continue to strengthen core instruction in order to increase student attainment data.	(Blank)	(Blank)	(Blank)	(Blank)

Custom metrics

0 of 0 complete

2014-2015 2015-2016 2016-2017 2017-2018



Actual Actual Goal Goal

## Strategies

### Strategy 1

If we do...

Implement MTSS effectively to include academic and behavior improvements, as well as implement Second Step and Restorative Practices with fidelity in all grades on a weekly basis

...then we see...

students will acquire the skills to demonstrate empathy and become reflective behavioral learners, and improve their academic performance

...which leads to...


less conflict within the learning environment as well as a decrease in Group 5 Misconducts from 10.6% to 5% which will increase academic growth of students and further lead to 60% of students meeting/exceeding National Growth Norms in both Reading and Math.


Tags:


Academic gain, Social emotional learning, School-wide culture


Area(s) of focus:

3, 5, 1, 4

Action step 

Responsible 

Timeframe 

Evidence for status 

Status

Beginning of school year Second Step and Restorative Practices, SEL training for all staff to build a positive school culture and establish common expectations for the social-emotional health of all students.

Administration

Aug 29, 2016 to  
Aug 29, 2016

Attendance sheet; Distribution of Second Step materials;  
Exit survey

Completed

**Social emotional, Academic gain, School culture climate, Academic achievement**

Weekly implementation of Second Step lessons by all staff to improve student behavior, social-emotional awareness and well-being. On-going Restorative Conversations to build student trust.

Faculty and Staff

Sep 12, 2016 to  
Jun 23, 2017

Lesson plans; Time on task;  
Observations

On-Track

**School climate, School culture climate, Social emotional learning, Academic achievement**

PLC's and ILT will progress monitor/analyze data in 5 week intervals (Pulse Checks) to discuss the impact of Second Step and Restorative Practices implementation.

Administration; ILT

Oct 12, 2015 to  
Jun 23, 2017

MTSS data (office referrals);  
Reach observations;  
Academic grade data (NWEA growth)

Behind

**Data analysis, Behavior supports**

Teachers will build content area skills in literacy with the implementation of Pearson Publishing Reading Street in grades K-5 and My Perspectives in grades 6-8. Comprehension and synthesis across content areas through fiction and non-fiction text will be developed.

Literacy PLC;  
Administration

Sep 2, 2016 to  
Jun 23, 2017

Lesson Plans; observations;  
student tasks/ assessments

On-Track

**Academic gain, Academic rigor, Academic achievement**

## Strategy 2

If we do...

Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student

...then we see...

rigorous student tasks aligned to CCSS across all grades and in all content areas of instruction.

...which leads to...

increased student growth to 70%; Strengthening of teacher practice; Higher performance in REACH Domains one and three.

Tags:

Rigorous tasks, Student engagement, Student achievement, Teacher planning

Area(s) of focus:

1, 2, 3

Action step ⓘ

All teachers will plan lessons/tasks on a bi-monthly basis to align with CCSS learning objectives to ensure rigor for student learning.

Responsible ⓘ

Teachers;  
Administration

Timeframe ⓘ

Sep 19, 2016 to  
Jun 23, 2017

Evidence for status ⓘ

Lesson plans; Student work;  
Grade level agendas; REACH observations

Status

On-Track

### Rigorous tasks, Ccss, Lesson planning

On a monthly basis, all teachers will utilize student work protocol to analyze student tasks for alignment to CCSS during grade level PLC's.

Teachers;  
Administration

Sep 12, 2016 to  
Jun 23, 2017

Grade level agendas; Task analysis; Protocol tool;

Behind

### Data analysis, Student work protocol

On a quarterly basis, all teachers will analyze math and reading data to determine achievement of goals in order to inform future instructional planning.

Teachers;  
Administration

Sep 12, 2016 to  
Jun 23, 2017

Lesson plans; REACH observations; Progress monitoring tool

On-Track

### Student achievement, Analysis of data, progress monitoring, rit instruction, small group instruction

## Strategy 3

If we do...

Provide dedicated time for teachers to peer observe, collaborate and reflect with a focus on a growth mind set and student tasks

...then we see...

an increase in teacher collaboration, coherence in and across grade levels and an increase in student engagement,

...which leads to...

higher levels of relational trust between faculty and staff and an increase in student growth on District Wide Assessments. REACH 2a and 2b will also show improvement.

Tags:

Culture of learning, Relational trust, Assessement, Respect, Collaborative learning

Area(s) of focus:

1, 2, 3

Action step ⓘ

Teachers will participate in structured peer observations a minimum of once a semester.

Responsible ⓘ

Teachers;  
Administration

Timeframe ⓘ

Sep 6, 2016 to  
May 25, 2018

Evidence for status ⓘ

Otis created focus form and feedback / reflection form

Status

Not started

### Reflection, Peer observation

Teachers will examine peer lessons to identify essential understanding and depth of knowledge every 5 weeks in Grade Level PLCs.

Teachers;  
Administration

Sep 6, 2016 to  
May 25, 2018

Lesson Plans;  
Agenda for PLCs; PLC minutes

On-Track

**Lesson plans, Task analysis, Lesson study, Collaborative feedback, Collaborative planning**

At grade level PLCs, teachers will collaborate in a monthly school-wide professional study groups based around professional texts

Teachers  
Administration

Sep 6, 2016 to  
Jun 16, 2017

Grade Level PLC agenda and minutes;  
REACH 3b;  
Lesson plans;  
Essential questions posted in classrooms as well as student work samples

On-Track

**Teacher Teams/Collaboration, Book study, Conceptual understanding**

**Action Plan**

District priority and action step	Responsible	Start	End	Status
<b>+</b> Beginning of school year Second Step and Restorative Practices, SEL training for all staff to build a positive school culture and establish common expectations for the social-emotional health of all students. Tags: Academic gain, Social emotional learning, School-wide culture, Social emotional, Academic gain, School culture climate, Academic achievement	Administration	Aug 29, 2016	Aug 29, 2016	Completed
<b>+</b> Weekly implementation of Second Step lessons by all staff to improve student behavior, social-emotional awareness and well-being. On-going Restorative Conversations to build student trust. Tags: Academic gain, Social emotional learning, School-wide culture, School climate, School culture climate, Social emotional learning, Academic achievement	Faculty and Staff	Sep 12, 2016	Jun 23, 2017	On-Track
<b>+</b> PLC's and ILT will progress monitor/analyze data in 5 week intervals (Pulse Checks) to discuss the impact of Second Step and Restorative Practices implementation. Tags: Academic gain, Social emotional learning, School-wide culture, Data analysis, Behavior supports	Administration; ILT	Oct 12, 2015	Jun 23, 2017	Behind
<b>+</b> Teachers will build content area skills in literacy with the implementation of Pearson Publishing Reading Street in grades K-5 and My Perspectives in grades 6-8. Comprehension and synthesis across content areas through fiction and non-fiction text will be developed. Tags: Academic gain, Social emotional learning, School-wide culture, Academic gain, Academic rigor, Academic achievement	Literacy PLC; Administration	Sep 2, 2016	Jun 23, 2017	On-Track
<b>+</b> All teachers will plan lessons/tasks on a bi-monthly basis to align with CCSS learning objectives to ensure rigor for student learning. Tags: Rigorous tasks, Student engagement, Student achievement, Teacher planning, Rigorous tasks, Ccss, Lesson planning	Teachers; Administration	Sep 19, 2016	Jun 23, 2017	On-Track
<b>+</b> On a monthly basis, all teachers will utilize student work protocol to analyze student tasks for alignment to CCSS during grade level PLC's. Tags: Rigorous tasks, Student engagement, Student achievement, Teacher planning, Data analysis, Student work protocol	Teachers; Administration	Sep 12, 2016	Jun 23, 2017	Behind
<b>+</b> On a quarterly basis, all teachers will analyze math and reading data to determine achievement of goals in order to inform future instructional planning. Tags: Rigorous tasks, Student engagement, Student achievement, Teacher planning, Student achievement, Analysis of data, progress monitoring, rit instruction, small group instruction	Teachers; Administration	Sep 12, 2016	Jun 23, 2017	On-Track

District priority and action step	Responsible	Start	End	Status
<b>+</b> Teachers will participate in structured peer observations a minimum of once a semester. Tags: Culture of learning, Relational trust, Assessment, Respect, Collaborative learning, Reflection, Peer observation	Teachers; Administration	Sep 6, 2016	May 25, 2018	Not started
<b>+</b> Teachers will examine peer lessons to identify essential understanding and depth of knowledge every 5 weeks in Grade Level PLCs. Tags: Culture of learning, Relational trust, Assessment, Respect, Collaborative learning, Lesson plans, Task analysis, Lesson study, Collaborative feedback, Collaborative planning	Teachers; Administration	Sep 6, 2016	May 25, 2018	On-Track
<b>+</b> At grade level PLCs, teachers will collaborate in a monthly school-wide professional study groups based around professional texts Tags: Culture of learning, Relational trust, Assessment, Respect, Collaborative learning, Teacher Teams/Collaboration, Book study, Conceptual understanding	Teachers Administration	Sep 6, 2016	Jun 16, 2017	On-Track

## Fund Compliance

## Supplemental General State Aid(SGSA)

☒ My school receives SGSA funds

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

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

## NCLB Program

☒ NCLB Schoolwide Program

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

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

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

☒ Non-title school that does not receive any Title funds

## Parent Involvement in Targeted Assistance and Schoolwide Programs

☒ I verify that the statement below is correct

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

### Parent Plan

#### Parent Involvement Policy

Complete

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

The parent involvement plan and policy will be accomplished through a scheduled meeting that will solicit input from parents/guardians regarding its contents. Topics of discussion and planning will include the scheduling of meetings, programs, and activities that will meet the specific needs of our parents as well as their input in the future progress of the school.

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

The NCLB Title I annual informational parent meeting and the organizational parent meeting will take place on September 23, 2016. The Title I Parent Advisory Council (PAC) Chairperson will schedule monthly NCLB Title I PAC meetings with topics of discussion and/or professional developments related to the interests/needs of parents/guardians.

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

Parents/Guardians will be provided with information regarding the school's curriculum, academic assessment, and proficiency levels via school newsletters, student agendas, parent workshops, promotion policy letter, teacher-parent conferences, mid-quarter reports, quarter report cards, parental notices, parent portal, Blackboard Messaging (telephone, emails, texts), marquee, open houses, "Curriculum Night" event and the school website.

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

Parents/Guardians will engage in scheduled meetings each month. In addition, parents/guardians will be afforded many opportunities to meet with teachers as well as the administration regarding information related to their child(ren). Open discussions regarding parental suggestions for student learning will be welcome.

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.

Parents/Guardians will be notified, on a regular basis, of their child(ren's) academic progress. State assessments (individual score report) and NWEA data will be distributed to parents/guardians as soon as they become available to the school. DIBELS/IDEL and ACCESS reports will also be sent home for parents during quarterly report card distribution dates. Individual progress monitoring data will be distributed by teachers to guide parents in understanding the academic progress of their child(ren).

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.

Parents/Guardians will receive letter notifications that will indicate their child(ren's) teacher(s) have/has a not "highly qualified" status of their credentials in accordance with Title I regulations.

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

All information regarding state academic standards and assessments will be disseminated to parents through scheduled meetings and workshops. The school website will link to the Chicago Public School and the Illinois State Board of Education websites where parents will gain access to specific information regarding state standards and assessments. Parent training on the use of the Parent Portal and assessment guidelines will continue to be a focus in order to provide support for parents/guardians in regard to the progress monitoring of their child(ren)'s academic standing. Through annual school-wide events, such as "Curriculum Night" and other family night events, parents and teachers will collaborate on how to create a culture of high academic standards and learning, both at home and school.

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

Throughout the academic year, parents/guardians will participate in workshops and trainings that will provide them with information regarding "How to guide their child(ren) toward academic success," "How to guide their child(ren)'s literacy development," "How to help their child(ren) during PARCC/NWEA testing," as well as "How to get more involved in their school." Information regarding educational resources will be readily available to parents/guardians on a parent bulletin board in front of the main office, a marquee outside of the school as well as the school website.

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

Faculty and staff have received training on the use of the parent portal tool. Throughout the academic year, faculty will maintain continual contact with parents/guardians regarding grades, assessments, discipline, and student engagement/achievement. Faculty will communicate with families via letters, telephone calls, email, parent portal, agendas, and teacher-parent conferences. In addition, teachers will maintain a parent communication log throughout the school year to document all communications with parents.

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

Otis School will offer two scheduled prospective parent open house events (fall, spring) for prospective parents/guardians to attend. Otis will conduct individual parent school tours, upon request, throughout the year. Information regarding Otis programs and registration for early childhood (pre-kindergarten/kindergarten) will be disseminated to families during these events. In addition, a fall "Curriculum Night" event will be held at Otis to inform parents of the classroom curriculum for the year. Teachers and parents will formulate a working partnership to work in tandem toward targeted student academic goals. The Otis website will provide parents/guardians with useful academic resources, current school information, curriculum guidelines, and enrollment procedures.

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

Parents/Guardians receive monthly school newsletters with scheduled activities/events/meetings and current information (access to the school website as well). In addition, flyers with pertinent school information will be distributed, as appropriate, throughout the academic year for attendance at various events. All newsletters, flyers, and school/community information will be distributed in both English and Spanish. A translator will be provided for monthly parent meetings (PAC, BAC, PSO, LSC), as appropriate.

#### Policy Implementation Activities

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

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

N/A

#### Parent Compact

Complete

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

The mission of James Otis World Language Academy will be to guide students to take ownership of their learning through experiential engagement and reflective thinking. Otis School provides a balanced curriculum designed to meet the academic, cultural and social needs of our diverse student body. All members of the Otis community are committed to grow as productive, globally-minded citizens.

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.

Otis School will hold 2 Parent-Teacher Conferences in November, 2016 and April 2017. In addition, Otis School will hold one Curriculum Night event in September 2016. Moving forward we will be assigning all middle school students a teacher high school placement coach. These teachers will hold one on one conferences with parents/guardians to guide them through the high school application process.

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

Faculty will communicate with families regarding student academic progress via notes/letters, Blackboard Messaging (telephone calls, email, text), parent portal, agendas, parent meetings, and teacher-parent conferences. Faculty will frequently provide families with teacher-generated classroom reports, assessment reports, mid-quarter reports, and report cards. Teachers will enter all parent communications in "Student Logger" (an electronic record keeping system) throughout the year.

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

Parents/Guardians will have access to faculty members via student agendas, telephone, email, text, notices/letters, parent portal, school website as well as face to face meetings to maintain consistent communication regarding student performance, academic achievement, absences/tardies, concerns and/or questions, and enrichment opportunities throughout the year.

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

Parents/Guardians are welcome to volunteer or observe in their child(ren's) classroom(s) upon request. Our parent groups (PAC, BAC, LSC) offer our parents/guardians many opportunities to get involved or participate in school-sponsored activities/events and meetings throughout the academic year. Otis will work with parent groups to schedule regular "Room Parents" in classrooms at grade levels.

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

Parents/Guardians will support their child(ren's) learning by monitoring their child(ren's) grades, attendance and tardies via the Parent Portal. Student agenda communication and homework folders will be utilized to ensure completion of daily homework assignments via parent signatures. Parents/Guardians will be encouraged to maintain consistent communication with faculty by viewing current school information via newsletters, parent bulletin board, marquee, school web-site, and attendance at monthly parent meetings.

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

Parents/Guardians will participate in decisions related to the education of their child(ren) via our three parent groups (PAC, BAC, LSC) during monthly meetings or on an individual basis with faculty and the administration. Parents/guardians on the Local School Council will collaborate with the administration, community members, and faculty regarding policies, student academic progress, and achievement. All parent groups will consult with the administration, parents, and community to discuss fundraising opportunities that will help to meet the educational needs of Otis students.

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

Students will share the responsibility for improved academic achievement by adhering to the school rules: Be Respectful, Be Responsible, Be Safe. Students will exemplify monthly Character Education Traits that will be studied school-wide throughout the year. Students will maintain attendance above 95% and will model the traits of the Otis Student Pledge (announced each morning after the Pledge of Allegiance), to make education their number one priority, be the best that they can be, and achieve at their highest level.

## Parent Budget

Complete

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

The budget will be completed in accordance with CPS guidelines once it becomes available in July, 2016.

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

Account(s)	Description	Allocation		
51130, 52130	<b>Teacher Presenter/ESP Extended Day</b> For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-Instructional pay rate applies.	\$	0	.00
53405	<b>Supplies</b> 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.	\$	1074	.00
53205	<b>Refreshments</b> Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	519	.00
54125	<b>Consultants</b> 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)	\$	2000	.00
54505	<b>Admission and Registration Fees, Subscriptions and memberships</b> For Parents use only.	\$	0	.00
54205	<b>Travel</b> 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.	\$	0	.00

54565	<b>Reimbursements</b> Allocation CAN NOT EXCEED 25% OF THE Parent Budget. All Parent Reimbursements related to Title 1 Parent Involvement must be paid from this account. Receipts must be clear unaltered and itemized. School must keep all receipts.	<table> <tr> <td>\$</td><td>0</td><td>.00</td></tr> </table>	\$	0	.00
\$	0	.00			
53510	<b>Postage</b> Must be used for parent involvement programs only.	<table> <tr> <td>\$</td><td>0</td><td>.00</td></tr> </table>	\$	0	.00
\$	0	.00			
53306	<b>Software</b> Must be educational and for parent use only.	<table> <tr> <td>\$</td><td>0</td><td>.00</td></tr> </table>	\$	0	.00
\$	0	.00			
55005	<b>Furniture and Equipment</b> 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.	<table> <tr> <td>\$</td><td>0</td><td>.00</td></tr> </table>	\$	0	.00
\$	0	.00			