



## 2016-2018 plan summary

### Team

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Sheila Barlow	Principal	sbarlow@cps.edu	No Access

### Team meetings

No meetings saved for this plan.

### School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

#### Leadership & Collective Responsibility:

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

Score

1 2 3 4

### Mission Statement

The mission of Adam Clayton Powell, Jr. Paideia Academy is to provide a quality education that enhances the development of the whole child. The Powell family promotes mutual respect, positive self-esteem, an appreciation for lifelong learning and fosters high expectations for academic achievement. We are dedicated to providing a positive learning environment conducive to maximizing the potential of all students, utilizing an innovative, rigorous, standards-based, data-driven curriculum that includes instructional best practices, the development of critical thinking skills and a respect for diverse learning styles.

### Vision Statement

The vision of Adam Clayton Powell, Jr. Paideia Academy will be parents, school, and community working together to create an educational environment that encourages all students to become productive citizens and lifelong scholars. Our faculty and staff seek to instill in all students a love of learning by striving for academic excellence while building strong character so students are prepared to be successful in today's global society.

### School Culture and Climate

This school is "Well-Organized for Improvement" which means that the school has a very strong culture and climate, suggesting the school is set up for success. Results are based on student and teacher responses to the My Voice, My School 5Essentials survey. For more information on this survey and additional measures of school culture and climate. According to 5Essentials survey: Effective Leaders-Strong, Collaborative Teachers-Strong, Supportive Environment-Strong, Ambitious Instruction-Very Strong, Involved Families-Neutral, Teacher Participation: 96.8%, and Student Participation: 99.9%.

## 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	✓ School's vision, beliefs, and how it is shared (e.g. presentations to community, promotional materials) ✓ Five Essentials – Program Coherence
Measures	✓ Five Essentials
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<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:

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

### Score

1 2 **3** 4

Attendance sign-in sheets, agendas, minutes, and supporting documents (e.g. data, educational journals/articles, learning programs, resources, etc.) are recorded and filed for all meetings.

### Guide for Instructional Leadership Team

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

### Evidence, Measures, and Standards

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

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

Score

1 2 3 4

Weekly grade level team meetings: Attendance sign-in sheets, agendas, minutes, and supporting documents (e.g. data, educational journals/articles, learning programs, resources, etc.) are recorded and filed for all meetings. Best practices are shared horizontally and vertically to ensure students' progress and success. Professional learning/ development is provided to all teachers to implement various learning tools (e.g. Compass Learning, RAZ Kids, Stride Academy, Go Math, Eureka Math, etc.)

### 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	<ul style="list-style-type: none"> <li>Effective Leaders</li> <li>Collaborative Teachers</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">4a. Reflecting on Teaching &amp; Learning</a></li> <li><a href="#">4d. Growing and Developing Professionally</a></li> <li><a href="#">4e. Demonstrating Professionalism</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>B2. Observes and Evaluates Staff and Gives Feedback to Staff</li> <li>B6. Professional Development Provided for Staff</li> </ul>

### Aligned Resources:

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

### Score

1 2 3 4

To further fulfill the mission of Adam Clayton Powell, Jr., Paideia Academy, our goal is to take advantage of every opportunity to educate our children at all opportune times of the day. Based on our current funding we are able to offer after – school programming to only 150 students. Powell currently enrolls 550 students from kindergarten thru 8th grade. After-school tutoring and Saturday Enrichment programs are currently being offered to 1st – 8th grade students who are performing below the 24th percentile or above the 80th percentile according to our district assessment. We identified target groups since all of our students were not able to stay after school. Powell participate in After-school All-Stars Program which is a supplementary program that targets academic, social and emotional learning. Students who have been identified to receive MTSS services are monitored daily through CICO (Check-in and Check-out), and interventions for academics and social and emotional support.

## 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:

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

Score

1 2 3 4

Teachers create lessons with a deliberate focus on the learning objects to be standards-based, clear, written in the form of student learning outcomes, aligned to methods of assessment, and varied to account for the needs of groups of students. All classroom assignments, homework assignments, and formal assessments are in alignment based on the identified learning standards. Lessons and units are developed to incorporate the knowledge of content, students, and resources. Teachers are cognizant of presenting or articulating the "big idea" to capture the attention of the each student and to further develop the necessary skills and competencies for understanding the lesson. Students are exposed to grade appropriate texts in various forms to enhance reading comprehension skills.

All Sixth Grade students participate in Project SYNCERE (Supporting Youth's Needs with Core Engineering Research Experiments). This program provides a curriculum that integrates science, technology, engineering, and mathematics (STEM) through the use of project-based learning.

Students from grades 3rd-8th attend field trips to the various museums and other educational sights to reinforce lessons that have been taught in the classroom.

All staff have received professional development on Second Step and CHAMPS. The strategies and interventions from these programs are incorporated in the daily classroom operations which prove to have positive results in implementing instruction and managing the desired classroom instructional environment.

To further fulfill the mission of Powell Academy, our goal is to take advantage of every opportunity to educate our children at all opportune times of the day. After-school tutoring (two days per week) and enrichment (Saturdays) programs are offered to 1st – 8th grade students who are performing below the 24th percentile or above the 80th percentile, respectively, according to our district assessment. Data supports that these added educational opportunities are beneficial. Powell is preparing to also offer before-school tutoring (7:30 a.m. - 8:30 a.m.) to any 1st - 8th grade students.

Powell also offers the After School Matters program which targets academic as well as social and emotional learning.

## 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	<ul style="list-style-type: none"> <li>✓ SQRP Attainment and Growth</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Effective Leaders</li> <li>Collaborative Teachers</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">3a. Communicating with Students</a></li> <li><a href="#">3c. Engaging Students in Learning</a></li> <li><a href="#">1a. Demonstrating knowledge of content and pedagogy</a></li> <li><a href="#">1d. Designing Coherent Instruction</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices</li> <li>C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort</li> </ul>

### Instructional Materials:

Score

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)

1 2 3 4

Various learning programs are implemented in instructional practices to yield desired results for academic progress and success.

Those programs are:

- Compass Learning
- Stride Academy
- RaZ Kids
- Leveled Learning Intervention (LLI)
- GO Math
- Eureka Math
- Guided Reading
- Progress Monitor (e.g., mClass)

Data supports that these programs are targeting specific skills and competencies for development.

All classes are scheduled to have access to technological resources (e.g., lap top carts, chrome books, and computer lab) to incorporate technology in the learning process and to utilize the online learning programs.

### Guide for Instructional Materials

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

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

- Materials address the needs of the total child: cognitive, linguistic, social, emotional, physical, and aesthetic.
- Consumables are often non-print supplies that promote active, hands-on learning.

## Evidence, Measures, and Standards

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

### Rigorous Student Tasks:

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

Score

1 2 3 4

In Powell's expressed efforts to provide a quality education that enhances the development of the whole child, teachers incorporate various instructional strategies and activities (e.g., turn and talk, close reading, cooperative learning, think-pair-share, free writing, peer tutoring, etc.) in daily lessons. These strategies and activities foster a learning environment that engages students and addresses key shifts in literacy and mathematics. Authentic students artifacts are displayed in the classroom and corridors. Primary grade students also showcase their learning progress in a school-wide assembly.

### 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	<ul style="list-style-type: none"> <li>✓ SQRP Attainment and Growth</li> </ul>
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

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)

1 2 3 4

Powell students are exposed to college planning as early as sixth grade. The guidance counselor meets with students to enlighten them on the qualifications and requirements for high school enrollment specifically selective enrollment. Representatives from selected high schools visit Powell to facilitate workshops on how to prepare for a successful transition into high school and throughout. Seventh and eighth graders attend high school and college fairs to develop and peek their interests in college and career planning. Eighth graders are exposed to the college experience by attending a four-day college tour to various institutions in Georgia, Alabama, and Tennessee.

Another one of Powell's goals is to insure that all of our students are responsible citizens and civic minded. To accomplish this goal, students need to know what their constitutional rights are. Our seventh graders visit the State's Capital in Springfield, IL for a one-day information packed guided tour. Mandatory parent information meetings were held to keep parents informed about this experience and its expectations. Forty-four eighth grade students attended accompanied by seven staff members (including administration) and one parent.

Eligible eighth grade students (15%) are enrolled in 8th Grade Algebra to further prepare them for the high school math curriculum.

### 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:

Score

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.

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Teachers received professional development on how to effectively communicate standards-based learning objectives to students and address their relevance to learning by way of implementing cohesive and purposeful questioning and discussion techniques. The professional development was specific to the strategies of the gradual release model and flexible grouping. Teachers were coached on how to analyze assessment data to group students based on RiT scores in specific strands. Proper implementation of these strategies will yield the desired results for academic growth. Collected assessment data will also provide opportunities for teachers to accommodate students' questions, needs, learning styles and interests during instruction. Implementation of the gradual release model, flexible grouping, and other strategies will allow teachers the opportunity to follow up after administering formative assessments and provide intervention or enrichment where necessary.

## 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	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Effective Leaders</li> <li>Supportive Environment</li> </ul>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">3a. Communicating with Students</a></li> <li><a href="#">3b. Using Questioning and Discussion Techniques</a></li> <li><a href="#">3c. Engaging Students in Learning</a></li> <li><a href="#">3d. Using Assessment in Instruction</a></li> <li><a href="#">3e. Demonstrating Flexibility and Responsiveness</a></li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices</li> <li>B2. Observes and Evaluates Staff and Gives Feedback to Staff</li> </ul>

### 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

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MTSS team meets biweekly with administration, teachers, counselor, and case manager to review and discuss strengths and weaknesses of targeted students to receive support. Teacher with documentation contacts the MTSS Lead and asks for child to be put on the agenda for presentation. Teacher compiles documentation on the student. Teacher presents the student's strengths and weaknesses. After the presentation, the team makes recommendations for the student. The teacher adheres to the recommendations and begins to employ additional strategies with the student. The teacher continues to attend the bi-weekly MTSS meetings and discusses the strategies and interventions used with the student. The teacher also states if the student is responding positively or not to the interventions. If the student is not responding positively to the interventions after a period of time, the student will move into tier 2, where additional supports are employed. If the student is still not responding positively, the student then moves into tier 3, and an additional teacher begins to work with the student. If the student is still not responding positively, the MTSS team may determine that an FIE is warranted.

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

### Balanced Assessment & Grading:

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

Score

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In the beginning of the school year a Grade Book Committee was established. The committee created/monitor color coded categories in grade book to aligned Assignments, Homework, Participation, Formative and Summative Assessments. Teacher implement weekly assignments. Teacher utilizes google calendar to keep a breast assessments and dates. Teachers review, reteach, and assess. Lesson plans are submitted weekly which includes formative and summative assessments are embedded. School grading policy is aligned mandated to the Network grading scale. The network’s mandate is that at least one classroom assignment, homework assignment, and assessment (quiz or exam) each is record weekly in the gradebook. Also, all assignments and assessment must be aligned to the recorded learning standard or standards articulated in weekly lesson plans. There must also be evidence of reteaching opportunities if less than eighty percent of the class showed less than eighty percent of mastery on assessments. Administration will conduct weekly audits to monitor timely and sufficient grade entries, alignment of learning standards, reteaching when applicable or necessary, and skill mastery. To monitor if students are considered to be on-track, a section is provided on the form to note how many students have received a grade of “D” or “F” in a subject at the end of the quarter. Subsequently, teachers will conduct a self-audit of their gradebook at the end of each quarter and submit their log to administration. The rational for the gradebook audit log is to maintain a level of consistency in assessing what has been taught and recording outcomes with regularity and fidelity. This practice will also provide the teacher, student, parent, and administration with ongoing awareness of the academic progress of the student.

## 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	<ul style="list-style-type: none"> <li>✓ Examples of a variety of teacher created and teacher selected assessments</li> <li>✓ Units and lesson plans with formative and summative assessments embedded in a long term plan</li> <li>✓ Evidence of assessment data analysis for the purpose of planning</li> <li>✓ Assessment calendar</li> <li>✓ Examples of gradebooks</li> <li>✓ School's grading policy</li> <li>✓ Grade distribution reports (course success rates)</li> </ul>
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> <li><a href="#">1c. Selecting Learning Objectives</a></li> <li><a href="#">1e. Designing Student Assessment</a></li> <li><a href="#">3d. Using Assessment in Instruction</a></li> <li><a href="#">4a. Reflecting on Teaching &amp; Learning</a></li> <li><a href="#">4b. Maintaining Accurate Records</a></li> </ul>
CPS Performance Standards for School Leaders	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

Score

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fundamental cause of student achievement, and are invested in student outcomes.

Teachers have participated in the gradual release professional development and the ILT is monitoring its implementation. Based on a walk thru it was revealed that 100% of the classroom teachers observed post and referenced their learning objectives. At least 50% of the teachers observed referenced the objective throughout the lesson. Our most recent SQRP indicated that we were well organized for ambitious instruction. Area for growth would be teachers consistently providing samples of individual student learning goals during weekly grade level meetings.

## Guide for Culture for Learning

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

## Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	✓ Sample of individual student learning goals from a cross-section of teachers
	✓ Also review student work evidence from Rigorous Student Tasks
Measures	✓ Five Essentials – Ambitious Instruction
	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction Collaborative Teachers Supportive Environment
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

Teachers utilize CHAMPS and Second Step strategies, which teaches students skills for learning (e.g. be assertive, self-talk, ignore distractions, and look/listen). School-wide expectations for academic and personal success are completed every morning with the school affirmation and pledge of allegiance in English and Spanish to reflect the diversity among the students. There are signs posted through out the school building to communicate climate expectation among staff and students. Students attendance, Citizenship, Honor Roll, and Principal List are displayed in honor of the students meeting and exceeding the expectations of learning. Daily acknowledgement of Perfect Attendance in classrooms is announce to encourage students to come to school.

## 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:

Students are interested and engaged in learning, invested in their school, and contributing to their community. The school provides early and ongoing exposure to a wide range of extracurricular activities and rigorous courses and programming.

Score

1 2 3 4

To further fulfill the mission of Adam Clayton Powell, Jr., Paideia Academy, our goal is to take advantage of every opportunity to educate our children at all opportune times of the day. Based on our current funding we are able to offer after – school programming to only 150 students. Powell currently enrolls 550 students from kindergarten thru 8th grade. After-school tutoring and Saturday Enrichment programs are currently being offered to 1st – 8th grade students who are performing below the 24th percentile or above the 80th percentile according to our district assessment. We identified target groups since all of our students were not able to stay after school. Powell participate in After-school All-Stars Program which is a supplementary program that targets academic, social and emotional learning. Students participate in field trips, basketball games, and HBCU (Historical Black Colleges and University)Tour for 8th graders. Students have access to rigorous curriculum: Algebra Program for middle school students. Students also engage in Student Council and Voices of Powell (school's choir). Students participated in a mock/democratic election to reinforce the process of democratic decision making.

## 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	<ul style="list-style-type: none"> <li>✓ Extracurricular offering info (e.g. descriptions of sports and clubs, list of partner organizations, participation data)</li> <li>✓ Student interest surveys (and/or other avenue for student input)</li> <li>✓ Policies regarding student engagement in decision making</li> <li>✓ Student government or committee charter and responsibilities</li> <li>✓ MVMS Student Survey completion rates and results</li> </ul>
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:

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

Score

1 2 3 4

To further fulfill the mission of Adam Clayton Powell, Jr., Paideia Academy, our goal is to take advantage of safety and security. Student participates in My School, My Voice in order to get a better understanding of their needs. Administration and Dean of Students meet with students quarterly review expectations for school culture and climate. School-wide expectations for personal success are completed every morning with the school affirmation and pledge of allegiance in English and Spanish to reflect the diversity among the students. There are signs posted through out the school building to communicate climate expectation among staff and students.

### 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
Measures	✓ Five Essentials – Supportive Environment score
	✓ 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:

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

Score

1 2 **3** 4

Powell’s expressed and intentional goal is to create a culture and climate that will advance a learning environment which perpetuates the student’s best interest. Assemblies have been held addressing all students (by grand band: primary, intermediate, and upper) informing them of the school’s discipline policy and what is stated in the handbook. It was also articulated to students what their rights are, their role of responsibility, and the expected level of respect that should be displayed and extended towards others and themselves. Powell prescribes to the philosophy or theory of the “best interests of the student model”. Allowing the student’s voice to be heard and considered transcends a message to him/her that he/she is respected and that he/she must assume accountability of his/her actions through a self-reflective lens. It is also important that all staff members embrace this theory and adhere to a protocol that is consistent and enforced with fidelity by all. Emphasizing the concepts of a social and emotional environment, a committee was formed to establish the components of a student referral form with a clear set of norms to be followed by staff and students. The committee is comprised of administration (principal, assistant principal, and dean of students) and two members from each of the following groups: teachers, support personnel, ancillary personnel, students, and parents. The rationale for the establishing the various committee members was to include all perspectives and voices of the represented members. As such, all would take ownership of and adhere to the process. The Student Discipline Committee was presented with and discussed the student discipline data from the previous three school years as well as the current. This data influenced the components and norms to be included on the student referral form. Based on the agreed upon components and norms, a student referral form was created. The norms were shared with the students during the grade band assembly. All staff received training on how to utilize the form and to adhere to the outlined protocol. The form was also presented to parents at the Parent Advisory Council meeting and to members of the Local School Council. The implementation of the student referral form greatly affected the culture and climate school wide. All stakeholders were held accountable to helping to establish the desired learning environment.

### 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 Evidence	✓ 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 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.

Score

1 2 3 4

The school develops strong parent partnership by involving parents in PAC (Parent Advisory Council). The PAC committee promote communication between parents and staff and the outlets that are available to them. The school is implementing a Parent Resource Room to provide accessibility of internet access to parents when needed. PAC provide off-site conferences to establish insight on making connections between the school and community. The committee meets monthly with agenda and minutes reviewed and discuss includes: training, job readiness, and . During report card pick-up, committee members meet and greet parent/students. Encourage parent to come observe students during instructional time. Principal Newsletter, Robo call to staff and parents to communicate events and activities be held at the school. A Parent/Student handbook was issue in the beginning of the school year to inform parents and students about procedures, protocols, and expectations.

### 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
	✓ Fundraising activities and amounts (if applicable)
Measures	✓ How does the school honor and reflect the diversity of families including language and culture?
	✓ Five Essentials Score – Involved Families
Five Essentials	Involved Families
CPS Framework for Teaching	<a href="#">2c. Managing Classroom Procedures</a>
CPS Performance Standards for School Leaders	<a href="#">4c. Communicating with Families</a>
	D1. Engages Families

## School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus ☐ = Not of focus
2	Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading	1 2 3 4 5 ☐
2	Expectations for depth & breadth of Quality Teaching: Multi-Tiered System of Support	1 2 3 4 5 ☐
2	Expectations for depth & breadth of Student Learning: Rigorous Student Tasks	1 2 3 4 5 ☐
2	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	1 2 3 4 5 ☐
3	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1 2 3 4 5 ☐
3	Culture of & Structure for Continuous Improvement: Professional Learning	1 2 3 4 5 ☐
3	Expectations for depth & breadth of Quality Teaching: Instruction	1 2 3 4 5 ☐
3	Expectations for depth & breadth of Student Learning: Curriculum	1 2 3 4 5 ☐
3	Expectations for depth & breadth of Student Learning: Instructional Materials	1 2 3 4 5 ☐
3	Expectations for depth & breadth of Student Learning: Transitions, College & Career Access & Persistence	1 2 3 4 5 ☐

3	Expectations for Quality & Character of School Life: Culture for Learning	1	2	3	4	5	⊗
3	Expectations for Quality & Character of School Life: Parent Partnership	1	2	3	4	5	⊗
3	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	⊗
3	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1	2	3	4	5	⊗
3	Expectations for Quality & Character of School Life: Safety & Order	1	2	3	4	5	⊗
4	Culture of & Structure for Continuous Improvement: Aligned Resources	1	2	3	4	5	⊗
4	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1	2	3	4	5	⊗

Goals

Required metrics (Elementary)

1 of 18 complete

	2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
<b>National School Growth Percentile - Reading</b>				
(Blank)	99.00	(Blank)	85.00	(Blank)
<b>National School Growth Percentile - Math</b>				
(Blank)	96.00	(Blank)	85.00	(Blank)
<b>% of Students Meeting/Exceeding National Ave Growth Norms</b>				
(Blank)	73.20	(Blank)	75.00	(Blank)
<b>African-American Growth Percentile - Reading</b>				
(Blank)	99.00	(Blank)	85.00	(Blank)
<b>Hispanic Growth Percentile - Reading</b>				
(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
<b>English Learner Growth Percentile - Reading</b>				
(Blank)	(Blank)	(Blank)	85.00	(Blank)
<b>Diverse Learner Growth Percentile - Reading</b>				
(Blank)	87.00	(Blank)	75.00	(Blank)
<b>African-American Growth Percentile - Math</b>				
(Blank)	96.00	(Blank)	85.00	(Blank)
<b>Hispanic Growth Percentile - Math</b>				
(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
<b>English Learner Growth Percentile - Math</b>				

(Blank)	(Blank)	(Blank)	85.00	(Blank)
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**Diverse Learner Growth Percentile - Math**

(Blank)	56.00	(Blank)	75.00	(Blank)
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**National School Attainment Percentile - Reading (Grades 3-8)**

(Blank)	55.00	(Blank)	70.00	(Blank)
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**National School Attainment Percentile - Math (Grades 3-8)**

(Blank)	70.00	(Blank)	70.00	(Blank)
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**National School Attainment Percentile - Reading (Grade 2)**

(Blank)	34.00	(Blank)	70.00	(Blank)
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**National School Attainment Percentile - Math (Grade 2)**

(Blank)	53.00	(Blank)	70.00	(Blank)
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**% of Students Making Sufficient Annual Progress on ACCESS**

(Blank)	50.00	50.00	70.00	(Blank)
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**Average Daily Attendance Rate**

(Blank)	96.00	95.40	95.50	(Blank)
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**My Voice, My School 5 Essentials Survey**

Very Strong - Well Organized	(Blank)	(Blank)	(Blank)	(Blank)
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Custom metrics

0 of 1 complete

	2014-2015 Actual	2015-2016 Actual	2016-2017 Goal	2017-2018 Goal
SY 2016-2017				
(Blank)	(Blank)	(Blank)	(Blank)	(Blank)

Strategies

Strategy 1

If we do...

...then we see...

...which leads to...

Provide professional learning communities internal and external in reading, math, science, social studies and social emotional learning

improvement in teacher instructional practices in the core subjects with a focus on data to drive instruction and make revisions when applicable.

student achievement in those core subjects and less off task behavior that is evident in student performance on classwork, homework and assessments.

Tags:  
Professional Learning

Area(s) of focus:  
1

Action step

Responsible

Timeframe

Evidence for status

Status

Powell's ILT will create a professional development schedule for the 2016 - 2017 School year. The PD's will outline differentiated teacher development to meet the needs of teachers of reading, math, science and social studies. The team will work over the summer to analyze the Spring NWEA 2016 results and develop a plan that will allow us to measure its implementation. The team will collect feedback from the learning sessions and conduct monthly learning rounds to monitor its implementation.

Powell's ILT

Aug 1, 2016 to Aug 5, 2016

Monthly Learning Rounds by Powell's ILT

Not started

**Professional development, Pd planning**

Lead teachers will attend professional development provided by N12 throughout the school year and then provide professional development to their colleagues during grade leveled meetings.

Principal - Math / AP - Literacy

Aug 8, 2016 to Jun 5, 2017

Feedback from grade level meetings / classroom observations.

Not started

**Professional development, Content area meeting**

Teachers will attend a minimum of 6 professional development sessions throughout the school year (2 - data meetings, 2 - literacy, 2 - math)

Principal

Aug 29, 2016 to May 31, 2017

Feedback from grade level meetings / classroom observations

Not started

**Professional development, Data analysis, Data driven instruction, Content area meeting**

Powell will partner with an outside organization to support data analysis and planning of instruction. Focus: Expectations for student learning, monitoring progress and expectation for quality teaching (Selection will be made according to the school's budget)

Principal

Aug 29, 2016 to May 29, 2017

Data meetings / classroom observations

Not started

**Progress monitoring, Data analysis, Data driven instruction, Expectations for depth & breadth of quality teaching: balanced assessment & grading**

Powell's ILT will use data from the schoolwide learning rounds to conduct performance management sessions in November and April of the 2016 - 2017 with a focus on instruction, assessment and gradebook and attendance

Powell's ILT

Nov 8, 2016 to Apr 3, 2017

Data meetings results / planning of action steps

Not started

**Data analysis, Data tracking, Performance management sessions**

Strategy 2

If we do...

...then we see...

...which leads to...

If we use district and network assessments to develop a protocol which will allow the MTSS team to consistently and effectively monitor students bi weekly who are in the lower 10 - 24th%ile with respect to showing deficits in the core areas of reading and math

students who are struggling and requires additional support across the curriculum receiving Tier II & Tier III intervention support

improved student outcomes and growth

Tags:  
Multi-tiered support systems

Area(s) of focus:  
2

Action step	Responsible	Timeframe	Evidence for status	Status
Develop an online document to assist teachers with inputting student information which will allow for tracking and progress monitoring students	MTSS team	select	MTSS team will share minutes and student log with the ILT and Grade level team monthly	Not started

**Progress moniorting, Multi-tiered support systems**

MTSS team will meet bi weekly to discuss academic status of students who are identified as needing Tier II & III support	MTSS Team	Sep 9, 2016 to Jun 2, 2017	(Blank)	Behind
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**Interventions, Planning for instruction**

During institute days the team will identify the lowest 5% of student population who perform below the 10th percentile for reading and math.	MTSS Team	select	(Blank)	Behind
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Purchase LLI materials for kindergarten, 1st and 4th - 8th for intervention in Literacy.	Principal	select	(Blank)	Behind
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Revisit V-Math & My Math with ILT to consider purchasing for intervention in math. Ensure teachers teaching intervention within their instruction receive professional development around usage of the materials. Monitor implementation and progress.	ILT	Aug 1, 2016 to Aug 5, 2016	(Blank)	Behind
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**Professional development, Progress moniorting, Allocations of funds for purchasing materials for instruction and professional development, Interventions and supports**

Monitor implementation for Stride Academy and Compass Learning with a focus on students needing intervention in reading and math.	Principal / AP	Sep 9, 2016 to Jun 2, 2017	Weekly data reports to show teacher and student usage and performance in reading and math	Not started
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**Assessment, Intervention, Progress moniorting**

Members for MTSS team attend summer training and planning provided by the district

MTSS Team

Jul 14, 2016 to Jul 14, 2016

MTSS Plan that outlines the 2016 - 2017 implementation plan for MTSS

On-Track

**Professional development, Planning**

**Strategy 3**

If we do...

...then we see...

...which leads to...

Provide parents with an interest inventory at the beginning of the 2016-2017 school year to survey their needs and concerns in various areas which will equip them with the necessary skills to support their students in their academic growth and establish outside partnerships to assist in facilitating the necessary workshops to meet their concerns

Increased parent involvement and improved partnership

increase growth in understanding how to address students' academic and social emotional needs

Tags:  
Parent partnerships

Area(s) of focus:

Action step ?

Responsible ?

Timeframe ?

Evidence for status ?

Status

Create Parent Survey  
Distribute Parent Survey  
Compile and prioritize results  
Establish outside partnerships  
Schedule workshops  
Ongoing Parent feedback

ILT

Sep 1, 2016 to Sep 1, 2016

Increase in parent participation, feedback from surveys

Not started

**Strategy 4**

If we do...

...then we see...

...which leads to...

Analyze student work utilizing a rubric and protocol that details specific skills, strands and provide feedback to the teacher.

the level of rigor which will reflect the depth of knowledge expectations

flexible grouping, ongoing monitoring, inquiry based learning, higher order questioning

Tags:  
Rigorous tasks

Area(s) of focus:  
4

Action step ?

Responsible ?

Timeframe ?

Evidence for status ?

Status

Instructional Leadership Team will create a rubric designed to analyze student work. The component of the rubric will address the learning objective, learning task(s), and the student work protocol given to students.

ILT

Aug 29, 2016 to Sep 2, 2016

Feedback from ILT

Not started

**Learning objectives, Teacher feedback, Instructional leadership team, Student work protocol, Learning task, Instructional focus**

Share the student work review rubric with the staff.

ILT

Sep 2, 2016 to Sep 2, 2016

Feedback from staff

Not started

**Learning objectives, Learning task, Instructional focus, Teacher implementation**



Teachers will design lessons with an intentional means to focus on the objective and learning tasks and to insure that the appropriate level of rigor is embedded in the lesson task.

Teacher

Sep 6, 2016 to Jun 9, 2017

Student artifacts

Not started

**Assessment, Academic supports, Checking for understanding**

Teacher will assess student work against the rubric for the assignment as well as against the student work review rubric. Teacher will provide academic support (reteaching) where applicable.

Teacher

Sep 6, 2016 to Jun 9, 2017

Student artifacts

Not started

**Feedback, Learning objectives, Teacher feedback, Artifacts, Learning task, Grade level meeting, Teacher to teacher trust**

During weekly grade level team meetings teachers will present student artifacts to be reviewed by grade level peers utilizing the student work review protocol. Presenting teachers will trust the feedback from their peers in alignment to the protocol

Teachers

Aug 29, 2016 to Jun 9, 2017

Teachers

Not started

**Strategy 5**

If we do...

Create an interest survey for students to determine their needs and concerns academically and socially; have students participate in After-school All-Stars Programs which is a supplementary program that targets academic, social and emotional learning; participate in field trips; have access to rigorous curriculum; participate in Student Council; and other extra-curricular activities.

...then we see...

increase in student engagement and participation

...which leads to...

students taking ownership of their academic and social decision making that affect their learning

Tags:  
Student voice, engagement

Area(s) of focus:  
5

Action step ?

Responsible ?

Timeframe ?

Evidence for status ?

Status

Crete survey to solicit information, ideas, and concerns of the study body

ILT

Sep 6, 2016 to Sep 23, 2016

Survey results

Not started

**Student engagement, School events, Activities, School pride**

Review survey results; based on the results programs will be designed to satisfy the concerns and/or interests from the survey

Student Planning Committee consisting of teachers and ESP; ILT

Sep 30, 2016 to Oct 14, 2016

List of programs which will include sponsoring staff members; goals of the program; targeted grade levels; start and end times of progrmas

Behind

**Student engagement, School events, Activities, School pride**

Solicit enrollment in after-school programs which will address academic support and social emotional learning concerns	Student Advocate Coordinator	Sep 19, 2016 to Oct 17, 2016	Student after-school enrollment applications and parent permission slips	Not started
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**Student engagement, Social emotional learning, After school**

Monitor student attendance, participation, and effectiveness of all after-school programs; end-of-year teacher and student survey regarding the program	Student Advocate coordinator	Oct 17, 2016 to Jun 2, 2017	Attendance log Teacher and student survey results	Not started
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**Student engagement, Teacher feedback, Student feedback, Social emotional learning, 5 essentials, After school**

Student council (campaign and election); meeting schedule	Student Council Teacher Sponsor and Students	Sep 26, 2016 to Oct 21, 2016	Campaign results Election results Student Council meeting schedule	Not started
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**Student engagement, Student council, Teacher-student collaboration**

Monthly Student Council and ILT meeting	Student Council Teacher Sponsor ILT	Oct 24, 2016 to Jun 9, 2017	Agenda Minutes Sign-in Log	Not started
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**Student council, Teacher-student collaboration**

Action Plan

District priority and action step	Responsible	Start	End	Status
<p>✚ Powell's ILT will create a professional development schedule for the 2016 - 2017 School year. The PD's will outline differentiated teacher development to meet the needs of teachers of reading, math, science and social studies. The team will work over the summer to analyze the Spring NWEA 2016 results and develop a plan that will allow us to measure its implementation. The team will collect feedback from the learning sessions and conduct monthly learning rounds to monitor its implementation.</p> <p>Tags: Professional Learning, Professional development, Pd planning</p>	Powell's ILT	Aug 1, 2016	Aug 5, 2016	Not started
<p>✚ Lead teachers will attend professional development provided by N12 throughout the school year and then provide professional development to their colleagues during grade leveled meetings.</p> <p>Tags: Professional Learning, Professional development, Content area meeting</p>	Principal - Math / AP - Literacy	Aug 8, 2016	Jun 5, 2017	Not started
<p>✚ Teachers will attend a minimum of 6 professional development sessions throughout the school year (2 - data meetings, 2 - literacy, 2 - math)</p> <p>Tags: Professional Learning, Professional development, Data analysis, Data driven instruction, Content area meeting</p>	Principal	Aug 29, 2016	May 31, 2017	Not started
<p>✚ Powell will partner with an outside organization to support data analysis and planning of instruction. Focus: Expectations for student learning, monitoring progress and expectation for quality teaching (Selection will be made according to the school's budget)</p> <p>Tags: Professional Learning, Progress monitoring, Data analysis, Data driven instruction, Expectations for depth &amp; breadth of quality teaching: balanced assessment &amp; grading</p>	Principal	Aug 29, 2016	May 29, 2017	Not started

District priority and action step	Responsible	Start	End	Status
<p>✚ Powell's ILT will use data from the schoolwide learning rounds to conduct performance management sessions in November and April of the 2016 - 2017 with a focus on instruction, assessment and gradebook and attendance</p> <p>Tags: Professional Learning, Data analysis, Data tracking, Performance management sessions</p>	Powell's ILT	Nov 8, 2016	Apr 3, 2017	Not started
<p>✚ Develop an online document to assist teachers with inputting student information which will allow for tracking and progress monitoring students</p> <p>Tags: Multi-tiered support systems, Progress monitoring, Multi-tiered support systems</p>	MTSS team			Not started
<p>✚ MTSS team will meet bi weekly to discuss academic status of students who are identified as needing Tier II &amp; III support</p> <p>Tags: Multi-tiered support systems, Interventions, Planning for instruction</p>	MTSS Team	Sep 9, 2016	Jun 2, 2017	Behind
<p>✚ During institute days the team will identify the lowest 5% of student population who perform below the 10th percentile for reading and math.</p> <p>Tags: Multi-tiered support systems</p>	MTSS Team			Behind
<p>✚ Purchase LLI materials for kindergarten, 1st and 4th - 8th for intervention in Literacy.</p> <p>Tags: Multi-tiered support systems</p>	Principal			Behind
<p>✚ Revisit V-Math &amp; My Math with ILT to consider purchasing for intervention in math. Ensure teachers teaching intervention within their instruction receive professional development around usage of the materials. Monitor implementation and progress.</p> <p>Tags: Multi-tiered support systems, Professional development, Progress monitoring, Allocations of funds for purchasing materials for instruction and professional development, Interventions and supports</p>	ILT	Aug 1, 2016	Aug 5, 2016	Behind
<p>✚ Monitor implementation for Stride Academy and Compass Learning with a focus on students needing intervention in reading and math.</p> <p>Tags: Multi-tiered support systems, Assessment, Intervention, Progress monitoring</p>	Principal / AP	Sep 9, 2016	Jun 2, 2017	Not started
<p>✚ Members for MTSS team attend summer training and planning provided by the district</p> <p>Tags: Multi-tiered support systems, Professional development, Planning</p>	MTSS Team	Jul 14, 2016	Jul 14, 2016	On-Track
<p>✚ Create Parent Survey Distribute Parent Survey Compile and prioritize results Establish outside partnerships Schedule workshops Ongoing Parent feedback</p> <p>Tags: Parent partnerships</p>	ILT	Sep 1, 2016	Sep 1, 2016	Not started
<p>✚ Instructional Leadership Team will create a rubric designed to analyze student work. The component of the rubric will address the learning objective, learning task(s), and the student work protocol given to students.</p> <p>Tags: Rigorous tasks, Learning objectives, Teacher feedback, Instructional leadership team, Student work protocol, Learning task, Instructional focus</p>	ILT	Aug 29, 2016	Sep 2, 2016	Not started
<p>✚ Share the student work review rubric with the staff.</p> <p>Tags: Rigorous tasks, Learning objectives, Learning task, Instructional focus, Teacher implementation</p>	ILT	Sep 2, 2016	Sep 2, 2016	Not started
<p>✚ Teachers will design lessons with an intentional means to focus on the objective and learning tasks and to insure that the appropriate level of rigor is embedded in the lesson task.</p> <p>Tags: Rigorous tasks, Assessment, Academic supports, Checking for understanding</p>	Teacher	Sep 6, 2016	Jun 9, 2017	Not started
<p>✚ Teacher will assess student work against the rubric for the assignment as well as against the student work review rubric. Teacher will provide academic support (reteaching) where applicable.</p> <p>Tags: Rigorous tasks, Feedback, Learning objectives, Teacher feedback, Artifacts, Learning task, Grade level meeting, Teacher to teacher trust</p>	Teacher	Sep 6, 2016	Jun 9, 2017	Not started
<p>✚ During weekly grade level team meetings teachers will present student artifacts to be reviewed by grade level peers utilizing the student work review protocol. Presenting teachers will trust the feedback from their peers in alignment to the protocol</p> <p>Tags: Rigorous tasks</p>	Teachers	Aug 29, 2016	Jun 9, 2017	Not started

District priority and action step	Responsible	Start	End	Status
<p>✚ Ceate survey to solicit information, ideas, and concerns of the study body Tags: Student voice, engagement, Student engagement, School events, Activities, School pride</p>	ILT	Sep 6, 2016	Sep 23, 2016	Not started
<p>✚ Review survey results; based on the results programs will be designed to satisfy the concerns and/or interests from the survey Tags: Student voice, engagement, Student engagement, School events, Activities, School pride</p>	Student Planning Committee consisting of teachers and ESP; ILT	Sep 30, 2016	Oct 14, 2016	Behind
<p>✚ Solicit enrollment in after-school programs which will address academic support and social emotional learning concerns Tags: Student voice, engagement, Student engagement, Social emotional learning, After school</p>	Student Advocate Coordinator	Sep 19, 2016	Oct 17, 2016	Not started
<p>✚ Monitor student attendance, participation, and effectiveness of all after-school programs; end-of-year teacher and student survey regarding the program Tags: Student voice, engagement, Student engagement, Teacher feedback, Student feedback, Social emotional learning, 5 essentials, After school</p>	Student Advocate coordinator	Oct 17, 2016	Jun 2, 2017	Not started
<p>✚ Student council (campaign and election); meeting schedule Tags: Student voice, engagement, Student engagement, Student council, Teacher-student collaboration</p>	Student Council Teacher Sponsor and Students	Sep 26, 2016	Oct 21, 2016	Not started
<p>✚ Monthly Student Council and ILT meeting Tags: Student voice, engagement, Student council, Teacher-student collaboration</p>	Student Council Teacher Sponsor ILT	Oct 24, 2016	Jun 9, 2017	Not started

## 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 I/SW].

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

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.

Members of the Parent Advisory Council and the Local School Council present during Open House at the beginning of the school year to describe and explain the curriculum, academic assessment tools used to measure student progress and proficiency levels that students are expected to meet. These endeavors are reiterated during Report Card Pick Up days. The school counselor, social worker, Safe School, Healthy Students program, PAC and LSC all work together to provide proper descriptions, explanations and notifications.

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

At the beginning of the year during Open House, members of the Local School Council (LSC) and the Parent Advisory Council (PAC) advertise about the school's participation in NCLB, Title I programs and to explain the Title I requirements and their rights to be involved in the Title I programs. Parent Advisory and Local School Council members meet on a monthly basis to discuss and participate in Title I programs. The aforementioned councils and administration send flyers home every month, one week before the LSC meeting and a reminder flyer a day before the meeting to ensure timely and sufficient notification. NCLB Title I meetings are held during the Report Card Pick-Up days. The community is also notified via an outgoing recorded voice message about the NCLB Title I meetings.

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.

At the beginning of the year during Open House, members of the Local School Council (LSC) and the Parent Advisory Council (PAC) advertise about the school's participation in NCLB, Title I programs and to explain the Title I requirements and their rights to be involved in the Title I programs. Parent Advisory and Local School Council members meet on a monthly basis to discuss and participate in Title I programs. Powell's Principal through the Open House State of the School Address and Powell website communicates to the parents the school's previous year's academic performance on district and state assessments, communicates the grade level and school-wide assessment goals for the present school year, proficiency levels students must meet to be promoted according to CPS promotion policy and shares information relevant to their children and a school-wide plan for academic improvement.

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.

At the beginning of the year during Open House, members of the Local School Council (LSC) and the Parent Advisory Council (PAC) advertise about the school's participation in NCLB, Title I programs and to explain the Title I requirements and their rights to be involved in the Title I programs. Parent Advisory and Local School Council members meet on a monthly basis to discuss and participate in Title I programs.

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.

In the late spring after the end-of-the-year administration of the NWEA grades 2-8, within 24-48 hours of the school-wide completing the NWEA- a student, classroom, grade-level and school-wide NWEA assessment report is view-able for the principal and CPS Office of Assessment and Accountability. The NWEA assessment data is used as part of the Benchmark Grades - 3, 6, 8 promotion criteria. The student NWEA assessment report is downloaded from the NWEA website and can be distributed to students with their quarter 4 report card for the school year.

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.

Adam Clayton Powell, Jr. Paideia Academy does not have any teacher on staff that is not highly qualified as defined in the Title 1 Final Regulations. Powell administration will not hire a teacher that is not highly qualified according to the Title I Final Regulations. In keeping with CPS hiring policy, Powell does not hire any teacher that has not been cleared through the CPS HR screening process and listed on the CPS HR Candidate website.

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.

Members of the Parent Advisory Council and the Local School Council are present during Open House at the beginning of the school year to describe and explain the curriculum, academic assessment tools used to measure student progress and proficiency levels that students are expected to meet. These endeavors are reiterated during Report Card Pick-Up Days, quarterly grade-level parent meetings, MTSS parent meetings, Special Education (IEP) meetings. School administration, school counselor/case manager, social worker, LSC and PAC all work together to provide proper descriptions, explanations and notifications.

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.

Powell provides information, resources, materials and trainings including literacy training and technology, as appropriate to assist parents in working with their children to improve academic achievement through an Introduction to the basis of literacy development during Kindergarten Orientation-Brochures/ packets of information concerning parental role in the literacy development of their child distributed to parents during Kindergarten Orientation, Open House, Report Card Pick Up Days and parent-teacher conferences, Family Literacy Night during the school year-Book giveaways during kindergarten and Family Literacy Night. Open House presentation made by academic coaches-Study Island and Think Through Math computer-tutorial program orientation and parent/student password distribution during Open House and Report Card Pick-Up Days, weekly parent-teacher conferences conducted face-to-face, via phone or emails, Parent Literacy Corner information in Grade level newsletters distributed every month, weekly student homework logs and student projects, Family Math and Science Night during the school year and the Family Fine Arts and Physical Education Night.

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.

Teachers during Teacher Institute Days, Professional Development Days and grade level team meetings will be provided with professional development by the administration, school leadership team, academic coaches, Safe Schools, Healthy Students program coordinator, the PAC facilitator and other parent action organization such as the PTA/PTO on the value and utility of contributions by parents and the importance of making parents partners in the education of their children. This is also reiterated during the College and Career Readiness Parent meetings, Multi-Tiered Intervention Team meetings, Special Education (IEP) meetings, and community meetings 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.

Currently, Powell Academy does not have a pre-school program but Powell assist and partner with local pre-school and daycare centers to integrate parent programs and activities- Early Literacy, Math Basics and Character Education so the children in their care are prepared for kindergarten at Powell Academy.

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.

The school through the Principal's Back-to-School Letter in the student agenda books and student/parent handbook, grade level monthly newsletters, quarterly school newsletters, Academic Coaches newsletters, the school website, Principal's Monthly Reports to the Local School Council ensure information related to the school and parent involvement is sent to parents. Principal's Academic Preparation Letter to Parents and the Principal's State of the School Address Report provides written notices about the school's academic status identification, school and parent programs, meetings and other activities to parents of each student that is easily understood by Powell parents. The Bilingual coordinator/Spanish teacher is also available to translate for Spanish-speaking parents in parent conferences as well as Spanish translated CPS communications are distributed to Spanish-speaking parents and students.

#### 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 Adam Clayton Powell, Jr., Paideia Academy is to provide a quality education that enhances the development of the whole child. The Powell family promotes mutual respect, self-esteem, an appreciation for learning, and fosters high expectations to achieve academic achievement. We are dedicated to providing a positive learning environment conducive to maximizing the potential for all students utilizing an innovative, rigorous data-driven curriculum that includes best practices, critical thinking and respect for diverse learning styles.

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.

Parent-teachers are held in accordance to the district's calendar. Parents will have an opportunity to meet privately with their child's teacher to discuss academic performance and how they may partner and support the teacher in insuring the student's ultimate success.

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

Parents will receive progress reports in accordance with the dates prescribed by the district.

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

Parents are extended the opportunity to request in writing a conference with the teacher. Request forms are made available in the main office.

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 may scheduled times to observe in their child's classroom without interrupting class instruction. Parents will be allowed to observe for a 30 minute block of time.

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

Parents are encouraged to sign up for parent portal to monitor their child's academic progress.

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

Parents are encouraged to visit the school and to make inquiry at any given time regarding their child's academic performance.

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

Students are held accountable for their classwork, homework, and participation during instructional times. Students are encouraged to take ownership of their work and behavior.

**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.

Increase parent involvement with PAC, school and faculty to assist parents with gaining knowledge about student and school strengths in order to improve student performance. This will be completed after the organization meeting and before April of every school year.

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.	\$ Amount .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.	\$ 1596 .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.	\$ 500 .00
54125	<b>Consultants</b> For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order	\$ 800 .00

after service is rendered (NO CHECKS ARE ALLOWED)

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54505	<b>Admission and Registration Fees, Subscriptions and memberships</b> For Parents use only.	\$	1500	.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.	\$	Amount	.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.	\$	Amount	.00
53510	<b>Postage</b> Must be used for parent involvement programs only.	\$	Amount	.00
53306	<b>Software</b> Must be educational and for parent use only.	\$	Amount	.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 be used only by parents.	\$	Amount	.00

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