



Andrew Carnegie Elementary School / Plan summary

2018-2020 plan summary

Team

Name	Role	Email	Access
Docilla Pollard	Principal	dpollard1@cps.edu	Has access
Shirley Roberson	Assistant	segriffin@cps.edu	Has access
Arma Adams	School Counselor/Special Education	ajduncan@cps.edu	Has access
Argia Watson	Gifted Coordinator	acwatson@cps.edu	Has access
Lisa Coleman	6th-8th IB Math Coach	ldcoleman@cps.edu	Has access
Renee Sanders	PAC	rsanders25@cps.edu	Has access
Wonda Stubbs	LSC	wondastubbs@gmail.com	Has access
Tina BeyMuhammad	LSC	willbey7@yahoo.com	Has access
Sean Murphy	6th-8th IB Reading/Humanities	sjmurphy@cps.edu	No Access
Cynthia Gordon	5th-8th ELA Teacher	cmgordon@cps.edu	No Access
Gina Blanchard	6th-8th Reading/Science	gvblanchard@cps.edu	No Access

Team meetings

Date	Participants	Topic
------	--------------	-------

03/20/2018	Renee Sanders, Darlette Willis & Ms. Jackson-PAC Meeting	Parent Plan
03/20/2018	PreK-8th grade General & SpEd teachers input provided during Principal-directed meeting	SEF Review & Framework Prioritization
03/13/2018	Wonda Stubbs & Tina BeyMuhammad -LSC Meeting	Fund Compliance
04/03/2018	PreK-8th grades General & SpEd teachers input provided during Principal-directed meeting	Goal Setting
04/19/2018	PreK-8th Grade Teachers	Strategies, Framework & Framework Priorities
04/30/2018	PreK-8th Grade Teachers	Strategies, Framework & Framework Priorities

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

Score

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

1 2 3 4

Our mission and vision statement has been updated during our professional development, and is currently displayed the hallways and in each individual teacher's classroom. The mission and vision statements are introduced to our families annually at Open House at the beginning of each school year. The mission/vision statements are displayed in each classroom and on the LSC Principal Report. Teacher representatives are sent to various professional developments that address the curriculum and teachers return to disseminate the learned information to colleagues at grade level meetings or on staff development days. There is common planning time for grade levels and once a month there are principal directed grade level meetings with a clear focus. Lesson/Unit plan objectives are aligned with the Common Core State Standards, grade-book is monitored and feedback is given biweekly. Weekly Carnegie updates from administration are sent to all staff members with information that is aligned to REACH Framework for Teaching.

Guide for Leadership & Collective Responsibility

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

- Limit school improvement goals to a few high leverage activities.
- Prioritize teaching challenging content, engaging students in learning, rigor and ways to raise achievement.

Evidence, Measures, and Standards

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

Instructional Leadership Team:

Score

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

1 2 3 **4**

The ILT team is assembled based on the combination of knowledge and expertise needed to make decisions for all students and staff. The team is involved in the developing and monitoring of the CIWP, with the focus on improving instruction; how teachers teach and how students learn. The Theory of Action and the metrics for monitoring are reviewed to assist us with the implementation and outcomes for each key strategy. ILT Team members attend local workshops and professional developments locally as well as out of state. Meetings are held monthly with specified agendas and data analysis to collectively make decisions about instruction. The team is engaged in on-going inquiry learning walks where there is a definite focus for each walk. There is time to debrief with a principal led discussion while observers complete the Andrew Carnegie Fifteen Minute Learning Walk Form. The administration team conduct Snapshot Classroom visits aligned to the REACH Teacher's Framework and provide written feedback. Findings are collected and discussed by the team and feedback is given to each classroom visited through verbal or written communication.

Guide for Instructional Leadership Team

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ ILT Effectiveness Rubric Score
	✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes)
	✓ Evidence that work of ILT has contributed to positive outcomes for students and staff
	✓ Teacher team agendas/minutes reflective of ILT focus
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	Effective Leaders
	Collaborative Teachers
MTSS Framework	Shared Leadership, Evaluation of MTSS
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning
	4d. Growing and Developing Professionally
	4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP
	A2. Implements Data Driven Decision Making and Data Driven Instruction
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ Instructional Leadership Team Planning Tools	
✓ PLC and Mentoring Coaching Resources	

Professional Learning:

Score

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

1 2 3 4

School level professional development includes technology curriculum integration programs such as Discovery Education, I-Ready Reading and Math, ThinkCerca, CommonLit, IB training, Progress Monitoring for primary teachers, NGSS training, Khan Academy and Nearpod. Teachers are encouraged to visit each other's classroom to observe teaching practices that they can use. Classroom teachers in conjunction with special education teachers conduct weekly collaborative meetings. The Principal, Assistant Principal and Instructional Coach conducts bi-weekly common planning meetings to analyze data and student work, discuss instructional plans and consider academic/behavioral interventions for improvement. Each individual teacher set goals for students and an overall classroom goal. Teachers share ownership for student learning in their classrooms by setting grade level goals. Teachers have the opportunity to observe in other's classroom. Mentor teachers and Instructional Coach are assigned to new teachers and struggling teachers.

Guide for Professional Learning

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda? ✓ PD agendas, PD feedback surveys ✓ Teacher practice improving on the Framework for Teaching (e.g. Basic>Proficient, Proficient>Distinguished)
Measures	<ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ Five Essentials: Collaborative Teachers
Five Essentials	<ul style="list-style-type: none"> Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	8.2. Observes and Evaluates Staff and Gives Feedback to Staff 8.6. Professional Development Provided for Staff
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ Teaching the Teachers ✓ Making Better Use of Research ✓ Upcoming Professional Learning Opportunities ✓ Framework for Teaching PD Modules

Aligned Resources:

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

Score

1 2 3 4

Staff: Lunchroom assistants have been hired and provided schedules to monitor students during lunch and recess periods; as well as dedicated aids for those students who need extra attention within the classrooms throughout the school day. Teacher hiring committees consist of teachers of the same discipline as the vacancy. Interview questions have been pre-selected, reviewed and asked with fidelity of each candidate interviewing for the position. Community based organizations include: WITS (Working in the Schools), in which professionals from the law-firm read to primary students once a week. Programs provided by the University of Chicago include: Scratch Coding, Girls Robotics Club, The Farmer's Market which provides students with instruction on the importance of eating healthy, Chess in the Classroom teaches 3rd grade students the game of chess, ArtShould after-school programs instructs students in art and philosophy. The school allocates funds to purchase technology equipment and musical instruments for the music program. Discrepancy funds are allocated for school-wide priorities as the need arises.

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
MTSS Framework	Shared Leadership, Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time B4. Hires and Retains Highly Effective Teachers
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	Aligning Resources with Priorities: Focusing on What Matters Most
✓	Instructional Supports
✓	Strategic Source Vendor List
✓	CPS Instructional Time Guidelines: Elementary School Overview
✓	CPS Instructional Time Guidelines: High School Overview
✓	CPS Instructional Block Guidance: K-2 Literacy
✓	CPS Instructional Block Toolkit: Math

Expectations for depth & breadth of Student Learning

4 of 4 complete

Curriculum:

Score

1 2 3 4

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

Teachers are well aware of the scope and sequence that is expected to be taught at the onset of the school year. Administration provides the CCSS scope and sequence to be followed per quarter in both Reading and Math. Teachers use Discovery Education Reading and Math and ThinkCerca comprehensive interdisciplinary units, which contain CCSS aligned formative and summative assessments. Teachers have received professional development on ways to incorporate technology, and they have implemented these strategies on a daily basis to enhance instruction. Teachers use individualized iReady and Teacher Toolbox and Nearpod Lessons which are aligned to students' academic challenges and strengths. Teachers use NWEA and class assessment data to group students for instruction that will enable them to meet standards.

Guide for Curriculum

- - **Align units of instruction (horizontally/vertically) to scope and sequence maps and pace units and lessons appropriately.**
 - Focus so units can be adequately addressed in the time available.
 - Examine formative data to determine mastery and pace. Discuss how much time it takes to adequately address the essential elements, and the viability of documents that articulate essential content and timing of delivery (e.g. pacing guides, curriculum maps).
- **Utilize the 'big ideas' that should be taught to determine whether students are being taught the body of knowledge, the understandings and the skills expected.**
 - Identify the essential understandings – what students should learn in greater depth. In other words, know 'covering everything but learning nothing' does not work.
- **Expose and extend opportunities for all students to grade appropriate levels of text complexity in all types of texts, including informational in all content areas.**
 - Articulate language goals that are separate from and support content goals. Literacy - reading, writing and speaking are essential 'learning tools' across the curriculum (disciplinary literacy).
- **Engage all learners in content areas by fully integrating opportunities for all learners, including:**
 - Diverse learners to demonstrate core knowledge and skills.
 - English Learners to develop academic language to demonstrate mastery.
 - Use English and native language development standards in addition to content standards to differentiate instruction and assessments for English learners, to ensure meaningful access to content, regardless of English language proficiency.
 - Understand research and implement programs to develop native language literacy for English learners.
 - Advanced learners to extend core knowledge and skills.
- **Integrate academic and social emotional learning.**
- **Connection to real world, authentic application of learning. For example,**
 - Provide opportunities for meaningful project-based learning.
 - Integrate field-based learning through partnerships with city institutions (e.g. museums), colleges, universities, and community based organizations.
- - Curriculum is culturally relevant/sustaining and provides opportunities to explore and celebrate students' communities, culture, history, and language.
 - Curriculum is tailored to the strengths, needs, and interests of each student.

Evidence, Measures, and Standards

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

Instructional Materials:

Materials to present learning content and what the learner uses to demonstrate are characterized by variability and flexibility.

Materials are identified and adapted to increase access to learning for all students. Materials include multimedia and embedded, just-in-time supports; varied tools and supports; alternative pathways, and varied levels of support and challenge. (adapted from UDL Guidelines 2.0)

Score

1 2 3 4

Teachers use a variety of instructional materials that have proven to be effective in the classroom. Teachers use technology such as I-Ready, Discovery Education, Raz-Kids, ThinkCerca, CommonLit, Nearpod, Readworks, Techbook, Kahoot, etc. In addition to technology, teachers use textbooks (Wordly Wise 3000, Vocabulary Workshop, Paired Passages, Greek & Latin, Prefixes & Suffixes, Scholastic Storyworks, consumable science & social science workbooks, Teacher Toolbox, etc.). Our core instruction is more aligned and structured by current Common Core State Standards, Next Generation Science Standards, and IB. Teachers have more exposure to standard aligned instructions and more differentiation for Diversed Learners, especially with the vast amount of technology in the building. IB teaches the same skills, but the outcome is evidence based.

Guide for Instructional Materials

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

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

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	<ul style="list-style-type: none"> ✓ SGRP Attainment and Growth
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Supportive Environment
MTSS Framework	<ul style="list-style-type: none"> Curriculum & Instruction
CPS Framework for Teaching	<ul style="list-style-type: none"> 1a. Demonstrating Knowledge of Content and Pedagogy 1b. Demonstrating Knowledge of Students 1c. Selecting Learning Objectives 1d. Designing Coherent Instruction
CPS Performance Standards for School	<ul style="list-style-type: none"> A3. Allocates Resources to Support Student Learning, Prioritizing Time
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> ✓ Universal Design for Learning Guidelines 2.0 ✓ UDL PD Modules ✓ CPS Integrated Library System (S.O.A.R.)

Rigorous Student Tasks:

Score

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

1 2 **3** 4

NWEA Fall and Winter Data are used to drive instructions. Continuum from NWEA is pulled down to create activities and lessons on I-Ready to move students who have deficits and to challenge high performing students with activities at their level of learning. K-8 teachers utilize a common core standard question stem and also use text ready workbooks. They also utilize Discovery Education and Nearpod which allow students to access the technology at school as well as at home. Questions are Common Core related. Carnegie provides a high school fair which allow students to learn the needed qualifications for high performing academic centers. Also, grades K-8 experience Career Day activities where they are exposed to a range of professionals who discuss career related interest and opportunities. We have college Day where teachers wear their college gear and discuss college opportunities and experiences. Periodically, we are supported by different Sororities and Fraternities.

Guide for Rigorous Student Tasks

- **Begin with the belief that all students can learn. (see *Culture for Learning*)**
 - Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student.
 - Create an environment where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.
 - Communicate the necessity of attendance and engagement everyday in order to succeed.
- **Plan and assign tasks that are cognitively challenging for individual students and require students to provide evidence of their reasoning.**
 - Align tasks with standards-based learning objectives that reflect the depth of knowledge expectations.
 - Tasks are Integrative to draw on multiple standards.
 - Teach for Robust Understanding in Mathematics (TRU Math). Engage students with important mathematical ideas, not simply receiving knowledge, requiring students to engage in productive struggle.
- **Tasks reflect the key shifts in literacy.**
 - **Complexity:** Tasks reward close reading of complex text; Focus on comprehension of academic language, not obscure vocabulary.
 - **Evidence:** Cite evidence from text and write to sources, not decontextualized prompts.
 - **Knowledge (non-fiction):** Tasks embed reading and writing across disciplines with a variety of literary and informational complex texts and tasks and demonstrate comprehension through speaking, listening.
- **Tasks reflect the key shifts in mathematics.**
 - **Focus:** Tasks reflect a curricular and instructional focus on the major work in (e.g. operational fluency and number sense in K-2).
 - **Coherence:** Multi-grade progressions stress key beginnings (e.g. ratios in 6th grade) and key end points (e.g. fluency with multiplication in 3rd);
 - **Rigor:** Problems require construction of mathematical reasoning and critiques of other possible solutions.
- **Provide opportunities for students to create authentic work for real audiences (beyond the teacher) to motivate them to meet standards and engage in critique and revision.**
- **Examine student work to identify and showcase the qualities of strategic thinking that are both rich in content and relevant for students.**
 - Analyze models with students to build a vision of quality.
 - Use protocols to collectively reflect regularly on the level of cognitive demand asked of students across the school, particularly priority group students, to think strategically as speakers, listeners, readers, and writers.
 - Analyze student work samples as part of professional learning to best support students' attainment of quality work and standards.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none">✓ Cross-section of student work from a variety of content areas✓ Observation of student learning (e.g. learning walks/walkthroughs)✓ Focus group(s) and discussions with students
Measures	<ul style="list-style-type: none">✓ SGRP Attainment and Growth
Five Essentials	Ambitious Instruction
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	1.d. Designing Coherent Instruction
	2b. Establishing a Culture for Learning
	3b. Using Questioning and Discussion Techniques
	3c. Engaging Students in Learning
CPS Performance Standards for School Leaders	81. Implements Curricular Scope and Sequence and Reviews Instructional Practices
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	Teaching for Robust Understanding in Mathematics (TRU Math)
✓	Math Practices: What to Look For Observation Tool
✓	Checking In, Do Classroom Arrangements Reflect Today's Higher Standards?
✓	Student Work Protocol (SGWP)
✓	Slice Protocol – Looking at Student Work

Transitions, College & Career Access & Persistence:

Score

1 2 3 4

The school creates pathways to success built on a vision in which all students leave secondary school with a clear plan for their initial postsecondary destination, whether in apprenticeship training, work, or college. All students have equal access to college preparatory curriculum to be successful. The school is characterized by structures for developing early postsecondary awareness and the knowledge and skills that lay the foundation for the academic rigor and social development necessary for college and career success. Students are equipped with the confidence in their ability to implement and adapt their plan throughout their lives as they and the world around them change. This vision sees students as the architects of their own lives.(adapted from Creating Pathways to Success, Ontario)

We implement Career Day, the High School Fair, UNFC, Alumni Assembly, College T-shirt and Spirit Week. Posted outside of all classrooms are college and university signs where each teacher attended. Curriculum includes college and career readiness standards. Intermediate/Upper grade classrooms participate in daily advisory periods aligned to college and career readiness. The IB students has quarterly visits to local colleges and universities. Middle school students have access to Pre-Algebra and Algebra classes. School Counselors hosted a selective enrollment information session for 7th grade students. In this session students were able to view their standardize test score, current grades in order to project what score they would obtain in to qualified for the selective enrollment schools. The counselor and teacher spoke with the 7th graders on the importance of maintaining an A/B in all content-area. The school counselor and teachers host 8th grade parent meetings where a deep analysis of their child's grades and test scores are analyzed to align students with a number of high schools in which the student qualifies.

Guide for Transitions, College & Career Access & Persistence

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

communication/ collaboration, and self-regulation.

- In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
- Provide opportunities for Dual Credit/Dual Enrollment
- **SUCCESS - Provide direct assistance to all students and families through every stage of the college selection, application, and entry process (Transition to College (HS))** including, but not limited to academic planning/advising to assist with:
 - Selecting colleges with the best institutional graduation rates for their level of qualifications. (Students of all qualification levels are more likely to graduate from college if they attend a postsecondary institution with high graduation rates)
 - Researching/comparing options including short and long-term financial outcomes, comparing college graduation rates, and other statistics to narrow down options.
 - Researching living wage options such as an apprenticeship or certification programs for students who wish to work after high school and/or want to delay college.
 - Applying to multiple colleges—generally three or more.
 - Navigating financial aid and capitalizing on grant and scholarship opportunities.
 - Equipping students and families with persistence strategies. (College Persistence Toolkit)
 - Help families learn about existing CTE career pathways, apprenticeships/pre-apprenticeship programs

Evidence, Measures, and Standards

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

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.

1 2 3 4

Teachers attend school level, district level, National Conferences professional developments to develop their instructional practices. All teachers have been trained on the Gradual Release of Responsibility instructional strategy which is implemented with fidelity in most classrooms. CCSS Question stems are used to promote higher order thinking skills. The ILT conducts learning walks, and the administration visits classrooms for snapshots to evaluate teaching and learning. We have professional reads that highlight best practices that teachers are then expected to implement into their classroom's instruction. Students are placed in flexible grouping and seating such as ability, task oriented, and individual needs.

Guide for Instruction

- **Plan a range of effective pedagogical approaches suitable to student learning of the content/skills taught and anticipate student misconceptions.**
- **Effectively communicate with students.**
 - Guide students to articulate the relevance of the objective(s) to learning.
 - Anticipate possible student misunderstanding.
 - Enable students to develop a conceptual understanding of content while making connections to their interests, knowledge, and experience.
 - Enable students to contribute to extending the content by explaining concepts to their classmates.
 - Build on students' language development and understanding of content.
 - Use vocabulary appropriately for students' ages and development. Students contribute to the correct use of academic vocabulary.
- **Use questioning and discussion as techniques to deepen student understanding and challenge.**
 - Use a variety of low- and high-level, open-ended, and developmentally appropriate questions to challenge students cognitively, advance high level thinking and discourse, and promote metacognition.
 - Use techniques that enable students to engage each other in authentic discussions about content. And, enable students to formulate their own

- questions and respectfully challenge one another using viable arguments based on evidence.
- Encourage student responsibility for ensuring all voices are heard in the discourse and that all students are listening and responding to questions and answers from their teacher and peers.
- Require students to cite textual evidence to support/develop a claim.
- **Engage students in learning.**
 - Scaffold instruction to ensure all students, including diverse learners and English Learners, access complex texts and engage in complex tasks.
 - Provide targeted supports to individual students or groups of students based on their identified needs.
 - Provide instruction designed to develop language domains for English learners.
- **Monitor the effect of teaching on student learning and integrate formative assessment into instruction.**
 - Monitor progress and check for understanding for individual students.
 - Change instructional practice based on analysis of current data.
 - Use universally designed assessments that allow for multiple pathways for students to demonstrate understanding of the objective(s).
 - Also see *Balanced Assessment*.
- **Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated.**
 - Intervene in a timely and effective way to help students who are struggling.
 - When formative assessments show a need for intervention or enrichment, make effective impromptu adjustments that individualize instruction.
 - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.
- **Foster student ownership.** Create opportunities for students to have voice and choice in instructional tasks.

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Evidence of best practices (flexible grouping, cognitively demanding tasks, open-ended questions) ✓ Informational observations, peer observations, learning walks ✓ Lesson studies
Measures	<ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ REACH observation trends (de-identified)
Five Essentials	<ul style="list-style-type: none"> Ambitious Instruction Effective Leaders Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	3a. Communicating with Students
	3b. Using Questioning and Discussion Techniques
	3c. Engaging Students in Learning
	3d. Using Assessment in Instruction
	3e. Demonstrating Flexibility and Responsiveness
CPS Performance Standards for School Leaders	81. Implements Curricular Scope and Sequence and Reviews Instructional Practices
	82. Observes and Evaluates Staff and Gives Feedback to Staff
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	CPS Framework for Teaching with Critical Attributes
✓	CPS Framework for Teaching Professional Learning Modules
✓	CPS Framework for Teaching Professional Learning Opportunities
✓	Special Education Addendum
✓	English Language Learner Addendum

Balanced Assessment & Grading:

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

Score

1 2 3 4

Grade level meetings are held weekly where teachers evaluate student work and discuss student data. The Diverse Learner teachers collaborate with the regular education teachers to monitor and plan instruction. Teachers practice balanced literacy and use data to organize guided reading groups. These groups are flexible and change at the onset of reviewing NWEA Winter data. The Learning Continuum guides individualized instruction for students and small groups based on their needs. Students are invited to enroll in After-School for additional support. Students who have been retained have a Personal Learning Plan that monitors their growth and development. This plan is given to students' parents so they have a school to home connection with common goals. Every quarter, students whose average falls below a grade of 'C' receive a remediation plan that details the subject they are showing inadequate progress in, suggests activities and intervention strategies to address areas of concern. This plan is also discussed with and given to the parents. Incentives are offered to students in categories such as; perfect attendance, honor roll, Growth and Attainment on NWEA. Students are aware of where they rank in comparison to students their age within their school, district, and across the nation. The school has recently partnered with the Social Emotional Learning and consistently uses the Restorative Justice practice to address students with social emotional learning.

Guide for Balanced Assessment & Grading

- **Use multiple measures (i.e. a range of assessment types and at multiple points in time) to supplement district-centralized assessments with other formative assessments to provide a more comprehensive picture of student learning.**
- **Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement, especially for students receiving Tier 2 and 3 services, in addition to Tier 1 core instruction. (also see *MTSS and Instruction*)**
- **Make assessments accessible to students, including diverse learners and English Learners through employing features of universal design and use of accommodations and, where needed, modifications.**

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

Evidence, Measures, and Standards

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

Multi-Tiered System of Supports:

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

Score

1 2 3 4

Both teacher created and teacher selected assessments are used to assess students' mastery level of skills and concepts taught in class. To assist students to prepare for classroom and standardized test, teachers use an interactive approach to introduce students to new concepts. Sites such as I-Ready, Khan Academy, Nearpod, Discovery Education, and PARRC Practice websites are given to students to practice refining their skills. Classroom teachers use TRC, Progress Monitoring, DIBELS, NWEA District-wide assessments for Reading and Math to inform the direction and delivery of their instruction. Teachers input 3 grades a week for the core subjects, following the same grading scale and weight across the entire school. Unit plans are written per grade band, bi-weekly, with assessments, both formative and summative included. The IB teachers create unit plans, on a monthly basis, that are geared toward project based learning. Data collected throughout the year is reviewed on a weekly basis for teachers to discuss best practices, and strategies that work.

Guide for Multi-Tiered System of Supports

- **TIER 1 - Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated. (3e)**
 - Intervene in a timely and effective way to help students who are struggling.
 - When formative assessments show a need for intervention or enrichment, teachers make effective impromptu adjustments that individualize instruction

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

Evidence, Measures, and Standards

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

Expectations for Quality & Character of School Life

6 of 6 complete

Culture for Learning:

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

Score

1 2 **3** 4

K-1 students have individualized academic TRC and NWEA goals. Teachers have student-centered conferences to discuss strategies for reaching those goals. Motivational walls are used constantly to communicate progress and ultimate goals. Teachers use KWL charts to incorporate student interest and curiosity. Administration and administration use incentives to motivate students to come to school and arrive on time so they don't miss instruction. Each classroom has a data poster for school wide exceptions showing growth throughout the year. Anchor charts and displays show objectives and standards around the classroom. K-1 incorporates centers where guided reading and math groups based on students ability. We use CHAMPS, GoNoodle, treasure chest, DE SOS strategies, contests, trophies and small class celebrations to acknowledge hard work for incentives. Morning and class meetings give students an opportunity to discuss issues and concerns. Student helpers in the form of leaders to help facilitate classroom management and peer-tutoring. Use hand signals and turn and talk for students to assess themselves on how they did and feedback on each other. We use conferences to share what they did well at and what they need to improve on. We start the year off with creating a class set of rules. They get jobs to feel responsible for the classroom. They share materials in the classroom. Morning meeting creates a sense of trust and community within the classroom. k-2 uses progress monitoring every 2 weeks for intensive students. K-2 monitors student sight word progress throughout the year.

Guide for Culture for Learning

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

Evidence, Measures, and Standards

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

Relational Trust:

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

Score

1 2 **3** 4

The primary students engage in Responsive Classrooms Morning Meeting that build a strong sense of community, and set children up for success socially and academically. Each morning, students and teachers gather together in a circle for twenty to thirty minutes and interact with one another.

All staff are trained in CHAMPS Behavioral Program and Responsive Classroom. Staff members received in-service on the discipline referral process. Discipline referral forms are sent to Administration for tracking and monitoring behavioral trends school-wide. Opportunities to re-direct student behavior are implemented but not consistently.

Based on the 2017 My Voice, My School survey reported students and teachers do not (weak) share a high level Of mutual trust and respect. A variety of mentoring programs (i.e. Girls on the Run, Heart & Sole, All sport teams) have been implemented that encourage positive emotional, social mental and physical development, as well as help develop important strategies and skills that help them navigate life experiences. Teacher/staff volunteers are dynamic role models dedicated to empowering students to healthy and confident citizens. We have also partnered with a SEL organization to provide on-site group therapy for our most at-risk students. As well as provide family counseling. The School Counselor assist families referrals for external agencies.

Based on the 2017 My Voice, My School survey reported teacher-teacher trust and teacher-principal trust was neutral. The principal conducts one-on-one meetings with individual teachers/staff to discuss academic goals. The ACS Social Club was created to provide opportunities for the faculty and staff to get together and enjoy one another outside of 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"> ✓ Five Essentials/My Voice, My School Survey ✓ School Climate Standards Self-Assessment
Measures	<ul style="list-style-type: none"> ✓ Five Essentials
Five Essentials	<ul style="list-style-type: none"> Collaborative Teachers Supportive Environment
MTSS Framework	Shared Leadership, Family & Community Engagement
CPS Framework for Teaching	<ul style="list-style-type: none"> 1b. Demonstrating Knowledge of Students 2a. Creating an Environment of Respect and Rapport
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> D2. Creates, develops and sustains relationships that result in active student engagement in the learning process E1. Creates a Culturally Responsiveness Climate
Now WHAT? Materials to Support Improvement Planning	
<ul style="list-style-type: none"> ✓ Social Emotional Learning Supports (cps.edu/sel) ✓ Trust in Schools: A Core Resource for School Reform (ASCD) ✓ Creating a School Community (ASCD) 	

Student Voice, Engagement, & Civic Life:

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

Based on the 2016 My Voice, My School survey, nearly 99.9% of students completed the survey. Students indicated weak for a supportive environment. Students in grades 2 - 4 has a partnership with the 61st Street Farmers Market where they plant vegetables and learn how to "go green". In addition, they are offered free cooking classes with a holistic health coach once they are in grade 4. The first set of classes are for students only, and then the last set of classes, are extended to the students' families. Students are engaged in learning, as Carnegie teachers has integrated a technology based approach to teaching all subjects. Sites like Discovery Education, Nearpod, and I-ready Teacher Toolbox, keep students engaged as they offer an interactive curriculum that meets the needs of diverse learners. Carnegie School offers Chess to students in grades 4-6, Girls on the Run, a program building self confidence to students in grades 5-8, Ballroom Dancing, Winning Words, Art Should, WITs, who offers counseling to students, parents, and staff. Students in grades 6-8 are transitioned into the International Baccalaureate Program where they are engaged in rigorous, curriculum based projects, giving students choice in their learning.

Guide for Student Voice, Engagement, & Civic Life

Study politics

- Teachers teach about the structure and function of government as well as local, national, and international political structures and power dynamics.
- Teachers invite students to reflect on their own role in the political landscape, engage in analyses of power, and identify strategies they can use to utilize civic power as an individual and as a member of a community.
- **Become informed voters and participants in the electoral process**
 - Students learn about the history and structures of the local and national voting process and ballot issues and candidates.
 - The school supports non-partisan engagement in all parts of the electoral process, including voter education, voter mobilization and registration.
 - There are a variety of school/classroom activities or simulations that support student voter preparation and participation in the electoral process.
- **Engage in discussions about current and controversial issues.**
 - Students prepare for discussions, learn about issues that matter to them through deliberation, evaluate evidence from a range of sources, consider competing views, develop arguments, and deepen their viewpoints.
 - With teachers' support, students learn how to engage in and lead respectful and productive democratic discussions where everyone expresses their viewpoints, shares evidence, and listens to one another.
 - Teachers teach how to find different points of view online and instruct how to engage in respectful, informed, and productive online dialogue.
- **Explore their identities and beliefs**
 - Teachers design learning experiences that enable students to explore how their identities influence their lived experiences and their perspectives.
 - Students are encouraged to learn about and understand the perspectives of those who have different identities and beliefs.
 - School staff reflect on their own identities and consider how that impacts their role and support of teaching and learning with youth.
- **Exercise student voice**
 - Students can participate on multiple decision/policy making bodies and their perspectives are regularly included in decisions at their school.
 - Student Voice Committee represents the diversity of the school, addresses school-based issues, and regularly gathers input from their peers to inform and impact school policy and decisions.
 - Teachers respond to and integrate students' lived experiences, perspectives, and interests in class.
 - Authentically **interact with civics leaders**
 - Students learn about community, city, state, and national civic leaders and their roles in civil society.
 - School staff support engagement with civic leaders by inviting them into classrooms/the school and identifying face-to-face or online avenues for students to share their feedback and perspectives with civic leaders.
- **Engage with their community**
 - Students complete at least 2 service learning projects before graduation in which they gain exposure to civic organizations, leaders, and careers. Students gain tools to work cooperatively in partnership with peers, community members, and organizations to advance a specific cause
- **Take informed action** where they work together to propose and advocate for solutions.
 - Students research and analyze issues that matter to them, identify root causes, develop a theory of action, determine relevant audiences, outline specific goals, implement a response, and reflect before, during and after experiences.
 - Students use social and digital platforms to raise awareness about issues, produce and circulate multimedia content, and mobilize involvement.
- Experience a **Schoolwide civics cultur**
 - School leaders articulate a commitment to and vision for the importance of civic learning; students are civic leaders in the school.
 - Schools integrate civic learning across the curriculum, including projects that address relevant issues in their schools and communities.
 - School staff have professional development, collaboration time, and curriculum resources to infuse civic learning across disciplines.
 - Systems and structures exist where students are invited to participate in shaping school's policies, goals, instruction, and climate.

Evidence, Measures, and Standards

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

Safety & Order:

Score

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

1 2 **3** 4

All staff are trained in CHAMPS Behavioral Program and Responsive Classroom. Staff members received in-service on the discipline referral process. Discipline referral forms are sent to the Assistant Principal for tracking and monitoring behavioral trends school-wide. Opportunities to re-direct student behavior are implemented but not consistently. Teachers/staff have implemented GoNoodle to provide students with brain break throughout the day.

Guide for Safety & Order

- **Ensure students and adults feel physically, socially, intellectually, and emotionally safe throughout the school.**
- **Provide clear procedures for reporting and responding to safety concerns.**
- **Manage efficient and orderly transitions between activities.**
 - Manage classroom routines and procedures to maximize instructional time.
 - Orchestrate the environment so students contribute to the management of classroom routines (e.g. transitions) without disruption of learning).
 - Arrival, dismissal, and other school-wide transitions are safe, efficient, and orderly.
- **Provide a framework for positive behavior throughout the school based on shared values and expectations.**
 - Have shared expectations for positive behavior. (See Restorative Approaches to Discipline)
- **Teach, model, and reinforce (by all staff members) clear behavior expectations for all areas of the school.**
 - All adults use active supervision (move, scan, and interact) in all settings.
- **Have a voice and take informed action.**
 - Students are included in key conversations about their learning experience and work with the principal and staff to identify issues and implement solutions. (e.g. student voice committee).
 - Students initiate and lead some school improvement initiatives.
 - Students participate in democratic decision-making at the school level.
 - Students identify and research issues of relevance and work together to propose/advocate for solutions.
- **Emphasize proactive, instructive, and restorative approaches to student behavior and minimize punitive consequences through policies and procedures. (See Restorative Approaches to Discipline)**
 - Adults correct misbehavior in ways that reinforce established expectations and cause minimal disruption to learning.
- **Clarify criteria for office referrals versus classroom managed behavior.**

Evidence, Measures, and Standards

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

Restorative Approaches to Discipline:

Score

The school is characterized by having and implementing policies and procedures that emphasize proactive, instructive, and restorative approaches minimizing punitive consequences. Discipline practices primarily focus on shaping behavior as opposed to punishing behavior. The school only uses out-of-school suspension as a last resort and utilizes a systems-change approach to bring about a more restorative culture. The school is also characterized by strong and consistent school and classroom climates. The school reinforces positive behaviors and responds to misbehaviors in calm, respectful, and thoughtful ways, teaching students

1 2 3 **4**

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.

The school contacts family frequently via ClassDojo, emails, phone calls, letters, Remind, Parent Conferences and sometimes home visits. Routines are established at the beginning of the school year with CHAMPS and also the Student Code of Conduct Booklet is sent home in effort to engage parents/guardians as partners in our restorative process. All staff should continue to incorporate CHAMPS within their instruction. Although staff continuously responds to behavior effectively to change student behavior, improvement is still needed in this area. The social emotional organizations can offer tools and workshops to train all staff members in restorative approach to discipline.

Guide for Restorative Approaches to Discipline

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Misconduct data (Dashboard)
Measures	✓ My Voice, My School survey responses
Five Essentials	✓ Five Essentials – Supportive Environment
MTSS Framework	Supportive Environment
CPS Framework for Teaching	Curriculum & Instruction, Family & Community Engagement
CPS Performance Standards for School Leaders	2a. Creating an Environment of Respect and Rapport 2d. Managing Student Behavior 4c. Communicating with Families
C3. Staff/Student Behavior Aligned to Mission and Vision of School	
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	CPS Restorative Practice Guide & Toolkit
✓	Guideline for Effective Discipline

Parent and Family Partnership:

All schools have authentic partnerships with parents or family members that lead to a sense of shared responsibility for the academic, physical, and social emotional development of their students. Through meaningful consultation with parents, these partnerships include creating an intentional process to foster and sustain school-wide procedures, programs, and activities which involve and empower parents or family members and are responsive to student and family's needs. Schools provide a variety of parent volunteer opportunities (both in and out of school) and leadership opportunities (ie - PACs, BACs and PLNs), which support school operations, instructional programs and community partnerships. Research shows that when families, schools and communities partner in promoting learning and healthy development for all students schools thrive and student outcomes increase. The development and implementation of effective outreach and communication strategies will be inclusive of all families and school staff, creating a two-way feedback loop process which will lead to an increase in the home-school connection to identify, problem-solve and design actions which target instructional and student programs.

Score

1 2 3 4

Most teachers are proactive in their communication with parents regarding student progress. The administration and counselor proactively engage in two-way communication with families to learn how to best support each other. Parent meetings are held to address behavior, social media, academics and grade promotion requirements. Teachers communicate with parents via ClassDojo, Remind or Email. The administration regularly distribute communications to parents, staff, and community via CPS Blackboard Connect, Smore, Twitter, School-website and Facebook.

Guide for Parent and Family Partnership

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

Evidence, Measures, and Standards

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

School Excellence Framework Priorities

Score Framework dimension and category

Area of focus ☐ = Not of focus

3 Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading

1	2	3	4	5	☐
---	---	---	---	---	---

3 Expectations for depth & breadth of Student Learning: Rigorous Student Tasks

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: Relational Trust	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: Instructional Leadership Team	1	2	3	4	5	⊘
4	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1	2	3	4	5	⊘
4	Culture of & Structure for Continuous Improvement: Professional Learning	1	2	3	4	5	⊘
4	Expectations for depth & breadth of Quality Teaching: Instruction	1	2	3	4	5	⊘
4	Expectations for depth & breadth of Quality Teaching: Multi-Tiered System of Supports	1	2	3	4	5	⊘
4	Expectations for depth & breadth of Student Learning: Curriculum	1	2	3	4	5	⊘
4	Expectations for depth & breadth of Student Learning: Instructional Materials	1	2	3	4	5	⊘
4	Expectations for Quality & Character of School Life: Parent and Family Partnership	1	2	3	4	5	⊘
4	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1	2	3	4	5	⊘
4	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	1	2	3	4	5	⊘

Goals

Required metrics (Elementary)

18 of 18 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
National School Growth Percentile - Reading					
National School Growth Percentile - Reading	71.00	73.00	76.00	79.00	83.00
National School Growth Percentile - Math					
National School Growth Percentile - Math	45.00	68.00	71.00	74.00	77.00
% of Students Meeting/Exceeding National Ave Growth Norms					
% of Students Meeting/Exceeding National Ave Growth Norms	55.10	60.90	65.90	70.90	75.90
African-American Growth Percentile - Reading					
African-American Growth Percentile - Reading	73.00	75.00	77.00	79.00	81.00
Hispanic Growth Percentile - Reading					

DNA	(Blank)	(Blank)	0.00	0.00	0.00
English Learner Growth Percentile - Reading					
DNA	(Blank)	(Blank)	0.00	0.00	0.00
Diverse Learner Growth Percentile - Reading					
Diverse Learner Growth Percentile - Reading	24.00	19.00	66.00	68.00	70.00
African-American Growth Percentile - Math					
African-American Growth Percentile - Math	45.00	68.00	70.00	72.00	74.00
Hispanic Growth Percentile - Math					
DNA	(Blank)	(Blank)	0.00	0.00	0.00
English Learner Growth Percentile - Math					
DNA	(Blank)	(Blank)	0.00	0.00	0.00
Diverse Learner Growth Percentile - Math					
Diverse Learner Growth Percentile - Math	11.00	43.00	54.00	56.00	58.00
National School Attainment Percentile - Reading (Grades 3-8)					
National School Attainment Percentile - Reading (Grades 3-8)	79.00	82.00	86.00	90.00	94.00
National School Attainment Percentile - Math (Grades 3-8)					
National School Attainment Percentile - Math (Grades 3-8)	56.00	63.00	76.00	79.00	82.00
National School Attainment Percentile - Reading (Grade 2)					
National School Attainment Percentile - Reading (Grade 2)	77.00	76.00	78.00	80.00	82.00
National School Attainment Percentile - Math (Grade 2)					
National School Attainment Percentile - Math (Grade 2)	72.00	79.00	81.00	83.00	85.00
% of Students Making Sufficient Annual Progress on ACCESS					
DNA	(Blank)	(Blank)	0.00	0.00	0.00
Average Daily Attendance Rate					
Average Daily Attendance Rate	95.60	95.00	96.00	96.00	97.00
My Voice, My School 5 Essentials Survey					
2017 results "Well Orgaanized". We will maintain "Well Organized" while improving on the Supportive Environment area of weakness.	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)

Custom metrics

2 of 2 complete

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

Diverse Learners Reading					
<p>Teachers will understand that “one size does not fit all” and children need a variety of experiences to come to the same understanding. As a result, students will be able to explain what their working on as learners.</p> <p>All students will be provided with instruction that matches individual learning needs and maximizes potential. Teachers will develop a variety of resources and lessons/units that provide opportunities for differentiation.</p> <p>There will be a reduction in the number of students referred for increased support services.</p>	24.00	19.00	66.00	68.00	70.00
Diverse Learners Mathematics					
<p>Provides teachers with the ability to make individualized instructional decisions based on the needs of diverse learners.</p> <p>Increase the implementation of technology based mathematical instructional practices to enhance understanding of complex math concepts.</p>	11.00	43.00	54.00	56.00	58.00

Strategies

Strategy 1

If we do...	...then we see...	...which leads to...
<p>Teachers design ELA lessons to meet learners unique needs...</p> <p>Teacher use GRR strategy to engage all students in rigorous work ...</p> <p>Teachers check for understanding and provide specific, academic feedback and next steps...</p> <p>Teachers modify instruction in response to data...</p> <p>Provide opportunities for teachers to attend local, district and national conferences and workshops .</p>	<p>Lessons will have a clear structure with time for students to engage in thoughtful participation, discussion, and learning tasks (Gradual Release of Responsibility Model).</p> <p>Students will engage in exploring new ideas or themes, making connections within or across texts, and by justifying interpretations through oral discussions and written products. Learning tasks, some of which are collaborative, will demand higher order thinking.</p> <p>Questioning and discussions will deepen and extend student understanding of concepts. Teacher questions are open-ended and have multiple correct answer which yield useful information at key points. Teachers will make real time adjustments to address misunderstandings; teachers will adapt to, respond to, and build on student responses.</p> <p>Teachers will routinely modify daily instruction when data indicates it is needed. Re-teaching will occur in guided groups that are informed by data, to meet the needs of individuals and groups ensuring student progress toward mastering objectives.</p>	<p>NWEA reading student growth of 2% to 5% each year and a 10% increase of students at each performance level on the PARCC ELA assessments. Students demonstrating an enthusiasm for reading and writing as evidenced by an increase in their stamina, both in school and at home. Teachers demonstrating an increased understanding of GRR and how to integrate technology into the curriculum.</p>

Tags:
Data driven instruction, Gradual release of responsibility, Technology integration

Area(s) of focus:

Action step	Responsible	Timeframe	Status
-------------	-------------	-----------	--------

PD will be integrated during grade-level and principal-directed meetings to provide effective instruction and modeling for students using the I do, we do, you do model.

Demonstrate lessons of the Gradual Release Model and receive feedback

Teachers will use the Gradual Release lesson plan template to complete a lesson plan in math and literacy.

Teachers will receive biweekly feedback on lesson plans.

Instruction will be monitored using the lesson plan for reference.

Quarterly Learning Walks conducted with ILT team.

Learning Walk data shared and analyzed and next steps determined.

Utilize computer programs and other technology to reinforce ELA skills and strategies (i.e. IB Language & Literature, Discovery Education Streaming Plus, Common Core Coach Targeted Reading Comprehension, Accessing Complex Text, ThinkCERCA, Sadlier Vocabulary and/or Wordly Wise 3000).

Teachers,
Instructional Coach

Sep 4, 2018 to
Jun 30, 2020

On-Track

Professional development, Lesson plans, Data driven instruction, Gradual release of responsibility, Learning walks

Strategy 2

If we do...

Teachers design Math lessons to meet learners unique needs...

Teacher use GRR strategy to engage all students in rigorous work ...

Teachers check for understanding and provide specific, academic feedback and next steps...

Teachers modify instruction in response to data...

Embed a rigorous approach to teaching maths vocabulary.

Utilize technology for instructional purposes.

Provide opportunities for teachers to attend local, district and national conferences and workshops .

...then we see...

Lessons will have a clear structure with time for students to engage in thoughtful participation, discussion, and learning tasks (Gradual Release of Responsibility Model).

Math Talks/I DO will include explicit instruction of math vocabulary.

Students will engage in exploring new ideas or themes, making connections within or across texts, and by justifying interpretations through oral discussions and written products. Learning tasks, some of which are collaborative, will demand higher order thinking.

Teachers will provide small group instruction for targeted students. (remediation/enrichment) that includes questioning and discussions will deepen and extend student understanding of concepts.

Teacher questions are open-ended and have multiple correct answer which yield useful information at key points. Teachers will make real time adjustments to address misunderstandings; teachers will adapt to, respond to, and build on student responses.

Teachers will routinely modify daily instruction when data indicates it is needed. Re-teaching will occur in guided groups that are informed by data, to meet the needs of individuals and groups ensuring student progress toward mastering objectives.

Independent work will include implementation of Khan Academy, Pearson Realize and/or IXL.

...which leads to...

NWEA math student growth of 2% to 5% each year and a 10% increase of students at each performance level on the PARCC Math assessments. Teachers demonstrating an increased understanding of GRR and how to integrate technology into the math curriculum.

Tags:

Lesson plans, Data driven instruction, Gradual release of responsibility

Area(s) of focus:

Action step	Responsible	Timeframe	Status
<p>Create & deliver lessons to teach, activities to practice, and systematic ways to review these skills.</p> <p>Provide targeted review and intervention for students in whole-group, small group, and one-on-one settings depending on the percent of the class not demonstrating mastery of a prioritized skill.</p> <p>Use mathematical fluency strategies within my classroom/teaching.</p> <p>Utilize computer programs and other technology to reinforce math skills and strategies (i.e. Utilize Math Talk, Khan Academy, Pearson Realize, IXL, IB Math Textbooks, PowerTeaching Math (PTM) and/or Discovery Education Math Techbook).</p>	Teachers	Sep 4, 2018 to Jun 30, 2020	On-Track

Strategy 3

If we do...

work together to create a climate of warmth, inclusion and safety by modeling and providing explicit instruction and expectations...

...then we see...

we will sustain a school culture that fosters acceptance, respect and empathy and students will develop skills to avoid, manage and resolve conflict.

...which leads to...

a culture and climate where students feel safe to learn and take risks, thereby leading to increases in student achievement and self-confidence.

Tags:

Diverse Learners, Climate and Culture, SEL

Area(s) of focus:

Action step	Responsible	Timeframe	Status
<p>Identify Tier 1, 2 & 3 students.</p> <p>Increase the implementation of Second Step with fidelity, as well as the use of Restorative Practices and partnerships with outside organizations.</p> <p>Students independently and peacefully solving problems, showing empathy, and teachers using restorative practices (peace circles and classroom conversations) within the classroom. These behaviors would be seen across classrooms and shared areas of the school.</p> <p>Incorporate in the primary grades the components of The Morning Meeting into our daily schedule to develop the expectation that students will take care of themselves, each other, and their classroom and school.</p> <p>Increase the training on Mindset & GoNoodle and incorporate team building into this work. Mindset & GoNoodle will be a part of every staff meeting so learning is ongoing.</p> <p>Foster student leadership and give them a voice in decision making by continuing with our Student Council.</p> <p>Continue staff development and parent education around Bullying, Social Media and Conflict Resolution.</p> <p>Professional norms will be used at all meetings to provide opportunities for focused discussions in a risk free environment.</p>	Counselor, Teachers, Paraprofessionals, Parents & Students	Sep 4, 2018 to Jun 30, 2020	On-Track

Strategy 4

If we do...

incorporate Performing Arts through use of Visual Arts, Theatre and Dance in our IB-MYP Program.

implement our IB World Language of Spanish, French, Mandarin, Chinese and/or Latin in our IB-MYP Program.

...then we see...

increase awareness of art and culture, cultivate the concept that art and world language is an important part of community life. Foster the development of creativity and creative thinking.

a greater alignment of IB-MYP and DP World Language that include French, Mandarin, Chinese or Latin.

...which leads to...

Performing Arts within the IB-MYP has a central rationale as an artistic, aesthetic, cultural and physical subject. Performing Arts will allow for higher engagement of students to express and communicate ideas and feelings. Encourage exploration of different times and cultures. It facilitates the growth of creativity, reflection and communication skills through practical work and the development of artistic understanding. Performing Arts will focus activity that develops kinesthetic skills as well as skills that enable students to choreograph, rehearse and perform their own work.

Greater alignment of IB-MYP World Language and DP World Language coursework.

Tags:

Area(s) of focus:

Action step

Responsible

Timeframe

Status

Continues training for staff to ensure understanding of MYP Program.

Students will learn to be inquirers through their inquiry units.

Building visual created showing the link between the IB elements and being internationally minded.

To provide Performing Arts through Dance/Theatre of quality, range and depth for all key stages.

To plan and provide opportunities for cross curricular, thematic work.

To provide opportunities for pupils to develop self-esteem, confidence and maturity through their participation in Performing Arts of Dance/Theatre.

To provide opportunities for students to learn about different cultures through Performing Arts of Dance/Theatre.

To ensure that teaching staff have continued Professional development to keep them up to date with developments in Performing Arts through Dance/Theatre and support their own creative teaching.

To give pupils the opportunity to take part in dance and drama clubs.

IB-MYP foreign language teachers will implement the use of the technology tools available to them; Promethean Board, Discovery Education Streaming Plus, Moddle, Voice Thread. This will allow more time for students to practice of new language structures and application/demonstration of these skills to read, write, listen and speak.

IB-MYP Teachers, IB Coordinator

Sep 4, 2018 to
Jun 30, 2020

Behind

ib, World language, Dance, Drama, Theatre, ib training ib-myp

Strategy 5

If we do...

Use technology to support the professional growth of all staff.

...then we see...

Teachers use technology appropriately with students every day to improve student learning of the curriculum.

...which leads to...

Improving student academic performance through the integration of curriculum and technology.

Tags:
Technology, Science instruction, Robotics, Coding

Area(s) of focus:

Action step	Responsible	Timeframe	Status
Ensure that technology is integrated using a variety of strategies and tools to enhance the K-12 curriculum. Provide professional development to assist staff. Support Hour of Code & Robotics activities throughout the school year. Support technology by forming After School Robotics and Coding Clubs. Establish a partnership with the University of Chicago Elementary and Engineering Program. Investigate Promethean Board replacements.	Teachers	select	On-Track

Action Plan

Strategy 1

ON-TRACK

PD will be integrated during grade-level and principal-directed meetings to provide effective instruction and modeling for students using the I do, we do , you do model. Demonstrate lessons of the Gradual Release Model and receive feedback Teachers will use the Gradual Release lesson plan template to complete a lesson plan in math and literacy. Teachers will receive biweekly feedback on lesson plans. Instruction will be monitored using the lesson plan for reference. Quarterly Learning Walks conducted with ILT team. Learning Walk data shared and analyzed and next steps determined. Utilize computer programs and other technology to reinforce ELA skills and strategies (i.e. IB Language & Literature, Discovery Education Streaming Plus, Common Core Coach Targeted Reading Comprehension, Accessing Complex Text, ThinkCERCA, Sadlier Vocabulary and/or Wordly Wise 3000)."

Sep 04, 2018 to Jun 30, 2020 - Teachers, Instructional Coach

Status history



ON-TRACK

May 24, 2018
Evidence
ELA Lesson/Unit Plans, Classroom Observations, Teacher Attendance at GRR/Technology local, district and school-level PD

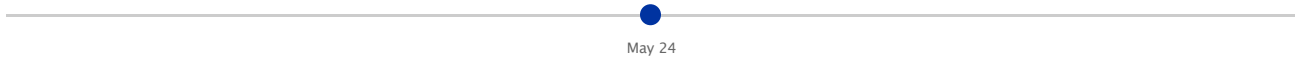
Strategy 2

ON-TRACK

Create & deliver lessons to teach, activities to practice, and systematic ways to review these skills. Provide targeted review and intervention for students in whole-group, small group, and one-on-one settings depending on the percent of the class not demonstrating mastery of a prioritized skill. Use mathematical fluency strategies within my classroom/teaching. Utilize computer programs and other technology to reinforce math skills and strategies (i.e.Utilize Math Talk, Khan Academy, Pearson Realize, IXL, IB Math Textbooks, PowerTeaching Math (PTM) and/or Discovery Education Math Techbook)."

Sep 04, 2018 to Jun 30, 2020 - Teachers

Status history



ON-TRACK

May 24, 2018
Evidence

Strategy 3

ON-TRACK

Identify Tier 1, 2 & 3 students. Increase the implementation of Second Step with fidelity, as well as the use of Restorative Practices and partnerships with outside organizations. Students independently and peacefully solving problems, showing empathy, and teachers using restorative practices (peace circles and classroom conversations) within the classroom. These behaviors would be seen across classrooms and shared areas of the school. Incorporate in the primary grades the components of The Morning Meeting into our daily schedule to develop the expectation that students will take care of themselves, each other, and their classroom and school. Increase the training on Mindset & GoNoodle and incorporate team building into this work. Mindset & GoNoodle will be a part of every staff meeting so learning is ongoing. Foster student leadership and give them a voice in decision making by continuing with our Student Council. Continue staff development and parent education around Bullying, Social Media and Conflict Resolution. Professional norms will be used at all meetings to provide opportunities for focused discussions in a risk free environment."

Sep 04, 2018 to Jun 30, 2020 - Counselor, Teachers, Paraprofessionals, Parents & Students

Status history

May 24

ON-TRACK

May 24, 2018

Evidence

Student will demonstrate ownership of their behaviors as evidenced by an increase in the number of students resolving problems independently. There will be a reduction in the number of incident referrals, especially during lunch and recess. The ACS community (staff, students and parents) will have a shared understanding about what a respectful learning environment looks like and sounds like. Students will not only be able to communicate expectations but live them in their daily activities. School Spirit and Pride will not just be an isolated event as evidenced by the way students treat others.

Strategy 4

BEHIND

Continues training for staff to ensure understanding of MYP Program. Students will learn to be inquirers through their inquiry units. Building visual created showing the link between the IB elements and being internationally minded. To provide Performing Arts through Dance/Theatre of quality, range and depth for all key stages. To plan and provide opportunities for cross curricular, thematic work. To provide opportunities for pupils to develop self-esteem, confidence and maturity through their participation in Performing Arts of Dance/Theatre. To provide opportunities for students to learn about different cultures through Performing Arts of Dance/Theatre. To ensure that teaching staff have continued Professional development to keep them up to date with developments in Performing Arts through Dance/Theatre and support their own creative teaching. To give pupils the opportunity to take part in dance and drama clubs. IB-MYP foreign language teachers will implement the use of the technology tools available to them; Promethean Board, Discovery Education Streaming Plus, Moddle, Voice Thread. This will allow more time for students to practice of new language structures and application/demonstration of these skills to read, write, listen and speak."

Sep 04, 2018 to Jun 30, 2020 - IB-MYP Teachers, IB Coordinator

Status history

May 24

BEHIND

May 24, 2018

Problem

Schools must allocate the teaching hours necessary to meet the requirements of MYP arts. Therefore, as indicated by the IB requirements; in MYP years 1–3, students engage in a minimum of one visual arts discipline and one performing arts discipline. The sum of arts subject group hours in MYP years 1–3 meets the minimum requirement of 150 hours, of which a minimum total of 50 hours must be dedicated to visual arts and a minimum total of 50 hours must be dedicated to performing arts. The remaining 50 hours may be allocated to any arts subject(s) at the discretion of the school. Language acquisition in the MYP will aim to develop a respect for, and understanding of, other languages and cultures, and is equally designed to equip the student with a skills base to facilitate further language learning.

Root Cause

Next steps

Strategy 5

ON-TRACK

Ensure that technology is integrated using a variety of strategies and tools to enhance the K-12 curriculum. Provide professional development to assist staff. Support Hour of Code & Robotics activities throughout the school year. Support technology by forming After School Robotics and Coding Clubs. Establish a partnership with the University of Chicago Elementary and Engineering Program. Investigate Promethean Board replacements."

- Teachers

Status history

May 24

ON-TRACK

May 24, 2018

Evidence

At least 85% of teachers use technology every day, including some of the following areas: lesson planning, and collaboration. Teachers share information about technology uses with their colleagues.

Fund Compliance

Supplemental General State Aid(SGSA)

☒ My school receives SGSA funds

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

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

ESSA Program

☒ ESSA Schoolwide Program

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

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

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

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

Parent Involvement in Targeted Assistance and Schoolwide Programs

☒ I verify that the statement below is correct

Every Student Succeeds Act (ESSA), the reauthorization of the Elementary and Secondary Act of 1965 continues a legislative commitment to parental involvement. Central features of prior reauthorizations, such as school-parent compacts, parent involvement policies, and the parent involvement funding formula remain unaltered. However, the ESSA reauthorization represents a notable shift in the role of parental involvement in the schools. It includes new provisions increasing parental notification requirements, parental selection of educational options, and parental involvement in governance. It envisions parents as informed and empowered decision makers in their children's education.

Parent and Family Plan

Parent and Family Engagement Policy

Complete

Schools must involve parents and family in the joint development and periodic review and revision of the ESSA, Title I school parental and family engagement

plan and policy, and in the process of school review and improvement. Please describe how this will be accomplished.

Parents will be invited to serve on the PAC, PTA and other committees that serve the school.

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

The principal will host an annual NCLB, Title I meeting in September of each year. PAC meetings will be scheduled on a monthly basis, as well as information disseminated in monthly LSC meetings and the school's website. The Principal will host a Title 1 Annual Organizational meeting during the first week of October of each year.

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

Parents are provided the opportunity to attend monthly Parent Advisory Council meetings and contribute suggestions about the education of their children. A yearly schedule of all PAC meetings will be distributed to parents in September at the Annual Organizational meeting. All SWD parents will be invited to attend LRE Parent Meeting.

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.

As soon as PARCC individualized reports are made available to the school, these reports will be distributed to parents with a written explanation of how the results should be interpreted. In addition all severe and profound students' parents will receive progress reports on a quarterly basis and conferences will be held to discuss the progress reports.

Schools will provide parents timely notice when their child has been assigned to, or taught by, a teacher who is not "highly qualified," as defined in the Title I Final Regulations, for at least four (4) consecutive weeks. Please describe how this will be accomplished.

This information is communicated to the parents from the district level. Principals are responsible for the updating of all professional staff credentials in the Board's site. Letters to parents are then sent to parents regarding their child's teacher educational credentials.

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

When deciding the best course of action to improve their child's education (i.e. achievement, growth, or behavior/discipline/motivation), parents will consult with their child's teacher, and when needed with an associated team, committee, or with administration. This meeting will be convened by student, parental, teacher, or administrative request and attended by all pertinent parties or their delegates to decide collaboratively and through consensus the best course of action for the student.

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

Parents will be invited to attend monthly PAC to determine the needs of the parents of Carnegie. Parents will be encouraged to complete the 5Essential (formerly My Voice, My School) parent survey. Each year a meeting will be held to review the results of the survey to determine what will be needed for school improvements. The results will be given to PAC Chairperson to determine how to distribute the allocated parent training funds into the budget.

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

Through quarter regularly scheduled "Family Participation Nights" all staff and parents will have an opportunity to interact and collaborate with each other regarding the education of our children. Staff is encouraged to recognize that the parent is actually the child's 'primary teacher' and openly welcomes the parents input and support in the educational programs for the children.

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

All parent programs within the school share a common bond and are encouraged parents to attend school event to interact and utilize the talents from all vested parties. The pre-school parents, PTA parents. PAC parents, and LSC work together in support of the educational programs for the students

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

The school will send home notices and communicate with parents in a dialog that is easy to understand through parent letters, school newsletters, Classdojo, Twitter, Smore & Remind and the anticipated school website.

Policy Implementation Activities

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



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



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



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

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

n/a

School-Parent Compact

Complete

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

Our mission is to provide our student body with high quality student-centered teaching and learning through challenging curriculum and rigorous assessments. We, the staff and parents, are also committed to encouraging children to take educational risks without fear of failure and become creative producers and critical thinkers.

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 teacher conferences will be held three times a year. In September at the annual Open House, in November at report card pick-up and in April at 3rd quarter report card pick-up.

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

Progress reports will be distributed every 5 weeks, on the schedule: 5 week progress report; 10 week report card; 15 week progress report; 20 week report card, 25 week progress report, 30 week report card, 35 week progress report; and 40th week final report card. Progress reports will be given to all special needs students and conferences will be held with parents to discuss the academic gains, special need and severe profound students are making.

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

Parents will be able to meet with parents from 8:45 to 9:00 each day, and after school on a scheduled basis.

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

Following the districts volunteer guidelines, parents will be given the opportunity to register for school volunteer activities throughout the school year.

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

Through the use of parent portal, Classdojo and digital portfolios parents will be able to monitor student classroom assignments, homework assignments, etc. Parents will also be given access to teacher's email address so that they might be able to contact the teacher when needed.

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 will be encouraged to attend all parent group meetings to give input into the educational programs in the school. Surveys will also be distributed to parents for their written input (through a needs assessment) into the decisions which impact on their child's education. Parents will participate in the 5Essentials (My Voice, My School) Survey.

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).

Through programs such as CHAMPS Postive Behavioral Support System, Advisory Period, Classdojo and other incentives, student will be encouraged to take responsibility for their own academic success. Incentives will be offered to students who follow the tenants outlined in these programs.

Parent Budget

Complete

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

Understanding your Child's Test Scores, Understanding PARCC, Technology Curriculum, Understanding your Child's Disability, Supporting Diverse Learners Parent, and Internet Safety Parent Workshop

Allocate your Mandated Title 1 Parent and Family Engagement Funds to support your Parent and Family Engagement Program.

Account(s)	Description	Allocation
51130, 52130	Teacher Presenter/ESP Extended Day For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-Instructional pay rate applies.	\$ Amount .00
53405	Supplies In addition to supplies for parent program, please use this account to also purchase books for parents only. Use this account for equipment with a per unit cost of less than \$500.	\$ 1000 .00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$ 1602 .00
54125	Consultants For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)	\$ Amount .00
54505	Admission and Registration Fees, Subscriptions and memberships For Parents use only.	\$ Amount .00
<p>54205</p>	Travel Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	\$ Amount .00
<p>54565</p>	Reimbursements Allocation CAN NOT EXCEED 25% OF THE Parent Budget. All Parent Reimbursements related to Title 1 parent and family engagement must be paid from this account. Receipts must be clear unaltered and itemized. School must keep all receipts.	\$ Amount .00
<p>53510</p>	Postage Must be used for parent and family engagement programs only.	\$ Amount .00

53306 **Software**
Must be educational and for parent use only.

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

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

\$	1407	.00
----	------	-----