



Mark Skinner Elementary School / Plan summary

## 2018-2020 plan summary

### Team

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Team meetings			
Date	Participants	Topic	
04/13/2018	Instructional Leadership Team	CIWP Goals	
04/30/2018	Instructional Leadership Team	CIWP Goals	
05/07/2018	Instructional Leadership Team	CIWP Goals	
05/10/2018	School Improvement Committee Meeting	CIWP Goals	

## School Excellence Framework

## Culture of &amp; 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.

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The Mark T. Skinner West School vision is to be the premier elementary school in metropolitan Chicago for educating Classical, Neighborhood/Magnet and Diverse Learners and to serve as a model for all such schools. Our vision is embraced by all stakeholders- teachers, parents, paraprofessionals, students, community members and Skinner partners. The LSC, LSC Committees - Communications, School Improvement, Facility Services, Bilingual Advisory and our fundraising committees - Gallery 111, PTO/Forum and Friends of Skinner West all work as a collective whole to provide academically enriching programs for ALL of our Superstars. Our vision is shared via our school communications, website, newsletters, open houses, tours presentations and faculty meetings. We continuously strive to improve the academic, cultural, social and emotional experiences of all of our students through challenging instructional priorities, allocation of resources, professional learning and a strong collaborative partnerships. Our belief is to develop the whole child while balancing our academic priorities with a myriad of extracurricular activities. Our award winning principal is a member of both the inaugural Chicago Principals' Fellows Cohort and Independent School Principal Network. She takes tremendous pride in pushing and sharing the Skinner vision, supporting and developing teacher leaders, mentoring aspiring principals and maintaining a balance of academic push and extra curricular activities. Our collective commitment to academic excellence has resulted in Skinner ranking as the number # 1 elementary schools in the city of Chicago by the Chicago Magazine and one of the top schools in the state of Illinois. We take pride in maintaining a reputation for being a premier 2013 National Blue Ribbon School in which thousands of families want to enroll.

## Guide for Leadership &amp; 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"> <li>✓ School's vision, beliefs, and how it is shared (e.g. presentations to community, promotional materials)</li> <li>✓ Five Essentials – Program Coherence</li> </ul>
Measures	✓ Five Essentials
Five Essentials	Effective Leaders Collaborative Teachers
CPS Framework for Teaching	<a href="#">4d. Growing and Developing Professionally</a> <a href="#">4e. Demonstrating Professionalism</a>
CPS Performance Standards for School Leaders	A1. Assesses the Current State of School Performance and Develops a CIWP A2. Implements Data Driven Decision Making and Data Driven Instruction A5. School Vision and Mission Drive Decision-Making D4. Demonstrates Change Management

### Instructional Leadership Team:

Score

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

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10 Teachers representing our neighborhood and classical departments as well as primary, intermediate, and upper grades currently serve on our ILT.

ILT members have attended all of the professional development workshops offered by Network 6 in ELA and Math and presented information back to our staff.

Staff attended the Connect21 ASCD Summer Camp Conference, SDE Differentiation Conference, Googlepalooza, and the 2016 CPS Tech Talk.

ILT met regularly during the 2016-2018 school years and adhered to an agenda

Members of ILT analyzed school wide data of NWEA scores. We identified students who fell below the 50th percentile and developed personalized learning plans and interventions for them utilizing the technology resources at hand.

Network 6 supported our ILT in analyzing school-wide data and creating reports

Goals for 2018-2020 cycle:

Continue mentoring new teachers and set school-wide professional development goals.

Update current teacher handbook

Create schedule for staff to attend quarterly peer to peer observations

### Guide for Instructional Leadership Team

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

- Build the capacity of teacher teams to lead cycles of learning and problem solving focused on student learning data and student work.

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ ILT Effectiveness Rubric Score</li> <li>✓ ILT artifacts (e.g. agenda, calendar, protocols, minutes)</li> <li>✓ Evidence that work of ILT has contributed to positive outcomes for students and staff</li> <li>✓ Teacher team agendas/minutes reflective of ILT focus</li> </ul>
Measures	✓ Five Essentials: Instructional Leadership
Five Essentials	Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Evaluation of MTSS
CPS Framework for Teaching	<ul style="list-style-type: none"> <li>4a. Reflecting on Teaching &amp; Learning</li> <li>4d. Growing and Developing Professionally</li> <li>4e. Demonstrating Professionalism</li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>A1. Assesses the Current State of School Performance and Develops a CWP</li> <li>A2. Implements Data Driven Decision Making and Data Driven Instruction</li> </ul>
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	<ul style="list-style-type: none"> <li>✓ Instructional Leadership Team Planning Tools</li> <li>✓ PLC and Mentoring Coaching Resources</li> </ul>

### 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.

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Recent professional development has reflected state, district, and Skinner priorities such as Common Core State Standards, PARCC, data analysis, NWEA, MTSS, ADD/ADHD, social/ emotional learning standards, effects of trauma on students, building relationships, Skinner website expectations and using technology to enhance student learning. Teachers also attend conferences of their interests and are pursuing advanced degrees, fellowships, endorsements, and National Board Certification.

Teacher's have common meeting times to collaborate and align instruction

Teacher's use data to identify performance and gaps to guide and develop professional learning plans

Solicit feedback from staff to inform selection of personal learning opportunities

Goals for 2018 - 2020:

Continue encouraging teachers to attend professional development workshops and national conferences and report back to staff.

Group PD days revolving around chosen topics where teachers research and discuss techniques and strategies to present back to entire staff

Teachers to adhere to schedule established by the ILT and attend quarterly peer to peer observations.

Monitor common planning time with protocols.

## Guide for Professional Learning

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

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda?</li> <li>✓ PD agendas, PD feedback surveys</li> <li>✓ Teacher practice improving on the Framework for Teaching (e.g. Basic&gt;Proficient, Proficient&gt;Distinguished)</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ SQRP Attainment and Growth</li> <li>✓ Five Essentials: Collaborative Teachers</li> </ul>
Five Essentials	Effective Leaders Collaborative Teachers
MTSS Framework	<a href="#">Shared Leadership, Curriculum &amp; Instruction</a>
CPS Framework for Teaching	<a href="#">4a. Reflecting on Teaching &amp; Learning</a> <a href="#">4d. Growing and Developing Professionally</a> <a href="#">4e. Demonstrating Professionalism</a>
CPS Performance Standards for School Leaders	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"> <li>✓ <a href="#">Teaching the Teachers</a></li> <li>✓ <a href="#">Making Better Use of Research</a></li> <li>✓ <a href="#">Upcoming Professional Learning Opportunities</a></li> <li>✓ <a href="#">Framework for Teaching PD Modules</a></li> </ul>

### Aligned Resources:

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

### Score

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Our limited resources - time, budget, staff and community - are aligned to our academic and operational priorities. We try to use all instructional time wisely and adhere to CPS instructional time guidelines. Our goal is to provide block scheduling where possible especially in the primary grades for language arts and math and a cohesive upper grade departmental schedule. The challenge is to create sensible schedules that protect instructional time for core subjects and balance time for all of our ancillary classes which include physical education, foreign language, art, music, science, library, SEL classes and computer science. Since the rollout of school-based budgeting a few years ago, we have been able to provide adequate staffing, supports and resources for all three of our programs. However, we still need additional financial supports for security staff at both buildings and for recess and lunch supervision. Our wonderful parent fund raising groups - Forum/PTO, Friends of Skinner West and Gallery 111 have also provided additional funds for classroom needs, school-wide technology needs and arts programming. We are proud to have technology and instructional resources (textbooks) for every classroom. We have updated our instructional core textbooks based on Common Core Standards in reading and math at every grade level. We are waiting to provide updated science and social studies textbooks as soon as vendors provide textbooks aligned to the new science generation standards and the new Illinois social studies standards. We are pleased that CPS and Chicago Teachers Union entered an agreement to provide teacher assistants for grades K-2 with class size over 32 students. In school year 2017-2018, CPS provided us with an additional four teachers assistants based on large class sizes. Our hiring or teacher selection protocol includes: review of resumes, candidate interviews with the administration, demonstration lessons, follow-up interviews with the principal, reference checks, interviews with the Local School Council. If the final selection is close between two candidates, then we may add a final interview with the candidates and the grade level team. We are fortunate to have a high retention rate among our staff. We are also fortunate to host five to six student teachers from Roosevelt and DePaul Universities, thereby creating a pool of well qualified and excellent teacher candidates for Skinner. Our community partners include CNA Insurance, Target, Blue Cross Blue Shield, Chicago Communities in Schools, Roosevelt and DePaul Universities, Boys Scouts, Girls Scouts, and Arkadia Towers.

Goals for 2018 -2020:

Continue current teacher and para professional staffing levels for all Skinner classes and programs  
 Consider adding another intervention and acceleration teacher and restorative practices personnel or administrator  
 Explore additional staff for recess and security assistance at main and Branch buildings.

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

## Expectations for depth & breadth of Student Learning

4 of 4 complete

### Curriculum:

### Score

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

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Each grade level team has developed long-term curriculum plans for each marking period aligned to the Common Core Standards and the Next Generation Science Standards.

The Classical program is designed 1 year above grade level in reading and math.

The curriculum for the neighborhood magnet program is designed to push students who are ready for more acceleration and at the same time provide intervention and supports for students who may need additional practice on Common Core State Standards.

Instructional materials and textbooks are selected by teacher teams based on standards alignment, rigor, best practice, and multicultural inclusion.

Grade level teams and content departments collaborate and plan projects along with learning activities for students in language arts math, science, foreign language, and social studies throughout the year.

Algebra is a part of the eighth grade math curriculum

Grade level teams analyze NWEA scores and collaborate to develop personalized learning curriculum for specific students

Personalized learning goals are supported through technology based curriculum- I Ready, Achieve 3000, IXL, Blue Streak Math, Extra Math

Goals for 2018-2020:

Continue working on vertical and horizontal alignment within content areas - social studies and language arts and between the neighborhood and Classical programs

Continue modifying curriculum for our diverse learners

Continue to differentiate instruction using our technology programs and pullout intervention

Continue to use assessment data on NWEA and PARCC assessment to adjust the curriculum yearly

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

## Instructional Materials:

Score

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

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Skinner has a rich collection of instructional materials at all grade levels.

We have extensive classroom libraries, fairly current textbooks in math, reading, social studies, and science.

We are building classroom collections of leveled readers at, below and above grade level in our primary classrooms that support all levels of learners including our ELL and diverse learners.

Our staff also uses a wide range of supplementary materials to enrich, extend, and reinforce the learning standards.

Skinner school has adopted several technology-based instructional materials to help all teachers differentiate their instruction and develop personal learning goals. Examples of this technology are i-Ready, Achieve3000, IXL and XtraMath.

Our teachers have also utilized the online resources that accompany our instructional materials in reading, math, and science.

Goals for 2018-2020:

Renew subscriptions with Achieve3000, IXL, and i-Ready , Blue Streak Math and Unique Learning Programs  
 Research web-based programs geared towards assisting upper grade students with executive functioning skills  
 Research the possibility of expanding our IXL Program for social studies and English grammar especially for grades 4th and 5th  
 Research effective Social/Emotional Learning materials and videos especially for upper grade levels

## Guide for Instructional Materials

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

- ◊ **Aligned to curricular plans and expectations of the standards.**
- ◊ **Varied and flexible.**
  - Are selected and adapted based on learning objectives and learner needs.
  - Include a variety of quality media, manipulatives and supplies to achieve valued learning outcomes.
- ◊ **Intentionally planned by identifying or adapting appropriate tools (including technology) for specific instructional needs.**
  - Student outcomes and developmental appropriateness determine when and who will use the materials.
  - Materials are updated/upgraded in response to new information and understandings.
- ◊ **Equitably available and accessible to all teachers and students.**
  - Teachers and students have available a variety of high quality, standards-aligned instructional materials and resources.
  - Materials are in English and native language for English learners.
  - Reference and resource materials are readily available and circulated throughout the school.
- ◊ **Include multimedia and embedded, just-in-time supports (e.g. hyperlinked glossaries, background information, and on-screen coaching) – for conveying conceptual knowledge.**
  - Students interact with instructional materials to engage all modalities in the learning process.
  - Technology is integral to students learning experiences.
  - Units and lessons include grade-appropriate levels of texts and other materials so every student can access the content/skills.
- ◊ **Include tools and supports needed to access, analyze, organize, synthesize, and demonstrate understanding in varied ways – for learning**

### and expression of knowledge.

- The needs of the students at different performance levels are met by using a variety of instructional materials that allow students to draw on all of their learning capacities.
  - The teacher models effective use of various materials.
  - Students understand that materials are a means to acquire language, knowledge, and competencies.
  - Technology enhances students' higher order, creative thinking and problem solving.
  - Materials connect subject area content to real life applications.
- **Include alternative pathways including choice of content, varied levels of support and challenge, and options for recruiting and sustaining interest and motivation – for engaging and learning.**
- Students make choices about instructional materials as part of learning.
  - Materials address the needs of the total child: cognitive, linguistic, social, emotional, physical, and aesthetic.
  - Consumables are often non-print supplies that promote active, hands-on learning.

## Evidence, Measures, and Standards

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

### 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

Our students schedules are filled with reading, math, science, social studies, music, art, physical education, foreign language and library.

Skinner was awarded The National Blue Ribbon of Excellence for culture of rigorous instruction and high expectations.

Aligned tasks with standards-based learning objectives that reflect the depth of knowledge expectations

Provided opportunities for students to create authentic work for real audiences to motivate them to meet standards and engage in critique and revision.

Tasks embed reading and writing across disciplines with a variety of literary and informational complex texts and tasks and demonstrate comprehension through speaking, listening

Cited evidence from text and write to sources, not decontextualized prompts

Goals for 2018-2020:

Create an environment where students assume responsibility for high quality work by persevering, initiating improvements, and addressing critiques, through peer and teacher collaborations.

Students will take ownership of their personal academic goals

Continue to align / differentiate curriculum based on NWEA Learning Curriculum and RIT scores for individual and small groups

## 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"> <li>✓ Cross-section of student work from a variety of content areas</li> <li>✓ Observation of student learning (e.g. learning walks/-walkthroughs)</li> <li>✓ Focus group(s) and discussions with students</li> </ul>
Measures	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
MTSS Framework	<a href="#">Shared Leadership, Curriculum &amp; Instruction</a>
CPS Framework for Teaching	<a href="#">1.d. Designing Coherent Instruction</a>
	<a href="#">2b. Establishing a Culture for Learning</a>
	<a href="#">3b. Using Questioning and Discussion Techniques</a>
CPS Performance Standards for School Leaders	<a href="#">3c. Engaging Students in Learning</a>
	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	<a href="#">Teaching for Robust Understanding in Mathematics (TRU Math)</a>
✓	<a href="#">Math Practices: What to Look For Observation Tool</a>
✓	<a href="#">Checking In Do Classroom Assignments Reflect Today's Higher Standards?</a>
✓	<a href="#">Student Work Protocol (SQIP)</a>
✓	<a href="#">Slice Protocol – Looking at Student Work</a>

## Transitions, College & Career Access & Persistence:

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

Score

1 2 3 4

High school fair held at Skinner West for 7th and 8th grade students to introduce them to all options for secondary education

College and Career Readiness curriculum in SEL for 8th graders (Social-Emotional Learning)

Counselor support during the high school selection process for 8th graders, with an emphasis on selective enrollment high schools

Algebra instruction in 8th grade (high school credit with passing of Algebra Exit exam)

On Achieve 3000 assessments, 90% of our 8th graders attain lexile reading levels in the college and career readiness range

Exposure to a variety of extracurricular and enrichment activities (Track, Basketball, Chess, Mad Science, Science Bowl, Glee, Instrumental music, Student Council, Girl Scouts, Debate team, Dance, STAR program)

Rigorous, accelerated curriculum provides instruction one year above grade level

Provide parents with information on the Classical Program, Academic Centers, Selective Enrollment Process and other options for high school entrance

Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting

Teaching students to analyze their grades and test scores, as well as connecting it to continued success in school

Plan field trips to high schools and colleges for performances, shadow days and awareness building

Goals for 2018-2020:

Provide opportunities for students to monitor their progress and reflect upon their successes and challenges

Continue to provide information to parents and students to transition to the next educational level

## 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 8<sup>th</sup> Grade Algebra to all eligible 8<sup>th</sup> grade students.
  - Provide access to early college and career coursework and credential opportunities while in HS (e.g. AP credit, Dual credit, industry credentials (CTE), Seal of Biliteracy)
  - Teach students to analyze their transcripts and test scores, as well as connect course selection, attendance, and grades to their continued success and access to postsecondary options, and adjust their actions and behavior to make progress toward graduation and their top postsecondary choice. Provide support and motivation to encourage B's or better and improving attendance.
  - Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting.
  - Find opportunities to work with all students on academic and personal behaviors, including persistence, engagement, work habits/organization, communication/ collaboration, and self-regulation.
  - In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
  - 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"> <li>✓ Data on college visits and college fair information</li> <li>✓ Naviance Monthly Data</li> <li>✓ Scholarships earned</li> <li>✓ Anticipated plans, or timelines related to successful transitions structures</li> <li>✓ To &amp; Through data</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ College Enrollment, Persistence, Drop Out, and Attendance Rates</li> <li>✓ Early College and Career Credentials</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Supportive Environment</li> </ul>
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2b. Establishing a Culture for Learning
CPS Performance Standards for	C1. Create a Culture that Supports Social Emotional Learning and Effective Effort
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
<ul style="list-style-type: none"> <li>✓ Everything College</li> <li>✓ CPS Antiracism Framework</li> <li>✓ Preventing college plans from melting away</li> <li>✓ To &amp; Through Project</li> <li>✓ Redefining College &amp; Career Readiness</li> <li>✓ College Scorecard</li> </ul>	<ul style="list-style-type: none"> <li>✓ CPS College Persistence Toolkit</li> <li>✓ Identifying Linkages Between Summer Programs, Schools, and Community</li> <li>✓ From HS to the Future (CCBP, 2006)</li> </ul>

## 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

Skinner is known and respected for its culture of rigorous instruction and high expectations for all students. Our teachers have embraced all aspects of the CPS Framework for Teaching for effective and engaging instruction. Teachers consistently communicate the daily learning objectives and the connection of the learning to the real world. Directions and expectations are clear with models and examples as a part of the lesson. They use questioning techniques that tap into factual learning and higher order thinking. Students are required to cite textual evidence to support a claim in both oral and written work. In addition to small group instruction, teachers also incorporate technology based programs into their daily instruction for greater differentiation and individualized support. Students are engaged and are encouraged to ask questions and work in peer groups for understanding and project work. Teachers set high expectations and try to pace lessons to cover the full range of Common Core learning standards during the tight schedule for the school year. Teachers are always adjusting the instruction and pacing based on how well students do on their formative, summative and standardized assessments. We strive daily to make sure learning is rigorous, engaging, challenging and fun for greater student ownership and academic progress.

Goals for 2018-2020:

Align Social studies curriculum both horizontally and vertically across all grade levels.  
 Focus on small group and differentiated instruction in math and reading  
 Continue implementation of all technology-based programs  
 Continue to provide support for students who are below the 50th percentile in reading and math

## 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"> <li>✓ Evidence of best practices (flexible grouping, cognitively demanding tasks, open-ended questions)</li> <li>✓ Informational observations, peer observations, learning walks</li> <li>✓ Lesson studies</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ SQRP Attainment and Growth</li> <li>✓ REACH observation trends (de-identified)</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Effective Leaders</li> <li>Supportive Environment</li> </ul>
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	<a href="#">3a. Communicating with Students</a>
	<a href="#">3b. Using Questioning and Discussion Techniques</a>
	<a href="#">3c. Engaging Students in Learning</a>
	<a href="#">3d. Using Assessment in Instruction</a>
	<a href="#">3e. Demonstrating Flexibility and Responsiveness</a>
CPS Performance Standards for School Leaders	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	
✓	<a href="#">CPS Framework for Teaching with Critical Attributes</a>
✓	<a href="#">CPS Framework for Teaching Professional Learning Modules</a>
✓	<a href="#">CPS Framework for Teaching Professional Learning Opportunities</a>
✓	<a href="#">Special Education Addendum</a>
✓	<a href="#">English Language Learner Addendum</a>

### 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

Supported and informed teachers of interventions, modifications, and accommodations to use in the general education classroom  
 Interventions were given to small groups of students in reading and math  
 Teachers utilize RSPs to help meet our diverse learners' individual needs.  
 Teachers had training in differentiated instruction  
 I-Ready program was used for personal learning, practice, and support  
 Before school and after school tutoring  
 Accommodations and modifications are implemented for students with disabilities in both the general education and special education settings.  
 Teachers utilize the three tiered system of support for students within the general education classrooms  
 Use the collected data from NWEA and I-Ready to support the students scoring below the 50th percentile

Goals for 2018-2020:

Quarterly professional development for staff by professionals to provide research, resources, and strategies to support our diverse learners  
 Move toward an electronic MTSS documentation system  
 Use curriculum based assessments for new students entering Skinner for appropriate level placement  
 Research alternative paper pencil based assessments for primary students who may not do well on technology based assessments

## 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)
	✓ SGRP 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
	3.d. Using Assessment in Instruction
	4.a. Reflecting on Teaching & Learning
	4.b. Maintaining Accurate Records
CPS Performance Standards for School Leaders	81. Implements Curricular Scope and Sequence and Reviews Instructional Practices
Now What? Materials to Support Improvement Planning	
✓	<a href="#">CPS Balanced Assessment Framework &amp; Assessment Models</a>
✓	<a href="#">Assessment Design Toolkit</a>
✓	<a href="#">Teacher Made Assessment Basics</a>
✓	<a href="#">Grading principals and guidelines</a>
✓	<a href="#">Great Schools Partnership --Grading + Reporting</a>

### 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

In addition to the district mandated assessments such as Reach assessments, NWEA and PARCC , Skinner also uses multiple measures to supplement district-centralized assessments with other formative assessments to provide a more comprehensive picture of student learning

Students give input on the criteria necessary for success on authentic assessments

Students are given options to showcase their mastery of standards/objectives through project based assessments

Teacher's use a variety of methods to assess students through paper pencil, projects, and performance

Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement

Analyze data in a school-wide setting to determine instructional effectiveness and subsequent learning needs

Goals for 2018-2020:

Identify Tier 2 and Tier 3 students for academic and behavior support

Provide continuous professional development for teachers on the CPS MTSS support system and documentation

Create and implement behavior plans for Tier 3 students

### 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
Measures	✓ Evidence of On Track monitoring and supports
	✓ SQRP Attainment and Growth
	✓ Attendance Rates
Five Essentials	✓ Course success rates (e.g. grade distributions, pass/failure rates)
	Ambitious Instruction
	Collaborative Teachers
CPS Framework for Teaching	Supportive Environment
	<a href="#">1a. Demonstrating knowledge of content and pedagogy</a>
	<a href="#">1b. Demonstrating Knowledge of Students</a>
	<a href="#">1d. Designing Coherent Instruction</a>
	<a href="#">2d. Managing Student Behavior</a>
	<a href="#">3d. Using Assessment in Instruction</a>
	<a href="#">3e. Demonstrating Flexibility and Responsiveness</a>
CPS Performance Standards for School Leaders	<a href="#">4b. Maintaining Accurate Records</a>
	B3. MTSS Implemented Effectively in School

## Expectations for Quality & Character of School Life

6 of 6 complete

### Culture for Learning:

Score

1 2 3 4

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

Teachers create a mindset that students are lifelong learners and are expected to go on to college and beyond  
 Learning goals and objectives are posted daily to provide students an understanding of where they are going  
 The atmosphere and tone of Skinner is one of perseverance, high expectations, and empowerment of all learners  
 High cognitive energy  
 Teachers communicate and provide clear expectations to parents  
 Learning is valued and celebrated  
 Staff is vested in identifying all students' strengths and celebrating their successes  
 Skinner's attendance rate is at 97%  
 Provide students with frequent, informative feedback  
 Praise effort and process  
 Clearly display school-wide expectations and personal success throughout the building  
 Celebrate student successes  
 Exposure to a variety of extracurricular and enrichment activities (Track, Basketball, Chess, Mad Science, Science Bowl, Glee, Instrumental music, Student Council, Girl Scouts, Debate team, Dance, STAR program)

Goals for 2018-2020:

Students self-assess to develop a reflective habit of mind essential for improvement. Students take responsibility for their own learning, focuses attention on criteria for success, and increases effort and persistence  
 Continue to celebrate student successes through Honor Roll , Awards assembly and classroom celebrations

## Guide for Culture for Learning

- ◊ Create a culture that reflects a shared belief in the importance of learning and hard work.

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

## Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Sample of individual student learning goals from a cross-section of teachers</li> <li>✓ Also review student work evidence from Rigorous Student Tasks</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ Five Essentials – Ambitious Instruction</li> <li>✓ SQRTP Attainment and Growth</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Collaborative Teachers</li> <li>Supportive Environment</li> </ul>
<a href="#">MTSS Framework Curriculum &amp; Instruction</a>	
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"> <li>✓ <a href="#">Teaching Adolescents: The Role of Non-cognitive Factors in Shaping School Performance</a></li> <li>✓ <a href="#">Framework for Teaching Companion Guide p. 50</a></li> <li>✓ <a href="#">Social Emotional Learning Supports (cps.edu/sej)</a></li> <li>✓ <a href="#">ASCA Mindsets &amp; Behaviors</a></li> </ul>	

### 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

Skinner atmosphere is one of kindness and respect  
 Social emotional instruction promotes positive relationships with peers  
 Anti-Bullying policy  
 Relationships are built and developed between students and adults throughout the building  
 Personal regard springs from a collective willingness to extend beyond the formal requirements of a job definition or a union contract  
 Created opportunities for students to learn about and celebrate different cultures  
 Direct instruction for social/emotional learning in classrooms by the counselor  
 Provide activities for students to build sense of community between the Classical, Neighborhood and Diverse Learner Programs with grade levels teams

Goals for 2018-2020:

Update and reinforce our anti-bullying program  
 Implement proactive and restorative practices for discipline in classroom and schoolwide  
 Continue to build a sense of community between the Classical, Neighborhood/Magnet and Diverse Learner Programs

## Guide for Relational Trust

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

## Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> <li>✓ Five Essentials/My Voice, My School Survey</li> <li>✓ School Climate Standards Self-Assessment</li> </ul>
Measures	<ul style="list-style-type: none"> <li>✓ Five Essentials</li> </ul>
Five Essentials	<ul style="list-style-type: none"> <li>Collaborative Teachers</li> <li>Supportive Environment</li> </ul>
MTSS Framework	<a href="#">Shared Leadership, Family &amp; Community Engagement</a>
CPS Framework for Teaching	<ul style="list-style-type: none"> <li>1b. Demonstrating Knowledge of Students</li> <li>2a. Creating an Environment of Respect and Rapport</li> </ul>
CPS Performance Standards for School Leaders	<ul style="list-style-type: none"> <li>D2. Creates, develops and sustains relationships that result in active student engagement in the learning process</li> <li>E1. Creates a Culturally Responsiveness Climate</li> </ul>
Now WHAT? Materials to Support Improvement Planning	
✓	<a href="#">Social Emotional Learning Supports (cps.edu/sel)</a>
✓	<a href="#">Trust in Schools: A Core Resource for School Reform (ASCD)</a>
✓	<a href="#">Creating a School Community (ASCD)</a>

### 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**

Skinner Stewards Program was established to promote student pride and vestment in Skinner's cleanliness  
 Exposure to a variety of extracurricular and enrichment activities (Artist in Residency programs, Track, Basketball, Chess, Mad Science, Science Bowl, Glee, Instrumental music, Student Council, Girl Scouts, Debate team, Dance, STAR program)  
 Classrooms participate in service learning initiatives integrated into the core curriculum.  
 100% of 5-8 grade students participated in the My Voice , My School Survey  
 Students take interest surveys providing teachers with information guiding their creation of meaningful unit and lesson plans  
 Students identify and research issues of relevance and work together to propose/advocate for solutions.  
 Respectful student questioning and inquiry is embraced. Students choose issues of concern, research topics relevant to their lives, and develop their own plans to address them  
 Students are included in key conversations about their learning experience and work with the principal and staff to identify issues and implement solutions  
 Students participate in elections for Student Council  
 Ski

Goals for 2018-2020:

Student Council will continue to lead the voice for school activities with the administration  
 Expand cheerleading opportunities  
 Plan and staff indoor recess activities for Grades 4-5

## 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"> <li>• MYNS Student Survey completion rates and results</li> <li>• Artifacts from student-run organizations and events (including SVCs)</li> <li>• Meeting minutes/agendas that include student participation</li> <li>• Policies regarding student engagement in decision making</li> <li>• Service learning reports and/or reflections of SL projects</li> <li>• Unit and curriculum maps, rubrics, assessment artifacts</li> <li>• Evidence of student work</li> <li>• Democracy School recognition</li> </ul>
Measure	✓ 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	D2. Utilize Feedback from Multiple Stakeholders for School Improvement
Content Standards	Illinois Social Science Standards, Illinois Social Emotional Learning Standards, CCSS ELA/NET Standards

## Safety & Order:

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

## Score

1 2 **3** 4

Our school is highly regarded as a safe, nurturing and positive learning environment for all students. Teachers establish classroom expectations, rewards and incentives for good behavior and fair consistent consequences for disruptive behavior. Our schoolwide approach to discipline includes behavior notices to parents (yellow slips), lunch reflection, Olweus Bullying Prevention Program and adherence to the CPS Student Code of Conduct. We have fewer than 10 out of school suspensions each year. We also reward good behavior schoolwide through "Caught You Doing Something Good" assemblies. Teachers also use motivational and rewards systems within their classroom routines. In addition, we have two security personnel serving the main building and the Skinner Branch.

Goals 2018-2020:

Implement proactive, instructive and restorative practices for safety and order schoolwide  
 Implement Skinner School Pledge with morning pledge via the intercom  
 Continue staff security at Branch and main building  
 Provide additional staff for outdoor and indoor recess support

## 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	✓ MVMS score – "Safety"
	✓ % of teachers proficient or distinguished in 2c (Management of Transitions) on the Framework for Teaching?
	✓ Examples of teacher practice improving in Domain 2 of the Framework for Teaching.
	✓ School Climate Standards Rubric/Assessment
Measures	<ul style="list-style-type: none"> <li>✓ Five Essentials – Supportive Environment score</li> <li>✓ My Voice, My School Survey "Safety" score</li> </ul>
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	
✓	<a href="https://cps.edu/sel/">Social Emotional Learning Supports (cps.edu/sel/)</a>

## Restorative Approaches to Discipline:

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

## Score

1 2 **3** 4

Building a sense of community within the school and each classroom  
 Explicitly teach expected behavior and positively reinforce consistently school-wide  
 Students have an opportunity to reflect on their challenges, identify their triggers, and determine what an appropriate behavior would be  
 Moving away from punitive reactions to restoring relationships and resolving issues

Goals for 2018-2020:

Implement proactive, instructive and restorative approaches to discipline to promote positive student behaviors  
 Develop behavior plans for Tier 3 students  
 Continue Anti-Bullying/School Climate teacher/staff committee  
 Add Social/Emotional /Restorative Practices as a standing agenda item for the School Improvement Committee Meeting  
 Provide social media awareness sessions for students

## Guide for Restorative Approaches to Discipline

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

## Evidence, Measures, and Standards

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

### Parent and Family Partnership:

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

### Score

1 2 3 4

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.

Skinner is an active and busy place with many, many activities to bring parents into the school. On past surveys conducted by our Communications Committee, parents feel welcomed in the school and are encouraged to attend school activities. Throughout the school year we have amazing parent attendance and participation in all school activities : assemblies, class events, science and history fairs, open house, volunteering in the classroom for activities and room parties, room parent organization, family fun nights sponsored by our PTO, athletic events, field trips, walkathon sponsored by FOSW, parent conferences, LSC Committees - Facilities, Special Education, Bilingual Advisory, Communications and School Improvement meetings, high school fairs, after school program activities, weekend events, Report Card Pick -Up, fundraisers, reading the weekly newsletters, accessing the Skinner website and participating in the My Voice, My School Survey. Parents also participate and support our fundraising committees : Forum/PTO, Friends of Skinner West and Gallery 111 and their activities. Teachers send regular communication home to parents via email and print. Our Communications Committee sends out a weekly newsletter on Thursdays with pertinent school information , activities and important dates. An additional area of amazing parental involvement is in monitoring the CPS parent portal for grades , homework and assignment completion.

Goals for 2018-2020:

Implement Parent Technology Night  
Provide Social Media Information Session for Parents

## 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	✓ Examples of communication methods and content
	✓ Participation rates for Parent University, events, parent council(s), report card pick-up, survey completion, Parent Portal, etc.
	✓ Outreach efforts
	✓ Documentation of responsiveness to Parent Support Center concerns raised
	✓ Event agendas, flyers
Measures	✓ Fundraising activities and amounts (if applicable)
	✓ How does the school honor and reflect the diversity of families including language and culture?
	✓ Five Essentials Score – Involved Families
Five Essentials	
Involved Families	
MTSS Framework	Family & Community Engagement
CPS Framework for Teaching	2c. Managing Classroom Procedures 4c. Communicating with Families
CPS Performance Standards for School Leaders	D1. Engage Families
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	<a href="#">Parent Support Centers</a>
✓	<a href="#">Parent University</a>
✓	<a href="#">Parent Portal</a>

## School Excellence Framework Priorities

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

## Goals

Required metrics (Elementary)

3 of 18 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
<b>National School Growth Percentile - Reading</b>					
Our growth percentile is above average for schools nationally in reading. We would like to increase our national growth percentile in reading by 1% each year.	75.00	85.00	86.00	87.00	88.00

**National School Growth Percentile - Math**

Our growth percentile is above average for schools nationally in math. We would like to increase our national growth percentile in math by 1% each year.	78.00	81.00	82.00	83.00	84.00
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**% of Students Meeting/Exceeding National Ave Growth Norms**

(Blank)	67.10	70.70	(Blank)	(Blank)	(Blank)
---------	-------	-------	---------	---------	---------

**African-American Growth Percentile - Reading**

(Blank)	58.00	81.00	(Blank)	(Blank)	(Blank)
---------	-------	-------	---------	---------	---------

**Hispanic Growth Percentile - Reading**

(Blank)	93.00	82.00	(Blank)	(Blank)	(Blank)
---------	-------	-------	---------	---------	---------

**English Learner Growth Percentile - Reading**

(Blank)	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
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**Diverse Learner Growth Percentile - Reading**

(Blank)	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
---------	---------	---------	---------	---------	---------

**African-American Growth Percentile - Math**

(Blank)	58.00	48.00	(Blank)	(Blank)	(Blank)
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**Hispanic Growth Percentile - Math**

(Blank)	91.00	63.00	(Blank)	(Blank)	(Blank)
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**English Learner Growth Percentile - Math**

(Blank)	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
---------	---------	---------	---------	---------	---------

**Diverse Learner Growth Percentile - Math**

(Blank)	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
---------	---------	---------	---------	---------	---------

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

(Blank)	99.00	99.00	(Blank)	(Blank)	(Blank)
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**National School Attainment Percentile - Math (Grades 3-8)**

(Blank)	99.00	99.00	(Blank)	(Blank)	(Blank)
---------	-------	-------	---------	---------	---------

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

(Blank)	99.00	99.00	(Blank)	(Blank)	(Blank)
---------	-------	-------	---------	---------	---------

**National School Attainment Percentile - Math (Grade 2)**

(Blank)	98.00	98.00	(Blank)	(Blank)	(Blank)
---------	-------	-------	---------	---------	---------

**% of Students Making Sufficient Annual Progress on ACCESS**

Increase the percentage of students making sufficient progress on ACCESS by 1%	46.20	(Blank)	(Blank)	(Blank)	(Blank)
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**Average Daily Attendance Rate**

Maintain high attendance rate	97.80	97.80	(Blank)	(Blank)	(Blank)
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#### My Voice, My School 5 Essentials Survey

Increase student, teacher and parent participation	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
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Custom metrics

0 of 0 complete

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

##### Strategy 1

If we do...

...then we see...

...which leads to...

If we implement a horizontally and vertically aligned Skinner curriculum based on Common Core Standards, utilize aligned resources, and create appropriate schedules

then our teachers will be able to provide continuity of instruction across all grade levels in reading and social studies

an increase in academic achievement in reading and social studies, improved student engagement and greater exposure to 21st Century technology skills for ALL learners.

Tags:

Instructional planning, Scope and sequence, Curriculum planning, Collaborative planning, Academic achievement, Curriculum alignment, Aligned curriculum, Common core standards, 21 century skills

Area(s) of focus:

Action step

Responsible

Timeframe

Status

Teachers in both the Classical and neighborhood programs will collaborate in grade level teams to develop Common Core units in reading and social studies.

All teachers and Administration

Oct 4, 2018 to Jun 18, 2020

Not started

#### Social studies, Grade level meetings, Reading, Continuity, Grade level alignment

Teachers will create vertical teams to align Skinner's curriculum in reading and social studies.

All teachers, Administration

Sep 5, 2018 to Jun 17, 2020

Not started

#### Teacher Teams/Collaboration, Vertical and horizontal alignment

Select and purchase reading, math and social studies instructional materials—digital and non digital—which are aligned to Common Core standards and units of study including class novels, textbooks, manipulatives, and classroom libraries.

ILT, Teachers and Administration

Sep 5, 2018 to Jun 13, 2019

Not started

#### Aligned resources, Instructional materials, Budget, Academic rigor, Allocations of funds for purchases of instructional materials and supplements

Hire additional staff where needed for intervention and support.

Administration and LSC

Sep 5, 2018 to Jun 6, 2019

Not started

#### Intervention, Aligned resources, Budget, New teachers

##### Strategy 2

If we do...

...then we see...

...which leads to...

If we select and design professional learning to

then we will see an increase in staff knowledge,

an increase in academic growth and

achieve school wide improvement based on achievement data and the social and emotional needs of our students,

collaboration and collegiality

social/emotional development for all students.

Tags:

Professional Learning, Social emotional, Differentiated instruction, Data analysis, Collaboration, Peer observation, Meetings, Collaborative teachers, Workshop, Consultant, Conferences, Instructional leadership team

Area(s) of focus:

Action step

Provide a variety of professional learning experiences for teachers: book studies, conferences, workshops, consultants, peer observations, team collaboration, coaching, mentoring, substitutes, etc.

Responsible

Administration, ILT, Teachers

Timeframe

Sep 5, 2018 to Jul 18, 2019

Status

Not started

**Professional Learning, Teacher Teams/Collaboration, Allocation of funds for professional development**

Continue to update the teacher handbook.

Administration, ILT, Teachers

Sep 5, 2018 to Jun 13, 2019

Not started

**Professional Learning, Instructional leadership team, Leadership and collective responsibility, Teacher collaboration**

Focus professional learning to include the following topics: Data analysis, differentiation of instruction, executive functioning, MTSS training, classroom interventions for students with anxiety, depression, ADD/ADHD and trauma, curriculum alignment, restorative approaches to discipline, social/emotional standards, child-adult relationships, growth mindset and technology based programs and new curriculum materials.

Administration, ILT and Teachers

Sep 5, 2018 to Jun 13, 2019

Not started

**Professional Learning, Teacher capacity, Teacher collaboration, Allocation of funds for professional development**

Continue regular Instructional Leadership Team and faculty meetings.

Administration, ILT and Teachers

Sep 5, 2018 to Jun 13, 2019

Not started

**Teacher Teams/Collaboration, Instructional leadership team**

Teachers will submit a brief summary of professional learning to the principal to be shared with the LSC.

Teachers, Administration

Sep 5, 2018 to Jun 18, 2020

Not started

**Professional Learning, Teacher collaboration, Allocation of funds for professional development**

Strategy 3

If we do...

If we provide a full implementation system of academic and social emotional supports for all of our students – Tiers 1,2, and 3

...then we see...

an even greater supportive, nurturing and responsive school climate by teachers and staff

...which leads to...

academic and social / emotional growth for all of our students

Tags:

Diverse Learners, Academic supports, Multi-tiered support systems, Analysis of data, progress monitoring, rit instruction, small group instruction, Small group instruction

Area(s) of focus:

Action step

Provide training for all teachers and staff on Multi-tiered levels of supports and protocols.

Responsible

Administration, MTSS Team, ILT

Timeframe

Aug 28, 2018 to Jun 18, 2020

Status

Not started

**Professional Learning, Multi-tiered support systems**

Hire an adequate number of staff to provide pull-out interventions for target students below the 50th percentile in reading and math.	Administration , MTSS Team, ILT	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Interventions, Aligned resources, Instructional resources, Analyze data

Establish an MTSS school team and set a regular meeting schedule.	Administration, MTSS Team	Aug 28, 2018 to Jun 18, 2020	Not started
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, mtssteam

Communicate to parents/guardians the additional supports/interventions provided to their child.	Intervention Teacher and Classroom Teachers	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Instructional strategies, Mtss team, parental involvement

#### Strategy 4

If we do...

If we implement schoolwide policies and procedures that emphasize proactive, instructive and restorative approaches to discipline, safety and order,

...then we see...

positive student behaviors and improve classroom and school climate.

...which leads to...

overall safe , orderly, positive and nurturing school climate and a sense of belonging.

Tags:

Behavior and Safety, Restorative approaches, School culture climate, Restorative practices

Area(s) of focus:

Action step

PROACTIVE –Reinforce positive student behavior with clear expectations, routines and procedures: passing in the halls, lunchroom, recess. Develop schoolwide common language & expectations, explore lunch reward chart with quarterly incentives. Use morning announcements to remind students of expected behaviors.

Responsible

Administration,  
Teachers, Security,  
Paraprofessionals

Timeframe

Aug 28, 2018 to  
Jun 18, 2020

Status

Not started

#### Behavior and Safety, School culture climate, Social emotional learning

RESTORATIVE - Designate an additional administrator or staff person to leading centrally-managed response to behaviors using consistent, restorative procedures – “chill- out” or “calming” room for reflection, interventions and class assignments.	Administration, Case Manager, Counselor	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Behavior and Safety, School culture climate

Include a standing item on the School Improvement Committee meeting agenda to report on restorative practices at Skinner.	Principal	Sep 5, 2018 to Jun 18, 2020	Not started
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#### Communication, Parent meetings

Implement organized indoor recess activities if budget permits	ILT, Teachers, Security, Administration	Nov 7, 2018 to Jun 18, 2020	Not started
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#### Safety and order, School culture climate

INSTRUCTIVE – Intentionally teach competencies outlined in Illinois social emotional learning standards at all grade levels - especially conflict resolution skills, anti-bullying behaviors and social media awareness and Internet safety	Counselor, Teachers, Administration	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Behavior and Safety, School culture climate

Continue Anti-Bullying/ School Climate teacher committee	Teachers Committee, Administration,	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Behavior and Safety, School culture climate

Implement "STAR" morning behavior pledge via the intercom	Teachers, Administration, ILT	Sep 11, 2018 to Jun 18, 2020	Not started
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#### Scheduling, School culture climate, Social emotional learning

#### Strategy 5

If we do...

If we develop school norms that support a strong culture for learning and relational trust

...then we see...

students will develop academic behaviors based on growth mind sets, perseverance, hard work and a sense of belonging to the school and classroom community

...which leads to...

a sense of belonging to the school and classroom community

Tags:

Culture of learning, School culture climate, Relational trust,

Area(s) of focus:

Action step

Recognize student achievements schoolwide including academic growth, high levels of academic achievement, positive student behavior, participation in school extracurricular activities, effort and hard work

Responsible

Teachers, Staff,  
Administration

Timeframe

Aug 28, 2018 to  
Jun 18, 2020

Status

Not started

#### Student achievement, Incentives, Extracurricular, Student voice, engagement, & civic life, Cultural celebrations

Create a School Improvement Day/PD Day Plan that includes a Faculty and Staff Team Building Retreat, a Teacher Self-Care Workshop, Faculty Book Club, and Social Committee Revitalization	ILT, Teachers, Administration	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Professional Learning, School climate, Collaboration

Guided social group for children with disabilities to interact meaningfully with non-disabled students (for example, Best Buddies Middle School).	Teachers	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Diverse Learners, Student engagement

Build a greater sense of community among all three programs: Neighborhood, Classical and Diverse Learners by planning one school wide activity each quarter such as " Make a New Friend " activities, grade level game days , outdoor PE activities. Continue all extracurricular activities and clubs including Stewards of Skinner, Student Council, Debate , Dance Theater, Glee and all athletic programs.	Teachers, Staff, Administration	Aug 28, 2018 to Jun 18, 2020	Not started
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#### Student engagement, Extra-curricular

Embed additional multicultural themes throughout the curriculum

Teachers,  
Administration

Aug 28, 2018 to  
Jun 18, 2020

Not started

## Student engagement, Cultural celebrations

### Action Plan

#### Strategy 1

NOT STARTED

Teachers in both the Classical and neighborhood programs will collaborate in grade level teams to develop Common Core units in reading and social studies."

Oct 04, 2018 to Jun 18, 2020 - All teachers and Administration

### Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Teachers will create vertical teams to align Skinner's curriculum in reading and social studies."

Sep 05, 2018 to Jun 17, 2020 - All teachers, Administration

### Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Select and purchase reading, math and social studies instructional materials –digital and non digital – which are aligned to Common Core standards and units of study including class novels, textbooks, manipulatives, and classroom libraries."

Sep 05, 2018 to Jun 13, 2019 - ILT, Teachers and Administration

### Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Hire additional staff where needed for intervention and support."

Sep 05, 2018 to Jun 06, 2019 - Administration and LSC

### Status history



NOT STARTED

May 21, 2018  
**Evidence**

Strategy 2

NOT STARTED

Provide a variety of professional learning experiences for teachers: book studies, conferences, workshops, consultants, peer observations, team collaboration, coaching, mentoring, substitutes, etc."

Sep 05, 2018 to Jul 18, 2019 - Administration, ILT, Teachers

Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Continue to update the teacher handbook."  
Sep 05, 2018 to Jun 13, 2019 - Administration, ILT, Teachers

Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Focus professional learning to include the following topics: Data analysis, differentiation of instruction, executive functioning, MTSS training, classroom interventions for students with anxiety, depression, ADD/ADHD and trauma, curriculum alignment, restorative approaches to discipline, social/emotional standards, child-adult relationships, growth mindset and technology based programs and new curriculum materials."

Sep 05, 2018 to Jun 13, 2019 - Administration, ILT and Teachers

Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Continue regular Instructional Leadership Team and faculty meetings."  
Sep 05, 2018 to Jun 13, 2019 - Administration, ILT and Teachers

Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Teachers will submit a brief summary of professional learning to the principal to be shared with the LSC."  
Sep 05, 2018 to Jun 18, 2020 - Teachers, Administration

Status history



NOT STARTED

May 21, 2018  
**Evidence**

### Strategy 3

NOT STARTED

Provide training for all teachers and staff on Multi-tiered levels of supports and protocols."

Aug 28, 2018 to Jun 18, 2020 - Administration, MTSS Team, ILT

#### Status history



NOT STARTED

May 21, 2018

**Evidence**

NOT STARTED

Hire an adequate number of staff to provide pull-out interventions for target students below the 50th percentile in reading and math."

Aug 28, 2018 to Jun 18, 2020 - Administration , MTSS Team, ILT

#### Status history



NOT STARTED

May 21, 2018

**Evidence**

NOT STARTED

Establish an MTSS school team and set a regular meeting schedule."

Aug 28, 2018 to Jun 18, 2020 - Administration, MTSS Team

#### Status history



NOT STARTED

May 21, 2018

**Evidence**

NOT STARTED

Communicate to parents/guardians the additional supports/interventions provided to their child."

Aug 28, 2018 to Jun 18, 2020 - Intervention Teacher and Classroom Teachers

#### Status history



NOT STARTED

May 21, 2018

**Evidence**

### Strategy 4

NOT STARTED

PROACTIVE –Reinforce positive student behavior with clear expectations, routines and procedures: passing in the halls, lunchroom, recess. Develop schoolwide common language & expectations, explore lunch reward chart with quarterly incentives. Use morning announcements to remind students of expected behaviors."

Aug 28, 2018 to Jun 18, 2020 - Administration, Teachers, Security, Paraprofessionals

#### Status history



NOT STARTED

May 21, 2018

**Evidence**

NOT STARTED

RESTORATIVE - Designate an additional administrator or staff person to leading centrally-managed response to behaviors using consistent, restorative procedures – “chill- out” or “calming” room for reflection, interventions and class assignments.”

Aug 28, 2018 to Jun 18, 2020 - Administration, Case Manager, Counselor

## Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Include a standing item on the School Improvement Committee meeting agenda to report on restorative practices at Skinner.”

Sep 05, 2018 to Jun 18, 2020 - Principal

## Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Implement organized indoor recess activities if budget permits”

Nov 07, 2018 to Jun 18, 2020 - ILT, Teachers, Security, Administration

## Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

INSTRUCTIVE – Intentionally teach competencies outlined in Illinois social emotional learning standards at all grade levels - especially conflict resolution skills, anti-bullying behaviors and social media awareness and Internet safety”

Aug 28, 2018 to Jun 18, 2020 - Counselor, Teachers, Administration

## Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Continue Anti-Bullying/ School Climate teacher committee”

Aug 28, 2018 to Jun 18, 2020 - Teachers Committee, Administration,

## Status history



NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Implement “STAR” morning behavior pledge via the intercom”

Sep 11, 2018 to Jun 18, 2020 - Teachers, Administration, ILT

## Status history



May 21

NOT STARTED

May 21, 2018  
**Evidence**

## Strategy 5

NOT STARTED

Recognize student achievements schoolwide including academic growth, high levels of academic achievement, positive student behavior, participation in school extracurricular activities, effort and hard work"

Aug 28, 2018 to Jun 18, 2020 - Teachers, Staff, Administration

## Status history

May 21

NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Create a School Improvement Day/PD Day Plan that includes a Faculty and Staff Team Building Retreat, a Teacher Self-Care Workshop, Faculty Book Club, and Social Committee Revitalization"

Aug 28, 2018 to Jun 18, 2020 - ILT, Teachers, Administration

## Status history

May 21

NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Guided social group for children with disabilities to interact meaningfully with non-disabled students (for example, Best Buddies Middle School)."

Aug 28, 2018 to Jun 18, 2020 - Teachers

## Status history

May 21

NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Build a greater sense of community among all three programs: Neighborhood, Classical and Diverse Learners by planning one school wide activity each quarter such as " Make a New Friend " activities, grade level game days , outdoor PE activities. Continue all extracurricular activities and clubs including Stewards of Skinner, Student Council, Debate , Dance Theater, Glee and all athletic programs."

Aug 28, 2018 to Jun 18, 2020 - Teachers, Staff, Administration

## Status history

May 21

NOT STARTED

May 21, 2018  
**Evidence**

NOT STARTED

Embed additional multicultural themes throughout the curriculum"

Aug 28, 2018 to Jun 18, 2020 - Teachers, Administration

## Status history

May 21

NOT STARTED

May 21, 2018  
**Evidence**

### 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

Not 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.

(Blank)

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

(Blank)

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.

(Blank)

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.

(Blank)

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.

(Blank)

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.

(Blank)

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.

(Blank)

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.

(Blank)

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.

(Blank)

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.

(Blank)

#### 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)

(Blank)

## School-Parent Compact

Not 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.)

(Blank)

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.

(Blank)

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

(Blank)

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

(Blank)

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.

(Blank)

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

(Blank)

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

(Blank)

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).

(Blank)

## Parent Budget

Not 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.

(Blank)

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

Account(s) Description

Allocation

51130, **Teacher Presenter/ESP Extended Day**  
52130 For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-Instructional pay rate applies.

\$	Amount	.00
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53405 **Supplies**  
In addition to supplies for parent program, please use this account to also purchase books for parents only. Use this account for equipment with a per unit cost of less than \$500.

\$	Amount	.00
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53205	<b>Refreshments</b> Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
<hr/>					
54125	<b>Consultants</b> For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
<hr/>					
54505	<b>Admission and Registration Fees, Subscriptions and memberships</b> For Parents use only.	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
<hr/>					
<p>54205</p>	<b>Travel</b> Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
<hr/>					
<p>54565</p>	<b>Reimbursements</b> 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.	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
<hr/>					
<p>53510</p>	<b>Postage</b> Must be used for parent and family engagement programs only.	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
<hr/>					
53306	<b>Software</b> Must be educational and for parent use only.	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
<hr/>					
55005	<b>Furniture and Equipment</b> Must have a parent room or a secure place to keep furniture/equipment. Cannot be placed in the main office or where staff and students have access too. To by used only by parents.	<table> <tr> <td>\$</td><td>Amount</td><td>.00</td></tr> </table>	\$	Amount	.00
\$	Amount	.00			
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