



Kelvyn Park High School / Plan summary

## 2018-2020 plan summary

### Team

| Name               | Role                                | Email                 | Access     |
|--------------------|-------------------------------------|-----------------------|------------|
| Leticia Hernandez  | Interim Principal                   | Lhernandez2@cps.edu   | Has access |
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| Nieves Esperanza   | LSC President - Parent              |                       | No Access  |

### Team meetings

| Date       | Participants | Topic    |
|------------|--------------|----------|
| 03/06/2018 | ILT          | CIWP SEF |
| 03/20/2018 | ILT          | CIWP SEF |

|            |     |                 |
|------------|-----|-----------------|
| 04/04/2018 | ILT | Selecting Goals |
| 04/10/2018 | ILT | Strategies      |
| 04/24/2018 | ILT | Strategies      |

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

#### Leadership & Collective Responsibility:

Score

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

1 2 3 4

With a change of administrative team, we have begun developing a shared vision of success for both students and adults. Clear expectations around building classroom community and rigorous instruction have been communicated. Next steps are to reinforce teaming of teachers to ensure teacher leadership and teacher support to enhance the learning environment is key and needs to continue improving.

#### Guide for Leadership & Collective Responsibility

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

Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS            |   |
|--|---|
| Suggested Evidence                           | <ul style="list-style-type: none"> <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<br>Collaborative Teachers   |
| CPS Framework for Teaching                   | <a href="#">4d. Growing and Developing Professionally</a><br><a href="#">4e. Demonstrating Professionalism</a>  |
| CPS Performance Standards for School Leaders | A1. Assesses the Current State of School Performance and Develops a CIWP<br>A2. Implements Data Driven Decision Making and Data Driven Instruction<br>A5. School Vision and Mission Drive Decision-Making<br>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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While there are regularly scheduled meetings, the team needs to review data other than learning walk data to plan next steps of the professional learning cycle.

### 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<br>Collaborative Teachers  |
| MTSS Framework   | <a href="#">Shared Leadership, Evaluation of MTSS</a>  |
| CPS Framework for Teaching   | <a href="#">4a. Reflecting on Teaching &amp; Learning</a><br><a href="#">4d. Growing and Developing Professionally</a><br><a href="#">4e. Demonstrating Professionalism</a>  |
| CPS Performance Standards for School Leaders   | A1. Assesses the Current State of School Performance and Develops a CIWP<br>A2. Implements Data Driven Decision Making and Data Driven Instruction   |
| NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING  |  |
| <ul style="list-style-type: none"> <li>✓ <a href="#">Instructional Leadership Team Planning Tools</a></li> <li>✓ <a href="#">PLC and Mentoring Coaching Resources</a></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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Admin team along with programmer have worked to ensure common planning and clear outcomes are evident.

## Guide for Professional Learning

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

## Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS  |  |
|--|--|
| Suggested Evidence   | <ul style="list-style-type: none"><li>✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda?</li><li>✓ PD agendas, PD feedback surveys</li><li>✓ Teacher practice improving on the Framework for Teaching (e.g. Basic&gt;Proficient, Proficient&gt;Distinguished)</li></ul> |
| Measures   | <ul style="list-style-type: none"><li>✓ SQRP Attainment and Growth</li><li>✓ Five Essentials: Collaborative Teachers</li></ul>   |
| Five Essentials  | <ul style="list-style-type: none"><li>Effective Leaders</li><li>Collaborative Teachers</li></ul>   |
| MTSS Framework   | <a href="#">Shared Leadership, Curriculum &amp; Instruction</a>  |
| CPS Framework for Teaching   | <a href="#">4a. Reflecting on Teaching &amp; Learning</a><br><a href="#">4d. Growing and Developing Professionally</a><br><a href="#">4e. Demonstrating Professionalism</a>  |
| CPS Performance Standards for School Leaders   | B2. Observes and Evaluates Staff and Gives Feedback to Staff<br>B6. 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:

Score

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.

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This is an area that needs works, specifically textbooks and current professional development for advanced placement courses.

## 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 |
| Measures  | ✓ Evidence of effectiveness of the services that community-based organizations provide           |
|   | ✓ Budget analysis and CIWP   |
| Five Essentials                                     | ✓ Five Essentials  |
| MTSS Framework                                      | Effective Leaders, Collaborative Teachers  |
| CPS Framework for Teaching                          | Shared Leadership, Curriculum & Instruction, Family & Community Engagement                       |
|   | 4a. Reflecting on Teaching & Learning  |
|   | 4e. Demonstrating Professionalism  |
| CPS Performance Standards for School Leaders        | A3. Allocates Resources to Support Student Learning, Prioritizing Time                           |
|   | B4. Hires and Retains Highly Effective Teachers  |
| NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING |  |
| ✓   | <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.

1 2 3 4

Current curriculum maps are not vertically aligned. Work in progress - scope and sequence and uniform curriculum maps are happening now. Seminar targets social and academic learning. Currently doing comprehensive unit plans with summative assessments. Universal template will ensure all teachers are on the same page about specific skills and content knowledge by grade level.

## 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   | Ambitious Instruction<br>Effective Leaders<br>Collaborative Teachers  |
| MTSS Framework  | <a href="#">Curriculum &amp; Instruction</a>  |
| CPS Framework for Teaching  | <a href="#">3a. Communicating with Students</a><br><a href="#">3c. Engaging Students in Learning</a><br><a href="#">1a. Demonstrating knowledge of content and pedagogy</a><br><a href="#">1d. Designing Coherent Instruction</a>                     |
| CPS Performance Standards for School Leaders  | B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices<br>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>✓ <a href="#">CPS Literacy Scope and Sequence</a></li> <li>✓ <a href="#">CPS Math Scope and Sequence Guidance</a></li> <li>✓ <a href="#">Digital Citizenship Curriculum</a></li> <li>✓ <a href="#">K-12 Financial Literacy Guide</a></li> <li>✓ <a href="#">Personal Finance 3.0 Course</a></li> <li>✓ <a href="#">Physical Education Scope &amp; Sequence</a></li> <li>✓ <a href="#">Health Education Scope &amp; Sequence</a></li> <li>✓ <a href="#">Interdisciplinary African &amp; African American Studies Curriculum</a></li> <li>✓ <a href="#">Interdisciplinary Latino and Latin American Studies Curriculum</a></li> </ul> |   |

### Instructional Materials:

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

### Score

1 **2** 3 4

Scaffolding and differentiation evidence from learning walks show inconsistencies across grade level and departments. Technology needs to be utilized across grade levels and departments. Summer planning has to include grant writing for resources: technology, additional text. Include field trips in culminating project based learning. Resources available for EL students and students who have transitioned out of the program. Additional scaffolded support for diverse learners.

## 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  | ✓ SGRP Attainment and Growth  |
| Five Essentials                                     | <ul style="list-style-type: none"> <li>Ambitious Instruction</li> <li>Supportive Environment</li> </ul>   |
| MTSS Framework                                      | Curriculum & Instruction  |
| 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:

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

### Score

1 2 3 4

Learning walk observation data shows we had an opportunity to show not all students were engage in accountable talk so limited opportunity to challenge each other's thinking. Opportunity to share across department common teacher practices to promote authority, identity and agency. Analysis of students is occurring inconsistently with common protocols. Depth of knowledge and higher order questioning has been attempted in classroom. Some additional teacher training needs to continue.

## 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><br><a href="#">2b. Establishing a Culture for Learning</a><br><a href="#">3b. Using Questioning and Discussion Techniques</a><br><a href="#">3c. Engaging Students in Learning</a>                  |
| 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="#">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 Arrangements Reflect Today's Higher Standards?</a>  |
| ✓   | <a href="#">Student Work Protocol (SQWP)</a>  |
| ✓   | <a href="#">Slice Protocol – Looking at Student Work</a>  |

## Transitions, College & Career Access & Persistence:

Score

1 2 3 4

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

College and career visits. Seminar students are using Naviance tool to record scholarship and college applications. 60.8% graduation rate yielded 2 points on SQRP. College enrollment is 32%. Offering dual credit program for seniors as well as AP offerings to juniors and seniors. We have college fair and college visits. Senior's seminar students are working in Naviance. Records are kept in naviance scholarships. According to data 60.8% graduation rate (2 points SQRP), early college and career credentials we have 31% of graduates earning credentials (4 points SQRP), college enrollment rate 36.2% (1 point SQRP) and college persistent rate we are at 56.1% (2 points SQRP)

## 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 awarded</li> <li>✓ Antifacts, 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 Educators  | 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>✓ Everything College</li> <li>✓ CPS Advisory 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>✓ Meaningful Linkages Between Summer Programs, Schools, and Community</li> <li>✓ From HS to the Future (CCSB, 2006)</li> </ul>   |
| CPS SCHOOL EXCELLENCE FRAMEWORK 17   |  |

Expectations for depth & breadth of Quality Teaching

3 of 3 complete

### Instruction:

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

### Score

1 **2** 3 4

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The teaching staff has been trained on using DOK to generate higher-order questions. In addition, we have adopted strategies learned in the Summit learning Agency, Authority, and Identity. The school has also provided professional development on using data (from PSAT/ SAT) to utilize flexible grouping as a part of instruction. Teachers participated in informal peer observations and "practice time" around SUMMIT learning strategies as well as participating in two rounds of "Learning Walks" where we met our goals of 100% of the teachers observing and 100% of the teachers being observed.

## 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>✓ SGRF 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                                      | <a href="#">Curriculum &amp; Instruction</a>   |
| CPS Framework for Teaching                          | <a href="#">3a. Communicating with Students</a>  |
|   | <a href="#">3b. Using Questioning and Discussion Techniques</a>  |
|   | <a href="#">3c. Engaging Students in Learning</a>  |
|   | <a href="#">3d. Using Assessment in Instruction</a>  |
|   | <a href="#">3e. Demonstrating Flexibility and Responsiveness</a>   |
| CPS Performance Standards for School Leaders        | B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices<br>B2. 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

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Departments have developed common assessments which have been aligned to Common Core State Standards and have been critiqued for rigor using Webb's DOK/ Hess Matrix. Continued work on curriculum mapping in partnership with Network 4 and Lead 180. Assessments have been embedded into unit plans, curriculum maps, and scope and sequence documents. There is a schoolwide grading policy that is embedded into the Gradebook programs. The policy asks that teachers devote 40% to formative work and 60% to summative assessments. There is an established electronic assessment calendar that all staff can access.

## 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  |
|   | ✓ Grade distribution reports (course success rates)  |
| Measures  | ✓ SGRP Attainment and Growth   |
| Five Essentials                                     | Ambitious Instruction  |
| MTSS Framework                                      | Curriculum & Instruction   |
| CPS Framework for Teaching                          | 1.e. Selecting Learning Objectives   |
|   | 1.e. Designing Student Assessment  |
|   | 3.d. Using Assessment in Instruction   |
|   | 4.a. Reflecting on Teaching & Learning   |
| CPS Performance Standards for School Leaders        | 4b. Maintaining Accurate Records   |
|   | 81. Implements Curricular Scope and Sequence and Reviews Instructional Practices               |
| Now What? Materials to Support Improvement Planning |  |
| ✓   | <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:

Score

1 **2** 3 4

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.

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### 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  |
| CPS Framework for Teaching                   | Collaborative Teachers   |
|  | Supportive Environment   |
|  | <a href="#">1a. Demonstrating knowledge of content and pedagogy</a>  |
|  | <a href="#">1b. Demonstrating Knowledge of Students</a>  |
|  | <a href="#">1d. Designing Coherent Instruction</a>   |
|  | <a href="#">2d. Managing Student Behavior</a>  |
|  | <a href="#">3d. Using Assessment in Instruction</a>  |
| CPS Performance Standards for School Leaders | <a href="#">3e. Demonstrating Flexibility and Responsiveness</a>   |
|  | <a href="#">4b. Maintaining Accurate Records</a>   |
| B3. MTSS Implemented Effectively in School   |  |

## 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.

Area of improvement as evidenced by the number of students in need of credit recovery at each grade level, low GPAs that narrow scholarship opportunities, college access. A number of students are present in the hallways after and before start/end bells. During classroom observations, the ILT noted student discourse is an area of development.

### 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>✓ SGRP 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/sei)</a></li> <li>✓ <a href="#">ASCA Mindsets &amp; Behaviors</a></li> </ul> |  |

### Relational Trust:

Score

1 **2** 3 4

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.

Teachers and students report having mutual supportive relationships.

## 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/set)</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:

Score

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

1 **2** 3 4

This is in early stages. Through seminar classes, 9th and 10th grade student leaders have been chosen to help develop focused topics for projects that serve to bring awareness relevant to adolescents.

## 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>• MYMS Student Survey completion rates and results</li> <li>• Artifact 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> |
| 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<br>2c. Engaging Students in Learning  |
| CPS Performance Standards for School Leaders | D3. Utilize Feedback from Multiple Stakeholders for School Improvement   |
| Content Standards                            | Illinois Social Science Standards, Illinois Social Emotional Learning Standards, CCSS ELA/HS Standards   |

### Safety & Order:

Score

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

1 2 **3** 4

Recent student misconducts indicate a need for teacher development around common classroom management techniques (CHAMPS) to set clear behavior expectations for students and prevent lower-level infractions. There is a small targeted group of students with higher level infractions that are working with support staff to develop skills that contribute to a safe, orderly school environment.

### Guide for Safety & Order

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

### Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS                   |  |
|---|--|
| Suggested Evidence                                  | <ul style="list-style-type: none"> <li>✓ MYMS score – “Safety”</li> <li>✓ % of teachers proficient or distinguished in 2c (Management of Transitions) on the Framework for Teaching?</li> <li>✓ Examples of teacher practice improving in Domain 2 of the Framework for Teaching.</li> <li>✓ School Climate Standards Rubric/Assessment</li> </ul> |
| 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<br>2c. Managing Classroom Procedures<br>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="#">Social Emotional Learning Supports (cps.edu/sel)</a>   |

### Restorative Approaches to Discipline:

Score

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

1 2 **3** 4

important social and emotional skills that enable them to get along with others, make responsible decisions, and focus on learning. When misbehavior occurs, the school seeks to understand the underlying reasons (root cause) in order to design a response that effectively changes student behavior using a menu of instructive, corrective and restorative responses.

Teacher training in restorative practices has been an on-going process. With the support of our external partners, we are able to refer students for counseling services to help build social-emotional skills that may prevent students from engaging fully in the learning environment.

Guide for Restorative Approaches to Discipline

- **PROACTIVE - Reinforce positive student behavior with clear expectations, routines, and procedures.**
  - A team meets regularly to organize systems that support a restorative environment.
  - 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<br>2d, Managing Student Behavior<br>4c, Communicating with Families |
| CPS Performance Standards for School Leaders        | C3, Staff/Student Behavior Aligned to Mission and Vision of School   |
| NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING |  |
| ✓   | CPS Restorative Practice Guide & Toolkit   |
| ✓   | Guideline for Effective Discipline   |

Parent and Family Partnership:

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

PAC/BAC is comprised of parents of 9th - 12th grades. We have a small core of parents who have begun to mobilize in the school by volunteering for school events, organizing school events, and conducting parent outreach to build parent involvement.

Score

1 2 3 4

## Guide for Parent and Family Partnership

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

## Evidence, Measures, and Standards

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

## School Excellence Framework Priorities

| Score | Framework dimension and category  | Area of focus ☐ = Not of focus |   |   |   |     |
|-------|---|--------------------------------|---|---|---|-----|
| 1     | Expectations for Quality & Character of School Life: Culture for Learning                 | 1                              | 2 | 3 | 4 | 5 ☐ |
| 2     | Culture of & Structure for Continuous Improvement: Aligned Resources                      | 1                              | 2 | 3 | 4 | 5 ☐ |
| 2     | Culture of & Structure for Continuous Improvement: Instructional Leadership Team          | 1                              | 2 | 3 | 4 | 5 ☐ |
| 2     | Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility | 1                              | 2 | 3 | 4 | 5 ☐ |
| 2     | Expectations for depth & breadth of Quality Teaching: Instruction                         | 1                              | 2 | 3 | 4 | 5 ☐ |

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

## Goals

### Required metrics (Highschool)

17 of 17 complete

|  | 2016-2017<br>Actual | 2017-2018<br>Actual | 2017-2018<br>SQR<br>Goal | 2018-2019<br>SQR<br>Goal | 2019-2020<br>SQR<br>Goal |
|--|---------------------|---------------------|--------------------------|--------------------------|--------------------------|
| <b>My Voice, My School 5 Essentials Survey</b>                     |                     |                     |                          |                          |                          |
| Expect to maintain a well-organized rating and 5 SQR points        | (Blank)             | (Blank)             | (Blank)                  | (Blank)                  | (Blank)                  |
| <b>PSAT 9 Annual Growth Measure</b>                                |                     |                     |                          |                          |                          |
| Sophomore cohort will demonstrate steady growth.                   | (Blank)             | 54.00               | 60.00                    | 65.00                    | 70.00                    |
| <b>PSAT 10 Annual Growth Measure</b>                               |                     |                     |                          |                          |                          |
| Junior cohort will demonstrate steady growth                       | (Blank)             | 41.00               | 50.00                    | 60.00                    | 70.00                    |
| <b>SAT Annual Growth Measure</b>                                   |                     |                     |                          |                          |                          |
| Students will demonstrate steady growth                            | (Blank)             | 46.00               | 54.00                    | 64.00                    | 70.00                    |
| <b>3 yr Cohort(SAT) Growth Measure (this will be a new metric)</b> |                     |                     |                          |                          |                          |
| To be determined   | (Blank)             | (Blank)             | 46.00                    | 54.00                    | 64.00                    |
| <b>African-American School Growth Percentile SAT11</b>             |                     |                     |                          |                          |                          |
| N/A  | (Blank)             | (Blank)             | 0.00                     | 0.00                     | 0.00                     |

Hispanic School Growth Percentile SAT11

|   |         |       |       |       |       |
|---|---------|-------|-------|-------|-------|
| Students will demonstrate steady growth | (Blank) | 48.00 | 56.00 | 66.00 | 76.00 |
|---|---------|-------|-------|-------|-------|

English Learner School Growth Percentile SAT11

|     |         |         |      |      |      |
|-----|---------|---------|------|------|------|
| N/A | (Blank) | (Blank) | 0.00 | 0.00 | 0.00 |
|-----|---------|---------|------|------|------|

Diverse Learner School Growth Percentile SAT11

|     |         |         |      |      |      |
|-----|---------|---------|------|------|------|
| N/A | (Blank) | (Blank) | 0.00 | 0.00 | 0.00 |
|-----|---------|---------|------|------|------|

Percent Meeting College Readiness Benchmarks

|   |         |       |       |       |       |
|---|---------|-------|-------|-------|-------|
| Based on historical review and realistic growth | (Blank) | 13.30 | 21.00 | 31.00 | 40.00 |
|---|---------|-------|-------|-------|-------|

Early College and Career Credentials Rate

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| Based on historical review and realistic growth. Initiative to enroll in college 101 / dual credit courses. | 31.00 | 24.10 | 30.00 | 35.00 | 40.00 |
|---|-------|-------|-------|-------|-------|

Freshmen On-Track Rate

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| Based on historical review and realistic growth | 75.30 | 86.40 | 85.00 | 90.00 | 95.00 |
|---|-------|-------|-------|-------|-------|

4-Year Cohort Graduation Rate

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| With an increase in freshmen on track, graduation rates will increase | 60.80 | 58.20 | 70.00 | 75.00 | 85.00 |
|---|-------|-------|-------|-------|-------|

1-Year Dropout Rate

|   |      |      |      |      |      |
|---|------|------|------|------|------|
| Based on historical review and realistic growth | 6.50 | 7.30 | 3.90 | 3.00 | 2.00 |
|---|------|------|------|------|------|

College Enrollment Rate

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| Based on historical review and realistic growth | 36.20 | 31.70 | 50.00 | 70.00 | 85.00 |
|---|-------|-------|-------|-------|-------|

College Persistence Rate

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| Based on historical review and realistic growth | 56.10 | 58.20 | 55.00 | 65.00 | 75.00 |
|---|-------|-------|-------|-------|-------|

Average Daily Attendance Rate

|   |       |       |       |       |       |
|---|-------|-------|-------|-------|-------|
| Based on historical review and realistic growth | 80.50 | 84.20 | 89.00 | 90.00 | 95.00 |
|---|-------|-------|-------|-------|-------|

Custom metrics

1 of 1 complete

|  | 2016-2017<br>Actual | 2017-2018<br>Actual | 2017-2018<br>SQRP<br>Goal | 2018-2019<br>SQRP<br>Goal | 2019-2020<br>SQRP<br>Goal |
|--|---------------------|---------------------|---------------------------|---------------------------|---------------------------|
| Serious Misconducts (4-6)  |                     |                     |                           |                           |                           |
| The goal has been established to monitor the effectiveness our our discipline process, quality of our community partners, and implementation of restorative practices in our school community. | 132.00              | 111.00              | 0.00                      | 100.00                    | 90.00                     |

Strategies

## Strategy 1

If we do...

create scope and sequence maps, curriculum maps and unit plans with specific targeted skills (3-5 CCSS/NGSS) and ensure alignment between student tasks (the practice of skills in a range in depth of knowledge levels) and summative assessments to show mastery of skills

...then we see...

teachers creating curriculum that covers the span of CCSS/NGSS and assessments aligned to essential questions and the level of rigor implicit within the CCSS/NGSS and reflecting the shifts to the SAT

...which leads to...

100% of teachers will have scope and sequence maps, curriculum maps, and unit plans to support skills development across grade level and across the school year. Student practice of CCSS/NGSS skills in meaningful tasks will increase student engagement, increased GPAs, and prepare students to achieve projected P/SAT growth.

Tags:

Social studies, Ccss, Ngss, Wida, Curriculum development

Area(s) of focus:

1

Action step

Responsible

Timeframe

Status

7th - 12th grade teachers will engage in learning with Lead 180 to implement creation/revision of curriculum maps based upon scopes and sequence maps aligned to depth of knowledge and PSAT/SAT skill shifts during weekly department meetings.

ILT, all teachers

Feb 2, 2018 to  
Aug 31, 2018

On-Track

### Professional development, Curriculum mapping

7th and 12th grade teachers will review maps to uncover gaps and redundancies from 7th-12th grades. 100% of scope and sequence developed through Lead 180 coaching will be reviewed by May 30, 2018.

ILT and all teachers

May 1, 2018 to  
Jun 22, 2018

Not started

### Wida, Teacher reflection, Curriculum mapping

100% of 7th - 12th grade teachers will develop/refine formative and summative assessments aligned to essential questions and learning standards (including targeted skills) outlined in their scope and sequence maps. Math will use CPS Quarterly Benchmark assessments. All other courses will continue to evaluate assessments on quarterly basis for levels of DOK and measure of skills outlined in scope and sequence map.

ILT, curriculum coach, and all teachers

May 1, 2018 to  
Jan 31, 2019

On-Track

### Wida, Curriculum and assessment

Purchase MS science (Jennie Sarna) and math CPS approved curriculum by June 1, 2018. Math teachers will revisit scope and sequence to align CPS benchmark assessments.

Math and Science  
Dept Chairs

Jun 4, 2018 to  
Aug 31, 2018

On-Track

### Math curriculum, Curriculum materials, Science curriculum

All teacher will receive refresher PD focused on effective essential questions and enduring understandings. The ILT will create a glossary of terms/examples of components of curriculum maps to be reviewed quarterly.

ILT, curriculum coach, and teachers

Jul 2, 2018 to  
Aug 31, 2018

Not started

### ILT, Professional development, Curriculum mapping

Research and purchase resources for EL students and DL students in core subjects: math, social studies, science, DL math textbooks (10 Spanish version of textbook, in addition a class of 30 set of textbooks (Pearson). Graphic historical novel / bilingual electronic translator, IXL subscriptions for supporting math development in the middle school grades.

MS EL/DL ELA and  
Social Science  
teachers

May 21, 2018 to  
Apr 30, 2019

Not started

### Wida, English language learners, Instructional resources, Diverse learner

|   |                     |                             |             |
|---|---------------------|-----------------------------|-------------|
| All teachers will conduct a Inventory of the book room to determine what's available and what's needed to support student learning by Monday, June 4. | Departments and CPS | May 30, 2018 to Jul 6, 2018 | Not started |
|---|---------------------|-----------------------------|-------------|

#### Book inventory

|   |                   |                             |          |
|---|-------------------|-----------------------------|----------|
| 100% of teachers will engage in protocol for unit plan and assessment review at grade levels (examine DOK, essential questions, enduring understanding) done quarterly. | Grade Level Leads | Sep 3, 2018 to Jun 28, 2019 | On-Track |
|---|-------------------|-----------------------------|----------|

#### Curriculum reflection

|   |            |                            |           |
|---|------------|----------------------------|-----------|
| Allocated funds for Middle School Teachers and ILT to allow time for teachers to collaborate, plan, and reflect on student work to improve learning on bi-weekly basis. | Admin, LSC | Apr 2, 2018 to May 1, 2018 | Completed |
|---|------------|----------------------------|-----------|

#### Planning for instruction

|  |                              |                             |          |
|--|------------------------------|-----------------------------|----------|
| Purchase class set of new version of AP US History by June 1st, 2018 | Department Chair, Admin team | May 31, 2018 to Jun 8, 2018 | On-Track |
|--|------------------------------|-----------------------------|----------|

#### History, Textbooks

|  |          |                             |             |
|--|----------|-----------------------------|-------------|
| Develop a four quarterly phase RP plan that includes: teachers sustaining a calm and inviting learning community to promote student engagement, 100% of teachers will continue to refine their practice of using restorative conversations. Teachers will continue to learn de-escalation techniques. Restorative practices leads will use bi-weekly grade level meetings to engage in peer learning for developing a common understanding of restorative conversations. | RP leads | May 1, 2018 to Jun 21, 2019 | Not started |
|--|----------|-----------------------------|-------------|

#### Restorative practices

|  |                        |                              |             |
|--|------------------------|------------------------------|-------------|
| SY19 Summit cycles of learning will inform the cognitive demand and access of tasks, teacher practice, and student engagement (AAI). | Summit Teacher Leaders | Sep 30, 2018 to May 30, 2019 | Not started |
|--|------------------------|------------------------------|-------------|

#### Cognitive demand, Access, Agency, authority identity, Teacher leader summits

#### Strategy 2

If we do...

We will build all teachers' capacity to plan intentionally to create customized instruction for individual students (tier 1 instruction) and provide opportunities for teacher collaboration for data analysis and action planning (effective use of formative/summative assessment, as well as standardized testing data, such as, PSAT/SAT/NWEA/PARCC)

...then we see...

teachers differentiating instruction, students assigned to flexible groups, and engaging in activities that promote authority, agency and identity.

...which leads to...

improved student performance, higher levels of student engagement, improved standardized test scores, and positive outcomes in the classroom such as higher GPA, on-track to graduate rates with decreased need for credit recovery.

Tags:

Tier 1, Instruction planning

Area(s) of focus:

2

Action step

Conduct an item analysis of PSAT/SAT to identify student skills deficits. Use data for student goal setting, differentiated instruction, and revision of learning tasks to allow for extra practice in skills development. Teachers will use Skills Insight report to plan/create/refine student tasks.

Responsible

all teachers

Timeframe

May 1, 2018 to Jul 5, 2019

Status

Not started

#### Nwea, Data driven instruction, Psat/sat



|  |                      |                              |             |
|--|----------------------|------------------------------|-------------|
| Teachers engage in ongoing professional learning cycles focused on common teacher practices to develop a toolkit of instructional strategies to differentiate instruction: student literacy development, discussion skills, and promote critical thinking. | ILT and all teachers | Aug 27, 2018 to Jun 28, 2019 | Not started |
|--|----------------------|------------------------------|-------------|

#### Professional Learning, Differentiated instruction

|  |                   |                              |          |
|--|-------------------|------------------------------|----------|
| Continue using Reading for Understanding text to provide disciplinary literacy support for ALL (teachers work in department cohorts to support metacognition of complex texts) | ILT, all teachers | Jan 31, 2018 to Jun 28, 2019 | On-Track |
|--|-------------------|------------------------------|----------|

#### Professional Learning, Wida, Reading, English learner

|   |   |        |             |
|---|---|--------|-------------|
| Create a master list of who's in our building. Spreadsheet which includes student attendance, GPA, standardized testing data, supporting services, receiving in one central location for planning and scheduling purposes. (Knowledge of students who is high opportunity and who needs immediate interventions). | N4 data strategist, all teachers, department chairs | select | Not started |
|---|---|--------|-------------|

#### Data driven instruction

|   |                                 |                              |             |
|---|---------------------------------|------------------------------|-------------|
| Use data for individual student goal setting, differentiated instruction, flexible grouping and revision of learning tasks to allow for extra practice in skills development. | all teachers, department chairs | Aug 27, 2018 to Jun 28, 2019 | Not started |
|---|---------------------------------|------------------------------|-------------|

#### Goal setting, Planning interventions

|   |                   |                              |             |
|---|-------------------|------------------------------|-------------|
| Professional learning cycles- Professional development / teacher development to provide effective and actionable feedback for SY19. | Department Chairs | Aug 27, 2018 to Jun 14, 2019 | Not started |
|---|-------------------|------------------------------|-------------|

#### Cycles of professional learning, Professional development, Teacher feedback

|   |  |                             |          |
|---|--|-----------------------------|----------|
| ILT meetings meet bi-weekly to routinely use data to analyze school academic progress. ILT action items/new learning will be shared and implemented at department meetings. | Admin, curriculum and instructional coach, department chairs | May 1, 2018 to Jun 23, 2020 | On-Track |
|---|--|-----------------------------|----------|

#### ILT

|  |  |                             |             |
|--|--|-----------------------------|-------------|
| Meet with grade-level teams to collaborate and analyze grade-level data BOY, MOY and EOY based on summative assessments. | Admin, curriculum and instructional coach, department chairs | Sep 4, 2018 to Jun 23, 2020 | Not started |
|--|--|-----------------------------|-------------|

#### Nwea, Parcc, Data analysis, Psat/sat

|   |  |                             |             |
|---|--|-----------------------------|-------------|
| Observe classrooms to provide PQS feedback: praise, questions, suggestions for effective instructional best practices (quarterly) | Admin, curriculum and instructional coach, department chairs | May 1, 2018 to May 29, 2020 | Not started |
|---|--|-----------------------------|-------------|

#### Instructional Coaching

|   |          |                              |             |
|---|----------|------------------------------|-------------|
| 100% of teachers will engage in professional learning cycles to implement restorative practices (professional readings, safe practice, peer observation, data review) | teachers | Aug 27, 2018 to Aug 30, 2019 | Not started |
|---|----------|------------------------------|-------------|

#### Restorative practices, Professional learning cycle

|  |                 |                              |             |
|--|-----------------|------------------------------|-------------|
| 100% of teachers will improve teacher practice in use of restorative practices. We will establish teacher grade level leads to coordinate seminar curriculum to ensure talking circles are integrated as well as student based projects. . | teachers, admin | Aug 27, 2018 to Jun 26, 2020 | Not started |
|--|-----------------|------------------------------|-------------|

### Restorative practices, Teacher practice

### Strategy 3

If we do...

align post-secondary academic and non-cognitive supports for students

...then we see...

School's increased early knowledge and awareness for families:  
college and career match, how to navigate financial aid process, and the steps necessary to achieve post-secondary completion plan

...which leads to...

increased GPA, On-Track, attendance, graduation, college-going, and college persistent rates.

Tags:

Supports, Post secondary

Area(s) of focus:

3

| Action step   | Responsible                            | Timeframe                   | Status      |
|---|--|-----------------------------|-------------|
| Increase parent portal usage for college-going behaviors by providing quarterly PD for parents on how to monitor and what to look for | Parent Advocates, Principal, counselor | May 1, 2018 to Sep 28, 2018 | Not started |

### Parent portal

|   |                                |                            |             |
|---|--------------------------------|----------------------------|-------------|
| Provide monthly workshops for families to learn about GPA, SAT/PSAT, Khan Academy, Scholarships, College Readiness Skills (Academic and Social-Emotional) | counselor, assistant principal | May 1, 2018 to Jun 6, 2019 | Not started |
|---|--------------------------------|----------------------------|-------------|

### Post secondary supports

|  |                                   |                             |             |
|--|-----------------------------------|-----------------------------|-------------|
| Utilize the CPS tracking tool (transfer Naviance to Excel) to monitor and analyze senior post-secondary plans bi-monthly status during PSLT meetings | counselor and assistant principal | May 1, 2018 to Jun 28, 2019 | Not started |
|--|-----------------------------------|-----------------------------|-------------|

### Post secondary planning

|   |                              |        |             |
|---|------------------------------|--------|-------------|
| At the start of the school year establish clear expectations and roles/responsibilities for all seminar teachers that will be monitored quarterly | assistant principal and PSLT | select | Not started |
|---|------------------------------|--------|-------------|

### Teacher leadership

|   |                              |                             |             |
|---|------------------------------|-----------------------------|-------------|
| Before the start of the school year review and revise seminar curriculum to guide students capacity to understand the college and career process. | assistant principal and PSLT | Apr 2, 2018 to Jun 28, 2019 | Not started |
|---|------------------------------|-----------------------------|-------------|

### Seminar curriculum

|  |                         |                             |             |
|--|-------------------------|-----------------------------|-------------|
| Ensure at the beginning and end of the semesters students are scheduled and participating in credit recovery efforts | counselor, all teachers | May 1, 2018 to May 31, 2019 | Not started |
|--|-------------------------|-----------------------------|-------------|

### Credit recovery

|  |                                |                              |             |
|--|--------------------------------|------------------------------|-------------|
| Over the course of the entire school year, every grade level will have an opportunity to participate in college tours. | seminar teachers and counselor | Aug 27, 2018 to Jun 30, 2020 | Not started |
|--|--------------------------------|------------------------------|-------------|

College tours

|  |       |                             |             |
|--|-------|-----------------------------|-------------|
| By August 209, Principal will hire a post-secondary coach to lead parent workshops, work with student on post-secondary planning throughout the school year. | admin | Jul 1, 2019 to Aug 27, 2019 | Not started |
|--|-------|-----------------------------|-------------|

Post secondary supports

|  |                      |                              |             |
|--|----------------------|------------------------------|-------------|
| Develop a week-long summer program for rising seniors to learn about the college-going process | admin, N4 PSLT coach | May 11, 2018 to Jun 29, 2018 | Not started |
|--|----------------------|------------------------------|-------------|

College Access and Persistence

|  |           |                              |          |
|--|-----------|------------------------------|----------|
| All graduating seniors will participate in Summer Melt to ensure students are following through on their post-secondary college or career path | counselor | Jun 18, 2018 to Aug 30, 2018 | On-Track |
|--|-----------|------------------------------|----------|

College Access and Persistence

|  |                             |                             |        |
|--|-----------------------------|-----------------------------|--------|
| Behavior Health Team will meet weekly to review student logger, track student referrals, progress monitor (academic, attendance, behavior, participation in counseling services) and coordinate and communicate with partners and teachers | teachers, external partners | May 1, 2018 to Jun 21, 2019 | Behind |
|--|-----------------------------|-----------------------------|--------|

Behavior health team

Action Plan

Strategy 1

ON-TRACK

7th - 12th grade teachers will engage in learning with Lead 180 to implement creation/revision of curriculum maps based upon scopes and sequence maps aligned to depth of knowledge and PSAT/SAT skill shifts during weekly department meetings."

Feb 02, 2018 to Aug 31, 2018 - ILT, all teachers

### Status history



ON-TRACK

May 21, 2018  
**Evidence**  
 scope and sequence maps, curriculum maps, unit plans

NOT STARTED

7th and 12th grade teachers will review maps to uncover gaps and redundancies from 7th-12th grades. 100% of scope and sequence developed through Lead 180 coaching will be reviewed by May 30, 2018."

May 01, 2018 to Jun 22, 2018 - ILT and all teachers

### Status history



NOT STARTED

May 21, 2018  
**Evidence**

Google folder, protocol to review scope and sequence maps

ON-TRACK

100% of 7th - 12th grade teachers will develop/refine formative and summative assessments aligned to essential questions and learning standards (including targeted skills) outlined in their scope and sequence maps. Math will use CPS Quarterly Benchmark assessments. All other courses will continue to evaluate assessments on quarterly basis for levels of DOK and measure of skills outlined in scope and sequence map."

May 01, 2018 to Jan 31, 2019 - ILT, curriculum coach, and all teachers

## Status history

May 21

ON-TRACK

May 21, 2018

### Evidence

Google folder, protocol to review levels of questioning and clarity of skills measured

ON-TRACK

Purchase MS science (Jennie Sarna) and math CPS approved curriculum by June 1, 2018. Math teachers will revisit scope and sequence to align CPS benchmark assessments."

Jun 04, 2018 to Aug 31, 2018 - Math and Science Dept Chairs

## Status history

May 21

ON-TRACK

May 21, 2018

### Evidence

Go Math invoice

NOT STARTED

All teacher will receive refresher PD focused on effective essential questions and enduring understandings. The ILT will create a glossary of terms/examples of components of curriculum maps to be reviewed quarterly."

Jul 02, 2018 to Aug 31, 2018 - ILT, curriculum coach, and teachers

## Status history

May 21

NOT STARTED

May 21, 2018

### Evidence

KWL for teachers, review of curriculum maps/unit plans to analysis quality of essential questions.

NOT STARTED

Research and purchase resources for EL students and DL students in core subjects: math, social studies, science, DL math textbooks (10 Spanish version of textbook, in addition a class of 30 set of textbooks (Pearson). Graphic historical novel / bilingual electronic translator, IXL subscriptions for supporting math development in the middle school grades."

May 21, 2018 to Apr 30, 2019 - MS EL/DL ELA and Social Science teachers

## Status history

May 21

NOT STARTED

May 21, 2018

### Evidence

Vendors, invoices, purchase orders

NOT STARTED

All teachers will conduct a Inventory of the book room to determine what's available and what's needed to support student learning by Monday, June 4."

May 30, 2018 to Jul 06, 2018 - Departments and CPS

## Status history



**NOT STARTED** May 21, 2018  
**Evidence**  
Summer CPS inventory of books/instructional materials. Spreadsheet with KP inventory for teachers to refer to when planning.

**ON-TRACK**  
100% of teachers will engage in protocol for unit plan and assessment review at grade levels (examine DOK, essential questions, enduring understanding) done quarterly."  
Sep 03, 2018 to Jun 28, 2019 - Grade Level Leads

## Status history



**ON-TRACK** May 21, 2018  
**Evidence**  
Notes catcher to record evidence of key components on assessment and feedback from peer on how to improve upon the assessment.

**COMPLETED**  
Allocated funds for Middle School Teachers and ILT to allow time for teachers to collaborate, plan, and reflect on student work to improve learning on bi-weekly basis."  
Apr 02, 2018 to May 01, 2018 - Admin, LSC

## Status history



**COMPLETED** May 21, 2018  
**Evidence**  
Meeting agenda, attendance roster, action items/notes, planning artifacts: revised unit plans, samples of student work

**ON-TRACK** Purchase class set of new version of AP US History by June 1st, 2018"  
May 31, 2018 to Jun 08, 2018 - Department Chair, Admin team

## Status history



**ON-TRACK** May 21, 2018  
**Evidence**  
Purchase order,

**NOT STARTED**  
Develop a four quarterly phase RP plan that includes: teachers sustaining a calm and inviting learning community to promote student engagement, 100% of teachers will continue to refine their practice of using restorative conversations. Teachers will continue to learn de-escalation techniques. Restorative practices leads will use bi-weekly grade level meetings to engage in peer learning for developing a common understanding of restorative conversations."  
May 01, 2018 to Jun 21, 2019 - RP leads

## Status history



**NOT STARTED** May 21, 2018  
**Evidence**  
100% of teachers will use Restorative Conversation Tracker to document their conversations with students.

**NOT STARTED** SY19 Summit cycles of learning will inform the cognitive demand and access of tasks, teacher practice, and student engagement (AAI)."  
Sep 30, 2018 to May 30, 2019 - Summit Teacher Leaders

## Status history

May 21

NOT STARTED

May 21, 2018

### **Evidence**

Summit look fors and artifacts.

## Strategy 2

NOT STARTED

Conduct an item analysis of PSAT/SAT to identify student skills deficits. Use data for student goal setting, differentiated instruction, and revision of learning tasks to allow for extra practice in skills development. Teachers will use Skills Insight report to plan/create/refine student tasks."

May 01, 2018 to Jul 05, 2019 - all teachers

## Status history

May 21

NOT STARTED

May 21, 2018

### **Evidence**

Goal setting, student tracker of skills mastery

NOT STARTED

Teachers engage in ongoing professional learning cycles focused on common teacher practices to develop a toolkit of instructional strategies to differentiate instruction: student literacy development, discussion skills, and promote critical thinking."

Aug 27, 2018 to Jun 28, 2019 - ILT and all teachers

## Status history

May 21

NOT STARTED

May 21, 2018

### **Evidence**

PLC calendar, peer observation schedule, pop-in observation feedback

ON-TRACK

Continue using Reading for Understanding text to provide disciplinary literacy support for ALL (teachers work in department cohorts to support metacognition of complex texts)"

Jan 31, 2018 to Jun 28, 2019 - ILT, all teachers

## Status history

May 21

ON-TRACK

May 21, 2018

### **Evidence**

Learning walk evidence of strategy implementation, peer coaching feedback notes, teacher quarterly reflection of implementation of strategy.

NOT STARTED

Create a master list of who's in our building. Spreadsheet which includes student attendance, GPA, standardized testing data, supporting services, receiving in one central location for planning and scheduling purposes. (Knowledge of students who is high opportunity and who needs immediate interventions)."

- N4 data strategist, all teachers, department chairs

## Status history

May 21

NOT STARTED

May 21, 2018

**Evidence**

Tracking / running records of student data

NOT STARTED

Use data for individual student goal setting, differentiated instruction, flexible grouping and revision of learning tasks to allow for extra practice in skills development."

Aug 27, 2018 to Jun 28, 2019 - all teachers, department chairs

## Status history



May 21

NOT STARTED

May 21, 2018

**Evidence**

Tracking / running records of student data

NOT STARTED

Professional learning cycles- Professional development / teacher development to provide effective and actionable feedback for SY19."

Aug 27, 2018 to Jun 14, 2019 - Department Chairs

## Status history



May 21

NOT STARTED

May 21, 2018

**Evidence**

Meeting PD agenda and evaluation forms

ON-TRACK

ILT meetings meet bi-weekly to routinely use data to analyze school academic progress. ILT action items/new learning will be shared and implemented at department meetings."

May 01, 2018 to Jun 23, 2020 - Admin, curriculum and instructional coach, department chairs

## Status history



May 21

ON-TRACK

May 21, 2018

**Evidence**

ILT and department meetings, attendance list, action items

NOT STARTED

Meet with grade-level teams to collaborate and analyze grade-level data BOY, MOY and EOY based on summative assessments."

Sep 04, 2018 to Jun 23, 2020 - Admin, curriculum and instructional coach, department chairs

## Status history



May 21

NOT STARTED

May 21, 2018

**Evidence**

Meeting agenda and minutes

NOT STARTED

Observe classrooms to provide PQS feedback: praise, questions, suggestions for effective instructional best practices (quarterly)"

May 01, 2018 to May 29, 2020 - Admin, curriculum and instructional coach, department chairs

## Status history



May 21



NOT STARTED

May 21, 2018

**Evidence**

Observation tracking tools and feedback forms

NOT STARTED

100% of teachers will engage in professional learning cycles to implement restorative practices (professional readings, safe practice, peer observation, data review)"

Aug 27, 2018 to Aug 30, 2019 - teachers

## Status history

May 21

NOT STARTED

May 21, 2018

**Evidence**

Agenda, learning walks

NOT STARTED

100% of teachers will improve teacher practice in use of restorative practices. We will establish teacher grade level leads to coordinate seminar curriculum to ensure talking circles are integrated as well as student based projects. ."

Aug 27, 2018 to Jun 26, 2020 - teachers, admin

## Status history

May 21

NOT STARTED

May 21, 2018

**Evidence**

Restorative conversation tracking tool, curriculum folder

### Strategy 3

NOT STARTED

Increase parent portal usage for college-going behaviors by providing quarterly PD for parents on how to monitor and what to look for"

May 01, 2018 to Sep 28, 2018 - Parent Advocates, Principal, counselor

## Status history

May 21

NOT STARTED

May 21, 2018

**Evidence**

Portal tracker

NOT STARTED

Provide monthly workshops for families to learn about GPA, SAT/PSAT, Khan Academy, Scholarships, College Readiness Skills (Academic and Social-Emotional)"

May 01, 2018 to Jun 06, 2019 - counselor, assistant principal

## Status history

May 21

NOT STARTED

May 21, 2018

**Evidence**

attendance sheets, agenda, exit slips

NOT STARTED

Utilize the CPS tracking tool (transfer Naviance to Excel) to monitor and analyze senior post-secondary plans bi-monthly status during PSLT meetings"

May 01, 2018 to Jun 28, 2019 - counselor and assistant principal

## Status history



**NOT STARTED** May 21, 2018  
**Evidence**  
Naviance Reporting Tool, SEQ data, Google Drive

**NOT STARTED**  
At the start of the school year establish clear expectations and roles/responsibilities for all seminar teachers that will be monitored quarterly"  
- assistant principal and PSLT

## Status history



**NOT STARTED** May 21, 2018  
**Evidence**  
seminar lessons, quarterly student surveys about seminar

**NOT STARTED**  
Before the start of the school year review and revise seminar curriculum to guide students capacity to understand the college and career process."  
Apr 02, 2018 to Jun 28, 2019 - assistant principal and PSLT

## Status history



**NOT STARTED** May 21, 2018  
**Evidence**  
curriculum

**NOT STARTED** Ensure at the beginning and end of the semesters students are scheduled and participating in credit recovery efforts"  
May 01, 2018 to May 31, 2019 - counselor, all teachers

## Status history



**NOT STARTED** May 21, 2018  
**Evidence**  
attendance records, parent contact, contracts, transcripts

**NOT STARTED** Over the course of the entire school year, every grade level will have an opportunity to participate in college tours."  
Aug 27, 2018 to Jun 30, 2020 - seminar teachers and counselor

## Status history



**NOT STARTED** May 21, 2018  
**Evidence**  
field trip forms, college match based on GPA

**NOT STARTED**  
By August 209, Principal will hire a post-secondary coach to lead parent workshops, work with student on post-secondary planning throughout the school year."

Jul 01, 2019 to Aug 27, 2019 - admin

## Status history

May 21

NOT STARTED

May 21, 2018  
**Evidence**  
New hire

NOT STARTED

Develop a week-long summer program for rising seniors to learn about the college-going process"  
May 11, 2018 to Jun 29, 2018 - admin, N4 PSLT coach

## Status history

May 21

NOT STARTED

May 21, 2018  
**Evidence**  
Student artifacts, registration homes, flyers for program

ON-TRACK

All graduating seniors will participate in Summer Melt to ensure students are following through on their post-secondary college or career path"  
Jun 18, 2018 to Aug 30, 2018 - counselor

## Status history

May 21

ON-TRACK

May 21, 2018  
**Evidence**  
Student contact information, student responses from one-on-one interviews

BEHIND

Behavior Health Team will meet weekly to review student logger, track student referrals, progress monitor (academic, attendance, behavior, participation in counseling services) and coordinate and communicate with partners and teachers"

May 01, 2018 to Jun 21, 2019 - teachers, external partners

## Status history

May 21

BEHIND

May 21, 2018  
**Problem**  
Progress monitoring tracker, communication between teachers and counseling partners  
**Root Cause**  
**Next steps**

Fund Compliance

## Supplemental General State Aid(SGSA)

☒ My school receives SGSA funds

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

1. The attendance center allocation is correctly based on the number of students eligible to receive free and reduced lunch and breakfast.
2. The attendance center has an approved plan, developed in consultation with teachers, administrators, and other appropriate personnel, and parents of the students attending the attendance center.
3. The attendance center's plan is approved by the LSC and CPS.

4. SGSA funded activities fall within the allowable program categories: early childhood education, reduced class size, enrichment programs, remedial assistance, attendance improvement, and other educationally beneficial expenditures which supplement the regular programs as determined by the Illinois state board of education.
5. SGSA Funds supplement and do not supplant non-categorical and other categorical funds allocated to the attendance center.
6. SGSA funds are supporting only those activities specified in the school's approved plan/amendment.
7. SGSA funds are not used for capital expenditures. 8. SGSA funds are not used for any political or lobbying activities by the attendance center.

## ESSA Program

### ☒ ESSA Schoolwide Program

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

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

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

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

## Parent Involvement in Targeted Assistance and Schoolwide Programs

☒ I verify that the statement below is correct

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

### Parent and Family Plan

#### Parent and Family Engagement Policy

Complete

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

Parent meetings with PAC/BAC. Plan for workshops on how to begin guiding students and parents toward school success. Through goal setting parent and admin team will support the development of parent involvement. Educating parents on how to support schools and students is the initial move to guide other parents with strategies to support the school to home connection.

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

PAC Title I PAC Organization Meeting: Tuesday, September 18 at 5pm-6pm

PAC Title I Annual Meeting: Tuesday, September 25 at 5pm-6pm

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.

The school will host parent workshops, parent events (academic support for kids, mental health activities for parents, art projects for families). School will help foster community organizations such as New Hope Church., Metropolitan Family Services, to help address the needs of the community. Principal will schedule monthly coffee with the community (parents, partners, community organizations).

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.

Open House/Curriculum Night for families on Tuesday, September 18 from 6 pm-7:30 pm will be the initial day to distribute crucial student achievement data. Families will be welcomed into the classrooms to meet teachers and learn about the targeted skills and content knowledge they will learn over the course of the school year.

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

During parent meeting we will collect update contact information including email addresses to build better communication with families. In order to build better communication we will use the marquee outside school to announce upcoming events. We will upgrade the school website to ensure updated information is available to parent, students, community and partners.

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.

Parents will be provided with training on how to create an Khan Academy account to monitor their children's usage and progress toward skills mastery. School will partner with parents to schedule college tours to build the college going process.

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.

Working with the PAC, parents and the school will create two events during the school year to communicate about Science and Math competitions and what is included in completing the task/project. The school will host literacy night to help families learn about reading strategies to support them at home. School will hold movie night for students while parents attend workshops and other parent meeting. The school will provide workshops on topics: positive discipline strategies/ restorative conversations, program options, graduation requirements, test schedules, and education options after graduation and how to plan for them; financing post-secondary education and applying for financial aid; and courses students should take to be prepared for college or other education opportunities after graduation.

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.

School will designate a parent space that is to be used exclusively by parents. Parents will be invited to grade levels once a month to learn about academic and social-emotional interventions.

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.

N/A

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.

School communications will be sent in both English and Spanish via email, print for student distribution, website, and school marquee. Monthly calendar, quarterly department / grade level memos will be sent home and posted on school website.

#### Policy Implementation Activities

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



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



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



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

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

n/a

#### School-Parent Compact

Complete

The school will provide high-quality curriculum and instruction in a supportive and effective learning environment that enables the participating student to meet

the State's student academic achievement standards. Describe how the school will provide high-quality curriculum and instruction in a supportive environment. (Restate the school mission.)

#### Mission Statement

We will accomplish our vision, with our unwavering focus on engaging, rigorous, and relevant curriculum; quality relationships between students and adults reinforced with positive role-modeling and mentoring; dedicated time for teachers to collaborate; and consistent, intentional and well planned policies.

#### Vision Statement

KPS graduates are college and career ready and civically engaged adults who think critically, are socially and emotionally well developed, and who are capable of serving as advocates for themselves and others through leadership in their communities.

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.

Q1 on Thursday, November 15, 2018 and Q3 on Thursday, April 11, 2019

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

Five week progress reports as well as BAG reports (behavior, attendance, grades) sent every 10 weeks.

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

School website, scheduled conferences arranged via email or in the main office

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.

Parents have been provided parent room for parent meetings/events. Parents will be partners in planning, marketing and participating in school events.

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

Parent portal workshops. Quarterly coffee with the principal to review school news/academic growth.

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

Through LSC meetings, PAC and BAC workshops, Five Essentials Survey, Scheduled parent conferences

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).

Help the school coordinate attendance, PBIS campaigns

## Parent Budget

Complete

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

Increased GPA/on-track rates (workshops to inform families about the meaning of grades and impact on college options)  
Increased college enrollment (workshops to inform families about the college process / what students/families need to know year by year)

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 |
|----|--------|-----|

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.

|    |     |     |
|----|-----|-----|
| \$ | 807 | .00 |
|----|-----|-----|

|       |   |    |     |     |
|-------|---|----|-----|-----|
| 53205 | <b>Refreshments</b><br>Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops. | \$ | 600 | .00 |
|-------|---|----|-----|-----|

|       |   |    |        |     |
|-------|---|----|--------|-----|
| 54125 | <b>Consultants</b><br>For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED) | \$ | Amount | .00 |
|-------|---|----|--------|-----|

|       |  |    |      |     |
|-------|--|----|------|-----|
| 54505 | <b>Admission and Registration Fees, Subscriptions and memberships</b><br>For Parents use only. | \$ | 1000 | .00 |
|-------|--|----|------|-----|

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

|              |  |    |        |     |
|--------------|--|----|--------|-----|
| <p>54565</p> | <b>Reimbursements</b><br>Allocation CAN NOT EXCEED 25% OF THE Parent Budget. All Parent Reimbursements related to Title 1 parent and family engagement must be paid from this account. Receipts must be clear unaltered and itemized. School must keep all receipts. | \$ | Amount | .00 |
|--------------|--|----|--------|-----|

|              |  |    |        |     |
|--------------|--|----|--------|-----|
| <p>53510</p> | <b>Postage</b><br>Must be used for parent and family engagement programs only. | \$ | Amount | .00 |
|--------------|--|----|--------|-----|

|       |   |    |        |     |
|-------|---|----|--------|-----|
| 53306 | <b>Software</b><br>Must be educational and for parent use only. | \$ | Amount | .00 |
|-------|---|----|--------|-----|

|       |   |    |        |     |
|-------|---|----|--------|-----|
| 55005 | <b>Furniture and Equipment</b><br>Must have a parent room or a secure place to keep furniture/equipment. Cannot be placed in the main office or where staff and students have access too. To by used only by parents. | \$ | Amount | .00 |
|-------|---|----|--------|-----|