



Marie Sklodowska Curie Metropolitan High School / Plan summary

2018-2020 plan summary

Team

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Topic

12/22/2017	Amanda Brode, Allison Tingwall, Homero Penuelas, Claudia Morales, Fanny Clonch, Joi Perkins, Marcus Clemons, Latoyia Shadd, Alexander Rhodan, Sarah Spachman, Oscar Torres	Team Building, review previous CIWP process, go over team expectations
01/16/2018	Amanda Brode, Allison Tingwall, Homero Penuelas, Claudia Morales, Fanny Clonch, Joi Perkins, Marcus Clemons, Latoyia Shadd, Alexander Rhodan, Sarah Spachman, Oscar Torres	Evaluate school's 3 Year Plan, 5 Essentials, SQRP
01/17/2018	Amanda Brode, Allison Tingwall, Homero Penuelas, Claudia Morales, Fanny Clonch, Joi Perkins, Marcus Clemons, Latoyia Shadd, Alexander Rhodan, Sarah Spachman, Oscar Torres	SEF Evaluation:Leadership and Collective Responsibility, ILT, PL
01/31/2018	Amanda Brode, Allison Tingwall, Homero Penuelas, Claudia Morales, Fanny Clonch, Joi Perkins, Marcus Clemons, Latoyia Shadd, Alexander Rhodan, Sarah Spachman, Oscar Torres	SEF Evaluation: Aligned Resources, Curriculum, Instructional Materials
02/08/2018	Amanda Brode, Allison Tingwall, Homero Penuelas, Claudia Morales, Fanny Clonch, Joi Perkins, Marcus Clemons, Latoyia Shadd, Alexander Rhodan, Sarah Spachman, Oscar Torres	SEF Evaluation: Rigorous Student Tasks, Transitions, Instruction
02/14/2018	Amanda Brode, Allison Tingwall, Homero Penuelas, Claudia Morales, Fanny Clonch, Joi Perkins, Marcus Clemons, Latoyia Shadd, Alexander Rhodan, Sarah Spachman, Oscar Torres	SEF Evaluation: Balanced Assessment, MTSS, Culture of Learning, Relational Trust
02/21/2018	Amanda Brode, Homero Penuelas, Claudia Morales, Fanny Clonch, Joi Perkins, Marcus Clemons, Latoyia Shadd, Alexander Rhodan, Sarah Spachman, Oscar Torres	SEF Evaluation: Student Voice and Civic Life, Safety and Order,Restorative Approaches to Discipline, Parent Partnership
03/01/2018	Amanda Brode, Allison Tingwall, Homero Penuelas, Claudia Morales, Marcus Clemons, Alexander Rhodan	Priority Finalization
03/15/2018	Amanda Brode, Marcus Clemons, Jasmine Dornier-Vazquez, Homero Penuelas, Alexander Rhodan, Allison Tingwall	Inputting Evidence for all Priority areas
03/21/2018	Amanda Brode, Marcus Clemons, Jasmine Dornier-Vazquez, Scott Feyereisn, Joi Owusu-Perkins, Alexander Rhodan, LaToyia Shadd, Allison Tingwall, Oscar Torres	Discussion of Root-Cause Analysis Article, Determine problem for Balanced Assessment & Grading, and begin Fishbone-ing causes
04/04/2018	Amanda Brode, Marcus Clemons, Jasmine Dornier-Vazquez, Joi Perkins-Owusu, Alexander Rhodan, LaToyia Shadd, Sara Spachman, Allison Tingwall	Determine leading cause of Balanced Assessment & Grading; Why, Why, Why? Chart; Decide problem for Curriculum and begin fishbone-ing

04/13/2018	Amanda Brode, Marcus Clemons, Jasmine Dornier-Vazquez, Scott Feyereisen, Christopher Graves, Starlett Miles, Claudia Morales, LaToya Shadd, Homero Penueles, Oscar Torres	Problem determination, fishbone and Why, why, Why for Curriculum, Instruction, MTSS and began Professional Learning
04/18/2018	Amanda Brode, Fanny Clonch, Scott Feyereisen, Sussan Oladipo	Focus on Professional Development
04/25/2018	Amanda Brode, Marcus Clemons, Jasmine Dornier-Vazquez, Scott Feyereisen, Claudia Morales, Homero Penueles, Oscar Torres, Allison Tingwall	Team discussed professional readings and worked on strategies and milestones for Balanced Assessment

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.

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The school has a 3 year plan which has been communicated to all community stakeholders at LSC, and staff meetings during the last 2 years. The Curie Way which was born from the previous CIWP team is a group of shared values and expectations for the Curie community which are shared constantly throughout the building. Beyond posters and handouts, the Curie Way can be seen in our promotional materials, student and staff awards.

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

Instructional Leadership Team:

Score

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

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Frequent team meetings as evidenced by team agendas (Course Teams meetings, SBG PD from Flex Days and throughout school year day, ILT's regarding powerful practice and objectives). There have been learning walks and there is data and observation schedule as part of cycle of inquiry. ATLAS data protocol is used at meetings, along with task analysis protocols. There was PSAT/SAT data analyzed at April 2017 and October 2017 all-school PD meetings. Community builders are used as openers of PD, as noted on all agendas. Departmental walkthrough data collection tools from peer observations in 2017 and upcoming May 2018.

Guide for Instructional Leadership Team

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

Evidence, Measures, and Standards

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

Professional Learning:

Score

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

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SBG is taught on Flex Days, there has also been push-in to departments during regular weekly PD time. Advanced Placement data has been used by the EOS team. 2 or more years of agendas and learning on Depth of Knowledge and trauma informed teaching. All-year, ongoing professional learning on SBT. All teachers receive 2 meetings a week of professional learning for the last 3 years. There are ILT learning walks (focused on Depth of Knowledge) and peer observations for and of all teachers. Principal put out a video on our work on safe practice of ladders. There is data informed professional learning.

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	✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda? ✓ PD agendas, PD feedback surveys ✓ Teacher practice improving on the Framework for Teaching (e.g. Basic>Proficient, Proficient>Distinguished)
Measures	✓ SQRP Attainment and Growth ✓ Five Essentials: Collaborative Teachers
Five Essentials	Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	8.2. Observes and Evaluates Staff and Gives Feedback to Staff 8.6. Professional Development Provided for Staff
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	✓ Teaching the Teachers ✓ Making Better Use of Research ✓ Upcoming Professional Learning Opportunities ✓ Framework for Teaching PD Modules

Aligned Resources:

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

Score

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We have an Operations Manager. We have received an Adidas grants, HTT, grants, and many teachers do DonorsChoose. There are double-period classes for our CTE programs. The school has a split-start time for 9&10 and 11&12 graders. There is an AVID and OneGoal program. Staff, students and parents are invited to partake in the hiring process. Partner organizations have a shared vision, such as: BPNC, Gads-Hill and GearUp. Other organizations/groups found in school: Mind + Hand and Dreamers Coalition.

Guide for Aligned Resources

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Schedules
	✓ Teacher retention rates
	✓ Staff exit interviews/surveys (data on reasons for leaving school or district)
	✓ Candidate interview protocol documents
	✓ List of community-based organizations that partner with the school and description of services
	✓ Evidence of effectiveness of the services that community-based organizations provide
Measures	✓ Budget analysis and CIWP
	✓ Five Essentials
Five Essentials	Effective Leaders, Collaborative Teachers
MTSS Framework	Shared Leadership, Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	A3. Allocates Resources to Support Student Learning, Prioritizing Time B4. Hires and Retains Highly Effective Teachers
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	Aligning Resources with Priorities: Focusing on What Matters Most
✓	Instructional Supports
✓	Strategic Source Vendor List
✓	CPS Instructional Time Guidelines: Elementary School Overview
✓	CPS Instructional Time Guidelines: High School Overview
✓	CPS Instructional Block Guidance: K-2 Literacy
✓	CPS Instructional Block Toolkits: Math

Expectations for depth & breadth of Student Learning

4 of 4 complete

Curriculum:

Score

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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.

There are comprehensive unit plans including assessment aligned to identified Essential Questions and Enduring Understandings. There are thematic units which cover multiple disciplines. There has been SEL integration into classroom curriculum on an ongoing basis. CTE classes partner with a variety of outside organizations to set-up internships. Attainment and growth has been stagnant as noted in the SQRP.

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	✓ Curriculum maps, vertical/horizontal ✓ Sequencing and pacing guides ✓ Thematic units which cover multiple disciplines ✓ Comprehensive unit plans including assessments
Measures	✓ SGRP Attainment and Growth
Five Essentials	- Ambitious Instruction - Effective Leaders - Collaborative Teachers
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	3a. Communicating with Students 3c. Engaging Students in Learning 1a. Demonstrating knowledge of content and pedagogy 1d. Designing Coherent Instruction
CPS Performance Standards for School Leaders	B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ CPS Content Frameworks: Math, Science, Social Science, and Literacy ✓ CPS Literacy Scope and Sequence ✓ CPS Math Scope and Sequence ✓ Digital Citizenship Curriculum ✓ K-12 Financial Literacy Guide ✓ Personal Finance 3.0 Course ✓ Physical Education Scope & Sequence ✓ Health Education Scope & Sequence ✓ Interdisciplinary African & African American Studies Curriculum ✓ Interdisciplinary Latino and Latin American Studies Curriculum	

Instructional Materials:

Score

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

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New books were bought for the French classes. There is multiple usage of varied instructional materials in class including, but not limited to: smart boards, supplemental materials, Chromebooks and iPads. Bilingual students have access to books and resources in their native languages.

Guide for Instructional Materials

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

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Cross-section of materials from a variety of content areas and grade levels ✓ Evidence of scaffolding and differentiation for all students to access the content/skills ✓ Description of materials in curriculum and/or lesson plans ✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	✓ SGPR Attainment and Growth
Five Essentials	- Ambitious Instruction - Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	1a. Demonstrating Knowledge of Content and Pedagogy 1b. Demonstrating Knowledge of Students 1c. Selecting Learning Objectives 1d. Designing Coherent Instruction
CPS Performance Standards for School	A3. Allocates Resources to Support Student Learning, Prioritizing
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	✓ Universal Design for Learning Guidelines 2.0 ✓ UDL PD Modules ✓ CPS Integrated Library System (S.O.A.R.)

Rigorous Student Tasks:

Score

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

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Learning walk-throughs are done by departments and school-wide. Students are being allowed to re-take test and to re-do assignments.

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

Transitions, College & Career Access & Persistence:

Score

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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)

Post Secondary Leadership Team helps students complete FAFSA, college applications and scholarships. School and partners help take students to college visits. All freshman visited a college during freshman orientation. CTE partners, with a variety of organizations, expose students to various career paths. Schools holds one college fair and one career fair. Freshman Orientation, Freshman on Track (meeting with the students), Sophomore on Track (Half cap program) all help keep students college-bound. Diverse Learners have attended a Junior Achievement Job shadow. AP and IB classes are available to all students. Highest Network 8 student usage of Naviance. 70% of our students from SY2017 enrolled in college. Our attendance is currently trending at 90% SY2018.

Guide for Transitions, College & Career Access & Persistence

- **TRANSITIONS - Have structures and processes in place to ensure successful transitions (e.g. into school , grade to grade, school to school, school to post-secondary).**
 - Mitigate the adverse effects experienced by some students in transition – such as arriving part-way through the school year – that can cause students to fall behind or become disengaged from school.
 - Monitor the progress of English learners after transition from services.
 - Provide programs and interventions that help students as they move from middle school through Freshmen year, including but not limited to: High School Investigation Days, CTE recruitment fairs, Freshmen Connection program (where budget allows), and a robust Freshmen Orientation program. Implement targeted holistic student supports the entire Freshmen year.
 - Provide sustained summer learning experiences to minimize learning loss and support key transition periods (e.g. summers before Kindergarten, HS, and college).
 - Use student data and best practices research to develop focused programs.
 - Expand access beyond students who are struggling academically.
 - Provide school counseling and postsecondary advising transition support and follow-up during “Summer Melt” and the first year of college.
- **AWARENESS - Expose students early to academic/professional worlds beyond K-12.**
 - Provide students opportunities to discover personal talents and skills, identify career interests, and pursue coursework/activities necessary to reach personal, academic and career goals. Expose students to CTE Pathways around career options
 - Expose students to a range of career paths and the educational requirements of each to improve long-term planning and goal-setting.
 - Start the conversation about college in primary grades.
 - Make parents aware of academic opportunities and supports for their child.
- **READINESS – Ensure equitable access to college preparatory curriculum.**
 - Provide access to 8th Grade Algebra to all eligible 8th grade students.
 - Provide access to early college and career coursework and credential opportunities while in HS (e.g. AP credit, Dual credit, industry credentials (CTE), Seal of Biliteracy)
 - Teach students to analyze their transcripts and test scores, as well as connect course selection, attendance, and grades to their continued success and access to postsecondary options, and adjust their actions and behavior to make progress toward graduation and their top postsecondary choice. Provide support and motivation to encourage B's or better and improving attendance.
 - Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting.
 - Find opportunities to work with all students on academic and personal behaviors, including persistence, engagement, work habits/organization, communication/ collaboration, and self-regulation.
 - In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
 - Provide opportunities for Dual Credit/Dual Enrollment
- **SUCCESS - Provide direct assistance to all students and families through every stage of the college selection, application, and entry process (Transition to College (HS))** including, but not limited to academic planning/advising to assist with:

- Selecting colleges with the best institutional graduation rates for their level of qualifications. (Students of all qualification levels are more likely to graduate from college if they attend a postsecondary institution with high graduation rates)
- Researching/comparing options including short and long-term financial outcomes, comparing college graduation rates, and other statistics to narrow down options.
- Researching living wage options such as an apprenticeship or certification programs for students who wish to work after high school and/or want to delay college.
- Applying to multiple colleges—generally three or more.
- Navigating financial aid and capitalizing on grant and scholarship opportunities.
- Equipping students and families with persistence strategies. (College Persistence Toolkit)
- Help families learn about existing CTE career pathways, apprenticeships/pre-apprenticeship programs

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	✓ Data on college visits and college fair information ✓ Persistence Identity Data ✓ Scholarships earned ✓ Artifacts, plans, or timelines related to successful transitions structures ✓ To & Through data
Measures	✓ College Enrollment, Persistence, Drop Out, and Attendance Rates ✓ Early College and Career Credentials
Five Essentials	- Ambitious Instruction - Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2b. Establishing a Culture for Learning
CPS Performance Standards for	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓ Researching College ✓ CPS Advisory Framework ✓ Preventing college plans from melting away ✓ To & Through Project ✓ Redefining College & Career Readiness ✓ College Scorecard	✓ CPS College Persistence Toolkit ✓ Meaningful Linkages Between Summer Programs, Schools, and Community ✓ From HS to the Future (CCAB, 2006)
CPS SCHOOL EXCELLENCE FRAMEWORK 17	

Expectations for depth & breadth of Quality Teaching

3 of 3 complete

Instruction:

Score

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

1 2 3 4

ILT and SLT have identified and begun the implementation of DoK (Depth of Knowledge), "Productive Struggle" initiatives and common unit plans meant to support student content and skills. Students receive progress reports and BAG reports. DoK questioning included in lesson and unit plans that are tied to Essential Questions/Enduring Understandings in a Unit Plan. But also being added to daily lessons and task. Course teams meet to develop formative assessments but monitoring of effects of teaching needs to be supported when discussed in course teams. Grade level teams meet to address the failure rates and struggling students but whether or not advanced needs are met is unclear. These things are evidenced in individual classrooms, but not across the board in EVERY classroom,

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	✓ Evidence of best practices (flexible grouping, cognitively demanding tasks, open-ended questions) ✓ Informational observations, peer observations, learning walks ✓ Lesson studies
Measures	✓ SQRP Attainment and Growth ✓ REACH observation trends (de-identified)
Five Essentials	- Ambitious Instruction - Effective Leaders - Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	3a. Communicating with Students 3b. Using Questioning and Discussion Techniques 3c. Engaging Students in Learning 3d. Using Assessment in Instruction 3e. Demonstrating Flexibility and Responsiveness
CPS Performance Standards for School Leaders	- B1. Implements Curricular Scope and Sequence and Reviews Instructional Practices - B2. Observes and Evaluates Staff and Gives Feedback to Staff
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
✓	CPS Framework for Teaching with Critical Attributes
✓	CPS Framework for Teaching Professional Learning Modules
✓	CPS Framework for Teaching Professional Learning Opportunities
✓	Special Education Addendum
✓	English Language Learner Addendum

Balanced Assessment & Grading:

Score

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.

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Units are aligned to CCSS standards (SAT and PSAT). And quarterly and semester exams are provided but alignment to CCSS is not widespread or common across all departments. Freshman-on-track teams (and other intervention teams) meet to address student needs and monitor improvement. Teachers modify per federally required Learning Plans. Teachers have received N8TL PD on differentiation. Also, Bilingual department provided PD on differentiating and addressing needs of ELL learners in our classrooms. ACCESS testing takes place yearly. Initiative to sync Khan Academy to College Board to monitor improvement in PSAT/SAT scores in math and English. New weights and grading policies implemented at the beginning of the 2017-2018; beginning SBG roll-out. Little evidence of moving towards Standards-Based Grading.

Guide for Balanced Assessment & Grading

- **Use multiple measures (i.e. a range of assessment types and at multiple points in time) to supplement district-centralized assessments with other formative assessments to provide a more comprehensive picture of student learning.**
- **Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement, especially for students receiving Tier 2 and 3 services, in addition to Tier 1 core instruction. (also see MTSS and Instruction)**
- **Make assessments accessible to students, including diverse learners and English Learners through employing features of universal design and use of accommodations and, where needed, modifications.**
 - Provide accommodations in presentation (i.e. how assessment text and tasks are presented to students), response (i.e. how students provide their answers), and/or setting/timing (i.e. scheduling/location of assessment).
- **Utilize assessments that reflect the key shifts in literacy and mathematics in teacher created or selected assessments.** (see Rigorous Student Tasks)
- **Utilize assessments that measure the development of academic language for English learners.**
- **Have access to and analyze school-wide, teacher team, and classroom assessment data to determine instructional effectiveness and subsequent learning needs**
- **Improve and promote assessment literacy.**
 - Work together on building common assessments within a department, course, or grade level team.
 - Invest resources in helping teachers evaluate and improve the quality of formative assessments. For example, use the Assessment Design Toolkit.

- Use common protocols and calibrate on scoring and grading in teacher teams.
- Analyze quality and alignment of assessments and tasks to ensure they meet the expectations of the standards and embed various levels of complexity.
- **Have a grading system that clearly, accurately, consistently, and fairly communicates learning progress and achievement to students, families, postsecondary institutions, and prospective employers.**
 - Ensure that students, families, teachers, counselors, advisors, and support specialists have the detailed information they need to make important decisions about a student's education.
 - Measure, report, and document student progress and proficiency:
 - Against a set of clearly defined cross-curricular and content-area standards and learning objectives collaboratively developed with staff.
 - Separately from work habits, character traits, and behaviors, so that educators, counselors, advisors, and support specialists can accurately determine the difference between learning needs and behavioral or work-habit needs. academic mindsets and behaviors (CCSR).
 - Ensure consistency and fairness in the assessment of learning, and assignment of scores and proficiency levels against the same learning standards, across students, teachers, assessments, learning experiences, content areas, and time.
 - Ensure grades are not used as a form of punishment, control, or compliance.

Evidence, Measures, and Standards

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

Multi-Tiered System of Supports:

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

Score

1 **2** 3 4

Accommodations and modifications of instruction. Introduction of BAM and WOW during the 2017-2018SY. Freshman-on-Track Teams. BHT team. Attendance office, deans and counselors communicate with parents/guardians to provide supports for student interventions.

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.

- Ensure students feel safe to share misunderstandings and struggles.
- **Encourage students to take ownership and pride in their work where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.**
 - Students self-assess (e.g. checking own work before giving to teacher) to develop a reflective habit of mind essential for improvement. This ensures students take responsibility for their own learning, focuses attention on criteria for success, and increases effort and persistence.
- **Provide students frequent, informative feedback.**
 - Tell/show students what they have done well (through positive reinforcement) and what they need to do to improve, including clarifying criteria and goals.
 - Give feedback on the task, the processes used to complete the task, and on the student's ability to self-regulate their own learning.
- **Develop academic mindsets and behaviors.**
 - Teach a growth mindset that over time with effort and practice, students can learn and succeed.
 - Encourage students' sense of belonging to the school and classroom community (see Relational Trust).
 - Employ strategies including ongoing monitoring and support of students' academic behaviors.
 - Praise effort and process. For example, "Good job, that must have taken a lot of effort" instead of, "Good job. You must be really smart."

Evidence, Measures, and Standards

Evidence, Measures, and Standards	
Suggested Evidence	✓ Sample of individual student learning goals from a cross-section of teachers ✓ Also review student work evidence from Rigorous Student Tasks
Measures	✓ Five Essentials – Ambitious Instruction ✓ S/QEP Attainment and Growth
Five Essentials	Ambitious Instruction Collaborative Teachers Supportive Environment
MTSS Framework Curriculum & Instruction	
CPS Performance Standards for School Leaders	C1. Creates a Culture that Supports Social Emotional Learning and Effective Effort
Now What? Materials to Support Improvement Planning	
✓ Teaching Adolescents: The Role of Non-cognitive Factors in Shaping School Performance ✓ Framework for Teaching Companion Guide p. 50 ✓ Social Emotional Learning Supports (cps.edu/sell) ✓ ASCA Mindsets & Behaviors	

Relational Trust:

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

Score

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There is the counseling mission and log-ins, the Curie Way, the Behavioral Health Team, Individual class curriculums and syllabi, the Equal Opportunity School Team and norms that are found on all team agendas.

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	✓ Five Essentials/My Voice, My School Survey ✓ School Climate Standards Self-Assessment
Measures	✓ Five Essentials
Five Essentials	Collaborative Teachers Supportive Environment
MTSS Framework	Shared Leadership, Family & Community Engagement
CPS Framework for Teaching	1b. Demonstrating Knowledge of Students 2a. Creating an Environment of Respect and Rapport
CPS Performance Standards for School Leaders	D2. Creates, develops and sustains relationships that result in active student engagement in the learning process E1. Creates a Culturally Responsiveness Climate
Now WHAT? Materials to Support Improvement Planning	
✓	Social Emotional Learning Supports (cps.edu/sel)
✓	Trust in Schools: A Core Resource for School Reform (ASCD)
✓	Creating a School Community (ASCD)

Student Voice, Engagement, & Civic Life:

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.

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In the Social Studies classroom there is US history with a focus on the constitution, AVID, SEL and English curriculums also have these things included as well. The Culture & Climate Committee Agendas, individual teachers' curriculums, work with Brighton Park [BPNC] and service learning requirements.

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	• MYMS Student Survey completion rates and results • Artifacts from student-run organizations and events (including SVCs) • Meeting minutes/agendas that include student participation • Policies regarding student engagement in decision making • Service learning reports and/or reflections of SL projects • Unit and curriculum maps, rubrics, assessment artifacts • Evidence of student work • Democracy School recognition
Measures	✓ Five Essentials – Supportive Environment
Five Essentials	Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2a. Creating an Environment of Respect and Rapport 2c. Engaging Students in Learning
CPS Performance Standards for School Leaders	D2. Utilize Feedback from Multiple Stakeholders for School Improvement
Content Standards	Illinois Social Science Standards, Illinois Social Emotional Learning Standards, CCSS ELA/HST 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.

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BHT, lock-down drills, student entry procedures, student logger, hall sweeps, grade-level Curie Way awards, attendance awards, GPA awards, senior contract, student voice committee, Climate & Culture committee agendas, behavior intervention flow chart, verify reports, discipline report

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	✓ MYMS score – “Safety” ✓ % of teachers proficient or distinguished in 2c (Management of Transitions) on the Framework for Teaching? ✓ Examples of teacher practice improving in Domain 2 of the Framework for Teaching. ✓ School Climate Standards Rubric/Assessment
Measures	✓ Five Essentials – Supportive Environment score ✓ My Voice, My School Survey “Safety” score
Five Essentials	Supportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	2a. Creating an Environment of Respect and Rapport 2c. Managing Classroom Procedures 2d. Managing Student Behavior
CPS Performance Standards for School Leaders	A4. Creates a Safe, Clean and Orderly Learning Environment
NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING	
	✓ Social Emotional Learning Supports (cps.edu/sel/)

Restorative Approaches to Discipline:

Score

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

1 2 **3** 4

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

SEL curriculums, BHT, verify report, BAG reports, discipline reports, climate & culture committee agendas

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

Parent and Family Partnership:

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

LSC meeting agendas, PAC/BAC teams, Curie Open House, March Madness, All Grade Level Nights, Parent Portal, Attendance Department Home Visits, Parent Handbook, Many staff members are bi-lingual (notably Spanish, Mandarin, French & Polish)

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

School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus ☐ = Not of focus
2	Culture of & Structure for Continuous Improvement: Professional Learning	1 2 3 4 5 ☐
2	Expectations for depth & breadth of Quality Teaching: Balanced Assessment & Grading	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 Quality & Character of School Life: Culture for Learning	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: Aligned Resources	1	2	3	4	5	
3	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1	2	3	4	5	
3	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1	2	3	4	5	
3	Expectations for depth & breadth of Student Learning: Transitions, College & Career Access & Persistence	1	2	3	4	5	
3	Expectations for Quality & Character of School Life: Parent and Family Partnership	1	2	3	4	5	
3	Expectations for Quality & Character of School Life: Relational Trust	1	2	3	4	5	
3	Expectations for Quality & Character of School Life: Restorative Approaches to Discipline	1	2	3	4	5	
3	Expectations for Quality & Character of School Life: Safety & Order	1	2	3	4	5	

Goals

Required metrics (Highschool)

17 of 17 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQR Goal	2018-2019 SQR Goal	2019-2020 SQR Goal
My Voice, My School 5 Essentials Survey					
The school will continue to work on improving our results to well organized.	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
PSAT 9 Annual Growth Measure					
This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQR rating will be Level 4 in 1 year and Level 5 in 2 years.	(Blank)	46.00	50.00	68.00	90.00
PSAT 10 Annual Growth Measure					
Not listed on the CIWP Goal Setting Calculator.	(Blank)	32.00	0.00	0.00	0.00
SAT Annual Growth Measure					
Not listed on the CIWP Goal Setting Calculator	(Blank)	31.00	0.00	0.00	0.00
3 yr Cohort(SAT) Growth Measure (this will be a new metric)					
This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQR rating will be Level 2 in 1 year and Level 3 in 2 years.	(Blank)	(Blank)	33.00	35.50	40.00

African-American School Growth Percentile SAT11

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 2 in 1 year and Level 3 in 2 years.

(Blank)

10.00

15.00

20.00

30.00

Hispanic School Growth Percentile SAT11

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 3 in 1 year and Level 4 in 2 years.

(Blank)

34.00

38.00

42.00

46.00

English Learner School Growth Percentile SAT11

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 2 in 1 year and Level 3 in 2 years.

(Blank)

(Blank)

17.00

21.00

30.00

Diverse Learner School Growth Percentile SAT11

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 2 in 1 year and Level 3 in 2 years.

(Blank)

12.00

17.00

21.00

30.00

Percent Meeting College Readiness Benchmarks

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 2 in 1 year and Level 3 in 2 years.

(Blank)

30.00

33.00

35.20

40.00

Early College and Career Credentials Rate

We are currently above the recommended goals set up by the CIWP Calculator. Due to our efforts in growing the AP and IB programs through various initiatives as EOS and IB Career Program we believe our students receiving early college credentials will continue to improve.

52.00

52.00

54.00

55.00

56.00

Freshmen On-Track Rate

We are currently trending at a much higher percentage than previous years. If we continue to improve our work in our Grade Level Teams and Freshman on Track Team the increased goal for the 2019 SY is justified.

71.00

72.00

88.00

89.00

90.00

4-Year Cohort Graduation Rate

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level X in 1 year and Level X in 2 years.

72.00

69.00

70.00

72.00

75.00

1-Year Dropout Rate

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 3 in 1 year and Level 4 in 2 years.

2.00

3.00

2.00

1.50

1.00

College Enrollment Rate

Last year 70% of our SY17 Seniors enrolled in college. Due to that measurement, we decided to increase the goals set up in the CIWP tracker to reflect that metric.

65.00

63.00

70.00

73.00

75.00

College Persistence Rate

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 4 in 1 year and Level 4 in 2 years.

74.00

74.00

75.00

75.50

75.50

Average Daily Attendance Rate

This goal was set using the CIWP Goal Setting Calculator which ensures that in two years, we will move each metric up at least one level, and all metrics will be scoring at least 3 points. If we make this and our other goals our SQRP rating will be Level 4 in 1 year and Level 4 in 2 years.

88.00

88.00

90.00

90.00

90.00

Custom metrics

0 of 0 complete

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

Strategy 1

If we do...

...then we see...

...which leads to...

If we use ladders in an Data Driven Assessment cycle

teachers using data to drive instruction and to support student learning

student increase in growth and attainment

Tags:
Professional Learning, Instruction, Curriculum, Multi-tiered support systems, Balanced assessment and grading

Area(s) of focus:
1, 2, 3, 4, 5

Action step	Responsible	Timeframe	Status
Pacing Guide - a calendar of assessment events scaffolded based on the set standards for grade level.	Course Teams	Jun 18, 2018 to Aug 24, 2018	Not started

Standards based grading, Learning ladder

Teachers will use the ladder to assess multiple formative assessments on the learning target	Teachers	Sep 3, 2018 to Jun 17, 2020	Not started
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Standards based grading, Learning ladders

Course teams develop and/or strengthen shared formative assessments for each learning target.	Course Teams	Sep 3, 2018 to Jun 28, 2019	Not started
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Standards based grading, Learning ladders

Course teams develop common ladders for assessing formative assessments for each learning target	Course Teams	Sep 3, 2018 to Jun 17, 2019	Not started
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Standards based grading, Learning ladders

Course teams develop or strengthen scope & sequence for each course with clear learning targets based on the most important learning of the area of study	Course Team	Aug 17, 2018 to Sep 3, 2018	Not started
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Standards based grading, Learning ladders

CIWP will develop a DDI protocol based on decided upon learning ladders	CIWP Team, SLT	Jun 20, 2018 to Aug 17, 2018	Behind
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Ddi cycle

Course team leads will be trained on the DDI protocol	Course Teams	Aug 20, 2018 to Oct 1, 2018	Not started
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Ddi cycle

Course teams will use a DDI protocol to assess student work once a unit.	Course Team	Oct 1, 2018 to Jun 19, 2020	Not started
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Ddi cycle

Teachers will use data from the assessment to inform instructional choices to improve student learning on the target	Course Teams	Oct 1, 2018 to Jun 26, 2020	Not started
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Standards based grading, Learning ladders

Strategy 2

If we do...

Create and use a student work protocol

...then we see...

Sharing of strategies/pedagogical approaches

...which leads to...

Teachers being more responsive to students' needs and an increase in student attainment and growth

Tags:

Instruction, Ddi cycle

Area(s) of focus:

2

Action step	Responsible	Timeframe	Status
Find or create student work protocol after researching extensively on best practices	Administration and teacher leaders	Jun 1, 2018 to Sep 21, 2018	Not started

#ddi cycle

Pilot, practice and modify the protocol	Course Team/pilot group	Jan 1, 2019 to Jun 20, 2019	Not started
N8TLs will lead all-school full school learning around on DDI Protocol.	N8TLs	Jan 1, 2019 to Jun 20, 2019	Not started
CTLs will report progress to department lead (ILT) and SLT liaison.	CTLs, ILT and SLT	Sep 1, 2018 to Jul 20, 2020	Not started
Practice becomes school-wide and synced with DDI cycle	All teachers	Aug 1, 2019 to Jul 30, 2020	Not started

Strategy 3

If we do...

Define school wide instructional/educational goals that are based on agreed upon assessed

...then we see...

vertically aligned scope and sequence

...which leads to...

coherent instruction that leads to higher rates of attainment on standardized assessments.

skills and standards for each grade level

Tags:
MTSS, Professional Learning, Instruction, Curriculum, Balanced assessment and grading

Area(s) of focus:
1, 2, 3, 4, 5

Action step	Responsible	Timeframe	Status
Identification of school-wide goals (by end of May) by created team (by end of May)	CIWP, ILT, CLTs	May 1, 2018 to May 31, 2018	Behind
Departments develop the sequence of standards AND skills associated with each course (vertically)	Department. Chairs and CLTs	Jul 10, 2018 to Jul 18, 2018	Not started
Within Instructional framework - common assessments, learning experiences and strategies are defined and developed.	Course Teams	Sep 4, 2018 to Jun 19, 2020	Not started
Pacing Guide - a calendar of assessment events scaffolded based on the set standards for grade level	Course Teams	Sep 4, 2018 to Jan 1, 2019	Not started

Strategy 4

If we do...

We can facilitate professional learning around MTSS academic supports

...then we see...

differentiated instruction to support tier-1 students

...which leads to...

better diagnosis of tier-2 and tier-3 students and offering them more intensive supports.

Tags:

Area(s) of focus:
4

Action step	Responsible	Timeframe	Status
Identify teachers/stakeholders to be part of the MTSS Expert Team - Creation of academic MTSS team	SLT	Jun 4, 2018 to Sep 4, 2018	Not started
Behavior vs. academic interventions are defined and a common language is created.	MTSS Experts	Jun 19, 2018 to Sep 4, 2018	Not started
Within pacing guide there is built in time to provide responsive academic supports.	Course Teams	Sep 4, 2018 to Jun 19, 2019	Not started

Strategy 5

If we do...

Align all PLC's around sequenced professional learning that follows CIWP priority strategies

...then we see...

PLC leaders designing and implementing PD's that are purposefully aligned to allow for greater depth of learning for teachers

...which leads to...

teachers having a stronger capacity to reflect and adapt practices to meet the needs of our students so more students can make gains in their learning and achievement

Tags:
Professional Learning, Curriculum

Area(s) of focus:

Action step	Responsible	Timeframe	Status
School leads from a variety of teams will create a scope and sequence for PLCs linked to CIWP priorities.	Leads from teacher teams within the school & SLT	Jul 10, 2018 to Jul 19, 2018	Not started
CIWP instructs all PLC leaders on CIWP priority strategies and timeframe for roll out	CIWP, PLC, SLT	Jun 19, 2018 to Aug 27, 2018	Not started
Professional Learning, Professional learning community, Professional learning calendar			
Admin creates a meeting schedule for August and throughout school year for PLC leaders and CIWP reps to coordinate PLC work	SLT, CIWP , PLC leaders	Jul 10, 2018 to Sep 4, 2018	Not started
Professional Learning, Professional learning community			
Routine PLC meetings take place to develop coordinated PD to roll out to rest of school	PLC, SLT, CIWP	Sep 4, 2018 to Jun 26, 2020	Not started
Professional Learning			

Action Plan

Strategy 1

NOT STARTED	Teachers will use data from the assessment to inform instructional choices to improve student learning on the target"
	Oct 01, 2018 to Jun 26, 2020 - Course Teams
	Status history 
NOT STARTED	May 21, 2018 Evidence Formative Assessments, Unit Plans, Scope and Sequence, Assessment Calendar, Assessment Protocols
NOT STARTED	Teachers will use the ladder to assess multiple formative assessments on the learning target"
	Sep 03, 2018 to Jun 17, 2020 - Teachers
	Status history 
NOT STARTED	May 21, 2018 Evidence Aspen: Trends & Tracks
NOT STARTED	Course teams develop and/or strengthen shared formative assessments for each learning target."
	Sep 03, 2018 to Jun 28, 2019 - Course Teams
	Status history 

NOT STARTED

May 21, 2018

Evidence

Team Formative Assessment

NOT STARTED

Course teams develop common ladders for assessing formative assessments for each learning target"

Sep 03, 2018 to Jun 17, 2019 - Course Teams

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Team agreed upon ladders

NOT STARTED

Course teams develop or strengthen scope & sequence for each course with clear learning targets based on the most important learning of the area of study"

Aug 17, 2018 to Sep 03, 2018 - Course Team

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Team agreed upon learning targets & ladders, scope & sequence

NOT STARTED

Pacing Guide - a calendar of assessment events scaffolded based on the set standards for grade level."

Jun 18, 2018 to Aug 24, 2018 - Course Teams

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Calendar, Pacing Guide

NOT STARTED

Course teams will use a DDI protocol to assess student work once a unit."

Oct 01, 2018 to Jun 19, 2020 - Course Team

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

DDI student protocol around student work

NOT STARTED

Course team leads will be trained on the DDI protocol"

Aug 20, 2018 to Oct 01, 2018 - Course Teams

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

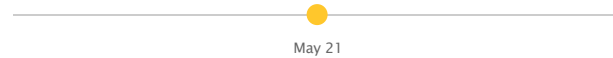
DDI protocol, professional development agenda

BEHIND

CIWP will develop a DDI protocol based on decided upon learning ladders"

Jun 20, 2018 to Aug 17, 2018 - CIWP Team, SLT

Status history



BEHIND

May 21, 2018

Problem

DDI protocol

Root Cause

Next steps

Strategy 2

NOT STARTED

Find or create student work protocol after researching extensively on best practices"

Jun 01, 2018 to Sep 21, 2018 - Administration and teacher leaders

Status history



NOT STARTED

May 21, 2018

Evidence

Protocol & agenda

NOT STARTED

Pilot, practice and modify the protocol"

Jan 01, 2019 to Jun 20, 2019 - Course Team/pilot group

Status history



NOT STARTED

May 21, 2018

Evidence

Completion of the Cycle

NOT STARTED

N8TLs will lead all-school full school learning around on DDI Protocol."

Jan 01, 2019 to Jun 20, 2019 - N8TLs

Status history



NOT STARTED

May 21, 2018

Evidence

PD calendar, PD resources, exit slips,

NOT STARTED

Practice becomes school-wide and synced with DDI cycle"

Aug 01, 2019 to Jul 30, 2020 - All teachers

Status history



NOT STARTED

May 21, 2018

Evidence

5Essentials Data, SQRP Data

NOT STARTED

CTLs will report progress to department lead (ILT) and SLT liaison."

Sep 01, 2018 to Jul 20, 2020 - CTLs, ILT and SLT

Status history



NOT STARTED

May 21, 2018

Evidence

Agenda of CTLs and Dept Heads (ILT) meeting.

Strategy 3

BEHIND

Identification of school-wide goals (by end of May) by created team (by end of May)"

May 01, 2018 to May 31, 2018 - CIWP, ILT, CLTs

Status history



BEHIND

May 21, 2018

Problem

Clear and Identifiable Goals

Root Cause

Next steps

NOT STARTED

Departments develop the sequence of standards AND skills associated with each course (vertically)"

Jul 10, 2018 to Jul 18, 2018 - Department. Chairs and CLTs

Status history



NOT STARTED

May 21, 2018

Evidence

Vertical Instructional framework for each department

NOT STARTED

Within Instructional framework - common assessments, learning experiences and strategies are defined and developed."

Sep 04, 2018 to Jun 19, 2020 - Course Teams

Status history



NOT STARTED

May 21, 2018

Evidence

Common assessments, Unit Plans

NOT STARTED

Pacing Guide - a calendar of assessment events scaffolded based on the set standards for grade level"

Sep 04, 2018 to Jan 01, 2019 - Course Teams

Status history



NOT STARTED

May 21, 2018

Evidence

Pacing Guide, Calendar for each course

Strategy 4

NOT STARTED

Identify teachers/stakeholders to be part of the MTSS Expert Team - Creation of academic MTSS team"

Jun 04, 2018 to Sep 04, 2018 - SLT

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

A list of teachers are named as apart of the team

NOT STARTED

Behavior vs. academic interventions are defined and a common language is created."

Jun 19, 2018 to Sep 04, 2018 - MTSS Experts

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Team Agendas, Common Language, Academic Intervention Flow Chart.

NOT STARTED

Within pacing guide there is built in time to provide responsive academic supports."

Sep 04, 2018 to Jun 19, 2019 - Course Teams

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Pacing Calendar/Guide, Unit Plans, Course Assessment Data,

Strategy 5

NOT STARTED

CIWP instructs all PLC leaders on CIWP priority strategies and timeframe for roll out"

Jun 19, 2018 to Aug 27, 2018 - CIWP, PLC, SLT

Status history

May 21

NOT STARTED

May 21, 2018

Evidence

Meeting Agenda, Member attendance

NOT STARTED

Admin creates a meeting schedule for August and throughout school year for PLC leaders and CIWP reps to coordinate PLC work"

Jul 10, 2018 to Sep 04, 2018 - SLT, CIWP , PLC leaders

Status history



NOT STARTED May 21, 2018
Evidence
Calendar, agendas,

NOT STARTED Routine PLC meetings take place to develop coordinated PD to roll out to rest of school"
Sep 04, 2018 to Jun 26, 2020 - PLC, SLT, CIWP

Status history



NOT STARTED May 21, 2018
Evidence
Agendas, Calendars, PD Materials, Exit Slips.

NOT STARTED School leads from a variety of teams will create a scope and sequence for PLCs linked to CIWP priorities."
Jul 10, 2018 to Jul 19, 2018 - Leads from teacher teams within the school & SLT

Status history



NOT STARTED May 21, 2018
Evidence
Scope & Sequence, Agenda from summer retreat

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.

The school will organize and host a NCLB PAC meeting in September in which the NCLB Title I school parental involvement plan and policy will be discussed. Materials will be available in both English and Spanish in order to accommodate the language needs of the parents and help them understand the process of school improvement. Parents will be notified of the meeting in a variety of ways including flyers sent home with students, robocalls home, and a posting on our website and social media.

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

The school will organize and host a NCLB PAC meeting in which the NCLB Title I school parental involvement plan and policy will be discussed. Materials will be available in both English and Spanish in order to accommodate the language needs of the parents and help them understand the process of school improvement. Parents will be notified of the meeting in a variety of ways including flyers sent home with students, robocalls home and a posting on our website and social media.

The Annual Title 1 Meeting will be held in September, and the PAC Organizational meeting will be held in October. The date will be set in collaboration with Curie parents.

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

Parents will be provided this information at the NCLB Title I Annual Meeting, as well as monthly PAC meetings, monthly LSC meetings, and Report Card Pick-Up days. Parents will also be given the opportunity to meet with counselors and teachers on request during the school year and information for contacting staff is available on the school website.

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.

Results of the State Assessments (SAT, ISA) will be provided to students upon receipt and will be distributed to parents during Report Card Pick Up and/or mailed home. CPS publishes school-level SAT data annually on cps.edu.

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.

"Right to Ask" forms will be distributed to parents during registration and parent teacher conferences to fill out and return to the school if they wish to pick up a letter stating the qualifications of their child's teacher(s).

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.

Information revolving around these topics will be provided and presented at the school's NCLB Title I Annual Meeting and well as at the State of the School address in October.

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.

We will continue to provide support for parents during Saturday workshops and classes at the school. Classes include: ESL for parents to learn English; computer classes for parents in English and Spanish; providing workshops for parents based on the needs that parents have expressed.

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.

All staff members receive equity-based PD on an ongoing basis. Staff members who can translate for teachers who only speak English are readily available and quickly coordinated when needed. All teachers participate in conferences on RCPU day.

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.

Not Applicable at the High School Level

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.

All information provided to parents or posted on the school's website will be provided in a uniform format in both English and Spanish languages. The school will utilize flyers, robocalls, social media, our website, and our marquee to announce meetings.

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.)

It is the mission of Curie Metropolitan High School to offer a rigorous academic curriculum with an emphasis on technology and the arts. Curie High School promotes future success by establishing a culture of college and career readiness and by encouraging students to enroll in post-secondary institutions. Curie High School is committed to providing authentic learning experiences that will provide a foundation for life-long learning. Students will be prepared to become leaders and engaged citizens in a global society, enabling them to contribute positively and responsibly to their community.

Our ILT drives a school-wide focus on increasing rigor and productive struggle aligned to CCSS/SAT.

The school will hold parent-teacher conferences. Describe the kinds of parent-teacher conferences that will be held and the dates on which they are scheduled.

Parent teacher conferences will be held at the end of the 1st and 3rd quarters on CPS determined days for the 2018-19 and 2019-20 school years. Parents will also be able to request parent teacher conferences by requesting them directly with their children's teacher or through the school's counseling department, school deans and administration.

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

Official reports of students' grades will be distributed directly to students as well provided directly to parents or mailed home during the 5th, 10th, 15th, 20th, 25th ,30th, 35th and 40th weeks of the school year. Through Parent Portal on Gradebook, parents will be able to view live updates of their child's grades at any moment during the school year.

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

Parents will be able to request parent teacher conferences by requesting them directly with their children's teacher or through the school's counseling department, school deans, and administration.

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.

Curie will provide parents opportunities to volunteer and participate in their children's school such as volunteering at the school, at school events and by participation in school leadership teams (NCLB PAC, LSC, PTA, BAC) etc. Parents will be able to observe classroom activities upon request and at a time predetermined by administration, the teacher and the parent. Parent shadow days are coordinated by the Attendance Office.

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

Parents will engage in school curricular meetings, orientations, and parent-teacher conferences. Parents are invited to and welcomed to request shadow days. Parents will have the opportunity to participate in workshops on parenting teenagers and supporting their development, hosted by the PAC at monthly meetings.

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

Parents will be able to participate in the decisions relating to the education of their children by attending and participating in LSC, PAC, BAC, NCLB, FAFSA workshops and other school-sponsored meetings employed to empower parents to take an active role in educational decisions for their children

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

Students are supported as active participants in their education and success through our Freshmen On-Track and Half Cap initiatives, like tutoring, mentoring, and check-ins. The Attendance Office uses tiered interventions to support student improvement based on data. Students participate on our LSC, Student Voice Committee, and Student Council.

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.

The Curie PAC will continue to offer Saturday classes to parents. At least 40 parents will participate in English as a Second Language, technology, and math classes so that they are better equipped to support their students. We will offer monthly workshops to parents based on their needs. We will send parents to conferences that align with supporting our students and the PAC. The funds below will be transferred into various lines by the PAC for the 2018-19 school year.

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

Account(s) Description

Allocation

51130, 52130	Teacher Presenter/ESP Extended Day For Teacher presenter, ESP Extended Day, please remember to put money on the benefits line. Non-Instructional pay rate applies.	\$	0	.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.	\$	18258	.00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	0	.00

54125	Consultants For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)	\$	0	.00
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54505	Admission and Registration Fees, Subscriptions and memberships For Parents use only.	\$	0	.00
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54205	Travel Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	\$	0	.00
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54565	Reimbursements Allocation CAN NOT EXCEED 25% OF THE Parent Budget. All Parent Reimbursements related to Title 1 parent and family engagement must be paid from this account. Receipts must be clear unaltered and itemized. School must keep all receipts.	\$	0	.00
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53510	Postage Must be used for parent and family engagement programs only.	\$	0	.00
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53306	Software Must be educational and for parent use only.	\$	0	.00
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55005	Furniture and Equipment Must have a parent room or a secure place to keep furniture/equipment. Cannot be placed in the main office or where staff and students have access too. To by used only by parents.	\$	0	.00
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