



Frederick A Douglass Academy High School / Plan summary

2018-2020 plan summary

Team

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|-----------------|-----------|-------------------------|------------|
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Team meetings

| Date | Participants | Topic |
|------------|------------------------------------------|----------------------------------------------------------------|
| 04/02/2018 | Muhammad, Berry, Roberson, Dunn, Kennedy | Introduction to CIWP, SEF, Timeline Divide work into groups |
| 04/03/2018 | Muhammad, Berry, Roberson, Dunn, Kennedy | Artifact gathering check-in |
| 04/10/2018 | Muhammad, Berry, Roberson, Dunn, Kennedy | Present artifacts and scores Develop group consensus on scores |

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| 04/12/2018 | Muhammad, Berry, Roberson, Dunn, Kennedy | Present artifacts and scores Develop group consensus on scores |
| 04/17/2018 | Muhammad, Berry, Roberson, Dunn, Kennedy | Prioritize 3-5 areas |
| 04/19/2018 | Muhammad, Moore, Jordan, Jones | Review with community members, Prioritize 3-5 areas |
| 04/20/2018 | Muhammad, Berry, Roberson, Dunn | Set Goals for priority areas |
| 04/23/2018 | Muhammad, Berry, Roberson, Dunn | Set Goals for priority areas |
| 04/24/2018 | Muhammad, Berry, Kennedy, Dunn, Roberson | Root cause analysis of priority areas |
| 04/25/2018 | Muhammad, Berry, Roberson, Dunn, Kennedy | Root cause analysis of priority areas |
| 04/27/2018 | Muhammad, Dunn, White, Fouts, Brackett, Kennedy, Berry, Lopez, Iverson, Kennedy, Roberson, Elmore, Jordan | Develop strategies and action plan |
| 04/30/2018 | Muhammad, Berry, Kennedy, Dunn, Roberson | Develop strategies and action plan |
| 05/04/2018 | Muhammad, Berry, Kennedy, Dunn, Roberson | Develop strategies and action plan |
| 05/07/2018 | Muhammad, Berry, Dunn, Roberson, Ansari | Review feedback from network 3 - Update CIWP |
| 05/14/2018 | Muhammad, Berry, Kennedy, Dunn, Roberson, Kennedy | Review feedback from network 3 - Update CIWP |
| 05/02/2018 | Muhammad, Ezell, Jones | Parental Involvement |

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

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

Score

1 2 3 **4**

We develop a professional learning calendar that communicates the expectations and instructional moves for our classroom teachers. Our instructional focus is Rigorous Student Task using Depth of Knowledge (DOK) and Gradual Release of Responsibility (GRR). To engage our staff in this work our ILT met to create a plan of action with regard to communicating with teachers and students. During our Flex Time meetings, teachers developed learning objectives, analyzed student work to determine DOK Level, collaborated on various lessons to determine and increase the level of rigor.

For the past several years we have focused on student to student discourse, and we have worked to make our classrooms conducive to that purpose. We also have focused on text dependent questions and ramping up the level of rigor beyond quantity to improve the quality of work. We previously had a powerful practice of annotation, so that students could learn to construct a deeper meaning of text.

Guide for Leadership & Collective Responsibility

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

Evidence, Measures, and Standards

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

Instructional Leadership Team:

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

Score

1 2 **3** 4

Our ILT meets every Monday with a standard meeting agenda, meeting norms, team roles, producing action items at the close of every meeting. Our meeting minutes are shared with the staff via Google Drive and via our Grade Level Team meetings. Our Professional Learning Calendar is created and tuned by our ILT. As an Instructional Leadership Team we conduct learning walks that include the ILT as well as the whole staff.

Guide for Instructional Leadership Team

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

Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS | |
|-----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suggested Evidence | <ul style="list-style-type: none"> ✓ 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 4a. 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 | |
| | <ul style="list-style-type: none"> ✓ Instructional Leadership Team Planning Tools ✓ PLC and Mentoring Coaching Resources |

Professional Learning:

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

Score

1 2 3 4

According to our Professional Learning Calendar, we teachers are given safe practice space before we conduct peer observations and Learning Walks. Teachers use their peer observation time to provide low-stakes feedback to their colleagues around the current best practice strategy. During this school year teachers were offered various PD opportunities on topics such as restorative justice, Orton Gillingham training to teach non-readers how to read, how to write high quality objectives, how to design exit slips that are aligned to a teacher's bellringer, and teachers have attended guided visits at Tilden and Foreman this school year.

Historically, we based our Professional Development on our staff wide professional reading. We also used various protocols such as looking at adult work, Chalk talk, looking at student work, ATLAS tuning protocol for looking at data.

Guide for Professional Learning

- **Select and design professional learning (PL) to achieve school-wide improvement, including closing priority group achievement gaps.**
 - Use data to identify performance and practice gaps to inform PL plan.
 - Use research about best practices to identify potential learning and subject matter experts to support.
 - Solicit feedback from staff to inform selection of PL opportunities.

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

Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS | |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suggested Evidence | <ul style="list-style-type: none"> ✓ School's PD Plan – review for goal alignment – does the plan advance the school's improvement agenda? ✓ PD agendas, PD feedback surveys ✓ Teacher practice improving on the Framework for Teaching (e.g. Basic>Proficient, Proficient>Distinguished) |
| Measures | <ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ Five Essentials: Collaborative Teachers |
| Five Essentials | <ul style="list-style-type: none"> Effective Leaders Collaborative Teachers |
| MTSS Framework | Shared Leadership, Curriculum & Instruction |
| CPS Framework for Teaching | <ul style="list-style-type: none"> 4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism |
| CPS Performance Standards for School Leaders | <ul style="list-style-type: none"> 82. Observes and Evaluates Staff and Gives Feedback to Staff 86. Professional Development Provided for Staff |
| NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING | |
| | <ul style="list-style-type: none"> ✓ Teaching the Teachers ✓ Making Better Use of Research ✓ Upcoming Professional Learning Opportunities ✓ Framework for Teaching PD Modules |

Aligned Resources:

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

Score

1 2 **3** 4

In order to support our instructional initiatives, teachers are given weekly prep time in the day to plan/meet when needed, supplies are purchased as needed. In an effort to support our 25% DL population, we are being more strategic with our CTT placement as well as providing supports for those students who are non-readers.

There was a concerted effort to have more CTT classes so that DL students could be in least restrictive Environment. We had the following community partners in our school, Youth Guidance, Introspect, Nehemiah Rising, St. Martin's Church, Gear Up, BAM, WOW and Beyond the Bell.

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 | |
|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <ul style="list-style-type: none"> ✓ Schedules ✓ Teacher retention rates ✓ Staff exit interviews/surveys (data on reasons for leaving school or district) |
| Suggested Evidence | <ul style="list-style-type: none"> ✓ Candidate interview protocol documents ✓ List of community-based organizations that partner with the school and description of services ✓ Evidence of effectiveness of the services that community-based organizations provide ✓ Budget analysis and CIWP |
| Measures | <ul style="list-style-type: none"> ✓ 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 | |
| | <ul style="list-style-type: none"> ✓ 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

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

1 **2** 3 4

We will host summer planning yearly at the end of each school year as to provide time for teachers to prepare for the upcoming school year. Curriculum maps need to be revised and aligned to SAT domains and dimensions . Our core are subjects will us the Network 3 pacing guides to develop their curriculum maps. SAT skills will be assessed at the end of every five weeks with local and Gains assessment. The results will be tracked for the entire school year and teacher will develop next steps for each assessment. All teachers will submit unit plans every 20 weeks with standards and objectives, and assessments to be used locally.

School wide assessment calendar 2, 5, 10 weeks assessments, SAT Focus: MOW, COE. These assessments were build into our unit plans. In 2016-2017 we implemented Academic approach. We used Khan Academy to reinforce math skills, we have increased usage of Khan Academy .

Guide for Curriculum

- - **Align units of instruction (horizontally/vertically) to scope and sequence maps and pace units and lessons appropriately.**
 - Focus so units can be adequately addressed in the time available.
 - Examine formative data to determine mastery and pace. Discuss how much time it takes to adequately address the essential elements, and the

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

Evidence, Measures, and Standards

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

Instructional Materials:

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

Score

1 2 3 4

Teachers and students have access to computer labs, laptop computers to access on-line content for students. Teachers can be seen using current articles in class to deliver standard based assignments. In our Science classes, students are conducting more hands-on labs and dissections which results to a deeper level of understanding.

Historically we used DBQ's in Social Students. We have 2 classes with laptop carts and LCD projector.

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

Evidence, Measures, and Standards

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

Rigorous Student Tasks:

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

Score

1 2 3 4

Student work is examined in grade level according to our Professional Learning Cycle using the LASW protocol. We seek to increase the level of academic by providing our teachers professional development on Depth of Knowledge (DOK) and Gradual Release of Responsibility.

Guide for Rigorous Student Tasks

- **Begin with the belief that all students can learn. (see *Culture for Learning*)**
 - Convey high learning expectations for all students and develop structures that enable practice and perseverance for each individual student.
 - Create an environment where students assume responsibility for high-quality work by persevering, initiating improvements, addressing critiques, making revisions, adding detail and/or helping peers.
 - Communicate the necessity of attendance and engagement everyday in order to succeed.
- **Plan and assign tasks that are cognitively challenging for individual students and require students to provide evidence of their reasoning.**
 - Align tasks with standards-based learning objectives that reflect the depth of knowledge expectations.
 - Tasks are integrative to draw on multiple standards.
 - Teach for Robust Understanding in Mathematics (TRU Math). Engage students with important mathematical ideas, not simply receiving knowledge, requiring students to engage in productive struggle.
- **Tasks reflect the key shifts in literacy.**
 - **Complexity:** Tasks reward close reading of complex text; Focus on comprehension of academic language, not obscure vocabulary.

- **Evidence:** Cite evidence from text and write to sources, not decontextualized prompts.
- **Knowledge (non-fiction):** Tasks embed reading and writing across disciplines with a variety of literary and informational complex texts and tasks and demonstrate comprehension through speaking, listening.
- **Tasks reflect the key shifts in mathematics.**
 - **Focus:** Tasks reflect a curricular and instructional focus on the major work in (e.g. operational fluency and number sense in K-2).
 - **Coherence:** Multi-grade progressions stress key beginnings (e.g. ratios in 6th grade) and key end points (e.g. fluency with multiplication in 3rd);
 - **Rigor:** Problems require construction of mathematical reasoning and critiques of other possible solutions.
- **Provide opportunities for students to create authentic work for real audiences (beyond the teacher) to motivate them to meet standards and engage in critique and revision.**
- **Examine student work to identify and showcase the qualities of strategic thinking that are both rich in content and relevant for students.**
 - Analyze models with students to build a vision of quality.
 - Use protocols to collectively reflect regularly on the level of cognitive demand asked of students across the school, particularly priority group students, to think strategically as speakers, listeners, readers, and writers.
 - Analyze student work samples as part of professional learning to best support students' attainment of quality work and standards.

Evidence, Measures, and Standards

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

Transitions, College & Career Access & Persistence:

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

Score

1 2 **3** 4

Our students have access to creating their post-secondary plans as they meet with our Counseling team and their supports. Students engage with our partners from Gear Up, Introspect, and College Mentoring Experience to complete FAFSA, college applications, scholarships and attend college tours. We are working to ensure all of our seniors graduate and that we support them to and through graduation.

Guide for Transitions, College & Career Access & Persistence

- **TRANSITIONS - Have structures and processes in place to ensure successful transitions (e.g. into school , grade to grade, school to school, school to post-secondary).**
 - Mitigate the adverse effects experienced by some students in transition – such as arriving part-way through the school year – that can cause students to fall behind or become disengaged from school.
 - Monitor the progress of English learners after transition from services.
 - Provide programs and interventions that help students as they move from middle school through Freshmen year, including but not limited to: High School Investigation Days, CTE recruitment fairs, Freshmen Connection program (where budget allows), and a robust Freshmen Orientation program. Implement targeted holistic student supports the entire Freshmen year.
 - Provide sustained summer learning experiences to minimize learning loss and support key transition periods (e.g. summers before Kindergarten, HS, and college).
 - Use student data and best practices research to develop focused programs.
 - Expand access beyond students who are struggling academically.
 - Provide school counseling and postsecondary advising transition support and follow-up during “Summer Melt” and the first year of college.
- **AWARENESS - Expose students early to academic/professional worlds beyond K-12.**
 - Provide students opportunities to discover personal talents and skills, identify career interests, and pursue coursework/activities necessary to reach personal, academic and career goals. Expose students to CTE Pathways around career options
 - Expose students to a range of career paths and the educational requirements of each to improve long-term planning and goal-setting.

- Start the conversation about college in primary grades.
- Make parents aware of academic opportunities and supports for their child.
- **READINESS – Ensure equitable access to college preparatory curriculum.**
 - Provide access to 8th Grade Algebra to all eligible 8th grade students.
 - Provide access to early college and career coursework and credential opportunities while in HS (e.g. AP credit, Dual credit, industry credentials (CTE), Seal of Biliteracy)
 - Teach students to analyze their transcripts and test scores, as well as connect course selection, attendance, and grades to their continued success and access to postsecondary options, and adjust their actions and behavior to make progress toward graduation and their top postsecondary choice. Provide support and motivation to encourage B's or better and improving attendance.
 - Create opportunities for students to explore college and career knowledge, mindsets, and skills necessary for academic planning and goal setting.
 - Find opportunities to work with all students on academic and personal behaviors, including persistence, engagement, work habits/organization, communication/ collaboration, and self-regulation.
 - In Naviance, develop an Individual Learning Plan that tracks coursework, college and career assessments, goal setting, 6th-12th grade milestones completion that culminates in a concrete postsecondary plan.
 - Provide opportunities for Dual Credit/Dual Enrollment
- **SUCCESS - Provide direct assistance to all students and families through every stage of the college selection, application, and entry process (Transition to College (HS))** including, but not limited to academic planning/advising to assist with:
 - Selecting colleges with the best institutional graduation rates for their level of qualifications. (Students of all qualification levels are more likely to graduate from college if they attend a postsecondary institution with high graduation rates)
 - Researching/comparing options including short and long-term financial outcomes, comparing college graduation rates, and other statistics to narrow down options.
 - Researching living wage options such as an apprenticeship or certification programs for students who wish to work after high school and/or want to delay college.
 - Applying to multiple colleges—generally three or more.
 - Navigating financial aid and capitalizing on grant and scholarship opportunities.
 - Equipping students and families with persistence strategies. (College Persistence Toolkit)
 - Help families learn about existing CTE career pathways, apprenticeships/pre-apprenticeship programs

Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suggested Evidence | <ul style="list-style-type: none"> ✓ Data on college visits and college fair information ✓ Naviance Monthly Data ✓ Scholarships awarded ✓ Artifacts, plans, or timelines related to successful transitions structures ✓ To & Through data |
| Measures | <ul style="list-style-type: none"> ✓ College Enrollment, Persistence, Drop Out, and Attendance Rates ✓ Early College and Career Credentials |
| Five Essentials | <ul style="list-style-type: none"> Ambitious Instruction Supportive Environment |
| MISSE Framework | Curriculum & Instruction, Family & Community Engagement |
| CPS Framework for Teaching | 2b, Establishing a Culture for Learning |
| CPS Performance Standards for | C1, Creates a Culture that Supports Social Emotional Learning and Effective Effort |
| NOW WHAT? MATERIALS TO SUPPORT IMPROVEMENT PLANNING | |
| <ul style="list-style-type: none"> ✓ Everything College ✓ CPS Advisory Framework ✓ Transitioning college plans from meeting away ✓ To & Through Project ✓ Redefining College & Career Readiness ✓ College Scorecard | <ul style="list-style-type: none"> ✓ CPS College Persistence Toolkit ✓ Meaningful Linkages Between Summer Programs, Schools, and Community ✓ From HS to the Future (CCSR, 2006) |
| CPS SCHOOL EXCELLENCE FRAMEWORK 17 | |

Expectations for depth & breadth of Quality Teaching

3 of 3 complete

Instruction:

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

Score

1 2 3 4

According to our REACH Data, the majority of our teachers need support with components, 3b, 3c, and 3d. Teachers need to use the resources found on the Knowledge Center to triage new strategies and their effectiveness on student learning. Teachers are encouraged to attend PD opportunities on strategies and efforts we currently employ inside our building and across the district. These opportunities are provided via the Principal, the Learning Hub, or teachers find them on their own.

Guide for Instruction

- **Plan a range of effective pedagogical approaches suitable to student learning of the content/skills taught and anticipate student misconceptions.**
- **Effectively communicate with students.**
 - Guide students to articulate the relevance of the objective(s) to learning.

- Anticipate possible student misunderstanding.
- Enable students to develop a conceptual understanding of content while making connections to their interests, knowledge, and experience.
- Enable students to contribute to extending the content by explaining concepts to their classmates.
- Build on students' language development and understanding of content.
- Use vocabulary appropriately for students' ages and development. Students contribute to the correct use of academic vocabulary.
- **Use questioning and discussion as techniques to deepen student understanding and challenge.**
 - Use a variety of low- and high-level, open-ended, and developmentally appropriate questions to challenge students cognitively, advance high level thinking and discourse, and promote metacognition.
 - Use techniques that enable students to engage each other in authentic discussions about content. And, enable students to formulate their own questions and respectfully challenge one another using viable arguments based on evidence.
 - Encourage student responsibility for ensuring all voices are heard in the discourse and that all students are listening and responding to questions and answers from their teacher and peers.
 - Require students to cite textual evidence to support/develop a claim.
- **Engage students in learning.**
 - Scaffold instruction to ensure all students, including diverse learners and English Learners, access complex texts and engage in complex tasks.
 - Provide targeted supports to individual students or groups of students based on their identified needs.
 - Provide instruction designed to develop language domains for English learners.
- **Monitor the effect of teaching on student learning and integrate formative assessment into instruction.**
 - Monitor progress and check for understanding for individual students.
 - Change instructional practice based on analysis of current data.
 - Use universally designed assessments that allow for multiple pathways for students to demonstrate understanding of the objective(s).
 - Also see *Balanced Assessment*.
- **Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated.**
 - Intervene in a timely and effective way to help students who are struggling.
 - When formative assessments show a need for intervention or enrichment, make effective impromptu adjustments that individualize instruction.
 - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.
- **Foster student ownership.** Create opportunities for students to have voice and choice in instructional tasks.

Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS | |
|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suggested Evidence | <ul style="list-style-type: none"> ✓ Evidence of best practices (flexible grouping, cognitively demanding tasks, open-ended questions) ✓ Informational observations, peer observations, learning walks ✓ Lesson studies |
| Measures | <ul style="list-style-type: none"> ✓ SQRP Attainment and Growth ✓ REACH observation trends (de-identified) |
| Five Essentials | <ul style="list-style-type: none"> Ambitious Instruction Effective Leaders Supportive Environment |
| MTSS Framework | Curriculum & Instruction |
| CPS Framework for Teaching | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> 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 | |
| | <ul style="list-style-type: none"> ✓ CPS Framework for Teaching with Critical Attributes ✓ CPS Framework for Teaching Professional Learning Modules ✓ CPS Framework for Teaching Professional Learning Opportunities ✓ Special Education Addendum ✓ English Language Learner Addendum |

Balanced Assessment & Grading:

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

Score

1 2 3 4

We have a standard grading policy and remediation process that allows student the opportunity to remediate grades during the semester.

Guide for Balanced Assessment & Grading

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

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

Evidence, Measures, and Standards

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

Teachers create their unit plans based on their knowledge of students (1B) and have access to various SEL supports in our building, i.e. Youth Guidance counselors, Restorative Justice Coordinator, our school counselor, as well as their BAM student mentors. On track data is monitored by our Counselor. Our 11th-12th grade students have access to credit recovery opportunities as needed. In addition our behavioral data suggests that we are most successful with our restorative justice efforts which has helped to improve our day to day attendance efforts.

Guide for Multi-Tiered System of Supports

- **TIER 1 - Persist in adjusting instruction so individual student misunderstandings or advanced needs are successfully accommodated. (3e)**
 - Intervene in a timely and effective way to help students who are struggling.
 - When formative assessments show a need for intervention or enrichment, teachers make effective impromptu adjustments that individualize instruction for students.
 - Use progress monitoring data to trace effectiveness of interventions and student response to intervention.
- **TIER 1 - Customize the learning environment, pace, and approach of teaching and curriculum in order to meet each learners' individual needs ('Personalized Learning').**
 - Empower student to advance their learning.

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

Evidence, Measures, and Standards

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

Expectations for Quality & Character of School Life

6 of 6 complete

Culture for Learning:

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

Score

1 **2** 3 4

According to REACH data the majority of our teachers were not rated Proficient in Domain 2b. During our 1st week of school we use each day to establish our school-wide expectations as well as classroom norms. Teachers are given the first week of school to establish the culture inside their classrooms and get to know their students via peace circles and team-building exercises. Our dean will implement school wide norms and support teachers in their classes by engaging in restorative conversations with students who do not reach the expectation. Additionally, we will continue to get support from Network 3 to train our teachers on restorative classroom practices.

Guide for Culture for Learning

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

Evidence, Measures, and Standards

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

Relational Trust:

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

Score

1 2 **3** 4

We will continue to use the Check In Check Out program, however, we will refine it and monitor the result on weekly basis. Our students know that they belong to a caring environment and believe that they are cared about. Students believe that we try to support them and want them to be successful.

Guide for Relational Trust

- **Develop trusting relationships with students so each student has at least one trusted adult in the school.**
 - Adults are responsible for occasional check-ins or serve as mentors.
- **Adult-student interactions are positive, caring, and respectful.**
 - Ensure a greater proportion of interactions are positive (as opposed to corrective) between staff and student consistently school-wide.
- **Student interactions are mutually supportive and respectful, with strong norms for positive behavior.**
 - Create opportunities for students to build positive relationships with peers.
 - Create opportunities for older students to mentor younger students.
- **Understand diversity and its impact on student learning; recognize and integrate the learning opportunities that come from a diverse community.**

- Create opportunities for students to learn about the community they serve (e.g. culture and neighborhoods).
- Have mutual respect for individual differences (e.g. gender, race, culture, etc.) at all levels of the school—student-student; adult-student; adult-adult and overall norms for tolerance.
- Provide training to engage diverse families and communities.
- **Support and respect one another, personally and professionally (Teacher-Teacher Trust, Teacher-Principal Trust)**
 - Respect other teachers who take the lead in school improvement efforts.
 - Respect colleagues who are experts at their craft.
 - Exchanges are marked by genuinely listening to what each person has to say and by taking these views into account in subsequent actions. Even when people disagree, individuals can still feel valued if others respect their opinions.
 - Personal regard springs from a collective willingness to extend beyond the formal requirements of a job definition or a union contract (e.g. openness or reaching out to others).
- **Utilize relationships as a means of deterring truant behavior brought on by unspoken hurdles a child may be facing.**

Evidence, Measures, and Standards

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

Student Voice, Engagement, & Civic Life:

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

Score

1 2 **3** 4

There are extracurricular activities that speak to the interests of our students. As it relates to student voice, we currently have a Senior committee. We will develop a student council with representation from every grade level.

Guide for Student Voice, Engagement, & Civic Life

Study politics

- Teachers teach about the structure and function of government as well as local, national, and international political structures and power dynamics.
- Teachers invite students to reflect on their own role in the political landscape, engage in analyses of power, and identify strategies they can use to utilize civic power as an individual and as a member of a community.
- **Become informed voters and participants in the electoral process**
 - Students learn about the history and structures of the local and national voting process and ballot issues and candidates.
 - The school supports non-partisan engagement in all parts of the electoral process, including voter education, voter mobilization and registration.
 - There are a variety of school/classroom activities or simulations that support student voter preparation and participation in the electoral process.
- **Engage in discussions about current and controversial issues.**
 - Students prepare for discussions, learn about issues that matter to them through deliberation, evaluate evidence from a range of sources, consider competing views, develop arguments, and deepen their viewpoints.
 - With teachers' support, students learn how to engage in and lead respectful and productive democratic discussions where everyone expresses their viewpoints, shares evidence, and listens to one another.
 - Teachers teach how to find different points of view online and instruct how to engage in respectful, informed, and productive online dialogue.
- **Explore their identities and beliefs**
 - Teachers design learning experiences that enable students to explore how their identities influence their lived experiences and their perspectives.
 - Students are encouraged to learn about and understand the perspectives of those who have different identities and beliefs.
 - School staff reflect on their own identities and consider how that impacts their role and support of teaching and learning with youth.
- **Exercise student voice**
 - Students can participate on multiple decision/policy making bodies and their perspectives are regularly included in decisions at their school.
 - Student Voice Committee represents the diversity of the school, addresses school-based issues, and regularly gathers input from their peers to inform and impact school policy and decisions.
 - Teachers respond to and integrate students' lived experiences, perspectives, and interests in class.
 - Authentically **interact with civics leaders**
 - Students learn about community, city, state, and national civic leaders and their roles in civil society.
 - School staff support engagement with civic leaders by inviting them into classrooms/the school and identifying face-to-face or online avenues for students to share their feedback and perspectives with civic leaders.
- **Engage with their community**
 - Students complete at least 2 service learning projects before graduation in which they gain exposure to civic organizations, leaders, and careers.

Students gain tools to work cooperatively in partnership with peers, community members, and organizations to advance a specific cause

- **Take informed action** where they work together to propose and advocate for solutions.
 - Students research and analyze issues that matter to them, identify root causes, develop a theory of action, determine relevant audiences, outline specific goals, implement a response, and reflect before, during and after experiences.
 - Students use social and digital platforms to raise awareness about issues, produce and circulate multimedia content, and mobilize involvement.
- Experience a **Schoolwide civics cultur**
 - School leaders articulate a commitment to and vision for the importance of civic learning; students are civic leaders in the school.
 - Schools integrate civic learning across the curriculum, including projects that address relevant issues in their schools and communities.
 - School staff have professional development, collaboration time, and curriculum resources to infuse civic learning across disciplines.
 - Systems and structures exist where students are invited to participate in shaping school's policies, goals, instruction, and climate.

Evidence, Measures, and Standards

| Evidence, Measures, and Standards | |
|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suggested Evidence | <ul style="list-style-type: none"> ▪ AVIDS 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 |
| Measure | ✓ Five Essentials – Supportive Environment |
| Five Essential | Supportive Environment |
| MTSS Framework | Connection & Instruction, Family & Community Engagement |
| CPS Framework for Teaching | 2a. Creating an Environment of Respect and Rapport 2b. Engaging Students in Learning |
| CPS Performance Standards for School Leaders | D3. Utilize Feedback from Multiple Stakeholders for School Improvement |
| Content Standards | Illinois Social Science Standards, Illinois Social Emotional Learning Standards, CCSS ELA/MS Standards |

Safety & Order:

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

Score

1 2 **3** 4

We will work with the department of Safety and Security, Network 3 and the 15th District to ensure the safety of our students.

Guide for Safety & Order

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

Evidence, Measures, and Standards

| EVIDENCE, MEASURES, AND STANDARDS | |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Suggested Evidence | <ul style="list-style-type: none"> ✓ MVMS score – "Safety" ✓ % of teachers proficient or distinguished in 2c (Management of Transitions) on the Framework for Teaching? ✓ Examples of teacher practice improving in Domain 2 of the Framework for Teaching. ✓ School Climate Standards Rubric/Assessment |
| Measures | <ul style="list-style-type: none"> ✓ Five Essentials – Supportive Environment score ✓ My Voice, My School Survey "Safety" score |
| Five Essentials | Supportive Environment |
| MTSS Framework | Curriculum & Instruction |
| CPS Framework for Teaching | <ul style="list-style-type: none"> 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 | |
| | <ul style="list-style-type: none"> ✓ Social Emotional Learning Supports (cps.edu/pdf) |

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 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.

1 2 **3** 4

We have minimized our behavioral infractions by 2/3 by using restorative approaches to discipline.

Guide for Restorative Approaches to Discipline

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

Evidence, Measures, and Standards

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

Parent and Family Partnership:

Score

1 2 **3** 4

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.

We have an active Local School Council, Parent Teacher Advisory (PTA), and a Parent Advisory Council. Each year our PTA host parent outreach events such as the Grandparents Luncheon, Mothers' Day Brunch, and they recognize our teachers each year on Teacher Appreciation Day. We do have opportunities for parents to volunteer and parents interested in this effort. We communicate with families each day regarding student behaviors and they are able to see the dean and principal upon request.

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

School Excellence Framework Priorities

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

Goals

Required metrics (Highschool)

14 of 17 complete

| | 2016-2017 Actual | 2017-2018 Actual | 2017-2018 SQRP Goal | 2018-2019 SQRP Goal | 2019-2020 SQRP Goal |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|---------------------|---------------------|---------------------|
| My Voice, My School 5 Essentials Survey | | | | | |
| In 2017 we had a 99.9% teacher participation rate and a 99.9% student participation rate. Ambitious instruction and Collaborative Teachers were rated strong, while Effective Leaders, Supportive Environment and Involved Families were rated neutral. Our goal is to have 100% participation and 3 or 5 area rated as strong. | (Blank) | (Blank) | (Blank) | (Blank) | (Blank) |
| PSAT 9 Annual Growth Measure | | | | | |
| In 2017 our 9th grade PSAT growth was 1%. By implementing skills based instructional practices in all core area classes and utilizing Khan Academy we plan to increase the level of PSAT growth in the 9th grade. We will monitor student projected growth with Gains short cycle assessments. | (Blank) | 1.00 | 42.00 | 42.00 | 42.00 |
| PSAT 10 Annual Growth Measure | | | | | |
| In 2017 our 10th grade PSAT growth was 45%. By implementing skills based instructional practices all core area classes and utilizing Khan Academy we plan to increase the level of PSAT growth in the 11th grade. We will monitor student projected growth with Gains short cycle assessments. | (Blank) | 45.00 | 45.00 | 45.00 | 45.00 |
| SAT Annual Growth Measure | | | | | |
| In 2017 our 11th grade SAT growth was 2%. By implementing skills based instructional practices in all core area classes and utilizing Khan Academy we plan to increase the level of SAT growth in the 11th grade. We will monitor student projected growth with Gains short cycle assessments. | (Blank) | 2.00 | 42.00 | 42.00 | 42.00 |
| 3 yr Cohort(SAT) Growth Measure (this will be a new metric) | | | | | |
| Goal established by Network | (Blank) | (Blank) | 18.00 | 18.00 | 18.00 |
| African-American School Growth Percentile SAT11 | | | | | |
| (Blank) | (Blank) | (Blank) | (Blank) | (Blank) | (Blank) |
| Hispanic School Growth Percentile SAT11 | | | | | |
| DNA | (Blank) | (Blank) | (Blank) | (Blank) | (Blank) |
| English Learner School Growth Percentile SAT11 | | | | | |
| DNA | (Blank) | (Blank) | (Blank) | (Blank) | (Blank) |
| Diverse Learner School Growth Percentile SAT11 | | | | | |
| In 2017 our diverse learner SAT growth was 1%. By implementing skills based differentiated instructional practices all core area classes and adhering to IEP accommodations for students we plan to increase the level of SAT growth of our diverse learners in the 9th grade. We will monitor student projected growth with Gains short cycle assessments. | (Blank) | (Blank) | 3.00 | 3.00 | 5.00 |
| Percent Meeting College Readiness Benchmarks | | | | | |

In 2017 2% of our students met college benchmarks for SAT. We plan to use 10th grade PSAT data to determine which specific students would be able to attain a 1020 of SAT. We will track those students using Gains short cycle assessments as well as Khan Academy.

| | | | | |
|---------|------|-------|-------|-------|
| (Blank) | 2.00 | 12.00 | 12.00 | 12.00 |
|---------|------|-------|-------|-------|

Early College and Career Credentials Rate

Our goal is to have at least 1 Dual Credit class for the entire 2018-2019 school year.

| | | | | |
|-------|-------|-------|-------|-------|
| 25.00 | 26.00 | 26.00 | 30.00 | 35.00 |
|-------|-------|-------|-------|-------|

Freshmen On-Track Rate

Our goal is to use our standard grade level protocol to identify students based on behavior, attendance and grades (BAG Reports). Teachers will develop interventions for student based on these areas and follow up with the Grade Level team on the success and failure of the intervention.

| | | | | |
|-------|-------|-------|-------|-------|
| 77.00 | 71.00 | 87.00 | 90.00 | 90.00 |
|-------|-------|-------|-------|-------|

4-Year Cohort Graduation Rate

By implements best practices for our Freshman classes and improving our on track rate, our goals is to increase the number of students who graduate in 4 years.

| | | | | |
|-------|-------|-------|-------|-------|
| 53.00 | 52.00 | 70.00 | 70.00 | 73.00 |
|-------|-------|-------|-------|-------|

1-Year Dropout Rate

We plan to continue to offer a robust credit recovery program.

| | | | | |
|-------|-------|------|------|------|
| 14.00 | 13.00 | 0.90 | 1.00 | 1.00 |
|-------|-------|------|------|------|

College Enrollment Rate

We are working closely with external partners such a Gear Up and College Mentoring Experience, as well as developing a summer melt program with Network 3 to increase our college enrollment rate.

| | | | | |
|-------|-------|-------|-------|-------|
| 20.00 | 33.00 | 50.00 | 53.00 | 55.00 |
|-------|-------|-------|-------|-------|

College Persistence Rate

Our goals is to develop a relationship with One Goal or a similar external partner to help us develop interventions and strategies that will give our students the tools to persist in college.

| | | | | |
|-------|-------|-------|-------|-------|
| 36.00 | 66.00 | 70.00 | 70.00 | 70.00 |
|-------|-------|-------|-------|-------|

Average Daily Attendance Rate

By implementing incentive programs and tracking students with absences and 1/2 days, our goal is to increase our attendance to 85%

| | | | | |
|-------|-------|-------|-------|-------|
| 80.00 | 82.00 | 85.00 | 85.00 | 85.00 |
|-------|-------|-------|-------|-------|

Custom metrics

0 of 0 complete

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

Strategies

Strategy 1

If we do...

Develop pacing guides aligned on the Network the ELA & MATH pacing guides which incorporate PSAT/SAT domains and dimensions for 9-12 grade core area subjects and align our Gains and local assessments with the pacing guides to be administered every 5 weeks.

...then we see...

Greater student achievement on local and Gains assessments and 95% of teachers will use pacing guides with fidelity.

...which leads to...

A 10+% increase in student growth and a 3% increase in student attainment each year on PSAT/SAT. It will also lead to an improvement among teachers in REACH Domain 1.

Tags:
Assessments, Sat, Curriculum planning, Psat, Reach domain 1

Area(s) of focus:
1

| Action step | Responsible | Timeframe | Status |
|----------------------------------------------------------------------------------------------------------|-----------------|------------------------------|-------------|
| Conduct professional development on PSAT/SAT domains during summer planning for all instructional staff. | Principal & ILT | Jun 25, 2018 to Jul 31, 2018 | Not started |

Professional development, Sat, Psat

| | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------------------|-------------|
| Teachers will monitor and analyze data from local and Gains assessment to determine student skill acquisition and mastery and develop specific next steps for groups of students based assessment results. | Teachers | Sep 4, 2018 to Jun 21, 2019 | Not started |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------------------|-------------|

Assessments

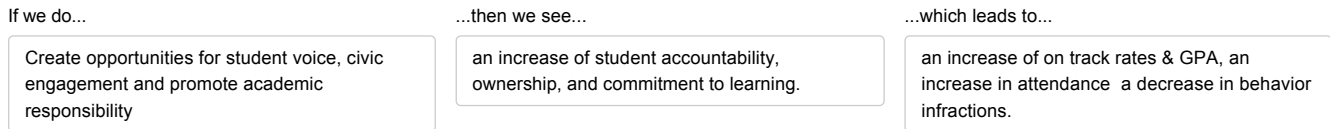
| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------------------------|-----------|
| Teachers will develop a syllabus during summer planning that will include PSAT/SAT domains & dimensions that will be addressed during the school year. | Teachers | Jun 25, 2018 to Jul 31, 2018 | Completed |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------------------------|-----------|

Syllabi

| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------------------------|-------------|
| Create a local/Gains assessment calendar for the entire school year that outlines dates and expectations each assessment. These dates will be on our Professional Learning Calendar. | Teachers | Jun 25, 2018 to Jul 31, 2018 | Not started |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------------------------|-------------|

Assessments

Strategy 2



Tags:
On track, Advisory, Advisory council

Area(s) of focus:
4

| Action step | Responsible | Timeframe | Status |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------------|-------------|
| Create an advisory team to work with the Counselor to develop scope and sequence for Advisory and establish a weekly rhythm of academic, post secondary and social emotional learning. | Principal & Counselor | May 1, 2018 to Jun 30, 2018 | Not started |

Advisory, Scope & sequence

| | | | |
|----------------------------------------------------------------|-----------|-----------------------------|-------------|
| Train a staff member to be generate BAG reports every 3 weeks. | Principal | May 1, 2018 to Aug 31, 2018 | Not started |
|----------------------------------------------------------------|-----------|-----------------------------|-------------|

Bag report

| | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------------------|-------------|
| Issue BAG reports & goals worksheets to students every 3 weeks during advisory so that students can set goals using the BAG report protocol. | Advisory Team | Sep 4, 2018 to Jun 21, 2019 | Not started |
|----------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------------------|-------------|

Bag report, Student goal setting

| | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------------------|-------------|
| Establish student accountability groups for the purpose of checking grades in gradebook, naviance and students giving each other peer feedback | Advisory Team | Sep 4, 2018 to Oct 31, 2018 | Not started |
|------------------------------------------------------------------------------------------------------------------------------------------------|---------------|-----------------------------|-------------|

Gradebook, Naviance, Student accountability

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------|-----------|
| Hire and staff a conflict resolution specialist that will act as a SEL lead and implement school wide restorative practices | Principal | Jun 1, 2018 to Jul 1, 2018 | Completed |
|-----------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------|-----------|

Social emotional learning, Restorative practices, Conflict resolution

Strategy 3

If we do...

Implement a cycle of professional learning that allows teachers to create rigorous academic task using Depth of Knowledge, practice implementation, analyze student work and engage in peer observation and feedback.

...then we see...

an increase in student engagement and use of critical thinking skills in the classroom

...which leads to...

greater college readiness as indicated by an increase in test scores on local and Gains assessments and 75% of teachers being rated proficient in Domain 3c

Tags:

Cycles of professional learning, Depth of knowledge, Reach domain 3

Area(s) of focus:

2

Action step

ILT will collaborate to plan Professional Develop which will inform our professional learning cycle

Responsible

Principal & ILT

Timeframe

May 1, 2018 to Jun 20, 2018

Status

Not started

Professional development

ILT will create a DOK guide for each content area to assist teachers with planning and implementation of DOK Level 3 or higher activities

Principal & ILT

May 1, 2018 to Jun 20, 2018

Not started

Rigorous tasks, Depth of knowledge

Each teacher will create 2 DOK Level 4 projects that are aligned to the PSAT/SAT domains and dimension.

Teachers

Jun 25, 2018 to Jul 31, 2018

Not started

Rigorous tasks, Dok, Reach domain 1

Teachers will incorporate the use of teachers will DBQs in core area subjects which will address text complexity, task complexity and higher order thinking skills.

Teachers

Jun 25, 2018 to Jul 31, 2018

Not started

Rigorous tasks, Text complexity

Strategy 4

If we do...

ILT creates a professional development plan for teachers addressing REACH components 3b, 3c, & 3d that supports academic task aligned to Depth of Knowledge Levels 3 & 4.

...then we see...

an increase in academic discourse, student engagement and peer and self assessments in the classrooms.

...which leads to...

60-75% of Douglass instructional teacher being proficient in Reach components 3b, 3c & 3d.

Tags:

Student engagement, Self assessment, Peer assessment, Reach domain 3, Questioning & discussion

Area(s) of focus:

3

Action step

We will plan and conduct professional developments around how to engage students in productive academic discourse

Responsible

Principal & ILT

Timeframe

Jun 25, 2018 to Dec 31, 2018

Status

Not started

Professional development, Reach domain 3, Questioning & discussion

| | | | |
|------------------------------------------------------------------------------------|------------------------------|------------------------------|-------------|
| Create standard school wide rubrics to provide teachers support in Domain 3a & 3d. | Douglass Instructional Staff | Jun 25, 2018 to Jul 31, 2018 | Not started |
|------------------------------------------------------------------------------------|------------------------------|------------------------------|-------------|

Assessments, Rubrics, Reach domain 3

| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------------|-------------|
| The ILT will use the book Academic Conversations as school wide professional reading text to help guide instruction and professional development | Principal & ILT | Jun 25, 2018 to Jul 31, 2018 | Not started |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------------|-------------|

Professional development, Reach domain 3, Questioning & discussion

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------------|-------------|
| Twenty percent of our teachers will attend professional development to acquire the skills necessary to properly implement a Socratic Seminar in their classroom second semester | Select Teachers | Jun 30, 2019 to Jun 30, 2019 | Not started |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------------|-------------|

Professional development, Socratic seminars, Questioning & discussion

Action Plan

Strategy 1

NOT STARTED Conduct professional development on PSAT/SAT domains during summer planning for all instructional staff." Jun 25, 2018 to Jul 31, 2018 - Principal & ILT

Status history



NOT STARTED May 14, 2018
Evidence
 Summer Planning Agenda PSAT/SAT Domains Sign In sheets

NOT STARTED Teachers will monitor and analyze data from local and Gains assessment to determine student skill acquisition and mastery and develop specific next steps for groups of students based assessment results."

Sep 04, 2018 to Jun 21, 2019 - Teachers

Status history



NOT STARTED May 14, 2018
Evidence
 Assessment Data Analysis Form

COMPLETED Teachers will develop a syllabus during summer planning that will include PSAT/SAT domains & dimensions that will be addressed during the school year."

Jun 25, 2018 to Jul 31, 2018 - Teachers

Status history



COMPLETED

Nov 16, 2018
Evidence

NOT STARTED

May 14, 2018
Evidence
Syllabi with PSAT/SAT skills addressed

NOT STARTED

Create a local/Gains assessment calendar for the entire school year that outlines dates and expectations each assessment. These dates will be on our Professional Learning Calendar."

Jun 25, 2018 to Jul 31, 2018 - Teachers

Status history



May 14

NOT STARTED

May 14, 2018
Evidence
Summer Planning Agenda Assessment Calendar

Strategy 2

NOT STARTED

Create an advisory team to work with the Counselor to develop scope and sequence for Advisory and establish a weekly rhythm of academic, post secondary and social emotional learning."

May 01, 2018 to Jun 30, 2018 - Principal & Counselor

Status history



May 14

NOT STARTED

May 14, 2018
Evidence
Meeting minutes & Agenda, Scope & Sequence

NOT STARTED

Train a staff member to be generate BAG reports every 3 weeks."
May 01, 2018 to Aug 31, 2018 - Principal

Status history



May 14

NOT STARTED

May 14, 2018
Evidence
BAG Report

NOT STARTED

Issue BAG reports & goals worksheets to students every 3 weeks during advisory so that students can set goals using the BAG report protocol."

Sep 04, 2018 to Jun 21, 2019 - Advisory Team

Status history



May 14

NOT STARTED

May 14, 2018
Evidence
BAG Report BAG Report Protocol Student goal worksheet

NOT STARTED

Establish student accountability groups for the purpose of checking grades in gradebook, naviance and students giving each other peer feedback"

Sep 04, 2018 to Oct 31, 2018 - Advisory Team

Status history

May 14

NOT STARTED May 14, 2018
Evidence
List of student advisory council

COMPLETED Hire and staff a conflict resolution specialist that will act as a SEL lead and implement school wide restorative practices"
Jun 01, 2018 to Jul 01, 2018 - Principal

Status history

May 14

COMPLETED May 14, 2018
Evidence
Staffed Position

Strategy 3

NOT STARTED ILT will collaborate to plan Professional Develop which will inform our professional learning cycle"
May 01, 2018 to Jun 20, 2018 - Principal & ILT

Status history

May 14

NOT STARTED May 14, 2018
Evidence
PD Plan Agenda Sign In Sheet PowerPoint Presentation

NOT STARTED ILT will create a DOK guide for each content area to assist teachers with planning and implementation of DOK Level 3 or higher activities"
May 01, 2018 to Jun 20, 2018 - Principal & ILT

Status history

May 14

NOT STARTED May 14, 2018
Evidence
DOK Guide for each content area

NOT STARTED Each teacher will create 2 DOK Level 4 projects that are aligned to the PSAT/SAT domains and dimension."
Jun 25, 2018 to Jul 31, 2018 - Teachers

Status history

May 14

NOT STARTED May 14, 2018
Evidence
DOK Level 4 Project with rubric

NOT STARTED

Teachers will incorporate the use of teachers will DBQs in core area subjects which will address text complexity, task complexity and higher order thinking skills."

Jun 25, 2018 to Jul 31, 2018 - Teachers

Status history

May 14

NOT STARTED

May 14, 2018

Evidence

Content area DBQ Assignments

Strategy 4

NOT STARTED

We will plan and conduct professional developments around how to engage students in productive academic discourse"

Jun 25, 2018 to Dec 31, 2018 - Principal & ILT

Status history

May 14

NOT STARTED

May 14, 2018

Evidence

Sign in sheets Meeting minutes Presentation

NOT STARTED

Create standard school wide rubrics to provide teachers support in Domain 3a & 3d."

Jun 25, 2018 to Jul 31, 2018 - Douglass Instructional Staff

Status history

May 14

NOT STARTED

May 14, 2018

Evidence

Sign in sheets School wide rubrics

NOT STARTED

The ILT will use the book Academic Conversations as school wide professional reading text to help guide instruction and professional development"

Jun 25, 2018 to Jul 31, 2018 - Principal & ILT

Status history

May 14

NOT STARTED

May 14, 2018

Evidence

Meeting minutes Presentation

NOT STARTED

Twenty percent of our teachers will attend professional development to acquire the skills necessary to properly implement a Socratic Seminar in their classroom second semester"

Jun 30, 2019 to Jun 30, 2019 - Select Teachers

Status history

May 14

NOT STARTED

May 14, 2018
Evidence
Agenda from PD

Fund Compliance

Supplemental General State Aid(SGSA)

My school receives SGSA funds

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

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

ESSA Program

ESSA Schoolwide Program

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

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

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

Non-title school that does not receive any Title funds

Parent Involvement in Targeted Assistance and Schoolwide Programs

I verify that the statement below is correct

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

Parent and Family Plan

Parent and Family Engagement Policy

Complete

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

Parents will have opportunities to review and revise said documents at LSC, PTA, and PAC meetings. Parents will be invited to the LSC meetings and meetings will be held during each report card pick up event as well. Notices will be sent home with students and posted in the school.

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

Our Title I meeting and PAC Organizational Meeting prior to October 1, 2018. Our Title I meeting was held on 10/18/2017 and our PAC Organizational Meeting was held on 12/13/2017.

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.

We will place a suggestion box in our Main Office for any requests parents may have. Also at our Title I meeting we will have a list of our meeting dates so the parents with concerns will know when and how they can communicate with their school. Principal will host meetings with parents to inform them of current state of the school and the CIWP.

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.

Students will receive a copy of the students' score when the scores are made available by the District. Parents can also request this information from our counselor.

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.

Our school will make this information available for parents via US mail.

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.

The school will invite parents to join our teachers in a meeting to explain how they can help their students prepare for SAT and post secondary opportunities.

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.

During our quarterly parent meetings we will always have a section dedicated to instructional updates so that we can keep our parents informed on what is happening inside the school.

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.

The principal will host parent meetings each quarter that will educate parents on current school improvement efforts. There will also be Family Reading/Literacy Night as well as Math Literacy Nights to engage families in the current shifts related to Common Core.

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.

DNA

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 correspondence will be provided in English and Spanish. We will create robo-calls to communicate important to our families and school stakeholders. We will post information regarding parent events, meetings, and school efforts on our school website, our school marquee, and flyers.

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.)

The MISSION of the Frederick Douglass High School is to foster a safe and disciplined learning environment in an effort to prepare our students to be competitive lifelong learners. Students will be nurtured and presented with opportunities to grow and discover their FULL POTENTIAL.

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.

The school will host parent teacher conferences in accordance with the calendar developed by Chicago Public Schools. Conferences are scheduled in November and April.

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

Douglass will provide students BAG reports every 3 weeks and parents progress reports every 5 weeks in accordance with CPS policy. Progress reports and weekly grade updates will be readily available on Parent Portal. All parents will have their own personal sign-in to access their students' grades.

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

Parents will be allowed to schedule conferences before, 8:15am-8:45am and after school, any time after 4:15pm. Parents should request a conference via email, by phone, or by visiting our Main Office.

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

Douglass will implement a Parent Volunteer Program in which parents will assist with day to day operations in addition to our Parent Shadowing program where parents can request a day to shadow their students throughout their instructional day.

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

Parents will be expected to support the school-wide expectations that require their students to behave appropriately and make adequate academic progress toward graduation. Parents are can assist with their student's success making sure they attend school on-time and reinforce the school-wide expectations.

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 have the liberty to consult with the school, by scheduled appointment between the hours of 9am-4:15pm, daily. Appointments can be made in our Main Office or via email or phone with teacher or staff member in question.

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).

Our school wide expectations will be explained to our students via the Student Handbook during the first week of school. At the same time students will have an opportunity to hear from their peers as to why it is important to uphold the school wide expectations and what the appropriate behaviors are. During our 1st week of school our students participate in many team-building exercises and peace circles. During this time we establish norms and school-wide expectations.

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.

We will partner with Youth Guidance to provide parents with training and develop ways to increase parent engagement in the school.

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

Account(s) Description Allocation

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

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

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

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

53205 **Refreshments**
Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.

| | | |
|----|-----|-----|
| \$ | 150 | .00 |
|----|-----|-----|

54125 **Consultants**
For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)

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

54505 **Admission and Registration Fees, Subscriptions and memberships**
For Parents use only.

| | | |
|----|-----|-----|
| \$ | 400 | .00 |
|----|-----|-----|

<p>54205</p>**Travel**
Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.

| | | |
|----|-----|-----|
| \$ | 144 | .00 |
|----|-----|-----|

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

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

<p>53510</p>**Postage**
Must be used for parent and family engagement programs only.

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

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

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

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

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