



Phillip Murray Elementary Language Academy / Plan summary

2018-2020 plan summary

Team

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Team meetings

Date	Participants	Topic
03/10/2018	Parents and teachers	SEF
04/11/2018	Parents and teachers	SEF Priorities
04/16/2018	Parents and teachers	Actions Items

04/30/2018

Parents and teachers

Finalizing Draft

05/07/2018

Share Draft CIWP with Parents and PTO

Reviewing Draft with community

05/16/2018

LSC Approve CIWP

School Excellence Framework

Culture of & Structure for Continuous Improvement

4 of 4 complete

Leadership & Collective Responsibility:

Score

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

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Our commitment to insuring a highly organized school that promotes the highest levels of student engagement and learning is the center of our work as a school community. The entire school community— administrators, faculty, staff, and parents—have the responsibility to insure that students are striving for success. We are in year two of implementing the Leader in Me Framework which is based on the 7 Habits of Highly Effective People identified by Stephen Covey. This framework provides students with the knowledge and foundational habits to being successful inside and outside of the classroom.

For the past 18 months we have focused on strengthening Leadership and Culture within the faculty, staff and student body. We will continue to improving our climate and culture through the continuing work of our Lighthouse Action Teams. Next year we will build out the Academic Action Teams and move from this year's work of modeling setting and tracking goals, to helping students set and monitor personal and academic goals.

Guide for Leadership & Collective Responsibility

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

Evidence, Measures, and Standards

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

Instructional Leadership Team:

Score

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

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The work of the Instructional Leadership Team (ILT) centers around improving teaching and learning at Murray. After reviewing the 5Essentials School Effectiveness Surveys to discern priorities for the teaching staff the ILT re-launched peer observations focused on small group instruction. Peer observations provided opportunities for faculty to better know each other in their professional capacities and to observe how small group instruction is being used across grade levels and instructional subjects.

In the coming year the ILT will review Curriculum Maps and Unit Plans that were developed two years ago. This review will focus on quality and thoroughness in addressing current disciplinary learning standards; some of which have changed since the Curriculum Maps were created. Plans for insuring that new faculty members have access to and understand the Curriculum Maps and Unit Plans will be refined.

In the coming year the ILT will be more systematic in monitoring implementation of the sections of the CIWP that relate to professional learning and student learning. ILT will be more systematic in coordinating the work of the various academic committees (e.g Reading and Language Arts, Math, Social Studies, Science, World Language) to best support student learning. Further, they will insure that new learning gathered by faculty attending professional development workshops are shared with the larger staff to optimize professional practice and student learning.

Guide for Instructional Leadership Team

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

Evidence, Measures, and Standards

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

Professional Learning:

Score

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

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A portion of the work done by the ILT and Principal centered an understanding of Growth Mindset, Grit, and Agency and their influence on student engagement and learning. In the coming year, we plan to dig deeper into the non-cognitive factors that affect student engagement and learning with the goals of increasing student engagement and effectiveness and decreasing disengagement and low achievement. To this end, we plan to organize one or more Professional Learning Communities (PLCs) within Murray to discuss to paper: "The Influence of Teaching Beyond Standardized Test Scores: Engagement, Mindsets, and Agency" by Ronald F Ferguson with Sarah Phillips, Jacob Rowley, and Jocelyn Friedlander which examines the role of Agency Related Factors like Growth Mindset, Conscientiousness, Future Orientation, and Other Skills & Mindsets on school and life success. Among the key ideas discussed in this paper are:

*** The 7 C's of Effective Teaching: Caring, Conferring with a focus, Captivating student interest, Clarifying key ideas, Consolidating new learning foci, Challenging students to strive for excellence and persist through difficulty, and Classroom Management

*** Emotions, Motivations and Mindsets associated with Agency: Anger—The student experiences feelings of anger in class (which may boost or dampen agency); Mastery Orientation—The student is committed to mastering lessons in the class; Sense of Efficacy—The student believes they can be successful in the class; Satisfaction—The student is satisfied with what they have achieved in the class; Growth Mindset—The student is learning to believe they can get smarter; Future Orientation—The student is becoming more focused on future aspirations (e.g., college).

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	Effective Leaders Collaborative Teachers
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	4a. Reflecting on Teaching & Learning 4d. Growing and Developing Professionally 4e. Demonstrating Professionalism
CPS Performance Standards for School Leaders	B2. Observes and Evaluates Staff and Gives Feedback to Staff B6. 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

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As a school, we created an instructional schedule that supports all students, including our diverse learning population. We have established a cycle for the Professional Personnel Leadership Committee (PPLC) to review needed resources and curricular upgrades/updates to best support the learning needs of all students and the teaching effectiveness of teachers. We are systematic in upgrading text books and other curricular supports to insure that materials are up-to-date and there is continuity across grades in implementing curricular standards across grade levels. Our Primary and Middle grades Science curriculum have been up-dated to reflect Next Generation Science Standards (NGSS). In the coming year we will complete the science upgrade process by purchasing a new science curriculum for 3rd through 5th grades. We have been discussing the newly revised Social Studies standards with the plan that this will be the next area for upgrading resources. A Social Studies Team will be convened to begin the review and evaluation process. We have also budgeted to replenish consumables in Math, Science, Language Arts and The Leader in Me so that full implementation of curriculum can proceed from the start of the new school year.

Guide for Aligned Resources

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

Evidence, Measures, and Standards

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

Expectations for depth & breadth of Student Learning

4 of 4 complete

Curriculum:

Score

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

Curriculum is bread and butter of what we offer to students across the grades.

The challenge is to ensure that students are systematically building on prior learning and that staffing transitions have a minimal impact on continued student progress.

A key way to to educate families about what's offered across grades.

Communicate our compliance standards that are promulgated by authorizes at the city, state and federal level

The curriculum is a roadmap for communicating the things that we are expected to do, as teachers

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	✓ 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	
✓	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:

Score

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

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We recently adopted GoMath for our 5-8 grade students; this was after a root cause analysis of our Math curriculum material. We also adopted a new science curriculum for K-2. We are currently reviewing 3-5 science curriculum so it aligns with NGSS and matches our K-2 vertical science scope.

Guide for Instructional Materials

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

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none">✓ Cross-section of materials from a variety of content areas and grade levels✓ Evidence of scaffolding and differentiation for all students to access the content/skills✓ Description of materials in curriculum and/or lesson plans✓ Presence of varied texts, supplementary media (e.g. videos)
Measures	<ul style="list-style-type: none">✓ SGPR Attainment and Growth
Five Essentials	<ul style="list-style-type: none">Ambitious InstructionSupportive Environment
MTSS Framework	Curriculum & Instruction
CPS Framework for Teaching	1a. Demonstrating Knowledge of Content and Pedagogy
	1b. Demonstrating Knowledge of Students
	1c. Selecting Learning Objectives
	1d. Designing Coherent Instruction
CPS Performance Standards for School Teams	A3. Allocates Resources to Support Student Learning, Prioritizing
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

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We recognize the importance of well-designed rigorous learning tasks that build deep understanding in students. Such rigorous tasks require students to evaluate and synthesize information from disparate sources and to think critically about the various perspectives from different perspectives as they develop and explain their own positions on these issues. We recognize the importance of designing tasks with multiple steps that systematically build cognitively and incorporate steps that progress from foundational understanding to in complexity. It is critical that students learn to think more rigorously, moving beyond basic memorization of facts to achieve a rich understanding of concepts that they can explain to others. Teaching pedagogy needs to support learners to engage in new and complex tasks and to persist in problem solving when they encounter obstacles or frustrations.

We strive to engage in teaching practices that increase student agency in the learning process. Among the skills and mindsets that we will focus on are:

- Nurturing greater mastery orientation (i.e., personal commitment to learning)
- Encouraging increased effort in academic enterprises
- Increased adoption of a growth mindset (i.e., belief that effort grows ability)
- Promoting more student conscientiousness in academic learning and task completion
- Nurturing higher future aspirations (e.g., interest in going to college and post secondary training)

Research suggests that when schools create environments that push students to achieve, student achievement goes up. The process of pushing all students to always do their best work is referred to as Academic Press. We are committed to implementing the school-wide and classroom policies, practices, expectations and rewards that press students to consistently engage and do their best work.

We believe that in focusing on Academic Press and fostering classroom and school-wide conditions that require students to bring their best behavior, to stay focused on achieving their full potential and persisting through frustration to achieving clarity of understanding will result in increased student performance and access to high quality post-elementary opportunities.

Supporting teachers and staff to pushing students academically and not to give up when students have trouble is critical to high performance. We are committed to developing support systems that

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	✓ SQRP Attainment and Growth
Five Essentials	Ambitious Instruction
MTSS Framework	Shared Leadership, Curriculum & Instruction
CPS Framework for Teaching	1d. 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	B1. 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 (SQRP) ✓ Slice Protocol – Looking at Student Work

Transitions, College & Career Access & Persistence:

Score

1 2 3 4

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

Murray has established key partnerships with the University of Chicago, Illinois Math and Science Academy, Purdue University, the Chicago Bulls and Hyde Park Chamber of Commerce to help shape our vision for postsecondary educational opportunities for our students. We make the possibilities for college attendance visible on a monthly basis as teachers wear college signifying shirts, sweat shirts and jackets. Our 8th graders engage in a research project on colleges to help them understand the scope of programs that colleges offer, the costs of a wide variety of college tuitions, room and board costs and fees and the range of scholarships that are available to potential students.

Guide for Transitions, College & Career Access & Persistence

- **TRANSITIONS - Have structures and processes in place to ensure successful transitions (e.g. into school , grade to grade, school to school, school to post-secondary).**
 - Mitigate the adverse effects experienced by some students in transition – such as arriving part-way through the school year – that can cause students to fall behind or become disengaged from school.
 - Monitor the progress of English learners after transition from services.
 - Provide programs and interventions that help students as they move from middle school through Freshmen year, including but not limited to: High School Investigation Days, CTE recruitment fairs, Freshmen Connection program (where budget allows), and a robust Freshmen Orientation program. Implement targeted holistic student supports the entire Freshmen year.
 - Provide sustained summer learning experiences to minimize learning loss and support key transition periods (e.g. summers before Kindergarten, HS, and college).
 - Use student data and best practices research to develop focused programs.
 - Expand access beyond students who are struggling academically.
 - Provide school counseling and postsecondary advising transition support and follow-up during “Summer Melt” and the first year of college.

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

Evidence, Measures, and Standards

EVIDENCE, MEASURES, AND STANDARDS	
Suggested Evidence	<ul style="list-style-type: none"> ✓ Data on college visits and college fair information ✓ Naviance Monthly Data ✓ Scholarships earned ✓ 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
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2b. Establishing a Culture for Learning
CPS Performance Standards for Teaching	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 ✓ Preventing college plans from melting away ✓ To & Through Project ✓ Redefining College & Career Readiness ✓ College Scorecard 	<ul style="list-style-type: none"> ✓ CPS College Persistence Toolkit ✓ Meaningful Linkages Between Summer Programs, Schools, and Community ✓ From HS to the Future (CPSB, 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

We have identified Small Group instruction as a goal; We also started Guided Reading push to improve our practice of teaching reading. Guided Reading: "A small-group instructional context in which a teacher supports each reader's development of systems of strategic actions for processing new texts at increasingly challenging levels of difficulty."-Irene C. Fountas & Gay Su Pinnell; 7. We have done some professional learning on effective classroom management which entails developing a respectful, cooperative classroom climate with on-task behavior.

a. Key: Achieve respectful, orderly, and on task student behavior by using clarity, captivation, and challenge instead of coercion.

Guide for Instruction

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

Evidence, Measures, and Standards

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

The school will adopt an Assessment calendar that focuses on a balanced approach to assessments. The school will continue to monitor the On-track data and report out to teachers, parents , and LSC.

Guide for Balanced Assessment & Grading

- **Use multiple measures (i.e. a range of assessment types and at multiple points in time) to supplement district-centralized assessments with**

other formative assessments to provide a more comprehensive picture of student learning.

- Use screening, diagnostic, and progress monitoring assessment to correctly identify specific gaps and monitor improvement, especially for students receiving Tier 2 and 3 services, in addition to Tier 1 core instruction. (also see *MTSS* and *Instruction*)
- Make assessments accessible to students, including diverse learners and English Learners through employing features of universal design and use of accommodations and, where needed, modifications.
 - Provide accommodations in presentation (i.e. how assessment text and tasks are presented to students), response (i.e. how students provide their answers), and/or setting/timing (i.e. scheduling/location of assessment).
- Utilize assessments that reflect the key shifts in literacy and mathematics in teacher created or selected assessments. (see Rigorous Student Tasks)
- Utilize assessments that measure the development of academic language for English learners.
- Have access to and analyze school-wide, teacher team, and classroom assessment data to determine instructional effectiveness and subsequent learning needs
- Improve and promote assessment literacy.
 - Work together on building common assessments within a department, course, or grade level team.
 - Invest resources in helping teachers evaluate and improve the quality of formative assessments. For example, use the Assessment Design Toolkit.
 - Use common protocols and calibrate on scoring and grading in teacher teams.
 - Analyze quality and alignment of assessments and tasks to ensure they meet the expectations of the standards and embed various levels of complexity.
- Have a grading system that clearly, accurately, consistently, and fairly communicates learning progress and achievement to students, families, postsecondary institutions, and prospective employers.
 - Ensure that students, families, teachers, counselors, advisors, and support specialists have the detailed information they need to make important decisions about a student's education.
 - Measure, report, and document student progress and proficiency:
 - Against a set of clearly defined cross-curricular and content-area standards and learning objectives collaboratively developed with staff.
 - Separately from work habits, character traits, and behaviors, so that educators, counselors, advisors, and support specialists can accurately determine the difference between learning needs and behavioral or work-habit needs. academic mindsets and behaviors (CCSR).
 - Ensure consistency and fairness in the assessment of learning, and assignment of scores and proficiency levels against the same learning standards, across students, teachers, assessments, learning experiences, content areas, and time.
 - Ensure grades are not used as a form of punishment, control, or compliance.

Evidence, Measures, and Standards

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

Multi-Tiered System of Supports:

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

Our classroom teachers work with our Essential teachers to meet the academic needs our students through MTSS for reading and math. The Essential teachers work with classroom teachers to support students needing the Tier 2 and 3 academic supports. We need to improve our ability to provide Tier 2 and 3 SEL supports for students who struggle socially and emotionally. Two years ago we implemented a mentoring program matching adults in the building with students who were off track for academics or attendance or both. Revisiting a mentoring approach will be a priority in the coming year. If we can engage students in a consistent relationship with an adult other than their current classroom teachers, students can be supported in taking an active role in their learning to meet both grade-level learning standards as well as promotion criteria.

Score

1 2 3 4

Guide for Multi-Tiered System of Supports

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

Evidence, Measures, and Standards

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

Expectations for Quality & Character of School Life

6 of 6 complete

Culture for Learning:

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

Score

1 2 **3** 4

We do subscribe to the Agency-related factors of Personal Support- Cultivating teacher-student relationships and a classroom climate where students feel valued and welcomed

- Care describes teacher behaviors that foster emotional safety. Caring teachers are approachable, empathetic, and genuinely interested in the well-being of their students. They listen attentively to students' concerns, providing emotional support and, when appropriate, taking steps to alleviate challenges that students find stressful. Additionally, caring teachers demonstrate interest in students' lives both inside and outside of school. Example items include "My teacher seems to know if something is bothering me," and "My teacher in this class makes me feel that s/he really cares about me."
- Confer refers to welcoming and valuing students' viewpoints. Teachers who confer effectively insist on student participation through the use of such techniques as strategic questioning and discussion-based lessons. They also value students' unique perspectives. Believing that the teacher values their views provides positive reinforcement for the effort it takes a student to formulate and express a perspective. Further, if students are asked to respond not only to the teacher, but to one another as well, a learning community may develop in the classroom, with all of the attendant social reinforcements. Confering helps a teacher deliver on several of the other Tripod 7Cs components. Example items include: "My teacher gives us time to explain our ideas," and "My teacher wants us to share our thoughts."

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 ✓ S/GR 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 Competency Guide p. 50 ✓ Social Emotional Learning Supports (cps.edu/SEL) ✓ 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

Leader in me and new teacher staff provides an opportunity to build. How do we further engage parents to move beyond getting their students through. How do we communicate out. Communication out on all the good work ongoing is key.

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/sel)
✓	Trust in Schools: A Core Resource for School Reform (ASCD)
✓	Creating a School Community (ASCD)

Student Voice, Engagement, & Civic Life:

Score

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

1 2 3 4

We want our students to become productive members of society. When students are charged with tasks that they are going to be held responsible for they become creative thinkers and understanding problems and coming up with solutions. We seeks to graduate young people whose talents and independence will sustain their constant inquiry and reflection, whose interest in community and the world around them surpasses their self-interest, and whose passion for learning pushes them to greater intellectual heights.

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"> • MYHS 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 Essential – Supporting Environment
Five Essential	Supportive Environment
MTSS Framework	Curriculum & Instruction, Family & Community Engagement
CPS Framework for Teaching	2a. Creating an Environment of Respect and Rapport 3c. Engaging Students in Learning
CPS Performance Standards for School Leaders	D3. Utilize Feedback from Multiple Stakeholders for School Improvement
Content Standards	Winn Social Science Standards, Winn Social Emotional Learning Standards, CCSS ELA/MT 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

Murray has historically maintained strong parent involvement in and around the school; our parents work to support the safety of all students. Our parents believe in prevention, and consistently make recommendations to the principal and LSC

Guide for Safety & Order

- **Ensure students and adults feel physically, socially, intellectually, and emotionally safe throughout the school.**
- **Provide clear procedures for reporting and responding to safety concerns.**
- **Manage efficient and orderly transitions between activities.**
 - Manage classroom routines and procedures to maximize instructional time.
 - Orchestrate the environment so students contribute to the management of classroom routines (e.g. transitions) without disruption of learning).
 - Arrival, dismissal, and other school-wide transitions are safe, efficient, and orderly.
- **Provide a framework for positive behavior throughout the school based on shared values and expectations.**
 - Have shared expectations for positive behavior. (See Restorative Approaches to Discipline)
- **Teach, model, and reinforce (by all staff members) clear behavior expectations for all areas of the school.**
 - All adults use active supervision (move, scan, and interact) in all settings.
- **Have a voice and take informed action.**
 - Students are included in key conversations about their learning experience and work with the principal and staff to identify issues and implement

- solutions. (e.g. student voice committee).
- Students initiate and lead some school improvement initiatives.
- Students participate in democratic decision-making at the school level.
- Students identify and research issues of relevance and work together to propose/advocate for solutions.
- **Emphasize proactive, instructive, and restorative approaches to student behavior and minimize punitive consequences through policies and procedures. (See Restorative Approaches to Discipline)**
 - Adults correct misbehavior in ways that reinforce established expectations and cause minimal disruption to learning.
- **Clarify criteria for office referrals versus classroom managed behavior.**

Evidence, Measures, and Standards

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

Restorative Approaches to Discipline:

Score

1 2 **3** 4

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.

As our dashboard data represents, our punitive consequences are below district averages. Behavior science, neuroscience, and social science research speaks to how we must treat our youth during these important, critical years of child brain plasticity. The Leader in Me is a vehicle for supporting our approach to being proactive with behavioral support for all students.

Guide for Restorative Approaches to Discipline

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

Evidence, Measures, and Standards

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

Parent and Family Partnership:

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.

Parents and parents involvement are the bedrocks of our school. We are constantly promoting way in involve our parents.

Guide for Parent and Family Partnership

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

Evidence, Measures, and Standards

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

School Excellence Framework Priorities

Score	Framework dimension and category	Area of focus \emptyset = Not of focus
2	Culture of & Structure for Continuous Improvement: Instructional Leadership Team	1 2 3 4 5 \emptyset
2	Culture of & Structure for Continuous Improvement: Professional Learning	1 2 3 4 5 \emptyset
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: 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: Rigorous Student Tasks	1 2 3 4 5 \emptyset
2	Expectations for Quality & Character of School Life: Relational Trust	1 2 3 4 5 \emptyset
2	Expectations for Quality & Character of School Life: Student Voice, Engagement, & Civic Life	1 2 3 4 5 \emptyset
3	Culture of & Structure for Continuous Improvement: Leadership & Collective Responsibility	1 2 3 4 5 \emptyset
3	Expectations for depth & breadth of Quality Teaching: Instruction	1 2 3 4 5 \emptyset
3	Expectations for depth & breadth of Student Learning: Instructional Materials	1 2 3 4 5 \emptyset
3	Expectations for Quality & Character of School Life: Culture for Learning	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: 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
4	Culture of & Structure for Continuous Improvement: Aligned Resources	1 2 3 4 5 \emptyset

Goals

Required metrics (Elementary)

18 of 18 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
National School Growth Percentile - Reading					
We fully expect to rebound from the decline in 16-17 SY because we have added solid English Language Arts (ELA) instructors in multiple grades (5th-8th) prior to the start of the 17-18 SY, and continue to grow year-to-year with the team now in place and already having established curriculum.	73.00	62.00	65.00	67.00	70.00
National School Growth Percentile - Math					
We fully expect to grow year-to-year with the team now in place (added 6th at the start of 17-18 SY and 5th, 7th-8th during 16-17 SY). We are streamlining teacher lineups so there will be one teacher for 5th-6th and one for 7th-8th, as well as streamlining curriculum from 5th-8th so there's now one curriculum. These actions allows us to establish continuity and vertical alignment.	22.00	70.00	73.00	76.00	80.00
% of Students Meeting/Exceeding National Ave Growth Norms					
We will re-structure our 5th-6th grade department to include more departmentalization.	52.40	61.30	63.00	65.00	67.00
African-American Growth Percentile - Reading					
We fully expect to rebound from the decline in 16-17 SY because we have added solid English Language Arts (ELA) instructors in multiple grades (5th-8th) prior to the start of the 17-18 SY, and continue to grow year-to-year with the team now in place and already having established curriculum.	68.00	62.00	65.00	67.00	70.00
Hispanic Growth Percentile - Reading					
N/A	(Blank)	(Blank)	0.00	0.00	0.00
English Learner Growth Percentile - Reading					
N/A	(Blank)	(Blank)	0.00	0.00	0.00
Diverse Learner Growth Percentile - Reading					
We fully expect to grow year-to-year this population of students. We received a 4th Diverse Learner teacher to allow for some co-teaching and additional push-in instruction; The 4th teacher will progress monitor all Diverse Learner students.	(Blank)	3.00	50.00	55.00	70.00
African-American Growth Percentile - Math					
We fully expect to grow year-to-year with the team now in place (added 6th at the start of 17-18 SY and 5th, 7th-8th during 16-17 SY). We are streamlining teacher lineups so there will be one teacher for 5th-6th and one for 7th-8th, as well as streamlining curriculum from 5th-8th so there's now one curriculum. These actions allows us to establish continuity and vertical alignment.	18.00	68.00	73.00	76.00	80.00
Hispanic Growth Percentile - Math					
N/A	(Blank)	(Blank)	0.00	0.00	0.00
English Learner Growth Percentile - Math					

N/A	(Blank)	(Blank)	0.00	0.00	0.00
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Diverse Learner Growth Percentile - Math

We fully expect to grow year-to-year this population of students. We received a 4th Diverse Learner teacher to allow for some co-teaching and additional push-in instruction; The 4th teacher will progress monitor all Diverse Learner students.	(Blank)	2.00	50.00	55.00	70.00
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National School Attainment Percentile - Reading (Grades 3-8)

We fully expect to rebound from the decline in 16-17 SY because we have added solid English Language Arts (ELA) instructors in multiple grades (5th-8th) prior to the start of the 17-18 SY, and continue to grow year-to-year with the team now in place and already having established curriculum.	79.00	72.00	75.00	77.00	80.00
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National School Attainment Percentile - Math (Grades 3-8)

We fully expect to grow year-to-year with the team now in place (added 6th at the start of 17-18 SY and 5th, 7th-8th during 16-17 SY). We are streamlining teacher lineups so there will be one teacher for 5th-6th and one for 7th-8th, as well as streamlining curriculum from 5th-8th so there's now one curriculum. These actions allows us to establish continuity and vertical alignment.	50.00	55.00	60.00	63.00	67.00
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National School Attainment Percentile - Reading (Grade 2)

This population of of students has received targeted MTSS; we will remain focused on this group of students. We are also introducing accelerated reading to this group to support independent reading.	47.00	84.00	85.00	87.00	88.00
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National School Attainment Percentile - Math (Grade 2)

This population of of students has received targeted MTSS; we will remain focused on this group of students. We are also introducing Math Talks support math thinking and reasoning	32.00	59.00	62.00	65.00	70.00
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% of Students Making Sufficient Annual Progress on ACCESS

N/A	(Blank)	(Blank)	0.00	0.00	0.00
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Average Daily Attendance Rate

We are going to provide school-wide incentives to drive attendance upward.	96.30	96.10	96.70	97.00	97.10
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My Voice, My School 5 Essentials Survey

The school jump started the Culture and Climate committee ro review My Voice, My School 5 Essentials data to make recommendations; our first goal was to raise the participation rate; we provided staff incentives for all staff to participate.	(Blank)	(Blank)	(Blank)	(Blank)	(Blank)
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Custom metrics

6 of 6 complete

	2016-2017 Actual	2017-2018 Actual	2017-2018 SQRP Goal	2018-2019 SQRP Goal	2019-2020 SQRP Goal
OSS per 100 (all students)					

The number of out-of-school suspensions per 100 students shows the number of reported incidents that result in a OSS for every 100 students at the school. This helps account for schools of different sizes when considering how frequently students are suspended, and makes it possible to make school level comparisons. The rate is calculated by taking the number of incidents that result in an out-of-school suspension and dividing it by the total number of enrolled students and then multiplying that figure by 100.

The goal is to reduce this metric by at least 7% annually for SY18-20.

4.12

1.36

1.39

1.29

1.20

OSS per 100 (Diverse Learners students only)

The number of out-of-school suspensions per 100 students for diverse learners shows the number of reported incidents for diverse learners that result in a OSS for every 100 diverse learners at the school. This helps account for schools of different sizes when considering how frequently diverse learners are suspended, and makes it possible to make school level comparisons of diverse learner suspension rates. The rate is calculated by taking the number of incidents that result in an out-of-school suspension for diverse learners and dividing it by the total number of enrolled diverse learners and then multiplying that figure by 100.

The goal is to reduce this metric by at least 14% annually for SY18-20.

0.00

1.80

1.87

1.61

1.38

OSS per 100 (African American students only)

The number of out-of-school suspensions per 100 students for African American shows the number of reported incidents for African American that result in a OSS for every 100 students at the school. This helps account for schools of different sizes when considering how frequently students are suspended, and makes it possible to make school level comparisons. The rate is calculated by taking the number of incidents that result in an out-of-school suspension for diverse learners and dividing it by the total number of enrolled African American students and then multiplying that figure by 100.

The goal is to reduce this metric by at least 7% annually for SY18-20.

4.66

1.50

1.53

1.42

1.32

% of Group 3 Misconducts Routed to OSS

This metric indicates the number of times (reported as a percent) a school assigns an out-of-school suspension to a student for their involvement in a Group 3 incident from the Student Code of Conduct. Whenever possible, interventions and consequences that do not exclude the student from their regular educational schedule should be attempted. The rate is calculated by taking the number of Group 3 incidents that result in an out-of-school suspension and dividing it by the total number of Group 3 incidents and then multiplying that figure by 100.

The goal is reduce this metric by at least 60% for SY18-19 and another 40% for SY19-20.

3.19

0.00

0.00

0.00

0.00

Serious Misconducts (Group 4-6) per 100

The number of serious misconducts per 100 students shows the number of reported SCC Group 4, 5, or 6 incidents reported for every 100 students at the school. This helps account for schools of different sizes when considering how frequently serious misconducts occur at the school, and makes it possible to make school level comparisons. This can be one indicator of how well schools are implementing social and emotional learning curriculum and integrating SEL into core academic instruction. Misconducts classified as Groups 4-6 include moderate, serious, or illegal behaviors. The rate is calculated by taking the number of Group 4, 5, and 6 misconduct codes assigned to students and dividing it by the total number of enrolled students and then multiplying that figure by 100. NOTE: This number may be higher than anticipated as sometimes multiple Group 4, 5, and 6 violations of the Student Code of Conduct may be assigned to a signal incident.

The goal is to reduce this metric by at least 10% annually for SY18-20.

11.76

6.81

7.49

6.74

6.07

3-8 On Track

To ensure students are prepared to succeed in high school, Network 9's goal is for each elementary school to increase their 3-8 On Track Rate 30% to the 2020 SY.

(Blank)

62.00

68.00

75.00

78.00

Strategies

Strategy 1

If we do...

Develop a system of support for K-8 and Essential Teachers to develop curriculum and scope and sequence maps and units that fully integrate opportunities for all learners which include real-world, STEAM and World Language Application.

...then we see...

A coherent alignment of content that is vertically connected across all grades.

...which leads to...

A coherent deliver system of knowledge for all students which will lead to higher quality instruction producing consistent EOY test results across all grades.

Tags:

5 essentials, Aligned curriculum, Academic mindset

Area(s) of focus:

1

Action step

Teachers will start writing scope and sequence maps and pacing units for those content areas that have not been developed yet..

Responsible

Teachers, ILT and Principal

Timeframe

Jun 25, 2018 to Aug 2, 2018

Status

Not started

Curriculum cycle

Teachers will evaluate the quality of the pacing maps for content, vertical alignment, common core and NGSS standards

Teachers, ILT and Principal

Jun 25, 2018 to Aug 28, 2018

Not started

World Language Integration: curriculum maps and core subject integration throughout all grade levels. Follow the American Council on the Teaching of Foreign Languages (ACTFL) proficiency guidelines including reading, writing, listening and speaking for novice and intermediate levels in all target languages and technology.

WL teachers

Aug 30, 2018 to Jun 30, 2020

Not started

Curriculum Design, World language, Curriculum mapping, Cross curricular planning

During back to school night and at regular scheduled intervals during the school year (i.e. report card pick-up), teachers will share with parents information regarding additional resources (i.e. Khan Academy, TenMarks, Prepdog, Study Island, etc.) that they can use to help support and supplement student learning at home and during out of school periods on key subjects. When possible, students' login information will be shared with parents. In addition to the summer packets already provided, teachers and school administration will provide parents with information regarding resources that they can use during summer break to assist with addressing summer learning loss.

Teachers

Sep 4, 2018 to Jun 30, 2020

Not started

Parent partnerships, Parent engagement

Teachers will review and evaluate the existing Curriculum Maps and Unit Plans for English Language Arts K-8, Math K-8, Science 5-8, and Social Studies 5-8 making revisions to incorporate any new standards, to make more clear and rigorous, and to insure continuity from grade to grade.

Teachers and Principal

Jun 20, 2018 to Nov 9, 2018

Not started

Curriculum maps, Unit plans

Strategy 2

If we do...

Throughout the school year, we review the Five Essential and NWEA growth target met in Reading and Math. Common planning time is used to collaborate and share ideas and execute best practices in aiding students' achievement. Our mission involves the integration across curriculum to enhance instruction and cultivating students' learning. This includes teacher to teacher observations, the incorporation of PBL (Problem Based Learning) within lessons, adopting the ideology of Stephen Covey's Leader In Me and the continues review of student work samples. As a result , we can produce well developed, rigorous and differentiated tasks build perseverance, resilience in our student population.

...then we see...

In efforts, of creating an environment of young individuals that are critical thinkers, solution orientated and continuous problem solver both within their academic and personal setting.

...which leads to...

Our desire outcomes are to produce 80% of students that will be able to meet the emotional and physical challenges of everyday life, while reaching for academic and career readiness

Tags:

Rigorous tasks

Area(s) of focus:

Action step

Responsible

Timeframe

Status

We want to get students to think on their own by using more higher-order thinking questions through cognitive activities like debate, analysis, evaluation, and application. Use REACH 3B-- Questions of high quality causing students to think and reflect, to deepen their understanding, and to test their ideas against those of their classmates and promote learning through discussion—as a focus, the school will create a system for sharing best practices on creating and implementing higher-order questions and discussion

Teachers and principal

Aug 27, 2018 to Oct 31, 2018

Behind

Teachers and school administration will make examining students work the focus of one or more morning meeting(s). Each teacher will bring a sample of student work for colleagues to evaluate in terms of the types of higher order thinking skills required by students.

Teachers

Sep 5, 2018 to Jun 30, 2020

Not started

Teachers will incorporate daily math talks in order to foster mathematical discussions and opportunities for students to provide evidence of their reasoning.

Teacher

Sep 5, 2018 to Jul 30, 2020

Not started

Teachers will incorporate literature circles that are structured so students can reach beyond the literal understanding of texts to discuss, debate and explore the larger issues presented in the text. Literature circles will assist with providing students with the tools needed to become critical thinkers as they read, share thoughts, ask questions, and respond to reading selections. When possible, students will read/view information from several sources and in different formats to reach deeper understandings.

Teachers

Sep 5, 2018 to Jun 30, 2020

Not started

Enhance our World Language program by increasing our global partnerships with sister schools and foreign consulates in our targeted languages (French, Spanish, & Mandarin Chinese). Students will be better prepared for global citizenship as they will have a better understanding, and perhaps empathy, for diverse cultural perspectives and practices with their peers in other countries. They will also have the opportunity to practice their language skills in an authentic setting.	(Blank)	select	Not started
Make rigorous tasks seem doable and increase student engagement by developing project based learning, exploratories, and seminars.	Teachers	Sep 5, 2018 to Jun 30, 2020	Not started
Create a productive learning environment with documented and communicated standards for teacher-student, student-student, and parent-teacher engagement. Create an environment under which teachers are able to facilitate student engagement in the learning process to insure students' success. Respect and rapport overlap with this item.	Teachers	Sep 6, 2018 to Jun 30, 2020	Not started

Strategy 3

If we do...

Provide students with increased and substantive opportunities for /69+ engagement in school and civic life.

...then we see...

Increased student agency, i.e. a sense of control over their actions as well as a greater understanding of the long-lasting consequences of action/inaction.

...which leads to...

A reduction in the number of interventions required by staff to address behavioral problems and an increase in the number of outlets for student creativity and sharing of student perspectives.

Tags:

Student voice, engagement, & civic life

Area(s) of focus:

Action step	Responsible	Timeframe	Status
Further develop and expand Student Lighthouse Team to include representation from K-8; Student Lighthouse Team collaborates with LSC and PTO and School Lighthouse Team.	Teachers, Student Leadership Action Committee Leader, Assistant Principal	Aug 30, 2018 to Jun 30, 2020	Not started
Develop an online school newspaper [and student portfolio] *** how is area in brackets related to student newspaper*** in which the school creates a bimonthly online addition incorporating news, events, movie reviews, etc. across grade levels	Teachers, Asst. Principal, Student Lighthouse	Aug 30, 2018 to Jun 30, 2020	Not started
Engage students in identifying enrichment programs around their strengths and interests that could be incorporated in our after-school offerings.	Teachers, Student Lighthouse Team, Asst. Principal	Sep 6, 2018 to Jun 30, 2020	Not started
Establish a "Murray Matters" service corps of students, faculty and staff to identify and conduct quarterly service projects to benefit the school and/or deserving groups in the community. This could include clean up opportunities in neighborhood, requests for support by outside groups, other students or staff, with specific project choices to be chosen by students.	Student Lighthouse Team, Teachers,	select	Not started

Provide opportunities to engage students who are considered "off-track" in out of school time (OST) programs to address academic engagement, and social-emotional learning that increases personal and academic success.	Principal, Counselor, teachers	select	Not started
A student council will be established and plan to meet at least 5 times annually to provide direct opportunities to engage with LSC members and principal on questions and thoughts from students.	(Blank)	select	Not started

Strategy 4

If we do...

If we develop a comprehensive Professional Development Plan that covers key areas of Balanced Literacy, Small Group Math Instruction with Math Talks, the Leader in Me Leadership, Cultural and Academic Implementation, NGSS Science Standards incorporation, robust MTSS implementation in Language Arts, Math and Social/Emotional Learning

If we continue our Peer Observations and implement it on a quarterly basis

...then we see...

Then we will see Faculty and staff using best practices to engage students in inquiry and learning, across all curricular areas ; a faculty and staff that is growing professionally, and a staff that feels supported in improving practice and curriculum development and implementation

Then faculty will observe how various peers are implementing small group instruction and other identified best practices

...which leads to...

Which will lead to increases in student engagement and student learning and increases in staff proficiency as measured by Reach

Which will lead to closer relationships and collaborations among faculty and an increase in shared knowledge of the curriculum and professional practices within the larger school community

Tags:

Professional Learning

Area(s) of focus:

Action step

Developing an intentional schedule of professional development including book studies on social/emotional learning and interventions.	ILT	select	Not started
Identify needs for Grade/Content specific Professional Development and design a program to provide these professional learning opportunities using either school-based expertise or outside expertise as appropriate.	ILT, Principal	select	Not started
Organize a Professional Learning Community (PLC) focused on understanding deepening understanding of the non-cognitive factors that influence student engagement and agency in their own learning with the goal of supporting teachers in exploring and implementing strategies that press students to engage and grow to their maximum while offering encouragement and accessibility. The PLC will begin by focusing on two research articles: 1. "Integrating Academic Press and Support by Increasing Student Ownership and Responsibility" by Marisa Ann Cannata, Vanderbilt University; Thomas M. Smith, University of California-Riverside; Katherine Taylor Haynes, Westminster School for Young Children 2. "The Influence of Teaching Beyond Standardized Test Scores: Engagement, Mindsets, and Agency" by Ronald F. Ferguson with Sarah F. Phillips, Jacob F. S. Rowley, and Jocelyn W. Friedlander	ILT, Principal	Oct 1, 2018 to Jun 28, 2019	Not started

Refine our MTSS program with a focus on: identifying effective research-based strategies to support English Language Arts, Math and Social-Emotional development; developing a system and standards for keeping data to track student growth; developing a schedule that supports robust intervention where needed across all grade levels; insuring that we have the resources to implement research based interventions across grade levels.	ILT, Counselor, Principal	Jun 20, 2018 to Jun 20, 2018	Not started
Implement a systematic approach to peer observation with the goals of: 1. strengthening the professional collaboration, sense of community and trust among faculty and staff; 2. creating a PLC that will focus on specific strategies e.g. Academic Press, Small Group Instruction; design of rigorous tasks and share strategies and approaches	ILT, Principal	select	Not started
Develop a system for having faculty members who have participated in external professional development courses, workshops and seminars to share the experience and new learning with other staff members.	ILT, Principal	select	Not started

Strategy 5

If we do...

Develop a system for capturing teacher, student, staff and parent engagement on the culture and climate of the school utilizing Leader in Me and 7 Habits Framework.

...then we see...

Parents, teachers, staff and students feeling welcome, valued, loved, trusted and respected because they are modeling the 7 Habits and building quality relationships.

...which leads to...

A school culture that is welcoming and nurturing and empowering of all stakeholders to develop their leadership gifts. This will lead to increased participation rate of staff and parents on the 5E's survey, a decrease in student referrals, an increase in restorative practices, an increase in student involvement in school wide leadership roles and high student attendance.

Tags:

Parent engagement, Surveys, 5 essentials, Student voice, engagement, Teacher voice

Area(s) of focus:

4, 5

Action step	Responsible	Timeframe	Status
Staff will engage in initial and ongoing professional development of the 7 Habits of Highly Effective People/Leader in Me.	Administration Lighthouse Team	select	Behind
Staff will further develop Class Dojo, Golden Ticket and PBIS store system utilizing staff, student and parent leadership roles.	Administration Environment Action Team	select	Not started
Teachers will develop units of study that incorporate the 7 Habits of Highly Effective People for social emotional learning in each classroom.	Administration Teachers	select	Not started
Staff and students will develop systems and visual representations for emotional deposits in classrooms and teacher's lounges.	Administration Environment Action Team Student Environment Action Team	select	Not started

Parents will learn about 7 Habits for Families through leadership events, on-line resources, parent workshops, and classroom connections.	Family Engagement Action Team Parent Advisory Committee Website Committee	select	Not started
Develop accountability partners for all staff on 7 Habits/Leader in Me to support professional development of staff	Professional Learning Action Team	select	Not started

Action Plan

Strategy 1

NOT STARTED Teachers will start writing scope and sequence maps and pacing units for those content areas that have not been developed yet.."
Jun 25, 2018 to Aug 02, 2018 - Teachers, ILT and Principal

Status history



NOT STARTED May 16, 2018
Evidence

NOT STARTED Teachers will evaluate the quality of the pacing maps for content, vertical alignment, common core and NGSS standards"
Jun 25, 2018 to Aug 28, 2018 - Teachers, ILT and Principal

Status history



NOT STARTED May 16, 2018
Evidence

NOT STARTED World Language Integration: curriculum maps and core subject integration throughout all grade levels. Follow the American Council on the Teaching of Foreign Languages (ACTFL) proficiency guidelines including reading, writing, listening and speaking for novice and intermediate levels in all target languages and technology."

Aug 30, 2018 to Jun 30, 2020 - WL teachers

Status history



NOT STARTED May 16, 2018
Evidence

NOT STARTED During back to school night and at regular scheduled intervals during the school year (i.e. report card pick-up), teachers will share with parents information regarding additional resources (i.e. Khan Academy, TenMarks, Prepdog, Study Island, etc.) that they can use to help support and supplement student learning at home and during out of school periods on key subjects. When possible, students' login information will be shared with parents. In addition to the summer packets already provided, teachers and school administration will provide parents with information regarding resources that they can use during summer break to assist with addressing summer learning loss."

Sep 04, 2018 to Jun 30, 2020 - Teachers

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Teachers will review and evaluate the existing Curriculum Maps and Unit Plans for English Language Arts K-8, Math K-8, Science 5-8, and Social Studies 5-8 making revisions to incorporate any new standards, to make more clear and rigorous, and to insure continuity from grade to grade."

Jun 20, 2018 to Nov 09, 2018 - Teachers and Principal

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

Reviewed and Revised Curriculum Maps and Unit Plans uploaded to Survival Guide in Google Drive

Strategy 2

BEHIND

We want to get students to think on their own by using more higher-order thinking questions through cognitive activities like debate, analysis, evaluation, and application. Use REACH 3B-- Questions of high quality causing students to think and reflect, to deepen their understanding, and to test their ideas against those of their classmates and promote learning through discussion—as a focus, the school will create a system for sharing best practices on creating and implementing higher-order questions and discussion"

Aug 27, 2018 to Oct 31, 2018 - Teachers and principal

Status history

May 16

BEHIND

May 16, 2018
Problem
Root Cause
Next steps

NOT STARTED

Teachers and school administration will make examining students work the focus of one or more morning meeting(s). Each teacher will bring a sample of student work for colleagues to evaluate in terms of the types of higher order thinking skills required by students."

Sep 05, 2018 to Jun 30, 2020 - Teachers

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Teachers will incorporate daily math talks in order to foster mathematical discussions and opportunities for students to provide evidence of their reasoning."

Sep 05, 2018 to Jul 30, 2020 - Teacher

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Teachers will incorporate literature circles that are structured so students can reach beyond the literal understanding of texts to discuss, debate and explore the larger issues presented in the text. Literature circles will assist with providing students with the tools needed to become critical thinkers as they read, share thoughts, ask questions, and respond to reading selections. When possible, students will read/view information from several sources and in different formats to reach deeper understandings."

Sep 05, 2018 to Jun 30, 2020 - Teachers

Status history



May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Enhance our World Language program by increasing our global partnerships with sister schools and foreign consulates in our targeted languages (French, Spanish, & Mandarin Chinese). Students will be better prepared for global citizenship as they will have a better understanding, and perhaps empathy, for diverse cultural perspectives and practices with their peers in other countries. They will also have the opportunity to practice their language skills in an authentic setting."

-

Status history



May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Make rigorous tasks seem doable and increase student engagement by developing project based learning, exploratories, and seminars."

Sep 05, 2018 to Jun 30, 2020 - Teachers

Status history



May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Create a productive learning environment with documented and communicated standards for teacher-student, student-student, and parent-teacher engagement. Create an environment under which teachers are able to facilitate student engagement in the learning process to insure students' success. Respect and rapport overlap with this item."

Sep 06, 2018 to Jun 30, 2020 - Teachers

Status history



May 16

NOT STARTED

May 16, 2018
Evidence

Strategy 3



NOT STARTED

Further develop and expand Student Lighthouse Team to include representation from K-8; Student Lighthouse Team collaborates with LSC and PTO and School Lighthouse Team."

Aug 30, 2018 to Jun 30, 2020 - Teachers, Student Leadership Action Committee Leader, Assistant Principal

Status history



NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Develop an online school newspaper [and student portfolio] *** how is area in brackets related to student newspaper*** in which the school creates a bimonthly online addition incorporating news, events, movie reviews, etc. across grade levels"

Aug 30, 2018 to Jun 30, 2020 - Teachers, Asst. Principal, Student Lighthouse

Status history



NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Engage students in identifying enrichment programs around their strengths and interests that could be incorporated in our after-school offerings."

Sep 06, 2018 to Jun 30, 2020 - Teachers, Student Lighthouse Team, Asst. Principal

Status history



NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Establish a "Murray Matters" service corps of students, faculty and staff to identify and conduct quarterly service projects to benefit the school and/or deserving groups in the community. This could include clean up opportunities in neighborhood, requests for support by outside groups, other students or staff, with specific project choices to be chosen by students."

- Student Lighthouse Team, Teachers,

Status history



NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Provide opportunities to engage students who are considered "off-track" in out of school time (OST) programs to address academic engagement, and social-emotional learning that increases personal and academic success."

- Principal, Counselor, teachers

Status history



NOT STARTED

May 16, 2018
Evidence

NOT STARTED

A student council will be established and plan to meet at least 5 times annually to provide direct opportunities to engage with LSC members and principal on questions and thoughts from students."

-

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

Strategy 4

NOT STARTED

Developing an intentional schedule of professional development including book studies on social/emotional learning and interventions."
- ILT

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Identify needs for Grade/Content specific Professional Development and design a program to provide these professional learning opportunities using either school-based expertise or outside expertise as appropriate."

- ILT, Principal

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Organize a Professional Learning Community (PLC) focused on understanding deepening understanding of the non-cognitive factors that influence student engagement and agency in their own learning with the goal of supporting teachers in exploring and implementing strategies that press students to engage and grow to their maximum while offering encouragement and accessibility. The PLC will begin by focusing on two research articles: 1. "Integrating Academic Press and Support by Increasing Student Ownership and Responsibility" by Marisa Ann Cannata, Vanderbilt University; Thomas M. Smith, University of California-Riverside; Katherine Taylor Haynes, Westminster School for Young Children 2. "The Influence of Teaching Beyond Standardized Test Scores: Engagement, Mindsets, and Agency" by Ronald F. Ferguson with Sarah F. Phillips, Jacob F. S. Rowley, and Jocelyn W. Friedlander"

Oct 01, 2018 to Jun 28, 2019 - ILT, Principal

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Refine our MTSS program with a focus on: identifying effective research-based strategies to support English Language Arts, Math and Social-Emotional development; developing a system and standards for keeping data to track student growth; developing a schedule that supports robust intervention where needed across all grade levels; insuring that we have the resources to implement research based interventions across grade levels."

Jun 20, 2018 to Jun 20, 2018 - ILT, Counselor, Principal

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Implement a systematic approach to peer observation with the goals of: 1. strengthening the professional collaboration, sense of community and trust among faculty and staff; 2. creating a PLC that will focus on specific strategies e.g. Academic Press, Small Group Instruction; design of rigorous tasks and share strategies and approaches"

- ILT, Principal

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Develop a system for having faculty members who have participated in external professional development courses, workshops and seminars to share the experience and new learning with other staff members."

- ILT, Principal

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

Strategy 5

BEHIND

Staff will engage in initial and ongoing professional development of the 7 Habits of Highly Effective People/Leader in Me."

- Administration Lighthouse Team

Status history

May 16

BEHIND

May 16, 2018
Problem
Professional Development Plan Agenda
Root Cause
Next steps

NOT STARTED

Staff will further develop Class Dojo, Golden Ticket and PBIS store system utilizing staff, student and parent leadership roles."

- Administration Environment Action Team

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Teachers will develop units of study that incorporate the 7 Habits of Highly Effective People for social emotional learning in each classroom."

- Administration Teachers

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Staff and students will develop systems and visual representations for emotional deposits in classrooms and teacher's lounges."

- Administration Environment Action Team Student Environment Action Team

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Parents will learn about 7 Habits for Families through leadership events, on-line resources, parent workshops, and classroom connections."

- Family Engagement Action Team Parent Advisory Committee Website Committee

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

NOT STARTED

Develop accountability partners for all staff on 7 Habits/Leader in Me to support professional development of staff"

- Professional Learning Action Team

Status history

May 16

NOT STARTED

May 16, 2018
Evidence

Fund Compliance

Supplemental General State Aid(SGSA)

☒ My school receives SGSA funds

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


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


ESSA Program

ESSA Schoolwide Program

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

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

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

 Non-title school that does not receive any Title funds

Parent Involvement in Targeted Assistance and Schoolwide Programs

☒ I verify that the statement below is correct

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

Parent and Family Plan

Parent and Family Engagement Policy

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.

This is the first time Murray Language Academy will receive Title I funds and be required to form a Parent Advisory Committee to formally develop a parent and family engagement plan. To this end, Murray will invite parents to participate in the process of developing the parent and family engagement plan required under ESSA, Title I integrating this effort with the parent and family engagement already taking place through PTO, the Leader in Me Lighthouse Team and the LSC. The school will seek support from FACE to help shape these plans and policies to meet a high standard of excellence.

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

We are a first-time recipient Title 1 funds; the school will develop a year-long schedule including an organization meeting. The school will post all meetings on the school's website. The first meeting will be held on September 18, 2018.

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 are a first-time recipient Title 1 funds, and therefore will reach out to our CPS FACE unit for support on how to best meet this need; at the surface level, we are always open to parent engagement of suggestion for improvements.

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.

For all returning CPS students, we will provide families with an individualized printout for each of their child(ren)'s performance on both the NWEA, PARCC, and Science assessments. In addition, the school will host a State of the School Address (SSA) in the Fall to share information with parents and the larger community on how the school as a whole performed on these assessments; the principal will share collective data that will show trends for student learning in English Language Arts, Math, and Science across all grade levels. The counselor will maintain records for parents to obtain if not present at the SSA.

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.

At Muray we aim to insure that 100% of our teachers who are assigned to teach are highly qualified as defined by Title 1 Final Regulations. In the event that a teacher is assigned a teaching position and the teacher is not highly qualified, the school's principal will mail a letter to each parent of the students being taught by a teacher who is not highly qualified explaining the circumstances and will offer next steps regarding this teacher's assignment (i.e. this may be temporary teaching assignment and the permanent teacher will return soon).

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.

Tentatively scheduled for the second week in September, a parent night will be held. At this meeting, members of the staff review with parents the common core state standards, the standardized test assessments, and how they can monitor their child's progress. In addition, the teachers will share best practices with parents to insure that their child is receiving a quality education. Once assessment results are received, subsequent meetings will be scheduled (Quarter 2 and Quarter 3) to discuss student assessment results and school instructional interventions (i.e. skills based tutorials). By Quarter 4, the students should be preparing for end of the year assessments while teachers are forming curriculum plans based on assessment and student class performance. This information will be shared with parents at an end of the year meeting with parents in preparation for next year.

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.

Throughout the school year, teacher teams host meetings and special events with parents (and children) highlighting engaging literacy, STEM, and World Language activities and performances.. Teams discuss with parents the school's targeted instruction areas and offer tips and strategies to support and enhance enhance student learning. At back to school night in September, the will be a station set up to help parents sign up for Parental Portal and learn to access this application on phones, tablets and computers to monitor their child(ren)'s academic progress regularly starting early in the year. In the coming year, our technology coordinator will host a variety of workshops that include monitoring student performance on line (using Gradebook). These workshops will helping parents to monitor their student's web usage as well as to monitor grades online. These sessions will occur frequently throughout the year

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.

Murray has a strong commitment to working closely with families and communicating with them on a regular basis. Teachers use a variety of electronic applications like Class Dojo, Remind and classroom blogs to communicate with all parents. Paper notifications that go home in student backpacks are also used for important events to increase the likelihood that parents are notified and reminded of upcoming events and meetings. During the beginning of the school year staff development, the administrative team will work with a professional development facilitator to discuss specific strategies that should be used for teachers to communicate with parents. This professional development will give specific targets for school-to-home communications regarding a student's academic progress.

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.

We do not have pre-school at Murray

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.

As noted above, Murray makes a strong commitment to communicate with parents both through digital apps and backpack communications. Further, events of importance for parents and students are posted on calendar on the school website. The PTO maintains a Facebook page which is used actively to notify families of events and opportunities. The PTO sends out electronic newsletters on a regular basis informing parents of school events as well as opportunities for children throughout the city. The Principal corresponds via email with parents about important events as well. Written correspondence will be sent home 3 to 4 times a year regarding school activities, student information, upcoming meetings, and parent conferences via mail.

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)

none

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 Murray Language Academy is to develop and inspire the intellectual will in young people. We believe in scholarship, creative minds, healthy bodies, and ethical spirits needed to contribute wisdom, heart, service, and leadership to a global society. We strive to maintain a safe, secure, caring, and joyful environment.

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 Parent-teachers conferences will follow the CPS schedule.

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

The school will issue NWEA and TRC reports, in addition to all CPS required reports.

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

Teachers' emails are posted on the website at <http://www.murray.cps.edu/fs.html>;

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.

Murray encourages the active interest and involvement of parents and citizens in our school. In order to avoid interruption of the instructional program and to promote the safety of students and staff, we ask all visitors to observe the following procedures.

- Upon entering the building, all visitors are required to stop at the main entrance security desk for a pass and proceed to the main office to see if the teacher is available.
- All visitors who wish to visit classrooms to observe aspects of the instructional program, or meet with staff members are expected to schedule such visits in advance with the teacher.
- Teachers and other staff may not use instructional time to discuss individual matters with visitors.

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

Parents will utilized various portals to monitor student learning and attendance; specifically, parents will use Class Dojo and parent portal.

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

Parents will be invited is a Back-to-School curriculum night held by all teacher. The parents will learn about the curriculum, expectations, parents volunteering opportunities, etc; this meeting will be held the 2nd weed of school.

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).

The school will be in the 3rd year of The Leader in Me; through the Covey 7 habits students are expected to be proactive with monitoring their attendance and grades and being good citizens at Murray

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.

Our overall goal is to invite parents to school to have data conversations on NWEA BOY and MOY results to show how we can use tis data to support the students' growth in meeting the EOY goals.

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.	\$	1500	.00
53205	Refreshments Allocation CAN NOT EXCEED 25% of the Parent Budget. Refreshments must be used for Title 1 PAC meetings, trainings and workshops.	\$	Amount	.00
54125	Consultants For Parent Training Only. Consultant must have a CPS vendor number and paid with a Purchase Order after service is rendered (NO CHECKS ARE ALLOWED)	\$	Amount	.00
54505	Admission and Registration Fees, Subscriptions and memberships For Parents use only.	\$	Amount	.00
<p>54205</p>	Travel Buses for Parents use. Overnight Conference travel- schools must follow the CPS Travel Policy. The CPS Parent Overnight Travel Approval Form and Conference Travel Form must be completed.	\$	Amount	.00
<p>54565</p>	Reimbursements Allocation CAN NOT EXCEED 25% OF THE Parent Budget. All Parent Reimbursements related to Title 1 parent and family engagement must be paid from this account. Receipts must be clear unaltered and itemized. School must keep all receipts.	\$	Amount	.00
<p>53510</p>	Postage Must be used for parent and family engagement programs only.	\$	Amount	.00
53306	Software Must be educational and for parent use only.	\$	Amount	.00
55005	Furniture and Equipment Must have a parent room or a secure place to keep furniture/equipment. Cannot be placed in the main office or where staff and students have access too. To by used only by parents.	\$	Amount	.00