

U-46 Strategic Plan Update

With proposed revisions from September 17 work session



Review of Aspirations and Priorities

Thematic Category	Aspirations	Priorities
<div>1</div> <div>Student Achievement Success</div>	We will educate the whole student by providing an enriched, high quality experience that empowers all graduates to be competitive members of the global society.	<div>1.</div> We will implement and support a challenging, standards based curriculum across all content areas. <div>2.</div> We will coordinate our efforts to provide a nurturing and safe learning experience and a flexible approach in meeting the academic, social, and emotional needs of each student.

U46 STRATEGIC PLAN



Review of Aspirations and Priorities

2

Effective and Engaged Staff

and retain

We will value, develop and recruit a forward-thinking, highly qualified, and diverse workforce.

3. We will value our collective differences, and develop and recruit a high quality workforce that honors and reflects the diversity of our students.
4. We will encourage collaboration and provide differentiated support to all staff members to grow as professionals throughout their career.



Review of Aspirations and Priorities

3	Community Engagement	We will engage in meaningful and effective relationships with all families and the greater community.	No changes	5. We will partner with families and the greater community to foster shared ownership and aligned support for our priorities.
				6. We will support and empower schools to be welcoming centers of family and community engagement.

U46 STRATEGIC PLAN



Review of Aspirations and Priorities

Proposed Changes:

7. We will allocate our resources efficiently and equitably to accomplish our priorities **and achieve a high return on taxpayer dollars invested in our District.**

8. **With clarity and transparency,** we will communicate our use of resources to the greater community.

4

Efficiency,
Excellence
and
Accountability

We will advocate for and utilize systems and resources that promote operational excellence, efficiency and accountability.

7. We will allocate resources efficiently, equitably, and transparently to accomplish our priorities.

8. We will clearly and effectively communicate our use of resources to the greater community.

Proposed Changes to Strategic Plan Metrics and Reporting



- Calculate composite/index scores for each thematic category that will represent many underlying pieces of data
- Replace annual targets with a composite rating of 1-10 in each goal area
- Assign custom weights to individual pieces of data to reflect our vision and values

Examples of Composite Indexes



Great!
SCHOOLS.org

Decatur Classical Elementary School

7030 North Sacramento Ave, Chicago, IL 60645 | City Of Chicago School District

10/10
New! ?
GREATSCHOOLS
RATING

REVIEWS
68 ★★★★★

GRADES
K-6

This school is rated **above average** in school quality compared to other schools in Illinois on state tests, are making **above average** year-over-year academic improvement, and well it's serving disadvantaged students.

ACADEMICS ?
Test scores **10**/10 >
Academic progress **9**/10 >

EQUITY ?
Equity overview **10**/10 >
Race/ethnicity >
Low-income students **10**/10 >

vitals

Dr. Brian J Cole MD - Reviews
Orthopaedic Surgery · Chicago, IL

4.5
★★★★★

☐ Excellent

☐ Great

☐ Good

☐ Poor

☐ Bad

187

5

9

7

17

Quality Rating
HIGHLY SATISFIED

Wait Time
20 min

Easy Appointments
★★★★★

Promptness
★★★★★

Friendly Staff
★★★★★

Accurate Diagnosis
★★★★★

Bedside Manner
★★★★★

Spends Time With Me
★★★★★

Appropriate Followup
★★★★★

Save money. Use the U.S. News Best Price Program to find the best local prices on the Bolt.

MSRP: ~~\$36,620~~—~~40,905~~

60120

Find Best Price

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Other Years: [2019](#) | [2018](#) | [2017](#)

2018 Chevrolet Bolt Review

by Sarah Shelton | October 16, 2018

Though the 2018 Chevrolet Bolt boasts an exceptional range, this small EV is about more than just all-electric driving. The highly ranked Bolt has peppy performance and a spacious interior that belies its small stature.

U.S. News
SCORECARD

8.6
Overall

Critics' Rating: 9.0

Performance: 8.8

Interior: 8.3

Safety: 10.0

Reliability:

Student Success

Effective and Engaged
Staff

U46 District
Performance

Community Engagement

Efficiency, Excellence,
and Accountability



Student Success

School Level Accountability Plan aligned to District Strategic Plan

Student Achievement

Aspiration: We will educate the whole student by providing an enriched, high quality experience that empowers all graduate to be competitive members of the global society

Priority 1: We will implement and support a challenging, standards based curriculum across all content areas.

High School Definition		Middle School Definition		Elementary School Definition	
Goal A: Standards-Based Learning Our school will ensure that each student has access to standards-based core instruction that is differentiated, that uses their strengths, and in which formative assessments support student growth.				Goal B: Early Childhood Learning Our school will ensure developmentally, culturally and linguistically appropriate practices in Tier I, Tier II and Tier III for early childhood students	
Increase unique high school students enrolled in AP courses by 2% annually or attain 30% enrollment overall	Increase the percent of students who are college and career ready as measured by PSAT(9,10,11) in both reading and mathematics	Increase the percent of students who are college and career ready as measured by PSAT8 in both reading and mathematics	Increase the percent of students who are college and career ready as measured by PARCC in both reading and mathematics	Increase the percent of students who are at or above the benchmark on all KIDS' domains	
Increase students graduating within 5 years by 3% annually or obtain 99% overall	Increase the percent of students passing Freshman mathematics courses with a C or better	Increase the percent of students Algebra ready as measured by a score of 235+ during 8 th grade as measured by NWEA MAP mathematics	Increase the percent of students Algebra ready as measured by a score of 227 during 6 th grade as measured by NWEA MAP mathematics	Increase the percent of students at the 50 th ile (RIT 191) in mathematics during 2 nd grade as measured by NWEA MAP	
Increase unique high school students receiving industry credentials by 5% annually or attain 25% overall	Increase the percent of students who engage in career exploration (2018-)				

Student Achievement

Aspiration: We will educate the whole student by providing an enriched, high quality experience that empowers all graduate to be competitive members of the global society

Priority 2: We will coordinate our efforts to provide a nurturing and safe learning experience and a flexible approach in meeting the academic, social, and emotional needs of each student.

	High School Definition	Middle School Definition	Elementary School Definition
	Goal B: Safety Our school will coordinate our efforts to provide a nurturing and safe learning experience and a flexible approach in meeting the academic, social and emotional needs of each student.		Safety Our school will coordinate our efforts to provide a nurturing and safe learning experience and a flexible approach in meeting the academic, social and emotional needs of each student.
	Increase annually the scale points earned on the 5Essentials score as reported by students on multiple questions related to safety	Increase annually the scale points earned on the 5Essentials score as reported by students on multiple questions related to safety	Increase annually the scale points earned on the 5Essentials score as reported by students on multiple questions related to safety

Community Engagement

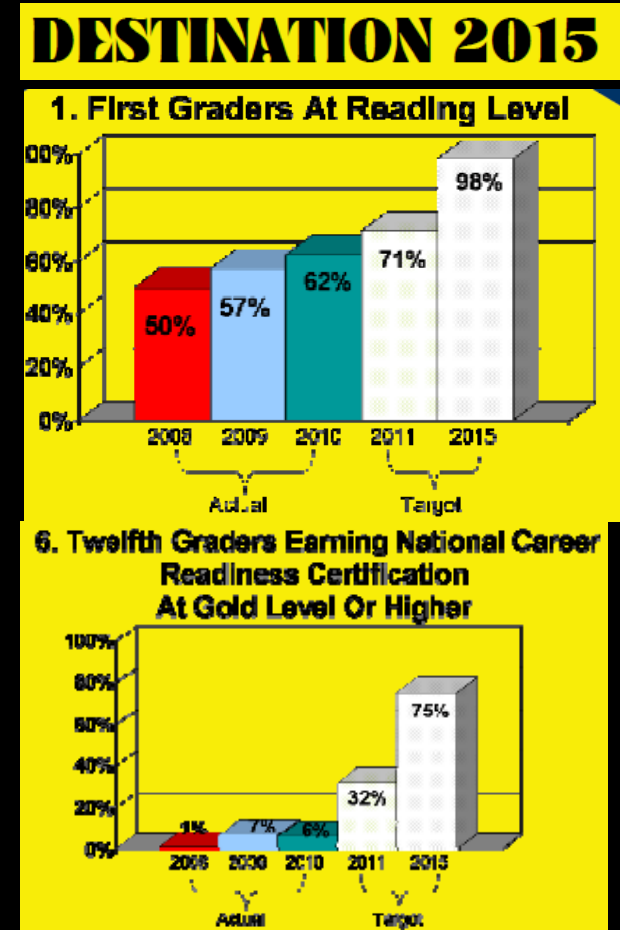
Aspiration: We will engage in meaningful and effective relationships with all families and the greater community.

Priority 6: We will support and empower schools to be welcoming centers of family and community engagement.

	High School Definition	Middle School Definition	Elementary School Definition
	Goal C: Family and Community Engagement		
	Our school will increase our families' understanding of what their child/children are expected to learn at school and how they can support their child/children's learning at home.		
	Increase annually family and community member participation and volunteerism in school and district sponsored activities and events as measured by responses of "To a Great Extent" to Parent Connectedness questions on the Parent Survey within the 5Essentials,	Increase annually family and community member participation and volunteerism in school and district sponsored activities and events as measured by responses of "To a Great Extent" to Parent Connectedness questions on the Parent Survey within the 5Essentials,	Increase annually family and community member participation and volunteerism in school and district sponsored activities and events as measured by responses of "To a Great Extent" to Parent Connectedness questions on the Parent Survey within the 5Essentials,
	Increase annually how welcomed and respected family and community members feel within the district as measured by responses of "Usually" and "Always" to Parent Assessment of Involvement questions on the Parent Survey within the 5Essentials	Increase annually how welcomed and respected family and community members feel within the district as measured by responses of "Usually" and "Always" to Parent Assessment of Involvement questions on the Parent Survey within the 5Essentials	Increase annually how welcomed and respected family and community members feel within the district as measured by responses of "Usually" and "Always" to Parent Assessment of Involvement questions on the Parent Survey within the 5Essentials

Current Measurable Goals Overview

- Previous goals mirrored “No Child Left Behind” with aggressive annual goals leading to very high targets
- Very few pieces of data were chosen to focus on select outcomes
- Disconnect between goals and priorities



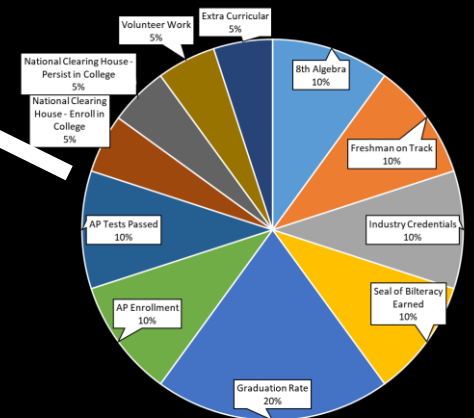
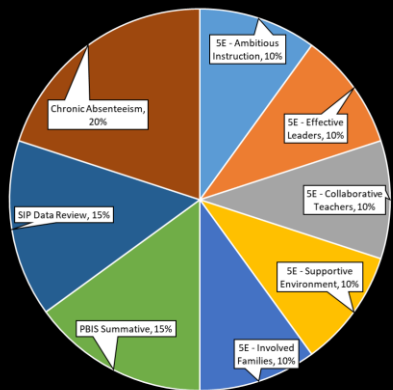
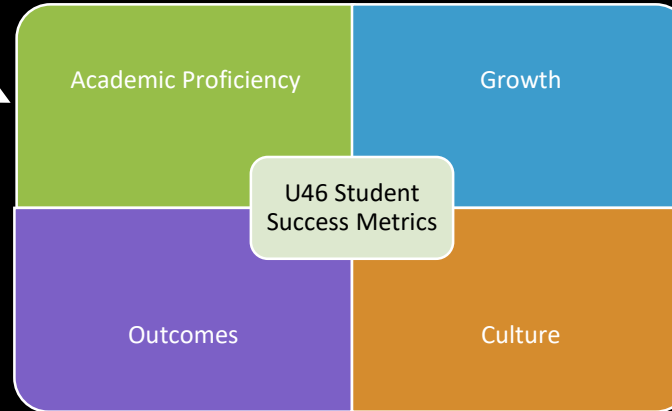
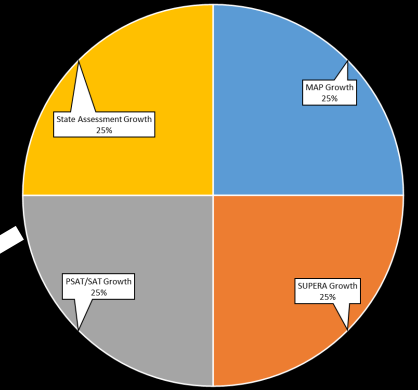
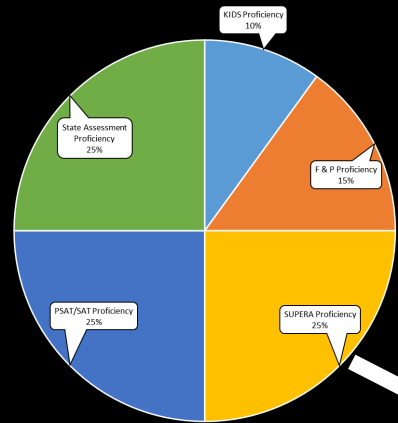
Academic Proficiency

Growth

U46 Student
Success Metrics

Outcomes

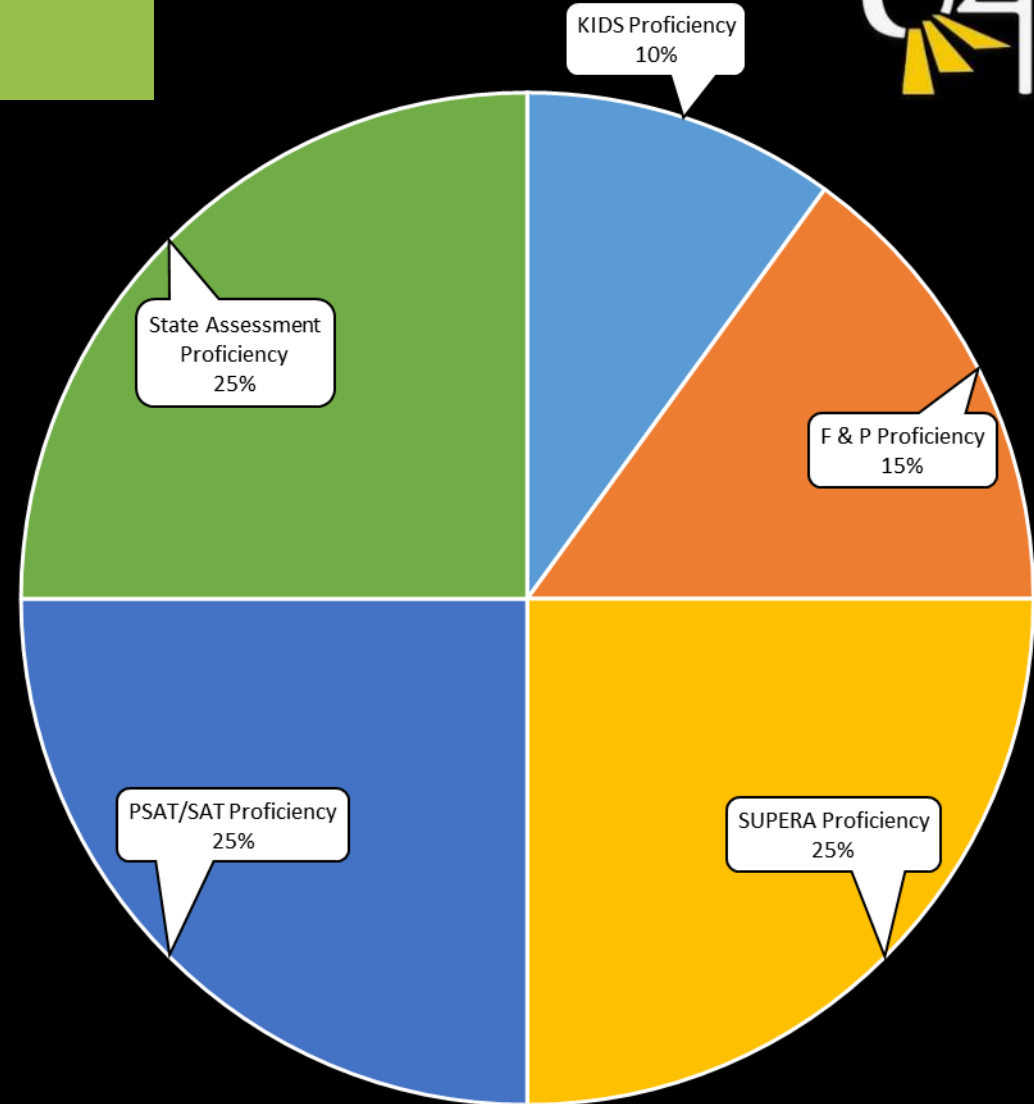
Culture



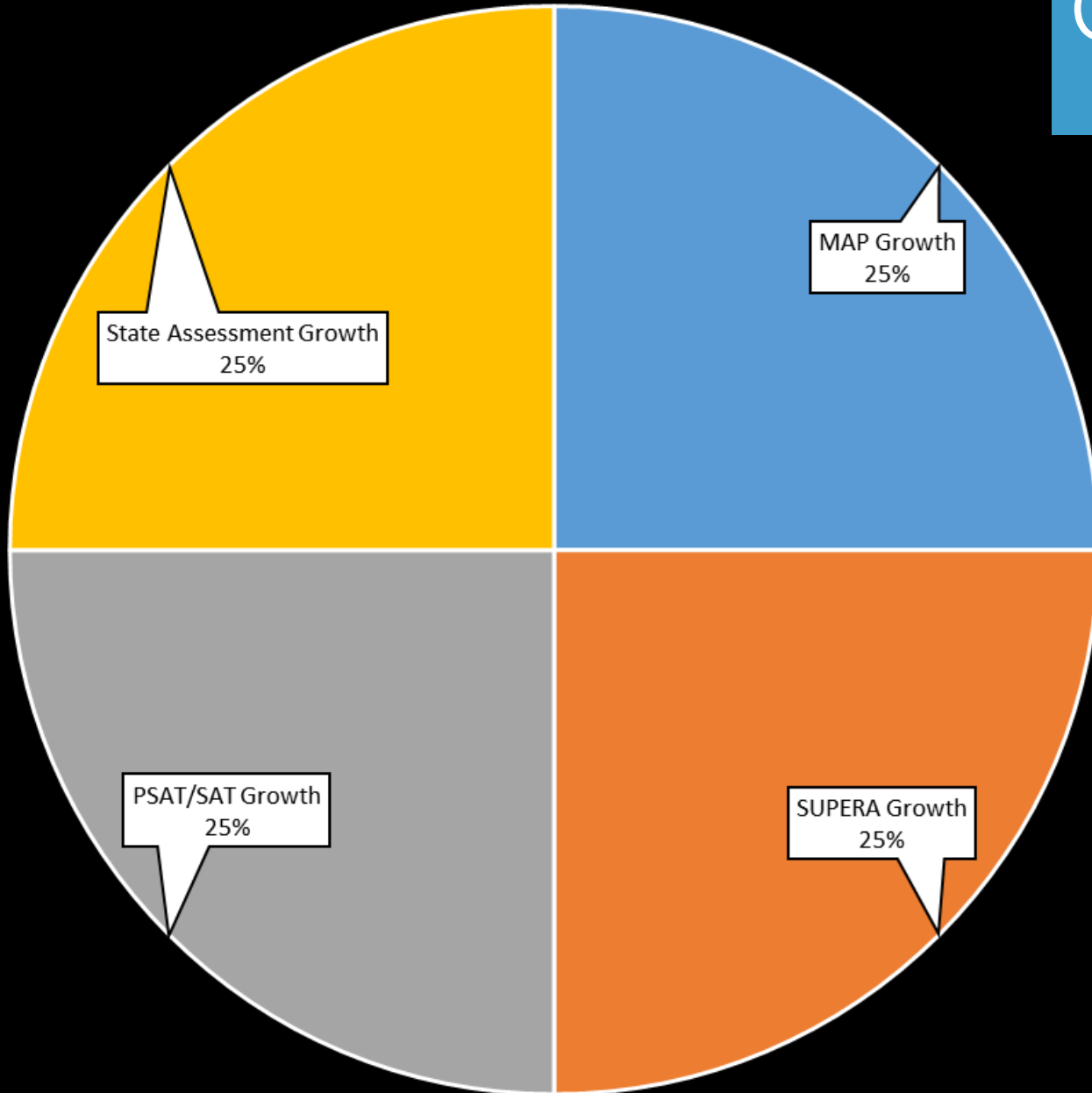
Academic Proficiency



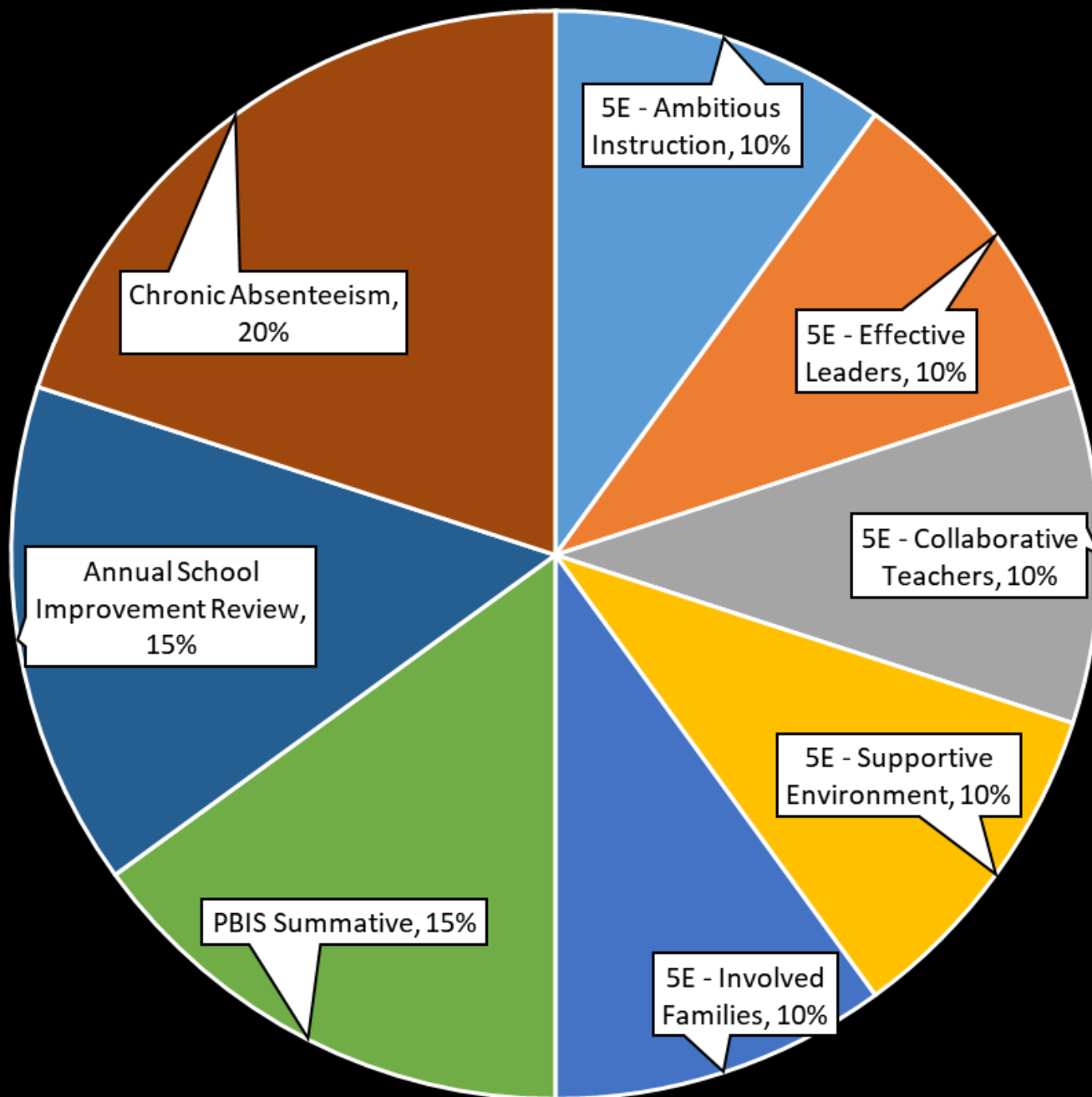
- Focused on Reading and Math
- Heavily weighted in elementary
- Approximately half of the weighting can be measured in Spanish



Growth

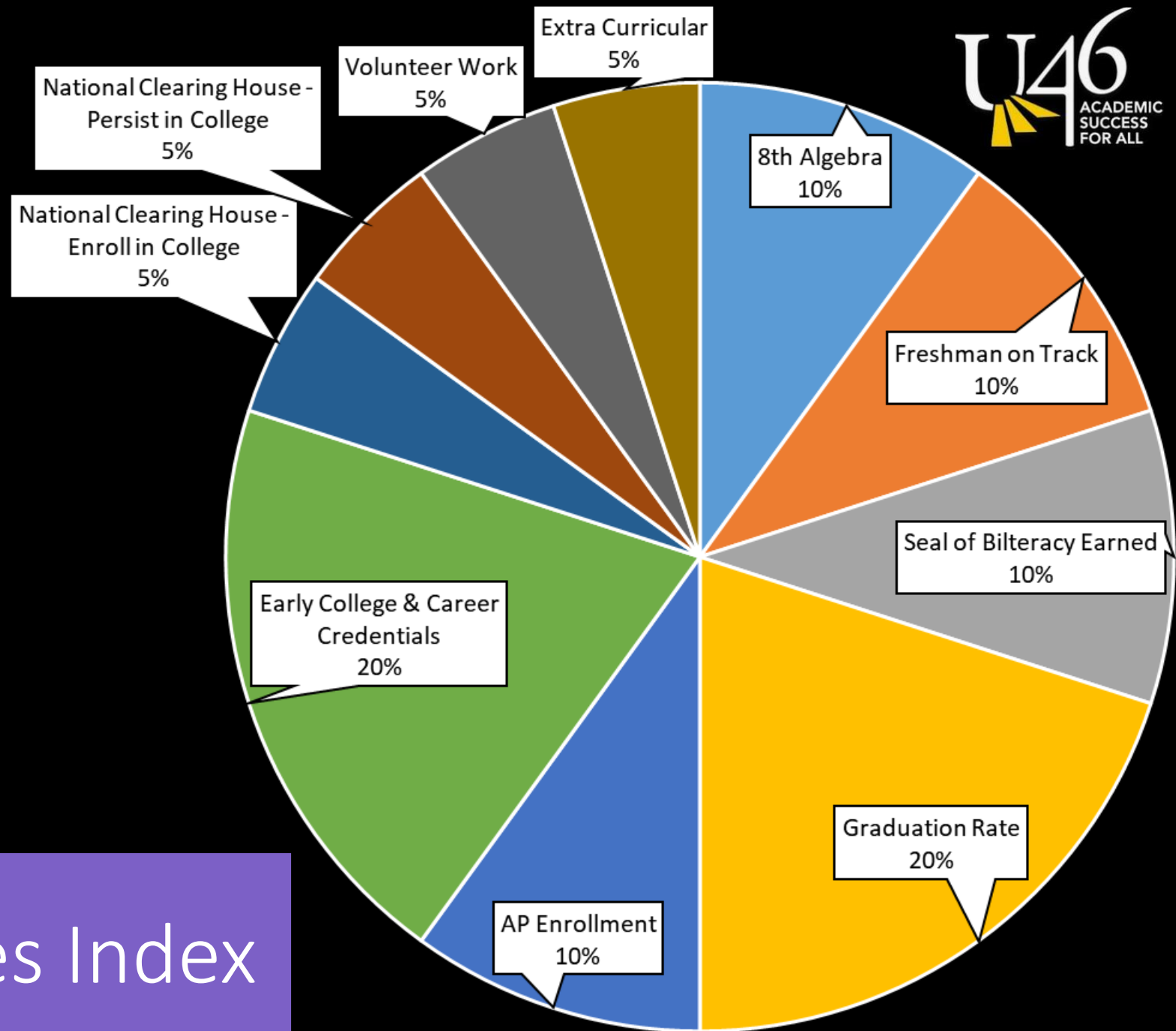


- Focused on Reading and Math
- Heavily weighted in elementary
- Approximately half of the weighting can be measured in Spanish



- Most metrics are available for all grades

Culture Index

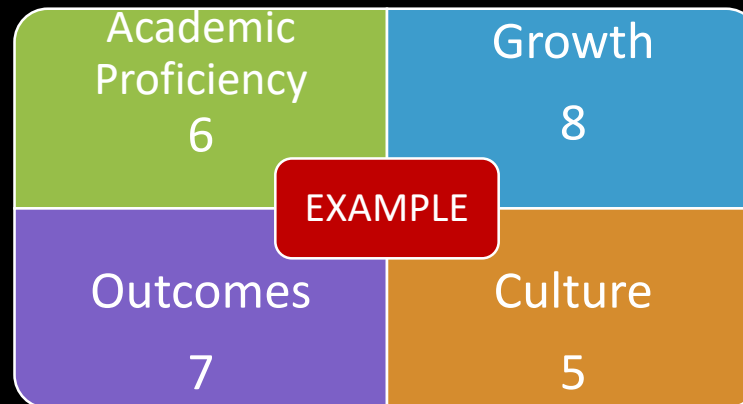


- Heavily weighted in secondary

Secondary Outcomes Index

Key Features

- All measurements will be converted to a common 1-10 scale
- 19 / 28 measurements extend beyond only reporting reading and math scores
 - Yet proficiency, growth in reading, math still represent 50% of the overall calculation
- Elementary and High School are equally weighted
- Composite metrics will be independent. See Example →



Student Success Future Considerations



- Are these the right categories?
 - Growth
 - Academic Proficiency
 - Outcomes
 - Culture
- Are the weights for individual measures appropriate within each category?



Effective and Engaged Staff

	Thematic Category	Aspirations	Priorities	Possible tactics	What metrics will we use to measure success?
2	Effective & Engaged Staff	We will value, develop and recruit a forward-thinking, highly qualified, and diverse workforce.	<p>3. We will value our collective differences, develop, recruit, and retain a high quality workforce that honors and reflects the diversity of our students.</p> <p>4. We will encourage collaboration and provide differentiated support to all staff members to grow as professionals throughout their career.</p>	<p>Communication set-up early to prepare.</p> <p>Statement of Reassurance to select strands</p> <p>Key foundational strands of PD based on area of focus with differentiation aligned to individual experiences</p> <ul style="list-style-type: none"> -internal instruction -external instruction <p>Job-embedded professional development for all work groups</p> <p>Lobby for alternative licensure to recruit professionals into the teaching field</p> <p>Ensure all employees participate in a cultural competency pathway strand annually</p>	<p>Percentage of workforce completing PD opportunities</p> <p>Survey results to assess value of PD strands</p> <p>Retention rate for all employee groups</p> <p>Attendance rates for all employee groups</p>



Community Engagement

	Thematic Category	Aspirations	Priorities	Possible tactics	What metrics will we use to measure success?
3	Community Engagement	We will engage in meaningful and effective relationships with all families and the greater community.	<p>5. We will partner with families and the greater community to foster shared ownership and aligned support for our priorities.</p> <p>6. We will support and empower schools to be welcoming centers of family and community engagement.</p>	<p>Provide active program choice options for parents, including blended learning options</p> <p>Develop early outreach strategies (early childhood through 12th grade)</p> <p>Survey parents to determine needs to allow them to become more engaged (different times, locations, formats, etc.)</p> <p>Showcase our students' abilities, talents, service in the larger community</p>	<p>Student attendance rate</p> <p>Tracking of unique visitors to U-46 and school websites</p> <p>Tracking of unique visitors to school buildings</p> <p>Number of unique participants in district committees</p> <p>Response rates on proposed parent engagement survey</p>



Efficiency, Excellence, and Accountability

	Thematic Category	Aspirations	Priorities	Possible tactics	What metrics will we use to measure success?
4	Efficiency, Excellence and Accountability	We will advocate for and utilize systems and resources that promote operational excellence, efficiency and accountability.	<p>7. We will allocate our resources efficiently and equitably to accomplish our priorities and achieve a high return on taxpayer dollars invested in our District.</p> <p>8. With clarity and transparency, we will communicate our use of resources to the greater community.</p>	<p>Update learning spaces according to facilities master plan</p> <p>Consider boundary changes and school choice options</p>	<p>Gap between master facilities plan and current state of our buildings</p> <p>Achieve 85% utilization rate of all school buildings</p>

Future Decisions

- Is the 1-10 scale the appropriate way to communicate district results to our various stakeholders?
- What sentiment and values drive the rating of a 1-10?
 - For example, is a score of 5 equivalent to the state/national average or is a 7?
 - What result is needed to receive a score of 10?
 - The values and sentiments associated with each rating will then be used to determine how each piece of data will be evaluated