Illinois State Board of Education

IL-EMPOWER

School Improvement Plan

School:	Harlem Middle School
Year:	2021-2022
Date Completed:	11/7/2021
School Board Approval Date:	

School Improvement Planning Team			
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Commented [1]: @jennifer.curless@harlem122.org @jerry.harris@harlem122.org @margaret.sholl@harlem122.org @terese.marinelli@harlem122.org   Please let me know when you feel it is ready to post to the Board agenda.

Commented [2]: @michelle.erb@harlem122.org I think we all feel comfortable with this. Do you need me to start filling this in on ISBE?
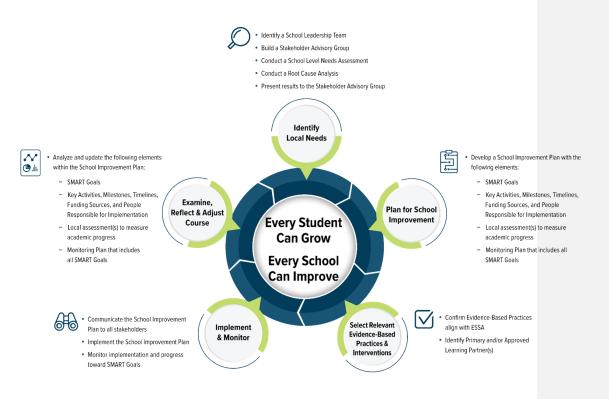
Commented [3]: I will fill out goal 2 for you.

Thanks for all your work on this! Who will be presenting Monday?

Commented [4]: I will be presenting on Monday- we are presenting the slideshow, correct?

ISBE Vision and Values
Illinois has an urgent and collective responsibility to achieve educational equity by ensuring that all policies, programs, and practices affirm the strengths that every child brings within her or his diverse backgrounds and life experiences, and by delivering the comprehensive supports, programs, and educational opportunities each needs to succeed.

Illinois Continuous Improvement Process

Identify Local Needs
- Identify a School Leadership Team
- Build a Stakeholder Advisory Group
- Conduct a School Level Needs Assessment
- Conduct a Root Cause Analysis
- Present results to the Stakeholder Advisory Group

Plan for School Improvement
- Develop a School Improvement Plan with the following elements:
  - SMART Goals
  - Key Activities, Milestones, Timelines, Funding Sources, and People Responsible for Implementation
  - Local assessment(s) to measure academic progress
  - Monitoring Plan that includes all SMART Goals

Select Relevant Evidence-Based Practices & Interventions
- Confirm Evidence-Based Practices align with ESSA
- Identify Primary and/or Approved Learning Partner(s)

Implement & Monitor
- Communicate the School Improvement Plan to all stakeholders
- Implement the School Improvement Plan
- Monitor implementation and progress toward SMART Goals

Examine, Reflect & Adjust Course
- Analyze and update the following elements within the School Improvement Plan:
  - SMART Goals
  - Key Activities, Milestones, Timelines, Funding Sources, and People Responsible for Implementation
  - Local assessment(s) to measure academic progress
  - Monitoring Plan that includes all SMART Goals

Every Student Can Grow
Every School Can Improve

The Illinois Quality Framework

1	Continuous Improvement	A. Focused and Coherent Direction
		B. Processes and Structure
		C. Monitoring for Results
2	Culture and Climate	A. Shared Vision and Goals
		B. High Expectations for All
		C. Safe and Engaging Learning Community
3	Shared Leadership	A. Administrative Leadership
		B. District and School Level Teams
		C. Teacher Leadership
		D. Student Leadership
4	Governance, Management and Operations	A. Students
		B. Personnel
		C. Equitable Resource Distribution
		D. Data Collection and Technology Tools
5	Educator and Employee Quality	A. Professional Development
		B. Professional Collaboration
		C. Support Personnel Professional Development
		D. Evaluation, Feedback, and Support
6	Family and Community Engagement	A. School-to-Home Connections
		B. Student Personal Development
		C. Student Advocates
7	Student and Learning Development	A. Instructional Planning and Preparation
		B. Classroom Environment
		C. Delivery of Instruction
		D. Professional Responsibilities

Chicago Public Schools School Excellence Framework

Leadership and Structure for Continuous Improvement	Leadership for Continuous Improvement
	Structure for Continuous Improvement
Depth and Breadth of Student Learning and Quality Teaching	Curriculum
	Instruction
	Balanced Assessment and Grading
	MTSS
	Transitions, College & Career Access, & Persistence
Quality and Character of School Life	Relational Trust
	Student Voice, Engagement, and Civic Lift
	Physical and Emotional Safety
	Supportive and Equitable Approaches to Discipline
	Family and Community Engagement

What is our State Designation? What should our goals be focused on? What will make a difference in changing our designation?

This step is meant to focus on the IL School Designation(s), and the draft goal(s) should reflect a focus on the designation, the reasons for the designation, and the data that support it.

DIRECTIONS: Complete the shaded boxes below to Identify Local Needs and begin to Plan for School Improvement. See the example in *italics.*

School Designation

Targeted

Reason (examples: All Students, SWD, Multiracial, Black, EL, Low Income, White)

Students with IEP's

Using the Summative Designation Scores Report, review the provided data in the following areas: ELA Performance; Math Performance; Science Performance; ELA Growth; Math Growth; ELP Progress; Chronic Absenteeism; Graduation Rate; Postsecondary Opportunity, or others provided. **Which of these would be data-based reasons for your school designation?**

Math and ELA Performance; Math and ELA Growth

What data points support this designation and reasons for the designation? (From the state data? List the specific reasons/data for the designation)

IAR; i-Ready benchmarking

Based on your discussion and data review, what areas should we focus on to make an impactful change to the designation? Please refer to page 3 for the Illinois Quality Framework and CPS School Excellence Framework to choose these areas.

Area 1: Continuous Improvement

Sub Area1: Monitoring Results

Area 2: Student and Learning Development

Sub Area 2: Instructional Planning and Preparation

After reviewing state designation, Data, and IQF Areas of Focus, what are the draft goals for this plan. Reminder, each of these goals should support improvement in the Designations area.

Draft of Goal #1

During the 2021-2022 school year, students will spend 45 minutes a week on i-Ready online lessons focusing on skill deficits to improve academic performance on the i-Ready benchmark test.

Draft of Goal #2

By the end of the 2021-2022 school year, 80 percent of students with IEP's will meet their overall annual typical growth.

Are our goals SMART and set to ensure success? What evidence-based practices and interventions will be put in place to achieve our goals?

This step will help your team set SMART annual goals. Then, reviewing your goals and identified framework areas earlier in this plan, what strategies will be used to make an impactful change to the designation?

DIRECTIONS: Complete the shaded boxes below to evaluate your SMART Goals and Select Relevant Evidence based Practices and Interventions. See the example in *italics*.

DRAFT Goal #1: During the 2021-2022 school year, students will spend 45 minutes a week on i-Ready online lessons focusing on skill deficits to improve academic performance on the i-Ready benchmark test.

SMART Goal Evaluation

☐ Specific	Time spent on i-Ready online lessons
☐ Measurable	Actual time spent each week
☐ Achievable	A schedule has been created
☐ Relevant	Realistic within the timeframe of the day
☐ Time-bound	During the 2021-2022 school year

Revise and Finalize Goal #1 based on evaluation above.

During the 2021-2022 school year, students will spend 45 minutes a week on i-Ready online lessons focusing on skill deficits to improve academic performance on the i-Ready benchmark test.

Strategy/Program for Goal #1	Evidence/Research it will make an impact
Throughout the 2021-2022 school year, students are give 20 minutes during Second Step to work on i-Ready online lessons	https://i-readycentral.com/pdfs/online-instruction-is-proven-to-work/
Throughout the 2021-2022 school year, staff members will rotate weekly by subject matter and dedicate 25 minutes of instruction time to i-Ready online lessons on Thursdays.	

DRAFT Goal #2 By the end of the 2021-2022 school year, 80 percent of students with IEP's will meet their overall annual typical growth.

SMART Goal Evaluation

☐ Specific	Percent meeting annual typical growth
☐ Measurable	Actual number of students meeting annual typical growth
☐ Achievable	
☐ Relevant	
☐ Time-bound	End of the school year 2021-2022

Finalize Goal #2 based on evaluation above.

Strategy/Program for Goal #2	Evidence/Research it will make an impact
Throughout the 2021-2022 school year, students are progress monitored every two to three weeks to determine if on track to meet typical annual growth.	**Growth Monitoring is used to understand when resources and support need to be adjusted to accelerate student growth.**
Students with IEP's who fall 3 or more years below grade level are invited to attend after school programming.	https://annenberg.brown.edu/sites/default/files/EdResearch_for_Recovery_Design_Principles_1.pdf

Implement & Monitor

This step will help your team plan and implement strategies that will support your SMART goals. Be sure to work through all the steps, including measures and baseline data for monitoring. DIRECTIONS: Complete the shaded boxes for each goal/strategy below (and on the following pages) to support the implementation and monitoring of the selected strategies. See the examples in *italics.*

GOAL #1

During the 2021-2022 school year, students will spend 45 minutes a week on i-Ready online lessons focusing on skill deficits to improve academic performance on the i-Ready benchmark test.

Strategy 1 for Goal #1

Throughout the 2021-2022 school year, students are give 20 minutes during Second Step to work on i-Ready online lessons

Who on your team will be taking responsibility for the success of this work and for reaching the improvement target? What are their individual roles?

Name	Title	Roles and Responsibilities for Outcome Goal
All	Teacher	Commit time to lessons during Second Step
Jennifer Curless	Admin	Pull reports for completing of online lessons

What actions will you and your team need to take to implement this strategy? Are there additional action steps to ensure that all students are being equitably served by your efforts?

Action Needed	By whom	By when
Schedule created and announced	Admin (JC)	Sept. faculty
Weekly reminders	Admin	Weekly
Monthly rewards for time on task	Data Coaches	Montlhy

What resources do you already have to support executing these actions? email, meetings

Schedule, data reports from i-Ready

What (if any) additional expenses are associated executing on these actions? How will you resource these expenses?

Associated Expense	Is this a one-time purchase/short-term expense or on-going investment?	Possible Resource to Support Expense	Next Steps
online lessons	on-going investment	Grant	

What support and/or information do you need (from beyond your own team) to implement this strategy? How will you get it?

None

What are 1-2 measures (qualitative or quantitative) you can use to monitor implementation of your action plan over the next four weeks? (i.e. how will you know that it is done? Who is responsible for monitoring the progress of these measures?)

i-Ready reports, walkthroughs

Note: For future goal monitoring, attach/upload any Baseline Data for the measures indicated above in your school's shared folder or where this SIP plan is stored.

GOAL #1
During the 2021-2022 school year, students will spend 45 minutes a week on i-Ready online lessons focusing on skill deficits to improve academic performance on the i-Ready benchmark test.
Strategy 2 for Goal #1:
Throughout the 2021-2022 school year, staff members will rotate weekly by subject matter and dedicate 25 minutes of instruction time to i-Ready online lessons on Thursdays.

Who on your team will be taking responsibility for the success of this work and for reaching the improvement target? What are their individual roles?

Name	Title	Roles and Responsibilities for Outcome Goal
All	Teacher	Commit time to lessons during Second Step
Jennifer Curless	Admin	Pull reports for completing of online lessons

What actions will you and your team need to take to implement this strategy? Are there additional action steps to ensure that all students are being equitably served by your efforts?

Action Needed	By whom	By when
Schedule created and announced	Admin (JC)	Sept. faculty
Weekly reminders	Admin	Weekly
Monthly drawings time on task	Data coaches	Monthly

What resources do you already have to support executing these actions?

i-Ready reports

What (if any) additional expenses are associated executing on these actions? How will you resource these expenses?

Associated Expense	Is this a one-time purchase/short-term expense or on-going investment?	Possible Resource to Support Expense	Next Steps
online lessons	**on-going investment**	**Grant**	

What support and/or information do you need (from beyond your own team) to implement this strategy? How will you get it?

None

What are 1-2 measures (qualitative or quantitative) you can use to monitor implementation of your action plan over the next four weeks? (i.e. how will you know that it is done? Who is responsible for monitoring the progress of these measures?)

i-Ready reports, walkthroughs

Note: For future goal monitoring, attach/upload any Baseline Data for the measures indicated above in your school's shared folder or where this SIP plan is stored.

What actions will we take to implement our planned strategies?

GOAL #2		
By the end of the 2021-2022 school year, 80 percent of students with IEP's will meet their overall annual typical growth.		

Strategy 1 for Goal #2		
Throughout the 2021-2022 school year, students are progress monitored every two to three weeks to determine if on track to meet typical annual growth.		

Who on your team will be taking responsibility for the success of this work and for reaching the improvement target? What are their individual roles?

Name	Title	Roles and Responsibilities for Outcome Goal
Jennifer Curless	Admin	Assign growth monitoring to teachers with CC classes
CC Teachers	Teachers	Data chats with students regarding progress
CC Teachers	Teachers	Additional assignments with supplemental resources

What actions will you and your team need to take to implement this strategy? Are there additional action steps to ensure that all students are being equitably served by your efforts?

Action Needed	By whom	By when
Assign growth monitoring	Teachers	Every two-three weeks
Data Chats	Teachers	Every two-three weeks
Additional supplementals	Teachers	Weekly
Monthly drawings	Data coaches	Monthly

What resources do you already have to support executing these actions?

i-Ready

What (if any) additional expenses are associated executing on these actions? How will you resource these expenses?

Associated Expense	Is this a one-time purchase/short-term expense or on-going investment?	Possible Resource to Support Expense	Next Steps
IXL	On-going investment	Grant	

What support and/or information do you need (from beyond your own team) to implement this strategy? How will you get it?

Grant money

What are 1-2 measures (qualitative or quantitative) you can use to monitor implementation of your action plan over the next four weeks? (i.e. how will you know that it is done? Who is responsible for monitoring the progress of these measures?)

i-Ready reports, admin meetings bi-weekly
Note: For future goal monitoring, attach/upload any Baseline Data for the measures indicated above in your school's shared folder or where this SIP plan is stored.

GOAL #2
By the end of the 2021-2022 school year, 80 percent of students with IEP's will meet their overall annual typical growth.
Strategy 2 for Goal #2
Students with IEP's who fall 3 or more years below grade level are invited to attend after school programming.

Who on your team will be taking responsibility for the success of this work and for reaching the improvement target? What are their individual roles?

Name	Title	Roles and Responsibilities for Outcome Goal
Jennifer Curless	Admin	Identify students, send invite to parents, schedule teachers
Tutoring	Teachers	Provide instruction based on data

What actions will you and your team need to take to implement this strategy? Are there additional action steps to ensure that all students are being equitably served by your efforts?

Action Needed	By whom	By when
Identify students	Admin	Dec. 17
Send invite	Admin	Dec, 17
Schedule teachers	Admin	Dec. 17

What resources do you already have to support executing these actions?

Teachers

What (if any) additional expenses are associated executing on these actions? How will you resource these expenses?

Associated Expense	Is this a one-time purchase/short-term expense or on-going investment?	Possible Resource to Support Expense	Next Steps
Paid tutors	**On going**	**Grant**	

What support and/or information do you need (from beyond your own team) to implement this strategy? How will you get it?

Grant money

What are 1-2 measures (qualitative or quantitative) you can use to monitor implementation of your action plan over the next four weeks? (i.e. how will you know that it is done? Who is responsible for monitoring the progress of these measures?)

Attendance, progress monitor reports

Note: For future goal monitoring, attach/upload any Baseline Data for the measures indicated above in your school's shared folder or where this SIP plan is stored.