



A Successful Mayer Student Is.....a **global citizen who persistently **applies knowledge, cultivates creativity and exhibits independence.****

June 7, 2018 Principal Report

Continuous Work Improvement Plan (CIWP)

- **What is the CIWP?**
- **CIWP from A to Z**
- **CIWP Goals**
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What is the CIWP?

- The Continuous Improvement Work Plan (CIWP) is the two-year school improvement plan required of all CPS schools.
- Defines realistic, attainable action plans that are able to be monitored and updated regularly
- Is not comprehensive of every budget line or activity the school will complete, but should be aligned to the budget
- Web-based tool with individual logins for all staff at the school, Network and District level
- Easy access for public viewing after approval
- Improved facilitation of the continuous improvement process for schools
- Organized around the categories of the School Excellence Framework

CIWP From A to Z

CIWP Development

1. Select your team
2. Reflect on CIWP and SQRP
3. Assess Current State Using the SEF (1st Run - highlighter gap analysis)
4. Set Goals
5. Select Priorities (Review selections with Chief)
6. Write Strategies (strategies should address gaps of subcategories)
7. Write Action Steps
8. Wrap-up Up (Fund Compliance, Parent Plan and Approval Document)
9. Budget Alignment

CIWP Implementation

1. Create Calendar for Monitoring CIWP
2. Protocol for CIWP Review (diagnosis)
3. Update CIWP

CIWP Goal #1

Develop a two year Instructional Leadership Team schedule with data focused agendas and assigned membership roles and responsibilities spanning all grade levels and content areas to inform staff of data driven instructional best practices and decisions to ensure accountability and fidelity to curriculum changes.

If we do..

Increase the leadership capacity for each member of the Instructional Leadership Team to analyze and execute action items driven by school data to advance academic performance.

Then we see...

An increase in staff fidelity and accountability to data driven instructional changes and best practices for specific content areas (Math, Reading, Writing and Science) and an increase in student growth and attainment in (NWEA) scores and college and career readiness. Increased alignment of data analysis driving academic goals. An increase in our ILT's effectiveness rubric

Which leads to...

Increased instructional focus on areas of need and underdevelopment

Staff accountability

Progress monitoring toward higher growth and attainment

Frequent teacher to teacher observations to identify areas of need

Identifying areas of need sooner

Staff ownership of...

Increase in student college and career readiness

An increase in ILT effectiveness rubric to a score of 10 to 25.

CIWP Goal # 2

Through our climate action plan, we will be strengthening our culture of learning by redefining the values, mission and vision of the Mayer School community to emphasize our value of social emotional learning, enhanced and supported by the Second Step curriculum..

If we do...

Implement Second Step curriculum, provide support for instruction, and monitor fidelity to teaching the program as well as provide quarterly PD, team building, and social activities to foster positive relationships: staff-staff, staff-student, and student-student..

Then we see...

Intentional instruction around the SEL core competencies, vertical and horizontal alignment to a SEL curriculum, common language throughout the building, and more trusting and accountable relationships: staff-staff, staff-student, and student-student.

Which leads to...

Increased student achievement as measured by NWEA reading and math scores because students will be able to better manage their emotions, form positive relationships and make positive relationships among staff members.

Increase student attendance.

Increased staff accountability.

Stronger staff-staff relationships as measured on Climate Committee surveys to the staff.

Achieving *Established SEL Certified School* status.

Improved collective responsibility and teacher school commitment as measured by MVMS.

CIWP Goal #3

Identify staff members to establish a professional learning community to develop and implement a scope and sequence pre K-8th grades aligned to the next generation science and writing standards with semester pre and post assessments.

If we do...

Create a professional learning committee with regularly scheduled meetings throughout the school year to develop a curriculum scope and sequence for science and writing.

Then we see...

Whole-school vertical and horizontal alignment to curriculum and standards with a deeper understanding of instructional content

Which leads to...

Increased staff collaboration

Continuous professional development

Progress monitoring

Improved content performance

Complete development of a scope and science that builds and enriches rigorous content

CIWP Goal #4

Align core values, vision and mission to school programming reinforcing school-wide expectations, procedures and routines and institute restorative practices school-wide.

If we do...

Create and implement a year-long professional development plan around Restorative Practices aligned to our vision and mission statements.
Actualize consistent school-wide practices, procedures and routines designed to develop a proactive mindset around restorative justice.

Then we see...

A reduction in number of teachers using a management system that is not aligned to our programs.
(Class dojo, punitive punishment)
An increase in the number of teachers and students utilizing restorative practices
An increase in student use of restorative language and empathetic listening.
Positive transformative change: include measure of impact, reduction of referrals, and fewer misconducts.

Which leads to...

An increase in staff capacity to resolve conflict minimizing loss of instructional time and an increase in academic achievement.
An increase in peer to peer positive relationship development and building a student toolbox of self regulation.
An increase in school-wide fidelity to programming and philosophy.
A decrease in student conflict and conduct referrals.
An increase in the number of students participating in peer to peer conflict resolution and a decrease in conflict.
An increase in the number of restorative interventions held and agreements made and kept using student logger.
A measurable number of restorative practices being utilized in classrooms during formal and informal observations
An increase in student voice and choice in conflict resolution based on student responses to RESTORATIVE PRACTICES SURVEY data from Spring 2018 to Fall/Winter/Spring of 2018-19 School year based on questions: Students help to run the school here.
Students help determine the consequences for breaking the rules
Teachers encourage students to make their own decisions here.
Students think the school rules are fair.
Some students are punished worse than others for the same broken rule.

Capital Improvement Updates

- Delayed start - June 2019
- Working with CPS Project Manager to assess the current condition of the boiler.

Action steps:

1. Air conditioner (11-15)
2. Boiler repairs
3. Sewer rodding

Other Mayer News

- Preventive work outside the school
- Wireless Upgrade
- Safety Drills completed
- Welcome Amy Anderson from maternity leave!
- Assistant Principal status
 1. 133 applicants
 2. 1st round interviews completed
 3. 2nd round interviews completed