CPS Strategic Plan

Board Priorities

1. Student-Centered Decision Making
2. Health and Safety
3. Community Engagement and Influence
4. Optimized Capabilities
5. Growth
Health and Safety
— We focus on personal well-being.

We will commit to putting the safety, physical, social, and emotional health of our students, staff, and partners at the forefront of everything we do.

2.1 Increase efforts to expand student access to primary, preventive, and mental health services at schools and CPS School-Based Health Centers.

2.2 Develop and deepen external collaborative relationships and internal positive school culture practices to provide a secure and supportive way to achieving a positive learning campus.

2.3 Provide safe school facilities that promote active and healthy lifestyle choices for students while developing students who are environmentally responsible.
Optimized Capabilities
— We get better.

We will intentionally design data-informed, customer-focused, and user-friendly processes to create efficient and effective systems.

4.1 Adopt and implement a continuous improvement process that encourages innovation and relies heavily on scorecard accountability.

4.2 Use multiple points of data when considering options and making decisions, prioritizing outcomes with the highest impact and best value.

4.3 Explore and implement best practices of financial management, investment, and sustainability in all operational cost centers.

4.4 Increase employee engagement across all employee groups to meet or exceed industry average.
Health and Safety

We focus on personal well-being.

We will commit to putting the safety, physical, social, and emotional health of our students, staff, and partners at the forefront of everything we do.

MEASURE 2.A:
Decrease the number of critical safety events.

MEASURE 2.B:
Increase number of Alternative Learning Center (ALC) sites from 26 to 56.
- 2019-20 School Year: Add 10 additional sites from 26 to 36.
- 2020-21 School Year: Add 10 additional sites from 36 to 46.
- 2021-22 School Year: Add 10 additional sites from 46 to 56.

MEASURE 2.C:
Increase the number of school social workers and increase the amount of time that social workers devote to supporting the social and emotional needs of students.
- 2019-20 School Year: Increase the number of social workers by 9, from 26 to 35.
- 2020-21 School Year: Increase the number of social workers from 35 to 44.
- 2021-22 School Year: Increase the number of social workers from 44 to 52.

MEASURE 2.D:
Improve social and emotional learning methodology (SEL) by increasing the number of schools with social-emotional learning quality improvement (QI) projects from 3 to 29 schools.
- 2019-20 School Year: Increase number of SEL QI projects from 3 schools to 8 schools.
- 2020-21 School Year: Increase number of SEL QI projects from 8 to 17 schools.
- 2021-22 School Year: Increase number of SEL QI projects from 17 to 29 schools.
2.2 Develop and Deepen Internal Positive School Culture Practices

- Increased Capacity & Capability with 26 SWs and 19 Attendance Support Specialists
- Increased Capacity of ALC
- Expanded Professional Development for all Staff
  - 4,000 staff trained in Empathetic Listening
  - Building Relationships, De-Escalation, and SEL
  - Enhanced PD Offerings Across 5 Core Services
2.2 Develop and Deepen External Collaborative Partnerships

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<th>Initiative</th>
<th>Parent</th>
<th>Teacher</th>
<th>Administrator</th>
<th>Education Support Personnel</th>
<th>Community Partner</th>
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4.1 Adopt and Implement a Continuous Improvement Process

- Increased Quality Improvement Training for SWs
- QI-SEL Schools from 3 to 8
- Swim Lane Process Maps
  - Bully Reporting
  - PBIS Plan Submission
  - Discipline Continuum
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Bully Prevention Updates—Peer-to-Peer Support

Action Steps:
• Cross-age Mentoring programs
• We Care Girls Anti-Bullying Campaign
• Peer Mediation

We Care Girls Anti-Bullying Event
February 7, 2019
Bully Prevention Updates—Adult Point of Contact

Action Steps:

- Principals and Assistant Principals PD in Bully Reporting
- Bully Prevention Training with SWs
- Enhanced bully reporting with a Text App
Bully Prevention Updates~ Professional Development

Action Steps:

• Share resources with LSDMC, schools, and community groups
• Community presentations on bully prevention
• Certified Mental Health First Aid Provider
• Support for students who are the target of bullying behaviors and those who exhibit bullying behaviors
“The PATHS teaching is the most rewarding part of my work”
-CPS School Social Worker and Parent

“I am enjoying the opportunity to engage with students and hopefully model some behavioral management techniques in the classroom with the teachers”
-CPS School Social Worker