FY 2023 IL-EMPOWER

Newly Designated
Schools in Improvement Status:
Information for Districts and Schools

November 7 and 9, 2022

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Dr. Trevor Chapman
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Introductions

IL-EMP⏻WER

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Explain IL-EMPOWER, the Statewide System of Support

Relate how the Statewide System of Support can build the capacity of school leaders to implement and sustain effective school improvement practices

What is Continuous School Improvement?

Collaborative process through which staff and stakeholders identify strengths and weaknesses of the entire school program.

Use the information as a basis for making deliberate, positive, cohesive, and observable changes in measurable student outcomes.

What is IL-EMPOWER?

2015: ESSA (Every Students Succeeds Act) reauthorized Elementary Secondary Education Act (ESEA)

Focus on, and balance of, both accountability and effective supports

Underperforming and Lowest Performing schools to ensure continuous improvement in student learning

ESSA advances help and support to effectuate school improvement gains

Mission behind the fiscal resources

IL-EMPOWER is the Statewide System of Support

Authorized by Title 1, Part A, Section 1003 for School Improvement

IL-EMPOWER: Federal Grant Program

Build capacity of school leaders to implement effective school improvement practices

Goal is to enable the State's lowest performing and underperforming schools

Improve student achievement and student outcomes

IL-EMPOWER Program Org Chart

IL Public Schools
District & School Leaders
Targeted & Comprehensive

IL-EMPOWER
Coordinators

Data Collection Systems

Program Evaluation

Program Requirements

Targeted Support and Improvement

Targeted

- Title I, Part A, Section 1003 School Improvement Grant Funds
- Topical Learning Series
- School Improvement Website
- Technical Assistance from IL-EMPOWER Helpline

Comprehensive Support and Improvement

Comprehensive

- Title I, Part A, Section 1003 School Improvement Grant Funds
- Topical Learning Series
- School Improvement Website
- Technical Assistance from IL-EMPOWER Helpline
- Assigned IL-EMPOWER Coordinator

How can IL-EMPOWER Support School Improvement in your schools?

IL-EMPOWER Coordinators

- Work Directly with Comprehensive Schools
- Expertise in School Improvement
- Technical Assistance to ALL Schools

IL-EMPOWER Webinars

IL-EMPOWER Topical Learning Series

School Improvement Resources

- School Improvement Common Language
- Continuous Improvement Process
- School Improvement Plan Template (optional)
- SMART Goals
- A Year in the Life of School Improvement
- Topical Learning Series
- Monthly Topics & Tasks

Report Card 22: Newly Designated Schools

Report Card 2022 (School Year 2022-23)	Report Card 2023 (School Year 2023-24)	Report Card 2024 (School Year 2024-25)	Report Card 2025 (School Year 2025-26)	Report Card 2026 (School Year 2026-27)
Initial Summative Designation of Targeted or Comprehensive	Annual Summative Designation	Annual Summative Designation	Annual Summative Designation	If Commendable or Exemplary, exit school improvement status
Planning Year	Implementation Year 1	Implementation Year 2	Implementation Year 3	If Targeted or Comprehensive, eligible for more rigorous state-determined actions
School Improvement Status	School Improvement Status	School Improvement Status	School Improvement Status	

4 Years – School Improvement Status

Report Card 2022: Newly Designated Schools Eligible for Early Exit from Improvement Status

Report Card 2022
(School Year 2022-23)

Initial summative designation of Targeted or Comprehensive

Planning Year

School Improvement Status

Report Card 2023
(School Year 2023-24)

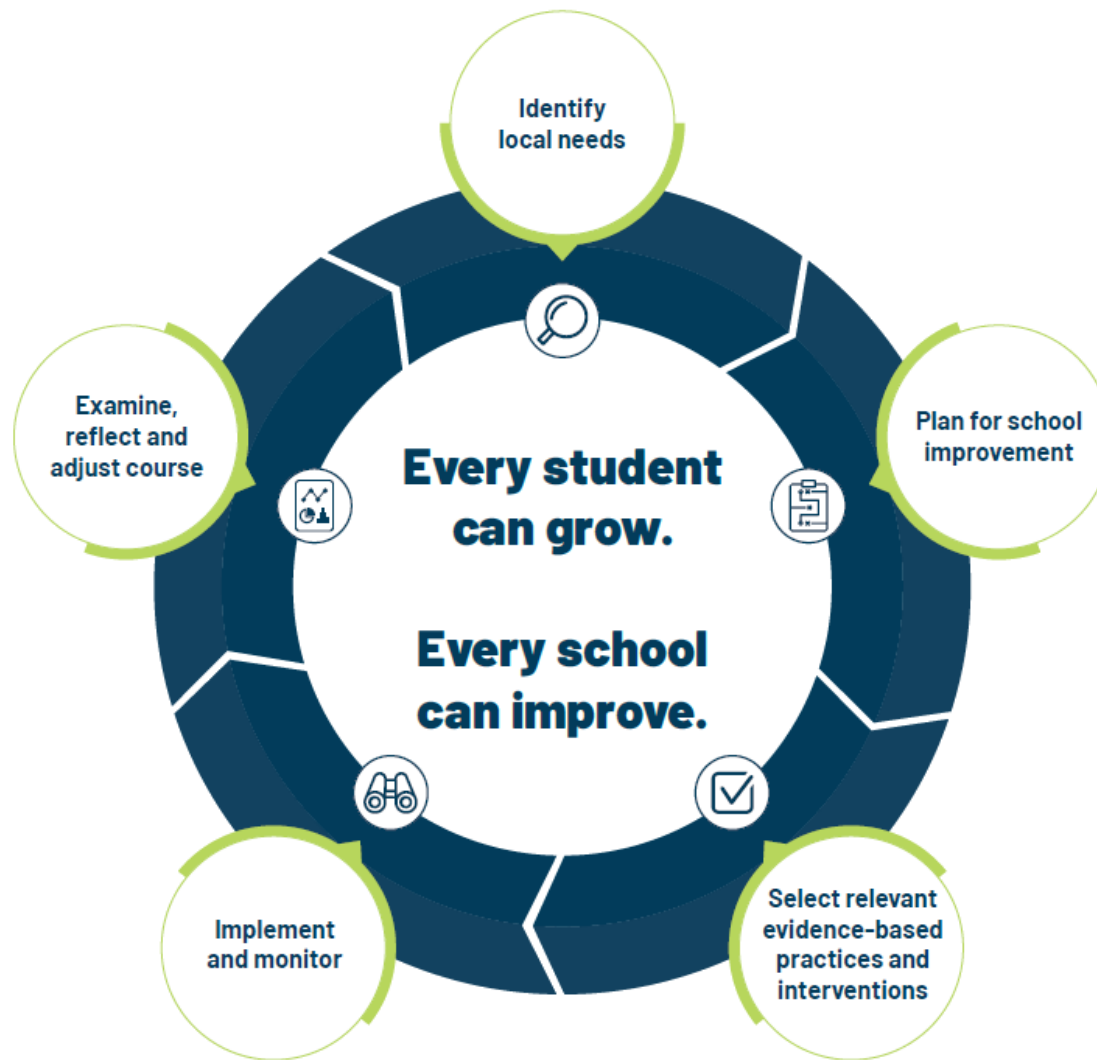Are newly designated in Comprehensive or Targeted improvement status in 2022;

Are in at least one of three eligibility groups described below:
- Schools missing ≥ 30% of 2021 accountability data,
- Schools in the top 30% performance in the state as indicated by the 2019 index score, or
- Schools where a student group population has shifted by 30% since 2019.

Have assessment participation rates of ≥ 95% in all subjects; and

Receive an Exemplary or Commendable designation in 2023.
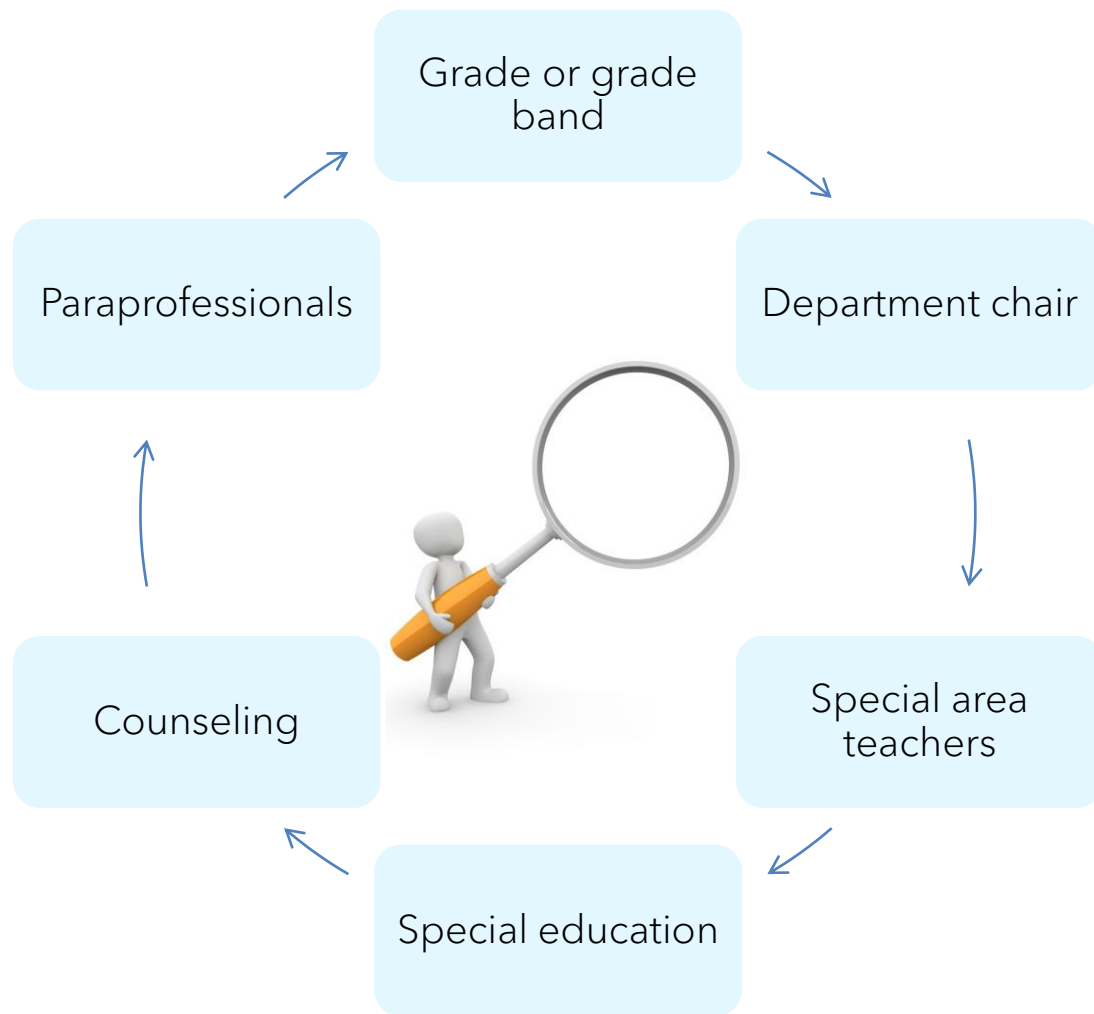
Continuous Improvement Process

Identify local needs

Plan for school improvement

Select relevant evidence-based practices and interventions

Implement and monitor

Examine, reflect and adjust course

Every student can grow.

Every school can improve.

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

Identify Local Needs

Every Student Can Grow

Every School Can Improve

Examine, Reflect & Adjust Course

Plan for School Improvement

Implement & Monitor

Select Relevant Evidence-Based Practices & Interventions

What is School Leadership Team?

A group of school-level staff and stakeholders whose focus is to develop, implement, monitor, and evaluate the School Improvement Plan.

School Leadership Team Members

Grade or grade band

Department chair

Paraprofessionals

Special area teachers

Counseling

Special education

What is the Purpose of the Stakeholder Advisory Group?

Engages the community to build understanding about the needs and the improvement processes of the school.

Provides an avenue for varied perspectives and concerns impacting the school and community.

Acts in an advisory capacity

How do the Stakeholder Advisory Group and the School Leadership Team differ?

Stakeholder Advisory Group (SAG)

- Diverse membership includes students, community members, local business partners, parents, teachers, and school leaders.
- Gathers varied perspectives and concerns impacting school community.
- Acts in an advisory capacity regarding SIP.
- Frequency of meetings may vary based on schools and community.
- Purpose is to engage the community in an understanding of the needs and improvement processes of the school and district.

School Leadership Team (SLT)

- Membership includes teachers, teacher leaders, school specialists, and school leaders.
- Develops, implements, evaluates, approves, and monitors the School Improvement Plan.
- Meets monthly or bimonthly.
- Purpose is to engage the school-level community in the development and oversight of the School Improvement Plan and champion the work of school improvement.

School-Level Needs Assessment

Conducted during the planning year of newly designated comprehensive and targeted schools.

Ensures that initial school improvement plans are developed based on high-quality data.

School-Level Needs Assessment Instruments

School Excellence Framework (SEF)

- Chicago Public Schools

Illinois Quality Framework Supporting Rubric (IQFSR)

- Schools outside of Chicago Public Schools
- Complete using hard copy and submit in IWAS by January 31, 2023

Root Cause Analysis

Identify Local Needs –
Conducting a Root Cause Analysis

IL-EMPOWER

A root cause analysis is a systematic process for identifying the underlying (or "root") causes of the challenges that organizations or institutions face. A root cause analysis is an approach to problem-solving through discussion to dig deeper than the surface symptoms and uncover the underlying causes.

Addressing the root causes of the problems or challenges your system faces, rather than addressing obvious symptoms, enables stakeholders to make lasting and impactful systemic changes.

Steps	Guiding Questions
Define the Problem	• What is the nature of the problem? • What happened? (Example: The achievement gap between groups continues from year to year with little to no change in proficiencies among student groups.) • Where and when does it occur? • To whom does it happen? • How does it affect our goals?
Identify Possible Causes & Categories	• What factors are contributing to the problem? • What is causing a particular factor (e.g., people, time, resources)? • How can causes be grouped together in categories?
Dig Deeper into "Why?"	• Why is it happening? • How come? • Why would that be? • What's the reason for that? • Why is that? • That's because ... • I wonder if ... If any response reveals a cause that is out of your control, keep asking questions. Stop when you have identified two-four potential root causes that are within your scope of influence to impact in the school setting.
Select Root Cause(s) as the Focus for Your School Improvement Plan	If we address the root cause(s), can we have significant impact on the problem statement? • Yes. The root cause(s) is worthy of focus in your School Improvement Plan. • No. The cause may not be a priority for our efforts, or it may not be a root cause

The results of the root cause analysis will now be used as you proceed to the next component. See Continuous School Improvement Process: Plan for school improvement.

Illinois State Board of Education

isbe.net/IL-EMPOWER

- Completed during the Planning Year
- An approach to problem solving that digs deeper to uncover underlying causes
- Informs initial school improvement planning efforts

Plan for School Improvement

Identify Local Needs

Examine, Reflect & Adjust Course

Every Student Can Grow

Every School Can Improve

Plan for School Improvement

Implement & Monitor

Select Relevant Evidence-Based Practices & Interventions

- 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

School Improvement Plan Examples

Elementary & High School SIP Examples

School Improvement Plan Example*

School:	City High School
Year:	2022-2023
Date Completed:	June 3, 2022
School Board Approval Date:	August 2022

Name	Title
Harry W.	Principal
Mary V.	District Curriculum Director
LeAnne J.	English department chair
Nevaeh T.	Special Education teacher
Jamar S.	School Counselor
Su Lin A.	Math department chair
Collin P.	Social Science teacher
Casey R.	Science teacher
Andrea H.	Dean of Students

*All schools in comprehensive improvement status or targeted improvement status must have a School Improvement Plan with a minimum of two SMART goals. For the purposes of this example, only Goal #1 has been completed.

The Importance of SMART Goals

What is a SMART goal and why is it important?

A goal is much more than simply saying that you want to learn about and/or improve on something; rather, it more specifically describes what you want to achieve. SMART goals, with their detailed structure, provide focus as well as a clear idea of what you want to achieve. This structure makes it easier to:

- plan relevant action steps/activities
- measure progress toward achieving the goal
- know when you have met your goal

	SPECIFIC	**MEASUREABLE**	**ACHIEVABLE**	**RELEVANT**	**TIMEBOUND**
Definition	When setting a goal, be specific, focused, and clear.	Use metrics to keep your plan on track and measure results.	Know how you will accomplish the goal and if you have the tools/skills needed.	Focus your goal so it aligns with the school and district vision/mission and larger, long-term goals.	Set a timeline for action items, benchmarks and deliverables.
Guiding questions	Answer the "W" questions: • Who should be involved? • What do we want to accomplish? • When do we want to accomplish the goal? • Where will the goal have an impact? (school, grade level, department) • Why do we want to accomplish the goal? • Which requirements or constraints could influence the goal?	How much? How will I know when it is accomplished? What are indicators of progress?	What steps are necessary to achieve the goal? What steps to take, in what order, on what timeline and involving whom?	Why is this goal important to our students and school? Will achieving this goal help our students and school? Does this match our identified need? How will this goal contribute toward our long-term goals? Does this goal align with the district and other school goals?	Does my goal have a deadline? What is the timeline to achieve this goal?

Program Requirements

Implement curriculum aligned to Illinois Learning Standards

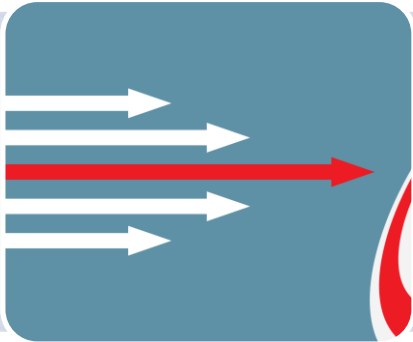Implement or continue use of local assessments

Attend program-specific information meetings hosted by ISBE

Participate in peer learning opportunities for district and school leaders during the Illinois ESSA Conference

Participate in program evaluation activities

A Year in the Life of School Improvement

Guide the process and pacing of continuous improvement

Timeline is not absolute, but instead a guide

Planning Year: October-June

Implementation Years: May -April

Monthly Topics of School Improvement

Monthly topics and tasks – planning year

IL-EMPOWER

	Topics and tasks	Essential questions
October	• Receive summative designation letter. • Respond to checklist in letter.	• How will you interpret and communicate your summative designation to stakeholders?
November	• Attend district/school information meeting as part of leadership team. • Attend initial meeting with an IL-EMPOWER coordinator (comprehensive schools) to discuss needs and support for school. • Identify school leadership team. • Begin application in IWAS for the planning year grant application. • Begin viewing IL-EMPOWER Learning Series 1 and 2.	• Who should be on the school leadership team to guide the school improvement planning and implementation process? • What is a realistic monthly meeting schedule for the school leadership team?

Allowable Use of School Improvement Funds

Formula basis grant funds

Purpose to develop, implement and monitor School Improvement Plans

Funds may be used for planning & implementing school improvement activities

Allowable Use of Funds Document

Illinois State Board of Education
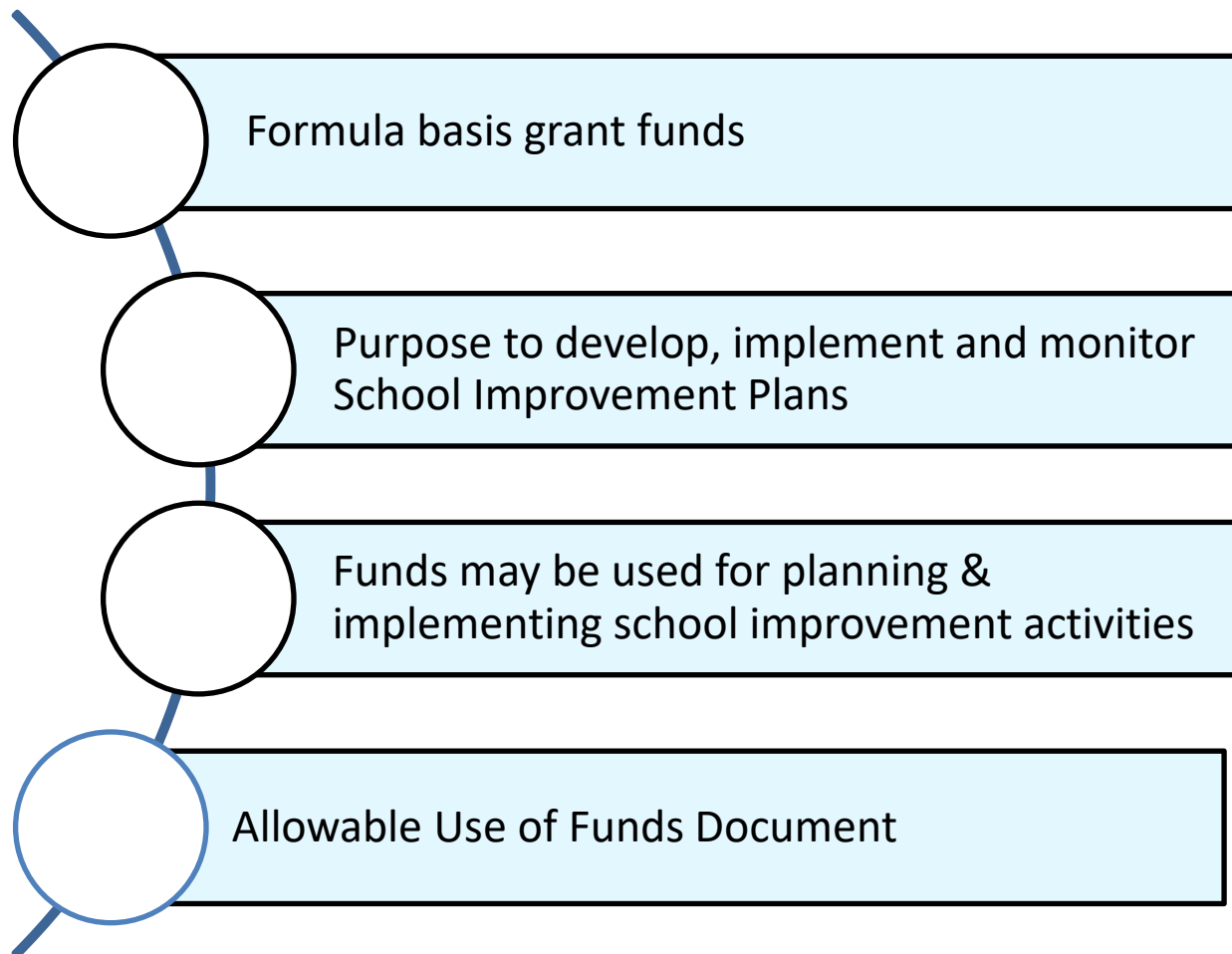
Reporting Requirements: Program & Fiscal
Timelines & Due Dates

Reporting Period	Quarterly Expenditure & Program Reporting	
	Report Type	Due Date
December 1 through December 31	IWAS Fiscal Reporting: Quarterly Expenditure Report (QER)	January 20
January 1 through March 31	IWAS Fiscal Reporting: Quarterly Expenditure Report (QER)	April 20
April 1 through June 30	IWAS Fiscal Reporting: Quarterly Expenditure Report (QER)	July 20
December 1 through June 30	IWAS Program Reporting: School Improvement Report (SIR)	July 20

School Improvement Topical Learning Series

🏠 > School Improvement & Accountability > Continuous School Improvement & IL-EMPOWER > School Improvement Topical Learning Series

SCHOOL IMPROVEMENT & ACCOUNTABILITY
Continuous School Improvement & IL-EMPOWER

School Improvement Topical Learning Series

SCHOOL IMPROVEMENT & ACCOUNTABILITY
SCHOOL IMPROVEMENT TOPICAL LEARNING SERIES

Navigating the Continuous School Improvement & IL-EMPOWER Website 📹

- Presentation 📄

SERIES 1: GETTING STARTED WITH SCHOOL IMPROVEMENT

- Introduction to School Improvement 📹 – This video is a brief overview of IL-EMPOWER and school improvement
  - Presentation 📄
- Mobilizing the Statewide System of Support 📹 – This video outlines how the Statewide System of Support is organized to provide guidance, support, and resources to Targeted and Comprehensive schools
  - Presentation 📄
- Implementing the Illinois Continuous School Improvement Process 📹 – This video introduces The Illinois Continuous Improvement Process and gives an overview of the components and elements that play a critical role in successful school improvement efforts
  - Presentation 📄
- A Year in the Life of School Improvement 📹 – This video highlights the detailed, month-by-month timeline in the resource titled A Year in the Life of School Improvement
  - Presentation 📄
- School Improvement Monthly Topics 📹 – This video orients district and school leaders to the essential questions at the center of continuous school improvement
  - Presentation 📄
- School Improvement Common Language 📹 – This video is an introduction to the common language of continuous school improvement
  - Presentation 📄

What are your next steps?

SCHOOL IMPROVEMENT & ACCOUNTABILITY

Continuous School Improvement & IL-EMPOWER

- Targeted and Comprehensive Schools
- Continuous School Improvement Process
- School Improvement Topical Learning Series

RESOURCES

- FY 2023 Title I, Part A, Section 1003 School Improvement Allocations
- School Improvement Common Language
- School Improvement Fact Sheet
- The Continuous School Improvement Process

SCHOOL IMPROVEMENT & ACCOUNTABILITY
CONTINUOUS SCHOOL IMPROVEMENT & IL-EMPOWER

IL-EMPOWER is Illinois' Statewide System of Support for School Improvement. It is a federal program authorized under Title I, Part A, Section 1003 of the Every Student Succeeds Act, 2015 (ESSA) and is administered by the Illinois State Board of Education. IL-EMPOWER seeks to build the capacity of school leaders to implement and sustain effective school improvement practices.

School Improvement is a continuous, collaborative process through which staff/ stakeholders identify strengths and weaknesses of the entire school program and use the information as a basis for making deliberate, positive, cohesive, and observable changes in measurable student outcomes.

Continuous School Improvement Process

Newly Designated Targeted or Comprehensive Schools Start Here!

School Improvement Topical Learning Series

School Improvement Status and grant funding continue for four years regardless of changes in annual summative designations. This resource shows separate tables reflecting School Improvement Status for schools identified on Report Card 2022, Report Card 2019, and Report Card 2018.

Visual School Improvement Status

Upcoming Webinars

- FY 2023 IL-EMPOWER Newly Designated in Improvement Status Information Webinar for Districts and Schools - sign up here
  Monday, November 7, 2022 (2:00-3:00 p.m.) OR Wednesday, November 9, 2022 (10:00-11:00 a.m.)
  FY 2023 School Improvement Planning Grant Application Webinar - sign up here
  Tuesday, November 15, 2022 (3:00-4:00 p.m.) OR Wednesday, November 16, 2022 (10:00-11:00 a.m.)

IL-EMPOWER Helpline

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(217) 524-1817

Questions & Answers

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