



Academy for Urban School Leadership
3400 North Austin Avenue | Chicago, Illinois | 60634
773.534.0129 | auslchicago.org

Rewards Associated with (Improving Student) Achievement or Graduation Rate

AUSL uses incentives as a way to push students towards achieving their highest goals and meeting targets and expectations. We believe in acknowledging students, teachers, admin who exemplify excellence. Metrics such as student attendance, Freshman on-track, students meet and exceed growth targets on EPAS and NWEA MAP assessment are a focus of our culture. We want to create an environment where all parties want to do well on our achievement metrics.

Elementary school students are offered rewards such as special t-shirts (to be worn in-school instead of uniforms), pizza parties, and field trips that have attendance or academic requirements. High schools students are given similar incentives for tasks such as finishing their college entry checklist (FAFSA completion, letter of intent completed, etc).

Achievement Network (ANet) achievement data/NWEA map- teachers are recognized for whether students are meeting growth targets OR have mastered skills set as a benchmark. NWEA gives growth targets to students referred to as Expected Gains. Within our network, an attendance cup trophy travels between schools each month acknowledge the highest student attendance for the month.

For school leaders we developed a system of support, performance-based evaluation, and compensation with two major components: (1) an annual opportunity for a bonus based primarily on principals' performance on a rubric that is administered by network leadership and that measures practices in several areas and (2) an annual bonus based primarily on School Quality Performance Rating.

Reference: North Chicago Community High School
1717 17th Street
North Chicago, IL 60064

Primary Contact: Tre Childress, Director of Advisory Services; , tchildress@auslchicago.org;
Secondary Contact: Shane Caterino, Director of External Affairs, scaterino@auslchicago.org;
Academy for Urban School Leadership, 773-534-0129.