

# Reinventing Chicago Public Schools to Better Serve All Students

Presentation to Chicago Board of Education  
July 27, 2011

# The Mayor has set an ambitious vision for CPS

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Ensure that every child in every school and every neighborhood has access to a world-class learning experience from birth

Extended  
Opportunities for  
Students

Empowered  
Principals  
Accountable for  
Results

Teachers with the  
Resources to  
Thrive

Engaged  
Parents and  
Community

# Why is foundational change imperative?

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CPS is not achieving this vision today

In 2004

2008

140K elementary and 65K high school students in underperforming schools  
93% of need in 25 communities (mostly West and South sides)  
Renaissance 2010 goal to create new schools and provide



# How will we drive change?

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	Priority changes
High performing schools	<ul style="list-style-type: none"><li>Build a comprehensive, multi-year portfolio plan</li><li>Focus intensely on networks with low performing schools</li><li>Renew vigor and focus on high schools and out-of-school students</li></ul>
Effective, supported teachers	<ul style="list-style-type: none"><li>Clearly define the expectations for a high-performing teacher</li><li>Provide professional development, tools, and resources to enable student outcomes</li></ul>
Empowered, accountable principals	<ul style="list-style-type: none"><li>Support the principal as primary change agent between CPS Central Office and classroom</li><li>Establish an effective, evidence-based principal development program, focused on skills that lead to student success</li><li>Enable principal-faculty decision-making on implementation and "time and money" investments</li></ul>

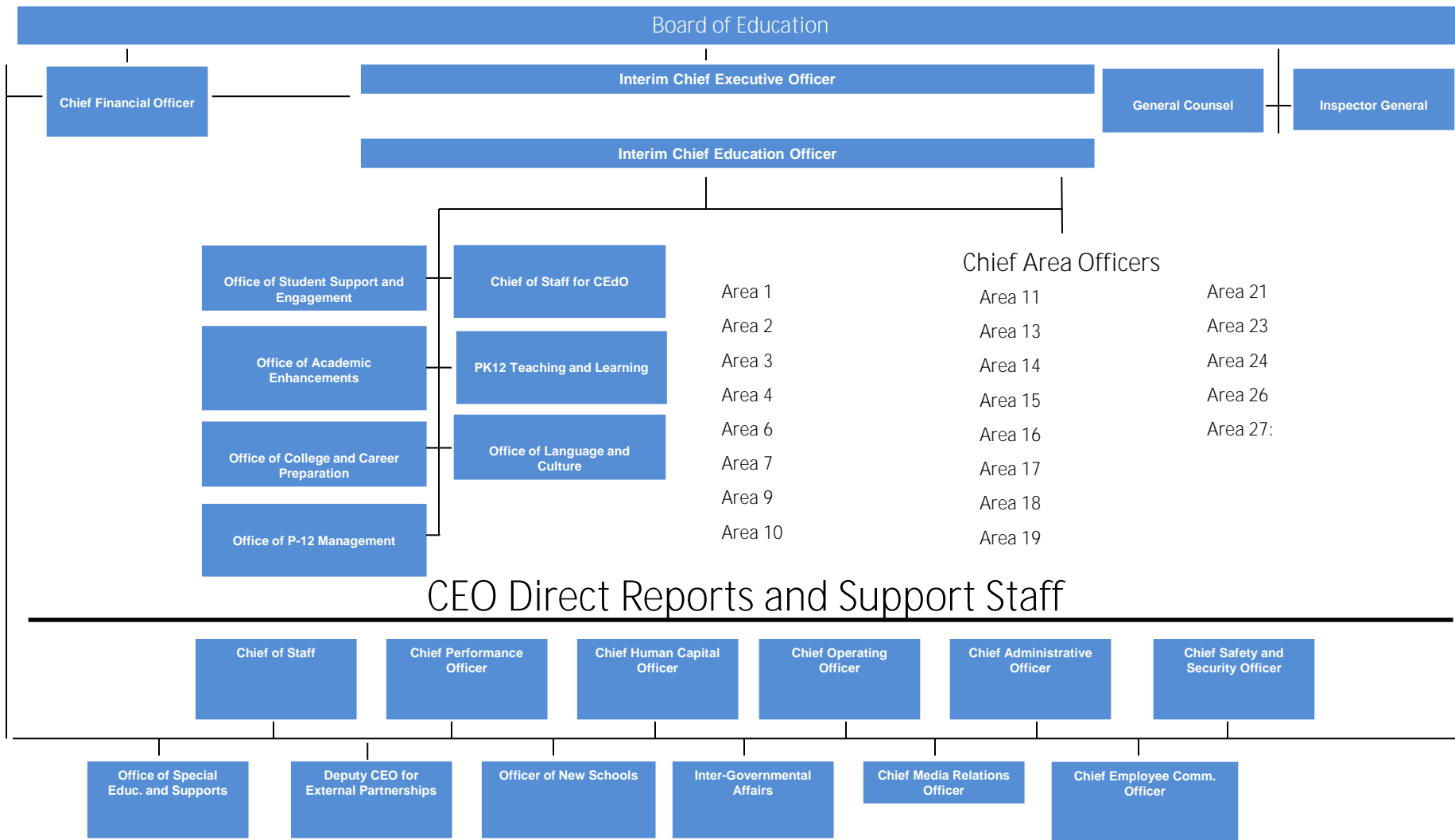


# First steps: organizational alignment

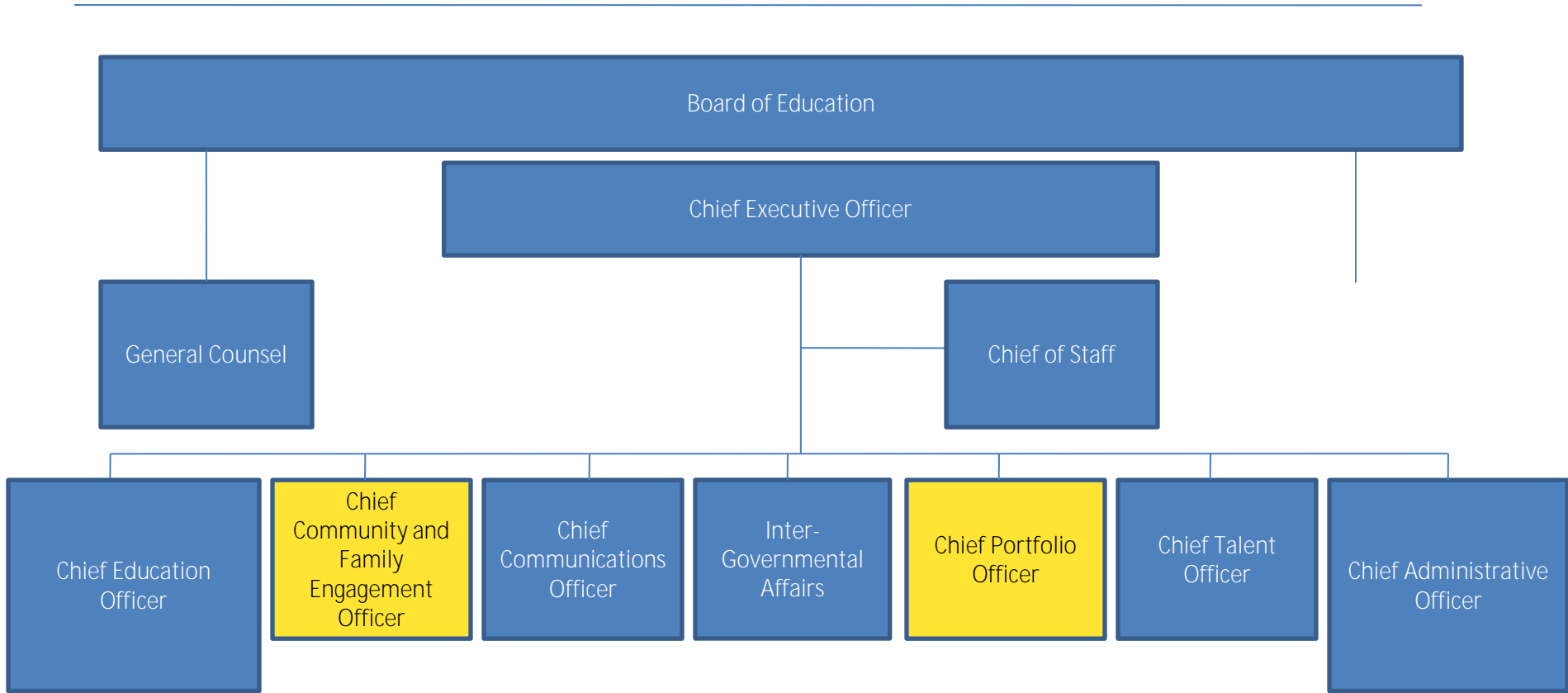
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Create an organization that is accountable, efficient, lean and aligned with our top priorities

# Previous Leadership Structure (May 2011)







# Chief Education Office: delivering world-class instruction from the center and the field

## Chief Education Officer

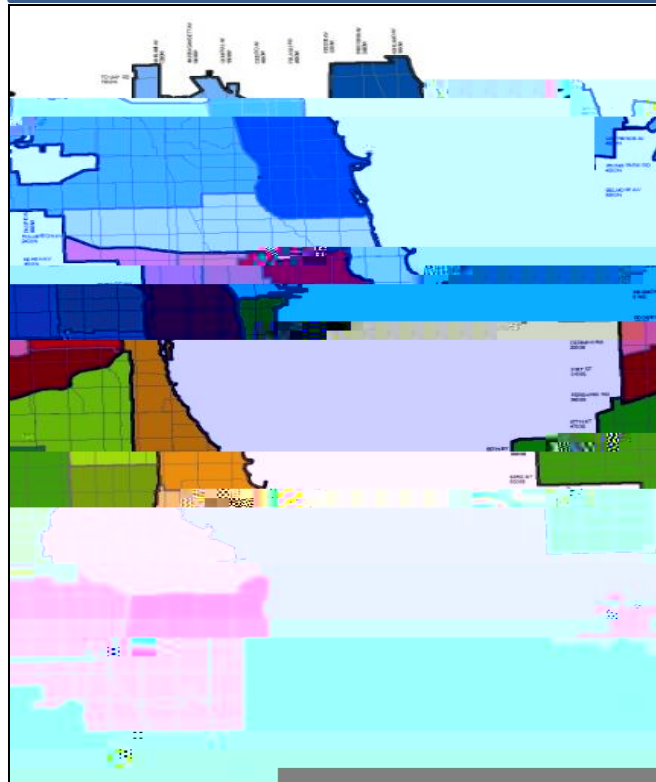
### Chief of Instruction

Provide clear guidance around a common vision of teaching and learning

Design coherent curriculum aimed at ensuring all children are college- and career-ready

Provide essential tools, resources and services to teachers and principals

### Networks



Redesigned to focus on instructional leadership of school principal and thus support teacher, student, and content

Organized for Pre-K to 12 alignment

Community-based school networks

# Chief Administrative Office: world-class operations to focus schools on instruction

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Entire organization exists to support students & schools

Bring in leadership to build high-performing teams that optimize resources and let others focus on instruction

School Support Centers give principals dedicated team of local operations support

Business discipline leads to lean, results-focused organization

# Additional supports for World Class Education

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## Leadership development for principals

Establish an effective, evidence-based principal development program to meet need for highly qualified instructional leaders

Support principals to develop skills that lead to student success

Measure success of program based on student outcomes

## Education Innovation

Identify future of education and schools

Design and scale innovative tools and practices to immediately benefit Chicago Students

# Next steps

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Continue to create blueprint for change

Build-out the organization

Define improved processes and engagement paths across all functions and areas