

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

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?

CPS is not achieving this vision today

In 2004

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

2008

How will we drive change?

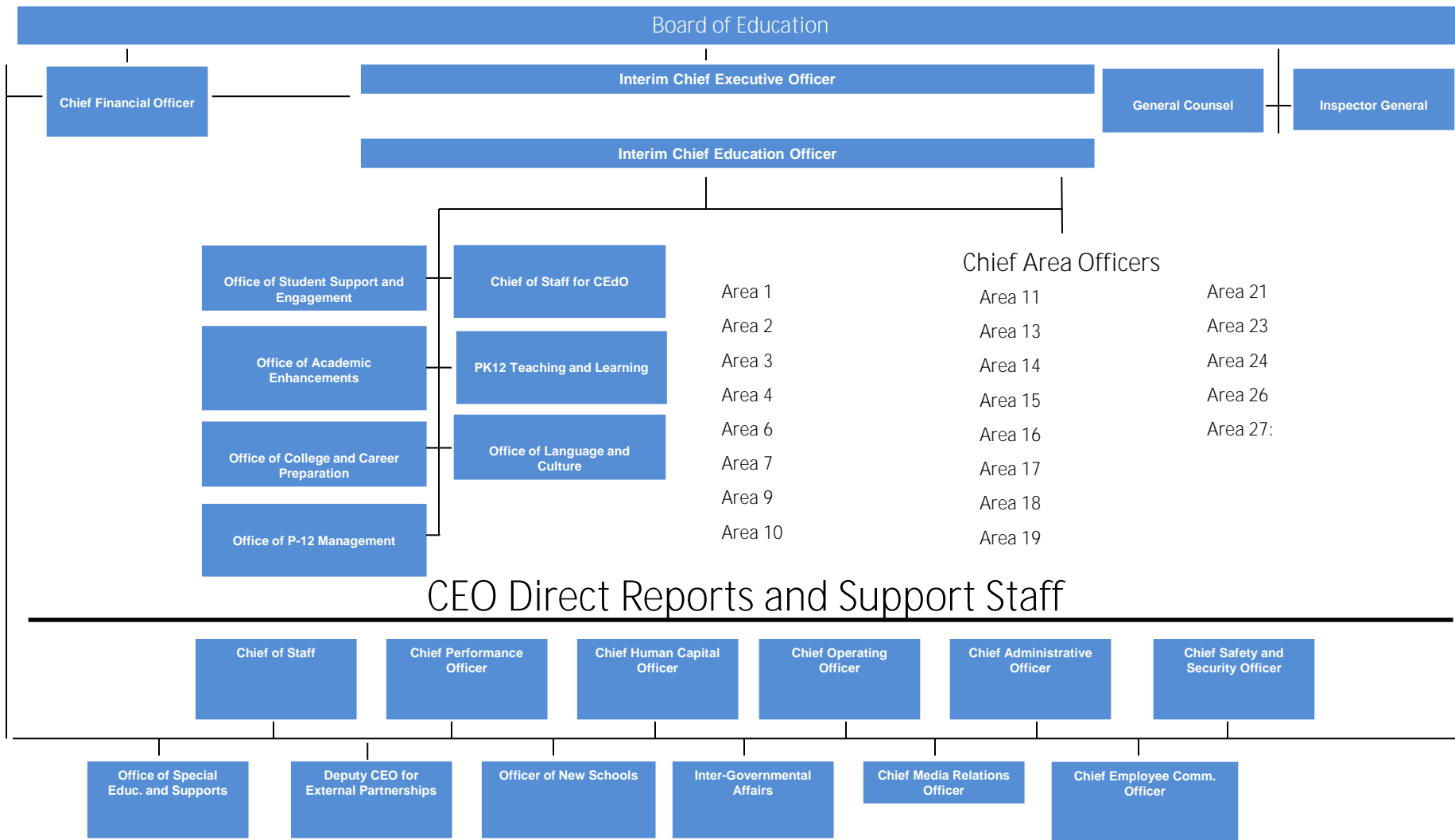
	Priority changes
High performing schools	<ul style="list-style-type: none">Build a comprehensive, multi-year portfolio planFocus intensely on networks with low performing schoolsRenew vigor and focus on high schools and out-of-school students
Effective, supported teachers	<ul style="list-style-type: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

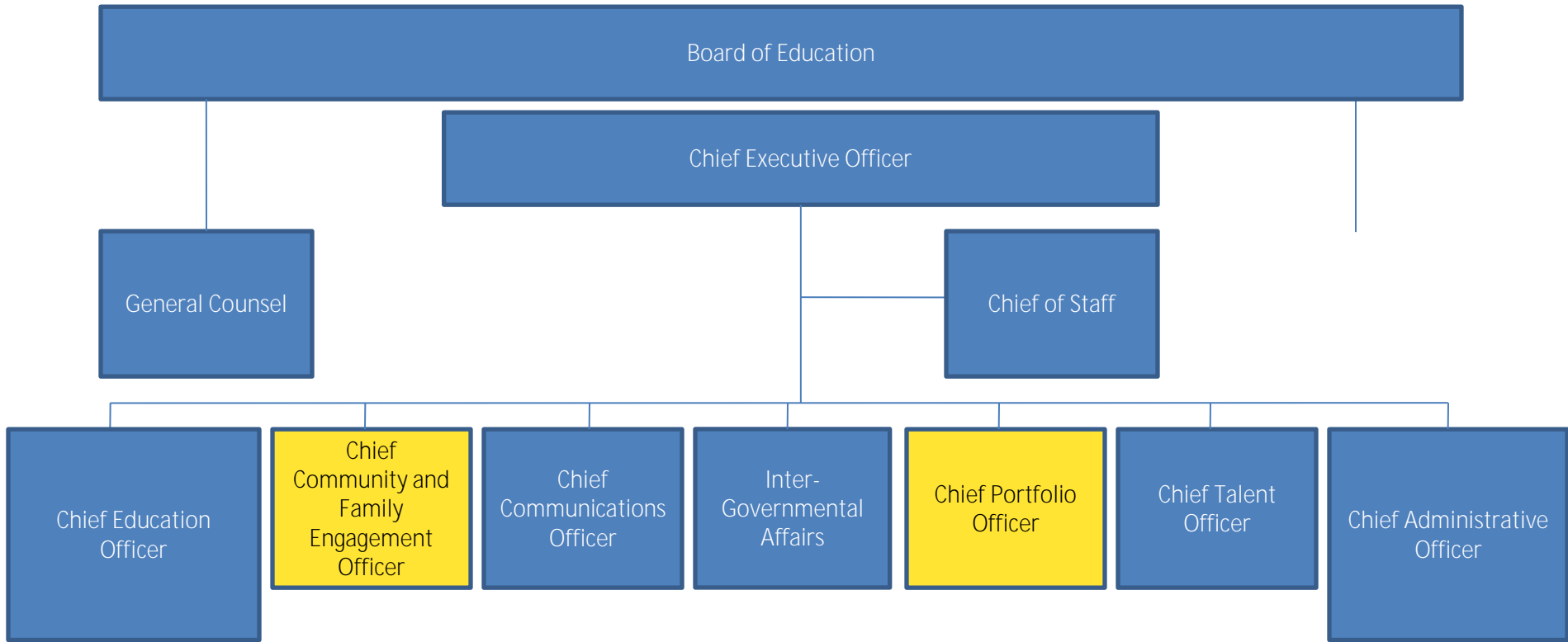


First steps: organizational alignment

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

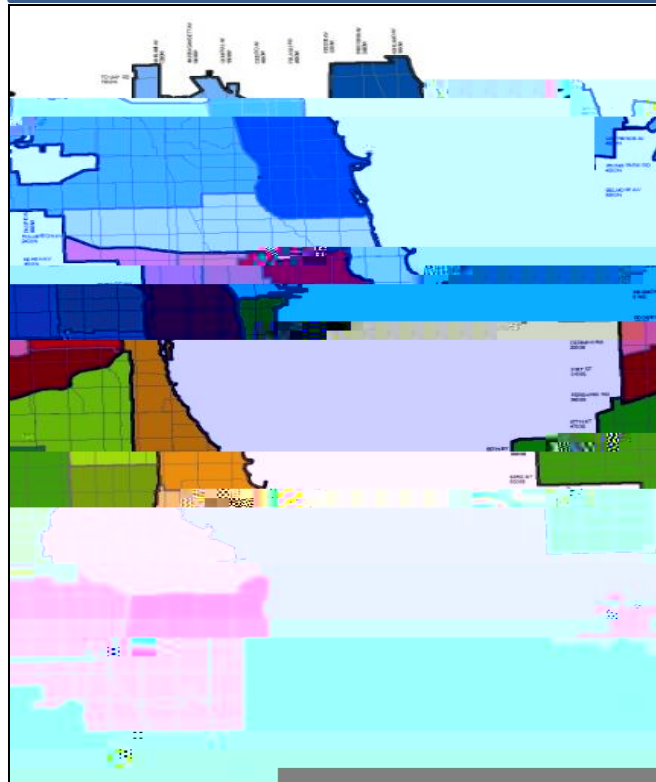
Chief of Instruction

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

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

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

Continue to create blueprint for change

Build-out the organization

Define improved processes and engagement paths across all functions and areas