

Corrective Action Plan for Case Investment School

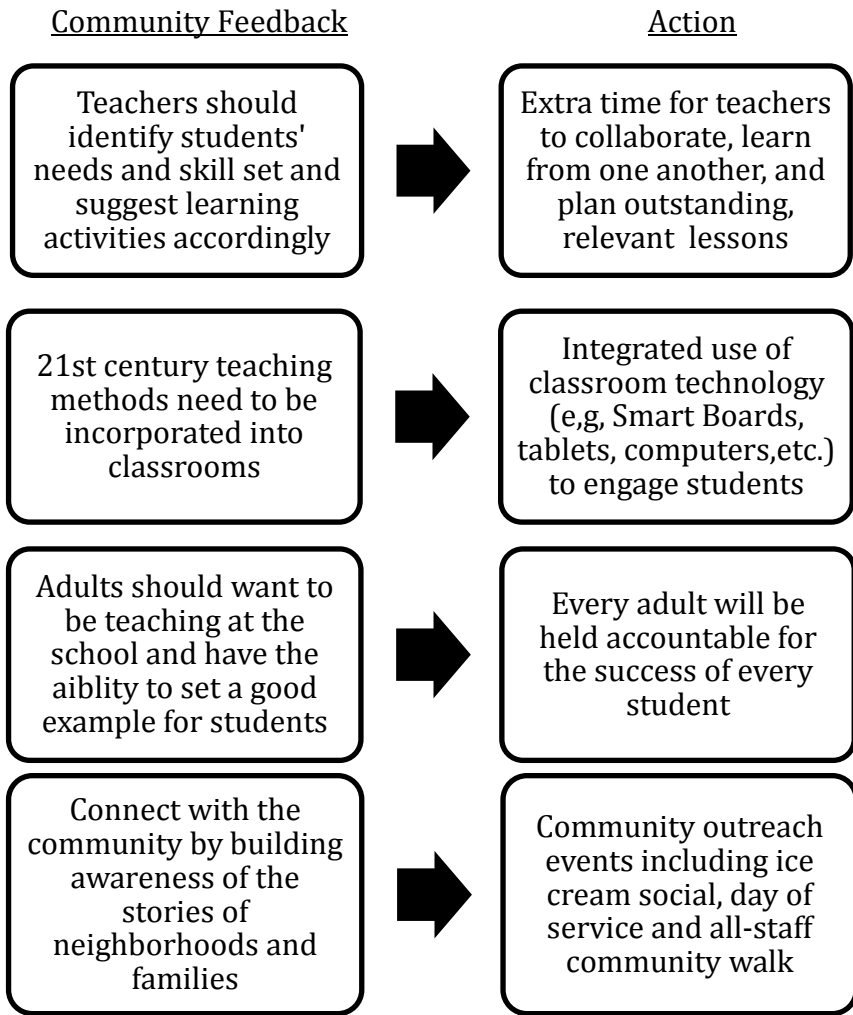
How CMSD Will Invest and Why

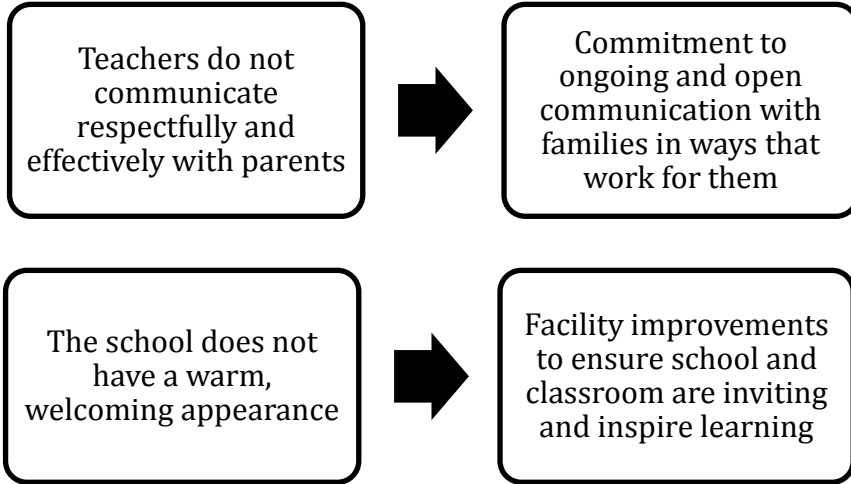
Foundational Levers of Change

<i>Replace current principal</i>	Widelene Desarmes has been identified as the principal of Case Investment School for the 2013-14 school year. Formerly, Ms. Desarmes was a founding assistant principal of a STEM Preparatory School and an assistant principal of an International Baccalaureate Academy in Washington D.C. Prior to serving in these roles, she taught middle school students and served as a mentor teacher, team lead and instructional coach.
<i>Replace some or all staff</i>	Staff members who wish to be part of Case Investment School's professional community for the 2013-2014 school year must agree to the conditions outlined in the Investment Commitment Letter (attached as an addendum to this document) and interview with school leaders. A Selection Committee comprised of various stakeholders has been formed to interview candidates for vacant positions.
<i>Overhaul school culture & discipline</i>	All staff members will participate in a school culture restart process and collaborate to implement a school-wide culture plan. The culture plan will address resources and expectations for communications with staff and students' families as well as outline discipline hierarchies, discipline procedures, reward systems, general operating procedures and school schedules.
<i>Improve school facilities</i>	Deep cleaning and facility improvements that will lead to clean, attractive, inviting classrooms and public spaces
<i>Add community/health support ("wraparound") services</i>	The following organizations are potential school partners during the 2013-2014 school year: Contemporary Youth Orchestra, Great Lakes Theater Festival, Kulture Kids, Roots of American Music, Ohio State Extension, Beechbrook, YMCA, We Run This City. Community partner organizations may be added or removed based on a resource inventory and gaps identified through a school needs assessment. In addition, a lead agency will provide a school-based Site Coordinator who will ensure that services provided by all community partner organizations are aligned to school priorities and needs.
<i>Provide staff with meaningful professional development</i>	As part of a partnership with the Efficacy Institute, all staff members will participate in workshops, training and ongoing coaching in building and teaching motivating mindsets, analyzing student data, and enlisting students to become active agents in their own development. In addition, as part of a partnership with the Center for Transformative Teacher Training (CT3), all staff members will participate in workshops, training and ongoing coaching in school-wide culture, classroom management, cultural competence and "unpacking" potentially disempowering mindsets.



Key actions based on community feedback





Accountability metrics and reporting

Case Investment School will produce a quarterly school report cards to update the community on progress across multiple indicators per the chart below. Similar to a student report card, the school will receive a letter grade from A through F in each of these areas with supporting commentary.

Metric	Source	Target
Average daily attendance- Students	E-School	Improvement of 3-5%
Average daily attendance- Staff	E-School	Improvement of 5-10%
Operations- school cleanliness	School/ classroom environment checklist	90% satisfaction
Operations- customer service	Home survey	90% satisfaction
Quality instruction- evidence of consistent instructional practice across classrooms	Walk-throughs; formal and informal observations	90% consistency
Quality instruction- evidence of authentic student engagement across classrooms; students report being challenged in class	Walk-throughs; formal and informal observations CFL Survey	80-100% authentic engagement
Student achievement- Proficiency on interim assessments	Data/Accountability	Trending upward throughout year 1
Instructional model- teachers report increased confidence in implementing relevant and engaging instruction	Culture/climate survey	Improvement of 50%
Positive school culture- students report feeling safe at school	Conditions for Learning Survey (“CFL”)	100%
Positive school culture- teachers report improved support from administration	Culture/climate survey	Improvement of 50%



CMSD Phase One Investment Schools 2013-14

Metric	Source	Target
# of family/community outreach events	School	Improvement of 30%
Participation levels at family/community outreach events	School	Improvement of 50%
Operations- satisfaction with food quality	Home survey	90% satisfaction
Operations- timespan for order and delivery of classroom supplies	School	24-48 hours

CMSD Case Investment School Commitment Letter *(see attached PDF)*

Respectfully submitted to the Citizens of Cleveland,

Eric S. Gordon
Chief Executive Officer
Cleveland Metropolitan School District

