



## **Interim Principal's Report September 22, 2016**

### **COMPETENCY A: CHAMPIONS TEACHER AND STAFF EXCELLENCE THROUGH CONTINUOUS IMPROVEMENT TO DEVELOP AND ACHIEVE THE VISION OF HIGH EXPECTATIONS FOR ALL STUDENTS**

*Principal creates and implements systems to ensure a safe, orderly, and productive environment for student and adult learning toward the achievement of school and district improvement priorities. Principal works with the staff and community to build a shared mission, and vision of high expectations that ensures all students are on the path to college and career readiness, and holds staff accountable for results.*

- Administration led five days of professional development in collaboration with staff and external partners (College Board, University of Chicago Network for College Success); sessions aligned to CIWP goals.
- Administration revised Assess to Grow protocols to ensure rigor and alignment of assessments.
- Department Leads engaged teachers in developing and revising rigorous Unit 1 assessments using Webb's Depth of Knowledge; all unit assessments reviewed by administration.
- Met with Citywide Special Education liaison and ISBE Principal Education Consultant for Special Education to review ISBE focused monitoring report and plan next steps to improve outcomes for diverse learners.
- Met with Department Leads and Instructional Leadership Team to plan improvement activities through the first semester.
- 23 teachers received Reading Apprenticeship training from Network for College Success, August 29-31, and then presented to faculty on next steps.
- Created and implemented system of "pop-in" observations by administration to gather initial data on teaching and learning at LVHS; every teacher observed at least three times, and at least once by every administrator, by September 23.
- Engaged CPS's security department in placing cameras and alarms on emergency doors to ensure that students do not leave without permission, and that they do not let other people in who have not been identified and scanned.
- Engaged DeLoitte in creating and leading weekly activities to teach entrepreneurship to all Economics students.
- Engaged Civics teachers in professional development to lead students in the statewide STEM Challenge.

#### **Next Steps:**

- Review data from pop-in observations to identify priority areas within departments and teachers in need of additional support.
- Continue Reading Apprenticeship cohort meetings and learning experiences to develop proficiency in RA techniques among teachers in that cohort.
- Collect data from assessments using "Assess to Grow" protocols.



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## **COMPETENCY B: CREATES POWERFUL PROFESSIONAL LEARNING SYSTEMS THAT GUARANTEE LEARNING FOR STUDENTS**

*The principal works with the school staff and community to utilize the district's framework for effective teaching and learning to improve instruction for all students.*

- Created and implemented system of “pop-in” observations by administration to gather initial data on teaching and learning at LVHS; every teacher observed at least three times, and at least once by every administrator, by September 23.
- Trained all staff in REACH system and protocols.
- Freshman On-Track team set goals and protocols for 2016-17.

### **Next Steps:**

- Engage a network facilitator in leading a “REACH calibration session” between administrators to ensure alignment of vision and expectations for evaluative observations.
- Develop schedule for REACH observations and begin REACH formal observations.

## **COMPETENCY C: BUILDS A CULTURE FOCUSED ON COLLEGE AND CAREER READINESS**

*Principal works with staff and community to build a culture of high expectations and aspirations for every student by setting clear staff and student expectations for positive learning behaviors and by focusing on students' social-emotional learning.*

- Engaged Deans in creating new system for responding to student tardies by proactively engaging parents before habits are formed.
- Revised senior contract for success to ensure that all seniors apply to at least three colleges, including at least one “match” school, in 2016-17.
- Engaged senior counselors in developing information sessions for parents around college application process.
- Engaging with Harvard Club of Chicago to develop one-day College & Career Readiness event to educate parents of LVHS students and of feeder school students.
- Student Council led first All-School Meeting with Wildcat Roars to staff and students.
- Hired an additional 0.6 dean position to ensure swift and effective restorative responses to conflicts.
- Facilitated a staff townhall to discuss how Social Emotional Learning lessons went beginning-of-year and to identify possible staff supports that would make the next round of teacher-developed lessons engaging, rigorous, and effective.
- Post-secondary leadership team counselors and AP created a road-map for their work to ensure a streamlined and equity-focused approach to college and career readiness
- Deans created three priorities aimed at building staff capacity with Restorative Practices, supportively holding students accountable for learning via the new Tardy Policy, and proactively identifying students in need of supports and tracking success on a monthly basis.

### **Next Steps:**



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- Homecoming Dance & Game 9/24.
- Hold information sessions for parents about college application process.
- Work with counselors and Network for College Success to improve tracking of seniors' college applications.

#### **COMPETENCY D: EMPOWERS AND MOTIVATES FAMILIES AND THE COMMUNITY TO BECOME ENGAGED**

Principal creates a collaborative school community where the school staff, families and community interact regularly and share ownership for the success of the school.

- Met with Aldermen Tunney, Pawar, and Cappleman, and representatives from CPS and the mayor's office, to determine status of capital improvement plans. Walkthrough with architects to be held September 21 to identify areas for reconstruction to facilitate expansion of student body to 1700 students.
- Led staff in creating first-ever Curriculum Night, to be held September 29, at which parents can meet teachers and learn about course goals and expectations.
- Hired Community and Student Affairs director Melizabeth Santos, a former LVHS teacher who engages regularly with stakeholders (parents, alumni, community organizations, and feeder schools) to produce meaningful dialog, feedback, and opportunities for collaboration.
- Engaged DeLoitte in creating and leading weekly activities to teach entrepreneurship to all Economics students.
- Engaged Civics teachers in professional development to lead students in the statewide STEM Challenge.
- Engaged staff in systematically calling families of enrolled students who did not arrive to ensure continued enrollment and participation in school activities, resulting in gain of 32 students from CPS's initial projections (and net loss of only 18 from the total enrolled on August 1, compared to 50+ in previous years).
- Engaged senior counselors in developing information sessions for parents around college application process.
- Engaging with Harvard Club of Chicago to develop one-day College & Career Readiness event to educate parents of LVHS students and of feeder school students.
- Worked with LVHS partners to staff beverage tent at Taco Fest with staff, family, and community volunteers to secure donation and raise LVHS's profile in the community.
- Represented LVHS at GWCAFest, a neighborhood block party. Cheerleaders attend and kicked off the event with a special GWCA cheer.
- Created systems to ensure LVHS's representation at high school fairs throughout the community.
- Built-out an Open Campus lunch protocol to reward successful students with an open campus lunch

Next steps:

- Find last portion of funding for Maker Space and identify location within the building.
- Identify local business partners to help sponsor activities
- Host annual high school fair for local elementary schools on October \_\_\_\_ .



**LAKE VIEW HIGH SCHOOL**  
4015 North Ashland Avenue | Chicago, Illinois 60613  
Telephone 773.534.5440 | Fax 773.534.5908 | [www.lakeviewhs.com](http://www.lakeviewhs.com)



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- Host our open house on October 29.
- Create student-led STEM-related programming for middle-school students attending CPS sports events on Saturdays in January, February, and March.
- Student Council representatives and administration to get feedback from local businesses on last year's Open Campus lunch before implementing anything this year

## **COMPETENCY E: RELENTLESSLY PURSUES SELF-DISCIPLINED THINKING AND ACTION**

*Principal works with the school staff and community to create a positive context for learning by ensuring equity, fulfilling professional responsibilities with honesty and integrity, and serving as a model for the professional behavior of others.*

- Hired deans and senior leadership members reflective of the demographics of students and families in our community, including a fully-bilingual Community and Student Affairs Director, Melizabeth Santos, and a new AP/STEM Director, Tyrese Graham.
- Met with Citywide Special Education liaison and ISBE Principal Education Consultant for Special Education to review ISBE focused monitoring report and plan next steps to improve outcomes for diverse learners.
- Brought all student supports (Deans, Security, SPED, and Counseling) under a single AP to ensure coherent communication between and among different support teams.

### **Next Steps:**

- Engage staff in identifying and acting on data indicative of racial disparities in discipline, grading.
- Continue development of AP of Student Supports via Network for College Success' Equity Training cohort, and a partnership with UChicago Impact.