

Principal's Report for Peirce Elementary

Principal Lori Zaimi

September 20, 2018

Competency A: Champions Teacher and Staff Excellence Through a Focus on Continuous Improvement to Develop and Achieve the Vision of High Expectations for All Students

- CIWP Updates
- Data Based Decision Making, Supports and develops high functioning teams
- School personnel and financial resources are used to support CIWP priorities.
- Creates a safe and orderly environment.

CIWP Updates:

Restorative Practices

- During the summer months, the school-wide behavior plan was revised and shared with staff during opening week PD.
- Ms. Choe developed the beginning structure of our SEL Scope & Sequence and shared the document back to staff, PBS committee members will help in keeping the document updated - linking Talking Circles, Second Step & the IB Learner Profile. Teachers reflected on the implementation of second step and talking circles during grade level meetings and shared how helpful the scope and sequence is.
- Talking circles are already underway - each classroom will participate in at least one talking circle a week.
- The Peace Room is up and running, Mr. Jackson has been scheduling classrooms in and the schedule was created and shared for staff to sign up for usage.
- The anti-bullying kits have been purchased for K-5 and the PBS committee will work with Student Council on creating an anti-bullying campaign.
- Mr. Jackson developed a student handbook regarding behavior and Peirce's use of Restorative Practices.

MTSS

- AIMS web was purchased and Ms. Brugman was able to get all students loaded into the system.
- The RTI committee was trained on the use of AIMS web - reps will support grade level members with completing the BOY Benchmarking.
- Ms. Brugman & Ms. Kolontouros provided PD for teachers on the RTI plan during opening week PD.

- Ms. Brugman & Dr. Terzian have begun progress monitoring students in K-1 individually for math.

Instruction

- Teachers wrote their Goals for Growth during opening week PD
 - The admin team has reviewed all goals and made a preliminary list of which staff will be supported by which coaches in the building.
 - Peirce's PD Plan for the year will include monthly after school PLCs (Professional Learning Community) - PLCs are created based on teacher goals.
 - Committees are up and running (PBS, RTI, Literacy, Math, Wellness, Arts, MYP)
 - The literacy committee began looking at a balanced literacy block and will be supporting teachers with the implementation of guided reading in K-2.
 - Teachers in K-2 will attend quarterly balanced literacy meetings hosted by the Chicago Literacy Group
 - Several staff members attended the Lesson Study Summer Institute and will be hosting their research lessons for other staff to observe during the school year.
 - Several staff have completed Bilingual or ESL endorsements and another group of staff are close to being done this year.
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- Principal created a hiring committee - staff members participated in interviews and made recommendations for hiring. 14 new teachers and 2 Pre-K teacher assistants have been hired to the school which resulted from
 - 5 new positions to the school - 1 Sp.Ed. Teacher, 2 Sp.Ed. class assistants, 1 PE and 1 additional 7th grade position
 - 4 teachers who either moved out of state/country or received a promotion within the district
 - 4 teachers who were either not renewed or did not hold appropriate endorsements for positions at Peirce
 - 3 teachers who have transferred to other schools in CPS
 - 2 teachers who were in half time positions and are not on staff in full time positions
 - 1 teacher assistant retired
 - 1 teacher assistant resigned to change careers
 - We have not yet received 10th day adjustment numbers - we are approximately 60 students over the budgeted allocation
 - Current class size is the following per grade level:
 - Kindergarten 114 (4 classrooms)

- 1st Grade 119 (4 classrooms)
- 2nd Grade 111 (4 classrooms)
- 3rd Grade 121 (4 classrooms)
- 4th Grade 103 (4 classrooms)
- 5th Grade 98 (3 classrooms)
- 6th Grade 114 (4 classrooms)
- 7th Grade 108 (4 classrooms)
- 8th Grade 104 (4 classrooms)
- 2 Interventions will be providing small group targeted instruction - 1 is focusing on Kindergarten & 1st grade literacy and the other is focusing on 2nd-8th grades with the majority of support being given to 2nd grade.
- 1 additional Sp.Ed. teacher and 2 additional SECA positions were allocated to Peirce School at the beginning of August.
- Over the summer a team of staff worked on cleaning up and organizing the library - Dr. Terzian is currently working to recruit parents to support library programming. Dr. Terzian has created a schedule to have students come into the library/check out books and is working to get more teachers to use the space for research/class exploration.
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- All but 1 recess coach have finished the staffing process - there is a delay in staffing due to the background check process and the volume of applications being processed.
- Attendance is currently at 97.41%, last year at this time we were at 97.75%. Mr. Jackson and Ms. Suarez will be working to implement our school-wide attendance plan.
- School-Wide expectations are posted, teachers reviewed with classrooms and each class created essential agreements.
- Each CPS school is required to hold the following drills each school year: bus evacuation, shelter in place, lockdown, allergen and fire drill. Peirce has already completed 1 fire drill, lockdown drill will take place on September 20th, the remaining drills will be scheduled/completed.
- Fencing around the turf was put up on Friday, September 14th - the construction site still needs to have signage put up, additional sandbags and mesh before construction begins. The project is anticipated to take a month to complete.

Competency B: Creates Powerful Professional Learning Systems to Guarantee Learning for All Students.

- Lesson Plan and Unit Development aligned to IB standards and CCSS.

- Curriculum Planning with a focus on our Diverse Learner and English Language Learner population.
- Ongoing Professional Development and instructional coaching
- REACH Teacher Observations with constructive feedback provided to teachers.
- Staff hiring

- Principal has completed school walkthroughs, meets 1-1 with school leadership team members every other week to examine school wide need, coaching supports and other items which will maximize teaching and learning.
- Opening Week PD including teacher training on Protecting Chicago's Children, PBS, Second Step, Talking Circles, RTI, Gust Foundation overview, School Data, Teacher Goal Setting, REACH Teacher Orientation and CIWP/Vision for the year.
- The Gust Foundation met with the admin team to review a school-profile indicators - data discussed will be used to support our leadership in developing a fully inclusive school. In addition, teachers completed a belief survey on inclusion during grade level meetings.
- 2018-2019 Staff Organizational Chart is attached to email (see staff directory on website also).
- This year Peirce will not receive support on Sp.Ed. REACH Teacher Observations - this is resulting in a 33% increase in the # of observations that the principal and assistant principal will need to complete in order to be compliant in teacher evaluation ratings. This takes approximately 700 hours to complete within a 7 month time period (average of 10-15 hours/week per building administrator).
- The following data points were collected from the Principal's Timetrack Calendar, 70% of the time in the building is spent on instructional related tasks (planning, team meetings, walkthroughs, observations, feedback, etc). In addition, the data below shows the average # of hours/day that the principal works in the school building - this does not include at home work or weekend work which averages about 2 hours/night and 6-8 hours on the weekend:
 - SY15-16 9.4 hrs/day
 - SY16-17 9.3 hrs/day
 - SY17-18 9.7 hrs/day
- A new teacher orientation was held for all new Peirce staff before school began.
- All 1st year teachers and new staff to the school have a mentor from Peirce and will be meeting monthly.
- 6 staff members attended IB training over the summer, additional staff members will attend IB training throughout the school year.

- Dr. Riemer held (2) My Voice My School Focus Groups with Peirce Staff to closer look at the data and make recommendations for celebrations and improvement. Focus Group Findings were:
 - Celebrations: Math Instruction, Significant increases in collaborative practices, Reflective Dialogue, Parent-School Partnership,
 - Growth Areas: Strengthening Student-Teacher Relationships, Strengthening Teacher-Admin Trust, Strengthening Collective Responsibility
- Mr. Lerner wrote and received a \$20,000 grant from the McDougal Foundation, to support our work with Lesson Study.
- (3) teams of teachers attended the Lesson Study Summer Institute and have already created their research lesson for this school year. Additional teams will participate in the process throughout the school year.
- (2) Peirce teachers attended the Golden Apple Summer STEM Institute - these teachers will be focusing on inquiry in the classroom and will have a coach from Golden Apple come out on an ongoing basis to support inquiry in the science class.

Competency C: Builds a Culture Focused on College and Career Readiness

- Academic and Social Emotional Learning Goals, Student Portfolios
- College Visits, HS Visits, Career Day
- Access to an enriching curriculum which includes the arts and science.
- Use of restorative practices for student supports.

- The Behavioral Health Team is currently up and running - the team meets weekly to review referrals, make recommendations for behavioral supports and monitor data.
- Principal met with a few arts organizations over the summer and is in the planning stages to develop a middle school elective model where students can rank their preference for an arts based class.
- 10 7th grade students took and passed the citywide Algebra I exam - 1 moved to the suburbs and the remaining 9 are taking Geometry at Senn HS during first period. Senn HS hosted a parent meeting to support students/families and their transition to the Geometry class. 20 8th grade students took the Algebra exam and 13 passed.
- All students who attended summer school were promoted to the next grade level - no students were retained.

- Congratulations to Ms. Thompson for writing and receiving \$35,000 in Out of School Time Grant Money to support our after school programs! Sign Up information will be going out very soon with programs to begin mid-October.
- Ms. Graney is coordinating our sports programs, this fall students in 5th-8th grades will be able to participate in Cross Country, Soccer and Volleyball.
- Peirce will continue the band program as a fee-based after school program, instrument trials took place earlier this week.
- Peirce Students and Staff will participate in the International Day of Peace on Friday, September 21st - students are creating peace poles that will be placed around the school grounds.
- A team of teachers is coordinating student and family involvement in the Edgewater 5K race, scheduled for Sunday, October 14th at 8am - corner of Rosemont and Kenmore.
- We had 0 SCC violations between 9/5 and 9/17

Competency D: Empowers and Motivates Families and the Community to Become Engaged.

- Families engage in PTA, PTO, BAC, PAC, parent-teacher conferences and other school related events.
- Newsletters, open-house, report card pick up, family events, robo calls
- Addresses family concerns
- Engages LSC in school governance.

- Ms. Zaimi has created a new opportunity for parents to give each other shout outs which could be included in the school newsletter or on our facebook site.
- Ms. Kolontouros held an informational session for parents on our Special Education Program and our focus on inclusion.
- CPS has a new policy for volunteering which requires any volunteer to have clearance before working in the school (level 1 volunteers must complete fingerprinting and background checks). Peirce Parent Chad Curry is working to bring a group to Peirce which would allow parents to complete the process at Peirce during Open House.
- During the Back to School Festival, meetings were held for parents regarding the 5th grade departmental structure, 6th grade transition and a session for new families to the school.
- The 48th ward hosted a movie in the park on July 10th.
- The PSO hosted a Parent Mixer at Cesca's on September 12th.

- The PAC principals meeting and organizational meeting will take place on September 22nd (8:15 and 8:45am) in the fieldhouse.
- The BAC Informational Meeting and Organizational meeting will be held on Friday, September 28th at 8:15am and 8:45am in the fieldhouse.
- SMORE emails were sent over the summer with back to school information and updates around the turf.
- Families were encouraged to sign up for parent portal as a way to find out who their teacher was for the school year. Parents are also able to monitor students grades in parent portal.
- A group of Peirce Parents held a series of Kindergarten Play Dates this summer.
- Peirce Parent Song Chae led the efforts around the Back to School Festival, families visited classrooms from 3-4 and then were able to participate in the festival from 4-6.
- Principal sends a monthly e-newsletter home to families, works with parent leaders in maintenance of the school website and supports the dissemination of information to the school and PSO Facebook sites.
- Principal works to have a 24 hour turn around window when responding to parent and family inquiries although in some cases 48-72 hours is needed.

Competency E: Relentlessly Pursues Self-Disciplined Thinking and Action.

- Values and accepts diversity
- Builds collaboration between groups
- Responds and resolves concerns related to students, staff, parents and community members.
- Uses ongoing written and oral communication to effectively communicate with different stakeholders about school curriculum, activities, student achievement, and safety.
- Motivates and inspires staff to contribute to success of school.
- Maintains honesty, integrity, and professionalism in carrying out leadership responsibilities.

- Principal was selected to participate in a Procurement Principal Advisory Council with the district - providing feedback on district policies regarding facilities, purchasing, health/wellness, etc.
- Principal attended grade level meetings during the month of September.
- Attended several CPS professional development meetings over the summer: Legal Conference, Principals Summit, Network Meetings
- Principal attends monthly network meetings.
- Principal meets with teams of teachers as needed/requested to respond to concerns/celebrations.
- Principal maintains an anonymous suggestion box on the school website.
- Principal works with teachers and parent group leaders to disseminate information - robo calls, emails, website, backpack mail and social media are current tools of communication around activities.
- Principal encourages staff to give each other “shout outs” in our weekly staff bulletin.
- Principal takes staff, parent and student confidentiality seriously - works to maintain a positive relationship with all stakeholders.

Budget Transfers

None