

## Corrective Action Plan for Franklin D. Roosevelt Investment School

### How CMSD Will Invest and Why

#### Foundational Levers of Change

<i>Replace current principal</i>	William Hayes has been identified as the principal of Franklin D. Roosevelt Investment School for 2013-2014. It will be his second year as principal at the school. As a new leader, Mr. Hayes significantly changed the building culture to a culture of high expectations for students and staff members alike. Under his leadership, there were notable student achievement gains in third and fourth grade reading and fourth, fifth, sixth and seventh grade math scores.
<i>Replace some or all staff</i>	Staff members who wish to be part of the Franklin D. Roosevelt Investment School 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>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: City Year, Mentors, Young Audiences, A Cultural Exchange, Boy Scouts, Beechbrook, and Ohio State Extension. 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>Add instructional programs</i>	Teaching staff members will be expected to plan lesson and units of instruction using the Backwards by Design model. Using this framework, teaching staff members will consider learning outcomes prior to instructional methods.
<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.



**Key actions based on community feedback**

Community Feedback

Action

Students need more support in academics, specifically learning better math strategies



Extra time for teachers to collaborate, learn from one another, and plan outstanding, relevant math lessons

Classrooms should use SMART Board interactive whiteboards and other new technology-focused learning programs



Integrated use of classroom technology to engage students

Teachers that are dedicated educators who want to teach and are willing to go the extra mile



Every adult will be held accountable for the success of every student

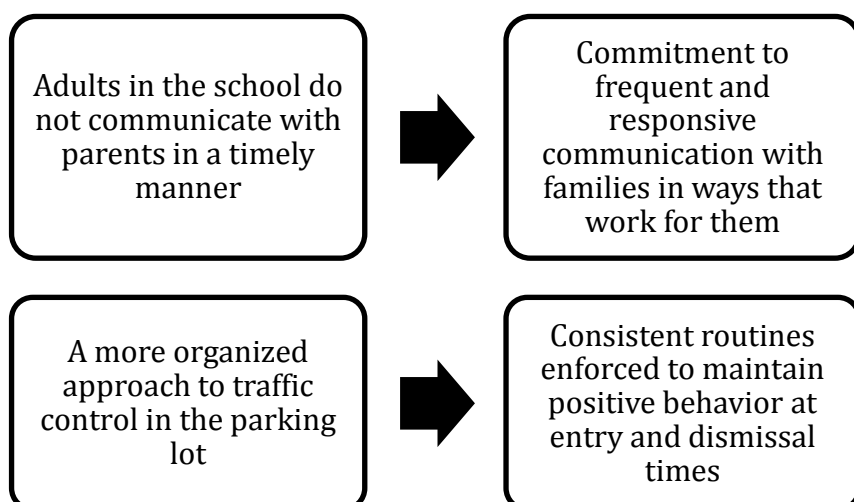
Teachers need to be knowledgeable about the community prior to the start of school



Community outreach events including ice cream social, day of service and all-staff community walk



## CMSD Phase One Investment Schools 2013-14



### **Accountability metrics and reporting**

Franklin D. Roosevelt 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 planning with the "Understanding by Design" process	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 Franklin D. Roosevelt Investment School Commitment Letter** *(see attached PDF)*

Respectfully submitted to the Citizens of Cleveland,

Eric S. Gordon  
Chief Executive Officer  
Cleveland Metropolitan School District

