

Corrective Action Plan for John Adams Investment School

How CMSD Will Invest and Why

Foundational Levers of Change

<i>Replace current principal</i>	Damon Holmes has been identified to be the principal of John Adams Investment School for 2013-2014. Previously, Mr. Holmes served as the assistant principal of the Ninth Grade Academy at John Adams, a CMSD assistant superintendent, and a social studies teacher. Mr. Holmes has a strong relationship with many John Adams Investment School families.
<i>Replace some or all staff</i>	Staff members who wish to be part of the John Adams 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>Offer extended learning time</i>	Classroom teachers will participate in an additional hour of bi-weekly, after-school content/grade-level planning throughout the school year.
<i>Improve school facilities</i>	The new school building will be thoroughly cleaned to create a more inviting physical environment.
<i>Add community/health support ("wraparound") services</i>	The following organizations are potential school partners during the 2013-2014 school year: Neighborhood Leadership Institute, Union Miles Development Corporation, Boys and Girls Club, KNOWLEDGE Youth Organization, Mount Pleasant Now, Mount Pleasant Community Zone, Applewood Mental Health Services, Ohio State Extension, Inland Studios, Quick Response Team - 4th District Police Department, 131st Street Miles Supermarket, Bethany Christian Church, Great Mount Calvary Holy Church, ReImagining Cleveland, Earl B. Turner Rec Center, Murtis Taylor, Youth Opportunities Unlimited, New Bridge, and Neighborhood Leadership Institute. 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>	All staff will be expected to participate in one 30-minute staff meeting or professional development per week to deepen expertise in multiple aspects of data-driven, highly effective instruction.
<i>Utilize external operating partner</i>	Cambium Education will partner with John Adams Investment School to provide academic, managerial and operational expertise in collaboration with school administrators, faculty, parents, community members and students. The purpose of the partnership is to empower stakeholders to use systems and protocols to drive student learning outcomes and student attendance.



Key actions based on community feedback

<u>Community Feedback</u>		<u>Action</u>
A principal who is approachable and not intimidating for parents	➔	Coach Investment School principals in how to lead positive effective change processes
Increase use of Blackboard and other technology-based learning programs	➔	Allow principals more budget flexibility to be responsive to students' needs; train teachers to fully utilize instructional technology
Greater encouragement to students from community members	➔	Increase cooperation and communication between external partners to keep every program focused on the needs and goals of students
Adults do not communicate to parents with enough frequency	➔	Commitment to frequent and responsive communication with families in ways that work for them
Develop the relationship between parents and adults at the 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

John Adams 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
Student achievement- Proficiency on interim assessments	Data/Accountability	Trending upward throughout year 1
Student achievement - OGT/ high-stakes examinations	Data/Accountability	Specific targets TBD autumn 2013
Student graduation rate	Data/Accountability	Specific targets TBD autumn 2013
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%
Autonomy- leaders report improved supports and autonomies over use of time	Leadership survey	Improvement of 50%
Autonomy- leaders report improved supports and autonomies over school design	Leadership survey	Improvement of 50%
# 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 John Adams Investment School Commitment Letter *(see attached PDF)*

Respectfully submitted to the Citizens of Cleveland,

Eric S. Gordon
Chief Executive Officer
Cleveland Metropolitan School District

