

Corrective Action Plan for Luis Munoz Marin Investment School

How CMSD Will Invest and Why

Foundational Levers of Change

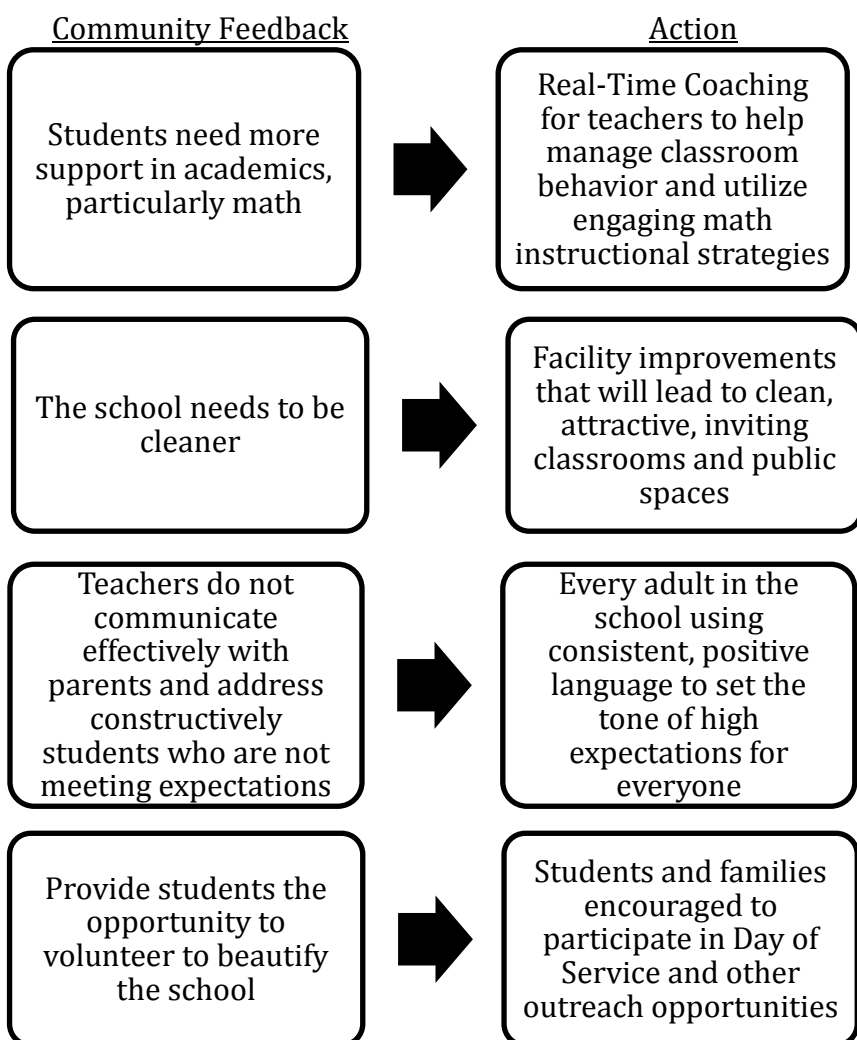
<i>Replace current principal</i>	Jeffrey Keruski has been identified to be the principal of Luis Munoz Marin Investment School for school year 2013-2014. Mr. Keruski began his career in the business world. He brings a wealth of knowledge from serving in a multitude of administrative positions, including assistant principal and principal positions.
<i>Replace some or all staff</i>	Staff members who wish to be part of the Luis Munoz Marin 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>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>	Some parts of the building will undergo a thorough cleaning process. The front office, lobby and staff lounge will receive new furniture. Floors will be refinished in the staff lounge and library, and floor molding will be replaced throughout the school. The gym floor will also be replaced. In addition, issues with the air conditioning will be addressed. The interior will be re-painted, and the pipes in stairwells will be re-insulated. Some windows will be replaced.
<i>Add community/health support ("wraparound") services</i>	The following organizations are potential school partners during the 2013-2014 school year: Esperanza, St. Ignatius Sophomore Tutoring, Scranton Bible Church, Applewood, Great Lakes Theater Festival, Kulture Kids, Roots of American Music, Reading RAMM, Ohio State Extension, YMCA - We Run this City, Health Teacher Inc., Food is Knowledge - Cleveland Clinic, Society for the Prevention of Violence. 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>	Luis Munoz Marin Investment School will emphasize the shared responsibility of all educators (administrators, general education teachers, literacy specialists, bilingual and ESL teachers, special education specialists, support staff) in providing English Language



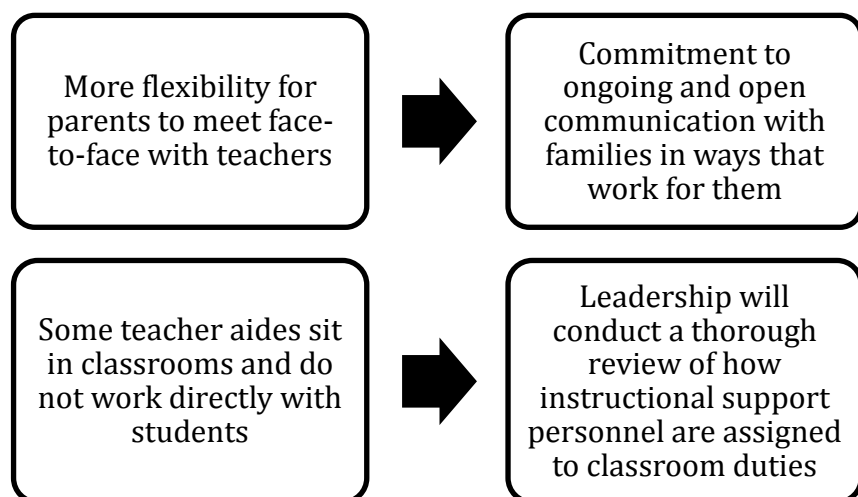
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	Learners equal access to educational opportunities, and will work towards full implementation of a Dual Language Academy model. School leaders will participate in an ELL Institute to increase the tools, resources and strategies that they can use to support all school staff members in improving instruction for ELL students.
<i>Provide staff with meaningful professional development</i>	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



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Accountability metrics and reporting

Luis Munoz Marin 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
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%
Disciplinary referrals to office	E-School	Reduction of 20-75%
Suspensions (ISS/OSS)	E-School	Reduction of 30-50%
# of family/community outreach events	School	Improvement of 30%
Participation levels at family/community outreach events	School	Improvement of 50%
Student achievement- proficiency on interim assessments	Data/accountability	Trending upward (lagging indicator in year 1)
Instructional model- teachers report improved confidence in implementing Dual Language instruction	Culture/climate survey	Improvement of 50%



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Metric	Source	Target
Operations- satisfaction with food quality	Home survey	90% satisfaction
Operations- timespan for order and delivery of classroom supplies	School	24-48 hours

CMSD Luis Munoz Marin Investment School Commitment Letter *(see attached PDF)*

Respectfully submitted to the Citizens of Cleveland,

Eric S. Gordon
Chief Executive Officer
Cleveland Metropolitan School District

