

## Corrective Action Plan for Mound Investment School

### How CMSD Will Invest and Why

#### Foundational Levers of Change

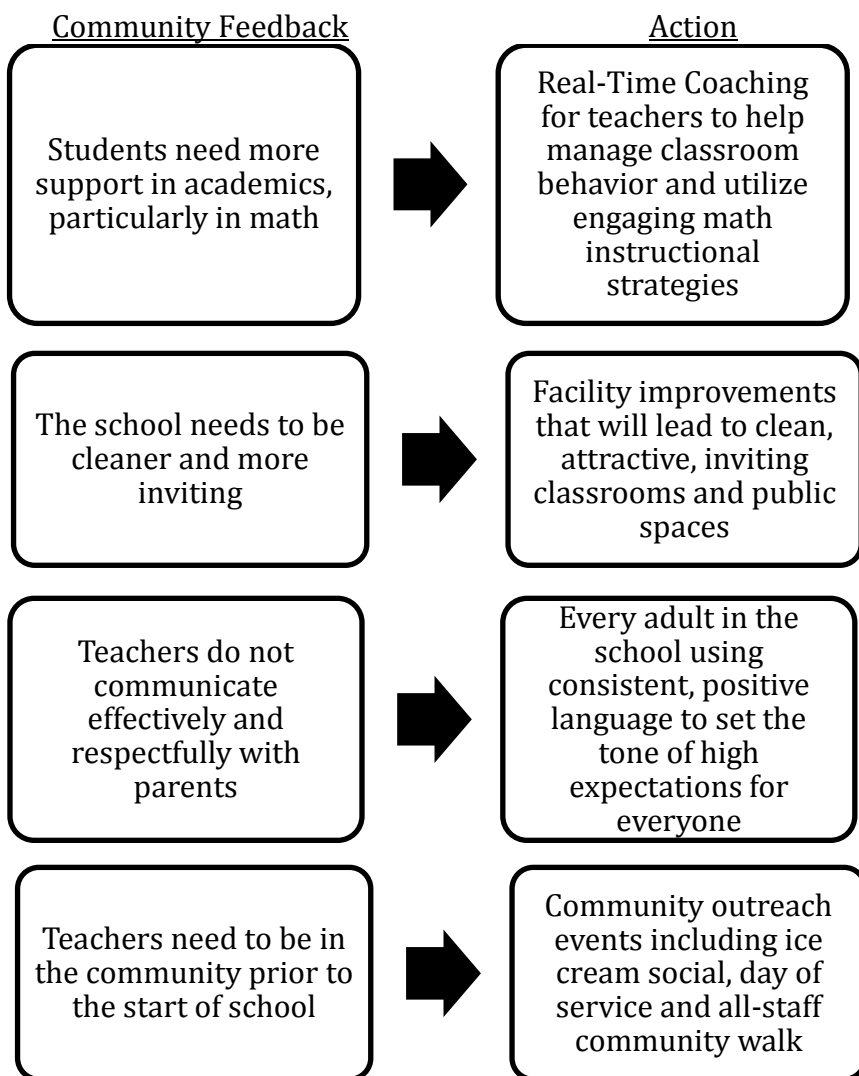
<i>Replace current principal</i>	Velma McNeil has been identified as Principal of Mound Investment School for 2013-14. Ms. McNeil previously served as an assistant principal and interim principal at Mound School. In addition, she also taught in a school that grew from “Academic Watch” to “Effective” ratings on the state report card, bringing a wealth of knowledge about school improvement.
<i>Replace some or all staff</i>	Staff members who wish to be part of the Mound 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>Overhaul school culture &amp; discipline</i>	All staff members will participate in a school culture restart process and collaborate to implement a schoolwide 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. A Dean of Culture position will be created to support this work.
<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 will partner with Mound during the 2013-2014 school year: Teaching Institute for Excellence in STEM (TIES), Experience Corp, Third Federal Bank, Key Bank, ArcelorMittal, University Settlement, Forest City Enterprises, Boys and Girls Club, Progressive Arts Alliance, Slavic Village Development Corporation, Ohio State Extension, Beechbrook, WVIZ Ideastream, America Scores Soccer and Poetry, Boy Scouts, Broadway P16, and the 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. A lead agency will be established, and Third Federal Bank and Forest City Enterprises will fund a Site Coordinator to ensure that services provided by all partner organizations are aligned to school priorities and needs.
<i>Add instructional programs</i>	Instructional programs will focus on science, technology, engineering and math (STEM) to encourage students’ capabilities in design, inquiry and invention. Using a Project-Based Learning approach, students will produce multi-disciplinary, realistic products/presentations and will engage in collaborative learning and reflection.



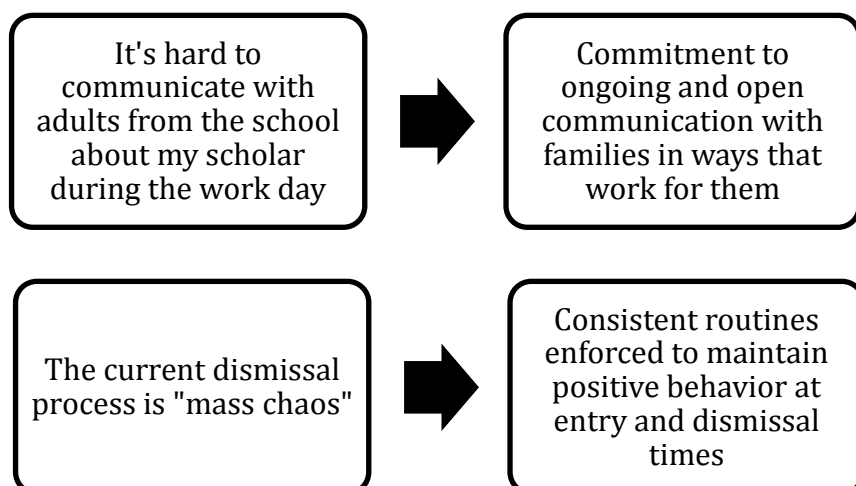
## CMSD Phase One Investment Schools 2013-14

<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. Classroom teachers will also develop expertise in the integration of multiple content areas in project-based learning.
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### **Key actions based on community feedback**



## CMSD Phase One Investment Schools 2013-14



### **Accountability metrics and reporting**

Mound 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 project-based STEM instruction	Culture/climate survey	Improvement of 50%



## CMUSD Phase One Investment Schools 2013-14

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

### **CMUSD Mound Investment School Commitment Letter** *(attach PDF)*

Respectfully submitted to the Citizens of Cleveland,

Eric S. Gordon  
Chief Executive Officer  
Cleveland Metropolitan School District

