

# CPS Board Meeting Presentation: Accountability Redesign Process Update

April 27th, 2022

Jeff Broom, CPS, Director of School Quality  
Measurement and Research



**Accountability  
Redesign**  
Meaningful Measurement

# Presentation Objectives

By the end of this discussion, CPS Board members and stakeholders will:

- Understand the process that produced today's resolution
- Understand the content and rationale for the resolution being voted on today (i.e., foundations for new accountability system)
- Understand the district's progress towards a final policy, to be passed by April 2023

# Process Retrospective



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# Board Mandate

**Since June 2019, the district has been working to completely reimagine its approach to accountability such that in future we:**

- Ground our approach to accountability in the district's Equity Framework and its emphasis on Targeted Universalism
- Align district policies to place greater emphasis on systemic supports to school communities
- Apply lessons learned from past accountability policies

# Advisory Group

**The Advisory Group is comprised of 26 individuals with diverse backgrounds and areas of expertise. There have been seven meetings since January 2021.**

Goals of the Advisory Group:

- Learn about accountability best practices
- Hear about potential solutions to key questions about accountability design
- Process stakeholder feedback
- Synthesize best practices, potential solutions, and stakeholder feedback into policy recommendations for the district

# Stakeholder Engagement Design Team

## STAKEHOLDER ENGAGEMENT DESIGN TEAM (SEDТ) BRINGS AN INCLUSIVE SET OF COLLABORATORS TO THE TABLE

BUILDING SOMETHING NEW &  
DIFFERENT, TOGETHER

### STUDENTS

Omolara Atoyebi, Phillips High School; Lucero Hernandez, George Washington High School; Favour Mamudu, Sullivan High School; Layan Nazzal, Taft High School; Greatful Richard Nwokocho, Hubbard High School; Meredith Joncha, Lindblom Math and Science Academy

### CHICAGO TEACHERS UNION

Pavlyn Jankov, Paula Barajas, Teacher

### COMMUNITY & NONPROFITS

Astrid Suarez, Enlace Chicago  
Jessica Cañas, Enlace Chicago  
Nastassia Ballard, Parent, Stand for Children; Lindsay Semph, Educators for Excellence; Maria Velazquez, Telpochcalli Community Education Project; Jazmin Ocampo, Mikva Challenge

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### PARENTS

Areulla Davis, North Lawndale Community Action Council; Vanessa Espinoza, Parent at Gunsaulus Scholastic Academy; Lilla Guevara, Parent, Garcia Acero High School; Brenda Rivera, Parent, Inter-American Magnet School

### PRINCIPALS / ADMINISTRATORS ASSOCIATION & CPS LEADERS

Alahrie Aziz-Sims, Principal; Gerald Morrow, Principal; Ryan Belville, Principal; Macquiline King, Principal; Melissa Sweazy, Principal; Shayna Boyd, Teacher; Ellen Rosenfeld, CPS; Adrienne Garner, CPS; Maria Munoz, CPS

### RESEARCHERS & ACADEMICS

Dr. Diana Burnett, Dr. Kristin Moody, Matthew E. Sweeney, Paul Zavitkovosky, UIC

## Key Questions for SEDT:

Who should we talk to?

What questions should we ask?

How should we interpret the answers?

# Stakeholder Engagement

The district is trying to be comprehensive and radically inclusive in its engagement efforts:

- **March 2021 Town Halls** - five, including one in Spanish, with over 750 attendees
- **June 2021 Focus Groups** - 20, including two for parents in Spanish, with over 160 participants
- **Presentations to CACs, PACs, LSCAB, other standing stakeholder bodies** - third round ongoing
- **Citywide Survey** - offered in 20 languages, completed in 13 by over 8100 respondents
- **Additional 2022 Touchpoints** - identified and planned in partnership with SEDT

# Policy Making Process

Below is a [RAPID decision-making framework](#) that is a useful tool to promote radical clarity. This frame can be useful to explain to stakeholders who the final decision makers are and what role stakeholder feedback and participation on the Advisory Group will play in the final policy.



## Decision-Making Model for Accountability Redesign

**Recommender: Advisory Group**

**Agree/Approve: CPS CEO**

**Perform: CPS and Stakeholders**

**Input: Stakeholders**

**Decide: Board of Education**



# Grounded in Stakeholder Values

**The Accountability Redesign initiative has been guided by stakeholders, with parents, teachers, students, principals, and community members taking an unprecedented role in co-designing engagement opportunities and analyzing stakeholder feedback**

- Held five (5) bilingual town halls in spring 2021. With over 750 participants attending, stakeholders identified primary stakeholder groups and articulated how engagement would need to look and feel to authentically co-design a new school accountability policy.
- Held 20 focus groups in June 2021 with over 160 participants. Focus group data was co-analyzed with Stakeholder Engagement Design Team (SEDT).
- Conducted citywide survey from November 2021 - January 2022, receiving over 8,100 responses in 13 different languages. Survey was co-created with SEDT.

# Grounded in Stakeholder Values

## Engagement has included both traditional and innovative opportunities with CPS stakeholder groups, including:

- Launched Accountability Redesign Network Liaison model with over 50 school leaders participating in monthly feedback sessions to help advise on the development of the new policy while serving as a conduit between their network and the project management team. **Liaisons were instrumental in securing school leader feedback on draft Board resolution.**
- Regular touchpoints with all Community Action Councils (CACs), Parent Advisory Councils (PACs), the Local School Council Advisory Board (LSCAB), the Chicago Multilingual Parent Council (CMPC), the ODLSS Family Advisory Board (ODLSS FAB), CPS Faith-Based Leaders, and all CPS Community Schools Coordinators. **To date, there have been over 42 meetings with these groups, with over 2,000 stakeholders engaged.**

Between the town halls, focus groups, survey respondents, and regular collaboration with school leaders and other CPS stakeholders, the Accountability Redesign initiative has engaged **over 11,000 stakeholders** on the co-creation of a new school accountability policy.

# Accountability through Transparency



**We want to make this process transparent to the public as an exercise in accountability for the district.**

- All meeting materials and notes are posted in English and Spanish at <https://www.cps.edu/strategic-initiatives/accountability-redesign/>
- This includes reports on stakeholder feedback
- Regular updates in public as needed (per proposed April resolution)
- Final advisory group recommendations will be captured in a public report

**Stakeholders will be able to map the final policy against stakeholder feedback and the redesign process to identify and question any discrepancies.**

# April 2022 Board Resolution



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# Resolution Content

**Today's resolution is grounded in all of the feedback we have heard from stakeholders thus far, while also aligning the district's future accountability system with the district's vision and state requirements**

Resolution Core Elements:

- Preamble that outlines objectives of new school accountability system and acknowledges how prior accountability systems did not sufficiently meet stakeholder needs
- Grounds the district's future accountability system in the district's Equity Framework (specifically its focus on Targeted Universalism) and Instructional Core Vision
- Establishes the core uses of the new accountability system, including supporting the whole child and using information to diagnose where and how to equitably direct resources and supports to schools

# Resolution Content

## Core Elements (continued):

- Requires that the new accountability system:
  - Shift focus from an accountability system focused solely on outcomes and outputs to one that gives greater consideration to, and accountability for, inputs
  - Establish greater accountability for the district
- Requires the new accountability system not be used for punitive purposes, specifically:
  - Must not be used to publicly rank schools through a summative rating, beyond designations required by state law
  - Must not be the sole source of information to inform school actions (i.e., closure, consolidation or co-location).
- Must be evaluated every 3 years for continuous improvement.
- The new accountability policy must be adopted in time to be implemented in the 2023-24 school year.

# The Path Ahead

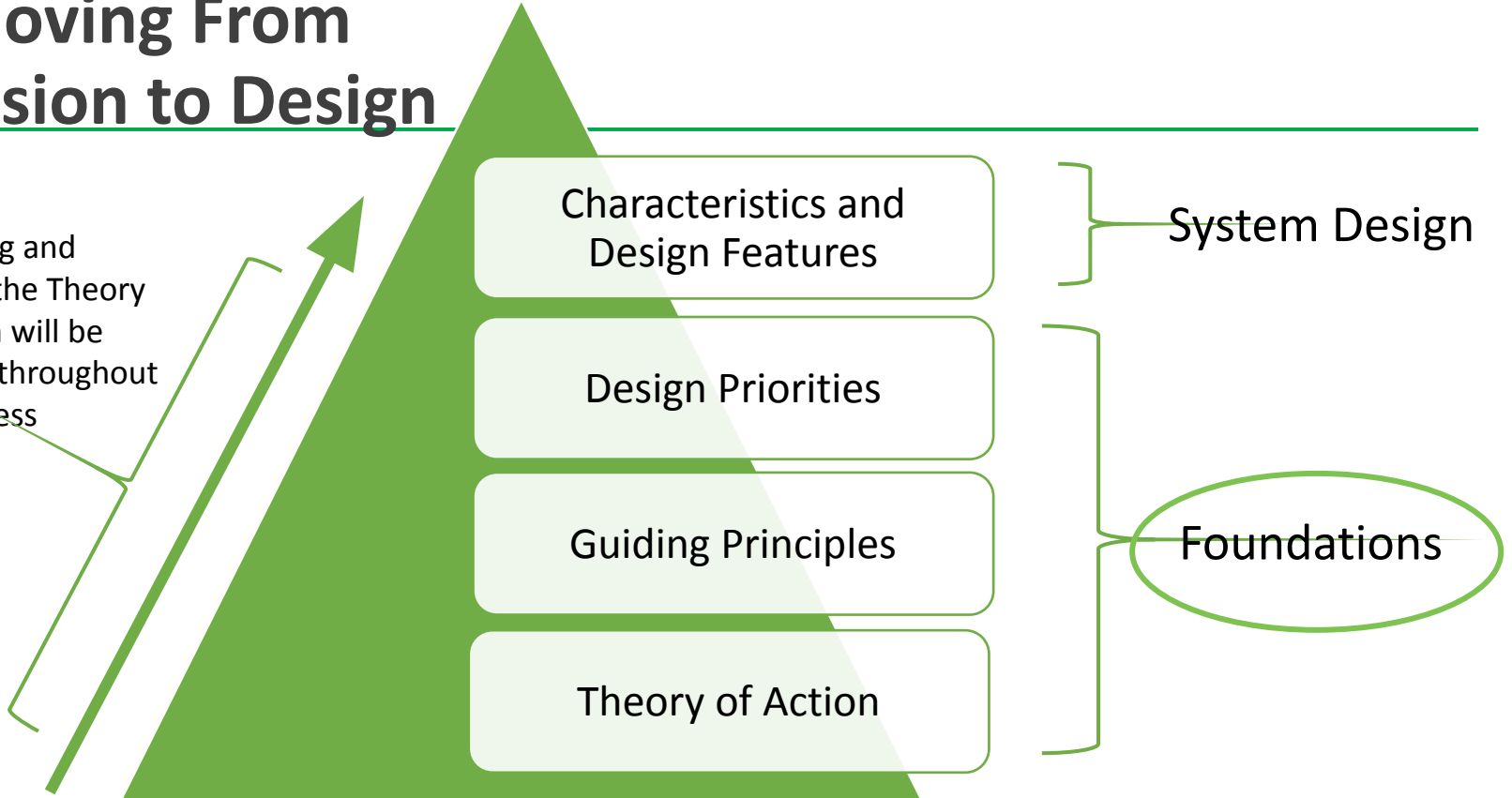


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# Moving From Vision to Design

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Extending and refining the Theory of Action will be ongoing throughout the process





# Advisory Group and Other Stakeholders



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## **The district will take the rest of the calendar year to refine the new accountability policy**

- Ongoing engagement with stakeholders
- Advisory Group meeting through the end of the year
- Review and refinement of specific components, business rules, etc.
- Final recommendations due in public report by end of the year - additional public review prior to final Board vote April 2023

# Thank You



# Targeted Universalism

## THEN

## NOW

