

NORTHWESTERN SETTLEMENT: ROWE ELEMENTARY SCHOOL



STRATEGIC THINKING :TO THINK ABOUT,VIEW,ASSESS,AND CREATE FUTURE SUCCESS

Identify and
understand the
challenge

Establish a
Theory of Action

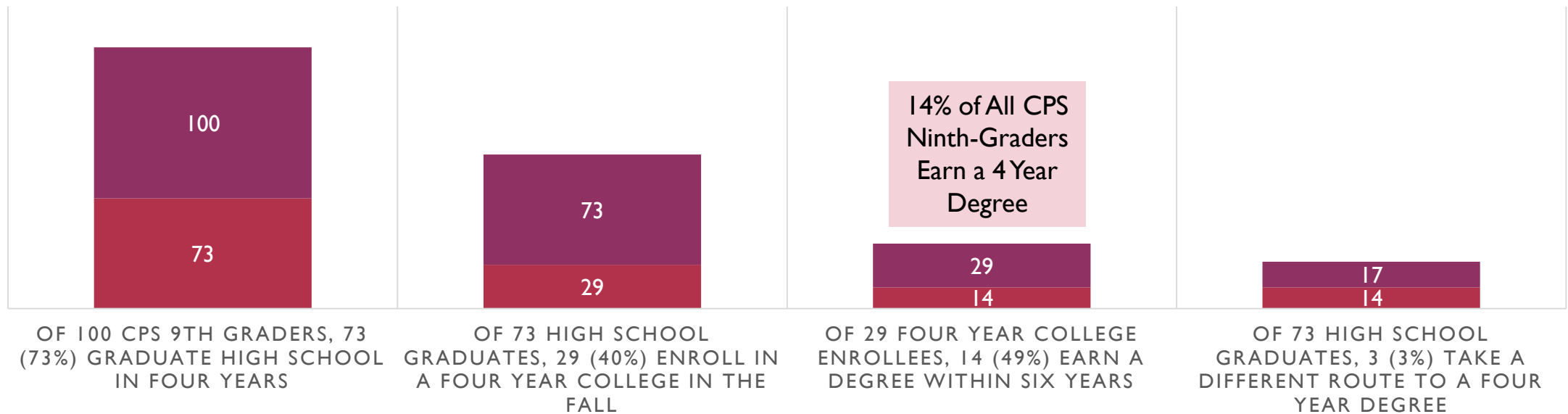
Monitor Progress
to Goal and use
data to realign

THE CHALLENGE

OUR OPPORTUNITY FOR IMPACT

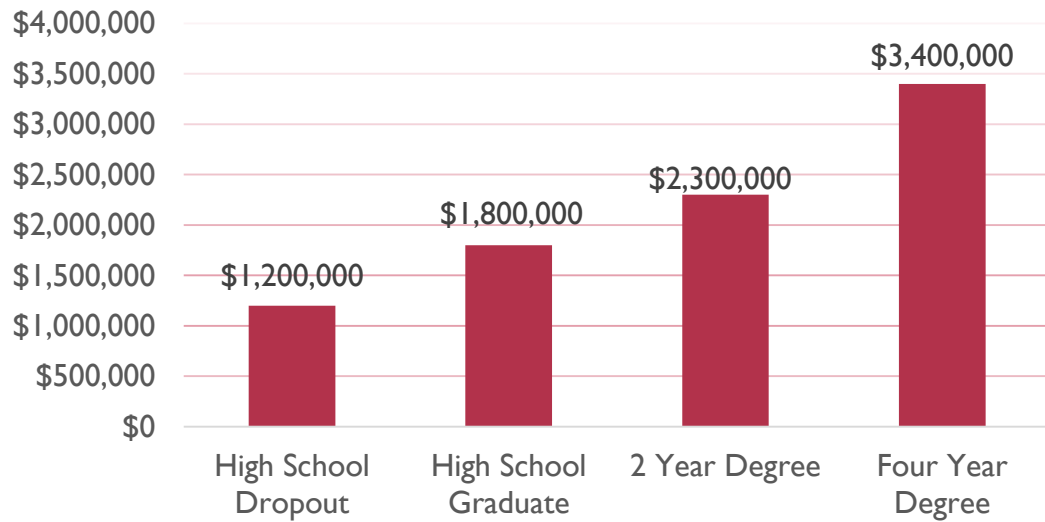
CHICAGO PUBLIC SCHOOLS COLLEGE MATRICULATION AND GRADUATION RATES REMAIN LOW, ESPECIALLY FOR CHILDREN OF COLOR

COLLEGE MATRICULATION AND GRADUATE RATES OF CHICAGO PUBLIC SCHOOL STUDENTS*

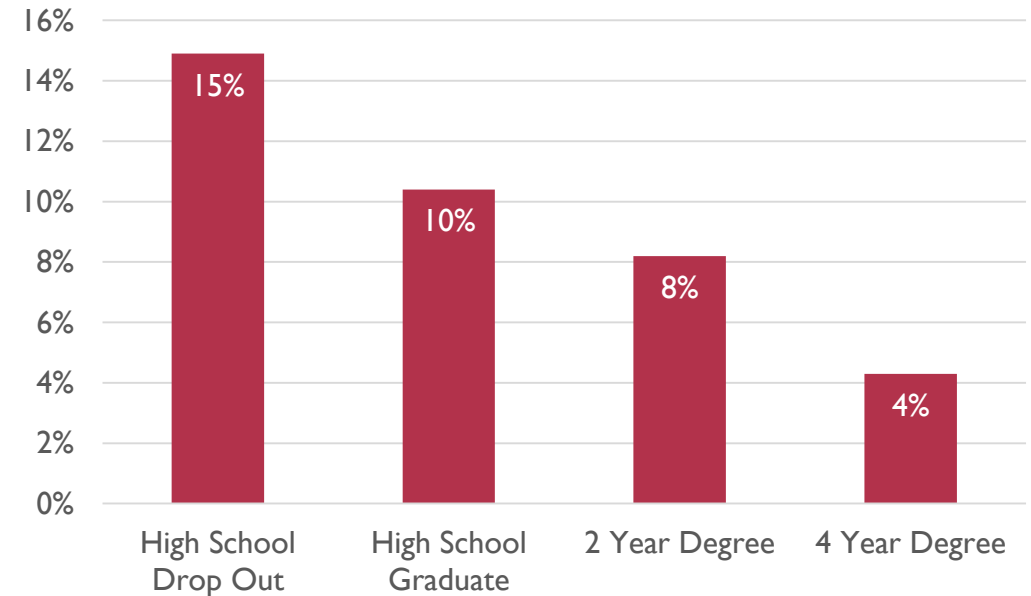


EDUCATIONAL ATTAINMENT IMPROVES FINANCIAL AND EMPLOYMENT OUTCOMES

Lifetime Earnings

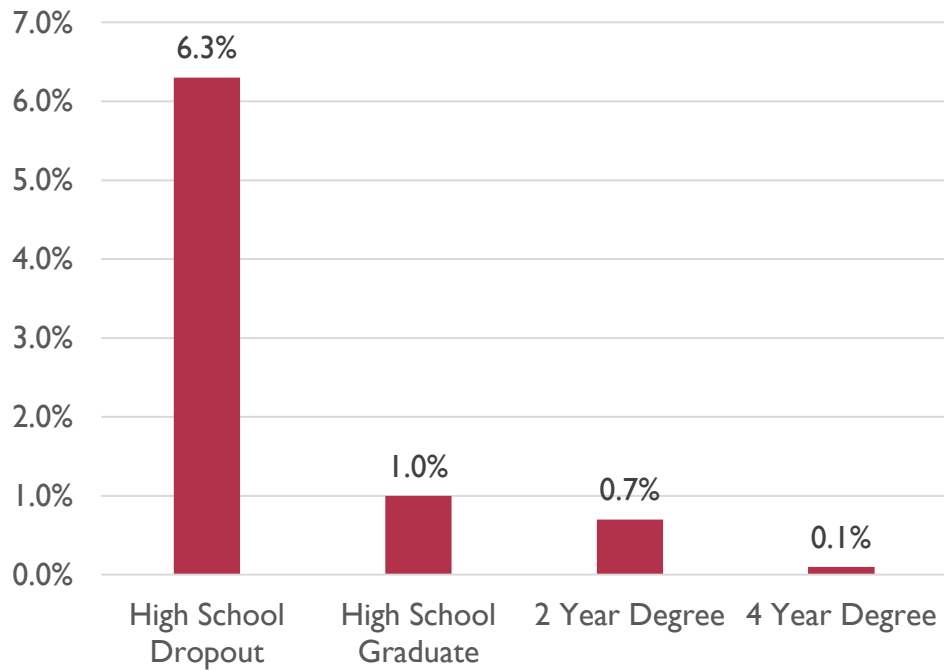


Unemployment Rate

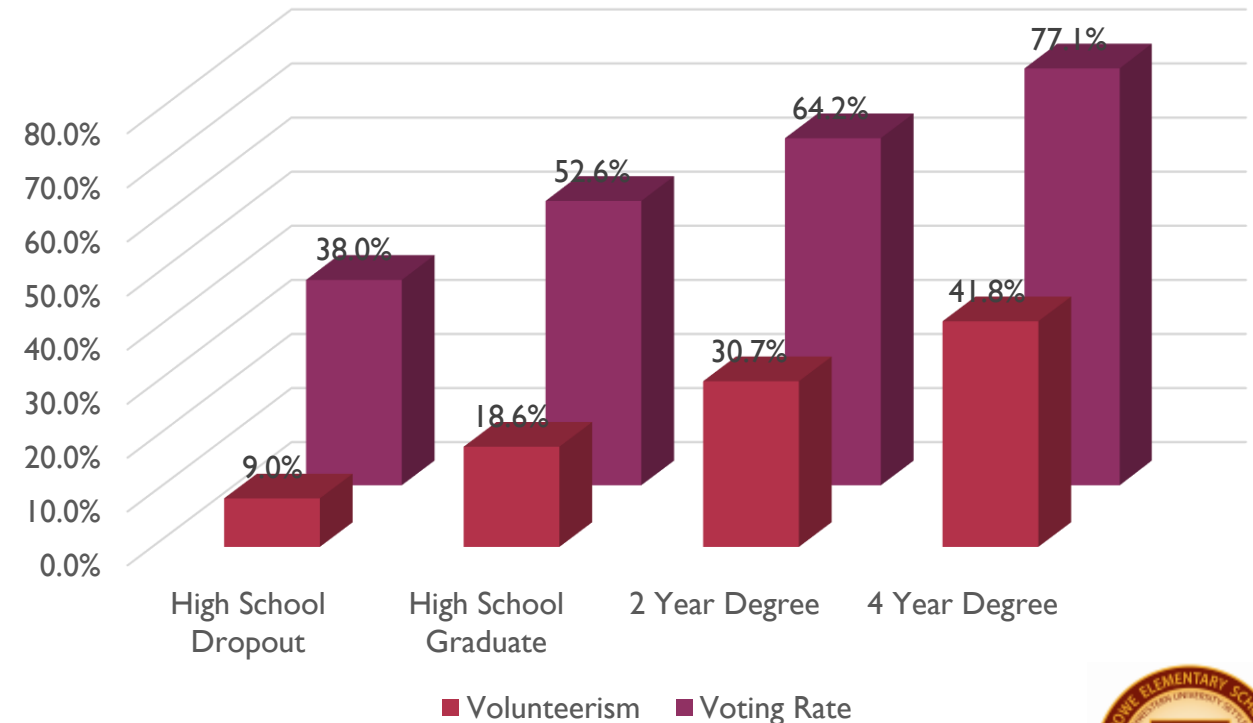


QUALITY OF LIFE AND CIVIC ENGAGEMENT OUTCOMES ALSO IMPROVE WITH EDUCATION ATTAINMENT

Incarceration Rate



Civic Engagement



THEORY OF ACTION

VISION AND MISSION

NUSH:VISION AND MISSION

Northwestern Settlement **Nurtures, Educates, and Inspires** children, families, and seniors in Chicago. We believe access to quality education, social services, and arts programs will **disrupt generational poverty** and open doors of opportunity for our neighbors.

We provide **educational opportunities** to children and adults in the community through a variety of programs:

- Early Childhood Education
- Out of School Time Programs for neighborhood students
- House In The Wood, a youth summer camp in Wisconsin with an emphasis on STEM activities

We **Nurture** through **food and family support** services, including:

- a food pantry, holiday, and clothing assistance.
- The Project YES! AmeriCorps program, providing over 60,000 service hours annually
- Golden Agers social club for seniors

We **Inspire** and maintain strong relationships with people in our community, including:

- Adventure Stage Chicago, theatre for young audiences as well as community outreach to 10,000 middle school students each year.
- Neighborhood Bridges and Trailblazers theater training programs.

AN INTEGRATED
SETTLEMENT CAMPUS
LEVERAGES FOUNDATIONAL
PROGRAMMING TO SUPPORT
SCHOLAR'S ACADEMIC
SUCCESS ON THE PATH TO
COLLEGE

Rowe:

Scholars enter
competitive
High Schools on track
to enroll in College

Early Childhood Education: 100% of preschool students meet/exceed benchmarks for developing literacy skills & 98% of students meet/exceed benchmarks for math skills

Out of School Time: 100% of youth in after-school programming demonstrated increased abilities in real-life use of academic skills

Civic Engagement through the Arts: 93% of students attending an Adventure Stage Chicago show engage in classroom discussions connecting academic learning to production themes

Critical Literacy through the Performing Arts: 90% of students in Neighborhood Bridges arts and literacy residencies demonstrated growth in measureable skill sets

Outdoor Education & STEM: 88% of students attending Outdoor Education residencies gain exposure to the natural environment and increased knowledge of sciences

Safety Net for Families: 400,000 pounds of food and 10,000 pounds of clothing distributed annually

Volunteerism: AmeriCorps Project YES! provides over 60,000 service hours to Chicago's communities

ROWE:VISION & MISSION

The vision of Rowe Elementary School is to ensure that all scholars in grades K-8 are college and career ready

We **instill the college mindset** in our scholars and in our families by:

- Providing college-like experiences for scholars, inside and outside of the classroom
- Incorporating instructional teachings around building the academics mindsets necessary to experience success in college

We provide a **robust and rigorous academic program** by:

- Designing a horizontally and vertically aligned curriculum
- Having a shared understanding of learning outcomes for every grade level
- Creating a school schedule that enables collaboration within grade levels and across grade levels

We develop the **Social and Emotional skills** of our scholars and our families by:

- Using evidenced based models to build cohesive school culture
- Ensuring there are clear outcomes of success for SEL skills across grade level bands and ways of measuring success
- Successfully engaging families and the community through meaningful and authentic opportunities and partnerships

REALIGNMENT – CORE SUCCESS DRIVERS

Lever	Success Driver	Description
Cultivate the expectation and desire to go to college	<ul style="list-style-type: none"> Consistently and repeatedly setting the college expectation 	<ul style="list-style-type: none"> High frequency of language, behaviors, artifacts, and events that set college expectation (e.g. 1st grade is called Class of '23);
	<ul style="list-style-type: none"> Exposing the student to college-like experiences to create familiarity and comfort 	<ul style="list-style-type: none"> In-school programs & field trips to expose students to college, including in-school college panel, career panels, cultural field trips, and visits to college campuses during the K-8
	<ul style="list-style-type: none"> Aligning students, teachers, families on this expectation 	<ul style="list-style-type: none"> Teachers/staff screened for belief; family expectations crafted from recruitment; home visits for incoming kindergarten (or families new to Rowe) home visits; family re-orientations;
	<ul style="list-style-type: none"> Preparing scholars for high school success as a means to achieve college success 	<ul style="list-style-type: none"> Counselor for high school apps and follow up in grade 9+ and individual conferences for high school selection; Educating families about high school application process, scholarships, etc.; Visits to high school campuses, especially during middle school; parent workshop on high school/college process; High School Readiness unit included in middle school advisory; High school fairs

REALIGNMENT – CORE SUCCESS DRIVERS

Lever	Success Driver	Description
Provide a robust and rigorous academic program	<ul style="list-style-type: none"> Delivering an integrated curricular program 	<ul style="list-style-type: none"> Maximize instructional time with scholars from 8:00am-4:15pm Maximize number of instructional days during calendar Daily meaningful homework that is developmentally appropriate for grade Annual “House in the Wood” trip to camp in grades 3, 4, 6, and 8 Providing exposure to a variety of enrichments Principal and teacher-driven, proven curriculum deploying inclusion model for differentiated instruction
	<ul style="list-style-type: none"> Working with and retaining great teachers 	<ul style="list-style-type: none"> Stringent recruiting process, built-in planning time, ongoing professional development (e.g. half-day Wednesdays, data analysis days and staff work days) Multi-week summer professional development session Deans assigned to smaller teams to provide more targeted coaching Performance Communication Cycle provides continuous coaching to drive teacher performance Teacher feedback and leadership sought through multiple forums (committees, grade level chairs) Teacher career paths supported and encouraged (advanced degrees, licensure)
	<ul style="list-style-type: none"> Using real-time, useful data to course correct 	<ul style="list-style-type: none"> Curricular and district-wide assessments regularly analyzed with assigned personnel and planning time to help teachers use data to course correct School-wide data collected in all courses (enrichments, school operations, etc.) within each term to analyze and course correct WIN (Intervention block) to provide intervention and enrichment for all scholars based on their data and needs)
	<ul style="list-style-type: none"> Bringing joy to learning 	<ul style="list-style-type: none"> Positive recognition for meaningful accomplishments (i.e. calls home, awards, Community Circle medals, Lapel Pins, Golden Circle) Teachers plan lessons and create classroom culture that make scholars feel welcome and excited to come to school Joyful hallmark events each year that are memorable and anticipated

REALIGNMENT – CORE SUCCESS DRIVERS

Lever	Success Driver	Description
Develop the social and emotional skills of scholars and provide wrap around services for families	<ul style="list-style-type: none"> Empowering and advocating for families to meet their needs 	<ul style="list-style-type: none"> NUSH Programming Healthy breakfast and lunch Wellness Policy Connecting families and scholars with outside organizations
	<ul style="list-style-type: none"> Ensuring that Social and Emotional Skills are explicitly taught 	<ul style="list-style-type: none"> Providing explicit time for social/emotional learning at every grade level (Advisory, Morning Meeting, and SEL instruction) Providing social and emotional support for students and their families Utilize evidence based curriculum and best practices
	<ul style="list-style-type: none"> Providing Opportunities for Skill Application 	<ul style="list-style-type: none"> Connecting families and scholars with outside organizations Recess and HiTW
	<ul style="list-style-type: none"> Working with and retaining great teachers 	<ul style="list-style-type: none"> Stringent recruiting process, built-in planning time, ongoing professional development (e.g. half-day Wednesdays, data analysis days and staff work days) Multi-week summer professional development session Deans assigned to smaller teams to provide more targeted coaching Performance Communication Cycle provides continuous coaching to drive teacher performance Teacher feedback and leadership sought through multiple forums (committees, grade level chairs) Teacher career paths supported and encouraged (advanced degrees, licensure) Commitment to serving a diverse population of students

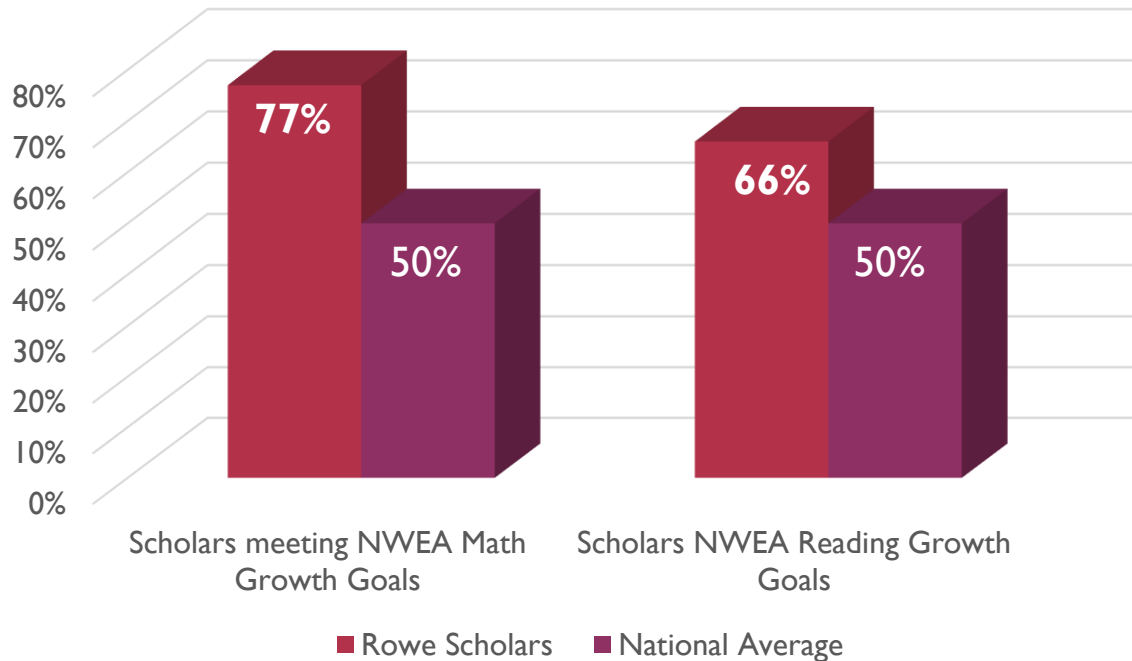
MONITOR PROGRESS TO GOAL & REALIGNMENT

ADJUSTING COURSE AS NEEDED



ROWE ELEMENTARY DISRUPTS GENERATIONAL POVERTY THROUGH EDUCATION BEGINNING IN KINDERGARTEN

Rowe Scholars Outperform National Reading and Math Results



- ✓ 96% of current 8th grade scholars qualify for Chicago's selective enrollment high schools
- ✓ 95% of Rowe scholars are displaying expected/above-average social-emotional growth
- ✓ Rowe's middle school exceeded NWEA goals in both growth and attainment for reading and math
- ✓ Rowe Elementary School earned a I+ rating, the highest possible rating given to Chicago Public Schools two years in a row

ROWE'S COLLEGE PREP PHILOSOPHY AND RIGOROUS CURRICULUM PREPARES SCHOLARS TO ENTER HIGH SCHOOL OPERATING BEYOND A 9TH GRADE LEVEL



- ✓ The average 6th grader at Rowe ended the school year at a beginning of year 8th grade level in both reading and math and the average 7th grader ended the school year at beginning of year 10th grade level in both reading and math.



- ✓ Rowe Scholars are on track to enter 9th grade ahead of grade level and more prepared than most CPS students



- ✓ The Class of 2024, Rowe's first graduating class, will enter high school with a college mindset and the persistence to finish high school, enroll in, and graduate from college.



- ✓ 82% of these scholars are low income and college will empower them to change the life trajectory for themselves and their families.

REALIGNMENT ANNUAL PRACTICES

- February – June: Tipping Point Presentations
- February – June: Focus Groups
- February – June: Update “Core Success Drivers”
- June: Creation and execution of “Big Rocks”
- August: Summer Launch Sessions
 - Vision/Mission – Elevator Pitches
 - Core Values

**Thinking is the
hardest work there
is, which is the
probable reason why
so few engage in it.**

Henry Ford

Strategic Thinking

To think about, view, assess and create future success



Strategic Thinking

To think about, view, assess and create future success



Got it!

Need it!