

August 20, 2019

Acero Schools

Inspecting What You Expect: The Board Member's Road Map to Good Governance

Breakout Session III (1:30 PM-2:20 PM)

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Introduction to Acero Schools

Executive Officers

Presenting today:



Rich Valerga
Chief Operating Officer



Helena Stangle
Chief External Affairs Officer



Michael Bradley
Chief Financial Officer



Araceli De La Cruz
General Counsel
Chief Administrative Officer



Richard L. Rodriguez
Chief Executive Officer



Matthew Rodriguez
Chief Education Officer

Acero Schools: Serving more than 20,000 students since 1998.

We are Acero.

From one to a network of 15 schools.

Began as one small school serving 100 students.

Now:

- Serve 7,500 students
- Employ +700 colleagues

K-12 Portfolio.

- Twelve K-8
- Two grades 9-12
- One K-12
- **87%** achieved 1/1+ ranking by Chicago Public Schools

Mission and vision focused, values driven.

- Transforming minds through academic empowerment and success
- Launching the next generation of life-long learners, discerners and doers.

- **A**chievement
- **C**ommunity
- **E**xcellence
- **R**esilience
- **O**ptimism

PILLARS OF PRACTICE

AT ACERO SCHOOLS, WE BELIEVE IN SETTING GOALS AND DOING WHAT IT TAKES TO ACHIEVE THEM. THESE PILLARS, DEVELOPED BY THE ACERO COMMUNITY, WILL GUIDE US IN REACHING OUR NETWORK'S EDUCATIONAL AND CULTURAL GOALS: ENSURING ALL STUDENTS ACHIEVE AT HIGH LEVELS.

COMPREHENSIVE SUPPORT

Establishing opportunities for collaboration, coaching, and professional development to support each of these pillars.



STANDARDS-BASED TEACHING AND LEARNING

Ensuring that students can master the learning for their grade-level and that the curriculum is both relatable and challenging.



MISSION-DRIVEN AND DATA-INFORMED

Transforming the minds of students through academic empowerment and success, using data-based methods to support all unique learners, languages and backgrounds.



SERVING THE WHOLE CHILD

Expanding students' minds beyond the classroom: improving social and emotional skills, providing a global perspective, encouraging community engagement and practicing a responsive and restorative approach to discipline.



PERSONALIZED LEARNING

Supporting students with a personalized education that is focused on their unique backgrounds, interests, choices, and needs while empowering them to take ownership of their learning.

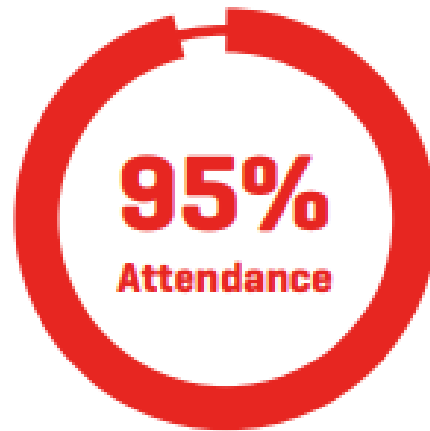


ASPIRATIONAL ENVIRONMENT

Empowering students in their personal journey, ensuring access to opportunities, and recognizing students for their achievements and the role their families play in that success.

Outcomes

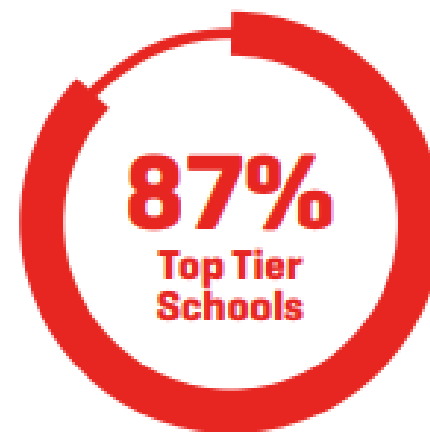
Acero Schools exemplify excellence in the following ways:



We have an **average daily attendance** of more than 95 percent at Acero Schools, exceeding that of other local schools.



Acero Schools students score **above the national average** in growth and attainment on the Reading and Math NWEA assessment.



87 percent of Acero Schools are **rated in the top performance tiers** by Chicago Public Schools (our charter authorizer).



Acero Schools high school **graduation rates exceed** Chicago Public Schools rates.

Strategic Planning

Collective Goal Setting

Collaborative and Concise Strategic Planning

What are the steps?

Make strategic planning an organizational priority that you approach with transparency and collaboration.

- 1. Communicate with your stakeholders** [board of directors, school leaders, teachers, parents, support staff, etc.], to explain what strategic planning is and is not while also outlining and receiving expectations, deliverables and clarifying what is in- and out-of-scope.
- 2. Conduct focus groups and surveys** to provide clarity on experience[s].
- 3. Once scope, framing and needs are established, determine desired outcomes.**
Outcomes should be shared and inclusive.

Collective Goal Setting

Collaborative and Concise Strategic Planning

4. **Agree on strategies** to achieve outcomes.
5. **Define metrics** necessary to measure progress. Key questions necessary to arrive at the right metrics:
 - “How do we know that we’re on track to achieve what we desire to achieve?”
 - “How do we know if we’ve accomplished our goal[s]?”
6. **Create an action plan and follow through.** This includes identifying decision-makers and holding each other accountable. Other useful tools include agreeing on timelines and being realistic about what’s required to achieve goals and outcomes.

Board of Directors

Exemplar kick-off activities and questions

1. Identify major strengths and weaknesses.
2. Identify near-term opportunities and threats.
3. Conduction in-depth discussion(s) on the school's mission leading to a draft (or updated) mission statement.
4. Conduction in-depth discussion on the school's vision leading to a directional (or updated) vision statement.
5. Identify (or update) core values.
6. Align next-steps (i.e. scheduled report on focus group feedback, confirm functional team work related to impact setting, obtain metrics and agree to outcomes reporting, etc.”

The Plan

Acero Schools – Strategic Plan

Overall Goal

The overarching goal for this 18-month strategic plan is that all Acero Schools perform at a 1 or 1+ on SQRP by the end of the 2019-2020 school year.

METRICS AND TARGETS

Progress towards this goal will be measured by:

| METRIC | SY19-20 TARGET |
|--|---|
| % of students grades 3 through 8 who meet growth targets on NWEA/MAP in reading and math | 5% increase by each school |
| % of students grades 2 through 8 who meet or exceed the national average on NWEA/MAP in reading and math | 5% increase by each school |
| On-time graduation rate for students in the 12th grade | 75% network average and 3% by each school |
| % of 11th graders that meet college readiness benchmarks | 32% network average and 3% by each school |
| % of 12th graders that obtain an Early College Career credential | 32% |
| % of 12th graders who graduated the previous school year that enrolled in post-secondary college or university | 70% |

AREAS OF FOCUS

In support of this goal, Acero Schools will focus on four key areas to support academic growth at our schools and in our students:

- Academic Impact
- Community Engagement
- Organizational Practices
- Culture and Climate

DESIRED IMPACT 1: ACADEMIC IMPACT

Every Acero school uses a shared set of culturally-relevant, high-impact **instructional frameworks** that relentlessly leverage individual student strengths to prepare them for post-secondary success.

DESIRED IMPACT 2: COMMUNITY ENGAGEMENT

Acero Schools further **engages** productively with families and the broader community to increase awareness, build advocates and develop institutional stability and support.

DESIRED IMPACT 3: ORGANIZATIONAL PRACTICES

The Acero Schools' Support Office further provides effective, streamlined and responsive **supports** to all Acero schools and network colleagues.

DESIRED IMPACT 4: CULTURE AND CLIMATE

Acero Schools' **culture** of collaboration, transparency, and high expectations are clearly understood and reflected in all we do.

Implementation

Strategic Planning Roll Out

- 1. Communicate, communicate, communicate.** Secure board approval. When rolling your tool out explain the overall vision, rationale, goal(s), impacts, strategies and metrics. Communications should include the plan for implementation, monitoring and reporting expectations.
- 2. Identify functional teams and frame expectations.** Identify roles (ex: executive sponsor, project manager, implementation team, etc.)
- 3. Build in continuous improvement cycles.** This means establishing a routine for implementing the plan and associated data. Meetings should be purpose-driven.
- 4. Set guidelines and timelines for periodic reporting.** Board members and leadership should establish schedule for the collection of new feedback, outcomes reporting and implementation status updates. This provides an ideal opportunity to keep stakeholders engaged.



Thank you! Questions?

**Learn more by visiting:
www.aceroschools.org**

**Link to full report at:
<https://bit.ly/2KwZdFr>**

August 20, 2019

Acerro Ed

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Breakout Session III [1:30 PM-2:20 PM]

Eaton Academy Dashboard

Calvin Sims – Acerro Ed: calvin@aceroed.org

Todd Yarch – Eaton Academy: todd.yarch@eaton-academy.com





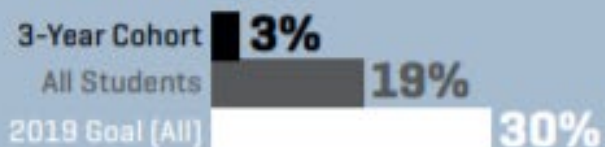
School Dashboard

UPDATED 6/18 /19

ACADEMIC AND RESTORATIVE PRACTICES

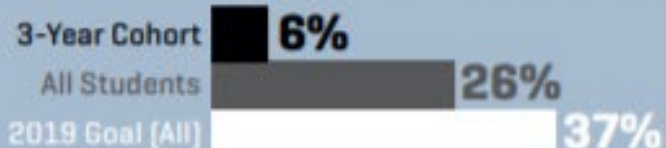
NWEA SPRING 2018 MATH

STUDENTS MEETING OR EXCEEDING NATIONAL GROWTH



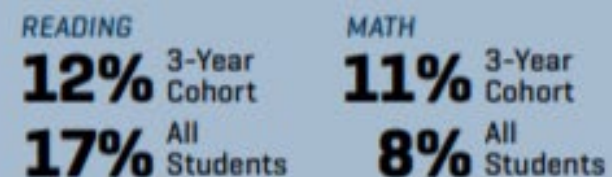
NWEA SPRING 2018 READING

STUDENTS MEETING OR EXCEEDING NATIONAL GROWTH



NWEA SPRING 2018

STUDENTS PERFORMING AT GRADE LEVEL



MSTEP SPRING 2018

PERCENT PROFICIENT FOR ALL STUDENTS GRADES 3-8



ATTENDANCE RATE

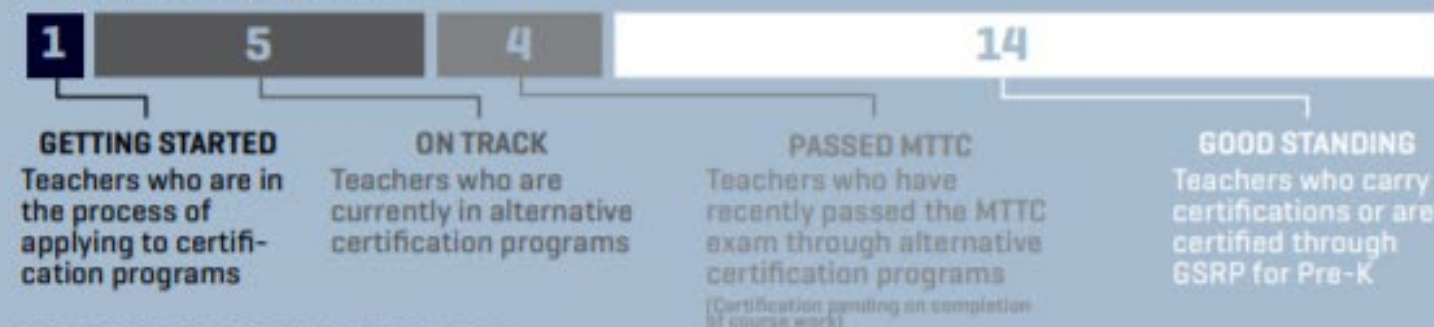
90%

DIVERSE LEARNERS [IN DEVELOPMENT] - IEP/SPED

RESTORATIVE PRACTICES [IN DEVELOPMENT] - SUSPENSIONS & REFERRALS

COMPLIANCE AND OPERATIONS

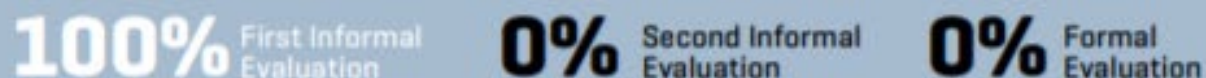
TEACHER CERTIFICATONS



TEACHER/STAFF RETENTION



EVALUATION



ENROLLMENT



MAINTENANCE

PROPOSED

DIFFERED MAINTENANCE

PROPOSED

PROCUREMENT

PROPOSED

CMU COMPLIANCE SUBMISSIONS

JULY 1, 2018 THROUGH JUNE 30, 2019

