

# Perspectives Charter Schools Return to Learn Guidebook

## Our Commitment to Equity and Guiding Principles

### Our Commitment to Equity

Perspectives is dedicated to reducing barriers to equity and fostering an anti-racist, non-discriminatory, and inclusive environment by internalizing our core values of A Disciplined Life® and ensuring that our practices allow our diverse population of students and staff to grow, thrive, and excel. We encourage growth and ingenuity, and utilize a culturally-competent curriculum to ensure our students receive an educational experience that prepares them for life beyond Perspectives. We also commit to a transparent and inclusive hiring and promotion process that includes a diversity of ideas, elevated voices and leadership opportunities.

**Guiding Principle #1: We will utilize our core values of A Disciplined Life® to foster an anti-racist, non-discriminatory, and inclusive environment to ensure that our diverse population of students grow, thrive, and excel.** We believe in teaching the whole child, with an emphasis on social emotional learning. A systemic approach to SEL intentionally cultivates a caring, participatory, and equitable learning environment. Our 26 principles of A Disciplined Life® guide our actions and performance, building a culture of trust, curiosity and achievement to create caring, ethical leaders. We support and develop students holistically.

**Guiding Principle #2: We will use the concept of learning acceleration in both asynchronous and synchronous learning environments to best support students and meet their individual academic and social emotional needs.** We will focus on learning that is engaging, relevant, and easily accessible with clear directions aligned to the objectives. Research shows that students achieve at higher rates when they are exposed to grade-appropriate work rather than remedial work. Critical skills that were not covered in SY19-20 or need to be readdressed according to diagnostic data will be spiraled into content-appropriate units rather than addressed in an isolated “remedial skills unit.” Pacing plans and additional network-provided resources will also be guided by the principle of Learning Acceleration. Further, having a combination of asynchronous and synchronous learning opportunities ensures more equitable student engagement.

**Guiding Principle #3: We will expose students to experiential learning opportunities as part of our commitment to support and develop students holistically--engaging all aspects of the learner including mind, body, and spirit.** Students gain exposure and cultivate agency through field studies, career shadowing, and community action initiatives, and we include these experiences in our remote learning programs. We continue to offer school enrichment and athletic programs, and enhance learning opportunities for our students through our partnerships with the local business community and service programs.

**Guiding Principle #4: We will engage families as partners in supporting their students.** We know that family engagement and partnership is essential to home as campus, and research testifies that family engagement improves student achievement. Students with engaged families perform strong academically and socially and are more likely to continue their education beyond high school.

## Re-Engagement and Moving Forward Together

**Outreach and Re-engagement Strategies:** Perspectives is committed to our families, students, and communities and has been actively engaged in outreach and engagement strategies since March 2020 and they continue until present day. As we return to our buildings for SY2122, we plan to continue and elevate these strategies while also adding additional innovations and support so that our students and families are supported emotionally and academically so that they can re-engage and accelerate their growth this school year.

In order to do this, Perspectives will continue/begin implementing:

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- Perspectives Enrollment + Engagement Strategy
  - Perspectives continues to host virtual campus tours and events for prospective families who are unable to attend in person
  - The Student Enrollment team engaged in direct outreach to new student applicants and GoCPS rising 9th grade students
  - Student recruitment staff attends local community events to promote Perspectives and engage with community stakeholders
  - Perspectives teaching and administrative staff attend Information Sessions and community events to share Perspectives educational focus and provide information on enrolling
  - Perspectives will be advertising with the Chicago Defender, community online portals, and Alderman newsletters
  - Working with the Perspectives Network Parent Advisory Council to recruit existing parents to serve as Parent Ambassadors who can carry the message of Perspectives into their respective communities
  - The Office of Enrollment is working with campus leadership teams to plan a series of back-to-school events.
    - **Perspectives/IIT Math & Science Academy | Grades 7-12**
      - In-Person: Monday, August 2nd:
      - In-Person: Tuesday, August 3rd:
      - Virtual: Thursday, August 5th:
    - **Perspectives Rodney D. Joslin Campus | Grades 6-12**
      - In-Person: Thursday, August 5th:
      - In-Person: Thursday, August 12th:
      - Virtual: Wednesday, August 4th:
    - **Perspectives Leadership Campus | Grade 6-12**
      - Middle Academy
      - High School of Technology
      - Leadership Academy
      - In-Person: Tuesday, August 10th:
      - In-Person: Tuesday, August 17th:
      - Virtual: Tuesday, August 3rd:
- Perspectives REDI Team
  - Perspectives school level teams have begun outlining strategies for engaging students in and implementation of Race, Equity, Diversity, and Inclusion (REDI) training to target the whole student.
  - Perspectives will be creating student and parent REDI Committees designed to strengthen our school community.
- Perspectives One-to-One and Technology Commitment
  - Perspectives remains committed to meeting the technology needs of students as they fully re-engage with learning
  - Students will have regular access to Chromebooks in classrooms for in-person learning and will use these for a variety of instructional purposes
  - Medically fragile students who learn from home will be provided a Chromebook to use for any remote learning
  - Students who must quarantine, or must learn in a hybrid or remote setting for any other reason mandated by policy and/or health directive, will also be given a Chromebook to continue learning
  - If required to make a future school-wide pivot to hybrid or remote learning due to health considerations, Perspectives has a technology deployment plan to ensure 100% of students have access to a Perspectives device if needed
- Perspectives Navigator Teams
  - Perspectives' Navigators are assigned to 100% of our students with the purpose of staying actively connected to the students and ensuring their mental, emotional, and academic well being.

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- Navigators meet weekly with students to check-in, discuss how the student is feeling, and to be sure all student needs are met (nutrition, housing, family, technology, academics, etc.)
- Navigators monitor specific student data (attendance, GPA, Schoology performance, ADL grades/assignments, etc.) weekly and celebrate students' successes and support them in their challenges. Including referring them to another team/dean if a student is in need of additional support.
- Perspectives Student and Family Town Halls
  - Weekly/Bi-weekly virtual meetings are held with 100% of students and student families.
  - Purpose of town halls: check-in with students and families, provide a communication platform where students and families can ask questions/provide feedback/etc. directly with staff, provide learning and resources for students and families, communicate important information, and celebrate student wins.
- Perspectives SEL Student, Staff, and Families Webinars
  - Start of the year and monthly webinars targeted to SEL practices for families, student, and staff.
  - Perspectives will engage students and families by our beginning of year conferences and Warrior Week geared towards SEL.
  - Our Perspectives SEL Team provided weekly sessions aimed to provide students strategies to be successful during Remote Learning.
  - Our Perspectives SEL Team did weekly outreach to students and provided time to meet with scholars who were desiring additional supports.
- Perspectives Campus Newsletters
  - Weekly Newsletters are shared with 100% of students and student families via email from their Principals.
  - Purpose of newsletters: provide a communication platform where students and families can access the week's most important information, provide learning and resources for students and families, communicate important information, and celebrate student wins.
- Perspectives Positive Incentive Systems
  - Systems varied by campus, and included:
    - Student Recognition and Awards for Attendance, GPA, Participation, Improved Performance, Living a Disciplined Life, and Peer Nomination.
    - Student prizes and raffles for Attendance, GPA, Participation, Improved Performance, Living a Disciplined Life.
    - Family recognition and awards for Attendance, GPA, Participation, Improved Performance, Living a Disciplined Life.
    - Family prizes and raffles for Attendance, GPA, Participation, Improved Performance, Living a Disciplined Life.
- Perspectives Student/Family Survey + Feedback Systems
  - Perspectives provides quarterly feedback surveys to students and families in order to gain their input and insight into what was best for them and their students.
  - These surveys ask students and families about their needs/wants/wishes; provides students/families ways to give feedback to PCS around practices, policies, systems, etc; encourages students/families to push PCS to meet the needs of all students/families; asks about resources/services families need/want; etc.
  - The survey data is collected and reviewed by the Perspectives Leadership team in order to inform and shape all PCS planning.
- Perspectives Student Focus Groups
  - Perspectives hosts quarterly focus groups to students in order to gain their input and insight into what they feel/think about their experience at Perspectives regarding academics, SEL, athletics, programming, facilities, resources, opportunities, etc. .
  - These focus groups ask students about their needs/wants/wishes; provides students ways to give feedback to PCS around practices, policies, systems, etc; encourages students to push PCS to meet the needs of all students/families; asks about resources/services students need/want; etc.
  - The survey data is collected and reviewed by the Perspectives Leadership team in order to

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inform and shape all PCS planning.

- Perspectives Parent/Family Focus Groups
  - Perspectives hosts quarterly focus groups to families in order to gain their input and insight into what they feel/think about their experience at Perspectives regarding academics, SEL, athletics, programming, facilities, resources, opportunities, supports, etc. .
  - These focus groups ask families about their needs/wants/wishes; provides families ways to give feedback to PCS around practices, policies, systems, etc; encourages families to push PCS to meet the needs of all students/families; asks abouts resources/services families need/want; etc.
  - The survey data is collected and reviewed by the Perspectives Leadership team in order to inform and shape all PCS planning.
- Perspectives Athletics Programs
  - Perspectives are conducting practices, conditioning or workouts in accordance with the IHSA office's 20 summer contact days provisions and CPS sports administration approval. Perspectives has conducted practices in the following sports this summer: girls and boys high school basketball, girls volleyball and football.
  - Fall
    - Football (Freshmen, sophomore, varsity)
    - Girls volleyball (7/8th, sophomore, varsity)
    - Boys Soccer (varsity)
    - Flag Football (7/8th)
  - Winter
    - Boys Basketball (7/8th, freshmen, sophomore, varsity)
    - Girls Basketball (7/8th, sophomore, varsity)
    - Wrestling (varsity)
    - Girls Indoor Track (varsity)
    - Boys Indoor Track (varsity)
  - Spring
    - Fastpitch Softball (varsity)
    - Boys Baseball (varsity)
    - Girls Track & Field (7/8th, varsity)
    - Boys Track & Field (7/8th, varsity)
    - Girls Soccer (varsity)
    - 16-inch Softball (7/8th)
- Perspectives Experiential Opportunities and Afterschool
  - Perspectives knows that engaging students' whole minds and bodies is crucial to their future success. Since March of 2020, Perspectives has continued to run and involve students in experiential opportunities, after school clubs/programs, virtual field studies, and connection and community building activities/programs during the school day, such as:
    - Virtual Cooking Demonstrations/Clubs
    - Virtual Group Workouts
    - Virtual Dance Parties
    - Virtual Museum Tours and Field Trips
    - And many more
  - During SY2021 Perspectives offered:
    - Cosmetology
    - STEAM: Making Beats with Coding
    - Martial Arts
    - Hip Hip Dance
    - Culinary
    - Anime
    - Girls in the Game
    - Sports and Rec Club

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- Visual Arts
- Big Brother Big Sister
- Fitness
  
- After school programs will run September 7th - December 17th in the fall and January 10th - May 17th in the spring. Some of the programs that will be offered are:
  - Cosmetology
  - STEAM: Making Beats with Coding
  - STEM Club
  - Hip Hip Dance
  - Culinary
  - Anime
  - Girls in the Game
  - Pom Pom
  - Visual Arts
  - Big Brother Big Sister
  - Fitness
  - DIY Club
  
- MSA CARES
  - Two pronged approach to elevate and expand our STEM school offerings and to positively impact the surrounding community that we serve and to authentically engage parents and students in the schools' mission.
    - Through our community engagement component the following events were offered:
      - Juneteenth Celebration (June 19th)
      - Outdoor Movie Night (Rescheduled for August 17th due to inclement weather)

**Data:** Perspectives is committed to our families, students, and communities and has been utilizing a data-informed engagement strategy and progress monitoring system since August 2020 until present day. As we return to our buildings for SY2122 we plan to continue and elevate these strategies and systems while also adding additional innovations so that we ensure all of our students and families are able to fully re-engage and accelerate their growth this school year.

In order to do this, Perspectives will continue/begin implementing:

- Perspectives Engagement Dashboard
  - Dashboard that tracks students GPA and attendance
  - Dashboards are reviewed at weekly Leadership Meetings to identify successes and challenges
  - School teams use the dashboard to determine layered strategies for students who are struggling to engage: navigator contact, social worker outreach, home visits, additional office hours, family support, etc.
- Perspectives Leadership + Data Meetings
  - Weekly meetings by Network and School leaders to review data dashboards: SPI, attendance, GPA, Schoology Work, Freshman on Track, Number of D and F, Special Population Data, On Track to graduate, etc.
  - Wins and Challenges are identified and strategies and actions steps are determined and assigned. Cycle repeats weekly, with growth and benchmark targets to improve.
  - School Teams complete a similar cycle.
- Perspective Campus Proactive + Responsive Strategies
  - Promotion Criteria + Supports
    - Perspectives adopted CPS Middle School promotion criteria in order to do no harm to students and focus on accelerating growth in SY2122
    - Perspectives created flexibility in high school promotion criteria that allowed students to

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be promoted in alignment to state standards, while also allowing for the variety of circumstances students and families faced during the pandemic.

- Perspectives supported student course complete and credit recovery through:
  - Summer Bridge Program
  - Apex Program
  - College Counselor Support
- Perspectives Home Visit Strategy
  - Perspectives visited 700+ student homes to drop off technology students needed to continue learning in Spring 2020.
  - Perspectives began an homevisit strategy in April 2020:
    - Dean Teams from each campus used GPA and Attendance data to visit the home of Perspectives students.
    - Purpose
      - Well-being checks
      - Students who are not attending classes or engaged in their work
      - Providing extra support/tutoring
      - Students who have never attended school
    - SY2122 Home Visits will continue from our Dean Team and will also make use of CPS SPI data.
- Perspectives hosted a Summer Bridge program for students that was designed to provide students small group academic and SEL support to complete course work.
  - Some students identified as being most at risk for not graduating/failing based on GPA and attendance received 1-to-1 staff support with academic programming and needs during summer bridge.
- Perspectives Navigator Teams
  - Perspectives' Navigators are assigned to 100% of our students with the purpose of staying actively connected to the students and ensuring their mental, emotional, and academic well being.
  - Navigators meet weekly with students to check-in, discuss how the student is feeling, and to be sure all student needs are met (nutrition, housing, family, technology, academics, etc.)
  - Navigators monitor specific student data (attendance, GPA, Schoology performance, ADL grades/assignments, etc.) weekly and celebrate students' successes and support them in their challenges. Including referring them to another team/dean if a student is in need of additional support.
  - Tier 3 students also receive 1to1 navigator support in areas most needed by the student.
- Perspectives Social Emotional Specialists:
  - All Perspectives students have access to school social workers and social emotional specialists via staff email addresses, communication in weekly newsletters, and a request for support form located on the school website.
  - In SY2021, Social Emotional Specialists conducted 1,429 individual student sessions and are committed to continue servicing students in need for SY2122.

## Academic Strategies and Supports

**Accelerated Learning Strategies:** Perspectives is committed to our families, students, and communities and have been actively engaged in specific academic strategies and interventions since March 2020 until present day. As we return to our building for SY2122 we plan to continue and elevate these strategies while also adding additional innovations so that our students and families are supported emotionally and academically so that they can re-engage and accelerate their growth this school year.

In order to do this, Perspectives will continue/begin implementing:

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- Perspectives and TNTP Partnership: Learning Acceleration and Access for All to High Quality Grade-Level Content
  - **Learning Acceleration Retreat** on Aug 2 and 3 so that district leaders have a clear vision of learning acceleration and know what resources are available to support their planning for the 2021-2022 school year; draft an action plan for how they will implement the vision for learning acceleration; prepared to share the vision, expectations, and goals for student learning in their schools.
  - **School Team Implementation Support and Coaching** TNTP will partner with school leaders to introduce the key components of the Acceleration Plan and help build investment and skill with teachers. This includes providing the school leaders with the training sessions for teachers, systems for supporting teachers with implementation, and a leadership coach to provide support directly to schools. Collaborative professional learning sessions will prepare staff to accelerate the learning of students.
  - **Opportunity Scorecard**: TNTP will conduct an equity audit of the student experience in collaboration with district and school leaders. This process includes collecting data through surveys, observations, and student work analysis. The data will be analyzed and shared in an equity report that will be used for action planning.
- Perspectives Partnership with Accelerate Institute (PMA + MSA)
  - Summer Leadership Retreat and Strategic Plan development: PCS leaders participate and create, along with their coach, a thoughtful action plan designed to accelerate learning and re-engage students.
  - Accelerate coaches work alongside PMA and MSA Principals, align with network coaches to: hold monthly data meetings to review each school's scoreboard and make corrective actions if necessary, observe classrooms and learning, observe leadership and staff-all to improve student outcomes.
- Perspectives Accelerated Learning + Intervention Strategy
  - Perspectives has reviewed student academic data collected since March 2020 in order to identify areas of highest academic need.
  - This data analysis is being used to identify focus standards and content for SY2122 and SY2223 that will accelerate learning and provide just in time instruction.
  - Curriculum and Quarterly Assessments will reflect these changes and will be designed to keep students engaged in rigorous, on grade level work while addressing learning gaps in the moment.
  - Perspectives is partnering with TNTP to provide training to network leaders and teachers about how to best accomplish this goal.
  - Each Perspectives campus has an Interventionist who monitors student data, specifically Tier 2 and Tier 3 students in order to work with school leaders and teachers to design additional student supports to ensure these students succeed. These include, but are not limited to:
    - Student tutoring programs
    - Additional blended learning tools for some student groups
    - Additional classes designed to support the students area of need
- Perspectives Tutoring Program
  - Perspectives will add 4 tutors to each campus staff.
  - Perspectives tutors will work with small groups of Tier 2 students based on students academic needs: student classwork and gaps in content knowledge appropriate for the students course work.
- Perspectives Blended Learning Program
  - Perspectives Partnership with Summit Learning to individualize student learning pathways in grades 6-8 at our PMA and MSA campuses. Students work at their own pace, guided by a mentor, to execute their tailored learning plans.
  - Perspectives students use iXL for reading and math for individual learning pathways designed to meet them where they are and to fill gaps for learning in their classroom. This work is guided by PCS teachers and Interventionist.
- Perspectives' Interventionist

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- Each Perspectives campus has an Interventionist who monitors student data, specifically Tier 2 and Tier 3 students in order to work with school leaders and teachers to design additional student supports to ensure these students succeed. These include, but are not limited to:
  - Student tutoring programs
  - Additional blended learning tools for some student groups
  - Additional classes designed to support the students' area of need

**Prioritizing Specific Students:** Perspectives is committed to our families, students, and communities and has been actively engaged in specific academic strategies and interventions since March 2020 until present day for our learners with special needs. As we return to our building for SY2122 we plan to continue and elevate these strategies while also adding additional innovations so that our students and families are supported emotionally and academically so that they can re-engage and accelerate their growth this school year.

In order to do this, Perspectives will utilize the supports outlined above (accelerated learning + interventions, tutoring, blended learning) in addition to building upon its comprehensive MTSS structure through:

- Ensuring all students are universally screened for both academics and SEL
- Implementing High Leverage Practices as outlined from the Council for Exceptional Children
- Coaching teachers in use of Principles of Specially Designed Instruction
- Utilize strategies and tactics for Diverse Learners through suggested ODLSS resources
- School Based MTSS Teams that review bi-weekly/monthly SEL and Academic Data to identify students for supports and next steps.

## Social Emotional Strategies and Supports

Our approach to culture is rooted in a belief that the learning environment is sacred and that adherence to the 26 Principles of A Disciplined Life® is crucial for student academic as well as social-emotional success. We strive to ensure that every child is safe physically, emotionally, mentally, and intellectually and that every child has the chance to learn without needless disruptions. Our philosophy is non-punitive, holistic, and inclusive of multiple, diverse perspectives. We use a restorative practices approach that emphasizes relationships and community.

Using restorative practices, whether through conversation or action, is always imperative in shaping our students' social-emotional development. Restorative practices help our students to understand the impact of their behavior both on themselves and on others. Students also learn social and emotional skills to help them respond differently to situations in the future.

Through the use of restorative practices we:

- solve conflicts peacefully
- take responsibility for our actions
- communicate effectively
- respect each others differences
- repair any harm done
- restore relationships

The Restorative Practice Principles we strive to uphold include:

1. We acknowledge that relationships are central to building a school community.

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2. We focus on harm and repair rather than rules broken.
3. We honor choice and voice, and do not require participation in the process without first receiving consent.
4. We give voice to the person that has been harmed, as well as the harm-doer, honoring that all perspectives are critically important to repairing harm.
5. We address obligations of the harm-doer resulting from those harms, as well as the community's obligations to both those who cause harm and those who are harmed.
6. We use inclusive, collaborative processes for problem solving.
7. We involve all individuals who have a legitimate stake in a given situation and empower change and growth for all--students, staff, and parents/guardians.
8. We seek to put right the wrongs that have been done, so that all those who experience harm feel safe and valued, and those who cause harm feel connected and supported by the school community.

All students have access to one or more school social workers or social emotional specialists and will participate in a social emotional screener within the first six weeks of returning to school. The screener will evaluate students' social emotional competencies and make recommendations for tiered supports. In addition, Perspectives is planning to support students through:

- Implementation of Panaroma as a SEL tool and resource
- Implementing research based SEL strategies with both staff and students
- School Leadership participating in Umoja's Summer Institute
- Ensuring all staff receive professional development in restorative justice and trauma informed practices
- Perspectives utilizes its A Discipline Life SEL
  
- Restorative and SEL Practices
  - Staff Wellness Circles
  - Value, Culture, Climate Activities
  - Town Halls
  - SEL Classes
  - Circles
  - Celebrations
  - Norms and Agreement

Perspectives partners with a multitude of community-based organizations to support students and families including:

- Chicago Communities in Schools
- YWCA of Metropolitan Chicago
- ADA S. McKinley
- UCAN
- Metropolitan Family Services
- Chatam Family Counseling
- St. Mary & Elizabeth Medical Center
- Howard Brown Health Center

## School Counseling and Post-Secondary Supports

Our mission is to provide students with a rigorous and relevant education, based on the ethical principles of A Disciplined Life®, preparing them for life in a changing world and helping them further become intellectually reflective, caring and ethical people engaged in a meaningful life post graduating from Perspectives Charter Schools. It is our goal to provide scholars with the tools needed to successfully thrive in their post-secondary plans. While attending and graduating from college is highly encouraged, we support all paths to ensure

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scholars are prepared to succeed in the pathway of their choice.

The ways in which we best prepare scholars are:

- Rigorous coursework that meets college readiness standards to ensure our scholars are competitive, best preparing them to go to and through college.
- Aptitude assessments and surveys offered through YouScience and Naviance to empower scholars by recognizing their innate ability and strengths.
- Naviance curriculum to include College and Career Life Readiness (CCLR) curriculum to best educate and prepare scholars for post secondary plans grades 6 -12.
- Dedicated ADL class to assist scholars with identifying, preparing and applying their post secondary plans. This dedicated class enables scholars to become well acquainted with self, community and world, in hopes of them being able to identify the best match and fit for their post-secondary plans.
- AP courses are offered to best prepare scholars for AP exams to afford them the opportunity to earn collegiate level credit, while deferring collegiate level expenses.
- Dual Enrollment and Dual Credit courses are offered and encouraged for scholars to participate enabling scholars to earn college credit from one of the City Colleges of Chicago.
- Alumni engagement to support current students through a plethora of opportunities.
  - Alumni panels and talks
  - My educational journey videos
  - College host and presentations
  - Nuggets of Knowledge YouTube series
- Parent Post Secondary Planning (PSP) presentations to continue to inform families of opportunities available, the collegiate process, post secondary opportunities pathways, knowledge, as well as continued support to navigate the post secondary readiness process.
  - FSA 101
  - FSA Completion
  - Understanding Financial Aid
  - Understanding Post Secondary Options
  - Planning for College and the Many Options
  - Post Secondary Options: What's in your future?
  - Identifying the You in YouScience
- Partnerships are vital to our community, so we partner with a myriad of organizations to ensure our scholars are afforded the opportunities to receive financial support, skill based knowledge or certifications.
  - Chicago Builds
  - POSSE
  - ISAC
  - CPS Advanced Art Programs
  - PCS Internship Experience
  - AAR American Eagles Program
  - CISCO Network Academy
  - Pharmacy Tech University/Talent First
  - Certiport Certification Program
  - EY: College Map Program
  - City Colleges of Chicago: Dual Enrollment/Dual Credit Courses
  - GenesysWorks
  - NHA Physician Care Technician Training

## Transition Supports

Perspectives is committed to our families, students, and communities especially during times of significant

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transition: from middle school to high schools and from high school to post-secondary.

In order to do this, Perspectives will utilize the supports outlined below:

**Data: Middle School to High School** In order to determine the strengths and needs of our students as they transition from middle school to high school we use a variety of data:

- NWEA Assessment Data from 6-8th Grades in Reading and Math
- GPA and EOY Grades
- Summer Performance
- SEL and Academic Screeners
- Culture Data
- Experiential Opportunities and Afterschool Data
- Athletic Involvement Data
- Teacher Survey + Interviews
- Student Survey + Interviews

**Data: High School to Post-Secondary:** Our mission is to provide students with a rigorous and relevant education, based on the ethical principles of A Disciplined Life®, preparing them for life in a changing world and helping them further become intellectually reflective, caring and ethical people engaged in a meaningful life post graduating from Perspectives Charter Schools. It is our goal to provide scholars with the tools needed to successfully thrive in their post-secondary plans. While attending and graduating from college is highly encouraged, we support all paths to ensure scholars are prepared to succeed in the pathway of their choice.

Individualized assessment results from Naviance curriculum and YouScience are used to guide the 1:1 post-secondary meetings and the strategy used to support the pathway(s) of interest. While academics is a priority at Perspectives, we do not use academics to define pathways, but use it as an analytical tool to aid scholars with goal-setting and planning for their future. We believe every scholar has the opportunity to become who they desire to become within the pathway they select. Students are encouraged to select the pathway that best aligns with their interest, aptitude and ability while using the Learn.Plan.Succeed initiative. The pathways students elect from are: military, college/university, job training, apprenticeship, employment or gap year.

## **Orientation: Middle School to High School**

- Perspectives Orientation + Conferences
  - Orientation + Conferences Week: Aug 16-20 our schools will host a variety of workshops, conferences, and connection activities at their campuses for students and families:
    - Workshops: These will vary by campus but mostly include SEL and Support workshops for students and families to support their transition back to school.
    - Conferences: All PCS students will meet with their parent/guardian and PCS teacher/staff to review the upcoming school year, students schedule, students needs, family needs and supports.
    - Connection Activities: These vary my campus but mostly include social and team building activities such as BBQs, movie nights, etc.
  - Freshman Only: The first week of school will have freshman only days (vary by campus) to meet and greet student, welcome to their first year in high school, and involve students in a series of workshops for success:
    - Connection and SEL Work
    - Relationship Building and Interpersonal Skills
    - Time Management
    - Academic Strategies for High School
    - Post-Secondary Planning

**Orientation: High School to Post-Secondary:** Students are oriented with post-secondary opportunities upon entry into our learning community. Through our ADL courses, as well as the climate within our community, we

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continuously afford scholars with the opportunity to learn about the myriad of options available to them upon graduation. Our rigorous curriculum, coupled with experiential learning opportunities provide a holistic learning experience to best prepare them for their post-secondary plans. We continuously educate and engage all stakeholders to ensure the proper support and systems are in place to best support our scholars with obtaining their desired goal.

### Academic Supports for Transition:

- A Disciplined Life Class
  - 9th Grade: This curriculum is designed around transition to High School, High School Success, and Post-Secondary Planning. *Essential Question: How will living A Disciplined Life® guide me as a serious scholar? Freshmen scholars will focus on how to utilize the ADL Principles that will help them transition from middle to high school and build a community of awareness, empathy, and scholarship.*
  - 11th + 12th Grade:
  - **11<sup>th</sup> Grade – ADL: College Prep I**
  - *Essential Question: How will living A Disciplined Life® influence my college and career path?* 11th grade ADL students will use the traits of A Disciplined Life® to prepare to succeed in their future careers and to establish themselves as professionals through their internships.
  - **11<sup>th</sup> Grade – ADL Junior Internship—Workplace Experience**
  - *Perspectives juniors participate in the PCS Internship Program that provide students with work experience in a field related to their interests. This experience involves authentic study in the field with current professionals and discussion regarding experiences that students encounter in the workplace.*
  - **12<sup>th</sup> Grade – ADL: College Prep II**
  - *Essential Question: How will living A Disciplined Life® support my college and life success?* Scholars will focus on embodying the philosophy of A Disciplined Life® and reflecting on its impact on them as college applicants pursuing their future. 12th grade ADL students will use the traits of A Disciplined Life® to explore their skills, interests, needs, and biases about college life, and seek admittance and scholarships for these institutions. They will use their developed understanding to discover the colleges and universities that best suit them. Students will also learn about the great opportunities they can seek in and out of the classroom while in college to set themselves up for success.
- Perspectives and TNT Partnership: Learning Acceleration and Access for All to High Quality Grade-Level Content
  - **Learning Acceleration Retreat** on Aug 2 and 3 so that district leaders have a clear vision of learning acceleration and know what resources are available to support their planning for the 2021-2022 school year; draft an action plan for how they will implement the vision for learning acceleration; prepared to share the vision, expectations, and goals for student learning in their schools.
  - **School Team Implementation Support and Coaching** TNT will partner with school leaders to introduce the key components of the Acceleration Plan and help build investment and skill with teachers. This includes providing school leaders with the training sessions for teachers, systems for supporting teachers with implementation, and a leadership coach to provide support directly to schools. Collaborative professional learning sessions will prepare staff to accelerate the learning of students.
  - **Opportunity Scorecard:** TNT will conduct an equity audit of the student experience in collaboration with district and school leaders. This process includes collecting data through surveys, observations, and student work analysis. The data will be analyzed and shared in an equity report that will be used for action planning.
- Perspectives Partnership with Accelerate Institute (PMA + MSA)

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- Summer Leadership Retreat and Strategic Plan development: PCS leaders participate and create, along with their coach, a thoughtful action plan designed to accelerate learning and re-engage students.
- Accelerate coaches work alongside PMA and MSA Principals, align with network coaches to: hold monthly data meetings to review each schools scoreboard and make corrective actions if necessary, observe classrooms and learning, observe leadership and staff all to improve student outcomes.
- Perspectives Accelerated Learning + Intervention Strategy
  - Perspectives has reviewed student academic data collected since March 2020 in order to identify areas of highest academic need.
  - This data analysis is being used to identify focus standards and content for SY2122 and SY2223 that will accelerate learning and provide just in time instruction.
  - Curriculum and Quarterly Assessments will reflect these changes and will be designed to keep students engaged in rigorous, on grade level work while addressing learning gaps in the moment.
  - Perspectives is partnering with TNTP to provide training to network leaders and teachers about how to best accomplish this goal.
  - Each Perspectives campus has an Interventionist who monitors student data, specifically Tier 2 and Tier 3 students in order to work with school leaders and teachers to design additional student supports to ensure these students succeed. These include, but are not limited to:
    - Student tutoring programs
    - Additional blended learning tools for some student groups
    - Additional classes designed to support the students area of need

### **Mentorship, Tutoring, and Internship Opportunities**

Through various partnerships we are able to offer our scholars mentorship and our 11th graders with internship experiences to allow them to apply knowledge gained to real life experiences. We have partnerships with various companies throughout the Chicagoland area to allow us to place scholars within a variety of professional fields to explore. We utilize YouScience results to place students within the various categories, in hopes of cultivating the natural interest and aptitude. Some of the companies we have worked closely with are as follow:

- Ernst & Young
- CitiFinancial
- AllState
- AAR

Through the PCS Pathways program we also offer all students the opportunity to earn a certification within a specialized area to aid with deferring the cost of college or setting a foundation for a career. The certification offered to our scholars are as follow:

- AAR: Eagles Pathways - Aviation Maintenance/ Sheet Metal Certification
- Talent First: Pharmacy Tech University - Pharmacy Technician Certification
- CISCO Network Certification
- Certified Patient Care Technician Certification
- QuickBooks Certification
- Certiport Certification: Adobe PhotoShop Certification
- Entrepreneurship Certification

Continuous support will be offered to all scholars, as we reconnect alumni with our scholars in-person and virtually to continue to motivate them to work diligently to yield the goals and outcomes set to obtain. Support offerings include, but not limited to:

- GetSet Community - closed circuit community to offer peer support and open dialogue in a safely managed platform
- Alumni Panels (in-person and virtually)
- Professional presentations

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- My Educational Journey videos

## PCS Virtual Academy

Perspectives is offering a Virtual Academy for PCS scholars who are classified as medically fragile in compliance as outlined in the below linked guidance.

This option will be shared with parents via weekly parent memos sent by school leaders and during conferences held on August 13th. The communication and application linked below will be shared via email.

### **PCS Medically Fragile Student Guidance**

School Nurses will review applications to determine whether or not students meet the criteria defined for medically fragile. The definition for medical fragile is outlined below:

Students who are Medically Fragile may display the following characteristics in addition to one of the defined Medically Fragile conditions below:

1. Are frequently absent from school, and their absences are directly related to their severe or life-threatening physical condition.
2. Qualify for special education in one of the existing categories of disability or are considered disabled under Section 504.
3. A Licensed physician/advanced practice registered nurse has provided documentation that an associated or accompanying chronic illness is so severe as to affect the student's school attendance.
4. A medically fragile student is one whose illness and treatment frequently places him/her in extreme, precarious or life threatening circumstances.

In addition, the student may be technology-dependent for life support systems, i.e., tracheotomy, gastrostomy, etc.

### **Medically Fragile Conditions**

#### **Category A (automatic eligibility)**

- Brain tumor, unspecified
- Hodgkin's Disease, unspecified
- Leukemia, lymphoid unspecified
- Sarcoma, Lymphoma and other unspecified Cancers
- Sickle Cell Anemia Disease,(excludes Sickle Cell Trait)
- Thalassemia
- Spina Bifida, unspecified region
- Tracheostomy, complications of Hemophilia, unspecified coagulation defects
- Rheumatoid Arthritis
- Systemic Lupus Erythematosus
- Students enrolled in the homebound program (permanent and intermittent)

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- Immunocompromised states (weakened immune systems from genetic defects or medications)
- All Solid Organ Transplants
- Chronic Obstructive Pulmonary Dis.
- Cystic Fibrosis
- Pulmonary Hypertension

### Category B (eligible if attendance is below 75%/yearly)

- Asthma, unspecified
- Cerebral Palsy, unspecified
- Colitis, noninfectious, unspecified
- Crohn's Disease (regional enteritis, unspecified site)
- Congenital Anomalies, unspecified
- Chronic Kidney Disease/End-Stage Renal Disease
- Heart Disease/Hypertension
- Down Syndrome
- Diabetes

Families who want to pursue a virtual option will need to submit an application to [nurse@pcsedu.org](mailto:nurse@pcsedu.org), who will then review the application and notify families of whether the application is accepted or whether additional information is needed.

## Health and Safety

Perspectives will utilize a layered prevention strategy to health and safety, as recommended by CPS landl on our Reopening Call #2. This strategy will layer multiple health and safety strategies together to ensure the safety of our staff, students, and families.

All students and staff will wear face coverings at all times.

All students and staff will maintain at least 3 feet of space when possible, given space and capacity limitations.

In order to meet proper social distance guidelines, each space will be measured to account for both staff and students' seating space to ensure maximum social distancing as allowable in a given space to maximize student learning.

- Furniture in all rooms will be arranged in such a way to ensure maximum social distancing as allowable in a given space to maximize student learning.
- Social distancing signs will be posted around common areas such as hallways, restrooms, and cafeterias.
- Cafeterias:
  - PLA/Tech:
    - Staff will support to ensure students are at a safe social distance during lunch.
    - PLA/Tech will utilize alternate space to accommodate lunch periods.
    - Students will be seated at a distance of at least 3 feet.
  - MSA:
    - Lunch will be eaten in the cafeteria with additional lunch periods scheduled.
    - Students will be seated at a distance of at least 3ft.
  - Joslin:
    - Joslin will utilize alternate space to accommodate lunch periods.
    - Students will be seated at a distance of at least 3 feet.

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Perspectives is committed to our staff, students, and families' safety. Understanding protocols to report illness before, during and/or after in-person attendance is critical to maintain everyone's safety. To achieve this we plan to communicate effectively as follows all current and future changes on safety protocols:

## Families

- Phone call (robocall), reminder if sick stay home
- Signed acknowledgement on protocol procedures
- Weekly Newsletters via email with protocol reminder
- Displayed on Perspectives website
- Student and Family town halls

## Student Body

- Share protocol upon schedule pick up
- Signed acknowledgement on protocol procedures
- Weekly Newsletters via email with protocol reminder
- Student and Family town halls

## Staff

- New hire orientation
- Semiannual all staff meeting
- Weekly professional development sessions

Perspectives is committed to our staff, students, and families' safety. Providing measures to prevent symptomatic individuals from entering premises is obtained by daily screening. A link to a google form is provided to individuals who seek to enter premises and must satisfactorily verify they do not have any COVID like symptoms to be allowed inside the building.

**Perspectives is committed to our staff, students, and families' safety. Face coverings prevent additional exposure to the virus and as such Perspectives has decided to mandate face coverings while inside the school building. Staff, students, families and other visitors are required to bring their own face coverings to enter the building.**

## Communication Plan

Perspectives is committed to communicating effectively with our staff, our families, our students, and communities and have been actively engaged in communication strategies since March 2020 until present day. As we return to our building for SY2122 we plan to continue and elevate these strategies while also adding additional layers so that our staff, our students, and our families are actively informed and engaged.

### PCS Communication Plan

- Weekly Leadership Team Meetings are held each Wednesday with Perspectives Leadership (Network and Campus). At each meeting, relevant information is identified for communication along with a timeline, mode of, and source for PCS communication to staff, students, and families.
  - IDPH School Guidance is reviewed at weekly Leadership Meetings in order to inform relevant communication for staff, students, and families.
  - Schedules for network staff and network events are communicated from The Leadership team. They are communicated using a multi-layer approach: email, in-person meetings, zoom meetings, and phone calls.
  - Entry and Exit Protocols for staff and network events are communicated from The Leadership team. They are communicated using a multi-layer approach: email, in-person meetings, zoom meetings, and phone calls.
- Campus Principals hold weekly leadership meetings with their campus leadership teams. At each meeting, relevant information is identified for communication along with a timeline, mode of, and source for PCS communication to staff, students, and families.

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- Daily schedules for staff, students, and families are communicated from campus leadership teams. They are communicated using a multi-layer approach: email, schoology, in-person conferences, USPS, zoom meetings, orientation events, and phone calls.
- Entry and Exit Protocols for campus staff, students, families, and campus events are communicated from the school leadership teams. They are communicated using a multi-layer approach: email, in-person meetings, zoom meetings, and phone calls.

Opening Guidance and Ongoing Guidance and information will be communicated in a variety of layered ways in order to ensure maximum contact with staff, students, and families:

- Modes of Communication
  - Summer Orientations and Open Houses
    - Families are welcomed to Perspectives through Open Houses and Tours (both in-person and virtual). Recruiters and School Leaders communicate key information about the school, our offerings, and answer questions.
    - The Office of Enrollment is working with campus leadership teams to plan a series of back-to-school events.
      - **Perspectives/IIT Math & Science Academy | Grades 7-12**
        - In-Person: Monday, August 2nd:
        - In-Person: Tuesday, August 3rd:
        - Virtual: Thursday, August 5th:
      - **Perspectives Rodney D. Joslin Campus | Grades 6-12**
        - In-Person: Thursday, August 5th:
        - In-Person: Thursday, August 12th:
        - Virtual: Wednesday, August 4th:
      - **Perspectives Leadership Campus | Grade 6-12**
        - Middle Academy
        - High School of Technology
        - Leadership Academy
        - In-Person: Tuesday, August 10th:
        - In-Person: Tuesday, August 17th:
        - Virtual: Tuesday, August 3rd:
    - Quarterly Conferences via in-person visits and Zoom
      - Conferences will be scheduled before the first day of school, and at the end of the 1st and 3rd quarters, to facilitate open communication between parents/guardians, teachers, and students regarding expectations and student progress. (August 13-14, 2021; October 29, 2021; April 1, 2022)
      - At the end of the 1st and 3rd quarters, parents/guardians are expected to pick up their child's report card on the designated dates. If an emergency prevents attendance at the conference, it is expected that the parent/guardian make arrangements with the school to meet within one week of the scheduled date. Parents/guardians and students must both attend each conference. Please note that conferences may take place in-person or virtually based on public health conditions during the COVID-19 pandemic.
      - Informal conferences or conversations may also be scheduled with teachers and/or school leaders at any time throughout the year. Parents/guardians are expected to attend scheduled meetings. Should an emergency arise, the schools ask that parents/guardians contact the school office to reschedule.
    - Weekly Newsletters via email
      - Weekly Newsletters are shared with 100% of students and student families via email from their Principals every Sunday.
      - Purpose of newsletters: provide a communication platform where students and families can access the week's most important information, provide learning and resources for students and families, communicate important information, and celebrate student wins.

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- Weekly Townhalls via Zoom
  - Weekly/Bi-weekly virtual meetings are held with 100% of students and student families.
  - Purpose of town halls: check-in with students and families, provide a communication platform where students and families can ask questions/provide feedback/etc. directly with staff, provide learning and resources for students and families, communicate important information, and celebrate student wins.
- Weekly Phone Calls via phone/cellphones
  - Regular phone blasts are sent concerning all important announcements, updates, and important information.
- Perspectives Website
  - All relevant guides, announcements, health and safety guidelines are regularly posted and updated monthly on the Perspectives website.
- Perspectives Social Media
  - All relevant announcements, health and safety recommendations are regularly shared and communicated via PCS social media.

Perspectives is committed to soliciting feedback from our families and students, and has been actively engaged in a variety of strategies since March 2020 and they continue until present day. As we return to our buildings for SY2122, we plan to continue and elevate these strategies so that our students and families are actively engaged in through partnering with us about how to best serve them this school year.

- Perspectives Student/Family Survey + Feedback Systems
  - Perspectives provides quarterly feedback surveys to students and families in order to gain their input and insight into what was best for them and their students.
  - These surveys ask students and families about their needs/wants/wishes; provides students/families ways to give feedback to PCS around practices, policies, systems, etc; encourages students/families to push PCS to meet the needs of all students/families; asks about resources/services families need/want; etc.
  - The survey data is collected and reviewed by the Perspectives Leadership team in order to inform and shape all PCS planning.
- Perspectives Student Focus Groups
  - Perspectives hosts quarterly focus groups to students in order to gain their input and insight into what they feel/think about their experience at Perspectives regarding academics, SEL, athletics, programming, facilities, resources, opportunities, etc. .
  - These focus groups ask students about their needs/wants/wishes; provides students ways to give feedback to PCS around practices, policies, systems, etc; encourages students to push PCS to meet the needs of all students/families; asks about resources/services students need/want; etc.
  - The survey data is collected and reviewed by the Perspectives Leadership team in order to inform and shape all PCS planning.
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  - Perspectives hosts quarterly focus groups to families in order to gain their input and insight into what they feel/think about their experience at Perspectives regarding academics, SEL, athletics, programming, facilities, resources, opportunities, supports, etc. .
  - These focus groups ask families about their needs/wants/wishes; provides families ways to give feedback to PCS around practices, policies, systems, etc; encourages families to push PCS to meet the needs of all students/families; asks abouts resources/services families need/want; etc.
  - The survey data is collected and reviewed by the Perspectives Leadership team in order to inform and shape all PCS planning.
- Perspectives Student and Family Town Halls
  - Weekly/Bi-weekly virtual meetings are held with 100% of students and student families.

Purpose of town halls: check-in with students and families, provide a communication platform where students and families can ask questions/provide feedback/etc. directly with staff, provide learning and resources for students and families, communicate important information, and celebrate student wins

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Perspectives is committed to ensuring that our staff are safe and healthy and that the transition back to campuses is effective and comfortable for all. To this end we have developed a multi-layered approach of training and support systems this school year:

- Perspectives and TNTP Partnership: Learning Acceleration and Access for All to High Quality Grade-Level Content
  - **Learning Acceleration Retreat** on Aug 2 and 3 so that district leaders have a clear vision of learning acceleration and know what resources are available to support their planning for the 2021-2022 school year; draft an action plan for how they will implement the vision for learning acceleration; prepared to share the vision, expectations, and goals for student learning in their schools.
  - **School Team Implementation Support and Coaching** TNTP will partner with school leaders to introduce the key components of the Acceleration Plan and help build investment and skill with teachers. This includes providing school leaders with the training sessions for teachers, systems for supporting teachers with implementation, and a leadership coach to provide support directly to schools. Collaborative professional learning sessions will prepare staff to accelerate the learning of students.
  - **Opportunity Scorecard**: TNTP will conduct an equity audit of the student experience in collaboration with district and school leaders. This process includes collecting data through surveys, observations, and student work analysis. The data will be analyzed and shared in an equity report that will be used for action planning.
- Perspectives New Staff Welcoming + Orientation
  - Perspectives Onboarding Week: Welcoming and SEL sessions to support staff transition back to work and to introduce them to the Perspectives Way.
  - Sessions include but are not limited to: Living a Disciplined Life, Curriculum and Instruction, REDI + Bias Training, Building Strong Relationships with Students, Building a Strong Classroom Culture, and Living a Healthy Lifestyle.
- Perspectives CORE Week
  - Perspectives Network CORE Day: Opening session and school year kick off.
    - SEL and Self-Care Sessions
    - ADL + A New Look at School Culture
    - Race, Equity, Diversity, and Inclusion Training
    - Equitable Curriculum and Instruction
  - Perspectives CORE Week with School Teams:
    - SEL and Self-Care Sessions
    - ADL + A New Look at School Culture
    - Race, Equity, Diversity, and Inclusion Training
    - Building Relationships with Students
    - Building Healthy and Supportive Classroom Cultures
    - Equitable Curriculum and Instruction
    - Learning Acceleration Training
- Perspectives REDI Teams:
  - Will provide staff training to support our Race, Equity, Diversity, and Inclusion (REDI) Initiatives and Strategic Plan which includes, but it not limited to:
    - Common Language and Definitions
    - Our Own Biases
    - The 4 Quadrants of Racism
    - Culturally Responsive School + Classrooms
    - Race and School Culture
    - Emotional Intelligence
  - Perspectives will engage and access student voice in implementation of school-wide REDI Initiatives
- Perspectives SEL: Perspectives will be utilizing Panorama as a tool to assess the core SEL competencies of our staff. Data from the assessment will be used to determine school based action

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plans to build the competencies. In addition:

- Each school will have dedicated professional learning to support the SEL needs of our school staff

### **Resources:**

*ISBE Mandate, CDC Covid-19 Mitigation Strategies, IDPH Press Release, TNTP School Leader Action Guide, Moving Forward Together Guide, Charter, Contract, ALOP, and SAFE Schools MFT Budget Guidance Crosswalk*