

CPS Continuous Improvement and Data Transparency
Data Transparency Stakeholder Advisory Group
Meeting #1 Summary

PODER, 3357 W 55th St, Chicago
August 14 | 10-2pm

ATTENDEES:

Facilitators & Presenters: Felipe Perez (Facilitator), Jill Gottfred Sohoni (Facilitator), Jeff Broom (CPS), Ana Mosqueda (K1C), Daniel Anello (K1C), Augusta Bryant (CPS), Vanessa Espinoza (Translator)

Committee Members: Andrea Orozco (Student), Heidi Moran (Principal), Jaqueline Vargas (Parent), Jasmine L. Thurmond (CPS Exec), Ryan Belville (CPAA), Pastor Chris Harris (CAC), Maurice Miles (Parent), Marcus Flenaugh (CAC), Melissa Sweazy (Principal), Michelle Velez (Teacher), Joe Hoereth (UIC), Otis Dunson (Principal), Perriyana Clay (CAC), Sarah Amouipour (Teacher), Bernadette Glover (Principal), and Erika Gonzalez (Parent).

Members not in attendance: Ileana Inseri (LSC), Chay King (Teacher), Cynthia Magallanes (Teacher), Lynda Smith (LSC), Leonor Torres Whitt (CTU), Norma E. Ramos (UIC), Orlando Montoya (Student), Claiborne Wade (Parent), Berenice Pond (CPS Exec), Marcelina Pedraza (CPS), Ricardo Trujillo (CPS Exec), and Lucy Ogbedie (Student).

MEETING MATERIALS

[Meeting Deck](#)

[Meeting Deck \(Spanish\)](#)

AGENDA

Welcome & Introductions

The meeting opened with a welcome from facilitators Felipe Perez and Jill Gottfred-Sohoni, emphasizing the importance of building a strong, trusting community within the committee. Each participant was asked to introduce themselves, share their role, and describe their connection to the work.

The introductions highlighted the diverse perspectives in the room, from CPS administrators and educators to community advocates and parents, setting the stage for a collaborative discussion.

Historical Context and Accountability Policy Evolution

Jeff Broom presented an overview of the history of school accountability, starting from its roots in the civil rights movement of the 1960s, which sought to ensure educational equity through reporting and accountability.

The discussion covered key milestones such as the No Child Left Behind Act (NCLB) and the Every Student Succeeds Act (ESSA), highlighting how these policies shaped the current accountability landscape.

Jeff emphasized the transition from punitive measures under NCLB to a more holistic and supportive approach under ESSA, which laid the groundwork for CPS's current Continuous Improvement and Data Transparency (CIDT) framework.

Ana Mosqueda described her experience facilitating stakeholder work for Phase 1 of Accountability Redesign, sharing challenges, successes, and lessons learned. Pastor Chris Harris spoke about his experience in Phase 1, moving from skepticism of CPS to respect for the inclusivity of this process. He urged CPS to build on its past work and to continue to foster trust through authentic engagement.

Participants then worked in small groups and reflected on the challenges and shortcomings of previous policies. Many reflected on their experiences with CPS and how past policies have impacted their communities. A significant portion of the discussion focused on the importance of building trust within the committee and between CPS and the community. Past experiences with CPS, particularly around issues like school closures, have created a culture of skepticism and mistrust, which the new CIDT policy aims to address through transparency and inclusive engagement. These discussions were guided by questions about trust, transparency, and communication, themes that were central to the meeting.

CIDT Policy Implementation

Augusta Bryant provided an in-depth look at the CIDT policy, explaining how it represents a significant shift towards a more inclusive and comprehensive approach to school accountability in CPS.

The CIDT framework was designed to move beyond traditional metrics like test

scores, incorporating a broader range of indicators such as school culture, community engagement, and adult capacity building.

The discussion also touched on the creation of three key committees—Executive, Technical, and Transparency—that will oversee different aspects of CIDT implementation. Augusta explained the specific roles of each committee, with a focus on how the Transparency Committee will ensure that the policy is accessible and understandable to all stakeholders.

Felipe provided a more detailed review of the Transparency Committee's work. He described a high-level timeline, reviewed the scope of the committee's work, and established expectations for the level of effort being asked of the committee.

Committee members broke into small groups to discuss this implementation process overall, and the role of the Transparency Committee specifically. They expressed optimism based on Phase 1, and appreciation for the inclusivity of the process. They also expressed several questions and concerns. They wondered about the timing of the new metrics' roll out, and the ability of this committee to impact that work. There were 5 key themes that came up in the groups:

1. **Engagement and Inclusion:** There is a strong emphasis on the importance of engagement and inclusiveness, especially involving parents, students, and the broader community. Groups highlighted the need for more community and student voices at different stages of the process, particularly in decision-making.

2. **Transparency and Communication:** The need for transparency in the process, particularly concerning data collection and communication, was frequently mentioned. Participants expressed concerns about ensuring that there is a clear feedback loop between committees and stakeholders, and that information is communicated in a way that is both accessible and understandable.

3. **Process and Policy Implementation:** The groups discussed the importance of having a clear, documented process, especially in relation to timelines and the implementation of indicators. There were concerns about the challenges of staying updated during busy times and ensuring that policies are effectively integrated into the broader framework.

4. **Timeline and Commitment:** Concerns were raised regarding the timeline for implementing changes and how it intersects with other ongoing processes, such as contract negotiations and external pressures. The need for a realistic and

flexible timeline that accommodates community and stakeholder engagement was highlighted.

5. **Challenges in Data and Metrics:** Several groups discussed the challenges related to data collection, accessibility, and the interpretation of metrics. There were concerns about ensuring that the data used is meaningful, appropriately communicated, and leads to actionable insights, particularly for principals and other stakeholder

Community Agreements & Process Transparency

Jill led the committee in beginning to think through a set of community agreements that would guide how we work together. She stressed that the investment of time now to build these explicitly would facilitate the group's work moving forward.

The committee then collectively worked on drafting community agreements that would guide their interactions moving forward. These agreements were centered around values like respect, inclusivity, and a commitment to open dialogue. Some themes that were discussed include:

1. **Respect and Equity of Voice:** Most groups shared that everyone's experience and perspective matter, regardless of their role or title. Important to listen actively, respect lived experiences, and ensure equity in voice during discussions.
2. **Clarity and Simplicity in Communication:** Several members underscored the importance of clear, straightforward language and minimizing jargon. Our communication should be direct, mindful of everyone's time, and focused on transparency.
3. **Embrace Discomfort and Growth:** Most shared that we need to lean into discomfort, approach discussions with a growth mindset, and seek to understand before making judgments. We should value honest feedback and the constructive challenge of ideas.
4. **Honesty and Shared Truth:** Speaking the truth that reflects the collective reality, not just individual perspectives.
5. **Open-mindedness and Flexibility:** Openness to creativity, new ideas, and the possibility of not reaching perfect solutions. Consensus is valued, but so is practicality in implementation.
6. **Empathy and Accountability:** Approach each other with empathy, avoiding

personal judgments. Accountability will be upheld by creating space for learning, addressing ignorance with grace, and fostering a spirit of collaboration.

7. Commitment to Solutions and Non-reactivity: Focus on finding solutions rather than fixating on problems. Comments shared around not personalizing issues or imposing a one-size-fits-all approach to every situation.

Jeff introduced for the committee the question of process Transparency, or how open the deliberations of this committee would be. He described two poles at the ends of the transparency spectrum, one a fully open process where all proceedings and all discussions were livestreamed for the public and accessible to all and, at the other end, a closed process where only the outcomes of meetings were made public. He described the benefits and drawbacks of each approach and proposed the committee consider a balanced approach. The committee will return to this question next meeting.

Next Steps & Future Engagement

The meeting concluded with a discussion of the next steps in the CIDT policy implementation. Felipe and Jill outlined the committee's future work, including upcoming meetings, further community engagement efforts, and the development of tools and resources to support the CIDT framework.

It was emphasized that the success of the CIDT policy would depend on ongoing, meaningful engagement with the broader CPS community, and that the committee members would play a crucial role in this process.

Action Items:

Committee Feedback: Members were asked to review the draft community agreements and provide feedback before the next meeting.

Community Engagement: Plans for further engagement with broader community stakeholders were discussed, with an emphasis on ensuring that the CIDT policy is understood and supported at all levels.

Next Meeting: Scheduled for September 4, 2024, with a focus on Indicator Overview & Review Process.

Appendix 1: AGENDA

Objectives: By the end of our discussion, the Transparency Committee will:

- start to build relationships and trust with fellow committee members, facilitators, and CPS staff
- understand the background and role of the transparency committee, including:
 - CPS’s Continuous Improvement Data Transparency (“CIDT”) Policy
 - Accountability Redesign Initiative Overview
 - CIDT implementation Committees, and how the Transparency Committee fits
 - CPS Equity Framework and Transparency Committee make up
 - Charge and expectations of Transparency Committee members
- share with facilitators their excitement, concerns and questions about the Committee’s work
- co-create community agreements for how we will operate together as a Committee

Time	Activity
10:10 (5 min)	Welcome + Framing <ul style="list-style-type: none">• Objectives and agenda
10:15 (5 min)	Project Team Introductions
10:20 (15 min)	Committee Member Introductions
10:35 (15 min)	District Welcome + Continuous Improvement and Data Transparency Overview
10:50 (15 min)	How We Got Here: Accountability Redesign Process
11:05	Community Leadership Testimony

(5 mins)	
11:10 (20 min)	Community Builder
11:30 (15 mins)	Where We are Today: Continuous Improvement and Data Transparency Policy Implementation
11:45 (30 mins)	Transparency Committee Overview
12:15 (30 min)	Lunch & Reflection
12:45 (15 min)	Share Out Block
1:00 (45 mins)	Community Agreements
1:45	Close and Next Steps
2:00	Adjourn!

Appendix 2: Make Up Meeting Materials

Via zoom

August 28 | 430-6pm

ATTENDEES:

Facilitators & Presenters: Felipe Perez (Facilitator), Jill Gottfred Sohoni (Facilitator), Jeff Broom (CPS)

Committee Members: Claiborne Wade (Parent), Berenice Pond (CPS Exec), Ricardo Trujillo (CPS Exec), and Lucy Ogbedie (Student).

AGENDA:

Welcome + Introductions	15 min
Where we have been: background context <ul style="list-style-type: none">• CPS Continuous Improvement Data Transparency (“CIDT”) Policy• Accountability Redesign Process	20 min
Community Builder	15 min
Where we are today <ul style="list-style-type: none">• CIDT Policy Implementation	10 min
<ul style="list-style-type: none">• Transparency Committee Overview	10 min
Community Agreements	15 min
Next Steps	5 min

MEETING DECK

[HERE](#)