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# **Baseline Report & Expanded Work with LSCs and Principals in 2024-25**

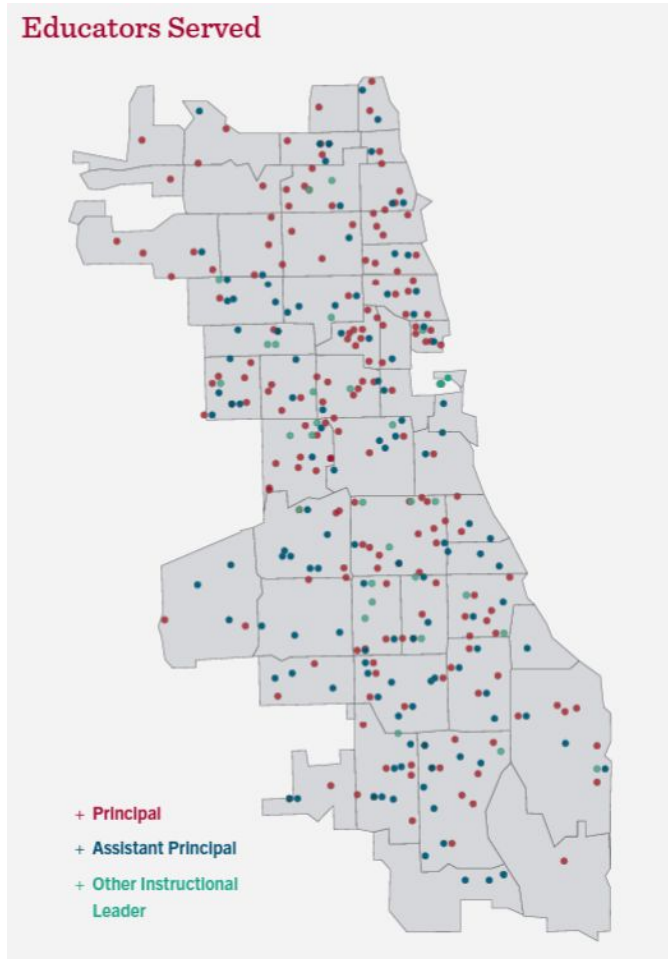
# Agenda

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1. LSC-Focused Report
  - a. Survey and Vacancy Data
  - b. Case Studies
2. Expanded work with LSCs in 2024-25
  - a. LSC Working Group Cohort

# The Chicago Public Education Fund

## Educators Served



The Chicago Public Education Fund (The Fund) improves Chicago's public schools by investing in the talented educators who lead them. For more than 10 years, we have conducted annual surveys to understand school leader experiences and adapt our programming and policy work accordingly.

In 2023-24, we served 344 school leaders through our programming. Given our focus on school leadership and the essential connection LSCs have to principals, The Fund is increasingly engaged in the important work of LSCs. In recent years, we've held informational sessions for LSCs and co-created resources with them.

# Local Decision-Makers in Our Schools: A Baseline Report on Chicago's LSCs | May 24th

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- **Survey Findings and Current Vacancies:** Insights from our LSC Engagement survey and current vacancy rates across CPS, revealing critical trends and opportunities.
- **Success Stories:** This report highlights successful collaborations between principals and their LSCs at four Chicago schools: Haines Elementary School, Bogan High School, King High School, and Grissom Elementary.
- **Future Work:** Previews our plans for supporting principals and LSCs over the next two years.
- **Call to Action:** A reminder of the important role LSCs play in shaping our schools and communities.

## High Level Survey Findings

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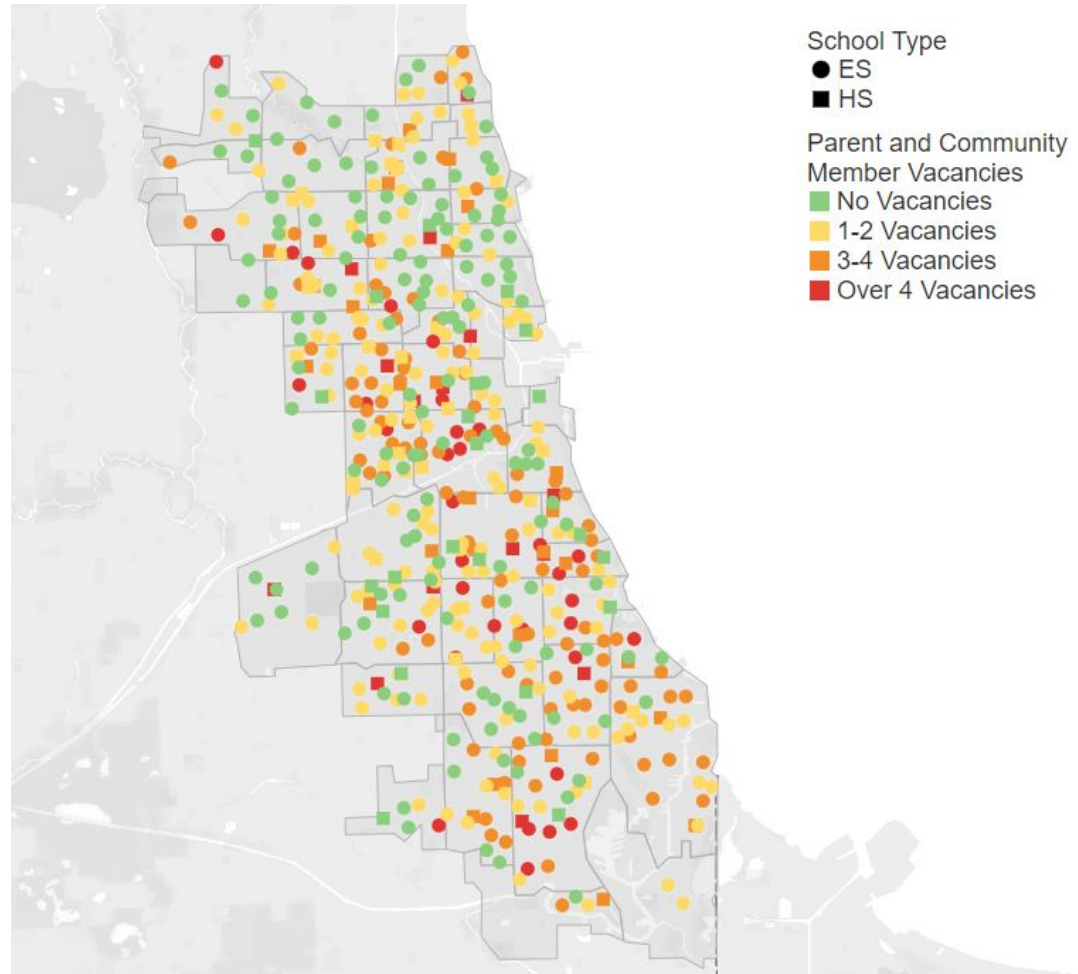
With the CPS Office of Equity, Office of Local School Council Relations (OLSCR), and Department of Principal Quality, we launched a citywide LSC member survey to learn more about their roles and what additional supports they need.

The LSC Member Engagement Survey ran for nine weeks, from November through early January. **Over 550 of Chicago's LSC members participated in the survey during its inaugural year.**

- LSC member satisfaction is relatively high with their principals; however, there is room to improve.
- While LSCs report connecting well with their school community, many don't regularly receive input from them.
- LSC members want support beyond current training.

# Parent & Community LSC Vacancies after 2024 Elections

In October 2023, 164 schools (31%) had four or more vacancies on their LSC. After the April 2024 elections, 110 schools still have such vacancies.



## The survey asked LSC members to list up to three factors (out of 12 provided) that contribute to LSC success.

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### Some of the top-cited factors were:

- Active Community Involvement (44%), Transparent Decision-Making (43%), Strong Chairperson Leadership (38%), and Clear goals and insight into school processes (25%).

### Building on survey results, we interviewed 20 LSCs, representing various school types, neighborhoods, and levels of vacancy and engagement across the city to learn more.

- This report highlights the factors that LSC members cite as critical to their success and to share real-world stories to foster collaboration among LSCs and their principals, ultimately raising awareness of their importance for Chicago's schools.

# We included perspectives from different school contexts and different aspects of the principal-LSC relationship.

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## Haines Elementary



Led by Principal Catherine "Amy" Moy-Davis, the school's strong community involvement has fostered a welcoming environment and led to an unprecedented number of LSC applications during the 2024 elections.

## Grissom Elementary



Principal Christine Hurley's transparent communication has empowered informed decision-making within her LSC, leading to necessary changes in dismissal procedures at Grissom Elementary.



# We included perspectives from different school contexts and different aspects of the principal-LSC relationship.

## Bogan High School



Principal Alahrie Aziz-Sims and Chairperson Claressa Allison's effective leadership has improved the focus and productivity of Bogan's LSC meetings, helping the LSC regain their full authority.

## King High School



Principal Brian Kelly's collaboration with the LSC, including regular meetings and shared insights, has helped align the school's vision with reality, improving resources and opportunities offered to students.

## **We know LSCs are important assets for schools. As we expand our work with LSCs, we plan to:**

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### **1. Help principals and schools address challenges with LSC vacancies.**

- Analyzing data further to identify trends in LSC vacancies and training needs across different schools and communities over time. This will help us learn more about the characteristics and practices of successful LSCs.

### **2. Support stronger principal-LSC engagement.**

- Elevating successful strategies employed by principals and LSC members across the city in our programming and subsequent reports.
- Facilitating opportunities for LSCs and school leaders to learn from one another's experiences and receive additional support.

### **3. Bring visibility to the importance of LSCs for local decision-making and school success.**

- Doubling down on efforts to ensure all LSC voices are represented in the data and reports we publish.
- Sharing stories via social media on the impact LSCs have on their school community.

# We're excited to build on the report and increase our support to principals and LSCs in 2024-25.

## LSC Members

- **LSC Working Group:** We are launching a new group to develop practical tools and resources based on the insights from the LSC Engagement Survey. The group will consist of 15-20 LSC members, and each member will receive a \$300 stipend for participating in the working group. The application deadline is July 19, and the sessions will start in September.

## Principals

- **Masterclass Series on LSCs:** We will offer LSC-focused Masterclasses for school leaders led by experienced principals who have successfully engaged their councils across various school contexts.
- **Coaching and Cohort Learning:** We will also offer coaching and collaborative learning opportunities for principals to enhance their community engagement practices and improve how they work with their LSCs.

# We can't do this work alone. Help us share the working group with other LSC members.

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We want this working group to represent different LSC member types and tenures and include voices from schools all over the city.

## Application Form



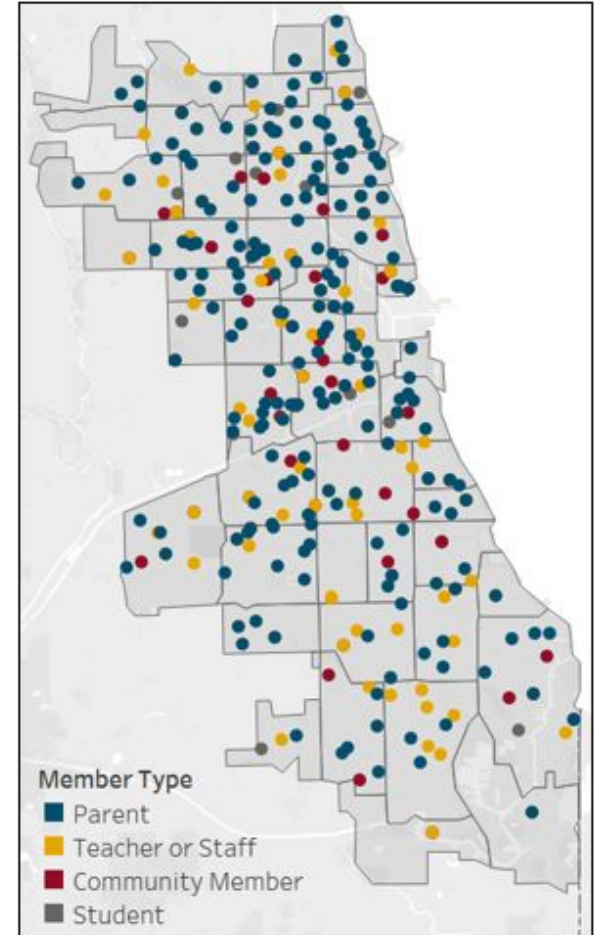
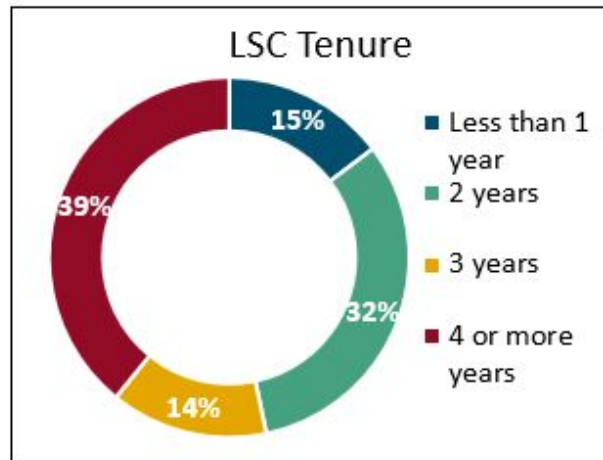
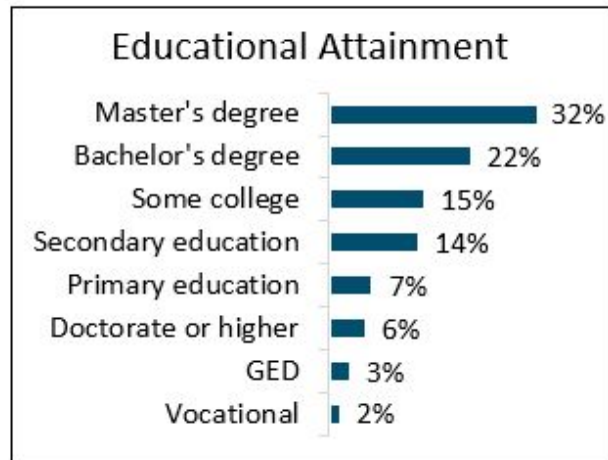
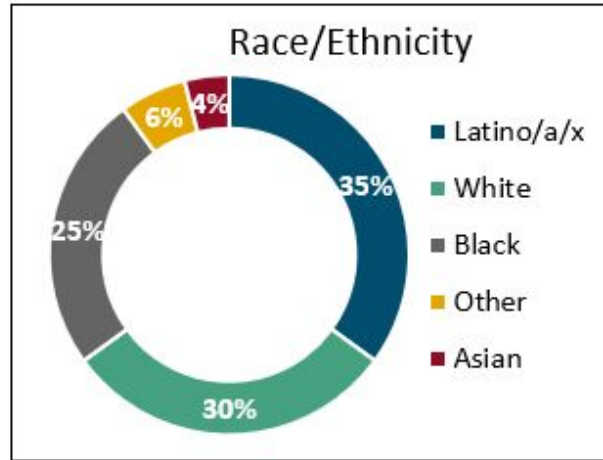
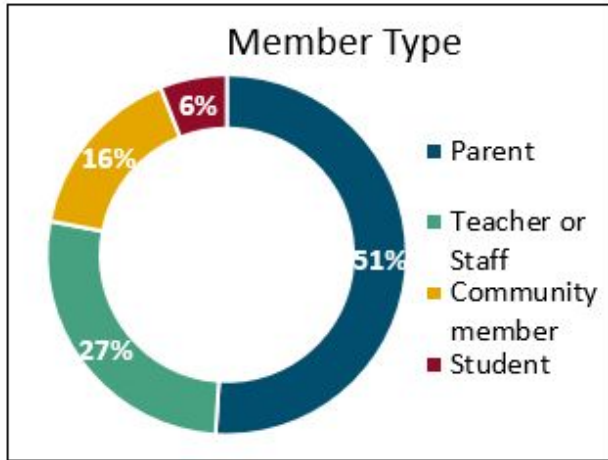
## Nomination Form



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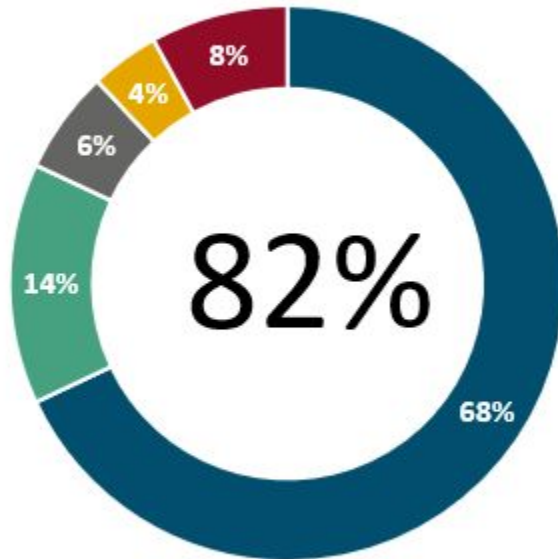
# Appendix

# Our 2023-24 LSC engagement survey collected over 550 responses from across Chicago.

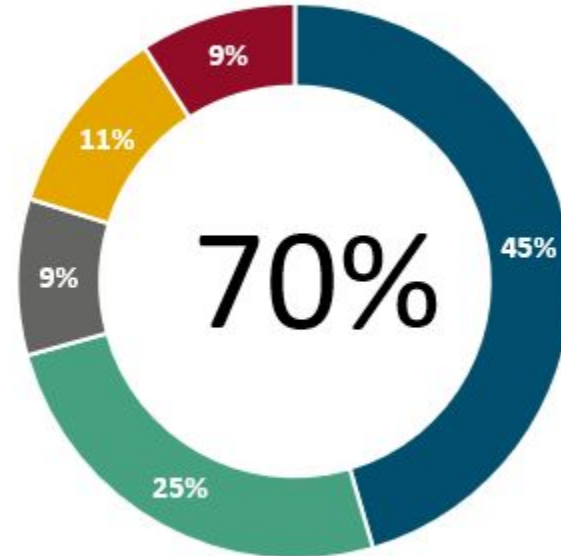


## While many LSCs reported a strong relationship with their principal and community, a sizeable minority did not.

My LSC maintains a positive relationship with our principal.



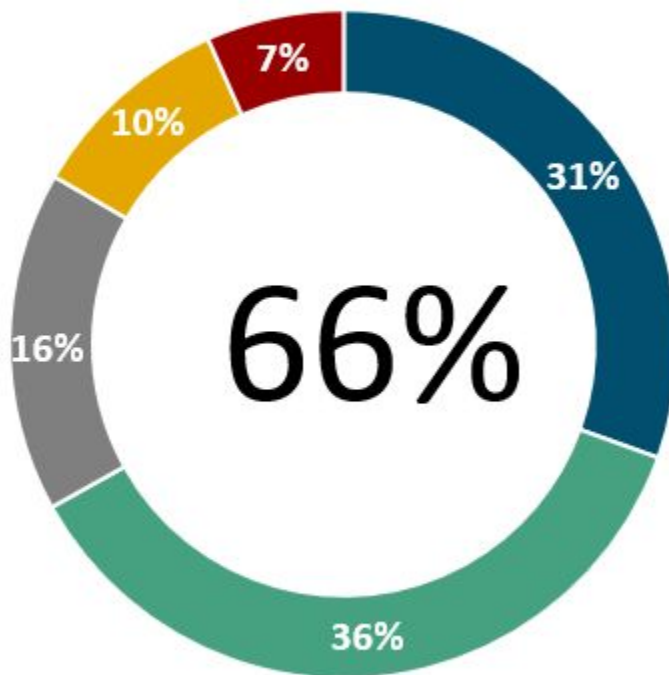
My LSC connects well with the school community.



■ Strongly agree   ■ Somewhat agree   ■ Neither agree nor disagree   ■ Somewhat disagree   ■ Strongly disagree

## Many LSC members shared that they still need more support after trainings.

The CPS training prepared me to meet the needs of my school as an LSC member.

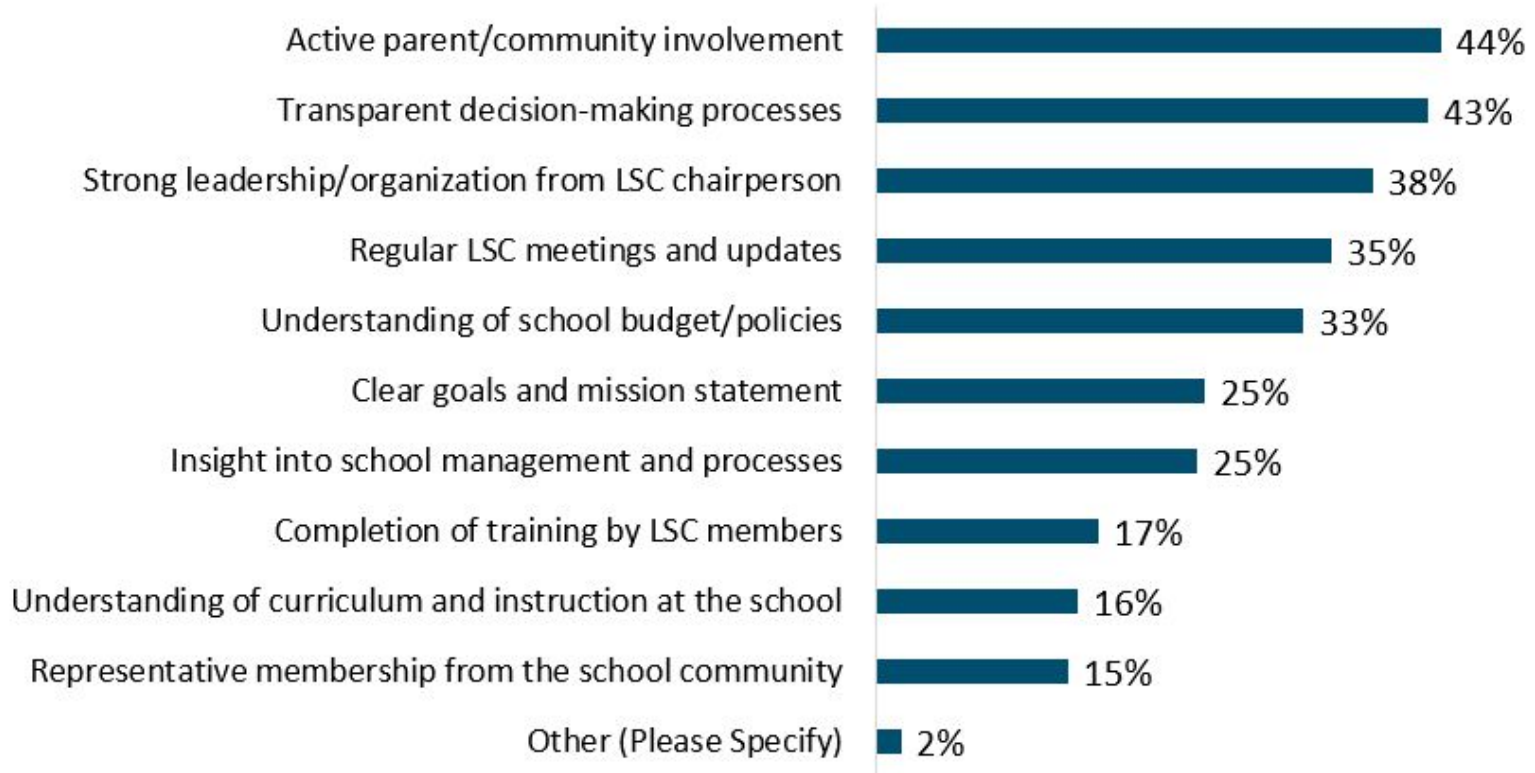


■ Strongly agree ■ Somewhat agree ■ Neither agree nor disagree ■ Somewhat disagree ■ Strongly disagree



## LSC members identified community involvement and transparent decision-making processes as priority practices.

LSC Members shared what practices would most ensure an LSC's success.



# Partner Profile | LSC & Community Engagement



- Organization founded to increase parent and family engagement to advance student outcomes.
- Provides customized professional development for school leaders and teachers to align parent outreach to existing goals.
- Conducts research on student achievement through the lens of parental involvement.
- Nationwide organization that exposes principals to new school district practices.



## People-Centered Management Consulting

- Founded by Adrian Segura, former executive director of the CPS Office of Family and Community Engagement (FACE).
- Successfully completed a pilot version of family engagement coaching support with two schools in SY23-24.
- Well connected within CPS.
- Community and has incredible contextual knowledge of systemic and social realities of Chicago.