

**ADOPT A RENAISSANCE SCHOOL PERFORMANCE PLAN FOR  
DISNEY II MAGNET SCHOOL**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the Board adopt a Renaissance School Performance Plan attached as Attachment 1 for the Disney II Magnet School.

**HISTORY:**

On October 24, 2007 the Board approved a proposal to open the Disney II Magnet School ("Disney II") located at 3815 N. Kedvale as a Performance School serving grades Pre-K through 8 (Board Reports 07-1024-EX9 & 08-0326-EX10). The Board's Renaissance Schools Policy (Board Report 07-0627-PO4) states that Performance Schools are schools specially designated by the Board where the Board approves a Performance Plan setting forth specific standards for academic performance and a clear statement as to how the school will be held accountable. In exchange for higher accountability, Performance Schools are granted autonomy over various educational and operational issues. The specific degree of autonomy available to each Performance School is set out in each individual school's Performance Plan.

**DURATION OF PERFORMANCE PLAN:**

The Performance Plan for Disney II shall continue for five years beginning July 1, 2008 and ending June 30, 2013. During the final year of the Performance Plan, Disney II's status as a Performance School and their Performance Plan shall be subject to renewal by the Board. The Board may, at any time, rescind Disney II's status as a Performance School and the Performance Plan set out herein upon the school's failure to implement the educational plan set out in the Performance Plan, failure to make reasonable progress towards achieving the accountability requirements set out in the Performance Plan, failure to satisfy the requirements of the Performance Plan or any other reason set out in the Performance Plan.

**PERFORMANCE PLAN DESCRIPTION:**

The Disney II Performance Plan ("Plan") attached as Attachment 1 outlines the educational plan, operational structure, autonomies and accountability requirements for Disney II. The Plan includes the following key components:

<u>Grade Levels &amp; Enrollment Projections:</u>	2008-09: 210 students in grades Pre K, K, 1, 2 2009-10: 260 students in grades Pre K, K, 1, 2, 3 2010-11: 310 students in grades Pre K, K, 1, 2, 3, 4 2011-12: 360 students in grades Pre K, K, 1, 2, 3, 4, 5 2012-13: 410 students in grades Pre K, K, 1, 2, 3, 4, 5, 6
<u>Location:</u>	3815 N. Kedvale, Chicago, IL 60641
<u>Curriculum:</u>	Rigorous arts & technology based, modeled on Walt Disney Magnet School's proven curriculum.
<u>Student Policies:</u>	Disney II will follow all Board policies regarding students.
<u>Reporting Structure:</u>	Disney II will be assigned to the Area Instructional Office for oversight purposes.

Finance: Disney II will be funded on a per-pupil basis and will follow all CPS policies and on cash flow management, purchasing, payroll and audits.

Board Policies & Rules: Disney II will comply with all Board Policies and Rules in the operation and administration of the school. Disney II may in the future opt-out of the Board Policies listed in Table III of the attached Plan, upon notice to the CEO.

Academic Accountability: Disney II shall be evaluated in accordance with the Board's "Remediation and Probation" Policy as may be amended and the accountability plan that is incorporated into the Performance Plan.

**EVALUATION:** Disney II shall be evaluated annually by the Chief Executive Officer or designee based on the criteria set out in this Performance Plan. The Chief Executive Officer shall report annually on each Performance School's performance and shall rate each school's performance.

**PERSONNEL IMPLICATIONS:** Performance Schools are operated by CPS and employ CPS teachers and staff. Performance Schools are subject to the collective bargaining agreements between CPS and the Chicago Teachers Union and other labor organizations, including the waiver provisions of those agreements.

**Approved:**

*Barbara Eason-Watkins*

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**Barbara Eason-Watkins**  
Chief Education Officer

**Respectfully submitted:**

*Arne Duncan*

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**Arne Duncan**  
Chief Executive Officer

**Within Appropriation:**

*Pedro Martinez*

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**Pedro Martinez**  
Chief Financial Officer

**Approved as to Legal Form** *[Signature]*

*Patrick J. Rocks*

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**Patrick J. Rocks**  
General Counsel

**Attachment 1**

**PERFORMANCE PLAN FOR THE DISNEY II MAGNET SCHOOL**

**I. GENERAL**

**A. Scope of the Plan, Exhibits Incorporated by Reference**

The Board has created the Disney II Magnet School ("Disney II") which is an operating unit of the Board pursuant to its authority under the Illinois School Code to create and operate schools. The relationship between the Board and the Disney II is statutory and not contractual.

Disney II will operate under the terms of this Performance Plan and all applicable Board Reports related to the formation and operation of Disney II.

The Board desires to provide Disney II with certain autonomies with respect to its educational mission and operations. In addition, the Board will require additional accountability of Disney II above that generally required of Chicago Public Schools that do not operate under Performance Plans.

The Performance Plan for Disney II consists of the following:

1. This Performance Plan and all exhibits to the Plan
2. All Board policies and rules which the Board has not waived for Disney II
3. All applicable laws and regulations
4. The Board Reports through which the Board created Disney II, defined its attendance boundaries, if any, established its governance structure and authorized this Performance Plan.

**B. Term of Plan**

This Plan shall commence on July 1, 2008 and shall expire at midnight, June 30, 2013, unless terminated or extended pursuant to the terms hereof.

**C. Terms and Conditions**

Disney II has expressly agreed that the School Description, attached as Exhibit A, sets forth the overall goals and educational program of Disney II. Disney II acknowledges and agrees that its School Description is an integral part of this Plan, and the Board shall have the right to hold Disney II responsible for all information, representations and statements contained in the School Description. The School Description, however, is not a complete statement of each detail of Disney II's operation. To the extent Disney II desires to implement specific policies, procedures or other specific terms of operation that supplement or otherwise differ from those set forth in the School Description, Disney II shall be permitted to implement such policies, procedures, and specific terms of operation, provided such policies, procedures and terms of operation are consistent with all applicable laws and regulations, Board policies and rules unless otherwise specifically waived by the Board, the Policy to Establish Renaissance Schools Policy ("Renaissance Schools Policy") as amended, all Board consent decrees and settlement agreements, and the goals, standards and general operational policies set forth in the School Description.

**II. EDUCATIONAL PROGRAM**

**A. Mission Statement**

Disney II Magnet School shall operate under the mission and vision statements set forth below, and such mission statement is hereby accepted to the extent that it is consistent with the declared

purposes of the Board of Education as stated in the Renaissance Schools Policy and all applicable Board policy and rules as further defined in this Plan.

Mission: Disney II will provide a rigorous and relevant curriculum in a nurturing and inclusive community whose members – parents, teachers, and students – support each other’s intellectual and emotional growth. The school aims to replicate the success of the Walt Disney Magnet School, where a highly positive and disciplined school culture facilitates an empowering academic program. Through meticulous planning of a standards-based curriculum and implementation of effective instructional strategies, the school will forge its foundation with concerted community effort on four fronts: (1) the clear articulation and persistent pursuit of high expectations, (2) the fortifying integration of arts and technology across all subjects and activities, (3) the consideration and celebration of diversity, and (4) the creation of a professional learning community wherein curiosity is kindled and knowledge is sought and valued. Disney II will empower students to contribute to the future of America with a global perspective.

B. Curriculum

Disney II shall operate a high quality instructional program serving the educational needs of the students enrolled. Disney II shall implement a rigorous arts and technology-based curriculum consistent with the School Description and Renaissance Schools Policy and as otherwise modified or supplemented herein.

Disney II’s curriculum is designed to effectuate student mastery of the skills necessary to transition successfully from elementary to high school. Accordingly, the curriculum not only aligns with the Illinois Learning Standards, but also aims to inspire greater imaginative interaction with content. This will enable students to utilize their developing skill sets to probe for deeper levels of understanding and to attain higher levels of achievement. The curriculum will capture every student’s creative impulses through direct exposure to arts and technology.

Disney II will use the existing literacy program at the existing Disney Magnet School as a basis for its language arts curriculum. This rigorous literacy program will consist of a balanced approach that integrates best practices in language arts to satisfy the needs of a diverse student population. This literacy program will be complemented by approaches and activities that promote the exercise of acquired skills, including authentic literature. The result will be a continuum for mastery of basic skills toward greater student independence, more textured comprehension of texts, and creative use of language.

The mathematics curriculum at Disney II will diverge from Disney Magnet School to capitalize on the relative curricular autonomies afforded to Renaissance 2010 performance schools. Accordingly, Disney II will use Everyday Mathematics as its core program in grades Pre-K through 5, and the affiliated Connected Mathematics in grades 6 – 8.

The science and social studies curriculum will be closely aligned to the Illinois Learning Standards while seeking to move students beyond acquisition to creative application of skills. Disney II’s educational plan groups these subjects because they will both employ project – based learning, building on students’ curiosity and providing opportunities to learn by doing. The curricula will build off of three key components: (1) connection to the students’ immediate world, (2) utilization of multimedia tools, and (3) student empowerment in the process.

C. Student Population

1. Age, Grade Range. Disney II shall provide instruction to 190 pupils in Pre K - 2<sup>nd</sup> grade in the 2008-2009 school year. In subsequent years the school will add one grade each year until the school serves grades Pre K through 8<sup>th</sup> grade with a total enrollment of up to 490 students.
2. Enrollment. Enrollment at Disney II shall be based on a citywide magnet application process set out in the Options for Knowledge guide. In the event that the number of

eligible applicants exceeds the school's enrollment capacity, applicants shall be selected by random computerized lottery. For the 2008-2009 school year, a special magnet application process was held in the spring 2008 for seats at the school.

2008-09: 210 students in grades Pre K, K, 1, 2  
2009-10: 260 students in grades Pre K, K, 1, 2, 3  
2010-11: 310 students in grades Pre K, K, 1, 2, 3, 4  
2011-12: 360 students in grades Pre K, K, 1, 2, 3, 4, 5  
2012-13: 410 students in grades Pre K, K, 1, 2, 3, 4, 5, 6

D. Performance Assessment

1. Goals, Objectives, Pupil Performance Standards. Disney II shall pursue and make reasonable progress toward the achievement of the goals, objectives and pupil performance standards consistent with the Accountability Plan described in Section VIII of this Plan, provided that such goals, objectives and pupil performance standards shall at all times remain in compliance with the Illinois School Code.
2. Evaluation of Pupils. Disney II's plan for evaluating pupil performance, the types of assessments to be used, the timeline for achievement of performance standards, and the procedure for taking corrective action in the event that pupil performance at Disney II falls below those standards, shall be consistent with the School Description and all applicable Board rules and policies and as further described in Section VIII hereof.

E. Calendar and Scheduling

1. School Days and Hours of Operation. At inception, Disney II Magnet School will employ an open campus model with a minimum teacher school day of 8:30 a.m. to 3:30 p.m. school day. Teachers will commit to after-school training and activities with students, staff and community. Students' standard school day will be from 9:00 a.m. to 3:30 p.m. After-school programming will be established to provide tutoring, instructional activities, enrichment activities and/or social center activities to students.
2. School Calendar. At inception, Disney II will follow CPS' standard 10-month academic calendar from August to June with a summer school program in July and August. For every academic year thereafter in which this Plan is in effect, and no later than January 1<sup>st</sup> preceding beginning the next academic year, Disney II shall submit to the Chief Education Officer or designee its proposed school calendar for such academic year and the following summer session. Disney II will follow the standard CPS school calendar unless an alternate calendar is approved in accordance with the established procedures applicable to all Chicago Public Schools.
3. Waiver Requirements. Any proposal to establish days or hours of operation or a school calendar that would require members of a collective bargaining unit to work on a schedule that differs from that set forth in the applicable collective bargaining agreement is subject to the acquisition of a waiver pursuant to the agreement's procedures for waiver.

F. Discipline

Disney II will apply the Student Code of Conduct adopted by the Board

G. Bilingual Education

Disney II is subject to all Board rules and policies regarding bilingual education services and is required to provide services to its students pursuant to those rules and policies.

H. Specialized Services

Disney II shall provide services and accommodations to students with disabilities in accordance and compliance with (i) the Individuals with Disabilities Improvement Act of 2004 (20 U.S.C. '1401 et seq.); (ii) that certain document prepared by the Board and approved by the State Board entitled "A Procedural Manual Educating Children with Disabilities in Chicago Public Schools", revised edition 2002, as amended, which document is incorporated herein by reference; (iii) any and all Federal consent decrees and court orders applicable to children in the Chicago Public Schools, including, but not limited to, Corey H, 92 C 3409; (iv) any and all service bulletins issued by the Board's Office of Specialized Services and (v) any other Board rules, policies or directives related to specialized services.

I. Homeless children

Disney II is subject to all Board rules and policies regarding services to students who are homeless and is required to provide services to its students pursuant to those rules and policies and all applicable federal and state laws and regulations. Disney II also is subject to the settlement agreement in Salazar v. Board of Education.

J. Pupil Transportation

Disney II shall meet the transportation needs of its students as required by Board rules and policy, by applicable federal and state law and regulation, and by any consent decrees or settlement agreements to which the Board is a party and which require transportation of students. To the extent Disney II is required to supply transportation, it shall acquire these services from the Board at rates established by the Board.

**III. GOVERNANCE**

A. Interim Governance

1. Disney II shall establish an Interim Advisory Committee ("IAC") by the first day of school and in any event, no later than December 1 of the school's first year.
2. Disney II will operate with an Interim Advisory Committee until a permanent governing body is established.
3. The IAC shall serve only in an advisory role.

B. Permanent Governance – Local School Council

If the Board does not hereafter classify Disney II as a small or alternative school, the school will operate with an elected Local School Council.

1. The election will be held on the date of the first regularly scheduled LSC election after the school year in which the school begins to serve a majority of grade levels approved for Disney II (For example, if a school is authorized to operate grades K-8, the election would be held on the date of the first regularly scheduled LSC election after the school began to serve students in the fourth grade.)
2. The membership, composition, method of filling vacancies, the duties and responsibilities for an elected LSC shall be governed by the Illinois School Code, 105 ILCS 5/34-2.2 and 2.3 and any applicable Board policies.

If the Board hereafter classifies Disney II as a small or alternative school, the school will operate with an appointed Local School Council which shall be established in accordance with the Board's Policy on the Governance of Small and Alternative Schools or as otherwise specified by the Board.

**IV. FACULTY AND ADMINISTRATION**

**A. Teacher recruitment, hiring, evaluation and dismissal**

The recruitment, hiring, evaluation and dismissal of teachers shall be governed by State law, the Renaissance Schools Policy, any applicable collective bargaining or other agreements and any applicable waivers to those agreements, and all Board personnel rules and policies.

**B. Principal qualifications, selection and removal**

Disney II principal must meet applicable state certification and Board principal qualification requirements. Disney II will be managed by an interim principal selected by the Chief Executive Officer until a permanent governing body is formed.

Once a permanent governing body is formed, its duties and responsibilities with respect to principal selection will be defined by applicable state law and board policies.

**C. Comprehensive School Management or Operations Contracts**

No entity or party other than Disney II may provide comprehensive school management or operations except upon the prior approval of the Board. A Performance School seeking to enter into any contract for operations services to be performed in substantial part by an entity not identified in this Plan, must be a participant in the Department of Operations self-directed program.

**D. School Oversight**

Disney II has elected to obtain administrative support through the CPS Area Instruction Officer (AIO). The AIO will provide school oversight and furnish support services to Disney II.

**E. School Improvement Plan**

The Principal shall establish a School Improvement Plan for Disney II in accordance with standard CPS practices and the requirements of Illinois School Code. The School Improvement Plan is subject to approval by the local school council except when otherwise specified by applicable Board Policy or Board action.

**V. APPLICABLE LAW AND COMPLIANCE REQUIREMENTS**

**A. Compliance with Laws and Regulations**

Disney II shall operate at all times in accordance with the Constitution of the United States and the Constitution of the State of Illinois, the Renaissance Schools Policy, the Illinois School Code, all applicable Federal and State laws and regulations, and all Board rules and policies unless specifically exempted by the Board. Disney II shall not discriminate on the basis of disability, race, creed, color, sexual orientation, gender, national origin, religion, ancestry, marital status, homeless status, the need for special educational services, or any other classification protected by law or Board policy.

Disney II shall also comply with all Board policies and rules, except those identified in the in the Accountability Plan attached as Exhibit B. By adoption of this Plan, the Board specifically waives the application of the specific policies listed in Exhibit B to Disney II.

Board policies and rules adopted after the adoption of this Plan shall be deemed to apply to Disney II unless application is expressly waived by the Board.

B. Compliance with Plan.

Disney II shall operate at all times in accordance with the terms of this Plan, including the Accountability Plan attached hereto as Exhibit B, and all other Exhibits attached hereto.

**VI. FACILITY**

Disney II shall be located at 3815 N. Kedvale, in a building that complies with all applicable occupancy permits and health and safety requirements. Although the Board retains responsibility for compliance with applicable permits and regulations, Disney II must take reasonable steps to assist and ensure compliance.

If Disney II will occupy a shared facility, Disney II shall comply with the Shared Facility Policy, 05-0126-PO1, as may be amended.

**VII. FINANCIAL OPERATIONS AND AUDITS**

A. Financial Management

Disney II shall comply with the Board's Internal Accounts Manual and all other Board rules and policy governing the management and accounting of funds

B. Budget

Disney II shall prepare and provide to the Board a copy of its annual budget for each fiscal year by no later than May 1 of such fiscal year and shall provide regular budget information, including the school's internal accounts revenue and expenditures to the Board on a monthly basis. The fiscal year for Disney II shall begin on July 1 of each year and end on June 30 of the subsequent year.

C. Distribution of Funds

Disney II shall receive funding based on per pupil budgeting. Each school shall be notified of the per pupil allocation and formula to be used on an annual basis. The school will also receive additional categorical fund, general state aide, NCLB and other funds based on the school's student population in accordance with standard CPS practices.

D. Refund of Unspent Funds

In the event this Plan is terminated or is not renewed by the Board, any unspent funds are subject to recapture by the Board. This provision is not a limitation on the Office of Budget and Management or other Board departments with respect to any other recapture of funds permitted by Board rules or policies.

E. Outside Funding

Disney II may accept gifts, donations or grants, provided that all such gifts, grants and donations are accepted in compliance with applicable law, Board rules and policy and the terms of this Plan.

F. Management and Financial Controls

At all times, Disney II shall maintain appropriate governance and managerial procedures and financial controls which procedures and controls shall include, but not be limited to: (1) generally accepted accounting methods; (2) a checking account; (3) procedures for the creation and review of monthly and quarterly financial reports, which procedures shall specifically identify the individual who will be responsible for preparing such financial reports in the following fiscal year; and (4) internal control procedures for cash receipts, cash disbursements and purchases.



**G. Annual Audits**

The Board may conduct a Financial Statement and Internal Account Audit (collectively, the "Financial Audit"), on Disney II by July 15<sup>th</sup> of each year of this Plan. The Financial Audit may include:

1. An opinion on the financial statements (and Supplementary Schedule of Expenditures of Federal Awards, if applicable) and
2. A report on compliance and on internal control over financial reporting based on an audit of financial statements performed in accordance with the Internal Accounts Manual and other applicable Board rules and policies.

Financial Audits shall be made available no later than November 1 of each year during the term of this Plan, beginning with November 1, 2009.

**H. Attendance**

Disney II shall maintain accurate enrollment data and daily records of student attendance and shall provide enrollment and attendance data to the Board on a daily basis. Disney II shall provide the Board with current enrollment and attendance data via the Board's student information system. Such enrollment and attendance data shall be maintained and updated on the student information system daily by Disney II. The Board shall provide Disney II with the necessary student information system access, software and training to allow Performance School personnel to use the Board's student information system and input enrollment/attendance data.

**I. Withholding of Funds**

In the event Disney II fails to submit to the Board any documents or information required under this Plan, or fails to follow any procedures and policies set forth in this Plan, the Board may restrict access to Disney II's funding lines, providing that the Board gives Disney II written notice enumerating the specific failure(s). Upon Disney II's compliance with any such failure(s), the Board shall reinstate access to Disney II's funding. Repeated violations of this paragraph may be cause for the Board to terminate this Plan.

**VIII. ACADEMIC ACCOUNTABILITY AND EVALUATIONS.**

**A. Accountability Plan**

Disney II shall be held accountable by the Board in accordance with the Accountability Plan contained in Exhibit B. Due to potentially sweeping changes regarding testing requirements and other accountability standards that may occur because of the enactment of the No Child Left Behind Act or other laws or mandates, the Accountability Plan attached as Exhibit B hereto is subject to change.

**B. Standardized Tests**

Disney II shall administer such standardized tests of academic proficiency as are provided for in the Board's policies and procedures, and shall participate in State assessments required by Section 2-3.64 of the Illinois School Code.

**IX. RENEWAL AND TERMINATION OF PERFORMANCE PLAN**

**A. Renewal of Performance Plan; Failure to Renew**

On or before the date set by the Chief Executive Officer ("CEO"), Disney II shall provide a written proposal to the Board setting forth proposed terms of renewal of this Plan. The renewal proposal

of Disney II shall contain the most recent annual report and financial statement of Disney II. The written proposal may contain proposed changes to this Plan that Disney II desires to incorporate into the renewed plan.

The Board shall provide written notice to Disney II indicating whether, and upon what conditions, it is willing to renew the Performance Plan, including any modified terms proposed by the Board. If Disney II does not agree to the terms of the renewal, the Board may, at its option, refuse to renew the Plan.

The Board may also refuse to renew the Plan upon a finding that any cause for termination exists under Section IX B. hereof.

**B. Termination of Performance Plan**

The Board may terminate or modify this Plan, if the Board finds that Disney II did any of the following, or otherwise failed to comply with the requirements of the Renaissance Schools Policy or this Plan:

1. Committed a material violation of any of the conditions, standards, obligations or procedures set forth in this Plan including the Accountability Plan; or
2. Failed to meet or make reasonable progress toward achievement of the content standards or pupil performance standards identified in this Plan or in the Accountability Plan; or
3. Failed to meet generally accepted standards of fiscal management; or
4. Materially violated any provision of law or policy from which Disney II was not exempted; or
5. Failed to secure a signed certification from the duly appointed or elected governing body expressing agreement to the terms and provisions of this Plan as set forth in Section III herein; or
6. Meets criteria for closing (for academic or non-academic reasons) under the Closing of Schools Policy, 07-0523-PO2, as amended or otherwise modified.

**C. Reservation of rights and obligations under law.**

Nothing in this Performance Plan shall be read to limit the Board's rights and obligations under applicable law.

## EXHIBIT A

### **SCHOOL DESCRIPTION**

Board Report 07-1024-EX9 and 08-0326-EX10 establishing the school and any amendments or modifications thereto are hereby incorporated by reference as if set forth fully herein and collectively, with the text below constitute the School Description. The School Description of Disney II is as follows:

#### Mission & Vision Statement:

The Mission of Disney II Magnet School is to provide a rigorous and relevant curriculum in a nurturing and inclusive community whose members – parents, teachers, and students – support each other’s intellectual and emotional growth. The school aims to replicate the success of the Walt Disney Magnet School, where a highly positive and disciplined school culture facilitates an empowering academic program. Through meticulous planning of a standards-based curriculum and implementation of effective instructional strategies, the school will forge its foundation with concerted community effort on four fronts: (1) the clear articulation and persistent pursuit of high expectations, (2) the fortifying integration of arts and technology across all subjects and activities, (3) the consideration and celebration of diversity, and (4) the creation of a professional learning community wherein curiosity is kindled and knowledge is sought and valued. Disney II will empower students to contribute to the future of America with a global perspective.

#### Additional Program Information

Disney II’s learning environment reflects its commitment to rigorous academic programs, arts and technology integration, and student-based learning. The school’s goal is to stimulate students’ curiosity and provide them with the means to pursue specific interests. Classroom libraries will contain diverse cultural content, multiple genres and will serve students at varied reading levels. Environmental print (labeling, word walls, authentic student work, and teacher-made posters) will be evident throughout the school. Children’s art will be prominently displayed and computers will be plentiful. Each classroom will house learning centers with content-specific readings to support the integration of curriculum and engage students in critical thinking, problem solving, and collaboration. Again, the school culture and climate will play an important role in helping to establish a learning environment conducive to increased levels of student achievement and teacher stakeholder satisfaction.

The integration of arts and technology will be a powerful force to drive student learning and to make the daily work of the proposed school fun, as it is at the existing Disney Magnet school. Arts and technology will be integrated across the proposed school’s curriculum and will be used as tools to accommodate individual learning styles and promote creative expression. Both focuses allow for high degrees of individualization and customization for students at all levels. Arts and technology overlap to constitute the weave of tapestry that strengthens and brightens the proposed school’s academic program. Disney II and the existing Disney Magnet school will ultimately work together to leverage existing partnerships with arts and technology-based organizations and to continually improve upon related projects in both schools.

Disney II has also set the following goals for their first five years of operation:

- The percentage of the students that will move at least three steps during a given school year will increase by 10% annually, by using the Strategic Teaching and Evaluation of Progress (STEP) metric program.
- Student achievement will increase by 8% each year in reading, mathematics and science, resulting in 83% meeting or exceeding the Illinois Learning Standards when the school reaches full capacity.
- At capacity Disney II will maintain a 95% parent satisfaction rating, and at least 96% attendance rating.

**EXHIBIT B**

**ACCOUNTABILITY PLAN FOR  
DISNEY II MAGNET SCHOOL**

The Board of Education ("Board") and the Disney II Magnet School ("Disney II") have determined that it is in the best interests of the Board, the Disney II students, parents and the public to articulate clear standards for Disney II and to annually inform the public about the level of achievement of Disney II with respect to those standards. It is also the Board's intent to use data from this Accountability Plan to decide on the renewal of Performance Schools beyond the initial five year performance period.

The Board may delegate its authority to perform the functions described herein to appropriate departments or contracting entities.

Disney II shall be evaluated annually in accordance with this Accountability Plan including but not limited to the following categories:

- A. Student Performance
- B. Financial Management
- C. Compliance with Applicable Laws and Policies
- D. Special Education

Disney II's Student Performance indicators are defined and will be measured in accordance with the Board's School Performance, Remediation and Probation Policy in effect during each year of the Performance Plan and the Board's Renaissance Schools Policy, as may be amended or otherwise modified. Indicators for categories B – D are defined as follows:

- Financial Management:      Balanced Budget  
  Financial Practices
  
- Compliance:                 Relevant Laws & Regulations  
  Reporting Obligations
  
- Special Education:         Report Card Indicators

The Board may publish other performance indicators and or additional evaluation categories for a school as required by law or determined to be in the best interest of the public. The Accountability Plan is subject to change based on changes in Board policy, and Illinois and federal laws and regulations. Any changes to the above mentioned indicators will be reported to the school annually.

**A. Student Performance**

The intent of the Student Performance section is to provide a multi-faceted understanding of student performance at Disney II upon which Disney II's academic performance will be evaluated. Student Performance will be evaluated based on a series of common indicators that evaluate student performance, progress and gains as defined in the Board's School Performance, Remediation and Probation Policy in effect during each year of the Performance Plan and the Board's Renaissance Schools Policy, as either may be amended or otherwise modified.

Disney II shall participate fully in all required state and local testing and assessments and maintain all necessary records to allow for the effective administration of the accountability system.

Disney II has also set the following individual goals for their first five years of operation:

- The percentage of the students that will move at least three steps during a given school year will increase by 10% annually, by using the Strategic Teaching and Evaluation of Progress (STEP) metric program.

- Student achievement will increase by 8% each year in reading, mathematics and science, resulting in 83% meeting or exceeding the Illinois Learning Standards when the school reaches full capacity.
- At capacity, Disney II will maintain a 95% parent satisfaction rating, and at least 96% attendance rating.

The outcome of these goals will not be used as criteria to evaluate Disney II's academic performance.

Disney II will be required to annually report to the Chief Executive Officer on their preceding year's performance by August 1. The Board reserves the right to audit results in any manner that establishes the validity and integrity of the results. The use of unique standards and assessments shall not affect Disney II's obligation to comply with the ISAT assessments or any other assessment required by the Board for all public schools.

**B & C. Financial Management & Compliance**

*(1) Financial Management & Compliance Indicators*

<b>Indicator</b>	<b>High</b>	<b>Middle</b>	<b>Low</b>
<b>Balanced Budget:</b> 1) Prior – year balanced budget successfully implemented 2) Realistic current – year balanced budget plan	Both budgets balanced	Current – year budget balanced. Prior-year budget not balanced	Current – year budget not balanced, even if prior year budget was balanced
<b>Financial Practices:</b> audited financial statements, internal controls	All in good standing and no findings	Any minor findings	Any repeated finding
<b>Compliance with Relevant Laws/Policies</b>	No Findings	Any minor finding(s)	Any repeated finding; any major finding
<b>Reporting Obligations</b>	No findings	Any minor finding(s)	Any repeated finding; any major finding

Where appropriate to Disney II, the following items shall be reviewed, evaluated, and presented as part of the Reporting Obligations Indicator:

- Open Meetings Act (5 ILCS 120/1.01 *et seq*);
- Student Records Act (105 ILCS 10);
- School Improvement Plan (105 ILCS 5/34-2.4)
- The school's governance structure; and
- The school's designated or approved enrollment process

Disney II shall be evaluated annually by the Chief Executive Officer or designee on the criteria set out herein. The Chief Executive Officer shall report annually on Disney II's performance.

In general, a finding will be considered Major if it indicates a deliberate act of wrongdoing or reckless conduct, causes a loss of confidence in the abilities or integrity of Disney II, or seriously jeopardizes the continued operation of Disney II. Classification of a finding as Major shall be the sole discretion of the Board.

*(2) Applicability of CPS Policies*

It is the goal of the Policy to Establish Renaissance Schools, where practicable and to the extent allowable under law, to exempt Performance Schools from applicable laws and Board policies and regulations so that the school may design and implement an education program that more precisely fits its particular educational mission. To that end, the Board has included in the Compliance Indicator only those items the district, by approval of this Accountability Plan and accompanying Performance Plan, either cannot permit Performance Schools to waive, or where exemption would be impracticable or

contrary to the Board's obligation to protect the welfare and safety of students and employees. Any Board policies or rules adopted following Board approval of this Accountability Plan shall be deemed to apply to contract and performance schools unless specifically exempted.

Disney II shall abide by all applicable laws and Board Policies and Rules except as described below.

Where Disney II has opted out of one or more of the policies listed in Table III, Disney II must notify the CEO or designee no later than July 1 prior to the school year. The CEO will report this information to the Board in a timely manner.

**Table III**

No.	Policy Name	Option
401.13	Strategic Sourcing	School may opt out of this policy
403.5	Establish Comprehensive Policy Regarding Sharing Lease Income from School Property	School may opt out of this policy
506.1	Full-time Consultants	School may opt out of this policy
512.1	Teacher Appreciation Day	School may opt out of this policy
601.2	Homework Policy	School may opt out of this policy
801.1	Personal Relationships in the Schools and Community	School may opt out of this policy

Where Disney II has opted to create an alternate policy to those policies listed in Table III or Table IV below, such policy must be submitted to the CEO and must be approved as a legal form by the General Counsel by July 1 prior to the school year. The CEO will submit the alternative policies to the Board for approval in a timely manner. Policies listed in Table III and Table IV represent the Board's current policy status and may change based on the Board's future revision and creation of new policies.

**Table IV**

No.	Policy Name	Option
102.4	Rights and Responsibilities of Parents and Students	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
407.3	Snack Vending Policy	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
601.7	Fine Arts Standards	School may opt out of this policy but must have an alternate policy that complies with Illinois Goals and Standards in providing Fine Arts programs
602.1	Organization and Staffing of Elementary Schools	School may opt out of this policy but must have an alternate policy that complies with Illinois Certification and NCLB Highly Qualified Requirements
603.3	World Language Goals and Standards	School may opt out of this policy but must have an alternate policy that complies with Illinois Goals and Standards in providing World Language programs
604.4	Purchase and Replacement of Textbooks and Instructional Materials	School may opt out of this policy, but must have an alternate policy that complies with funding source requirements
605.1	High School Promotion Policy (if applicable)	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
605.2	Elementary School Promotion Policy	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
605.3	Minimum High School Graduation Requirements	School may opt out of this policy, but must have an alternate policy that complies with legal requirements
605.9	Physical Education for Students Enrolled in Grades 11 and 12	School may opt out of this policy, but have an alternate policy that complies with legal requirements

704.4	Policy on Domestic Violence, Dating Violence and Court Orders of Protection, Restraint or No Contact	School may opt out of this policy, but must have an alternate policy
706.2	Report Card Distribution	School may opt out of this policy but must have an alternate policy

**D. Special Education**

Disney II must comply with all Board rules and policies related to the education of students with disabilities and all requirements of the consent decree in the Corey H. litigation.

**E. Performance Reviews**

The Board shall hold Disney II accountable in all of the categories established in this plan (Student Performance, Financial Management, Compliance, and Special Education) through the indicators outline or referred to in this Accountability Plan.

Failure to meet any of the indicators in any of the categories constitutes grounds for Board intervention, including targeted site visits by teams of individuals with expertise in the area(s) of concern. After the site visit, the team will produce a report of their findings. The school may be required to submit to the Board a corrective action plan that addresses the area(s) of concern. The administration will respond, if necessary, in writing and set a time for a follow-up visit. If satisfactory progress as determined by the Board has not been made at the time of the follow-up visit, the team will report its findings and detail additional interventions that may be appropriate. At all times, the school remains an operating unit of the Board and nothing in the accountability plan limits the Board's authority under applicable laws.