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Overview

What is the CPS Performance Policy?
The Performance, Remediation and Probation Policy is the District’s school accountability policy. Its purpose is to effectively and fairly measure school performance, and to determine which schools, if any, need to be placed on academic probation.

Is the Performance Policy the same thing as AYP?
The Performance Policy is not related to AYP. While both are a measure of school performance, the CPS Performance Policy incorporates a wider range of metrics and is used to determine probation status. AYP is calculated by the Illinois State Board of Education (ISBE) to evaluate school performance under the No Child Left Behind Act (NCLB). A document describing the differences between AYP and the CPS Performance Policy can be found at: http://research.cps.k12.il.us/cps/accountweb/accountability/policy.

Assigning Ratings

How is my Performance Policy score determined?
Under the CPS Performance Policy, schools earn points for their current performance, trend over time, and student growth on a variety of metrics. The Office of Performance website offers a PowerPoint presentation on how scores are calculated, as well as an Excel document that calculates ratings based on data inputted by the user. These resources can be found at: http://research.cps.k12.il.us/cps/accountweb/accountability/policy.

How are ratings determined under the Performance Policy?
Based on the percentage of points earned, schools are awarded one of three ratings:

- Level 1 (Excellent Standing): Elementary schools receiving at least 71% of available points and high schools receiving at least 66.7% of available points.
- Level 2 (Good Standing): Elementary schools receiving between 50-70.9% of available points and high schools receiving between 44% and 66.6% of available points.
- Level 3 (Probation): Elementary schools receiving less than 50% of available points and high schools receiving less than 44% of available points.

What is the minimum performance standard?
Elementary schools with an ISAT composite score less than 50% and high schools with a PSAE composite score less than 10% are placed on probation. All other schools receive a probation status based on the level achieved.

Are ELL students included in my data?
The Performance Policy currently excludes students in ELL program years 0 through 5 from ISAT and PSAE metrics.

What are “Current Status” metrics?
Current Status measures the school’s most recent performance. It is the average score over the two most recent years for the metric. If the school does not have two years of data, only the most recent year’s score is used.
What are “Trend” metrics?
Trend measures the difference between the school’s most recent score and the preceding three-year average. If the school does not have three years of historical data, a two-year average will be used.

What are “Growth” metrics?
Growth measures the academic growth of individual students from one year to the next on standardized tests. For elementary schools, growth is measured by the Value-Added metric. For high schools, growth is measured by the EPAS Gains metric.

How many points are available?
Schools can earn up to 42 points. Most metrics are worth up to three points, with the exception of the PSAE Meets/Exceeds metrics, which are worth up to one point each.

What happens if my school does not have data for all metrics?
If the school does not have data for metrics, those metrics will not be used in the Performance Policy scoring. The school will be evaluated on the percent of points earned using the metrics available to that school. To receive a rating, an elementary school must have at least 27 available points. High schools must have at least 21 available points overall, and at least 6 available points each for Current Status and Trend metrics.

Probation

What happens if my school is placed on probation?
When a school is placed on probation, the school’s Chief Area Officer (CAO) or other designee of the CEO will work with the school to develop a probation plan. This plan may include changes to the school’s budget and school improvement plan (SIPAAA), curriculum improvements, or other interventions. The goal of these changes is to improve the school’s ability to provide high quality instruction to students. In some cases, more rigorous interventions, such as a school turnaround, principal removal, or school closing may be the best option to ensure that students at the school receive a high quality education.

How can my school be removed from Probation?
A school must achieve a Level 1 or Level 2 rating to be removed from probation. If the school has been on probation for two or more years, it must achieve a Level 1 or Level 2 rating for two consecutive years to be removed. There are additional requirements for schools where the Board has turned the school around or removed the principal.

How can I figure out what my school needs to achieve a Level 1 or Level 2 rating?
Use the Performance Policy calculator at https://research.cps.k12.il.us/cps/accountweb/Accountability/policy/. The calculator allows you to enter current data and projected data for the next two years. It will then show how many points will be earned and what rating the school will receive. Try entering different projected values to determine what progress your school must make to achieve the desired results.

Recent Changes to the Performance Policy

What’s new in the 2010-2011 Performance Policy?
The 2010-2011 policy includes the following changes:
1. Trend metrics for PSAE Meets/Exceeds and high school attendance have been reintroduced.
2. Schools in their first year of probation can be removed from probation in as little as one year.
3. The CAO Review has been removed from the policy.

What’s new in the 2011-2012 Performance Policy?
The 2011-2012 policy was passed at the same time as the 2010-2011 policy. In addition to the changes described above, the 2011-2012 policy includes students taking IB courses in the AP Enrollment and AP Success metrics. Students are counted in the AP/IB Enrollment metric if they are enrolled in at least one AP or IB course. Students are counted in the AP/IB Success metric if they receive a score of three or higher on an AP exam or receive a score of four or higher on an IB exam.
Data Discrepancies with Dashboard

Why does my Performance Policy data not match Dashboard in all cases?
In some cases, Dashboard uses a different methodology for calculating metrics than is used in the Performance Policy. The Performance Policy calculations are based on methodologies that have been used for the past several years in CPS. There are slight differences in how Dashboard pulls student files from IMPACT source systems, and in some cases, differences in how the metric is calculated.

Will there always be two calculations for each metric?
No. Going forward, Dashboard will be the source of data for the Performance Policy. It was not possible to calculate 2010-2011 Performance Policy results using Dashboard, because in many cases, Dashboard does not have four years of data. In order to calculate trend scores that use consistent data over time, it was necessary to calculate each metric in the Performance Policy using the “old” methodology. At the end of the 2010-2011 school year, Dashboard will have four years of consistent data for each metric, allowing for an accurate trend score. Therefore, starting with the 2011-2012 Performance Policy, metrics will be calculated solely from Dashboard data.

Should I use Dashboard or Performance Policy data for planning purposes?
In using the Performance Policy calculator to make plans, be sure to input Dashboard data into the historical data cells. This will provide accurate three-year averages from which baseline scores will be calculated. This may not match the data in your existing Performance Policy report.

What should I do if I find data quality problems?
If you notice any data quality issues or have more questions, you may e-mail dashboard@cps.k12.il.us.

For More Information

Who can I contact for more information?
For questions, contact Ryan Crosby in the Department of Performance Policy at rcrosby@cps.edu.