Message

From: Rebecca Wells [redacted]
Sent: 1/1/2018 5:44:36 PM
To: Single Story Inc Consultancy [singlestoryinc@gmail.com]; Beyer, Michael [msbeyer@cps.edu]
Subject: Re: Ogden diversity survey

Hey there!
Just to clarify, the group that wanted to see the survey is our Local School Council for Ogden, not the Steering Committee for the merger.

I agree with your rationale below for not sharing but I think it would be good if the Diversity Committee sent an email notifying the LSC about the survey launch date and the objective. It's a courtesy so they are not caught off guard – especially because some parents may reach out to the LSC with questions – "why are we doing this now?" "does this have to do with the merger?" Etc.

Mike – thoughts?

Rebecca Wells
[redacted]

From: Single Story Inc Consultancy <singlestoryinc@gmail.com>
Date: Thursday, December 28, 2017 at 2:18 PM
To: Rebecca Wells [redacted], "Beyer, Michael" <msbeyer@cps.edu>
Subject: Re: Ogden diversity survey

Hi Rebecca and Dr. Beyer,

After careful review of the survey and deliberation, Kellie and I thought it was best that we did not send the survey questions to members of the steering committee ahead of time for the following reasons:

1. Members of the Ogden community will have time to think about how they will respond to the questions on the survey ahead of time, which would offer invalid response data.
2. We (SSI) may send the message that the survey is open for feedback from the steering committee- the survey has already been designed for the purpose in which SSI was hired and created it, and should not be modified based on suggestions from members of the participating community. This again runs the risk of spoiling the objectivity of the survey.
3. The survey is owned by SSI and should not be distributed or shared with others. The survey is designed to be an objective tool issued by a non-bias third party, SSI. If the steering committee has access to it ahead of time, it runs the risk of skewing the design of the survey and if the question of whether anyone within the community had any say-so in the creation of this survey, the answer would in fact be yes. This is why the validity of the survey is important to protect.

The purpose of the survey is to collect raw data from participants about their perspective of the school's diversity efforts and to develop a framework that will help to strengthen a more inclusive learning involvement for a diverse community, especially as Ogden and Jenner prepare to merge. The survey stands as an unbiased tool.

Here are some features of the survey:

- There are 3 versions of the survey: Student, Parent, and Staff
- The survey contains approximately 100 questions- depending on how participants answer a specific set, there are follow-up questions to them.
- We anticipate the survey taking people 30 - 40 minutes to complete.
- Questions use the response categories of: Yes, No, I'm not Certain; Strongly Agree - Strong Disagree; Always - Never; Direct input
- Questions are grouped into 7 categories: experiences in classrooms, experience within the school community, experiences with staff, availability of resources, experiences with bias and discrimination; the school's culture and climate, overall school experience.

We can assure you and the steering committee that there is not a single question about the merger or even hinting about it on this survey, as that is not the purpose of this survey.

We hope this information can ease some of the worries and/or concerns of the committee.

On Thu, Dec 21, 2017 at 3:11 PM, Single Story Inc Consultancy <singlestoryinc@gmail.com> wrote:

> Hi Rebecca,
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> We will have the survey ready for review next week after the Christmas Holiday.
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> ~Kellie
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> On Thu, Dec 21, 2017 at 11:56 AM, Rebecca Wells [redacted] wrote:
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> > r.
> >
> > Rebecca Wells
> >
> > [redacted]

--
Brian Corley,
Founder & Chief Executive Officer

Single Story, Inc.

p: 773.236.2211
c: [redacted]
www.singlestoryinc.com

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Message

From: rwells7373[redacted]
Sent: 1/2/2018 2:26:11 PM
To: Heidi Wagman [redacted]; Thea Kachoris-Flores [redacted]; Beyer, Michael [msbeyer@cps.edu]
Subject: RE: After school tutoring program at Jenner

+ Mike

Mike, who is best for me to reach out to at West Campus for this? Start with BSU and Student Council?

Heidi, love love love this!

Sent via the Samsung Galaxy S® 6, an AT&T 4G LTE smartphone

-------- Original message --------
From: Heidi Wagman <[redacted]
Date: 1/1/18 11:23 PM (GMT-07:00)
To: Rebecca Wells [redacted] Thea Kachoris-Flores [redacted]
Subject: After school tutoring program at Jenner

Dear Rebecca and Thea,

I hope you had a great break and that your new year is off to a good start.

I am reaching out about this new after-school tutoring program at Jenner that Chicago Sinai is hoping to get off the ground at the end of this month. We had planned to use volunteers from Chicago Sinai and Walter Payton to serve as tutors. As I reported on our last call, when Dr. Shelton mentioned the tutoring program at the Jenner LSC meeting last month, Cheryl Nevins and the other CPS officials at the meeting (including Chief Metcalf) were excited and encouraged us explore getting some Ogden High School students involved as tutors. I have no idea if this is an option but wanted to get your thoughts and see if you could recommend someone at Ogden with whom I should speak.

We are still working out all the details of the program but here is some basic info:

It will be an 8-week session: **Tuesday, Jan. 23rd - Thursday, March 15th**. The program will run on **Tuesdays and Thursdays, 4:15-5:15 pm.** Volunteers can tutor on either or both days based on their interest and availability.

We are still finalizing the Orientation/Training dates but should have that firmed up in the next few days. I have suggested to Dr. Shelton that we do the Orientation on Tuesday, Jan. 16th and Thursday, Jan. 18th. It would be the same Orientation on both days in the hopes that at least one of those days would work for every tutor.

Dr. Shelton has asked Debbie Sheriff to coordinate the program. Debbie will be putting together the curriculum, matching the volunteers with students, coordinating all materials, and training the tutors. She will also be available at the first few weeks of tutoring sessions to check in with tutors, answer any questions and provide general support and guidance.

Chicago Sinai will be providing financial support for the program: purchasing all materials and providing snacks. I will generally be overseeing the volunteers - recruiting Chicago Sinai volunteers, coordinating volunteer's schedules, fielding questions that come up in between sessions, making myself available to tutors that want to share their thoughts or concerns, etc. Dharma will be recruiting and then serving as the liaison with the Payton students. If Ogden gets involved, it would be great to have someone in a similar role at Ogden.

If you think this is worthwhile, I'd appreciate your guidance as to how I can explore the possibility of getting Ogden High School students to serve as tutors in this program.

Thanks,

Heidi

Message

From: Beyer, Michael [msbeyer@cps.edu]
Sent: 1/2/2018 6:13:35 PM
To: [redacted]
CC: Heidi Wagman [redacted]; Thea Kachoris-Flores [redacted]; Ribaudo, Nicholas [ndribaudo@cps.edu]; David Castro [dacastro7@cps.edu]; Jonica Witherspoon [jswitherspoo@cps.edu]; Padilla, Alejandro [apadilla1@cps.edu]
Subject: Re: After school tutoring program at Jenner

Sounds great! Cc'ing David Castro and counselors who can share with students.

Michael Beyer, Ed.D., NBCT
Principal
The Ogden International School of Chicago

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24 West Walton Street
Chicago, Illinois 60610
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Sent: 1/2/2018 7:14:00 PM
To: Rebecca Wells [redacted]
CC: Single Story Inc Consultancy [singlestoryinc@gmail.com]
Subject: Re: Ogden diversity survey

I agree the committee should inform the LSC.

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To: Rebecca Wells [redacted], "Beyer, Michael" <msbeyer@cps.edu>
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Rebecca Wells

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Brian Corley,
Founder & Chief Executive Officer

Single Story, Inc.

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c [redacted]
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Appointment

From: Rebecca Wells [redacted]
Sent: 1/2/2018 8:16:24 PM
To: Beyer, Michael [msbeyer@cps.edu]

Subject: Talk

Start: 1/3/2018 4:00:00 PM
End: 1/3/2018 4:30:00 PM
Show Time As: Tentative

Recurrence: (none)

Message

From: Rebecca Wells [redacted]
Sent: 1/3/2018 2:46:35 PM
To: Single Story Inc Consultancy [singlestoryinc@gmail.com]
CC: Beyer, Michael [msbeyer@cps.edu]
Subject: Re: Ogden diversity survey

I think we have to hold on sending this out for a week. We still need to promote and find the time for the students to take the survey, etc.
A quick conf call to discuss?
r.

Rebecca Wells
[redacted]

From: Single Story Inc Consultancy <singlestoryinc@gmail.com>
Date: Tuesday, January 2, 2018 at 10:07 PM
To: Rebecca Wells [redacted]
Cc: "Beyer, Michael" <msbeyer@cps.edu>
Subject: Re: Ogden diversity survey

The student survey (5th - 12th grade) is 79 questions and the parent survey is between 79 - 85 questions. We need to decide on the delivery date to the community. Originally we thought about 1/9, which we are set to continue with but also want to leave enough time for effective communication to the community to assure a high volume of respondents. Let me know what you all are thinking.

In addition to the bullets I shared in my previous email, below is a few more ideas to consider using in your letter.

In many organizations, the benefits of diversity, equity, and inclusion are viewed as intangibles – good things to have, to do and to profess, but not necessarily the grounds of structured processes and accountability.
The data from **AMID** (**Assessment of Multiculturalism, Inclusion, and Diversity**) can convert thoughts, ideas, and assumed best practices into benchmarked numbers for real goal setting. Your evaluation will help shine a light on topics that include:

- Progress in meeting diversity, equity, and inclusion goals through diversity strategic planning
- Success in existing diversity and multicultural programs and initiatives
- Ogden's current level of inclusivity as perceived by multiple constituencies
- Areas of need, whether in curriculum, infrastructure, governance, or services
- Engagement processes that illuminate patterns, multiple perspectives, and opportunities for improvement

Again, I would consider adding this sort of language to the cover page of the AMID survey with signatures from Dr. Beyer and the LSC president.

Let me know if you have questions.

Be well,
Brian

On Tue, Jan 2, 2018 at 2:29 PM, Single Story Inc Consultancy <singlestoryinc@gmail.com> wrote:

> Sounds good. There are a few formatting edits to the survey that we will send out to you later this evening. We trimmed the survey down and reformatted it so that it would only take about 25 minutes to complete.

Also, I think Dr. Beyer should somehow have his voice heard in the letter as well, even if it's just a signature, just to communicate that school leadership is fully behind and in support of this initiative. Here are some suggested items to include in the letter to the community (more to come later when we share the survey formatting edits):

- Purpose and mission of this survey
- An emphasis placed on the aims of growth, goals, and use of this survey to inform a diversity strategic plan for the Ogden community
- Reassurance that the survey has nothing to do with the merger and that there are no questions about or eluding to it
- Inform the community that the school is working together with an outside consultancy, Single Story, Inc. that is not associated with CPS or the merger
- Signed by the principal and LSC president

When we send the email tonight with the final formatting pointers, we'll also include greater detail about the purpose of the survey that could be included in the letter.

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Hey there!

Just to clarify, the group that wanted to see the survey is our Local School Council for Ogden, not the Steering Committee for the merger.

I agree with your rationale below for not sharing but I think it would be good if the Diversity Committee sent an email notifying the LSC about the survey launch date and the objective. It's a courtesy so they are not caught off guard – especially because some parents may reach out to the LSC with questions – "why are we doing this now?" "does this have to do with the merger?" Etc.

Mike – thoughts?

Rebecca Wells

[redacted]

From: Single Story Inc Consultancy <singlestoryinc@gmail.com>
Date: Thursday, December 28, 2017 at 2:18 PM
To: Rebecca Wells [redacted], "Beyer, Michael" <msbeyer@cps.edu>
Subject: Re: Ogden diversity survey

Hi Rebecca and Dr. Beyer,

After careful review of the survey and deliberation, Kellie and I thought it was best that we did not send the survey questions to members of the steering committee ahead of time for the following reasons:

1. Members of the Ogden community will have time to think about how they will respond to the questions on the survey ahead of time, which would offer invalid response data.

2. We (SSI) may send the message that the survey is open for feedback from the steering committee - the survey has already been designed for the purpose in which SSI was hired and created it, and should not be modified based on suggestions from members of the participating community. This again runs the risk of spoiling the objectivity of the survey.

3. The survey is owned by SSI and should not be distributed or shared with others. The survey is designed to be an objective tool issued by a non-bias third party, SSI. If the steering committee has access to it ahead of time, it runs the risk of skewing the design of the survey and if the question of whether anyone within the community had any say-so in the creation of this survey, the answer would in fact be yes. This is why the validity of the survey is important to protect.

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We hope this information can ease some of the worries and/or concerns of the committee.

On Thu, Dec 21, 2017 at 3:11 PM, Single Story Inc Consultancy <singlestoryinc@gmail.com>wrote:

Hi Rebecca,

We will have the survey ready for review next week after the Christmas Holiday.

~Kellie

On Thu, Dec 21, 2017 at 11:56 AM, Rebecca Wells <[redacted]>wrote:

Hi there!

I hope this email finds you and Kellie well.

I am checking in on the survey. The LSC would like to see the Diversity survey prior to it going out. It was discussed at the last meeting. They just really want to make sure it's not a survey about the merger (ie., I am for or against the merger).

When will the questions be available for review?

We also need to craft the language for promoting it as we kick off the new year. Thanks.

r.

Rebecca Wells

[redacted]

--

Brian Corley,
Founder & Chief Executive Officer

Single Story, Inc.

p: 773.236.2211
c: [redacted]
www.singlestoryinc.com

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Message

From: Rebecca Wells [redacted]
Sent: 1/3/2018 5:28:11 PM
To: Single Story Inc Consultancy [singlestoryinc@gmail.com]
CC: Beyer, Michael [msbeyer@cps.edu]
Subject: Re: Ogden diversity survey

Will kids be able to take this within 30 minutes? That is the max amount of time we will be able to do in a day.
r.

Rebecca Wells
[redacted]

From: Single Story Inc Consultancy <singlestoryinc@gmail.com>
Date: Tuesday, January 2, 2018 at 10:07 PM
To: Rebecca Wells [redacted]
Cc: "Beyer, Michael" <msbeyer@cps.edu>
Subject: Re: Ogden diversity survey

The student survey (5th - 12th grade) is 79 questions and the parent survey is between 79 - 85 questions. We need to decide on the delivery date to the community. Originally we thought about 1/9, which we are set to continue with but also want to leave enough time for effective communication to the community to assure a high volume of respondents. Let me know what you all are thinking.

In addition to the bullets I shared in my previous email, below is a few more ideas to consider using in your letter.

In many organizations, the benefits of diversity, equity, and inclusion are viewed as intangibles – good things to have, to do and to profess, but not necessarily the grounds of structured processes and accountability.
The data from **AMID** (**Assessment of Multiculturalism, Inclusion, and Diversity**) can convert thoughts, ideas, and assumed best practices into benchmarked numbers for real goal setting. Your evaluation will help shine a light on topics that include:

- Progress in meeting diversity, equity, and inclusion goals through diversity strategic planning
- Success in existing diversity and multicultural programs and initiatives
- Ogden's current level of inclusivity as perceived by multiple constituencies
- Areas of need, whether in curriculum, infrastructure, governance, or services
- Engagement processes that illuminate patterns, multiple perspectives, and opportunities for improvement

Again, I would consider adding this sort of language to the cover page of the AMID survey with signatures from Dr. Beyer and the LSC president.

Let me know if you have questions.

Be well,
Brian

On Tue, Jan 2, 2018 at 2:29 PM, Single Story Inc Consultancy <singlestoryinc@gmail.com> wrote:

> Sounds good. There are a few formatting edits to the survey that we will send out to you later this evening. We trimmed the survey down and reformatted it so that it would only take about 25 minutes to complete.

Also, I think Dr. Beyer should somehow have his voice heard in the letter as well, even if it's just a signature, just to communicate that school leadership is fully behind and in support of this initiative. Here are some suggested items to include in the letter to the community (more to come later when we share the survey formatting edits):

- Purpose and mission of this survey
- An emphasis placed on the aims of growth, goals, and use of this survey to inform a diversity strategic plan for the Ogden community
- Reassurance that the survey has nothing to do with the merger and that there are no questions about or eluding to it
- Inform the community that the school is working together with an outside consultancy, Single Story, Inc. that is not associated with CPS or the merger
- Signed by the principal and LSC president

When we send the email tonight with the final formatting pointers, we'll also include greater detail about the purpose of the survey that could be included in the letter.

On Tue, Jan 2, 2018 at 2:17 PM, Rebecca Wells [redacted] wrote:

I will craft something and can share with the rest of the SC to make edits.

r.

Rebecca Wells

[redacted]

From: "Beyer, Michael" <msbeyer@cps.edu>
Date: Tuesday, January 2, 2018 at 1:14 PM
To: Rebecca Wells [redacted]
Cc: Single Story Inc Consultancy <singlestoryinc@gmail.com>

Subject: Re: Ogden diversity survey

I agree the committee should inform the LSC.

Michael Beyer, Ed.D., NBCT
Principal
The Ogden International School of Chicago

East Campus (Grades K-5):
24 West Walton Street
Chicago, Illinois 60610
P: 773.534.8110
F: 773.534.8017

West Campus (Grades 6-12):
1250 West Erie Street
Chicago, Illinois 60642
P: 773.534.0866
F: 773.534.0869

http://ogden.cps.edu
@OgdenIntl
Sign up for emails from Ogden
Report an issue

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