

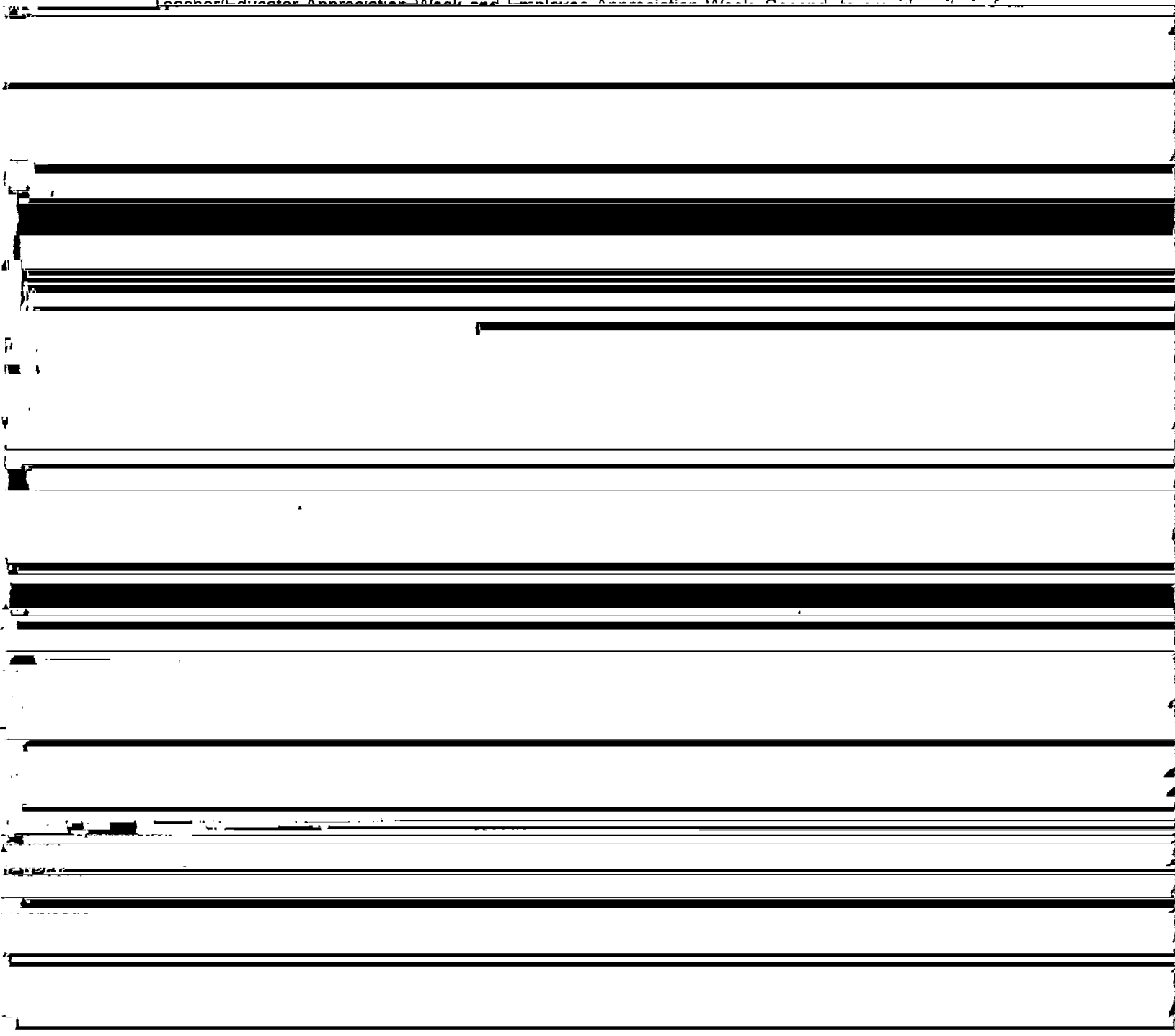
June 23, 2021

**RESCIND BOARD REPORT 88-0914-RS1  
TEACHER APPRECIATION DAY POLICY AND ADOPT A  
NEW APPRECIATION AND RECOGNITION POLICY**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the Board of Education ("Board") rescind Board Report 88-0914-RS1 and adopt a New Appreciation and Recognition Policy. The policy was posted for public comment from April 21, 2021 to May 21, 2021.

**PURPOSE:** The purpose of the Appreciation and Recognition policy is three fold. First, to establish a  
~~Teacher/Edicator Appreciation Week and Employee Appreciation Week. Second, to establish a~~



D. **School-based leaders:** Refers to staff and faculty members serving in an administrative

leadership capacity at the school and network levels (i.e. Principal, Assistant Principal, Network Chiefs, Deans, etc.).

E. **Charter School:** An attendance center authorized pursuant to the Illinois Charter Schools

Law. 105 ILCS 5/27A.

F. **Educator Support Personnel:** Non-teacher support staff [including but not limited to school police, custodians, engineers, food services, nurses, paraprofessionals, social

education classroom assistants/teacher assistants, security, bus drivers, etc.]

C. Other school based and non-school based staff may utilize resources and/or Toolkits

school and community level.

**IV. Other Appreciation and Recognition**

Each Department, School, or team may celebrate a recognition or appreciation of its stakeholders

**B. Equity-based Leadership:** Educators and Employees who champion the individual

cultures, identities, talents, abilities, languages, and interests of each student and

employee by ensuring they receive the necessary opportunities and resources to meet their unique needs and aspirations.

1. **Cultural Responsiveness:** A pedagogy that empowers students and staff intellectually, socially, emotionally, and politically by using cultural references to impart knowledge, skills, and attitudes.
2. **Anti-racism:** The work of actively opposing racism by advocating for changes in political, economic, and social life.

3. **Anti-bias:** The act of unlearning and making space for individual histories

identities, attitudes, or structures that affect our understanding, actions, and

**VIII. Publication of Employee/Educator Appreciation and Recognition**

A. Employees that are recognized using the Appreciation and Recognition guidelines will:

[REDACTED]

appreciation guidelines and survey data will be published annually on the [www.cps.edu](http://www.cps.edu) website.

B. Employees will be informed of their recognition by the CEO or designee

[REDACTED]