



Acero School Transitions

Welcome

SY25-26 Acero Community Incubation Meeting

Hybrid | Tuesday, December 16, 2025

Sandra Cisneros Elementary School

4:00pm - 5:30pm



Chicago
Public
Schools

| I&I

Innovation
& Incubation

Cisneros Community Incubation Meeting Schedule

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Cisneros Community Incubation Meeting Schedule (In-Person, at the School, Tuesdays, @4pm) Meeting Cadence: Monthly			
September	October	November	December
September 15, 2025 (virtual)	October 28, 2025	November 18, 2025 <i>Principal Candidate Forum</i>	December 16, 2025
January	February	March	April
January 20, 2026	February 17, 2026	March 17, 2026	April 28, 2026
May	June	2025-26	
May 26, 2026	June 9, 2026		

Welcome Remarks

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Objective and Purpose for Today

- **Formally** Introduce New Principal for Cisneros ES (CPS)
- **Provide** an overview of the Cisneros ES Incubation Timeline
- **Provide** full overview of the Design Committee Member Selection Process
- **Provide** Key Incubation Updates
- **Facilitate** Q/A



Agenda

- 01 Welcome Remarks + Norm Setting
- 02 New CPS Principal Introduction & Greeting
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- 06 Q & A



Norms for Engagement | Our Commitments

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- **Be Present and Engaged**
- **Listen Respectfully:** Allow others to speak without interruption, seek to **understand different** perspectives, and avoid judgment.
- **Stay on Topic:** Keep discussions relevant to the agenda, manage time effectively, and address off-topic items separately if necessary.
- **Challenge Ideas, Not People**
- **Listen and gather community feedback and input**
- **Facilitate an equitable process**
- **Provide transparency**
- **Allow Equity of Voice**

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Principal of Cisneros in SY26

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- Megan Byrnes, the current principal of Acero Cisneros, will be the principal of CPS Cisneros School in SY26 pending successful completion of the on-boarding process with CPS.
- Ms. Byrnes will work with Network 7, the Office of Network Support, the Office of Innovation and Incubation, and the Talent Office, among other offices and departments to successfully transition Acero Cisneros to a CPS school by July 1, 2026.
- Ms. Byrnes holds a Bachelor of Arts in Music Education from Carthage College and a Master's in Educational Leadership from the American College of Education.
- Ms. Byrnes has served as principal of two Acero schools since 2023.

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Poll Results - Advisory Council + Design Committee

School	Membership Constraints and Composition Advisory Councils + Design Committees
Acero - <i>Bartolomé de las Cisneros</i>	11 - 15 members: 6 or more parents; More than 3 staff members; 1-2 community members <i>Monthly meeting cadence</i>
Acero - <i>Sandra Cisneros</i>	8 - 10 members: 4-5 parents, 3 staff members; 1 -2 community members <i>Monthly meeting cadence and/or as needed based on milestones</i>
Acero - <i>Carlos Fuentes</i>	8 -10 members: 6 or more parents; 3 staff members; 1-2 community members <i>Monthly meeting cadence and/or as needed based on milestones</i>
Acero - <i>Esmeralda Santiago</i>	8 -10 members: 4 -5 parents; 2 staff members; 1 -2 community members <i>Monthly meeting cadence</i>
Acero - <i>Rufino Cisneros</i>	8 -10 members: 4-5 parents; 2 staff members; 1 -2 community members <i>Monthly meeting cadence and/or as needed based on milestones</i>

Overview | Advisory & Design Leadership Council

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- Once Design Committee Membership Selection Process has concluded, then the Advisory Council and the Design Committee will form a ***joint transition committee - Advisory & Design Leadership Council***
- Composed of parents, staff, students, and community representatives, this group supports the successful transition and incubation process of all 5 Acero Schools to district-managed schools by summer 2026

Potential Workstreams	
Advising and supporting the facilitation of the principal selection process	Identifying needs and concerns during the CPS transition
Advising on school culture and climate priorities	Reviewing and responding to key district proposals or changes
Recommending course offerings, electives, enrichment, and/or other specialized programs and supports for students and families	Helping CPS Network Chief + Principal make final decisions, key to school readiness for SY2026-27
Helping define the student and family learning experiences\Developing and executing effective family and community engagement plans	Meeting with CPS academic departments to understand program implementation, timeline, and limitation

Design Committee Selection Member Selection Process

- **Democratic-Oriented Process:** Given that each school community shared feedback with the District earlier this year during the Spring Listening Sessions, which included feedback concerning Advisory Council and Design Committee membership and team size constraints, CPS is facilitating a selection process that allows key school stakeholders to decide who will serve on each school's Design Committee.
- **Design Committee Voting Required:** The amount of interested candidates exceeded the desired cap, and thus, a fair, equitable process has to be facilitated for membership selection at each school.



Selection Timeline | Advisory & Design Leadership Council

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- **December 5th - 16th:** Design Committee Candidate Interest Form Window
 - **Note:** To be added to the ballot, completion of the Candidate Interest Form is **mandatory**.
- **December 18th - January 7th:** Public Posting and Review of Responses from Candidate Interest Forms
- **December 18th - January 7th:** Design Committee Voting Window
 - Design Committee Voting Window Opens at 5pm CST on 12/18/25.
 - Design Committee Voting Window Closes at 5pm CST on 1/7/26.
- **January 9th:** Poll Results Published and Design Committee Members Announced

Next Steps for Candidates | Design Committee

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- Complete the Design Committee Candidate Interest Form (*distributed on Friday, December 5th*)
- Responses can be submitted in the Candidate Interest Form in English or Spanish.
- To ensure that all candidate responses are included in the public review ahead of and during the voting window, **all candidates should complete and submit the Candidate Interest form by 5pm on Tuesday, December 16th.**
- To support each school community in making an informed decision about who serves on the Advisory Council, **it is mandatory that interested candidates complete a Candidate Interest Form to be formally added to the candidate pool and voting ballot.**
- All candidate responses (both English and Spanish translations) will be posted on each school's specific page linked on the [CPS Acero Transitions Webpage](#) for public review as noted.

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OMME's Vision & Mission

VISION

To foster an inclusive community that embodies equity in every practice, champions social justice and integrity, and creates a supportive multilingual environment where all Chicago Public Schools (CPS) students can thrive.

MISSION

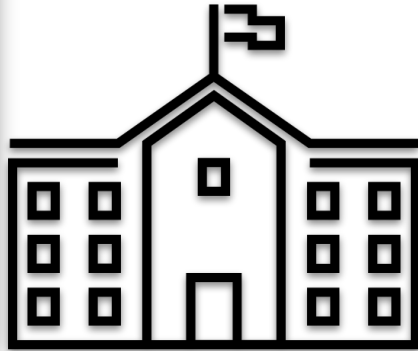
We achieve this by strengthening and expanding access to high-quality multilingual pathways, advocating for multilingualism and multiculturalism throughout the district, developing and delivering meaningful professional development and resources, and collaborating with additional offices and community partners.

Bilingual Programs

Transitional Bilingual Education (TBE)



20 or more ELs speak the SAME language



PK

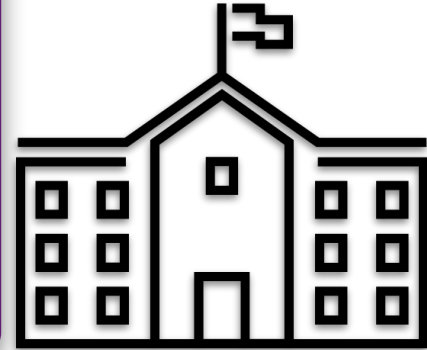
ES

HS

Transitional Program of Instruction (TPI)



19 or fewer ELs speak the SAME language



PK

ES

HS

Transitional Bilingual Education (TBE)

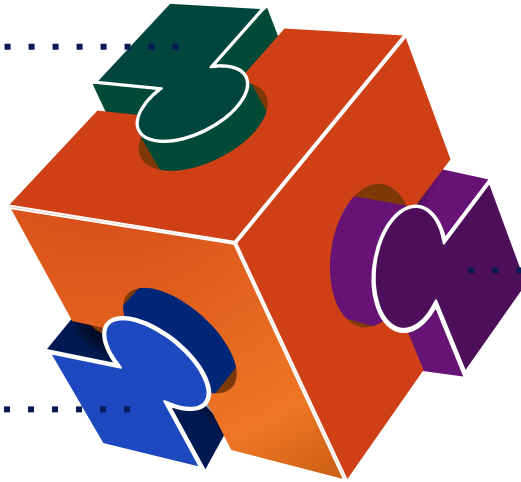
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Native Language

Instruction across the Core Content



Supports in ALL other Classes



English as a Second Language (ESL) across the Core Content



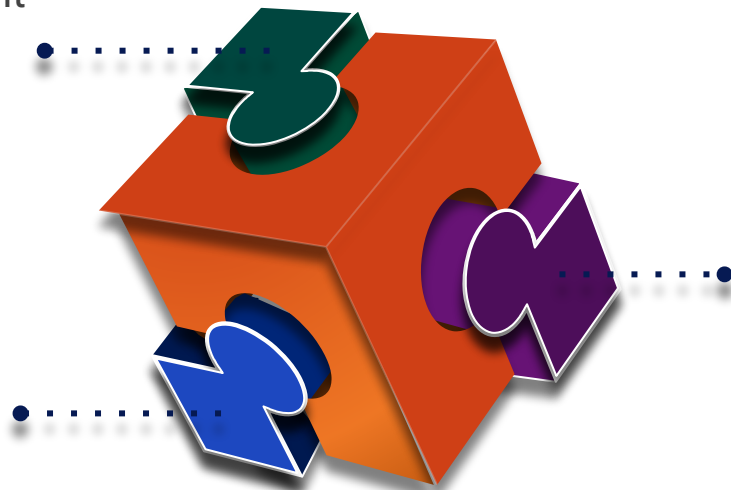
Transitional Program of Instruction (TPI)

Acero School Transitions

Sheltered Instruction
across the Core Content



**Supports in ALL other
Classes**



**English as a Second
Language (ESL) across the
Core Content**



OMME Supports to Schools

Acero School Transitions

Dedicated Support for English Learners

Each CPS network is assigned an **OMME EL Network Specialist** who works directly with school leaders and the English Learner Program Teachers (ELPTs). Together, they work toward making sure that all state, federal, and CPS bilingual education requirements are met and that English Learners receive the right supports and instructional services.

Professional Learning for Teachers

All ELPTs are required to participate in Professional Learning sessions throughout the year, focusing on:

- Best practices for teaching Multilingual Learners
- Coaching and planning lessons that include English language development
- Strategies to help all students learn grade-level content while developing English skills

Personalized Levels of Support for Schools

Schools receive different levels of support depending on their needs.

OMME Supports to Schools

Acero School Transitions

Clear Guidance and Resources

Every school receives foundational tools and resources from OMME's Program Equity Team, such as:

- The Bilingual Education Handbook
- Videos and guides that explain program components
- Planning templates and presentations that help schools stay in compliance and continuously improve instruction for English Learners

Focus on Continuous Improvement

Support is flexible and adjusts to each school's goals. The main focus is always to:

- Ensure schools meet English Learner compliance requirements
- Improve instructional practices so students can grow in both English and academic content
- Build lasting success for all Multilingual Learners

Our goal is to make sure every English Learner feels supported, challenged, and celebrated for their unique language and culture. Through coaching, classroom visits, and professional learning, we help schools create classrooms where language and learning grow together.

CMPC and Local BACs

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Bilingual Parent Engagement Department

Citywide Community Relations Representatives (CRRs unit) are assigned to work with schools that have state-mandated programs for ELs. They oversee and ensure the organization and training of the BACs at the local level and provide technical assistance to EL Program Teachers and existing BACs.

CRRs:

- organize and provide service throughout the Academic Network-level BAC and CMPC meetings and training.
- provide a variety of opportunities for family members to be effectively engaged in their children's education, and for community residents to participate in their schools at both a neighborhood and citywide level. Information on educational programs for ELs is made available to parents in multiple languages so that they can be fully informed of the services offered and their right to access them.

Resources and OMME Points of Contact

Acero School Transitions

SY2025–26 BAC Network Mtgs and CMPC:

- [Academic & CMPC Calendar](#)
- [BAC Handbook](#)
- [BAC Quick Reference](#)
- [Reasonable and Necessary Expenditures](#)
- [Docs for BAC File](#)
- [Workshops](#)

New Arrivals — enrollment, placement, evaluation of foreign transcripts:

- Call the Parent Hotline: (773) 527-3203
- Email us: newcomers@cps.edu

General OMME email:

- omme@cps.edu

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Incubation Timeline

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- ~~August:~~ Decision on the Network for each school
- ~~September:~~ Opening of Principal positions
- ~~Late September:~~ Establishment of Advisory Council at each school
- ~~October:~~ Inaugural Advisory Council Meetings
- **September - June 2026:** Recurring district incubation committee meetings, listening sessions with stakeholders, design committee and advisory council meetings
- ~~Middle of December 2025:~~ Principal hired
- **Start of January 2026:** Posting of Foundational Positions (AP, Clerk, and School Counselor) and teacher and staff positions
- **End of January 2026:** Foundational positions hired
- **December - June 2026:** Hiring of teachers and support staff
- **January - May 2026:** Final planning in conjunction with Advisory Councils and Design Committees
- **July 1, 2026:** Opening Day

Facility Plan for SY26-27

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As shared, the co-location proposal for Cisneros to co-locate with another school is off the table for the 2026-2027 school year.

- CPS will continue to work with the Cisneros community, CPS Leaders, and the Chicago Board of Education to determine next steps for the facility.
- CPS is committed and will transition Cisneros to become a CPS school which will open in the 26-27 school year.

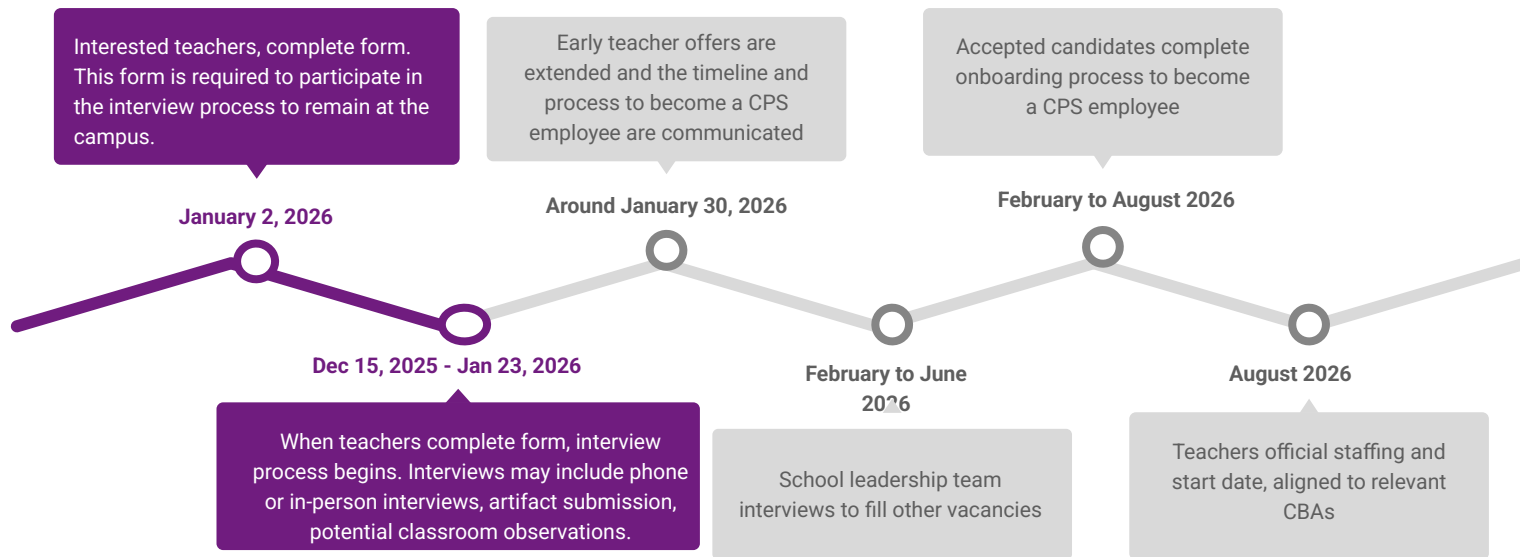
Incubation Updates | Interview Priority

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- Our top priority is to make sure that current teachers and staff affected by this transition are given the first opportunity to interview for available CPS positions at the school.
- Final staffing decisions are made once CPS employment eligibility is confirmed and all required onboarding steps are completed, including a licensure review, criminal background check, and CPS policy acknowledgements.

Incubation Updates | Anticipated Interview Time for Current Acero Teachers

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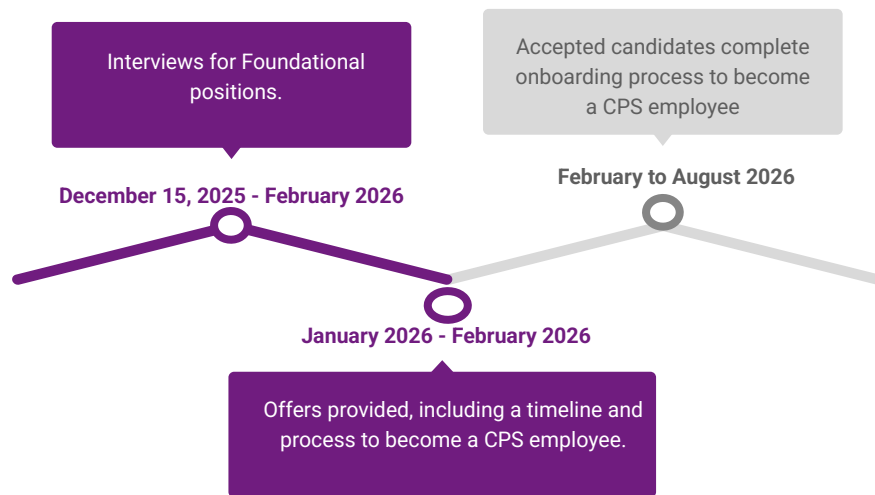


Incubation Updates | Interview Timeline for Foundational Positions

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Foundational Positions are the following roles:

- Principal (selected)
- Assistant Principal
- School Clerk
- School Counselor



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Q&A





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INNOVATION
& INCUBATION

Thank You For Coming!

*Have an amazing
rest of your
week & Holiday Break!*

See you on January 26th for the next Cisneros
Community Incubation Meeting





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