



Acero School Transitions

Welcome

**SY25-26 Acero Community
Incubation Meeting**

In-Person | Thursday, February 26, 2026

Esmeralda Santiago Elementary School

4:00pm - 5:30pm



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Innovation
& Incubation

Santiago Community Incubation Meeting Schedule

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Santiago Community Incubation Meeting Schedule (In-Person, at the School, Thursdays, 4:00pm - 5:30pm) Meeting Cadence: Monthly			
September	October	November	December
September 15, 2025 (virtual)	October 23, 2025	November 20, 2025 <i>Principal Candidate Forum</i>	December 18, 2025
January	February	March	April
January 29, 2026	February 26, 2026	March 19, 2026	April 23, 2026
May	June	2025-26	
May 21, 2026	June 4, 2026		

Welcome Remarks

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Objective and Purpose for Today

- Provide Principal selection update
- Provide Key Incubation updates
- Facilitate Q/A



Agenda

01 Welcome Remarks + Norm Setting

02 Principal Selection Update

03 Key Incubation Updates

04 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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Santiago Principal Selection Update

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Timeframe	Milestone/Activity
January 28- February 11	Position Posted and Application Submission
February 16- February 28	Resumé Review & Candidate Pool Created by Network Leaders
March 2 - March 27	Initial Candidate Interviews with Network Chief and Principal Selection Committee Vetting of Candidates by CPS Talent; Reference Checks Completion
March 30 - April 3	Principal Selection Committee Schedules Interviews with Finalists + the Santiago Advisory and Design Leadership Council
April 6 - April 10	Interviews with Santiago Advisory & Design Council Virtual via Google Meet April 9, 2026 (4:00 - 6:00 pm)
TBD	Finalist(s) Interviews with Interim CEO Chicago Public Schools, or Designee(s)
TBD	Offer Letter, Salary, & Staffing

Decision Making for Principal Selection

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- CPS Network Chief reviews candidates' resumé's, facilitates an initial screening, and narrows down applicants to interview with Principal Selection Committee
- Advisory + Design Leadership Council will review and interview finalist(s) after initial interviews are completed
- Advisory + Design Leadership Council will make a recommendation to the CPS Network Chief
- CPS Network Chief will make the final decision regarding Principal Selection in collaboration with the CEO or CEO-designee

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Incubation Updates | Interviews/Staffing

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- Santiago candidates received offers 1/30/26
- Not all Santiago staff chose to apply for positions
- Current teacher openings are posted on the CPS job board. Open positions:
 - Bilingual kindergarten
 - Bilingual 2nd grade
 - Bilingual support - 6-8 grades
 - MTSS/Interventionist K-8
 - Music
 - Spanish
 - Bilingual Special Education
- 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 | Centrally Staffed Positions

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School-based centrally staffed positions fall into the categories below are not interviewed and hired by the school principal, but rather the CPS department that manages their work.

The Principal will work with ONS and relevant Central Offices regarding the following roles:

- **Related Service Providers** - Managed and assigned by Office of Students with Disabilities (i.e.- psychologist, social worker, nurse)
- **Security Officers** | Pre-screened by the Office of Safety and Security
- **Nutrition Support** | Managed and assigned by Nutrition Support Services
- **Custodial & Engineering** | Managed and assigned by Facilities

Incubation Updates | Marketing

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- **Marketing team currently working on refreshing school website & mascot**
- **Academic Seal:** Information shared with Advisory & Design Committee during February meeting.
 - The academic seal will serve as the visual signature of Santiago reflecting core beliefs.
 - A google survey was created using Santiago's habits of success along with other values.
 - Marketing team will use survey feedback to create seal



Incubation Updates | Marketing

Acero School Transitions



Work In Progress

Incubation Updates | Marketing

Acero School Transitions



Work In Progress



Incubation Updates | **Classroom Furniture**

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- **Walk throughs have occurred to identify current classroom furniture inventory**
- **The recommendation is to purchase new desks/chairs**
- **CPS warehouse is another option for securing furniture**

Incubation Updates | Curriculum needs

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Current	Move towards
ELA - Wit & Wisdom (K-5) Summit/Gradient Learning (6-8)	Continue with Wit & Wisdom (K-5) ELA - Wit & Wisdom (6-8) adoption
Math - Eureka Math (K-5) Desmos (6-8)	Math Skyline (K-8) adoption
Science - Teacher created (K-5) Summit/Gradient Learning (6-8)	Science Skyline (K-8) adoption
Social Science - Teacher created (K-8)	Social Science Skyline (K-8) adoption
Bilingual/ESL - Teacher created (K-8)	Spanish ELA Skyline (K-8) adoption

Incubation Updates | **Program Conversations**

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- **Special Education - Conversation with Ms. Haas, Case Manager**
- **Bilingual Education - Conversation with Ms. Delgado, ELPT**
- **Physical Education - Conversation with Ms. Tice**

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Q&A





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Thank You For Coming!

*Have an amazing
rest of your
week!*

**See you on March 19th for the next
Santiago Community Incubation Meeting**





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