



Acero School Transitions

Welcome

SY25-26 Acero Community Incubation Meeting

In-Person | Thursday, December 18, 2025

Esmeralda Santiago Elementary School

4:00pm - 5:00pm



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& 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 <i>* indicates date adjustments</i>			
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 12, 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** an overview of the Santiago 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 Design Committee Member Selection Process
- 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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Poll Results - Advisory Council + Design Committee

School	Membership Constraints and Composition Advisory Councils + Design Committees
Acero - <i>Bartolomé de las Santiago</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 Santiago</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 - 17th:** 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

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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

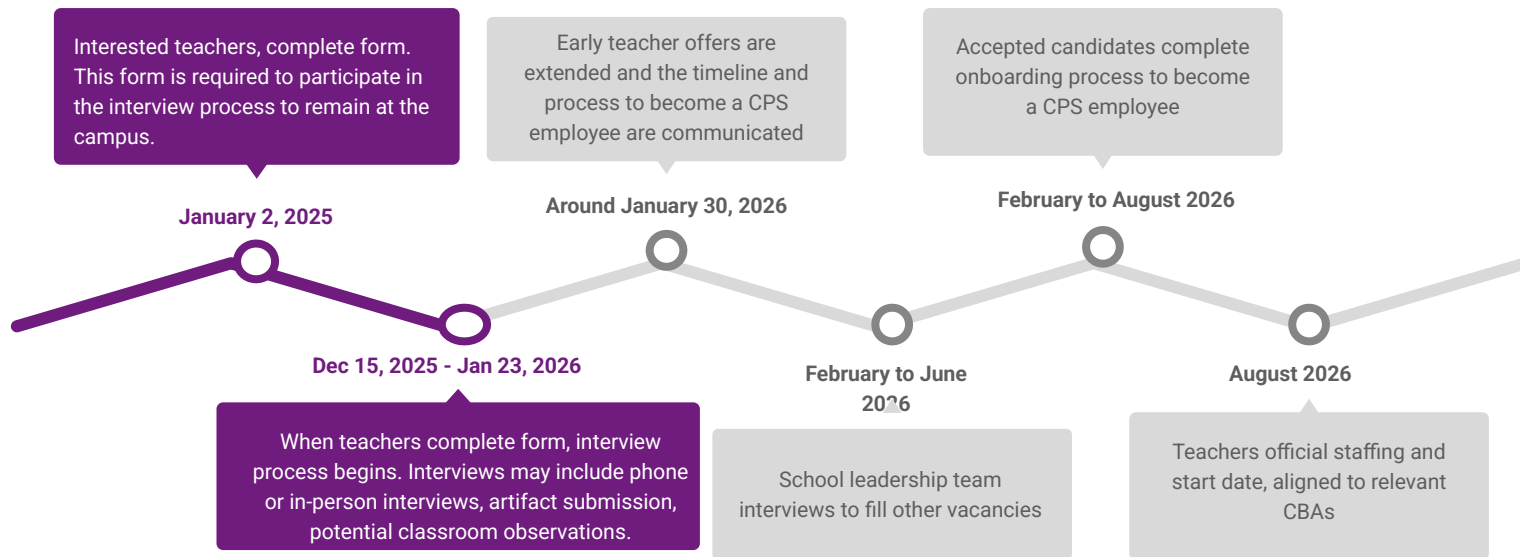
Incubation Updates | Interview Priority

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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

Acero School Transitions

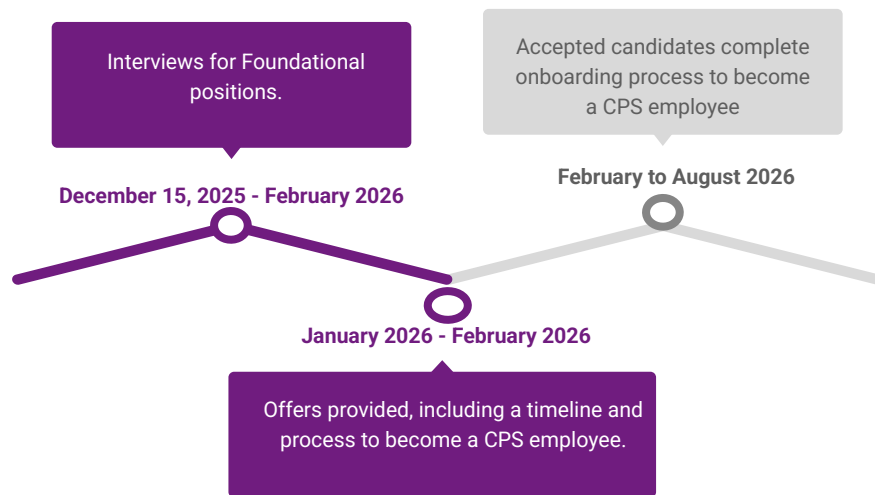


Incubation Updates | Interview Timeline for Foundational Positions

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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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Thank You For Coming!

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

See you on January 29th for the next Santiago
Community Incubation Meeting





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