

Strategic Plan Assessment Summary

Spring 2012



Areas of Focus

Culture and Climate

1. Foster the culture of continuous improvement

Identify and share best practices among educators and encourage peer shadowing and program observation

- New teachers are encouraged and provided substitutes to observe veteran teachers
- Gifted teachers are learning from a veteran teacher and program from North Shore School District 112
- Kindergarten teachers working with local preschools
- 5th grade teachers are observing teachers at Highland Middle School
- Rockland and Copeland teachers share best practices and implementation of the Applications of Learning at staff meetings and are sharing the 'walk-through' process with teachers
- Highland is incorporating more Applications of Learning within the teacher observation process
- October Carousel Institute Day
- Revise current Teacher Performance Appraisal to include an area of reflective practice and self-improvement
- Reflection is already evident in our current Teacher Performance Appraisal and the goals section will be rephrased to be more consistent with self-improvement
- Maintaining timelines with Performance Evaluation Reform Act (PERA) legislation
- Examining the ECRA model for teacher and principal evaluation
- Maintain the Individual Learning Plan for teachers
- Promote district-wide self-reflective opportunities to network and share school improvement data and strategies
- Principals routinely share School Improvement Plan data and strategies during monthly meetings

2. Strengthen climate through positive relationships focused on enhanced communications and fostering safe and caring environments

Recognition of teacher leaders, new teachers and tenured teachers at the August Board of Education Mtg.

Fill Your Bucket theme was successful and will carryover for a second year

District-wide Art Show held at Cook Memorial Library

Parent University held with staff leaders

Increased communication between principals and Family Association reps

Increased communication from PCAC representatives Family Associations

Transition meetings between elementary and middle school for Rtl students

Continue to enhance communication for all constituents using a broad base of media

- Day-in-the-Life series on D70 Facebook
- Policy updates for staff through Human Resources Department
- Addition of Dean of Students at HMS
- HMS bullying report on the website
- More support from Robin Kollman/Public Relations
- Increased communication from Dan Gilbert/Buildings and Grounds

Investigate ways to support Family Association equity

- Increased business partner participation and equity of funds through “dining out” and other offerings

Support school safety through Crisis Plan review

- Transition from Curriculum Office to Buildings and Grounds Dept.
- Develop yearly meetings between buildings and local law enforcement

Measure and share behavioral data to create a district-wide positive discipline framework

- Formation of district-wide behavior committee that meets monthly
- Individual buildings have initiated work centered around positive discipline and student expectations

Professional Development

1. Meet diverse staff needs by offering creative growth opportunities and foster self-directed learning

Provide support for effective use of district resources including technology

- Technology Literacy Coaches (TLCs) meet with grade level teams throughout the year during curriculum work
- “Lion Tamers” are being trained to offer support of the new operating system
- TLCs are meeting with teachers in buildings during planning times, department meetings, staff meetings and special education meetings
- Provide teachers with timely and meaningful tech tutorials
- Technology associate successfully transitioned teachers to new printers and copiers
- Technology associates continue to respond quickly to Tech Tickets

Utilize diverse professional development delivery methods (ie podcasts, one-to-one coaching/mentoring, nontraditional peer-to-peer resources, social education networks and video libraries)

- Subscribe to speech pathology.com to provide professional development to speech-language pathologists
- Fourth grade teachers as a team, participated in a webinar by consultant Gretchen Courtney
- Hosted staff “Make-n-Takes” to foster self-direction, collaboration and problem-solving with use of technology
- New teachers engage in self-reflection through use of videotaping and sharing

2. Prepare staff for implementation of current learning and teaching standards, and assessment to improve student outcomes

Align goals, professional development and evaluation with the Common Core Standards to improve teaching and learning outcomes

- Grade level teams and departments are continuing work to align with the Common Core Standards and develop rigorous, aligned assessments
- Participated in collaborative meetings with High School District 128 and feeder districts to examine math course sequence at 9-12 in response to Common Core Standards
- Hosted a collaborative training with neighboring LA/Lit teachers to learn more about the Common Core Standards
- Hosted a collaborative meeting between District 70 kindergarten teachers and pre-school providers to examine consistency, programming and expectations
- Aligned K-5 report card with the Common Core Standards

Execute professional development initiatives aligned with district goals

- Burt Crossland is working with Butterfield teachers to increase consistency of reading instruction and assessment
- Webinar on reading comprehension presented by Gretchen Courtney attended by all fourth grade teachers
- K-5 grade level teams meet regularly to effectively implement standards-based assessment and reporting

Curriculum and Instruction

Achieved Academic Excellence in all five schools.

All District 70 schools are among the top in the state honored for sustaining high student performance. 90% of students have met or exceeded state standards in both Reading and Math for three consecutive years.

Reading: 96% 3rd, 91% 5th, 97% 8th

Math: 97% 3rd, 96% 5th, 99% 8th

Achieved Bright A+ award for students being in the top 5% of academic performance in the state

1. Meet the individual needs of all students by promoting innovative 21st Century learning

Align instruction and assessment with learning standards that support a continuum of services and programs that support the Applications of Learning

- K-5 grade level teams meet regularly throughout the year to align curriculum and assessment with learning standards
- Department meetings include work to revise curriculum and increase a consistent continuum of instruction
- Elementary gifted program was revised and expanded to increase as a continuum of services for children and compliment the RTI model

Conduct a feasibility study addressing K-5 world languages

- Parent Curriculum Advisory Council (PCAC) has surveyed local districts with world language programs. A parent survey is being developed for 2012-2013

Develop a middle school study skills curriculum, address the needs of K-5 high achievers, and conduct a full-day kindergarten feasibility study

- A community survey was instituted in order to gather insight into full-day programming in D70.
- Based on data an optional full-day kindergarten pilot was adopted for the 2012-2013 school year in two sites

2. Develop a technology framework of skills and lessons, K-8

Create grade level learning outcomes

- TLCs are developing a framework, which will be supported by lessons and assessments identified by teachers during grade level meetings

Provide technology resources and ongoing professional development

- TLCs continue to rotate throughout buildings, and attend department and building meetings
- TLCs offer professional development in the buildings and in-district during planning times and after school

Finance and Facilities

Achieved a Standards and Poor Triple A Rating

Standard & Poor's analysts reaffirmed the district's general obligation bond rating of AAA. This is the third year the local district has held the highest bond rating available due to the district's maintenance of financial strength and influential cash reserves.

1. Develop a long-range capital, facilities, and preventive maintenance plan

Conduct a Rockland feasibility study

- Arcon Associates has initiated a study examining building usage and efficiency

Evaluate facilities, specifically related to the age of boilers, roofs, and HVAC equipment

- Conversations have begun so that a Request for Proposal (RFQ) will be slated addressing a full-range District 70 Master Facility Plan Study for the 2012-2013 school year

2. Manage energy and supplies

Continually analyze costs and benefits

- Implemented automated HVAC usage and computer analysis
- Implemented energy savings light switches

Establish and implement plans to reduce utility consumption and investigate alternative energy sources

- Modified outside lighting sources to provide increased life, illumination and less energy consumption

Expand recycling efforts

- Lunchrooms eliminated disposable trays
- Offices/Classrooms have recycling bins
- Coordinated printer purchases/common models to reduce toner inventory
- Technology recycling
- Board Book online programming for Board of Education meetings
- Scanning/fax/email capabilities on copy machines
- Online Virtual Backpack

Human Resources

1. Attract, hire, develop and retain high qualify staff

Investigate additional pre-screening tools for candidates

- Examining screening tool from Crown Educational Services

Assessing student teaching experiences for candidate review and identify strong university programs for district-university partnerships

- Develop a survey to identify student teacher readiness to determine trends of success and identify paths for recruitment

Identify professional development opportunities focusing on cutting edge practices in teacher delivery systems, research and utilization of data to enhance student outcomes

- Year 2 of Teacher Mentor Program focuses on self-reflection, growth and professional development
- Offered professional development for all D70 staff at Institute Day, led by Brian Schwartz, Associate Director and General Counsel to the Illinois Principals Association

2. Research legislative activity to review and revise policies accordingly

Develop ongoing legislative updates for district action and Board of Education review

- Ongoing updates are developed and presented for Board approval

Establish committees to respond to legislative changes as needed

- Initial joint committee held as required to address reduction in force

Refine the system for policy review and revision

1. Support social-emotional skill development

Developed of 6th grade Open House in August to decrease anxiety

Explore ISBE standards in the support of students' social-emotional development and needs

- Hosting parent evenings to promote good decision-making and parental support of social-emotional development
- Team reviewed the ISBE social-emotional standards and benchmarks for each grade level

- Team identified the following activities at elementary (1st - 5th) grade levels (class-wide sessions provided by building social worker)
 - Friendship/Peer relationships (K-5)
 - Bullying
 - Social thinking
 - Self esteem
 - Problem-solving
 - Decision-making
 - Handling disagreements
 - Listening skills
 - Cooperation and teamwork
 - Developing skills of empathy
 - Cyberbullying and internet safety (gr. 4-5)
 - Internet safety

- Team identified the following activities at middle school grade levels
 - Middle school skills class
 - Peer helpers program
 - Mix it Up day
 - Bullying Prevention
 - Career Day
 - Wellness Day (school wide)
 - Nutrition
 - Stress reduction
 - Healthy lifestyles
 - Sleep
 - Special Assemblies
 - Bullying
 - Drug and Alcohol use prevention
 - Cyberbullying

Develop a plan for classroom support and implementation in identified areas

- Future action (2012-2013) Develop a continuum of grade level competencies under selected topics given above

2. Support character education

Maintain D70 Character Counts Committee representing all five schools. Introduce annual theme - Bucket Fillers, Supt. Podcast, Monthly Pillar Recognition

Teach students to be responsible when making healthy lifestyle choices

- Area addressed in health curriculum
- Cafeterias offering more healthy food choices
 - Baked vs fried
 - Salads offered every day
 - Fruit and veggie choices bar
 - Chartwells staff did veggie approval ratings to win a pizza party
 - Chartwells staff did a tasting for healthy snacks with students
 - Chartwells staff met with students for input regarding foods
 - Conduct assemblies to address dangers of drug and alcohol use

Develop District 70 students into safe and responsible digital citizens

- Provided internet safety intervention in some classrooms
- Considering addition of intervention classes at Highland
 - Executive functioning skills
 - Social skills
 - Study skills

Expand middle school Character Counts! extracurricular activities into instruction and extracurricular activities

- All three social workers at Highland Middle School are members of the CC! District 70 committee
- Wellness Day – a full day of instruction and learning opportunities for all students offered on a three-year rotation schedule
- Team Day at Highland focuses on Character Counts! themes
- Athletic code of conduct is being developed at Highland