

STRATEGIC PLAN UPDATE

2014-2015



Culture & Climate

Goal One: Foster the culture of continuous improvement.

- Adoption of Science, Math and Handwriting curriculum
- *Let Character Be Your Superpower* theme integrated as part of the Character Counts committee, offering a connection for the Village of Libertyville as part of the Libertyville Days parade theme
- Supported local districts regarding District 70's model, development and implementation of full-day kindergarten
- Fulfilled kindergarten registration process by maintaining timeline up and allowing online registration
- Special Education Parent Orientation continued for incoming 6th grade students
- Initiated online STAR Assessment to support student growth measures
- Planned Special Education, EIP, classroom design that addresses decreased program transitions - placement planned for total programming at Butterfield School by 2016-2017
- Brought in experts from Renaissance Learning to assist staff in addressing STAR data interpretation
- Rockland School Achieved National Blue Ribbon recognition
- Highland Middle School Achieved AIMS - Schools to Watch Award
- Illinois Principals Association recognized Highland Middle School administration as Lake County Principal and Asst. Principal of the Year
- Board of Education achieved Illinois Association of School Board Governance Award
- Highland Middle School enhanced STEAM program at 8th grade; carry over to 7th grade and moving to 6th grade
- Designed position - blended Special Education program Supervisory support with Assistant Principal role at Butterfield School for the 2015-2016 school year
- Created split PE and Assistant Principal position to support needs at Copeland Manor School
- Brought Concordia University Doctoral Cohort to District 70
- Brought Concordia University Masters Cohort to District 70
- Summer 2014 and Summer 2015 Gifted Education Specialists at Adler Park and Butterfield School, respectively, selected to attend the Exxon Mobile Teachers Academy
- D70 earned Illinois Chapter National School Public Relations Association (INSPRA) Award for 21st century podcast
- Gathered 5 Essentials data to address School Improvement Planning
- Consulted with demographer to address enrollment projections at all school sites in preparation of building-related needs

Goal Two: Strengthen climate through positive relationships focused on enhanced communications and fostering safe and caring environments.

- August Opening Day Institute presentation offered insight into Strategic Plan growth and achievements, bringing committee participation - Board, Parent, Principal, Teacher and Director - to present to all D70 staff
- Introduced new Emergency Management communication platform, School Messenger
- Developed new D70 Mobile App to support communication efforts
- Facebook, twitter, website and email blasts are consistently used
- D70 Twitter account becomes fully verified (small blue mark recognizes the official stamp of approval) and more than doubles the number of followers
- D70 begins using YouTube “unlisted” for school broadcasts and classroom projects
- D70 begins posting news online with the Chicago Tribune and Daily Herald
- Music and Fine Arts become highlighted as their own category to D70 calendar to accommodate the numerous concerts and art shows
- Collaborated with local Cultural Exchange Academy, welcoming students from Wuxi, China, to Highland Middle School
- Veteran’s Day military events hosted at each elementary school
- School safety and security measures – enhanced with buzzer signal in at all entrance sites, including the Educational Resource Center
- Positive Behavior Strategies programming solidly designed at all elementary schools
- Spring Crisis Management Committee meeting with local first responders held (Annual Emergency Response Review)
- Ongoing safety training offered to address Incident Command Teams
- Merging of Title One and D70 Summer School program
- Additional Parent/Community Survey data gathered in support of full-day kindergarten
- Board members and superintendent attend Libertyville Leadership Summit
- Board president and superintendent join IASB Director to present at regional candidate’s briefing
- Addressed increased number of FOIA requests in 2014-2015 school year
- Leaders serve: Superintendent and Adler Park School principal serve as directors of the David Adler Music and Arts Center, Curriculum Director sits on Board of Directors for Youth and Family Counseling, HMS principal serves on Libertyville Bicycle Safety Commission, HR Director serves on Grayslake Police Commission, Rockland School principal serves on board of the Illinois Principals Association, Public Relations Facilitator serves as board member of the Illinois Chapter of National Public Relations Association
- Monthly communications offered to all District 70 staff regarding Board of Education meetings - details offer summaries, as well as positive submissions of school events and happenings, complete with photos and written reporting

Professional Development

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

- With a host of available offerings, Global Compliance Network, currently used for training by District 70 staff, continues to offer an ever-growing number of tutorials for school staff covering a broad range of topics from Health & Safety to critical Policies and Regulations
- Summer learning series offered technology training with representation in a range of curricular areas (Building a Professional Learning Network, gMath for Google, Daily Five, CK12, Books that Grow, Brainpop, Apps for Elementary, Common Core playlist, STEM for Middle School)
- November 21, 2014 Institute Day offered self-directed, differentiated technology tutorials and activities
- Highland Middle School: Staff meeting segments devoted to best practices (i.e. Student Engagement, classroom setup, etc.)
- Addition of Technology Literacy position to support student and staff skill development, provide training and STAR/PARCC assessment implementation

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

- Aligning professional development opportunities to new ISBE standards
- Technology Trainings offered included:
 - Interactive whiteboards, mobile learning, Google Training, New Teacher Subscription training, Pixie K12 Share, Chromebook/Google Training,
 - Flipped Classroom Teacher Academy Class
- Writing professional development, integration of Zaner-Bloser materials, 6 Trait writing and common assessments that aligned with New Illinois Writing Standards
- Created one unit for each K-5 grade aligned with content for Next Generation Science Standards
- August 21, 2015 math professional development with Math Expressions
- Highland Science Department continued alignment with Next Generation Science Standards
- Highland Math Department offered professional development with new math materials aligned with New Illinois Math Standards
- Highland LA/Lit Department reviewed materials and processes - created common writing assessments for 2015-16 that are aligned with the New Illinois Writing Standards
- Commitment to formal STAR training in August, October and May related to 2014-15 District 70 Strategic Goal Curriculum and Instruction Goal One A
- Incident Command Trainings in schools - Emergency Management focus on reunification efforts

Curriculum and Instruction

Goal One: Meet the individual needs of all students by promoting innovative 21st Century learning.

A. Instruction and Assessment

- Initiated STAR Assessments
- Assessment results used to guide instruction
- Implemented PARCC Assessments
- Aim of curriculum alignment coincides with new Illinois Learning Standards
- Ongoing focus of Applications of Learning – Professional Development, Technology, Math curriculum - Objectives defined in student-friendly language

B. Feasibility Study of World Languages

- Based on research: statement defined, not feasible at this time
- Highland students test into high school Year-2 of French or Spanish
- Based on discussions with PCAC in 2014, it was determined that enhancing international language is not currently feasible with current parameters and initiatives. Present initiatives include:
 - New assessments (PARCC replaces ISAT and STAR replaces IOWA)
 - Revised standards for math, language arts, science and social studies
 - New proposed technology opportunities with Chromebooks, laptops and I-Pads

C. Middle School Study Skills

- Highland Middle School's Character Program: Class Act incorporated into curriculum

D. Kdg-5th grade High Achievers

- Transitioned Enrichment and Gifted Education oversight to Director of Special Services position
- Administered CogAT in Spring of 2nd grade - gifted services can start at the beginning of 3rd grade
- Enhanced 3rd grade gifted services to five days a week

E. Full Day Kindergarten Feasibility

- Program offered at two sites: Butterfield (Butterfield and Rockland students) and Adler (Adler and Copeland Manor students), 2012-2013 and 2013-2014
- Increased offerings defined: Five sections, one at each site, two at Butterfield for the 2014-2015 school year
- Full-Day, non-fee, option planned at all sites for the 2015-2016 school year

Goal Two: Develop a technology framework of skills and lessons, K-8.

- K-8 framework developed and formally presented to D70 Board of Education using student voice
- Keyboarding practice integrating Typing Agent program
- STEAM programming advances through Middle School Applied Tech course

Finance and Facilities

Goal One: Develop a long-range capital, facilities, and preventive maintenance plan.

Within the first two years of the Plan, long-range designs have been made with the following accomplishments previously defined:

- Rockland and Copeland Manor Schools continue to meet and seek design for additional space/construction needs at each site
- Mobile classroom(s) planned to address space needs, 2014-2015 Rockland School, 2015-2016, continued at Rockland School with additional mobile planned at Copeland Manor Schools
- Addition to D70 maintenance garage completed, northeast end Highland Middle School
- Adler Park School septic filled, hooked-up to city sewer
- New water pipes installed at Adler Park School

Goal Two: Manage energy and supplies.

- LED lighting replacement of fluorescent lighting – Interior and Exterior
- Finalized all entrances addressing, creating secure vestibules before entering each site, safety film added at all entrances
- Video created sharing insight into Solar Panel features

Human Resources

Goal One: Attract, hire, develop and retain high quality staff.

A. Interviewing

- Job descriptions incorporated into online postings, for clarity.
- Hiring to accommodate the impact of full-day kindergarten
- HR oversees responsibility for the creation of, and changes to, employee ID badges

B. Communication

- Continued updates and communiqués to all certified staff regarding major changes to licensure system from teacher certification model

C. Evaluation Process

- Evaluation process now fully available via TalentEd
- TalentEd and My Learning Plan (MLP) merged to incorporate employee goals into the evaluation system

D. Central Registration

- Refined expectations of district registrar position, offering consistent process and data entry for all D70 schools

E. Job Descriptions

- Currently only via a Wiki; will be made more readily available through a separate site
- Job descriptions developed during the 2014–2015 school year:

- Superintendent's Administrative Assistant
- D70 Receptionist
- Instructional Program/Special Service Supervisor
- EIP Classroom Teacher
- Assistant Principal/P.E. Teacher
- Secretary to the Supervisor of Facilities

F. Shared Service Agreements

- Ongoing - Oak Grove School District 68 (Business Official and Art Teacher) added Gavin School District 37 (Hearing Itinerant), with continued insight for expansion

G. Student Teachers

- Ongoing surveys have indicated University of Illinois and Illinois State University to be the best source of student teachers
- Developing a "Guide to Hosting a Student Teacher" for D70 staff

H. Negotiations

- Extended negotiated Teachers Contract established 2015-2016 through 2017-2018

Goal Two: Research legislative activity to review and revise policies accordingly.

- Continue to research changes in law and recommend changes to Board of Education policies reflective of legislative actions and district practices
- Update and implement new Global Compliance training requirements, as mandated through legislation
- Aligned procedures and practices with Board of Education policies (maintenance of Administrative Procedures Manual finalized to accompany BOE policies)
- Collaboration with Tech Dept. to format Admin. Procedures Manual online

Social/Emotional/Physical Wellness

Goal One: Support social-emotional skill development.

- Zacharias Center integration - grades Kdg, 2 and 4 lessons in support of Erin's Law
- Elementary social workers created Erin's Law lesson, presented sessions in pairs for grades 1, 3 and 5
- Elementary social workers aligned all unmet social-emotional standards with classroom instructional sessions and developed materials to be used in the presentations
- Social Workers continue to instruct students regarding internet safety and cyber responsibility related to social media
- Social workers continue to offer parent workshops through collaboration with neighboring school districts

- Youth and Family Counseling personnel collaborated with Highland Middle School staff to present anti-bullying sessions at Grade 6
- States Attorney and Police offered Middle School presentation regarding social media responsibilities.

Goal Two: Support character education.

- Continued collaboration with the Village of Libertyville and commerce regarding D70 Character Counts theme (windows painted, banners placed)
- HMS: fundraising for different organizations and modeling giving back, Orphans of the Storm
- School Student Councils offer support to various organizations - (SWALCO, Bernie's Books, Autism Awareness, Feed My Starving Children, Wounded Warrior, Orphan's of the Storm)
- Highland Middle School - Enhancing building environment to reflect Class Act program: Murals in hallways, above lockers, etc. Also, Snappy Chats as incentives for Class Act
- Student recognitions highlighted over morning announcements/Twitter