

STRATEGIC PLAN SUMMARY

2015-2016



Culture & Climate

Goal One: Foster the culture of continuous improvement.

- Reviewed Reading materials for future adoption
- Gathered support from Special Education consultant
- Maintained Special Education Parent Orientation for incoming 6th grade students
- Supported online Science Assessment as initiated by state
- Brought in expert to guide Student Learning Objectives and Type 3 Assessments in accordance with PERA
- Highland Middle School further enhanced STEAM programming at 8th grade; carry over to 7th grade and 6th grades
- 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
- Summer 2015 Gifted Education Specialist at Butterfield School, presents Exxon Mobil Teachers Academy programming to Board of Education
- School administrators again gathered 5 Essentials data to address individual School Improvement Planning
- Completed District 70 2016-2021 Strategic Plan

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

- Integrated video surveillance at Highland Middle School
- Continued to add business relationships in support of Partners for Educational Excellence
- Integrated Curriculum, Instruction and Assessment Director into monthly FAD70 meetings.
- Supported and encouraged more staff to create Twitter accounts
- D70 continues posting news online through the Chicago Tribune and Daily Herald
- Created LinkedIn account to attract qualified employees to Libertyville School District 70
- Created a free mobile app for D70 families and staff
- Veteran's Day military events continue to be hosted at each elementary school
- Positive Behavior Strategies programming fully secured at all elementary schools

STRATEGIC PLAN SUMMARY

2015-2016

- District 70 social workers created a communication tool for students, teachers and parents defining and distinguishing between bullying, conflict and mean behavior.
- Each school has a system in place for reporting bullying behaviors.
- Spring Crisis Management Committee meeting scheduled with local first responders held (Annual Emergency Response Review)
- Title One and D70 Summer School programming again merged
- Parent/Community Survey data gathered in support of Strategic Plan
- Board president and superintendent attend Lake County Leadership Summit
- Completed State/ROE Compliance Review
- Addressed Office of Civil Rights Review
- Leaders serve: Superintendent serves Past Chairman of the David Adler Music and Arts Center Board of Directors, Condell Medical Center Community Health Council, SEDOL Executive Board, Curriculum Director sits on Board of Directors for Youth and Family Counseling, Copeland Manor School Asst. 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 again offered to all District 70 staff regarding Board of Education meetings - details offer summaries, as well as submissions of school events and happenings, complete with photos
- Outside special education consultant began interviews with parents and staff--collecting data to assess strengths in special education programming, as well as the communication offered families of children served.

Professional Development

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

- Global Compliance Network continues to be used for training District 70 staff, offering an ever-growing number of tutorials for educators covering a broad range of topics from Health & Safety to mandatory review of Policies and Regulations
- Summer learning series again offered technology training with representation in a range of curricular areas
- April 2016 Institute Day offered a carousel of diverse activities to support staff needs
- PERA presentations offered at staff meetings by committee members
- Formal administrative training from NCHERM/ATIXA regarding Title IX
- Human Resource Title IX coordinator training

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

- Continually aligning professional development opportunities to new learning standards

STRATEGIC PLAN SUMMARY

2015-2016

- Training offered regarding technology thrust for primary 1-1 initiative, We Can Do It. ••• •
- Ongoing writing professional development, integration of Zaner-Bloser materials, 6 Trait writing and common assessments that aligned with New Illinois Writing Standards
- Training offered Kdg. staff and administration regarding future KIDS Assessment

Curriculum and Instruction

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

A. Instruction and Assessment

- Maintained STAR Assessments
- Assessment results again used to guide instruction
- Implemented PARCC Assessments
- Initiated 5th and 8th grade Science Assessment
- Ongoing focus of Applications of Learning, CIA Director Wiki
- Kindergarten teachers implementing an assessment for incoming children to better place and balance classes.
- Began discussions for creating assessments that align with state requirement for incorporating student growth measures into teacher evaluation

B. Feasibility Study of World Languages

- Initiated trial, 200 elementary student participants, Rosetta Stone World Language offering

C. Middle School Study Skills

- Highland Middle School's Character Program: Class Act student recognition breakfasts highlighted each trimester

D. Kdg-5th grade High Achievers

- Transitioned Enrichment and Gifted Education oversight to Director of Special Services position
- Continued 2nd grade administration of CogAT
- Continued push for 3rd grade gifted services to five days a week
- Field tested IXL and Compass Learning while researching options for consistent solution of online personalized learning options for math and language arts to enhance differentiation for k-5 students

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

STRATEGIC PLAN SUMMARY

2015-2016

- Increased offerings defined: Five sections, one at each site, two at Butterfield for the 2014-2015 school year
- Full-Day, non-fee, option available at all sites for the 2015-2016 school year

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

- Keyboarding practice integrating Typing Agent promoted both in school and home
- STEAM programming continues advancement 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) used to address space needs, 2014-2015 Rockland School, 2015-2016, continued at Rockland School with construction initiated at Copeland Manor School
- Addition to D70 maintenance garage completed, northeast end Highland Middle School

Goal Two: Manage energy and supplies.

- LED lighting replacement of fluorescent lighting – Interior and Exterior completed
- Finalized all entrances addressing, creating secure vestibules before entering each site, safety film added at all entrances. Started installation of security cameras around District to protect facilities.
- Local districts visit Butterfield and Highland Schools to learn about solar panel installation and benefits to District 70

Human Resources

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

A. Interviewing

- Job descriptions fully incorporated into online postings for definition and clarity

B. Communication

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

STRATEGIC PLAN SUMMARY

2015-2016

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 up to date

F. Shared Service Agreements

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

G. Student Teachers

- Rockland School had three student teachers during the 15-16 school year and two of them will be employed as certified classroom teachers during the 16-17 year.
- Adler had one student teacher during the 15 - 16 school year

H. Negotiations

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

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

- Ongoing policy updates presented for monthly board approval

Social/Emotional/Physical Wellness

Goal One: Support social-emotional skill development.

- Zacharias Center continues integration - grades Kdg, 2 and 4 lessons in support of Erin's Law
- Social Workers continue to instruct students regarding internet safety and cyber responsibility related to social media
- Youth and Family Counseling personnel continue collaboration with Highland Middle School staff to present anti-bullying sessions

Goal Two: Support character education.

- Continued collaboration with the Village of Libertyville and commerce regarding D70 Character Counts theme (windows painted, banners placed)

STRATEGIC PLAN SUMMARY

2015-2016

- D70 Character Counts committee worked with PADS of Lake County.
- HMS: fundraising for different organizations and modeling giving back, \$9,200 - Feed Our Starving Children
- 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)
- Rockland School had 160 students complete 923 total service hours for the community with various organizations through the Rockland Cares program.