

STRATEGIC PLAN UPDATE

2013-2014



Culture & Climate

Goal One: Foster the culture of continuous improvement.

- Utilized ECRA and 5 Essential Data to address goals and directives, shared with all District 70 staff and Board of Education
- Created a *Building a Community of Character* theme as part of the Character Counts committee, drawing in support from the Village of Libertyville
- Integrated the Talent Ed format by adding a reflective component to Staff Evaluation
- School Improvement Efforts guided through Rising STAR Model
- Highland Tech Staff visited North Shore School District 112 to observe STEM classrooms, Highland-LHS Articulation enhanced, Next Generation Science Standards articulation with Hawthorn and Oak Grove
- Special Education Parent Orientation designed for incoming 6th graders
- Administration (Mr. Youngman, Mrs. Poelking, Mrs. Imholz) consulted at Deerfield District 109 regarding STAR Assessment
- Improved kindergarten registration process by moving timeline up and allowing online registration

Peer Shadowing:

- New Full Day Kindergarten teachers traveled to established Full Day classrooms for observations
- 5th Grade teachers observed 6th grade classrooms
- **Goal Two: Strengthen climate through positive relationships focused on enhanced communications and fostering safe and caring environments.**
- Safety experts, Paul Timm and Ron Ellis, trained District 70 administration and staff regarding school security and safety
- Staff, substitutes and volunteers wear specific colored (red) lanyards to be easily identified to students, parents, and community
- School safety and security measures - enhanced
- Elementary reporting for bullying now coincides with HMS bully reporting
- District wide, Social Workers updated documentation to support students with Social/Emotional concerns
- Every Family Association will be given money to help support each school – 2013-2014 becomes the end of the matching grant plan
- Postive Behavior Strategies orientation/implementation at all elementary schools (each school at different phase and committed to data gathering to improve student behavior)
- Highland Middle School Online Report Card Implementation
- Based on parent survey results Facebook, twitter, website and email blasts are widely used

- Spring Crisis Management Committee meeting with local first responders (Annual Emergency Response Review)
- All schools possess Incident Command Teams to address Safety
- Grant secured for additional safety work, summer 2014
- Long reaching upgrades in website including improved mobile accessibility, aesthetic improvement and increased teacher website opportunities – formally presented to Board of Education June 2014
- Highland continued communications regarding cross-curricular units & Team Days

Professional Development

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

- Commitment to maintaining staff Individual Learning Plan (ILP) Opportunities - Providing educators with time to establish and work toward specific goals of the ILP
- Recognizing classified staff needs and providing growth opportunities for support team members
- Second year teachers' reflective practice via video recording teaching practices
- With a host of available offerings, Global Compliance Network, currently used for training by District 70 staff, has an ever-growing number of tutorials for schools covering a broad range of topics from Health & Safety to Policies and Regulations.
- Summer learning series for summer technology training for 2014-15 (websites, links, pdfs, videos and tutorials for self-directed technology learning)
- Hiring of new Technology Literacy Coach to support staff/student needs

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

- Consultant, Gretchen Courtney and Associates, offered staff training focused on reading strategies that are directly related to the new Illinois Learning Standards (ILS) reading strategies
- Elementary classroom teachers participated in the new ILS math workshops at the Regional Office of Education
- Middle school math department participated in new ILS math workshops at the ROE while also reviewing different materials for adoption
- Math training offered with Everyday Math and Big Ideas materials and alignment with math practices Standards
- Science Department attended Next Generation Science Standards workshop
- Science Department collaborated with Oak Grove and Hawthorn districts
- Science and Social Studies teachers attended training on English Language Arts Standards
- Future professional development: using Fountas and Pinnell assessment data to inform instruction
- Professional development initiatives executed have fully aligned with district goals

- Gretchen Courtney training focused on reading strategies that relate to reading school improvement goals
- STAR training August 2014 will foster commitment to curricular goal: The district will ensure that key components of user-friendly student data are available in a timely fashion at the district, school, and classroom levels.
- 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

Curriculum and Instruction

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

A. Instruction and Assessment

- Investigated STAR and MAP Assessments with recommend use of STAR for K-8, 2014-2015
- All sites field tested PARCC Assessment
- Aim of Curriculum alignment with new Illinois Learning Standards
- Commitment to effective teaching and learning goals
- Ongoing focus of Applications of Learning – Professional Development, Technology, Math Curriculum, - Objectives defined in student-friendly language

B. Feasibility Study of World Languages

- Ongoing data collected and reviewed
- Highland students can test into high school year 2 of French or Spanish
- Collaborative relationship initiated with Culture Exchange Academy that facilitates opportunity for Highland to host 6th grade students from China and increase awareness of language and cultural citizenship.
- Final findings: additional language at the elementary level is not feasible with range of current initiatives and weighted financial factors - Initiatives include:
 - New assessments (PARCC replaces ISAT and STAR replaces IOWA)
 - Revised standards for math, language arts, science and social studies
 - Proposed technology offerings with Chromebooks, laptops and I-Pads
- D70 will continue to value additional international language opportunities such as Language Stars

C. Middle School Study Skills

- At Highland Middle School, the Middle School Skills class has undergone several changes. Administration has worked with staff to create a curriculum that includes basic study skills, executive functioning skills, social/emotional development, and character education. Professional Development and planning days were provided to staff this school year. Staff will implement an executive functioning resource through Rush Neuro-Behavioral Center.

Workbooks have been purchased and will be incorporated into the program starting in the fall of 2014.

D. Kdg-5th grade High Achievers

- Gifted and Enrichment brochure defined qualifying criteria and outlined areas of focus
- Gifted Talented Education (GTE) teacher assigned to all elementary schools
- Cognitive Abilities Test (CogAT) designed for spring assessment at 2nd grade to address early identification and placement support
- Enhanced 3rd grade identification
- Enhanced early elementary enrichment offerings

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 set for the 2014-2015 school year

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

- Kdg. through 5th grade component of frameworks was implemented this academic year - 9 curricular lessons designed + 3 Cyber Safety lessons
- Scope and Sequence K-8 was reviewed and finalized for tech skills and links to standards
- 6-8 framework is in development
 - curriculum is changing to be more current - STEAM (Science, Technology, Engineering, Arts, Math) projects
- Technology Framework lessons aligned with technology and New Illinois Learning Standards
- Rubrics were created for each lesson
- Keyboarding will be implemented in fall after year long research, Board approved
- Technology Framework Committee created, modified and enhanced framework lessons
- Lessons were shared, discussed and modified during grade level articulations
- Technology Literacy Coaches were part of each grade level and special education articulations to provide staff development and training for tech skills
- Technology Trainings offered:
 - Interactive whiteboards, mobile learning, Google Training, New Teacher Subscription training, Pixie K12 Share, Chromebook/Google Flipped Classroom Teacher Academy Class

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* – Upgrades: Electrical upgrades to address growing demand for greater electronic devices in classrooms, air conditioning installation– Higher Efficiency units with digital controls, new unit ventilators and energy efficient windows, installed on-demand hot water in bathrooms
- *Adler & Copeland* – New 60 ton high efficiency multi-stage McQuay Chiller, dual temp piping with higher capacity, new unit ventilators, new water main to support coolers, in-house conversion to heat exchanges has also been completed at Copeland Manor School, first year for Adler School bus turnaround
- *Highland* – New boilers, removed costly steam boilers replaced with higher efficiency package boiler systems with a computerized touch screen interface, removed old single pane windows replaced with new high efficiency windows, - Investigation of wheel chair lift for upper level, west wing
- *Butterfield* – New windows, new entry doors with handicap accessibility, removed old roof top AC units (some dated back to 1969), installed new environmentally friendly, high efficiency roof top units

Goal Two: Manage energy and supplies.

- HVAC Automation – Completed district-wide
- LED lighting replacement of fluorescent lighting - Exterior complete
- Upgraded all entrances for security purposes, creating secure vestibules before entering each building
- Focus planned for Butterfield and Highland interior LED lighting fall/winter 2014
- Safety Commitments:
 - Installed Raptor visitor system
 - Rekeyed all classrooms so that rooms can be locked from inside
 - New security swipe card system controlled by District including colored lanyards to be worn by all staff
 - Installed emergency response buttons that connect for immediate police response
- Grant approved for solar panel installation summer 2014 at Butterfield and Highland Schools
- Grant approved for increased safety/security in all schools
- Shared services additional growth with District 68 (Business Service, as well as Art Teacher) District 37 (Hearing Itinerant)
- Detailed gathering of information from staff regarding needs of Rockland School (parking, classroom space, gymnasium)
- Preliminary, Ruck-Pate Architect, drawings define expansion and utilization of space
- Mobile planned for possible space needs 2014-2015

Human Resources

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

A. Interviewing

- Participation in Crown Educational Services training (Dr. Schumacher, Dr. Bean, Mrs. Kehoe, Mrs. Poelking) with interview protocols as a pre-screening tool
- Recognize value of internal candidates (student teachers, substitutes)

B. Communication

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

C. Evaluation Process

- Implementation of the TalentEd online evaluation system: Assisted in insuring D70 compliance with PERA/SB7, tracking progress and reducing paperwork

D. Central Registration

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

E. Job Descriptions

- Complete revision of all job descriptions, aligning to updated legal standards

F. Shared Service Agreements

- Increase Shared Services (See Finance and Facilities)

G. Student Teachers

- Ongoing survey of D70 cooperating teachers to determine trends (university preparation) - third year

H. Negotiations

- Collaborated to finalize an extended negotiated Teacher's Contract through 2018

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

- Continue to Research changes in law and recommend changes to Board policies reflective of legislative actions and district practices
- Communicate with Board of Education and D70 staff
- Update and implement new compliance (Global Compliance) training as mandated by legislation
- Align procedures and practices with board policies specifically related to D70 (creation of Administrative Procedures Manual to accompany BOE Policies) – next steps, online access

Social/Emotional/Physical Wellness

Goal One: Support social-emotional skill development.

- Social workers continue to increase anti-bullying training for staff and students
- Social Workers continue to instruct students on internet safety and cyber responsibility relating to social media
- Enhanced partnerships with local agencies such as Youth and Family Counseling and Zacharias Center; The Z-Center will collaborate with elementary social workers to provide lessons that support Erin's Law during the 2014-15 school year
- Social workers continue to provide parent workshops with the help of neighboring school districts
- Coordinated efforts with high school and local authorities to address social media responsibilities. Events in planning stages for 2014-15 school year
- Enhanced Social Work website at Middle School featuring supports for social emotional needs
- Elementary social workers have identified state standards as they relate to and enhance district curriculum, team is collaborating to develop materials to address these goals at all grade levels

Goal Two: Support character education.

- Integrated village of Libertyville into D70 Character Counts theme (windows painted, banners planned for 2014-2015)
- Defined a more student centered 'Class Act' Middle School program/philosophy through staff and committee support
- Proactive Middle School "Class Act" events were integrated to promote positive behavior
- Collaborated with Advocate Condell Medical Center to incorporate Coordinated Approach to Child Health (CATCH) vocabulary and lessons that focus on healthy lifestyles, PE Board of Education March presentation
- Continued promotion of healthy lifestyles at Middle School by including fitness testing results on online report cards
- HMS: fundraising for different organizations and modeling giving back
- School Student Councils offer support to various organizations - (Bernie's Books, Autism Awareness)