

Strategic Plan Update

2016-2017



Curriculum, Instruction & Assessment

Goal One: Cultivate lifelong, self-directed learners through differentiated instruction that augments the outcomes for all students.

- ***Enhance offerings and programs that provide creativity, choice, STEAM, world language, and personalized learning opportunities for a range of diverse learners.***
 - Collaboration amongst Highland, Curriculum Director and 5th grade teachers to field test online exploration of French and Spanish via Middlebury
 - Collaboration amongst Technology Literacy Coaches, Curriculum Director, Learning Center Directors, Gifted teachers and school committees to create and enhance creativity, engineering, collaboration and innovation opportunities for students
 - Learning Center Directors and Technology Literacy Coaches collaborated with staff to purchase materials and enhance learning of creative STEAM activities
 - Professional development and implementation of STEMscopes to enhance inquiry opportunities for students that align with New Illinois Science Standards
 - Proposed guidelines for 2017-2018 to enhance student learning opportunities with Makerspace, coding, world language and health
 - Planning and development of Access1:1@HMS initiative
 - Mini grants dedicated to STEAM activities
 - Implemented Compass Learning technology solution to promote personalized and differentiated learning
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- ***Encourage interdisciplinary teaching and learning.***
 - Transitioned a range of Curriculum, Instruction and Assessment leadership responsibilities amongst School Principals. (Safety/Security, World Language, ELL, Kindergarten, Parent-Student Handbook, Character Counts)
 - Introduced common writing vocabulary across contents and grade levels including District 128
 - Initiated conversations in preparation for 2017-2018 interdisciplinary planning with language arts and science content
 - Collaboration between elementary and middle schools regarding Claim, Evidence, Reasoning (CERs) for science
- ***Review and analyze gifted and enrichment identification and programming.***
 - Enhanced 8th grade gifted math curriculum with the addition of Algebra 2 course.

- 2017 summer planning with elementary gifted teachers with a focus towards K-5 enrichment

Goal Two: Create and maintain informative, meaningful assessments and continuous progress monitoring.

- ***Develop Type 2 and Type 3 assessments that support student growth measures.***
 - Teachers and departments created and enhanced Type 2 and Type 3 assessments
 - Developed and implemented common language arts writing assessments at the middle school
 - Created common assessments for K-5 students in math to identify students for interventions and enrichment
 - Full implementation of incorporating student growth into the teacher evaluation process including Student Learning Objectives (SLOs)
 - Created and shared with principals, student STAR growth scores for grade levels and schools
- ***Review student projected growth data in support of individual and school Improvement planning.***
 - Sharing of reports and data as well as professional development enhanced discussions with staff regarding student growth data as it relates to individual students, subgroups, grade levels, subjects and schools
 - Interventionists have documented growth for kindergarten students serviced (13 of 14 students from one school are now at the grade level benchmark)
 - Interventionists received math training and are using new math intervention resources
 - KIDS (Kindergarten Individual Development Survey) completed per State requirements. Data was reviewed and analyzed for direct service
 - Updated RtI Manual
 - Field tested RtI online documentation solution
- ***Examine homework protocol, student grading and reporting practices.***
 - Phase 1 gathering of information, beliefs and philosophies, regarding current K-8 homework practices
 - Phase 1 discussions with K-8 staff regarding different benefits, challenges and opinions regarding homework
 - Provided self-directed online learning opportunities at home such as Highland math and social studies, and science and elementary options such as Compass Learning, Typing Agent, RAZ Kids and Brain Pop
 - Curriculum Director presented to 6th grade teachers and elementary teachers (during grade level articulations) about grading areas of focus and pertinent grading topics and practices
 - Based on input from 5th and 6th grade teachers, the Curriculum Director created a document called, "Grading Transition for Incoming Sixth Grade Students" to facilitate grade discussions between teachers, students and parents during final trimester of fifth grade. Topics included differences between traditional and standards-based grades, learning mindset and supportive transition

Professional Development

Goal One: Provide time for personalized professional development that keeps pace with innovative academic instructional techniques and technology initiatives.

- ***Explore diverse options that address certified and noncertified staff and student needs while stimulating growth mindset.***
 - Curriculum, Instruction and Assessment Weebly is updated and a link is e-mailed to teachers to encourage self-directed exploration about topics that relate to best practices, applications of learning and professional development. Topics include feedback (making connections), formative assessment (working on teams), growth mindset (solving problems), questioning (communication), SAMR (technology), self-assessment (self-direction) and recently added innovation and creativity
 - In-House leaders (Dr. Chris Otto and Steve Feldman) offered Crisis Prevention Intervention (CPI) training for special education staff, grade level teams and school administrators
 - SPIRE training offered to special service team members

- ***Assure professional development includes internal and external content area leaders, subject matter experts, and peer coaches.***
 - April 13, 2017 institute day differentiated professional development by providing opportunities for site visits and scheduling presenters about writing (presented by Libertyville High School), social studies, STAR assessments, best practices of reading, Compass Learning, fixing instruments, speech best practices, online para-educator training and problem-based learning with STEMscopes
 - Professional development for teaching science and language arts via presenters from STEMscopes, Collaborative Classroom and Journeys
 - Online self-directed professional development opportunities via Caren Kimbarovsky (Sporting PD)
 - Grade level coaching/training with Technology Literacy Coaches to provide for specific needs associated with individual staff and schools
 - Professional development with interventionists and Special Education Resource teachers focused on teaching and learning of math with Jennie Winters from the Regional Office of Education
 - Grade level Heinemann Math in Practice teacher resources were purchased for interventionists so professional development, teaching and learning can have an enhanced focus
 - Elementary grade level articulations to provide teams with time for collaboration and professional development in lieu of additional institute days

- ***Support new staff through legacy training.***
 - August 2016, Superintendent met with new staff to address D70 Strategic Plan and the ongoing commitment to the Applications of Learning
 - September 2016 - legacy training for new teachers via Curriculum Director that focused on teaching and learning for language arts, science and math
 - Fall 2016 - Interactive White Board and Mobile Device training for new teachers by TLCs
 - Fall 2016 - Google Apps for Education/Google Classroom and Chromebook training for new teachers by TLCs

Goal Two: Address individual learning styles of constituents when delivering authentic, effective, research based professional development.

- ***Ensure staff professional development is current, sustainable and ongoing.***
 - Provided online self-directed learning opportunities throughout the year
 - Scheduled professional development that builds on previous training. For example professional development for STEMscopes focused on teaching and learning with resources; writing about science via claim, evidence and reasoning format and problem-based learning with STEMscopes. Additional professional development will be scheduled in subsequent years to build off this initial STEMscopes foundation
 - Professional development with interventionists and Special Education Resource teachers focused on understanding new resources such as SIPPS and System 44
 - Supporting PD online professional development program implemented at Highland by TLC, Caren Kimbarovsky, provides many opportunities for staff to enhance their knowledge on a variety of technology based topics. <http://sportingpd.weebly.com/>
 - Continue Global Compliance Network (GCN) training for all staff

- ***Enhance co-teaching opportunities.***
 - Rockland School: 2 grade classrooms of Co-Taught ELA (1st/3rd) to provide a model for future training/expansion
 - Highland Middle School: 3 Sections of Co-Taught Math (6,7,8) & Additional Staffing and Resources for Co-Taught Language Arts. Provided collaboration and content development opportunities for Co-Teaching staff

- ***Offer training to support student/parent/teacher connections.***
 - August 2017, Opening Day session pre-planned with author/educator Jeff Zoul - Interrelated Connectedness
 - September 2017 Institute Day , pre-planning Lake Bluff School District 65 integration, with George Couros, author of The Innovator's Mindset
 - Offer parent support through Special Education informational events , providing local educational resources, Special Service Partnership Project (SSPP)

Culture & Climate

Goal One: Facilitate effective communication between and with students, parents and staff to promote positive involvement and engagement.

- ***Create additional opportunities that allow for improved two-way communication.***
 - Integrated Director of Curriculum, Instruction & Assessment into all Family Association of District 70 (FAD70) sessions
 - Collaboratively enhanced the process for Walk-In Express Lane for Sixth Grade Residency by adding three additional evening opportunities to try to make the process more efficient for parents and staff
 - Generation Yes We Can! program in K-1 utilized SeeSaw software which allows parents and grandparents to provide comments on student work

- Superintendent continues to offer monthly follow-up through Memo addressing board meeting summaries and school related updates for all staff, after each Board of Education meeting
- Gathered data from 5Essentials Survey for review and analyzation in support of School Improvement Planning and Goals
- Additional opportunities for student input at the middle school level via student surveys and student participation on school-wide staff committees (Sports Shed Committee).
- Developed shared opportunities informed by school-family partnership study, including formation of a parent-school committee, targeted speakers, and enhancements to the IEP process
- Established a steering committee with parent and SpEd staff membership and held an initial meeting on 5/5/17
- Held speaker events in February and May

Goal Two: Foster a safe, risk-taking environment encouraging innovation while promoting inclusive stakeholder involvement that advances constructive outcomes for the school district.

- ***Provide lessons, programs, and school related activities that will further develop a Culture of equity and acceptance.***
 - Champions union of Early Childhood and Blended Pre-School programming to formulate integrated opportunities for the special education Early Childhood program. providing early childhood special education students shared learning opportunities with developing peers
- ***Offer extended opportunities for students to participate and excel beyond academics.***
 - Continued support of Libertyville High School, Art Effects, and David Adler Music and Arts Center Community Art Exhibits
 - Continued offerings of extra-curricular and enhanced opportunities for students at all schools

Social, Emotional, & Physical Wellness

Goal One: Identify social-emotional objectives that uniformly target all students and complement the home-school partnership.

- ***Implement a social-emotional curriculum that offers a common language and fundamentally supports the affective domain.***
 - Ongoing collaboration with the Lake County Zacharias Center, Erin's Law presentations provided
 - Enhancement of the Middle School Skills and Life Skills classes at the middle school level to better align with Social Emotional Standards and state mandates
 - Planning with district psychologists and social workers for district SEL committee
- ***Foster a culture of acceptance that encourages an orderly and supportive environment for teaching and learning that provides emotional and physical safety.***
 - Ongoing commitment, additions and adaptations to the Positive Behavior Support Systems (PBS) embedded within each elementary school site
 - HMS Class Act continuation of recognition and events

- ***Provide consistent bullying prevention, digital citizenship awareness, and behavioral interventions.***
 - Social service staff provided K-5 lessons related to anti-bullying and cyber safety.
 - Continued analysis of student incident and bullying reporting forms
 - Presentation to middle school students from Lake County State's Attorney on Digital Safety
 - Collaboration with D128 and feeder schools to offer a parent informational meeting on Digital Safety, Social, Emotional wellness

Goal Two: Incorporate increased student movement within the academic day.

- ***Seek methods and activities that encourage social and physical development, and discovery learning, in Support of mental wellness.***
 - Board of Education February presentation offered in recognition of Health and Movement
 - Consistently implemented enhanced structured movement education activities for classroom teachers to utilize with students
- ***Enhance a health education curriculum that furthers the commitment to safe and healthy lifestyles.***
 - Designed proposed guidelines for 2017-2018 to enhance student learning opportunities for health
 - Expansion of the Risk Watch program at all four elementary schools

Human Resources

Goal One: Promote increased staff morale and instill motivation through recognition of accomplishments in best practices.

- ***Heighten acknowledgements and staff appreciation.***
 - Ongoing commitment to Character Counts – Winter 2017 D70 Community CC Award presented to Mr. Michael Barbini, Libertyville Bank and Trust, D70 Staff Award for MJ Thureau, Rockland School Secretary
 - Staff recognition: Lake County Attendance Week; 4 out of 5 schools received Top 10 recognition
 - Negotiated stipend pay for non-certified staff covering lunch duty (in recognition of duties being performed)

Goal Two: Investigate, develop and implement plans to recruit and retain certified, non-certified and substitute staff.

- ***Streamline and improve Human Resource processes.***
 - Consolidation of Secretarial Services at the Educational Resource Center. (Blended Superintendent's Administrative Assistant and Human Resource Department secretarial responsibilities, as well as Business Official Assistance transition to School Secretary position, in anticipation of blended Accounts Payable and Administrative Assistant role
 - All employee absences (sick, personal and vacation) are now recorded and tracked through the AESOP software, thus giving all employees real-time and accurate data

- Implementation of online employment and hiring forms, as well as internal electronic document workflow processes, expected fall of 2017
- **Conduct compensation studies.**
 - 2014 model for nursing compensation reviewed in anticipation of 2017-2018 secretarial study
 - Ongoing incremental increases in starting rates for Paraeducators, Clerks and Classroom Assistants, as well as substitute Secretaries, Clerks and Assistants, as part of a county-wide study

Finance & Facilities

Goal One: Update and address the district's long-term capital plan.

- **Support a long term facilities feasibility study to include curriculum based space analysis, technology capability, building equipment and infrastructure demands and exterior needs .**
 - Preliminary review of potential Long-Term Facility Repairs/Replacement study addressed with architect, Peter Graves, of Graves Design Group
 - Copeland Manor School construction project substantial completed
 - Rockland School construction plan approved
 - Addressed HMS Locker Room and Shower Staging designs
 - Assessed both water and air quality in schools
 - Expanded network and internet bandwidth
 - Deployed additional WIFI to cover all classrooms at all buildings
- **Address enhanced funding needs related to curriculum materials, resources and new programming.**
 - Reviewed costs and benefits affiliated with long-term Health, World Language, Coding and Makerspace integration
 - Enhanced sharing of curriculum resource among elementary schools
- **Analyze district boundaries.**
 - Addressed growth and accountability of Butterfield Road property, Winchester Road townhomes and Depot property, in anticipation of potential housing.
 - Analyzed historical data from local neighborhood developments; Canterbury, Sunnyside/Meadow

Goal Two: Assess options to develop additional local funding solutions.

- **Expand local business partnerships.**
 - Continued to build upon Partnerships for Educational Excellence with the addition of 13 new Business Partners
 - Annual lunch gathering for Partners in Educational Excellence Mini Grant Review
 - Working with local theatre troupe(s) (Improv Playhouse, Encore) for rental and lease of Copeland Manor School stage
- **Expand local business partnerships. Explore corporate sponsorships.**
 - Worked closely with Access One to build upon new telephone/telecommunication system throughout all sites

- ***Investigate potential education foundation.***
 - Continue to grow local business partnerships as a component of District 70's Partnerships for Educational Excellence

Additional Areas of Focus

Communication and Safety Enhancements

Planned and prepped for installation of new VOIP Phone System

Website Updates offering new FAQs, as needed, including new Incoming 6th grade student page for families at Highland Middle School

Incorporated Freedom of Information Act (FOIA) Requests on monthly School Board Agenda

ALICE (Alert, Lockdown, Inform, Counter, Escape) Review Training with local responders

Bomb Threat training with Mundelein School District 75

Annual Emergency Operation Plan Review completed with Local First Responders

Added Cameras in/around School Sites

Community Relations/Local Connections

Supt. & Board of Ed. President attended Village of Libertyville Institutional Organizations, Community Stakeholders Focus Group in support of Village 3-5 year plan

District support of local agencies, Donations: Bernie's Books, Toys for Tots, Sports Shed, Libertyville Food Pantry, Libertyville High School students integrated into D70 school activities and affiliations.

Addressed HMS Office of Civil Rights Summaries

Joined IESA for Cross Country and Track & Field

Support of Lake County Health Department Influenza-Like Illness Study

Affiliations:

D70 Association for Supervision and Curriculum Development (ASCD) membership

Supt. – SEDOL Executive Board Member

Supt. – Advocate Community Health Council Member

Supt. – David Adler Music and Arts Center Board Member

Asst Supt. - NIIHIP Executive Board

Asst Supt. - Professor NIU School Business Management Program

Asst Supt.- Association of School Business Officials, Illinois Association of School Business Officials

Curric. Director -Illinois Association for Supervision and Curriculum Development (IASCD)

Curric. Director - Lake County Curriculum Resource Counsel
Spec. Services Director- Crisis Prevention Institute Trainer
Spec. Services Director- Illinois Alliance of Special Education Administrators
Spec. Services Director- National Association of School Psychologists, NCSP
HR Director - Grayslake Police Commission
HR Director - Chair of the Constitution and By Laws Committee, American Association of School Personnel Administrators
HR Director- Illinois Association for School Personnel Administrators Member
HR Director - Completed coursework for Human Capital Leader in Education (HCLE) certification
Highland Asst. Principal - David Adler Music and Arts Center Board
Copeland Asst. Principal - Libertyville Bicycle Safety Committee
Rockland Principal - Illinois Principal Association, State President-Elect
Rockland Principal - National Association of Elementary School Principals
Highland Principal - Illinois Principal Association
Highland Principal - National Association of Secondary School Principals
Association of Illinois Middle-Grade Schools (AIMS) - Highland
Technology Director - ICE (Illinois Computing Educators); ISTE (International Society for Technology in Education)