



End of Year Goal Summary 2018-19

The following highlights the key accomplishments of District 99 during the 2018-19 school year and future opportunities for growth. The summary is organized by the five domains the District is following to support our mission:

“In cooperation with parents and the community, provide a caring and challenging environment where all students develop as lifelong learners to become contributing, responsible members of a changing world.”

Domain 1: Student Experience

Evaluate, refine, and develop academic and social emotional programs to ensure high school and postsecondary success for all students.

Key Accomplishments: The District established a pathway program with Benedictine University that enables students to bypass an entrance examination and place directly into credit bearing college courses. This is the first program of this type in the area; we have several students taking advantage of it through the admission process at Benedictine this summer. Our new Project Lead the Way course, “Principles of Biomedical Science,” was approved by the Board of Education. There are 151 students scheduled to take the course during the 2019-2020 school year. Students have the opportunity to take two dual enrollment courses through Benedictine University. This year we also started to offer the Seal of Biliteracy. We had 48 students earn the Seal of Biliteracy and another 55 students earn the Commendation Toward Biliteracy. In February, the District piloted a Flexible Learning Day that received strong positive feedback and prepares us to look at future emergency days differently. We strongly pursued outside funding for workplace development programming, but did not connect on those leads. We continued our programming, for a second year, around suicide awareness and screening. We grew our programming around our Multi-tiered System of Supports, as we support all aspects of the learner. We added 5-Labs, a data visualization tool that allows us to better see and understand student data in real time. We offered several new clubs this year and expanded funded athletics to include lacrosse.

Opportunities for Growth: Next year we will continue to grow our dual credit programming; a focus during teacher contract negotiations will be on incentivising teachers to gain accreditation in teaching dual credit courses. We will study, and possibly propose, future career pathway options, while creating additional partnerships with businesses in the community. Over the past several years both schools have engaged in a variety of programming aimed at social and emotional learning including Positively North/Mustang Way and other activities for both students and staff. Our students will begin to formally engage with the topic of Deep Equity, as we create

and design an experience for students, with the help of student leaders. This will include the “My Name, My Story” programming funded by the Education Foundation. We will start to use 5-Labs data to better identify and intervene with students in need, specifically in relation to 9th grade on-track data. We will continue to inform staff, students, parents and the community about District and student progress toward the measures included in the Every Student Succeeds Act (ESSA). The Administrative Team will decide on a systematic course of action to address our disproportionate discipline data which will include a comprehensive intervention program for students with in-school or out-of-school suspensions. We also will seek ways to better serve students involved with serious discipline incidents to implement consequences that are more productive and supportive of continued learning. We will continue our work to infuse social emotional learning supports and strategies into the curriculum in all departments. Now that legislation related to the school day is complete, and new facilities are on their way, we will look closely at how we structure our time during the school day to see what efficiencies can be developed - including looking at the final exam bell schedule and how we handle emergency school closings. We will also pilot a tool for evaluating club sponsors alongside designing a dynamic process for determining what sponsor resources should be allocated to each club each year.

Domain 2: Development and Evaluation of Staff

Enhance current practices, identify strengths and challenges, and create new processes that empower staff to create conditions for a positive and effective student experience.

Key Accomplishments: All staff across the District participated in four Deep Equity sessions and established a foundation for all adults in the District to focus on this important work together. Related to this work, a main focus this year of the Administrative Team was centered on understanding our discipline practices related to suspensions, as we seek to find long-term solutions to our practices of suspending disproportionately. We have nearly all staff trained on our three core professional development strands (Cooperative Learning, Assessment Literacy, CRISS/Literacy 99). By next year this will be completed; new staff will continue to receive instruction on these topics at the beginning of their time with the District. In addition to these workshops, staff learned from each other at the May Institute Day, when teachers shared their experiences with blended and flexible learning as part of a panel and also offered small breakout sessions on successful classroom strategies they used throughout the school year. The new Personalized Professional Learning program and our work around the Common Experience were introduced to all certified staff and are prepared to start next year. Our SEED (Seeking Educational Equity and Diversity) program ran in two separate sessions this year and will be offered during the school day next year. The District continued the “Building Bridges” program with staff to create understanding of workplace environments and skills needed to succeed in the workplace. We added Lead Security supervisors and provided a variety of training to all security staff. A major accomplishment was the creation of common staff progressive discipline forms to replace the ambiguous “Contact Form.” This was the first year of the new certified appraisal system, which received high praise from both teachers and evaluators, for the infusion of trust and high level conversations around teaching and learning back into the evaluation process.

Opportunities for Growth: We will continue to explore the interconnectedness of District initiatives and staff development, especially in the areas of Deep Equity, Common Experience, Personalized Professional Learning, and supporting each student’s individual social, emotional,

and academic growth. Much of this work will be accomplished during late-start Mondays. The staff will become more familiar with the District goal domains and the concepts within them so they can better design their personal learning experiences to help support advancing these goals. We will develop a District Leadership Academy to better grow our own leaders. This year will include a review of the certified evaluation system and a recommendation of changes as we begin a new 2 year cycle in the following year.

Domain 3: Sharing our Stories and Informing the Community

Ensure trust, confidence and support for our District through the use of comprehensive, transparent, and consistent communications methods.

Key Accomplishments: In addition to regular family and school communications throughout the school year, including crisis management, the District embarked on numerous community engagement activities surrounding the beginning of the Master Facility Plan, including a weekly “Facilities Friday” email bulletin. We maintained current community groups and expanded others, including the Superintendent’s Community Advisory Group, the Master Facility Plan Advisory Group, Bilingual Parent Advisory Committee, Parent Groups at both schools, and parent education events. We continued and expanded on communication methods and strategies including monthly Principal messages, Opening Doors, Year in Review, Board Briefs, an internal newsletter about social media called "Social Seen," Superintendent’s Lunchtime Facebook Live, and many others. We held our third annual realtor’s breakfast, in partnership with our elementary districts, to promote the accomplishments of our districts. We continued and strengthened our involvement with the Education Foundation, Chamber630, and Downers Grove Economic Development Corporation. Many staff presented on District initiatives and accomplishments at state and national conferences and meetings.

Opportunities for Growth: We are looking to expand on our parent university programming at a District or school level. We are determining the best way to interact and support our underrepresented populations, which include our families of color, students that are learning English, families supporting students with special needs, and families with less fiscal resources. We will also focus on better using our tools to communicate (including the Home Access Center gradebook and staff directories) and will investigate improved communication tools involving text messaging and language translation.

Domain 4: Creating and Supporting a Valued Learning Environment

Efficiently manage fiscal resources and facilities to support an educational program that is designed to promote a valued student experience.

Key Accomplishments: The District maintained its long tradition of fiscal responsibility while responding to changing needs in programming. The work done around designing the Master Facility Plan changes and getting the work underway was immense. During this process we involved hundreds of staff, students, and community members. We instituted increased safety systems/measures (Lead Campus Security personnel, campus security trained in Mental Health First Aid, BluePoint emergency response system, secured vestibules, student safety committee, and other strategies) while also increasing our training for students and staff. We worked collaboratively with other community entities to maintain the economic growth in our communities. We continued to use CLEAR as a resource to validate residency and ensure students enrolled in the District live in the District boundaries. Technology resources continued

to improve across the District, especially in the speed, reliability, and security of the network. We ended the year with a significant bond issuance after the District increased its credit rating and worked creatively to make the bonds attractive to investors.

Opportunities for Growth: The work around the Master Facility Plan, and the finances involved, will continue to be a top priority in both focus and time allocated to the project. We will continue to get input from students, staff, and community about the work we have completed and the designs planned for the next two phases. This will include a lot of feedback on furniture and equipment. We will need to ensure the community is well informed on how we manage finances related to the Master Facility Plan. Safety and security will remain a priority with our facilities. We will work cooperatively with the Village of Downers Grove and other governmental agencies on evaluating the safety of pedestrians around each school and make improvements based on expert feedback. We will also continue to look at the effectiveness of our bus transportation, including our mini-bus fleet. Evaluation of our outdoor facilities will need to continue as activities and sports put an increasing demand on these spaces and creative options for the future may need to be considered.

Domain 5: Future Opportunities

Embark on a plan, leading to a process of identifying strategic goals committed to developing organizational readiness for future opportunities.

Key Accomplishments: We accomplished more in this area than was anticipated heading into the year. We made great progress in our Deep Equity work, the area of blended and flexible learning, college partnerships, defining the Common Experience (work on course teams centered around grading practices, assessment practices, and standards), and the start of Deep Equity planning with our student leaders.

Opportunities for Growth: We will begin long-range planning on continued growth in working with and addressing the needs of our families that are non-English speaking at home; awareness around a safe learning environment, including Title IX and sexual harassment; understanding restorative practices; and expanding blended and flexible learning. Expanding career pathways, while also helping students to recognize, develop, and promote the valuable skills they have learned in High School, will be an area of focus. As we look ahead to the changes in the physical buildings, we will begin to explore possible changes to our structures, practices, and procedures in scheduling and utilization.