

# District 99 Goals 2019-20

**Domain 1: Student Experience:** Evaluate, refine, and develop academic and social emotional programs to ensure high school and postsecondary success for all students.

Action or Task
Expand Ready 4 College Partnerships - streamlined college admissions process into credit bearing courses.
Expand dual credit opportunities: responding to changes in legislation. <ul style="list-style-type: none"> <li>● Explore incentives for teachers to earn credentials for eligibility to teach dual credit courses.</li> <li>● Explore vocational certification areas (students) as possibilities for dual credit.</li> </ul>
Sustain established successful targeted programming: <ul style="list-style-type: none"> <li>● AVID</li> <li>● AP</li> <li>● Dual Credit</li> <li>● PLTW</li> </ul>
Ongoing evaluation of Special Education public/private outside placements.
Programming aimed at social and emotional learning including Positively North/Mustang Way
Deep Equity work, including the “My Name, My Story” program
Propose career pathway options with connections to local businesses
Use 5-Labs data to better identify and intervene with students in need, specifically in relation to 9th grade on-track and other ESSA data
Explore and consider future strategies for consistent placement into appropriately challenging courses.
As an ongoing process, consider curricular revisions as appropriate.
Multi-tiered System of Supports (MTSS) Seminar, SAS, S-Math, STRIVE and Read 180:
Determine how we handle emergency school closings with e-learning days
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 and seek ways to better serve students involved with serious discipline incidents to implement consequences that are more productive and supportive of continued learning
Infuse social emotional learning supports and strategies into the curriculum in all departments
Explore the final exam schedule.
Design a process for evaluating club sponsors alongside designing a dynamic process for determining what sponsor resources should be allocated to each club each year

**Domain 2: Staff Experience:** Enhance current practices, identify strengths and challenges, and create new processes that empower staff to create conditions for a positive and effective student experience.

Action or Task
Continue to offer high quality staff development opportunities: <ul style="list-style-type: none"> <li>● Institute Days</li> <li>● Late Start Days</li> <li>● SEED</li> <li>● Differentiated Instruction</li> <li>● Assessment Literacy</li> <li>● Cooperative Learning</li> <li>● Literacy 99</li> <li>● Instructional/Literacy Coaching</li> </ul>
Explore and explain 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.
Evaluate and revise the Tenured Appraisal System as needed
Meet regularly with District Leadership Team (DLT) to develop leadership skills and practice Distributed Leadership
Pilot an Internal Leadership Academy/Future Administrators Program
Begin the Personalized Professional Learning (PPL) program.
Continue to develop and expand the Deep Equity Late Start training for certified and support staff
Explore Restorative Practices with DLT and begin to introduce to staff
Complete mandated State trainings.
Continue Support Staff development: <ul style="list-style-type: none"> <li>● Student Supervisors</li> <li>● Administrative Assistants</li> <li>● Campus Security</li> </ul>
Continue Special Services staff training: <ul style="list-style-type: none"> <li>● Powerschool IEP</li> <li>● STAR</li> <li>● Edgenuity</li> </ul>
Continue PBIS Edcamp (Mustang Way/Positively North)
Hold regular meetings with staff leadership and maintain open communication.

**Domain 3: Family and Community Experience:** Ensure trust, confidence and support for our District through the use of comprehensive, transparent, and consistent communication methods.

Action or Task
Expand on our parent university programming at a District or school level.
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
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
Continue the work of the Superintendent’s Community Advisory Council:
Continue effective communications and relations with students, staff, families, community, and Board of Education. Execute communications plan as well as continue management of communication tools and strategies
Hold regular meetings with staff leadership and maintain open communication.
<p>Support the goals and communication needs of school related organizations and nonprofit organizations that are extensions of the school district:</p> <ul style="list-style-type: none"> <li>● D99 Education Foundation, booster groups</li> <li>● Other government entities (Super Retreat, Woodridge Village event)</li> <li>● Other community organizations (Chamber630, Realtors, Rotary, Lions)</li> <li>● Create organizational structure to connect with and support full community (students, staff, parent organizations, foundation, business and government partners, alumni)</li> </ul>
Active participation at conferences and in professional organizations focused on sharing the success of the District with other professionals and school districts.
Communicate district goals
Share information and begin planning for reporting on District accountability as outlined in ESSA.
Keep the community involved and informed as part of the design phase of the MFP and expand information on financial oversight.

**Domain 4: Environmental Experience:** Efficiently manage fiscal resources and facilities to support an educational program that is designed to promote a valued student, staff, and community experience.

Action or Task
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
Continue Capital Improvements.
Continue Life/Safety work.

Develop plan for student transportation - replacing/increasing mini-bus fleet.
Review available indoor and outdoor spaces for growing athletic and activity programs.
Develop plan for classroom renovations
Prepare and maintain a Board approved balanced budget within revenue streams.
Prepare a five-year forecast of Operating Fund balances that considers expected changes in the economy, contracts, enrollment and new programs or service levels.
Prepare Comprehensive Annual Financial Report and other annual financial reports as required by Illinois State Board of Education and provide to BOE for review and approval.
Continue to maintain a residency verification process
Collaborate with community organizations and businesses on projects that will benefit our schools and/or the community.
Execute the Technology & Information Services Strategic Plan - monitor and make ongoing adjustments as needed.
Master Facility Plan
Design and test prototype classroom furniture and fixtures based on collected feedback.

**Domain 5: Future Experience:** Embark on a plan, leading to a process of identifying strategic goals committed to developing organizational readiness for future opportunities.

Action or Task
Long-range planning on continued growth in working with and addressing the needs of our families that are non-English speaking at home
Increased awareness around a safe learning environment, including Title IX and sexual harassment within the curriculum
Explore Restorative Practices with all staff.
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
Explore possible changes to our structures, practices, and procedures in scheduling and utilization based on physical changes in the buildings