Oak Park D97 Professional Learning and School Improvement Logic Models

Board of Education Meeting
September 24, 2024

What’s our big idea?

Preview: Oak Park D97 Transformation Goals

Oct. 8 Superintendent Update will highlight SY25 priorities in four key areas:

We Learn, Lead and Celebrate Together

Portrait of an Oak Park 8th Grade Graduate
Our District Culture
ALL EmployeeProfessional Learning

We Design for ALL

ES Core Instruction Foundations
Middle School Redesign

We Align Resources

Master Facilities Plan
Comprehensive Safety Plan

We Learn Everywhere

Early Childhood Education

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Meet the Team

Dr. Natacia Campbell Tominov
Assistant Superintendent of Human Resources

Michele Capio
Director of Universal Design for Learning

Erica Childress
Equity and Professional Learning Coordinator

Dr. Anna Colaner
Senior Director of Data Analytics and Research

Emilie Creehan
Director of Universal Design for Learning

Dr. Luis De Leon
Assistant Superintendent of Middle Schools

Tracy Hamm
Director of Universal Design for Learning

Dr. Tawanda Lawrence
Senior Director of Teaching and Learning

Dr. Eboney Lofton
Chief Learning Innovation Officer

Donna Middleton
Senior Director of Student Services

Patrick Robinson
Assistant Superintendent of Elementary Schools

Stephanie Suerth
Equity and Professional Learning Coordinator

District 97 Principals

Hussain Ali
Mann Elementary School

April Capuder
Brooks Middle School

Nick Filipowski
Julian Middle School

Amy Jefferson
Longfellow Elementary School

Sarah Mendez
Hatch Elementary School

Ashley Mosley
Whittier Elementary School

Susan Mura
Irving Elementary School

Tamera Phillips
Holmes Elementary School

Marianne Rehfield
Lincoln Elementary School

Cheryl Sullivan
Beye Elementary School

Tonight's Presenters

Dr. Anna Colaner
Senior Director of Data Analytics and Research

Dr. Luis De Leon
Assistant Superintendent of Middle Schools

Patrick Robinson
Assistant Superintendent of Elementary Schools

Dr. Natacia Campbell Tominov
Assistant Superintendent of Human Resources

Erica Childress
Equity and Professional Learning Coordinator

Stephanie Suerth
Equity and Professional Learning Coordinator

Tonight's Agenda

01 **Professional Learning for ALL**

02 **What we have learned and how we are improving**

03 **SY24/25 School Improvement Logic Model Presentation Plan**

Professional Learning for ALL

Professional Learning for ALL

Equity & Professional Learning SY25

- Take Stock of Current Professional Learning Spaces
- Plan Smart, Using Time to Match Priorities
- Collaborate to Implement & Accelerate Progress

1 Professional Learning for ALL

Take Stock of Current Professional Learning Spaces

What is the current state of professional learning in D97?

Where is professional learning occurring? For staff who provide instruction, how is it aligned to the Framework for Teaching?

Who is leading the professional learning opportunities?

How are we learning about our professional learning needs for all staff?

How are we ensuring that our professional learning meets the requirements of our district policies and commitments?

2

Professional Learning for ALL

Plan Smart, Using Our Time to Match Priorities

How can we align professional learning to district goals?

Invite various staff groups to be members of the Professional Learning Committee.

Participate in calibration walks, reflecting on the Framework for Teaching.

Gather feedback from staff groups through surveys to begin organizing and planning for future professional learning opportunities.

Engage with building leadership teams to understand student data and identify areas of opportunity for professional learning.

3

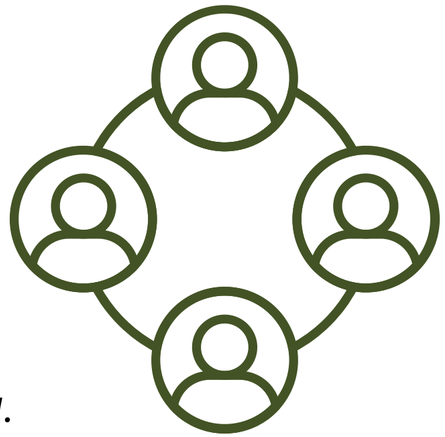
Professional Learning for ALL

Collaborate to Implement and Accelerate Progress

How do we use what we have learned to create and implement a multi-year professional learning plan for all staff?

As we implement the learning plan, we will:

- *Strategically utilize professional learning times and spaces to ensure all employees have clarity around roles, performance, and opportunities to grow.*
- *Create and train staff in various professional learning models to ensure all staff have access, including:*
  - *Mentoring/Coaching*
  - *Train the trainer*
  - *Online learning*
  - *Action research*
  - *Speakers/Conferences*
- *Communicate the plan and ways to access applicable professional learning.*



“... professional development can influence teachers’ classroom practices significantly and lead to improved student achievement...”

Professional Learning

Student Achievement

School Improvement Logic Models

Aligning to Our D97 Equity Policy

A. Equitable Access

District 97 shall provide every student with equitable access to high-quality instruction, culturally relevant curriculum, grade appropriate assignments, high expectations, facilities, and other educational resources necessary for them to succeed. Practices, procedures and programs that result in over- or under-representation of any group of students compared to peers shall be subject to close review to assure that such results are due to meeting students' legitimate educational, social or emotional needs.

Universal Student Success in D97

How will we learn from our focal student cohort experience to improve core instruction?

District-Level Focal Student Cohort

- Black students with IEPs and Qualified for FRL

School-Level Focal Student Cohort

- Includes Black and /or ML students
- Can include a combination of IEP and/or FRPL status
- Target to equal 10% of the school's enrollment
- Can change over time depending on the data of school and student demographics.

Each D97 Building Leadership team develops a school improvement logic model every year.

	Resources	Actions	Evidence	Recommended Short-Term Outcomes	Recommended Mid-Term Outcomes	Recommended Long-Term Outcome
	(What time, people, technology, and money are in place to ensure success?)	(How will your team organize these resources to achieve success?)	(What visible evidence can be reviewed to see that the work is happening?)	(What are the changes in knowledge or beliefs we expect to see?)	(What are the changes in behaviors we expect to see?)	(What are the long-term results we expect to see?)
	Instructional Coach Weekly grade level PLC School wide staff meetings	CER writing calibrating in L&L department connected to IAR writing rubrics to support effective feedback to students Weekly professional development during grade level PLC, school wide staff meetings, and coaching cycles around strengthening [early literacy] foundational standards for all teachers.	Student peers are reviewing each other's work (Domain 3a and 3c) Students document and set own learning goals (Domains 3c and 3d)	Teachers are able to name and understand the priority Math Learning Standards. Students understand priority standards, how to successfully demonstrate mastery, and why they are important. Families understand the grade-level Math priority standards for which we expect mastery.	Teachers will plan and deliver rigorous and equitable instructional tasks that are aligned to priority standards. Students successfully demonstrate mastery on priority standards as evidenced by formative & summative classroom assessments, normed assessments, such as NWEA MAP and AimsWeb Plus, *and one out-of-school format** Families and teachers collaborate to develop school- home partnerships in utilizing resources and priority learning standards. *This is future work. Upon development of the D97 Portrait of a Graduate, our community learning and entrepreneurialism focus will allow us to expand demonstration of mastery to out of school time	**XX% proficient in ELA**, as measured by IAR OR **XX% proficient in ELA**, as measured by NWEA (Predicted IAR proficient) OR **XX% proficient in ELA**, as measured by NWEA (Tier + and Tier ++ students)

Which staff members?

Which meeting spaces?

Which staff members will be doing what?

How will PLC time be used?

Which components of the Framework for Teaching are most important for you to see?

How are we assessing? (peer observation, IC feedback, learning walks)

School Improvement Plan Timeline

SUMMER 2023

- Developed logic model template for SIP
- Schools identified focal cohorts
- Building leaders trained on SIP approach
- Building leaders developed SIPs with staff during Institute Days

SY 2023-24

- Data Dives with each school
- Site-levels/walk-throughs
- Schools SIP Logic Model presentations to BOE
- Professional learning
- Staff meetings
- Site-Based Meetings with Principals
- MTSS Meetings with Grade-Level Teachers

School Improvement Plan Timeline

SUMMER 2024

- Review school staff feedback on the SIP Logic Model process of SY24
- Theory Check with Instructional Coaches, Building Leaders, and Core Instruction Leaders to identify SY25 plans
- Implemented changes in new SY25 templates and guidance
- Training on SY25 template for building leader teams (MTSS-A and B)

What We've Learned and How We're Improving for SY25

Feedback from 10 School Building Leadership Teams

Learning from SY24

1

Not enough attention on the focal cohort

Changes for SY25 Logic Models

Learning from SY24

1

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Changes for SY25 Logic Models

Goal-Setting

Clear outcome goals for focal cohort students

Learning from SY24

1

Not enough attention on the focal cohort

2

Need to move to using SIP logic models as a tool to support our understanding about what works

Changes for SY25 Logic Models

Goal-Setting

Clear outcome goals for focal cohort students

Learning from SY24

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Changes for SY25 Logic Models

Goal-Setting

Clear outcome goals for focal cohort students

Logic Model Structure

Increased specificity around expectations for process components of the logic models

SUMMER 2024: LEADING TEACHER TEAMS

Principals

Assistant Principals

Instructional Coaches

Student Success Coaches

Student Support Specialists

Culture and Climate Teams

Teacher Leaders

Summer SY25 Leading Teacher Team

Summer 2024 Leading Teacher Teams

Learning Objectives

- Understand how our **focal student cohort guides core instruction.**
- Understand school improvement logic model components: Resources, Actions, and Evidence.
- Prepare building leadership teams to work collaboratively with staff to develop school improvement logic models.

Learning from SY24

1

Not enough attention on the focal cohort

2

Need to move to using SIP logic models as a tool to support our understanding about what works

3

Conversations focused too much on learning technical operations

Changes for SY25 Logic Models

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Clear outcome goals for focal cohort students

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Increased specificity around expectations for process components of the logic models

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Changes for SY25 Logic Models

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Clear outcome goals for focal cohort students

Logic Model Structure

Increased specificity around expectations for process components of the logic models

Leadership Conversations

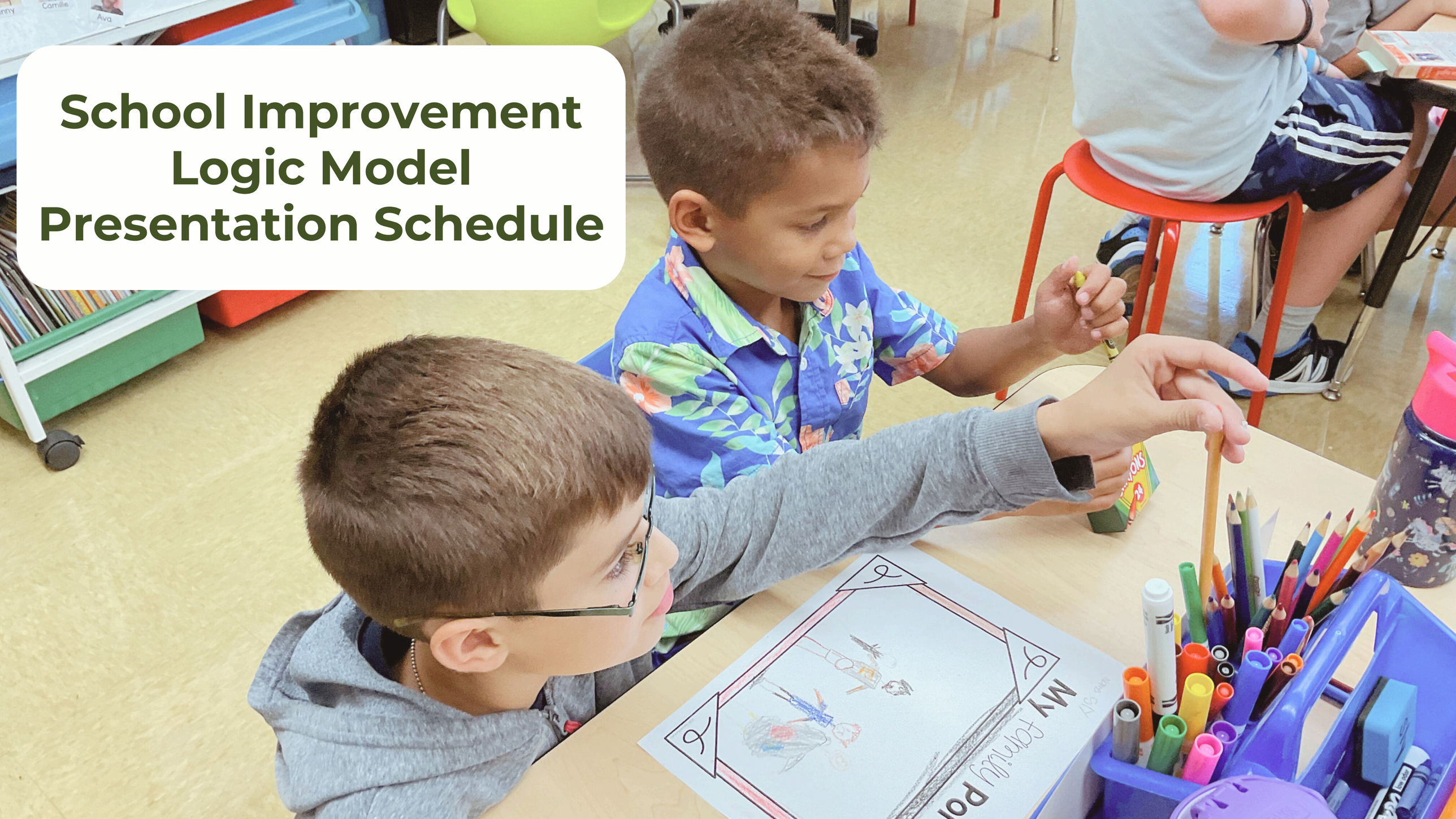
Focus conversations on how to improve core instruction

What We Are Doing:
Collaborative Leadership

Fall SY24 | **Winter SY24/25** | **Spring SY25**

- ***Monthly*** calibration walks with building leaders and **teacher teams** using the **Framework for Teaching**
- Professional Learning ***aligned to calibration walks***
- Staff Meetings focused on **standard-based core instructional practices (i.e., foundational literacy, social-emotional practices, etc.)**
- MTSS Meetings with Grade-Level/Department Teams
- Data Dives with each school with ***conversation focused on core instruction, focal cohort, use of resources***
- Schools' SIP Logic Model presentations to BOE
- Site-based meetings with Principals **focused on visible leadership and use of resources**

School Improvement Logic Model Presentation Schedule



Elementary School Improvement Plan Logic Model Presentations

Committee of the Whole Meetings 2024-25

October 22, 2024

Hatch and Whittier

ELA Pilot Resource Updates

January 28, 2025

Irving and Mann

March 25, 2025

Beye and Longfellow

ELA Pilot Resource Updates

April 22, 2025

Lincoln and Holmes

Middle School Improvement Plan Logic Model Presentations

Business Meetings 2024-25

November 22, 2024

Brooks Middle School

December 28, 2024

Julian Middle School

March 18, 2025

Brooks Middle School

April 8, 2025

Julian Middle School

Questions?