

STATE OF THE DISTRICT
REPORT

Office of the Superintendent
July 16, 2019



KCSD96

SUPERINTENDENT JULIE A. SCHMIDT

Kildeer Countryside School District 96

STATE OF THE DISTRICT

JULY 16, 2019

Introduction

Author Joel Barker shares that “vision without action is merely a dream and action without vision just passes the time. Vision coupled with action, however, can change the world.” With a steadfast commitment to our mission, vision, and values we reflect each year in order to determine priorities for the year ahead. This then translates into a goal-setting process that ensures that we never settle for complacency but continually strive for excellence. Our students deserve no less.

The preparation of this State of the District report is a comprehensive reflection on the past school year and an opportunity to build on our deep commitment to continuous improvement. Each year it memorializes the work that has been done in an effort to synthesize it for stakeholders.

This State of the District report addresses department highlights and celebrations from the 2018-19 school year, as well as recommended goal areas for the 2019–20 school year.

Department Highlights

Business Services and Facilities and Transportation

The Business Office continues to implement innovative best practices that ensure long-term financial stability. During turbulent financial times in the state, we have remained healthy and stable through thoughtful fiscal management.

One of the most exciting projects facilitated by the leaders in our business and facilities department is the installation of a solar field! With the approval on Mar. 26, 2019, by Long Grove Village Board trustees of the District’s special use permit request, the process to request additional permits is proceeding to bring an alternative energy source to our Country Meadows Elementary/Woodlawn Middle School campus. Ground-mounted solar panels located on District-owned acreage north of the school buildings will provide approximately 98 percent of the electricity used at Country Meadows/Woodlawn. The solar panels will feature a decorative design and be screened with a combination of berm, privacy fence, and landscaping. Projected long-term savings from this solar array are significant. Savings after 9 years are expected to be approximately \$3 million, which would pay for the project. A total 30-year energy savings is estimated to be approximately \$8 million.

In addition to significant savings for taxpayers, this solar project has a STEM (Science, Engineering, Technology, Math) education benefit. Via a dashboard designed for this purpose, students and teachers will be able to track real-time energy use and production. The curriculum will include projects and

presentations using this authentic data. This project underscores the district's commitment to prudent fiscal management, innovative educational opportunities, and sustainable green energy.

Jon Hitcho, Assistant Superintendent for Business Services continues to contribute to the field by presenting best practices at state and national conferences on topics such as "Impact of Economic Factors on Budgeting and Financial Planning" as well as "How Would You Handle It?". He also is past-chairman of the professional development, budgeting, and financial forecasting committees for the Illinois Association of School Business Officials and currently serves as a mentor. Sam Miranda, Director of Facilities and Transportation was instrumental in working with the teaching and learning department to develop an elementary classroom furniture plan. As a result, all elementary classrooms will have new and innovative furniture for the start of the school year that allows for efficiency, collaboration, and engagement! Mr. Miranda works with our dedicated custodial staff and advocated for their nomination to receive a 2019 Those Who Excel Award from the Illinois State Board of Education. Michelle Whitlow serves as our Coordinator of Business Services and is instrumental in implementing innovative and best practices. Her hard work and dedication resulted in yet another clean audit for the district and she worked to implement a new third-party flex spending program for employees. Michelle is the past chair and a current member of the Illinois Association of School Business Officials auditing and accounting committee and has significantly contributed to our achieving financial recognition for 11 consecutive years.

The District also maintains an ongoing five (5)-year capital improvement plan that includes maintenance and innovation for District facilities. Projects being completed during the summer of 2019 include, but are not limited to, the following:

COUNTRY MEADOWS / WOODLAWN

- New Carpet 7 Classrooms (Final Phase for Carpet Replacement in Classrooms)
- Paving Fire Lane Around the Campus
- Gym Floor Refinish and Striping
- Painting in the Gym and Door Frames
- Life Safety Doors and Hardware
- Main Gym A/V Upgrades
- CM New Furniture (Grades 1-4)

IVY HALL

- New Flooring
- New Boilers
- New Rooftop for 4th Grade Wing and Lower Level Classrooms (New VAVs installed for each of these rooms as well)
- New Condensing Unit for the Large Stage Gym
- Air Handler Rebuild
- MAT Room Lighting, Power and A/V
- Cafe' Audio Upgrades

- Landscape Enhancements
- New Furniture (Grades 1-4)
- Bathroom Partition Replacement, 4 Restrooms
- Gyms Painted

KILDEER

- New Chiller Plant and 26 VAVs
- New Acoustic Ceilings and LED Lighting in Classrooms (where old HVAC equipment was removed)
- New Casework (where old HVAC equipment was removed)
- New Whiteboards (where old HVAC equipment was removed)
- Abatement/New Carpet (where old HVAC equipment was removed)
- New Air Handler
- 6 New Unit Ventilators for the Cafeteria and Music Room
- Life Safety Doors and Hardware
- Upstairs Restroom Partition Replacement
- New Furniture (Grades 1-4)

PRAIRIE

- Exterior Door Replacement Final Phase
- Life Safety Doors and Hardware
- Building Automation Controls Upgrade
- New Furniture (Grades 1-4)

TWIN GROVES

- Life Safety Doors and Hardware
- LVT Main Corridor and Music Corridor
- Life Safety Concrete Work
- Seal Coating
- Spot Cooler for the IDF Room

WILLOW GROVE

- New Acoustic Ceiling and LED Lighting in the Main Corridor
- New Water Fountains by the Gym
- Life Safety Doors and Hardware
- Seal Coating
- LVT in Classroom Entries and Paint
- New Furniture (EC-K)

Facility Usage Organizations for the 2018-19 School Year

As a public entity, we continue to provide access to our buildings and facilities for use by many outside organizations each year. In addition to extensive use by the Buffalo Grove Park District, the following groups accessed our District 96 facilities:

Facility Use Organizations for the 2018-19 School Year

Afterschool Enrichment Solutions
Banner day camp
BBYO - Great Midwest Region
BG BBALL Group
BG BBALL GROUP/MAX&YETTA STARR FOUNDATION
Boy Scout Troops
Brownie Troops
Buffalo Grove Park District
Caring Women's Connection
Chicago Rush North Soccer Club
Child Evangelism Fellowship
Congressman Brad Schneider
Cub Scouts
FAK For Autistic Kids Charity
Fun Fluency
Girl Scouts
Hard Core Hoops
Historic Downtown Long Grove
JCYS Camp Henry Horner
KI Martial Arts
Lake County Clerk's Office
Lake County Division of Transportation
League of Women Voters
LeeHan Martial Arts
Lions Club of Buffalo Grove

Long Grove Park District
Buffalo Grove Park District
Multiple Choice Mothers of Multiples Club
NISS Basketball
Northwest Suburban Chabad
Play Hard Hoops
Primrose School of Long Grove
Relay For Life of Buffalo Grove Lincolnshire
Rep. Brad Schneider
Rotary Club of Long Grove, Kildeer, Hawthorn Woods
Russian School of Mathematics
Schwaben AC
Scribbles And Strokes - Art classes for kids
State Representative Carol Sente
Stevenson High School Color Guard
Team Impact Illinois Track and Field Club
Team NLP
TNT Shockers
TNT Volleyball, Inc.
Twin Orchard CC
Ultra Charity Event
Village of Buffalo Grove
Village of Long Grove
W Kim Taekwondo
Waterbury Place HOA
Woodlawn Science Olympiad

Human Resources

The human resources department continues to follow innovative and updated best practices. Department focus during the 2018-2019 school year has included design and implementation of a new hiring process for certified staff and the implementation of Frontline Central, a fully digital onboarding process and ongoing communication with all staff. In addition, Dr. Dalton researched robust employee assistance programs

leading to a recommendation for implementation for the 2019-2020 school year in order to fully meet the needs of District 96 employees

Fully supporting our staff as lifelong learners, the district has supported offering graduate programs at the local level through partnerships with colleges and universities. The second cohort graduated 26 teachers newly endorsed in English as a Second Language. Dr. Dalton has also participated in the development of the dual language program.

Assistant Superintendent Dalton has continued to make significant contributions to the field of education in her role that includes publication of an article in AASA School Administrator Magazine on Hired to Retired, and professionally presenting at no fewer than 5 state and national conferences on topics ranging from the role of human resources in a professional learning community to strategic staffing.

Dr. Dalton serves as president-elect of the American Association of School Personnel Administrators and a member at large for the Illinois Association of School Personnel Administrators. She also serves on the advisory board for the College Career Consortium of Illinois, the RIVS client advisory board, and on the Frontline client advisory board.

Curriculum, Professional Development, and Technology

The teaching and learning department that consists of Assistant Superintendent Jeanne Spiller, Director of Language and Early Literacy Katie Sheridan, and Curriculum Coordinator Jason Keenon focuses their time and energy on facilitating the complex work of maintaining high levels of student growth and achievement simultaneously with continuing to build the capacity of stakeholders in the organization. They work to ensure that best practices are continually implemented in a cycle of continuous improvement.

Major areas of focus during the 2018-2019 school year included the use of a system to support data driven instructional decisions and implementing newly developed enrichment and acceleration policies and procedures. The teaching and learning department takes the lead on articulation with Stevenson and this year focused on the revision and implementation of the math placement process. In addition, Katie Sheridan facilitated the development of the Dual Language proposal which was approved by the Board of Education and will begin at the kindergarten level in August. Consortium-wide work on equity and diversity led to all educators in the consortium participating in learning around these topics this spring. The Guiding Coalition on Interculturalism continues to thrive and contribute to our work.

Jeanne Spiller continues to be a significant contributor to the field of education as both an author and sought after facilitator of adult learning. She has currently authored three books on leadership, supporting teams, and literacy. Katie Sheridan has presented at the local, state, and national levels around the topics and collaboration and cultural consciousness.

Educational Services

The Educational Services Department provides leadership and program development for special education and student matters, leads social-emotional learning initiatives, and collaborates on the provision of multi-tiered systems of intervention and support to all students. Amy Gluck serves as the Director of Educational Services and Jane Pedersen serves as the Assistant Director of Educational Services. They work closely with the Exceptional Learners Collaborative (ELC)—the special education collaborative to which Districts 96, 125, and 103 belong.

Over the course of the 2018-2019 school year, the department led work to develop and integrate social emotional targets with student engagement and equity initiatives. The district piloted the implementation of social-emotional targets in elementary and middle school classrooms and this work will move to full implementation during the 2019-2020 school year.

The department also focused on ensuring consistency of practices around problem solving at the elementary level and supporting the development of a co-teaching model at the middle school level. Finally, special education low incidence program development continues to be a collaborative priority between District 96 and the Exceptional Learners Collaborative.

Director Amy Gluck continues to contribute to the field by sharing best practices at local, state, and national conferences focused on special education and literacy. She is currently a joint author of a literacy series scheduled to be published in the coming year. Assistant Director Dr. Jane Pedersen is also a sought after facilitator most recently presenting with Mrs. Gluck at the CASE (Council for Advancement and Support of Education) conference and at the Consortium for Educational Change conference.

Office of the Superintendent

As Superintendent of District 96, I am humbled by the consistent demonstration of passion and commitment by our staff and each and every person who has chosen to lend their talents to the district. Our dedication to professional learning community practices has been unwavering for over 18 years! The level of collaboration at every level of the organization continues to ensure that each and every day we are doing whatever it takes to support student learning and growth at high levels.

I continue to be honored to spend time in classrooms each year - some at least once every 3-4 weeks all year long! The dedication to students that I have mentioned was, once again, on display as I became a part of Kacie Dolan's classroom at Ivy Hall this year where I observed a collection of talented students become a community. In Carol Pio's classroom at Twin Groves I was given the gift of being able to develop relationships with students that allowed me to not only see them grow as students but as people who touched my heart. In Carol Malarkey's classroom at Kildeer I saw 5th-grade students truly develop a readiness to tackle middle school due, in part, to the incredible support and guidance from caring adults. In each of these settings I accepted a gift when these inspiring adults invited me into their day-to-day experiences.

Outside of District 96, I continue to be dedicated to advocating for all students and districts across the state as the Lake County representative on the Board of Directors for the Illinois Association of School Administrators. I also continue to be inspired and proud to serve on the Executive Board of the Exceptional Learners Collaborative, along with the superintendents from Stevenson 125 and Lincolnshire 103. I am dedicated to contributing to the field of education and do so through publishing and through presenting at state and national conferences and events on topics that range from professional learning community practices to how general and special educators work together in a PLC.

Through my involvement outside of our District, I am constantly reminded of how fortunate we are to be a part of such a thriving learning community where we are never complacent, believe that ALL students can learn at high levels, and are committed to taking collective responsibility for that mission.

Board of Education

The Board of Education continues to participate in the Illinois Association of School Boards through participation and leadership. District 96 Board President Marc Tepper has been appointed Director of the Lake Division of the Illinois Association of School Boards and continues to be our legislative representative at the Joint Annual Conference.

As shared in previous years, our Board's ongoing commitment to the District's mission, vision, and values is unwavering. As a high-functioning Board, they do visioning and planning work all year long as needs arise and change. In November the Board hosted the administration in a full day planning retreat focusing on using ECRA data to drive instruction and using Thought Exchange to gauge community priorities. Their work is not static, but fluid, innovative, and ongoing. For the second time, the Board once again brought together over 60 community members, leaders, teachers and students in April to further develop the appearance of District 96 values in action. The addition of teachers and, more notably, students, made the event more meaningful and included all voices. The experience helped renew their commitment to meeting the needs of all families in a school culture that is inclusive and responsive. The Community Focus evening in April was facilitated by District leaders and DeEtta Jones.

The Board members remain strong advocates for the focused allocation of resources needed to make progress towards our goals each and every year, and continue to be confident about the District's long-term financial stability due to high financial ratings and an ongoing stable fiscal management strategy. Membership on the Board of Education remains stable as three members were re-elected, including Dina Manka who was appointed last year, on April 2, 2019. This gives the District another two years of collaborative and focused leadership.

Community Engagement

District 96 parent group opportunities include the Parent-To-Parent Network, the Parent Thought Exchange Partnership Committee, the Parent Teacher Organization, and the Guiding Coalition on Interculturalism. All of these groups meet at least monthly. The District 96 Parent-To-Parent (P2P) Network is as active as ever, led by Community Liaison Lubna Khan-Andrabi. The P2P Network focuses on discussion topics of interest to parents that include both formal presentations and informal discussions. The parent program expert / panel topics in the past year included:

Coping with Anxiety
Encouraging Kids to Be Open in a Competitive World
Vaping, Juuling, and E-Cigarettes, as well as
Simplifying Stevenson
Transition to Middle School

The P2P Network conversations focused on the following topics.

Peer Pressure
Online Safety
Raising Successful Kids Without Overparenting
Kid Confidence (book-based)
Reclaiming Childhood in a Digital Age (book-based)

In addition, we continue to enjoy high levels of support and volunteerism through parent volunteers. The very dedicated PTO Executive Boards serve each of our schools. Not only do hundreds of parents support PTO events, they also volunteer in schools, classrooms, and for extra-curricular events and activities.

Parent volunteer opportunities in our schools include but are not limited to the following:

- Cultural Celebration Design
- Mystery Readers
- PE Helpers
- Field Day
- Wildcat Wow
- Stevenson Fun Run
- Field Trips
- Library Support
- School Yard Scamper Fun Run
- Copy Room
- Music Concerts
- Media Center Shelving
- Science Lab Support
- Fifth-Grade Party

- Fifth-Grade Girls' & Boys' Night Out
- Family Picnic and End-of-Year Parties
- Band and Orchestra Boosters
- Staff Appreciation Week
- Cultural Arts Assemblies
- Movie Nights
- Family Reading Nights
- After-School Culture Clubs with Parent Ethnicity Presentations
- Girls-On-the-Run Parent Coaches
- Yoga in PE
- Art Helpers
- Cougar Press
- Artsonia
- Picture Day
- Bake Sale
- Book Fair
- Graduation Activities
- Science Olympiad Coaching
- Wrestling Tournament
- IGSMMA Rehearsal Performance
- Locker Clean Out
- Track Meets
- General Classroom Helpers

In April, community members once again came together to discuss and share perspectives on District 96 values. This year's evening included not only community members and parents but staff and students as well!

Celebrations and Fun Facts!

- ★ When compared to public elementary and middle schools in the State of Illinois, each and every District 96 school achieves between the 95th to 99th percentile in the area of math.
- ★ When compared to public elementary and middle schools in the State of Illinois, each and every District 96 school achieves between the 92nd and 99th percentile in the area of English / Language Arts.
- ★ When compared to public elementary and middle schools in the State of Illinois, each and every District 96 school achieves between the 97th and 99.5th percentile in the area of Science.
- ★ Overall, District 96 ranks at the 98th percentile when compared to schools across the State.
- ★ Certified staff are completing 4,592 curriculum writing hours this summer!
- ★ The Board of Education recognized our students in over 522 instances in the areas of academics, athletics, and music during the student recognition portion of Board meetings.

- ★ Approximately 18 District instructors are teaching or facilitating 21 courses and book studies this summer.
- ★ District 96 hosted over 268 visiting educators who came from across the United States, Australia, and South Korea to learn about our Professional Learning Community practices.
- ★ District 96 ran another full summer school program, with over 188 students attending 5 different programs.
- ★ District 96 continues to perform as one of the Top Ten elementary school districts in the state of Illinois!
- ★ The examination of leading indicators correlated with student achievement indicate that District 96 is exceeding expectations at the 98th percentile.
- ★ All four District 96 elementary schools and both middle schools were identified as Illinois Empower model school partners. Only 13 schools state-wide were identified, with District 96 schools taking 6 of those spots!
- ★ District 96 middle schools offered an average of 28 club and activity opportunities this year.
- ★ District 96 maintains an attendance rate of over 96% district-wide.
- ★ District 96 elementary schools offered 11-16 club and activity opportunities that range from after-school sports and Girls On the Run, to stock market club and student council this year.
- ★ District 96 middle schools offered intramural sports in addition to 12 sports team opportunities.
- ★ District 96 Parent-to-Parent Network offered 7 programs and 5 monthly conversations on a variety of topics aimed at engaging parents and building community.
- ★ Woodlawn Middle School is the Illinois Science Olympiad 5th-place state champion for its division.
- ★ Twin Groves Middle School is the Illinois Science Olympiad 6th-place state champion for its division.
- ★ The District 96 Board recognized 200 elementary and middle school students for outstanding performance and participation in the Illinois Music Educator Association (IMEA) and Illinois Grade School Music Association (IGSMA) events.
- ★ Twenty-eight (28) faculty members were awarded advanced degrees during the current school year, which now means that over 67 percent of faculty hold master's degrees or higher!
- ★ Julie Schmidt, superintendent of schools, continues to serve as the Lake County representative on the Illinois Association of School Administrators Board of Directors.
- ★ Superintendent Schmidt also serves as chairperson for professional development for the State Superintendent Association.
- ★ Assistant Superintendent for Human Resources, Dr. Beth Dalton, is the incoming president-elect of the American Association of School Personnel Administrators.
- ★ The District launched the Thought Exchange platform as a way to enhance communication and feedback.
- ★ Board of Education president, Marc Tepper, serves as the Lake County Division Director for the Illinois Association of School Boards.

Recommended Goals for 2019-20

Our areas of focus continue to be on maintaining high levels of growth and achievement for all of our students and continuing to build the capacity of all stakeholders. In our collaborative culture we continue to be committed to a continuous cycle of improvement aligned to our district mission, vision, and values. Driven by such, we develop goals that are aligned at all levels of the organization. The district adopted goals will then be translated into goals at the individual administrator, school, team, and individual level to ensure that the allocation of our time and resources are directed towards the things we have deemed to be most important during any given school year. Thus, specific areas of focus for the upcoming school year include:

- ★ Continuing our focus on best practices in literacy, will build shared understanding and implementation of high leverage literacy classrooms and the foundational aspects of teaching reading through ongoing, sustained professional learning and job-embedded support
- ★ Re-prioritize literacy standards with vertical articulation grades K-8
- ★ Examine instructional activities, rubrics, and assessments aligned to physical education standards grades K-8
- ★ As a continuation of our C3 work at the elementary level this past year, we will fully implement the Illinois Social Science Standards with literacy connection at the elementary level
- ★ Examine potential modifications to the kindergarten day
- ★ Implementation of the Dual Language program at kindergarten
- ★ Continuing work done during the 2018-2019 school year, fully implement new fine arts standards grades K-8
- ★ Examine and pilot theme based instruction in middle school social studies
- ★ Implement and report out on social-emotional learning standards grades EC-8
- ★ Continuing our work surrounding Interculturalism, audit and supplement curricular resources to ensure all students can see themselves in their learning
- ★ Expand opportunities for student voice in district equity work
- ★ Expand communication and learning opportunities through the creation of a D96 community video library to include topics such as iPad usage and screen time, grading and reporting, and extension and enrichment
- ★ Expanding upon the 2018-2019 pilot, implement ongoing interest inventories to students grades 6-8
- ★ Continue to build student leadership opportunities across grade levels
- ★ Design and implement a study team to examine best instructional and global practices to include service delivery models / structures for all subgroups of students

In Summary

With every passing year, expectations grow. Communities have passionate opinions about their schools. Best-selling authors call for young kids to develop resilience, explore STEM opportunities, and build entrepreneurial skill sets. At the same time, the number of state and federal mandates of specific curriculum for our students climbs.

It's a balance challenge, indeed, creating and implementing opportunities for best-quality academic and social/emotional growth for students every day. And it's a challenge District 96 faculty and staff embrace.

More than ever before, District 96 is the very deliberate destination for families seeking excellent education for their children. Numbers and details shared in this report help define this exemplary school district. A highly collaborative culture, colleagues committed as a Professional Learning Community to students' learning, and goals developed and supported by faculty and administrators provide a solid foundation on which to build.

But perhaps most compelling is the unflagging commitment to continue to improve. It's a zero tolerance for complacency. It's the fact that the Board of Education, faculty, staff, and administrators of the District 96 of today are already fully engaged in examining, reflecting, and challenging the District 96 of tomorrow to exceed expectations and provide the education and leadership opportunities our students will need to succeed in high school, college, and/or careers.

It's significant to our success, indeed, that our self-expectations as District 96 educators grow every year. Continually refining the ways we determine and teach the learning targets that will effectively equip our students to excel is best practice. Creating new school-day opportunities and implementing curricular priorities for supporting and extending all our students' learning is an ever increasing and significant part of our work.

Year after year, District 96 continues to build on excellence. Our reputation and recognition as a school district with sound fiscal practices and strong academics continues and is growing. And the exemplary work of our Board of Education, faculty, staff, and administrators continues, as well, serving every child—in every District 96 school—every day.