

District 90 Essential Objectives, 2021-22
Tier One Oversight Recommendations

PHASE ONE (Fall)

- 1. Ensure that ongoing COVID-19 safety mitigation requirements are implemented with fidelity in 2021-22**

Reference: *Trauma-Related Issues (2)* - [Ongoing](#)

Chair(s): Condon/**Cozzi**

Membership Recommendation: All ADCO

- 2. Investigate an independently facilitated opportunity for faculty/staff and administration to process events of the last year (i.e. peace circle, etc.)**

Reference: *Relationships (4)*; *Strategic Goal 3B* – [Complete](#)

Chair(s): **Condon**/Lubeck

Membership Recommendation: RFEA Leadership, Larry, Diane

- 3. Continue to implement pedagogical practices that have predictive success to support students we have not historically served well (i.e. Math for All, culturally responsive teaching, Universal Design for Learning)**

Reference: *Relationships (2, 5)*, *Student-Specific Needs (1)*; *Strategic Goal 3A, 3B* - [Ongoing](#)

Chair: **Hawley**

Membership Recommendation: Debbie, Kevin, Instructional Specialists, CRT Committee members, consulting school administrators

- 4. Provide ongoing training/learning opportunities for staff and families about the impact of trauma on students**

Reference: *Trauma-Related Issues (1, 2)*, *Student-Specific Needs (1)*; *Strategic Goal 2C, 4A* – [Ongoing](#)

Chair(s): Hawley/**Lubeck**

Membership Recommendation: D90 Social Work team members, Community partner organization representatives (RF Mental Health Board, Thrive, etc.), selected parents (i.e. mental health professionals, parent feedback mechanism)

5. Establish procedures/mechanisms to embed student voice in key spaces and D90 decision-making processes

Reference: *Relationships (2); Strategic Goal 2B - Complete*

Chair: **Condon**

Membership Recommendation: Representatives from IAB, Board Equity Committee, RFEA leadership, and consulting school administrators

6. Launch Co-Pilot/Elevate with interested faculty members

Reference: *Relationships (2); Strategic Goal 2B, 3C – In Process*

Chair(s): **Condon/Godfrey**

Membership Recommendation: District 90 Equity Network Team members, Juan Alegria (NEP)

7. Implement after-school student supervision program with West Cook YMCA

References: *Social Emotional Programming (2), Student-Specific Needs (4), Trauma-Related Issues (3); Strategic Goal 4A, 4B - Complete*

Chair(s): **Condon/Hawley**

Membership Recommendation: Casey, Diane, Christine

8. Continue District support of PTO and community events/programming

Reference: *Relationships (3); Strategic Goal 4A - Ongoing*

Chair: **Simmons**

Membership Recommendation: Larry, Diane, Casey, Tina, Christine

PHASE TWO (Winter)

1. Review/revise RMS Advisory Program topics to reflect student needs, as appropriate

References: *Social Emotional Programming (3), Relationships (1), Relationships (2); Strategic Goal 2C – In Process*

Chair: **Garstki/Steketee**

Membership Recommendation: Building Leadership Team members, RMS social workers, RMS advisory teachers, et al

- 2. Maintain Standards-Based Learning focus to address supplemental standards**
Reference: *Relationships (1), Social Emotional Programming (5); Strategic Goal 1A, 3B - Ongoing*

Chair: **Hawley**

Membership Recommendation: Superintendents' Leadership Council, Instructional Specialists, identified teacher leaders

- 3. Support "trauma informed" learning opportunities in the community and capitalize on potential partnerships (i.e. local governmental agencies, mental health entities)**
Reference: *Trauma-Related Issues (3, 4), Screening and Measurement (3); Strategic Goal 2C, 4B- Ongoing*

Chair: **Hawley/Lubeck**

Membership Recommendation: D90 social work team members, community partner organization representatives (RF Mental Health Board, Thrive, etc.), selected parents (i.e. mental health professionals, parent feedback mechanism)

- 4. Develop and implement a local social-emotional assessment or self-assessment tool**
Reference: *Social Emotional Programming (4); Strategic Goal 2C – In Process*

Chair: **Condon/Martin**

Membership Recommendation: D90 social work team members, community partner organization representatives (RF Mental Health Board, Thrive, etc.), selected parents (i.e. mental health professionals, parent feedback mechanism)

- 5. Maintain ongoing collaboration with National Equity Project (NEP), in support of key D90 equity initiatives**
Reference: *Social Emotional Programming (1); Strategic Goal 2A, 5B - Ongoing*

Chair: **Condon**

Membership Recommendation: Board Equity Committee members, IAB members, selected DEI representatives, other individuals as identified

- 6. Staff review/revision of Second Step curriculum – classroom level**
References: *Relationships (1, 2), Social Emotional Programming (3); Strategic Goal 2C – In Process*

Chair: **Lubeck/Wood**

Membership Recommendation: MTSS Coordinator, selected social work representatives, teacher leaders from multiple elementary grade levels

PHASE THREE (Spring)

- 1. Implement social-emotional screener for all students and track data longitudinally, employing tiered response to deliver appropriate supports**
Reference: *Screening and Measurement (1, 2); Strategic Goal 2C, 3B*
- 2. Review policies/procedures to ensure that homework is limited to those extended learning experiences that are foundational to support in-school learning**
Reference: *Student-Specific Needs (2); Strategic Goal 1A, 2A*
- 3. Provide ongoing support for employee well-being through the use of new and established wellness programming resources/supports (i.e. yoga, breathing, nutrition, EAP counseling options)**
Reference: *Social Emotional Programming (5)*
- 4. Continue deployment of anonymous “Support4U” mental health text support line**
Reference: *Trauma-Related Issues (3); Strategic Goal 2C*
- 5. Ensure the use of instructional activities that facilitate the development of “classroom-based learning” skills (i.e. fine motor, handwriting, face-to-face interactions, etc.)**
Reference: *Student-Specific Needs (4); Strategic Goal 1A*

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Strategic Action Objective Plan Template

Strategic Objective: Review/revise RMS Advisory Program topics to reflect student needs, as appropriate				
Oversight Group: Garstki, Steketee, Zinger, Social Work		Relevant Data Sources: Illinois Youth Survey, In-house surveys		Anticipated Completion Date: Fall '22
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Develop a viable “scheduled” time for advisory during the school day	Garstki, Steketee, Zinger	Fall '22 Ongoing	Time to brainstorm with the Building Leadership Team	To provide a designated time during the school day to have advisory
2. Rearrange student/advisor assignments for grades 5-7	Garstki	Spring'22	Time to schedule and collaborate with grade level teams for “balanced groups”	Balanced advisory groups will be created. Teachers will be asked to choose an advisor partner
3. Develop curriculum for the 2022-23 school year	Zinger, Garstki	Spring '22	CASEL 5 workbooks and resources.	Aligned and uniformed curriculum.
4. Establish opportunities for PD/Coaching on small group facilitation for advisory lessons	Zinger, Garstki, Steketee, Social Workers	Spring '22 - Fall '22	Live simulated advisories for teacher training, Consultants from Developmental Design Co. instructional videos	Consistent and uniform instructional methods across all advisory groups

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Strategic Action Objective Plan Template

Strategic Objective: <i>Maintain Standards-Based Learning focus to address supplemental standards.</i>				
Oversight Group: Director of Curriculum and Instruction		Relevant Data Sources: Input/feedback from Instructional Specialists, Superintendent’s Leadership Council, and Grade Level/Department Chairs		Anticipated Completion Date: May 2022
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Coordinate with Solution Tree Consultants facilitating the Teacher Institute Day Workshops	Hawley	January, February	Meeting Time	Development of agendas and presentations for the January and February Institute Days
2. Solicit feedback/input from grade-level teams and department chairs to inform Teacher Institute Day planning and agendas	Hawley, SLC, In. Specialists grade level teams	January, February	Meeting Time	Alignment of grade level/department needs to professional learning being presented
3. Provide follow-up surveys and feedback from all participants for evaluation and future planning	Hawley, SLC	January, February	Survey Monkey, Meeting Time	Feedback that will guide future professional learning
4. Development of Standards-Based Learning goals for 22-23	Hawley, SLC, In. Specialists	March, April	Meeting Time	Road map for the 22-23 school year

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Strategic Action Objective Plan Template

Strategic Objective: Support “trauma-informed” learning opportunities in the community and capitalize on potential partnerships (i.e. local governmental agencies, mental health entities)				
Oversight Group: Debbie Lubeck, Alison Hawley, D90 Social Work Team, River Forest Township, NAMI		Relevant Data Sources: Input/feedback from Mental health professionals, Partners		Anticipated Completion Date: May 2022
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Collaborate with River Forest Township, D90 Social Workers, and NAMI to arrange for presenters in February and April	Lubeck	January	Meeting Time	Identify presenters for February and April Parent University presentations
2. Schedule staff, community/parent events	Lubeck	January & March	Financial resources, time to plan	Events successfully planned
3. Communicate events	Lubeck, Simmons, building administrators	February & April	Time to communicate	Event communicated
4. Conduct events	All planners	February & April	Event time, space, materials	Event successfully conducted
5. Gather input from event participants	Lubeck	Post-event	Informal feedback from parents and formal feedback from staff survey at end of Institute Day	Feedback acquired

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Strategic Action Objective Plan Template

Strategic Objective: Develop and implement a local social-emotional assessment or self-assessment tool				
Oversight Group: Community Partner Organization Representatives, Selected Parents, D90 Social Worker		Relevant Data Sources: Input/feedback from mental health professionals, partners		Anticipated Completion Date: August 2022
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Review suggested self-assessment instrument concept with developer	Ed Condon	Feb. '22	Planning time	Draft product
2. Invite respected D90 and community mental health experts to participate as part of refinement committee	Ed Condon	Mar. '22	Participation by invitees	Positive RSVP's
3. Convene refinement committee to solicit input about process and suggested resources	Ed Condon	Apr. '22	Meeting time	Productive feedback from meeting
4. Refine original concept/tool	Ed Condon/ Volunteers	Apr. – May '22	Work time	Revised draft product
5. Share refined concept/tool with employee stakeholders for feedback	Admin.	May '22	Meeting time	Actionable feedback
6. Re-convene refinement committee to evaluate/edit final tool	Ed Condon	May – June '22	Meeting time	Productive feedback from meeting
7. Launch employee self-assessment	Admin.	Aug. '22	Communication vehicles	Successful launch

River Forest District 90

Strategic Action Objective Plan Template

Strategic Objective: Maintain ongoing collaboration with National Equity Project (NEP), in support of key D90 equity initiatives				
Oversight Group: Board Equity Committee, IAB Members, Selected DEI Representatives		Relevant Data Sources: Periodic “check in” meetings with NEP leadership		Anticipated Completion Date: June 2022
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Monitor National Equity Project service agreement to ensure all deliverables are met	Ed Condon	Aug. '21- June '22	Time for coordination and planning	District utilizes all contracted services available
2. Continue to participate in periodic “check in” meetings with NEP facilitator	Ed Condon	Aug. '21- June '22	Time	Strong understanding and communication between D90 and NEP service provider
3. Coordinate and oversee D90 equity Collaboration Event, planned in partnership with NEP facilitator	Ed Condon/ Dawne Simmons	April '22	Time, supplies, adequate volunteers/participants	Successful event – solidifying working relationships among/across D90 entities pursuing equity-related outcomes
4. Participate in equity leadership coaching with NEP facilitator	D90 ADCO members	Aug. '21- June '22	Time, pre-scheduled appointments	Increased capacity of administrators to address equity-related concerns and devise solutions
5. Ensure that NEP facilitator is invited to key equity-related meetings to ensure participation when available	Ed Condon	Aug. '21- June '22	System for regular, advanced meeting notifications	Increased alignment between D90 actions and recommendations/best practice (as indicated by NEP)

River Forest District 90

Strategic Action Objective Plan Template

Strategic Objective: Staff review/revision of Second Step curriculum – classroom level				
Oversight Group: Admin Team		Relevant Data Sources: Input/feedback from classroom teachers, social workers		Anticipated Completion Date: End of Year
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Identify/develop questions to gather input from staff about current Second Step implementation	Lubeck/Wood	May, 2022	Time	Tool to gather feedback from staff
2. Solicit Input from elementary classroom teachers about current Second Step implementation	Building administrators	End of year	Meeting time	Documentation of feedback
3. Summarize feedback gathered from staff	Lubeck/Wood	End of year	Meeting time	Summary of feedback