



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

2023-2024 District Priorities and Goals End of Year Update

6.4.2024





Goals and Priorities

1 ACADEMIC EXCELLENCE

Optimizing learning experiences for all District 76 students.

2 PROFESSIONAL EXCELLENCE

Optimizing professional experiences for all District 76 staff.

3 OPERATIONAL EXCELLENCE

Establishing collaborative and efficient practices for long-term District success.

4 FINANCIAL EXCELLENCE

Maintaining fiscally responsible and efficient processes for long-term District success.

5 COMMUNICATION EXCELLENCE

Communicating to all stakeholders in a purposeful and meaningful manner.



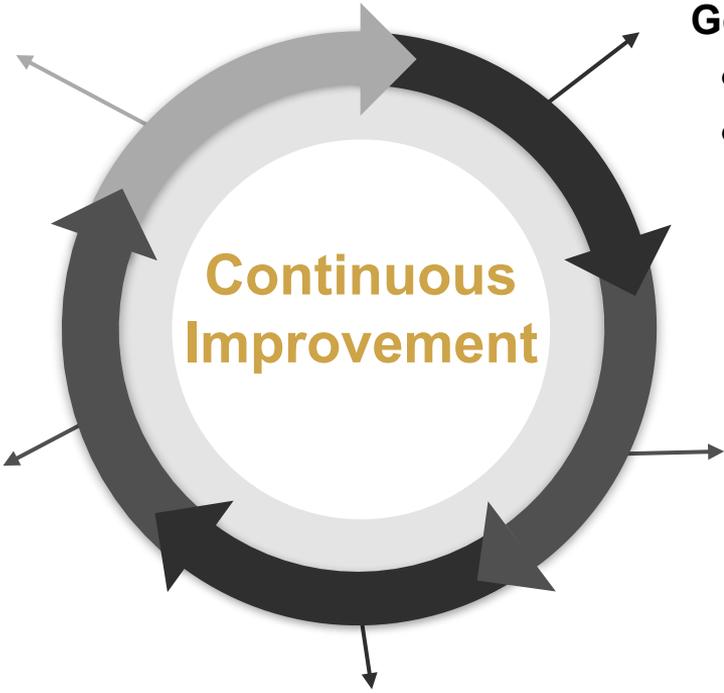
Measurable Outcomes

Goal 5

- Parent and Community Engagement Survey

Goal 4

- Annual Financial Report (AFR)
- ISBE Financial Profile Designation Rating
- 5-year Facility Plan



Goal 1

- STAR Assessments
- Social Emotional Learning (SEL) Student Surveys

Goal 2

- Culture and Climate Survey
- The High-Reliability Schools Level 2 Survey

Goal 3

- Staff Support and Success Survey



Portrait of Excellence



Embrace

Diversity | Inclusion | Individuality | Self-Advocacy | Safety and Welfare

Empower

Courage | Kindness | Leadership | Compassion | Perseverance

Excel

Collaboration | Critical Thinking | Problem Solving | Growth Mindset | Being A Positive Role Model



Core Values

Service
Passion
Advocacy
Respect
Kindness
Love
Equity
Opportunity
Nurture



MISSION

Three schools, one district preparing our children to be lifelong learners, engaged in their community and ready to navigate their world.



VISION

Embrace, Empower, Excel:
Each Child, Each Day



ILT Progress Update

- All teachers have created Proficiency Scales for all subjects
- ILT established the following goals for 24-25
 - Using Language Acquisition Targets for every lesson every day
 - Updating Unit Plans to include standards-based assessments and a clear scope and sequence with a timeline
 - Providing professional development for assessments with the Proficiency Scales
 - Every School Improvement Plan will have a goal to close the achievement gap between ELL and non-ELL students
- The new science curriculum has been selected and will be implemented in the fall
 - Twig Science - Grades 6-8
 - Mystery Science - Grades K-5



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Goal(s):	Purpose	Measurable Evidence
<p>Know each D76 student by Name, Strength and Need:</p> <ul style="list-style-type: none">a. Improve student growth in English Language Arts (ELA) and Mathematics.a. Strengthen social emotional well-being, learning and engagement for all students.b. Implement a District-wide multi-tiered system of supports (MTSS) program.	<p>Prepare all D76 students to be high school, college/career and future ready and to improve student academic and social/emotional learning growth and achievement.</p> <p>Ensure the needs of the “whole child” are met in order to improve student academic and social/emotional learning growth and achievement.</p> <p>Provide an MTSS program to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ 100% of Kindergarten-8th grade students will demonstrate growth within the tiers of instruction as measured by the STAR assessment.★ Pre-K-8th grade students will demonstrate 90% or higher in all categories of the Social Emotional Learning (SEL) Student Survey★ Incorporate a social/emotional learning screener in the MTSS process.



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Goal 1: Improve student growth in English Language Arts (ELA) and Mathematics.

Outcomes

- **90%** of students showed growth in ELA
- **91%** of students showed growth in Math
- D76 on-par with national trend for declining ACCESS exit rate for L1 Spanish population
- F and P: Dual students are surpassing monolingual students for reading proficiency by the end of 4th grade
- On the AAPPL Spanish assessment our students were at or above the national average grades 3-8

Future Focus

- High Reliability Schools **Level 3** - Guaranteed and Viable Curriculum
 - Revising Unit Plans with clear scope and sequence
 - Language and Learning Targets in Every Classroom
 - Assessments directly linked to SBRC
- Increase access to dual-language programming for L1 Spanish students
- Introduce a progress-monitoring tool
- SPED case managers receive new curriculum



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Goal 2: Strengthen social emotional well-being, learning and engagement for all students.

Outcomes	Future Focus
<ul style="list-style-type: none">● 88% percent of students agreed or strongly agreed with statements on the student SEL survey<ul style="list-style-type: none">○ Strength: <i>My teachers want me to do well (97%)</i>○ Growth: <i>My teacher knows about my interests (78%)</i>● DESSA rates overall social and emotional competence<ul style="list-style-type: none">○ 27% rated as a strength○ 63% rated as typical○ 10% rated as in need of instruction	<ul style="list-style-type: none">● Revise SEL survey based on feedback from MTSS team● Use PLC time to share student work and intentionally design lessons to incorporate student interests● Evaluate the use of DESSA



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Goal 3: Implement a District-wide multi-tiered system of supports (MTSS) program.

Outcomes

- MTSS Team has updated our comprehensive MTSS framework. Categories include:
 - Reading
 - Math
 - Attendance
 - Behavior
 - SEL

Future Focus

- MTSS team will continue to meet twice a year. Their work will include:
 - ELL framework
 - Dual language student trajectory
 - Speech
 - Behavior & SEL
 - Attendance Supports
 - Advanced Programming



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

Goal(s):	Purpose	Measurable Evidence
<p>Achieve Level 2 Status for Marzano's High Reliability Schools: effective teaching in every classroom:</p> <ul style="list-style-type: none">a. Implement building and district Instructional Leadership Walkthroughs to focus on models of instruction.a. Focused instructional Coaching program.a. Strengthen social emotional well-being, learning and engagement for all staff.	<p>Provide all D76 staff with strong professional development opportunities, a healthy working climate and culture and access to instructional support and resources in order to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ Culture and Climate Survey: 100% of staff indicate they feel supported in their own SEL.★ The High-Reliability Schools Level 2 Survey, which includes:<ul style="list-style-type: none">a. <i>School leaders communicate a clear instructional vision. (SIP)</i>b. <i>Support is provided to teachers to continually enhance their skills through reflection and professional growth plans. (Walkthroughs, Culture and Climate)</i>c. <i>Instructional practices are known and monitored. (Walkthroughs, SIP)</i>



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff. (CONT.)

Goal(s):	Purpose	Measurable Evidence (Cont.)
<p>Achieve Level 2 Status for Marzano's High Reliability Schools: effective teaching in every classroom:</p> <ul style="list-style-type: none">a. Implement building and district Instructional Leadership Walkthroughs to focus on models of instruction.a. Focused instructional Coaching program.a. Strengthen social emotional well-being, learning and engagement for all staff.	<p>Provide all D76 staff with strong professional development opportunities, a healthy working climate and culture and access to instructional support and resources in order to improve student academic and social/emotional learning growth and achievement.</p>	<p><i>d. Teachers are provided with clear, ongoing evaluations based on data and are consistent with student achievement data. (Tier I Data Review Meetings)</i></p> <p><i>e. Teachers are provided with professional development that is related to their instructional growth goals. (PLCs, Climate and Culture Survey)</i></p> <p><i>f. Teachers have opportunities to observe and collaborate around effective teaching. (PLCs)</i></p>



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

Outcomes

- a. **Instructional Walkthrough Data:** Effective Teaching in Every Classroom
 - Clear rules and expectations **88%**
 - Teachers incorporate student interests **42%**
 - Students are engaged with student-driven learning tasks **87%**
- b. **Instructional Coaches:** Math curriculum and Writing curriculum implementation and Intervention strategies
 - Strong positive correlation to Reading and Math proficiency on STAR
 - **90%** of staff interact with Instructional coaches
- c. **Culture and Climate Survey:**
 - **98%** Principal and Staff “care about me”
 - **99%** indicated their work has a purpose
 - **82%** indicated SEL PD opportunities provided

Future Focus

- a. Director of Engagement and Growth will lead the design of the next Instructional Walkthrough form
- b. Instructional Coaches will focus on:
 - Increasing the number of 6-week coaching cycles
 - Providing assessment training for SBRC
- c. Restructuring the SEL team into two separate committees
 - PBIS
 - Engagement for Staff, Students, and Families: S.P.A.R.K.L.E. O.N. Values
- c. District Social Worker
 - CHAMPS
 - PBIS Tier 1 Support and PD
 - 504 Coordinator



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

Goal(s)	Purpose	Measurable Evidence
<p>Structuring Professional Learning Communities (PLC's) to focus on the MTSS process:</p> <ul style="list-style-type: none">a. Utilize and apply data based decision making with the Educlimber Data Warehouse Management system.a. Utilize student products to inform and guide instructional practices.	<p>Provide the resources and infrastructure needed in order to improve student academic and social/emotional learning growth and achievement.</p>	<p>★ Staff Support and Success Survey: 100% of <u>certified</u> staff will report that they:</p> <ul style="list-style-type: none">a. <i>Utilize and apply the Educlimber Data Warehouse Management system to make instructional decisions.</i>b. <i>Utilize the PLC process to improve their instructional practices</i>c. <i>Utilize student products to inform their instructional decisions</i>



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

Outcomes

- a. **100%** of staff have used Educlimber and/or related systems to make data-driven decisions
 - o MTSS Team used Educlimber to make the following observations and decisions:
 1. Observed 3-year ACCESS trend
 2. Decided to keep the academic tier qualifying percentages the same
- a. **99%** of staff brought student work to share and used it for adjusting instruction and assessment at least once a month during PLC's
- a. Walkthrough form indicates exemplar student work is displayed **66%** of the time

Future Focus

- a. The district will purchase **Fastbridge** as a **progress-monitoring tool**, works well with Educlimber and will be used by interventionists and SPED case managers
- a. Director of Engagement and Growth will lead the formalization of PLC meeting structures and expectations districtwide



Priority 4: Financial Excellence- Maintaining fiscally responsible and efficient processes for long-term District success.

Goal(s)	Purpose	Measurable Evidence
<p>Maintain sound financial management practices that will support:</p> <ul style="list-style-type: none">a. Negotiate and ratify a new Collective Bargaining Agreement (CBA)a. Develop a new 5-Year Facility Plana. Increase Operating Fund Balance to 105%	<p>Maintain strong district financial health and provide the resources needed to sustain district goals and to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ Annual Financial Report (AFR)★ Maintain and/or improve the ISBE Financial Profile Designation Rating★ Completed Collective Bargaining Agreement (CBA)★ Completed 5-year facility plan



Priority 4: Financial Excellence- Maintaining fiscally responsible and efficient processes for long-term District success.

Outcomes

- a. [April FY24 financial data](#) potential year-end surplus
- a. CBA: Negotiations in progress
- a. Discuss on 06.04.24 [5-Year Facility Plan](#)
- a. Maintain and/or improve the [ISBE Financial Profile Designation Rating](#)
 - i. D76 received an FY23 Financial Profile **Score of 3.8** which maintains the score that was received in FY22
- a. [Staff Support Success Survey](#): **97%** of staff indicate they received the essential supplies/materials necessary to do their job

Future Focus

- New CBA currently being negotiated that could affect current 5-year projections. FY25 budget developed using conservative assumptions
- Determine scope and sequence of 5-Year Facility Plan and project timelines. Establish firm budgetary quotes for projects.
- Monitor the federal grants which may be limited, continue to seek out all additional grant opportunities. Uncertainty surrounding the Full Service Community Schools Grant and its ramifications. The goal is to use funds to offset currently planned expenditures and expand program offerings.
- Based on survey results, continue working with Principals to allocate the necessary instructional resources.



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

Goal(s)	Purpose	Measurable Evidence
<p>Cultivate community awareness in order to promote the mission, vision and core values of D76:</p> <ul style="list-style-type: none">a. Develop a Parent/Volunteer Handbooka. Continued District-wide and school specific community outreach and service programsa. Continue to be responsive to student, staff and family needs	<p>Maintain and improve the community's education, involvement and engagement in all school and district events and opportunities to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ A completed Parent/Volunteer Handbook★ Parent Engagement Survey: 90% of respondents will report that District Staff and Leadership Team exhibit the Mission, Vision and Core Values★ D76 Communication Metrics: Measuring D76 communications and parent/family participation in all school/district events



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

Outcomes

- **3 Mobile Food Pantries - 550 Families**
 - Increased access to food for families in need
 - Reduced food insecurities in the community
- **Back to School Supply Drive - 290 Students**
 - Support Students in need by providing basic tools they need to succeed in school
- **Operation Warm - 223 students**
 - Provides essential winter gear to students in need
- **Toys for Tots - 64 Students**
- **Holiday Drive - 271 Students**
 - Alleviate some financial and emotional stress families face during the holidays
- **Dia de los muertos - 459 in Attendance**
 - Cultural awareness and appreciation
- **Dia de los Niños - 866 Students**
 - Celebration and recognition of children
 - All students can participate
 - Staff morale and invigorate energy

Future Focus

Continue-Community Service Projects and Cultural Celebrations

- **Student engagement**
 - These activities boost student morale and create a more positive school culture
- **Develop social and emotional skills**
 - Volunteering helps students develop empathy, teamwork, and communication skills as they work with others for a common good
- **Cultural appreciation**
 - Celebrations promote understanding and appreciation of diverse cultures, fostering a more inclusive school environment

Full Service Community Schools Grant

- School Based Food Pantry
- Summer sports programs for students



LEVEL UP • LEAN IN • SPARKLE ON





Surveys: Executive Summary Reports



- Communication Metrics
- Culture and Climate
- Parent Engagement
- Staff Support and Success
- DLS SEL Survey
- WOC SEL Survey
- Instructional Coach Survey

SPARKLE ON

Embrace Empower Excel
Each Child Each Day

Talent and Leadership Community
Rigorous Safe and Welcoming
Culture and Climate Fiscally Responsible

Level Up, Lean In &

SPARKLE ON

Robust Relevant and Current Family
Data-Based Communication
Professional Growth and Engagement



Next Steps: 6.4.24

- 6.4.24: Review/discuss with BOE and DLT 2023-24 Goals and Priorities-focus, attention and action
- 6.11.24: Review/discuss with PAC
- 7.31.24: DLT Create Action Plan
- 9.24.24: Present to BOE for Approval
- 2024-25: D76 Teams Operationalize the **Action Plan** for

Continuous Improvement

BOE: Board of Education | **DLT:** District Leadership Team | **PAC:** Professional Advisory Council



Questions & Feedback