

## DISTRICT 90 MISSION

*Inspire and empower all learners to achieve their personal best.*

## DISTRICT 90 VISION

*The D90 learning community will make a difference for all learners as they strive to achieve their personal best by:*

- Equipping all learners with the critical skills and competencies to ensure their future success
- Creating caring, empathetic learners who are equipped with the social and emotional skills to value and respect individual and cultural differences
- Giving voice, choice, rigor, ownership, and self-sufficiency to each learner
- Facilitating joyful, growth-evoking learning experiences that ignite curiosity, creativity, and critical thinking
- Fostering trust, respect, stewardship, and pride within our learning community, with a focus on global citizenship



## DISTRICT 90 CORE VALUES

*Academic Success, Personal Well-Being, Continuous Improvement, Shared Responsibility, and Equitable Opportunities & Resources*



*Inspire . . . Empower . . . Achieve*

WHAT WILL WE ACHIEVE?

# OUR GOALS AND STRATEGIES

WHAT IS OUR PRIORITY?

Goal One	Goal Two	Goal Three	Goal Four	Goal Five
<b>Academic Success</b>	<b>Personal Well-Being</b>	<b>High Quality, Diverse Staff</b>	<b>Shared Responsibility</b>	<b>Equitable Opportunities &amp; Resources</b>
<i>Ensure continuous development, growth, and achievement for all learners.</i>	<i>Provide a system of supports that readies each student for future success.</i>	<i>Recruit, develop, support, and retain high-quality, diverse staff.</i>	<i>Foster partnerships and shared responsibility between schools, families, and the community.</i>	<i>Demonstrate effective use and stewardship of public resources for all stakeholders.</i>

**Key Performance Indicators, measures and targets will be aligned to each goal area**

Goal One Strategies	Goal Two Strategies	Goal Three Strategies	Goal Four Strategies	Goal Five Strategies
<p>Clarify grade level academic and non-academic curricular expectations for students and their families.</p> <p>Assist students to assess their academic growth and achievement performance relative to curricular expectations across grade levels.</p>	<p>Provide an equitable, high-quality education for all students.</p> <p>Improve student engagement, empowerment, voice, choice, and shared accountability.</p> <p>Strengthen opportunities to meet the social and emotional needs of all learners.</p>	<p>Ensure that staff are equipped to use evidence-based instructional practices and technology to make learning engaging, relevant, and inspiring.</p> <p>Improve opportunities for staff collaboration, engagement, innovation, and use of data.</p>	<p>Enhance parent engagement, partnerships, supports, and education about district performance and initiatives.</p> <p>Enhance community partnerships with local agencies, business, and high school partners to improve the quality of real-world learning experiences.</p>	<p>Upgrade existing facilities to create progressive and productive learning and working environments.</p> <p>Ensure that resources are expended in an equitable manner to maximize opportunities for all learners.</p>



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## ***D90 Strategic Plan 2020-25***

### **Targeted Strategies**

*2022-23*

#### Goal 1 – Academic Success

- Clarify grade level academic and non-academic curricular expectations for students and their families (Standards-based grading) – Hawley/Lubeck/Martin

#### Goal 2 – Personal Well-Being

- Provide an equitable, high quality education for all students (Curriculum implementation) – Wood/Godfrey
- Strengthen opportunities to meet the social and emotional needs of all learners (Reconstituted Student Advisory program) – Garstki/Steketee

#### Goal 3 – High-Quality, Diverse Staff

- Improve opportunities for staff collaboration, engagement, innovation, and use of data (Implementation of staff feedback from spring and ongoing focus groups/outreach) – Condon/Gerges

#### Goal 4 – Shared Responsibility

- Enhance parent/family engagement, partnerships, supports, and education about District performance and initiatives (Modified communications approach) – Simmons/Condon

#### Goal 5 – Equitable Opportunities and Resources

- Ensure that resources are expended in an equitable manner to maximize opportunities for all learners (Investigation/evaluation of full-day kindergarten) – Hawley/Cozzi

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### Strategic Action Objective Plan Template

<b>Strategic Objective:</b> Clarify grade level academic and non-academic curricular expectations for students and their families (Standards-based grading)				
<b>Oversight Group:</b> Administrative team		<b>Relevant Data Sources:</b>		<b>Anticipated Completion Date:</b>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed: (Time, Professional Development, Supplies, etc.)</b>	<b>Anticipated Outcome/Measurement</b>
Grade & subject level teams aligning units of study to essential standards.	Admin team, Instructional Specialists, Teachers	May 2023	Time	Grade & subject level teams will have completed units of study aligning with essential standards - <i>Ongoing</i>
Special Education teachers will participate in professional learning related to standards based grading as it connects to individual goals in an IEP	Director of Student Services	February 2023	Professional learning, Time	Special education teachers will be able to articulate how a student’s IEP goals are measured in alignment with the grade/subject level units of study – <i>Complete</i>
Roosevelt Middle School teachers will identify the essential standards being focused on for each quarter by content area to incorporate into the Powerschool report card	Ass’t Sup’t, Instructional Specialist	Sept - May	Time	Middle School content area teams will identify essential standards for each grading quarter by grade level and subject area – <i>Under Completion Review</i>
Incorporate middle school standards into report card	Ass’t Sup’t, Technology	May 2023	Time	Fall 2023 sub-committee will be created to determine format and process for incorporating standards into Powerschool – <i>Ongoing</i>

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**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> Provide an equitable, high-quality education for all students (Curriculum implementation)				
<b>Oversight Group:</b> Administrative Team		<b>Relevant Data Sources:</b> -Research-based pedagogy/instructional materials -Lit. Review on Kindergarten Instruction -Data related to Kinder and Primary learners -Faculty feedback on Science Pilot implementation		<b>Anticipated Completion Date:</b> Ongoing (Phonics and Word Study), Spring 2023 (Kindergarten and Science Adoption)
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Implementation of the Phonics and Word Study resources (K-4)	K-4 faculty and staff, Instructional Specialists, Principals, and Asst. Sup. of C&I	Ongoing	<ul style="list-style-type: none"> <li>- Phonics &amp; Word Study Curriculum Resources</li> <li>- PD with Instructional Specialists</li> <li>- Time for collaborative conversations within teams</li> </ul>	<p><b>Curriculum implemented with fidelity</b></p> <p><u>Mid Year:</u> <i>In Process</i> - Teams continue to collaborate in their work on the implementation</p> <p>End of Year: <i>In Process</i> - Teams have continued to collaborate and refine their instructional practice with the Phonics and Word Study resources.</p>
Kindergarten Program Review	D90 Kindergarten Program Review Committee	Feb. 2023	<ul style="list-style-type: none"> <li>- Time to collaborate</li> <li>- Materials outlined for each sub-committee</li> <li>- Access to research</li> </ul>	<p><b>Kindergarten programming recommendation for Board of Education consideration</b></p> <p><u>Mid Year:</u> <i>In Process</i> - The KPRC has had it's final meeting and will present at the COW Mtg on February 7th.</p>

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**Strategic Action Objective Plan Template**

				End of Year: <i>Complete</i> - The Committee presented their recommendation to the D90 BOE and the BOE voted to implement Full Day Kindergarten beginning in the fall of 2023. Plans for implementation are underway.
Elementary Science Pilot-reviewing potential science instructional materials (Grades 2 - 4)	D90 Science Curriculum Adoption Team	April 2023	<ul style="list-style-type: none"> <li>- Curriculum resources</li> <li>- Professional Development</li> <li>- Time for collaborative conversations</li> </ul>	<p><b>Science program materials recommendation for Board of Education consideration</b></p> <p><u>Mid Year:</u> <i>In Process</i> - Teachers who are piloting continue their work. Teacher teams collaborated during the recent D90 Inservice Day and plan to meet again during the February Inservice Day.</p> <p>End of Year: <i>Complete</i> – The Elementary Science Pilot Team met with the consultant and Dr. Hawley during the last Institute Day to review pilot data and have final conversations regarding materials used in the pilot. Plans for implementation are underway.</p>

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**Strategic Action Objective Plan Template**

<i>Strategic Action Objective: Strengthen opportunities to meet the social and emotional needs of all learners by reviewing/revising the RMS Advisory Program topics to better reflect student needs, as appropriate</i>				
<i>Oversight Group: Garstki, Steketee, Zinger, Social Work Team</i>		<i>Relevant Data Sources: Second Step Middle School Curriculum, CASEL framework, feedback from students</i>		<i>Anticipated Completion Date: Spring, 2023</i>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed: (Time, Professional Development, Supplies, etc.)</b>	<b>Anticipated Outcome/Measurement</b>
Review of Second Step (SEL) Middle School Curriculum resources <i>Process includes:</i>	Garstki Steketee	Completed 2022	Supplies/school resource kit	Adequate and appropriate topics and curricular materials defined - <i>Complete</i>
1. Vetting from 200+ lessons	Advisory Team	Completed	Time	Identifying content that best suits our students and school's needs - <i>Complete</i>
2. Program training for mentors	Zinger	Completed	Time	Providing teachers with skills to become increasingly effective mentors – <i>Ongoing</i>
3. Participation in Professional Learning Modules for teachers	Zinger	Completed '22	Time	Effective professional development programming - <i>Ongoing</i>

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**Strategic Action Objective Plan Template**

4. Formation of Teacher Advisory Committee	Planning Team	Completed '22	Time	Feedback for the Advisory Team from the perspective of the mentors – <i>Not Yet Implemented</i>
5. Establish Schoology site to house all mentor lessons and other resources	Zinger	Completed	Time and access to professional development	One-stop-shop for lessons and lesson materials - <i>Complete</i>
6. Creation of video supplemental lessons	Zinger	Completed but On-going next year (2023-24)	Video equipment and time	Custom, high-quality supplemental lesson messages for students and topic explanation for advisory groups - <i>Ongoing</i>
7. Custom lessons created by the Advisory Team (Teachers)	Advisory Team	On-going (2023-24)	Time	Customized topics and messaging for students (as per Second Step resource) – <i>Not Yet Implemented</i>
8. Student Advisory Committee established to ensure ongoing student input and feedback	Zinger, Advisory Team	Completed (2022-23)	Time	A functional student-sounding board for evaluating our program, providing student insights and perspectives – <i>In Progress</i>



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**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> <i>Improve opportunities for staff collaboration, engagement, innovation, and use of data</i>				
<b>Oversight Group:</b> <i>Administrative Team, Mindful Practices partner (Carla Philibert)</i>		<b>Relevant Data Sources:</b> <i>Staff feedback acquired through independently facilitated focus groups, staff perception survey data</i>		<b>Anticipated Completion Date:</b> <i>May 2023</i>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> <i>(Time, Professional Development, Supplies, etc.)</i>	<b>Anticipated Outcome/Measurement</b>
1. Work in partnership with RFEA leadership to implement focus group findings from spring 2022	Condon, Gerges, RFEA leaders	August 2022 – May 2023	Time to meet and plan	Increased staff trust resulting from observing desired actions take effect – <i>Ongoing</i>
2. Central office administrators develop routines and schedules to visit classrooms	Condon, Hawley, Martin	September 2022	Time to conduct regular visitations (fall and spring)	Increased staff confidence that central office administrators are aware of instructional opportunities/challenges – <i>Complete</i>
3. Protocols for consistent meeting norms, deliverables, timelines and opportunities for stakeholder voice established	Condon, Gerges	November 2022	Time to meet and plan, feedback from ADCO and RFEA leadership	Increased efficiency of meetings and certainty about meeting structures – <i>Ongoing</i>
4. Conduct new focus group feedback sessions in fall 2022 to follow up on prior discussions	Philibert, Simmons	November 2022	Time to meet with interested staff members	Opportunity to understand impact of administrative response to prior staff feedback - <i>Complete</i>
5. Ensure focus group leadership training for Communications Coordinator	Simmons	November 2022 – May 2023	Time to shadow and learn from Mindful Practices	Ability to lead focus groups and garner staff feedback in service of improving engagement/collaboration – <i>Complete</i>

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**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> Enhance parent/family engagement, partnerships, support, and education about District performance and initiatives				
<b>Oversight Group:</b> Board of Education Communications Committee, Administrative Team Members		<b>Relevant Data Sources:</b> Parent/family perception survey data, anecdotal feedback from all stakeholders		<b>Anticipated Completion Date:</b> May 2023
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
1. Review and reconstitute District 90 website	Simmons, O’Toole	August 2022 – April 2023	Time, access to the website development team, financial resources	New website with improved accessibility and functionality – <i>In Process (soft launch planned for August 2023)</i>
2. Investigate potential external partner to assist with District priorities pertaining to social media management	Simmons, Condon	September – October 2022	Time to investigate and meet with potential partners	Established partnership agreement – <i>Complete</i>
3. Increase Communications Coordinator presence in school buildings to obtain photos, build relationships with staff, and elicit positive publicity stories to share with the community	Simmons	September 2022 – May 2023	Time	Increased presence in schools and opportunities to build additional positive publicity for schools and school district – <i>Ongoing</i>
4. Coordinate and facilitate the “One District, Many Voices” event to build relationships and increase feelings of community and family belonging	Simmons	August 2022 – January 2023	Time to plan, financial resources, school and community volunteers	A successful event, increased feelings of belongingness across the school community - <i>Complete</i>

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**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> <i>Equitable Opportunities and Resources: ensure that resources are expended in an equitable manner to maximize opportunities for all learners (Investigation/evaluation of full-day kindergarten)</i>				
<b>Oversight Group:</b> <i>Kindergarten Program Review Committee</i>		<b>Relevant Data Sources:</b> <i>Working Groups; Facilities; Finances; Current Research; Surveys; Data and Geo-demographic Information; Communications feedback</i>		<b>Anticipated Completion Date:</b> <i>February 2023</i>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Monthly Committee Meetings	Committee Members	Sept. 2022 - Feb. 2023	Time and relevant materials for working groups	Summary Kindergarten Recommendation to Board of Education - <i>Complete</i>
Monthly Working Group Sub-Committee Meetings	Sub-committee Members	Sept. 2022 - Feb. 2023	Time and relevant materials for working groups	Summary reports from Working Groups - <i>Complete</i>
Facilities Working Group: review current use of space and review options for kindergarten programs	Sub-committee Members	Oct. 2022 - Jan. 2023	Facility plans, usage maps for school buildings	Revised facility plans depicting kindergarten program options - <i>Complete</i>
Finance Working Group: determine impact of kindergarten program models on current and ongoing financial projections	Sub-committee Members	Oct. 2022 - Jan. 2023	Long-range financial projections, expenditure documents	Revised financial projections indicating costs for kindergarten program models - <i>Complete</i>

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**Strategic Action Objective Plan Template**

Literature Review Working Group: review of current literature related to the impact of alternate kindergarten models	Sub-committee Members	Oct. 2022 - Jan. 2023	Peer reviewed research articles or studies	Summary document of recent research - <i>Complete</i>
Survey Working Group: determine target groups for survey, review past surveys, develop balanced survey eliciting stakeholder feedback.	Sub-committee Members	Oct. 2022 - Jan. 2023	Past and current D90 and other school district survey instruments	Summary of survey results reflective of stakeholder feedback - <i>Complete</i>
Data and Geo-Demographic Working Group: enrollment trends, kindergarten programming of comparable districts, demographic data, etc.	Sub-committee Members	Oct. 2022 - Jan. 2023	D90 enrollment history and projections, ISBE data, demographic data, student growth and achievement data	Summary of relevant data utilized to inform committee recommendation - <i>Complete</i>
Communications: provide timely communication to all stakeholders	Sub-committee Members	Oct. 2022 - Jan. 2023	Regular committee updates and feedback from Townhall Forum	Effective and transparent communications shared with all stakeholders about developments with decision-making process - <i>Complete</i>