

Pleasantdale School District 107

Administrative Office • 7450 S. Wolf Road • Burr Ridge, IL 60527
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Over the course of the 2016-17 school year, the district created a new strategic plan to move our district from great to greater. This process was called the Future Planning Process and enlisted a dedicated group of teachers, parents, students, community members, and Board of Education members to draft a roadmap to our future. This future planning process has helped us to clarify our priorities and ensure that our district moves in the right direction. The outcome of this process is a long-term strategic plan that will lead our district forward.

The process that the district employed is beautiful in both its simplicity and effectiveness. It gives voice to all stakeholders and pays deference to the participants' experiences and roles within our organization. This committee of stakeholders was asked to define the foundation for our work. This



group provided the district with the mission statement, guiding beliefs, goal areas/statements, and a vision of a Pleasantdale Graduate. This committee work has been critical to setting the district down a path of excellence. The mission, beliefs, goals, and portrait of a graduate are tools that we will use to guide our work for the next several years. The next step in the process required the teachers, staff, and administrators to create action steps that will accomplish the lofty goals set by the future planning committee, and make our mission a reality. Because the

staff is comprised of education professionals, they are uniquely qualified to create these action steps, activities, and deliverables. Once the plan has been vetted, it is the Board of Education's job to review the work, offer additional suggestions, and ultimately approve the plan.

After Board approval, our staff will roll up their sleeves and get busy accomplishing the action steps that will help move our district forward. With this comprehensive plan, our community can be confident that our schools are headed for great improvements. The process also dictates that, on an annual basis, the district will spend time reviewing our success and drafting new action steps to continue our forward momentum. The work that is accomplished and the work yet to be completed will be communicated to our community throughout the process.

As a result of the Future Planning Committee's work, the district now has a revised mission, belief statements, a portrait of a Pleasantdale graduate, as well as three goal areas and strategic goal statements. These items can be found below and are also clearly articulated in our Schoolhouse graphic (see attached)

Mission: To create a community of inspired learners.

Pleasantdale School District 107 Believes Children Learn Best When...

- Students are passionately engaged in topics that examine world issues and help them to feel a sense of purpose and ways to make a difference.

Mission

Ensure that each student is a passionate learner empowered with the Academic and social skills to responsibly choose and excel in life pursuits.

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- Students have voice/choice and work alongside peers and teachers in collaborative environments.
- Students feel physically, socially, and emotionally safe; their sense of control is high and judgement from others is low. With the right support, students are fearless.
- Students receive effective feedback that fuels their natural desire to do better in a try-fail-and-try-again growth mindset environment.
- Students have dynamic teachers who utilize various teaching styles and have fun learning together. Staff serves as an advocate for ALL children.

District Goals:

- **Building Learning Capacity:** Pleasantdale leaders and learners will cultivate advancement of global competency and cultural awareness through innovative learning experiences.
- **Building Learning Environments:** Our schools will provide flexible learning environments that promote purposeful collaboration and a balanced educational approach to create inspired 21st century learners.
- **Building Human Capital:** Ensure Pleasantdale is recruiting, hiring, and retaining high-level professionals that engage in collaborative professional development and are committed to learning and implementing innovative strategies focus on improving student learning.

Qualities of a Pleasantdale Graduate: Communicator, Problem Solver, Global Citizen, and Individual

Once the Future Planning Committee established our vision and goals, our staff got to work drafting action steps to move the vision into action. At our January 9 institute day, the staff gathered at the middle school to dig into this work and create action steps to move our district forward. Within the three goal areas, the staff drafted a comprehensive list of potential action steps. These prioritized suggestions were then reviewed and refined by the administration and resulted in our Vision Into Action scorecard. These scorecards clearly outline the work we will complete over the course of the next school year and include measures that help us qualify our success. Accountability is interwoven into our plan by identifying the person(s) responsible for each action step as well as a timeline for completion. The scorecards are attached to this executive summary for review.



The culmination of this work will result in a Pleasantdale Strategic Playbook which will include the work of the committee and our scorecards. This playbook is meant to be a dynamic document that will be updated with new scorecards on an annual basis. By having a clear vision for the future and a plan to achieve this vision, we are sure to make meaningful improvements in our schools.

Mission

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MISSION:
To create a community of inspired learners.

Pleasantdale 107 Believes Children Learn Best When...

Students are passionately engaged in topics that examine world issues, where they feel a sense of purpose and in which they make a difference.

Students have voice/choice and work alongside peers and teachers in collaborative environments.

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District Goals

Building Learning Capacity:
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Building Learning Environments:
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Building Human Capital:
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Qualities of a Pleasantdale Graduate

Communicator

Problem Solver

Global Citizen

Individual



Knowledgeable and Empathetic

COMMUNICATOR

- Self-directed in speaking and writing
 - Discerns key points of others
- Communicates in a variety of formats
- Refines and shares knowledge effectively
- Designs and adapts communication for target audience

Respectful and Creative

PROBLEM SOLVER

- Preservers in finding solutions
- Uses a variety of approaches and methods
 - Constructs effective arguments
- Identifies multiple solutions to problems

Passionate and Confident

INDIVIDUAL

- Possesses a sense of identity and self-awareness
 - Uses effective feedback to grow
- Works autonomously and competently to reach goals
 - Demonstrates adaptability and flexibility

Collaborative and Responsible

GLOBAL CITIZEN

- Takes personal responsibility
- Embraces different perspectives and disagrees respectfully
 - Acts to improve conditions socially, globally, and personally
- Respects others and challenges injustice

Portrait of a Pleasantdale Graduate



Vision Into Action Scorecard 2017-2018

Goal Area: Building Human Capital

5-Year Goal

Ensure that PSD 107 is recruiting, hiring and retaining high level professionals that engage in collaborative professional development and are committed to learning and implementing innovative strategies focused on improved student learning.

Why is this goal important for District 107?

With staff and students eager to learn and share, the time is right to put systems in place to provide the best professional development to our staff and hire only the best teachers for our classrooms. Accomplishing this goal will help transform teaching and learning in our schools and provide an improved culture and school climate.

	Action Step	Responsible Person(s)	Timeline	Evidence of Completion
1a	Develop a robust professional development system that is relevant, timely, pertinent and personalized for every staff member and enhances teaching and learning through collaboration.	Assistant Superintendent of Teaching and Learning and Superintendent	Spring 2018	New PD system Document Staff survey (i.e. PLC, coaching model with experts from staff) Meeting logs or exit slips
1b	Build a comprehensive mentoring program for all staff members (teachers, support staff, instructional aides, substitutes, and administrators).	Principals and Director of Special Education	June 2018	Mentoring Handbook Funding Structure
1c	Explore building and district schedules that allow staff time to have the greatest impact on teaching and learning.	Principals and Superintendents	June 2018	Recommendations to School Board
1d	Review and align current HR practices for hiring to our new mission, beliefs and Portrait of a Graduate.	Superintendent	December 2017	Revised set of HR documents Interview training for Admin
1e	Continue collaboration toward improved evaluation system.	Joint Evaluation Committee	Ongoing	Meeting logs and meeting minutes Staff updates
1f	In collaboration with TAP, investigate various methods/models for collective bargaining.	Superintendent	2020	Present to School Board



Vision Into Action Scorecard 2017-2018

Goal Area: Building Learning Capacity

5-Year Goal

Pleasantdale leaders and learners will cultivate advancement of global competency and cultural awareness through innovative learning experiences.

Why is this goal important for District 107?

This goal will allow our students to be open to new opportunities and to be able to compete in a flattening world. This is critical to creating adaptive, innovative, empathetic, articulate, and respectful citizens.

	Action Step	Responsible Person(s)	Timeline	Evidence of Completion
2a	Explore and pilot opportunities that provide students with experiences which allow them to be communicators, problem solvers and global citizens and individuals (e.g., coding, MakerSpaces, recording rooms, genius hour, STEAM, etc.).	Assistant Superintendent Teaching and Learning and Principals	August 2018	Completed units of study/practices such as: PBL, genius hour, STEAM, interdisciplinary units
2b	Build capacity in growth mindset in the Pleasantdale community.	Ad Team	August 2018	A book study for all Provide presentations Professional Development Focused communication/blogs Student goal setting
2c	Complete and publish an aligned curriculum in all fundamental learning areas (2-3 disciplines per year) prekindergarten through eighth that embeds technology and global competencies. (LA, MATH, SCI, SS, ART, MUSIC, WORLD LANGUAGE, HEALTH, PHED, STEM, SEL).	Assistant Superintendent of Teaching and Learning	Ongoing	Curriculum review cycle Curriculum document/map containing targets, essential questions, pacing PBL Units/Interdisciplinary Hands on resources Digital Citizenship training modules
2d	Investigate various differentiation strategies to improve student learning through the use of formative and standardized assessment.	Ad Team	December 2017	Grade level team meeting notes Curriculum Wednesday agendas/notes Peer observations Reading/Writing Workshop model study
2e	Expand the technology committee to enhance the C ⁴ learning plan and evaluate its effectiveness.	Superintendent	Ongoing	Year 2 deliverables Revised program outcomes Program evaluation system PSD107 Technology vision Meeting Agendas/Minutes



Vision Into Action Scorecard 2017-2018

Goal Area: Building Learning Environments

5-Year Goal

We will provide flexible learning environments that promote purposeful collaboration and a balanced educational approach to create inspired 21st century learners.

Why is this goal important for District 107?

This goal will provide our students with work experiences that reflect the real world and will allow teachers additional time/space to collaborate with one another.

	Action Step	Responsible Person(s)	Timeline	Evidence of Completion
3a	Explore collaboration spaces and furniture arrangements for teacher to teacher, teacher to student, student to student work spaces.	Business Manager Assistant Superintendent of Teaching and Learning	February 2018	Complete book study Complete site visits Summary of findings/recommendations
3b	Develop a cycles for regular maintenance and upgrades (i.e., painting, blinds, floors, lockers, etc.)	School Business Manager	Fall 2017	Calendar developed of maintenance and budgets
3c	Develop a refresh cycle for computers, LCD projectors, personal devices and other technologies.	School Business Manager	Fall 2017	Calendar developed of replacement purchases
3d	Investigate and find creative solutions to provide spaces for testing, related services, interventions, sensory breaks, developmentally appropriate play/exploration etc.	Director of Special Education and Principals	Spring 2018	Building schedule developed with utilization of available resources
3e	Expand and create new opportunities to celebrate the accomplishments of staff and students.	Ad Team	Fall 2017	Scheduled recognition events and communication channels



Vision Into Action Scorecard 2017-2018

As a result of the work in this plan we can expect to see improvements in our student outcomes, the culture/climate of our schools, financial outcomes, and the satisfaction of our patrons (students and parents). The below table displays the tools that will be used to strategically measure our success.

Pleasantdale SD 107 Measures of Progress		
Measurement Tool	Goal Statement	Specific Measures
Academic Measures of Progress		
NWEA-MAP Test	Set baseline measures for student growth in both reading and math for all grade levels.	Baseline
PARCC Exam	Improve attainment scores in reading and math.	Improve district composite scores in reading and math by 5%.
Elementary School Measures (AIMSWEB/Fountas & Pinnell)	Improve the early literacy skills of our emerging readers.	Reduce the percentage of students identified to participate in tiered interventions based on Aimsweb and Fountas & Pinnell measures by 2%
Culture/Climate Measures of Progress		
School Perceptions Community Survey	Improve our overall teacher and parent satisfaction with district services.	Improve results for the following groups in the following areas: Students: 5% improvement in measures of school perception Parents: 5% improvement in measures of communication Staff: 10% improvement in measures of overall satisfaction
Illinois 5Essentials Survey of Learning Conditions	Set baseline measures for all respondent groups (teachers, parents, and students in grade 6-8).	Baseline
Freshman Preparedness Survey	Set baseline measures in all subject areas for graduate preparedness.	Baseline
Professional Development Survey	Improve teacher satisfaction with and the effectiveness of our district delivered professional development.	85% of staff will rate district delivered professional development as a 4 (useful) or a 5 (very useful) on a five point likert scale.
Financial Measures of Progress		

Annual Financial Report	Individual fund expenditure containment	Catherine THIS IS A PLACEHOLDER Expenditures in each major fund will be contained to the below increases: Education Fund: 3% Operations and Maintenance: 3% Transportation: 4% Capital Projects: 4%
Annual Financial Report	Overall budget expenditure containment	Overall budget expenditures will be contained to no more than 3% increase.
Bond Rating	Improvement of Bond Rating	The district's bond rating will improve from Aa2 to Aa1.