



PART A: STUDENT LEARNING & GROWTH

Vital Sign	Data Source(s)	Baseline Winter SY17	Winter SY18	Winter SY19	Increase/ Decrease
1. Percent of Grade 3 students at or above grade level in Reading (spring RIT score = 191)	NWEA MAP	75%	75%	78%	4%
2. Percent of students ready for advanced course taking in Reading (70th percentile or higher, "Projected College Ready")	NWEA MAP	60%	59%	60%	0%
3. Percent of students ready for advanced course taking in Math (70th percentile or higher, "Projected College Ready")	NWEA MAP	49%	52%	50%	2%
4. Percent of Tier 3 students who achieve accelerated growth of at least 1.5 years (per year) in Reading	NWEA/MAP	n/a	40%	41%	2.5%
5. Percent of Tier 3 students who achieve accelerated growth of at least 1.5 years (per year) in Math	NWEA/MAP	n/a	40%	48%	20%
6. <i>For Positive Learning Environment Student Survey (PLESS):</i> 7. % favorable responses to "When I am at school, I feel:" 8. "I belong"	PLESS	71%	72%	73%	2.8%

PART B: PROFESSIONAL PRACTICES & STRATEGIC OBJECTIVES

Pillar 1:

Equitable Access To Rigorous Responsive Instruction: *We will ensure that all students have access to challenging, engaging instruction, which reflects students' prior knowledge, learning styles and cultural background.*

1.1 Develops and support instructional systems designed for all learners: Design and implement a system that cultivates students' commitment to academic excellence by building upon their cultural background as a bridge. Instructional strategies and interventions will be research-based and relevant to our students of color.	Collective Actions for SY19 BAS Administration and PD Update Report – November 13, 2018 Tier 1 PBIS and Culture/Climate Report - November 19, 2018
1.2 Challenging and Engaging All Students: Ensure all teachers apply universal design for learning principles (e.g., differentiate assignments) to provide the right balance of challenge and attainability for each student.	Collective Actions for SY19 Special Education Report – October 23, 2018
1.3 Student, choice, voice, and agency: Create opportunities for student voice and ownership by integrating students' knowledge, culture and experience into school planning, instruction/projects, assessment, and classroom norms.	Collective Actions for SY19 Student Voice Video - March 1, 2019
Summary of Pillar 1 Actions for SY19:	Pillar 1 Report – September 4, 2018 Pillar 1 Report – January 15, 2019

PILLAR 1: EQUITABLE ACCESS TO RIGOROUS, RESPONSIVE INSTRUCTION VITAL SIGNS

Vital Sign	Data Source(s)	Frequency	Baseline	Target	Actual
Percent of classrooms implementing core instructional practices with fidelity	Classroom walkthrough tool; Other targeted tools (e.g., for K-5 Literacy)	3x/year	N/A	60%	90%
Percent of teachers reporting comfort and confidence with K-5 literacy resources	Teacher Survey	2x/year	N/A	50%	68%
% of Middle School teachers implementing at least 90% of Second Step lessons	Second Step Dashboard	Monthly	TBD	TBD	84%

% of teachers who receive a score of 90% or above on the Quality Indicators of Specially Designed Instruction rubric	Walkthrough data	Monthly	TBD	90%	88.2%
Percent of students whose current 504 plans are in TieNet	TieNet	End of Trimester 1, 2 & 3	0%	100%	100%
Percent of 504 case managers who are utilizing TieNet solely to interact with 504 plans	TieNet, PowerSchool	End of Trimester 1, 2 & 3	0%	80%	100%
Percent of network uptime	NED (Internal system)	Monthly, Annually	99.99% (2017-2018)	99.9%	99.992%
Percent of devices out for repair	Helpdesk	Daily		<2%	.5% avg daily
Number of helpdesk tickets	Helpdesk	Daily		<150	84 avg. daily
Percent of classrooms ready for first day of school	Trello (walk throughs)	Annually		100%	100%
Percent of student devices deployed within the first 15 days of school	Helpdesk Inventory	Annually		100%	100%
Percent of staff devices refresh by the first day of school	Helpdesk Inventory	First day of school 2018-2019		>90%	96%

PILLAR 2:

Strong Relationships with Families and Community: *Nurture trust among home, school and community through shared responsibility for student success, proactive communication and meaningful stakeholder voice.*

2.1 Community focus on challenges and opportunities: Establish stakeholder team to meet periodically to assess and communicate progress with community.	Actions for SY19 <u>SELN Advisory Panel Meeting Agenda – October 2</u> <u>SELN Advisory Panel Meeting Agenda – November 5</u> <u>SELN Advisory Panel Meeting Agenda – January 14</u>
2.2 Leverages community resources: Educate students and families on how to access school and community resources to support attendance, academic, and behavioral success.	Actions for SY19 <u>Family Engagement Committee SY19 Action Plan</u> <u>Family Engagement Committee Report – November 2018</u> <i>Monthly Absenteeism Reports:</i> <u>October 9, 2018;</u> <u>November 13, 2018;</u> <u>December 11, 2018;</u> <u>January 29, 2019;</u> <u>February 26, 2019;</u>
2.3 Two-way Communication: Provide ongoing training and two-way communication to parents, families and community.	Actions for SY19 <u>Fall Community Summit – November 27, 2018 (Presentation)</u> <u>Community Café SY19 Schedule</u> <u>Superintendent & D97 Book Club</u>
Summary of Pillar 2 Actions for SY19:	<u>Pillar 2 Report – September 25, 2018</u> <u>Pillar 2 Report – February 12, 2019</u>

PILLAR 2: STRONG RELATIONSHIPS WITH FAMILIES AND COMMUNITY VITAL SIGNS

Vital Sign	Data Source(s)	Frequency	Baseline	Target	Actual
% of parents of students with disabilities who indicate that their children feel safe and possess a sense of belonging	Focus group/Survey Results	Beginning of Year; End of Year	TBD	TBD	98%
Longer videos will focus on district-wide topics that impact multiple school communities.	YouTube channel, website, social media pages	Will be determined based on topics identified via	Videos from the 2017-18 school year	Will be determined based on topics	4* *videos we have created for

		internal and external stakeholders		identified via internal and external stakeholders	<i>the series so far have generated nearly 2,000 views on our YouTube channel, and more than 6,000 impressions and 125 engagements on Twitter. They have also reached more than 4,400 people and generated 365 engagements (post clicks and reactions) on Facebook.</i>
Number of videos focused on the district's partnership with another governing body and/or community organization	District's YouTube channel, website and social media pages; communication resources utilized by the other governing body and/or community organization	Each trimester	At least two each trimester	At least two each trimester	1 Support4U ; currently working on 2 nd video with OPPL (Longer video have had a more districtwide focus)
Percent increase in views and subscribers on D97's YouTube channel.	District's YouTube channel	Monthly	View: 6,999 Subscribers : 111	TBD	Views and subscribers for 2018-19 as of Feb. 15 were 5,326 and 53 respectively
Increase in percent/number of likes, shares, retweets, etc.	Facebook and Twitter analytics	Monthly	2017-18 Twitter: 1,335 more engagements 2017-18 Facebook: Lifetime Engaged Users increased by 5,120	TBD	As of Feb. 15: 2018-19 Twitter: 1,551 more engagements 2017-18 Facebook: Lifetime Engaged Users increased by 9,503

PILLAR 3:

Effective Teachers, Leaders and Staff for Every Student, for Every School: *Ensure that our principals and teacher leaders articulate a clear school vision, and actively engage in planning, guiding and assessing instruction and student learning. Further, our teachers, leaders and staff will receive timely, focused support and intervention through coaching, mentoring, peer support and targeted training.*

3.7 Nurturing Leadership in All: Foster leadership throughout the district (staff, students, families, community) to help achieve our vision for all students.	Actions for SY19 Best Practices Showcase – March 5, 2019 (Presentation)
3.8 Being Intentional in Creating our Workforce: Attract, develop and retain a highly qualified and diverse workforce	Actions for SY19 Develop HR Dashboard
3.9 Fostering Collective Efficacy: Strengthen competence of teachers, leaders and staff by institutionalizing professional development systems focused on effective practices, professional learning communities and collaborative inquiry.	Actions for SY19 PD Plan and Calendar for SY19 Report – September 4, 2018 Superintendent's Equity Leadership Network (Staff) – October 30, 2018
Summary of Pillar 3 Actions for SY19:	Pillar 3 Report – October 23, 2018 Pillar 3 Report – March 12, 2019

PILLAR 3: EFFECTIVE TEACHERS, LEADERS AND STAFF FOR EVERY STUDENT, FOR EVERY SCHOOL
VITAL SIGNS

Vital Sign	Data Source(s)	Frequency	Baseline	Target	Actual
% of participating teachers completing National Equity Project (NEP) Leadership sessions	Attendance roster	2 times per year	N/A	100%	TBD
Percent of licensed staff who have received training on the new effective student behavior matrix	PowerSchool	End of Trimester 1	0%	90%	93%

Percent of school program leaders who receive refresher training on program requirements and guidelines (Title 1, ELL, Gifted)	PowerSchool	End of Trimester 1, 2 & 3	0%	95%	TBD
Percent of administrators at the pilot schools trained to use the new attendance dashboard to identify students who have low attendance	Tracker - TBD	End of Trimester 2	0%	100%	n/a
% of new hires by race/ethnicity and gender	New-hire spreadsheet/log	monthly	SY17/18 data	TBD	Hispanic: 7% African American: 20% Caucasian: 62% Asian: 6% Native American: 0% Multi-Racial: 4% Female: 83% Male: 17%
% of staff exiting by race/ethnicity and gender	Resignation, Release, Retirement spreadsheet/log	monthly	SY17/18 data	TBD	Hispanic: 0% African American: 0% Caucasian: 100% Asian: 0% Native American: 0% Multi-Racial: 0% Female: 50% Male: 50%
Demographics of Candidate Pool	Applicant Tracking Report	Quarterly	SY17/18 data	TBD with Alma Group	25% candidates of color
Fill rate for substitute teachers and substitute teaching assistants	Report from Absence Management (Absence Interactive Report, grouped by month)	Monthly	FY18 Average of 76%	FY19 Average of 82% (FY18 industry wide average fill rate was 85% for elem and 79% for MS)	84% (as of February)
Number of active substitute teachers/teaching assistants	Report from Absence Management of Active Substitutes/Substitute Teaching Assistants	Monthly	FY18 Year End Total 181 Subs 168 Teacher Subs (168/509) 60 Teacher Aide Subs (60/110)	1.9 teachers:1 sub (approx. 266 subs) 1.9 TAs: 1 sub TA (approx. 69 TA subs)	192 (as of February)

PILLAR 4:

Data-Informed Continuous Improvement: *Carry out well-established organizational procedures and will develop a culture of evidence-based, collaborative inquiry to support continuous improvement of teaching, learning and leadership.*

4.10 Data-supported decision making and accountability: Create data collection and reporting systems to increase the effective use of data to drive decisions at the district, classroom, school, and student levels.	Actions for SY19
	Winter Progress Update – February 26, 2019
4.11 Needs-based allocation of resources: Organize central roles, timelines, and processes to differentiate support to schools based on their needs.	Actions for SY19
	Evaluation of Summer Program – November 27, 2018
4.12 Sound stewardship of public funds: Use resources like ISBE Evidence-Based Funding formula or equivalent to allocate budget resources in ways that support educational strategies priorities related to Vision97 4ALL plan.	Actions for SY19
	Staffing Recommendations – February 12, 2019
Summary of Pillar 4 Actions for SY19:	Pillar 4 Report – November 27, 2018
	<i>Pillar 4 Report – April 30, 2019</i>

PILLAR 4: DATA-INFORMED CONTINUOUS IMPROVEMENT VITAL SIGNS

Vital Sign	Data Source(s)	Frequency	Baseline	Target	Actual
Percent of schools consistently identifying students for participation in three key programs: Title 1, ELL, and Gifted.	PowerSchool	T1, T2, T3	0%	85%	TBD
Percent of administrators at the pilot schools who are using the attendance dashboards to identify students with low attendance rates	Tracker - TBD, PowerSchool	T3	0%	95%	n/a
Number of new process maps completed and implemented	Completed process maps	Twice per year	0	2	1
Number of missed days with a daily backup (Alio)	NED & Cloud Software	Daily		0	0

Number of reported/discovered district data breaches	NED, staff, students	Annual		<10	0
% of Mechanical equipment in working order	Preventative Maintenance Program; Leadership Team Records	Weekly	0%	85%	80%
# of Buildings that meet Custodial Standards		Leadership Team Records; Walk Thru's	Weekly	50%	90%

I AM EXCITED ABOUT....	I AM STILL HOPING TO SEE THIS IMPROVEMENT ...
Comments:	Comments:
I AM SUPPORTING VISION97 4ALL BY ...	THE LEGACY I WANT VISION97 4ALL TO HAVE IS
Comments:	Comments: