

# *“Looking Back to Look Ahead:”*

District 90 Strategic Plan Review,  
2015-2020



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Public Schools

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## District 90 Strategic Plan, 2015-20

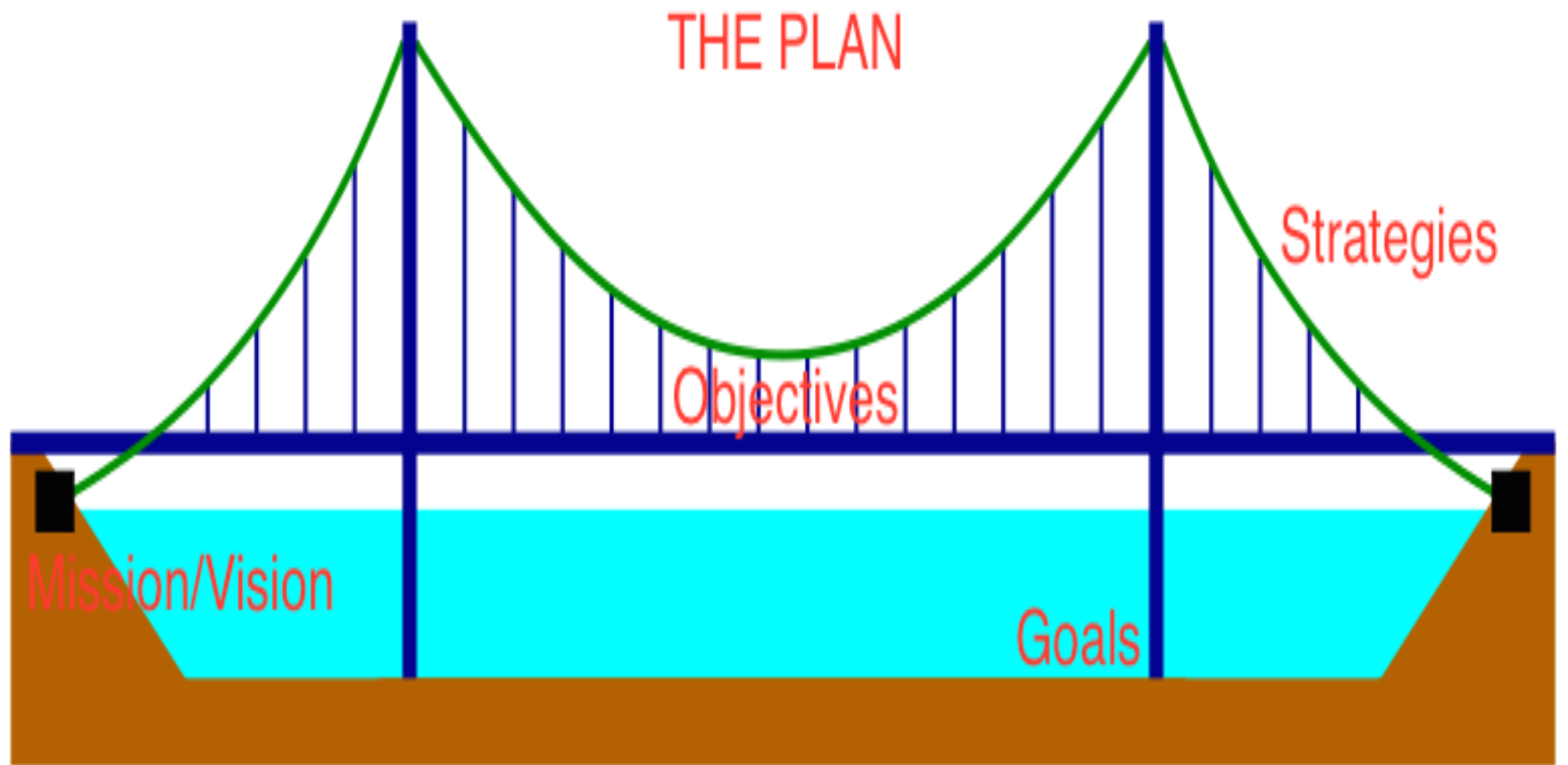
VISION: *A thriving and inclusive learning community will enable our students to become:*

- Critical and creative thinkers and problem solvers
- Socially and emotionally competent, ready to live purposeful lives
- Self-aware, curious and persistent learners, eager to pursue their passions
- Skilled communicators and collaborators
- Self-sufficient, responsible and resilient

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**MISSION:** To inspire a love of learning and ensure educational excellence for every child.

**VISION:** A thriving and inclusive learning community will enable our students to become:

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**CORE VALUES/ COMMITMENTS:**

**We believe in the enduring value of providing for the development of the whole child.**

*We will focus on providing a multi-faceted educational program that is rich, rigorous and relevant in an environment that nurtures each child's uniqueness.*

**We believe successful learners are critical thinkers and problem solvers.**

*We will prepare all students for college and careers by providing a differentiated learning experience that meets the needs of students preparing for the future.*

**We believe that when students are self-reliant and take responsibility for their own learning they achieve higher academic, social and emotional success.**

*We will guide students toward self-sufficiency and responsibility for setting goals, monitoring progress, and being able to report their results.*

**We believe that social and emotional competencies foster a positive and healthy school/district culture.**

*We will identify and promote behaviors and actions that contribute to a culture and climate that is healthy, positive and promotes self-confidence.*

**We believe that an engaging and innovative learning environment is critical to the learning success of all students.**

*We will enrich and enhance instruction through the use of technology, and prepare our students for digital citizenship.*

**We believe in equity and inclusivity for all.**

*We will ensure that every student feels empowered to achieve to his or her full potential, commit to provide equitable opportunities for all learners, grow an inclusive school community, and demonstrate we value diversity.*

**We believe in ensuring a sustainable future for and with our students.**

*We will model sustainable practices for our students and community, and we will provide opportunities to learn about and engage in sustainable practices.*

**We believe in setting and meeting high academic expectations.**

*We will provide a stimulating academic environment through excellent teaching.*

**We believe that two-way communication and collaboration between home, school and district leads to improved performance of both students and staff.**

*We will build strong relationships and connections with our families and communities to partner in ensuring that each student grows and achieves.*

**We believe that continuous improvement moves an individual, team, school and district to a higher level of performance.**

*We will develop strategic action plans that are aligned with our goals and hold us responsible for our results. We will be accountable for these results through regular and timely monitoring and reporting.*

**We believe that access to timely data and clear information accelerates both teaching and learning.**

*We will use valid student learning data and information to guide instruction and to plan and implement enrichment, acceleration, and intervention.*

**We believe that, to improve continuously, District 90 must have adequate and aligned resources of people, money and time.**

*We will utilize our resources responsibly to ensure trust, respect, pride, and the satisfaction of our community.*

## GOALS AND STRATEGIES:

**GOAL: STUDENT GROWTH & ACHIEVEMENT - Ensure continuous development, growth and achievement for all students.**

Key Indicators: To be determined by Action Team

**Strategy 1:** *We will align professional development and other supports to guarantee that our curriculum, assessments, resources, and instruction reflect best practice and address social-emotional competencies and rich, rigorous academic expectations.*

**Strategy 2:** *We will ensure that students and families fully understand academic and social-emotional goals and expectations and receive timely feedback on student progress.*

**GOAL: LEARNING ENVIRONMENT - Cultivate a positive learning environment that meets the physical, academic, and social-emotional needs of every student.**

Key Indicators: To be determined by Action Team

**Strategy 3:** *We will optimize the use of time to improve opportunities for learning.*

**Strategy 4:** *We will use our resources wisely to maintain and improve our facilities in order to ensure safe, nurturing and innovative physical environments.*

**GOAL: HIGH QUALITY WORKFORCE - Recruit, develop, support and retain a high-performing and diverse staff that practices collaboration and pursues continuous improvement.**

Key Indicators: To be determined by Action Team

**Strategy 5:** *We will further professional development of both certified and non-certified staff to enhance differentiated instruction, enrichments, and interventions that address achievement disparities and ensure equal access to rigorous expectations for every student.*

**Strategy 6:** *We will effectively and efficiently collaborate to improve student achievement.*

**Strategy 7:** *We will improve shared decision-making structures and processes to ensure an optimal work environment.*

**GOAL: FAMILY AND COMMUNITY PARTNERSHIP – We will foster partnerships and shared responsibility between schools, families and the community to enrich the lives of all stakeholders.**

Key Indicators: To be determined by Action Team

**Strategy 8:** *We will support partnerships with families and the community by exchanging information and ideas in a transparent and purposeful manner.*

**GOAL: RESOURCES – We will continue to demonstrate effective and efficient business operations and ensure excellent stewardship of public resources.**

Key Indicators: To be determined by Action Team

**Strategy 9:** *We will ensure that our resources are prioritized and aligned to district goals to enable us to achieve our mission and vision.*

# TOWARD EXCELLENCE — FOR ALL —



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# MAJOR ACCOMPLISHMENTS: STUDENT GROWTH AND ACHIEVEMENT

- **Curricula adoption and implementation:** Writing, Math, English Language Arts, Science (Grades 5-8)
- **Standards-Based Learning (SBL):** Foundational planning/initial launch
- **Universal Design for Learning (UDL):** Administrative training and UDL Committee formation
- **Inclusion Pre-School program:** Established in partnership with River Forest Community Center
- **Roosevelt Student Advisory program:** Developed and implemented, 2017-19
- **Blue Ribbon Schools Award:** Lincoln Elementary School (2015)



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# MAJOR ACCOMPLISHMENTS:

## LEARNING ENVIRONMENT

- **Evolution of Instructional Technology:** Expansion of 1-1 initiative, targeted professional learning, student data privacy
- **Collaborative meeting time for staff:** Instituted daily grade-level collaboration at K-4, increased department meetings at 5-8
- **Modified elementary school daily schedule:** Allows for articulated delivery of instruction
- **Investigated middle school daily schedule options:** Developed *Middle School Schedule Revision Implementation Plan* for FY20
- **District Safety planning:** Includes procedures, protocols, and facility upgrades
- **Innovative learning/classroom spaces:** Furniture purchases intended to reflect current research on student learning and instruction
- **Board of Education Equity Committee:** Developed to guide and align District equity initiatives

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**GOAL: HIGH QUALITY WORKFORCE** - Recruit, develop, support and retain a high-performing and diverse staff that practices collaboration and pursues continuous improvement.

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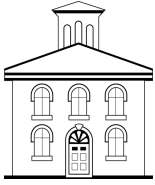
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**Strategy 7:** *We will improve shared decision-making structures and processes to ensure an optimal work environment.*

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# MAJOR ACCOMPLISHMENTS: HIGH QUALITY WORKFORCE

- **Revised recruiting and hiring practices:** Competency-based screenings, targeted postings, presence at high quality university recruiting events
- **Articulated professional development:** Ex. partnerships with UIC Math Consortium, Teachers College – Columbia University, NY
- **Learning and leading for equity:** Development opportunities provided through partnership with National Equity Project (NEP)
- **Development of common assessments:** Collaboration at elementary grades to establish common formative and summative assessments
- **Multi-Tiered Systems of Support:** Ongoing refinement of performance measures, identification procedures, fidelity of interventions
- **Improved decision-making structures:** Curriculum committees, Superintendent's Leadership Council (SLC), Building Leadership Teams (BLT), staff perception survey/feedback opportunities

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# MAJOR ACCOMPLISHMENTS: FAMILY AND COMMUNITY PARTNERSHIPS

- **D90 Strategic Dashboard:** Designed to improve transparency and accountability
- **Board of Education *Town Hall Meeting* format:** Scheduled 3-4x each year
- **Community learning events:** Provided for Board of Education and community in partnership with National Equity Project (NEP)
- **One District/One Book initiative:** *Mindset*, by Carol Dweck (2018); *The End of Average*, by Todd Rose (2019)
- **Power Scholars Academy (West Cook YMCA/District 91):** Implemented to address summer learning loss in partnership with Forest Park D91 and West Cook “Y”
- **Inclusiveness Advisory Board (IAB):** Formed in 2015, the IAB is responsible for Inclusiveness surveys, recommendation of NEP partner, student engagement
- **Board of Education Ad Hoc Gender Identity Committee:** Established consensus toward development of gender identity Policy and Administrative Procedures

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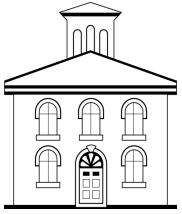
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## MAJOR ACCOMPLISHMENTS: RESOURCES

- **“Every Student Succeeds Act” site-based expenditure reporting:** Compliance with ESSA requirements toward equitable school funding
- **Stable, long-term financial stewardship:** Most recent River Forest District 90 operating referendum was in 2006
- ***Resident-Friendly Financial Report:*** Launched in 2015 to increase transparency
- **ASBO Certificate of Excellence in Financial Reporting:** 24/25 consecutive years
- **Facility construction projects:** Willard and Lincoln classroom additions, Roosevelt exterior project, substantial renovation of spaces/mechanicals
- **Focus on sustainability:** 10-year partnership with Green 4 Good organization
- **West 40 Instructional Service Center (ISC) compliance audit:** Successful 5-year compliance and professional development audits with no findings





***A job well done - let's begin again!***

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*Questions?*

**Thank  
You!**

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