



# **The Path to Excellence**

## **Superintendent's 100-Day Report**

Update as of 2/16/16



*The Path to Excellence*  
*Superintendent's 100-Day Report*

# **Superintendent's Priorities SY16**



- **Trust & Communication**

[source: CEC Systems Assessment, 2013]

- Use two-way communication, exercise active listening
- Provide opportunities for giving input and feedback about critical decisions that impact teaching and learning
- Communicate how input and feedback will be used
- Community Book Read: **Speed of Trust**

# Summary of Dr. Kelley's SY16 Priorities



- **Co-create shared vision, sustainable focus**
  - Host D97 Leadership Vision Retreat in January
    - *Venturing into the Future: What will it look like for our students?*
    - *Interactive Discussion: “Equity & Excellence in D97”*
    - *Sharing our Thoughts*
    - *Inside our Classrooms: SAMR in action*
    - *Our Leadership Imperative: How do we lead this?*
    - *Now where do we go? The start of our journey*
  - Community Listen & Learn Discussions (Most Likely to Succeed)
  - Conduct community engagement process via ThoughtExchange
  - Develop Strategic Priorities and Accountability System (to monitor and report progress)

# Summary of Dr. Kelley's SY16 Priorities



- **Advocate for Structure of Supports (equity & excellence)**

- **Organizational & Professional Learning Opportunity**

- Recommend Reorganization Chart to BOE in January
- Hire experienced Chief Academic Officer (CAO) with successful prior experiences as an innovative K-8 principal with a strong curriculum development background
- Reorganize direct supervision of building principals (10) and curriculum directors (reporting to new CAO)
- Revise roles of Curriculum Directors to:
  - Director, Organizational Leadership
  - Director, Curriculum & IB
- Create K-8 Curriculum Coordinator positions for key areas (*aka 'Departmental Chairs'*)
- Revise job descriptions and reporting structure for 'Data/Technology Coaches' and IB Coordinators

- **Student Learning Opportunity**

- By February 2016, develop strategic staffing plan for reallocation of staffing to schools based upon population of students needing intervention support.

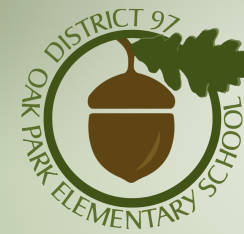
# Summary of Dr. Kelley's SY16 Priorities



## • Facilitate Improvements in System of Operations

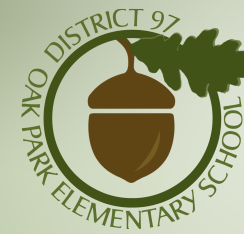
- Assign D97 staff member to lead conversion of paper Report Card to paperless reporting initiative, as well as help us maximize use of PowerSchool, which could create other efficiencies.
- Sr. Director of Human Resources has been charged with developing a “written plan” that outlines how the department can enhance “client” services. Plan will be presented to superintendent by January 15, 2016.
- Goal Area 4 Work Team has been charged with identifying key non-instructional areas to address and provide recommendations to Board by February 8, 2016, including the financial requirements (in one, two and three years).

# Summary of Dr. Kelley's SY16 Priorities



- **Assist in demonstrating our value to the community**
  - Use tool like ThoughtExchange to gather input from stakeholders
  - Use tool like BrightBytes to measure improvements in use of technology
  - Use Focus on Finance insert in community mailing (spring 2016)
- **Facilitate process to enhance quality of resources**
  - By January, make sure all schools have emergency plans up to date.
  - Invite police representatives to attend meetings with principals (beginning in January, 1x every quarter)
  - Request that PBIS coordinators research and recommend student-centered, conflict resolution training program
  - Request analysis of tech support (staffing, salary)

# Summary of Dr. Kelley's SY16 Priorities



- **Facilitate Adoption of Written Curriculum**

- Must happen by SY17 (this cannot be summer work)
  - We need a framework that has interdisciplinary connections across all content, and is culturally responsive, relevant and authentic
  - Scope and sequence should build upon concepts or a theme across grades K-8
  - Add formative assessments aligned to the standards
  - PD plan must be written around the new framework
  - Master schedules should be coordinated to fit the designed framework
  - Use of collaborative time to make the “framework” district specific





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**Timeline (SY16)**

# Timeline



## • December

- Request that PBIS Coordinators vet and recommend conflict resolution/bullying prevention training program with schools/student leaders **complete**
- Request BOE FAC Committee to commission 'temp control' informational report to BOE by the 8<sup>th</sup> - **moved to Spring**
- Recommend approval of ThoughtExchange to BOE by the 15<sup>th</sup> - **complete (selected "Let's Talk")**
- Recommend job description for CAO to BOE by the 15<sup>th</sup> - **complete**
- Review BrightBytes survey data and approve action plan by 15<sup>th</sup> - **complete**
- Invite 1-2 administrators to Lake Zurich to 'vet' *Analyzing Teaching for Student Results* training session by the 7<sup>th</sup> - **complete**
- Meet with association leadership and communications officer to develop plan for two-way communication by the 23<sup>rd</sup> - **complete**
- Request draft of "Focus on Finance" for review by the 23<sup>rd</sup> - **moved to Spring**
- Request that the 'Role Committee' meet by the 23<sup>rd</sup> - **complete**
- Organize 'D97 Leadership Vision Retreat' by the 23<sup>rd</sup> - **complete**
- Forward Goal Area 4 Work Team presentation to BOE by the 15<sup>th</sup> - **complete**

# Timeline



- **January**

- Begin QTR Principal Meetings with District Safety Team (pre- Ad Leadership meeting, if possible) – **in progress (first meeting held in January)**
- Post CAO position by the 1<sup>ST</sup> week in January – **complete**
- Introduce community book (theme: Trust) by the 15<sup>th</sup> - **complete**
- Human Resource recommendation to Superintendent by the 15<sup>th</sup>
- Vet ATSR program (training process for principals and teacher leaders) by the 21<sup>st</sup> - **complete**
- Reorganizational recommendation to BOE for consideration (with job descriptions for new roles) by the 29<sup>th</sup> - **complete**
- Host ‘D97 Leadership Vision Retreat’ by the 29<sup>th</sup> - **complete**
- Approve “Focus on Finance” insert for community mailing – **moved to Spring**
- January School Visit Focus: School Emergency Plans - **complete**
- Request analysis of tech support (staffing, salary) - **complete**

# Timeline



- **February**

- Interview CAO candidates – **screening will take place in March**
- Comparative analysis of Tech Support resources needed to provide iLearn support to staff and students by the 28<sup>th</sup> – **information provided to BOE on 219**
- Analysis of resources needed to provide intervention support during school day (staffing levels) for each school to Superintendent by the 28<sup>th</sup> – **pending**
- External audit report of resources (materials and programs) currently in use in classrooms/schools (for intervention support) to the Superintendent by the 28<sup>th</sup> – **in progress**
- Refine strategic priorities with community input by the 28<sup>th</sup> – **in progress**
- PBIS Coordinators recommend conflict resolution/bullying prevention training program to Superintendent by February 28<sup>th</sup> - **complete**

- **March**

- Appointment of CAO finalist by BOE
- Cross-role “vision-action coherence planning” group writes goal, indicators of success, and timeline for each strategic priority (should be limited to 1-2 priorities) by the 24<sup>th</sup>

# Timeline



- **May**

- CAO start date
- Conduct affinity focus groups to gain commitment and buy-in of priorities and strategic goals by the 13<sup>th</sup>
- BOE approval of strategic plan and celebration by the 24<sup>th</sup>
- BOE approval of D97's organizational restructure by the 24<sup>th</sup>

- **June**

- Curriculum framework in place for SY17
- PD plan in place for SY17
- Approved budget in place for SY17
- Admin retreat, design operational action plans
- BOE retreat, re-structure meeting agendas
- BOE committee retreat, develop goals for SY17 based upon strategic priorities
- School retreat, develop school goals for SY17 based upon strategic priorities

# QUESTIONS?



Take the first step in faith.

You don't have to see the whole staircase, just take the first step.

Martin Luther King Jr.