

At the June 2018 Board of Education meeting, the Administration reviewed the results of our community surveys that were administered in the spring of 2018. Groups surveyed included parents, students, and staff. The administration of this survey follows our District Communication Plan which dictates, we administer the state required 5Essentials of Learning Conditions Survey in odd years and a district specific survey in even years. This cycle of survey administration gives us a clear picture of our schools' climate and culture without causing survey fatigue.

The goal of these surveys to get information on constituents' experiences in our schools and use this information to improve our schools. This spring, the district contracted with School Perceptions, a well respected and independent research firm, to develop and execute the survey administration. The survey completion window was two weeks for each constituent group. Below are the response rates for each constituent group.

- Parents: 223
- Students: 424
- Staff: 92

Upon completion of the administrative report in June, the Board requested an update on the progress made to address concerns identified by constituent groups in the survey. The administration reviewed the data and sought to implement specific actions to address these concerns. Over the course of the past several months, the administrative team has implemented systems, structures, and actions to improve concerns identified in the survey. The information below shows specific actions taken by constituent group.

#### Students

- **Stress Management:** To address stress management, a yoga club has been started. This provides students an opportunity to practice this meditative exercise and better relax. Additionally, the district has implemented a social/emotional committee that will be looking at how to best help students manage emotions and stress.
- **Bully and Teasing:** Research shows that students need a safe way to report incidents of bullying and teasing. The middle school has implemented a Tiger Tip Line where students can use their iPads, phones, or other technology to report issues.
- **Overcoming Challenges:** 24% of students expressed concern about not having the tools to overcome challenges. As a district we have embraced the growth mindset which values perseverance. Over the course of last year and this year the administration has held staff and parent presentations on this topic. We have conducted a staff

book/article study on this topic and are supporting teachers as they implement the growth mindset in their classrooms.

- **Challenging Classes:** Nearly half of our students felt that the material in their classes was not sufficiently challenging. To address this the district has implemented updated curriculum and educational resources in class. The district has also implemented a curriculum review cycle that will ensure that our curricula continually evolves.
- **Extracurricular Opportunities:** Nearly a quarter of our students reported that our schools do not offer extracurricular opportunities that meet their interests. Students are surveyed as to the types of clubs they are interested in and club offerings are constantly changing.

#### Staff

- **Evaluating Initiatives:** Over 30% of our staff reported that our process of evaluating initiatives could be improved. While the administration asks teachers to provide feedback on initiatives, we recognize this process could be more formalized. Over the course of the year, the administration will conduct surveys and focus groups to get feedback from staff on our initiatives. This feedback can then be used to make course corrections.
- **Staff Handling of Student Discipline:** Over 60% of staff expressed concern that discipline is not handled consistently by staff. The administrative team is working with our social workers to implement standards of discipline for teachers and ensure that we have consistency within our classrooms. This is being accomplished through our multi tiered system of support meetings at our schools.
- **Technology Resources:** While this area has improved since the last administration of our survey, this is an area of constant attention. Our current work is focused on setting a baseline standard for technology in every classroom in the district. When this update is complete all classrooms the ability to project to a media board, all devices (teacher and student) will be able to connect to the projector seamlessly, all classrooms will be equipped with sound, and will have a robust connection to the internet.

#### Parents

- **Help at School/Personalized Instruction:** It is our goal to ensure that all children have an advocate at school. As such we want students to feel comfortable coming to staff for help. While our district is improving in this year over the last administration of the survey, we remain committed to this cause. At the elementary school our Second Step program emphasizes positive relationships with adults. Likewise, at the middle school our check and connect program pairs students with trusted adults that ensure they are prepared for classes and support them through school based social situations they may

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be dealing with. With the implementation of Writer's Workshop and co-teaching, we are better able to differentiate for students and personalize their instructional program.

- Communication: To provide parents with an additional mode of communication, the administration has implemented a weekly video log or vlog that provide district information in under two minutes.