

Pleasantdale Elementary School
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La Grange, IL 60525
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Pleasantdale Middle School
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Pleasantdale School District 107 | 7450 S. Wolf Road | Burr Ridge, IL 60527 | 708.784.2013 | Fax: 708.246.0161 | www.d107.org

Over the course of the 2016-17 school year, our *Future Planning Committee*, comprised of parents, teachers, community members, Board members, and administrators, developed a comprehensive plan to move our district from great to greater. During this process, the future planning committee developed a revised mission, belief statements, a Portrait of a Pleasantdale Graduate, and three goal areas and goal statements. This vision work is meant to sustain the district's improvements for the next five years. To put the Future Planning Committee's vision into action, the staff at both schools annually develop action steps. These action steps focus the work of our administrators and teachers. The district has adopted a philosophy of cascading goals; this means that goals within the Strategic Blueprint become school goals and administrator annual goals. These goals are well represented in both schools' improvement plans, and the evidence of their impact can be seen in the daily work in our classrooms.

In March 2017, the Board of Education approved the final draft of the Strategic Blueprint and work began on achieving the action steps within the plan. The purpose of this report is to provide the Board and the community with a more comprehensive overview of our progress. In an effort to create a simple way to track our progress, we have developed the attached Strategic Blueprint Scorecard. This simple graphic uses a color-coded system to outline our goals, goal statements, and completion status of our action steps. This scorecard will serve as a dashboard, allowing our community to see the action steps that are completed (green), in progress (yellow), and still to be achieved (red). Our Strategic Blueprint Scorecard will be incorporated into our district website, and viewers can access detailed information about each goal area and action step.

As we reflect on our progress, we note substantial progress. The administration is proud to report that six of our 16 action steps have been completed or are "green". The completed action steps and the programs put in place include:

Action Step	Program or Deliverable
Explore and pilot opportunities to provide students with experiences that allow them to be communicators, problem solvers, global citizens, and individuals.	The transition of our traditional art class to a "Rad and Fab Maker Lab" at PES. This space allows students to experiment with design principles and learn about product design.
	Implementation of Genius Hour in fourth grade. This program gives students the opportunity to complete a passion project of their choosing.
	At PMS, students in our STEM program are exposed to new experiences that require them to learn principles of design and engineering.
Build Capacity for Growth Mindset in the Pleasantdale Community	The district provided professional development for staff during institute days and at building staff meetings. These activities include, but are not limited to, professional speakers, activities, and administrative-led discussions.

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	The district partnered with Lyons Township school districts as well as the Parent Community Network to bring a parent university opportunity to the township.
	The administrative team hosted several Growth Mindset study groups where teachers were able to read books and articles, watch videos, and further discuss the Growth Mindset concept.
Develop a refresh cycle for computers, LCD projectors, personal devices, and other technologies.	A four year replacement cycle was put in place for staff. Older Windows based devices were replaced with MacBooks, and each teacher was also provided with an iPad.
	Each classroom in the district is now "Apple Ready" with a new LCD projector and an Apple TV installed; teachers and students can project both video and audio wirelessly.
	A professional development program was created to support teachers' implementation of new devices within our classrooms. This "Apple Boot Camp" is completed by teachers prior to the delivery of their new devices
	A financially sustainable 1:1 device program was implemented in grades 3 through 8.
Investigate and find creative solutions to provide spaces for testing, related services, interventions, sensory breaks, play, etc.	At PES, a room was repurposed to accommodate small group testing, student services, intervention services, and meetings.
	At PES, an office was repurposed to be used as a sensory room. This is a space is used by students who have an immediate need for sensory stimulation.
	The district will partner with the Pleasant Dale Park District to design and implement a new playground that includes equipment better suited to younger students as well as students who may need specialized sensory playground equipment.
	At PMS, our special services department gained space to better accommodate our extended

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	resource program. This space is used to provide students with additional sensory equipment.
Build a comprehensive mentoring program for all staff members.	For certified staff, the district created a two-year mentoring program that assigns new staff to a trained mentor. In year one, new teachers focus on best instructional practice and in year-two the focus becomes giving back to the district through a stretch goal.
	The district implemented a comprehensive mentoring program through an exclusive partnership with Northwestern University. This training focuses on best practice in teacher observation, providing corrective feedback, and crafting instructional goals.
	For paraprofessionals, the district drafted an updated evaluation tool and created a paraprofessional handbook.
Continue collaboration toward an improved evaluation system.	The district maintains a Joint Evaluation Committee comprised of six teachers and six administrators.
	The Joint Evaluation Committee has drafted an improved evaluation plan that relies on a research based tool (Danielson Framework for Effective Teaching) to evaluate teacher effectiveness. This new plan also relies heavily on reflection to improve instruction; such reflection is supported by research into improving teacher quality.

In addition to the successful completion of the above action steps, the district has made good progress on additional seven action steps. These “yellow” or in progress action steps include:

Action Step	Program or Deliverable
Complete and publish aligned curriculum in all fundamental learning areas PreK - eighth grade that embeds technology and global competencies.	At PES, the math resource Bridges in Mathematics program has been implemented. This program has been accompanied by significant and ongoing professional development for all implementing teachers.

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	At PMS, the math teachers are piloting three math resources with the intention of making a recommendation to the Board at the end of the school year. As at the elementary school, teachers have received significant professional development.
	Curriculum Council has been meeting monthly to define the process and standards for how we review, evaluate, and implement new curricula in our district. during this school year, the committee will be creating a curriculum review cycle and a curriculum review process. In the meantime, they are overseeing and maintaining current work in all curricular areas and also preparing for a shift to the new cycle upon board approval.
Investigate various differentiation strategies to improve student learning through the use of formative and standardized assessment.	The district has hosted Dr. Jessica Hockett, an expert in differentiation, both for paraprofessionals and certified staff. Dr. Hockett gave an overview of differentiation strategies and these strategies have been supported through ongoing professional development at institute days and in staff meetings.
Expand the technology committee to enhance and evaluate the C4 Learning Plan.	The technology committee or iTLC has been expanded to include over 20 members. These members include parents, teachers, administrators, and students.
	The iTLC structure has changed and is now made up of several subgroups who will investigate specific topics and bring recommendations to the Board at the end of the school year.
Explore flexible spaces and furniture arrangements for teacher to teacher, teacher to student, and student to student work.	Teachers in both schools are piloting flexible learning spaces, including a variety of seating options and workstations for students.
	At PMS, the computer lab has been cleaned and the building leadership will determine how to use this as a flexible meeting/learning space.
Develop cycles for regular maintenance and upgrades (e.g. painting, blinds, floors, lockers,	A cycle for maintenance and upgrades for all three buildings was developed and will be

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etc.)	incorporated into the 5-year facilities plan.
Expand and create new opportunities to celebrate the accomplishments of staff and students.	At the middle school, staff members are recognized monthly for taking risks with a lobster award, which the recipient keeps for the month. Staff members are able to recognize each other via #D107ShoutOuts, which are announced at monthly staff meetings and displayed on a bulletin board in the staff lounge.
	At PES, staff celebrate both personal and professional achievements during monthly staff meetings. In addition, we have installed a "Staff Shout Outs" board to the lounge where people can recognize the contributions and achievements of one another.
	The district is in the process of implementing a recognition program called <i>People of Pleasantdale</i> which highlights the contributions of each staff member. Staff is recognized through our website, social media accounts, and at public events.
Develop a robust professional development system that is relevant, timely, pertinent, and personalized for every staff member to enhance learning through collaboration.	Staff members from both schools and district administration have begun training in the Jim Knight coaching model of professional development. The goal of this training is to implement a robust coaching program within our schools.
	The Teaching and Learning department is currently developing a comprehensive system for professional development. The workshop request form has been updated to reflect the Strategic Blueprint goals, ensuring that all professional development staff attend are in line with the action steps. We have worked to secure training in the four core areas (ELA, Math, Science, and Social Studies) in which we have formed partnerships with skilled trainers, and our work with these trainers will continue to support curriculum development and help our staff gain a deeper understanding of standards and inquiry practices.

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Finally, there are three action steps that have not yet been achieved. While the district is making preparations to complete the below action steps, as of the writing of this report, these action steps have not been started. These “red” or not achieved action steps include:

Action Step	Program or Deliverable
Explore building district schedules allowing staff the time to have the greatest impact on teaching and learning	The goal is to allow both grade levels and departments at PMS sufficient time to meet and coordinate student experiences. This year, we have accommodated this need through staff meeting time, institute days, and release time from classes.
Review and align current practices for hiring to our new mission, beliefs, and Portrait of a Graduate.	In 2015-16, the district implemented a new process for hiring staff. This new system included hiring rubrics and new hiring criteria. The administration will update these rubrics prior to the next hiring cycle.
In collaboration with TAP (<i>Teachers Association of Pleasantdale</i>), investigate various methods/models for collective bargaining.	This goal has a deliverable of 2020. Conversation about alternative methods to bargaining have been discussed with TAP; however, this deliverable requires significant Board consideration.

As the above table show, the district has made significant progress toward completing this year’s action steps. The administration and staff will continue to complete these important action steps and has no doubt that all areas will be “green” by the end of the school year.