

Toward Excellence for All:

River Forest District 90

D90 Vision for Equity

Learning and Innovation

- Universal Design for Learning (UDL)
- Instructional Technology
- Culturally Relevant Teaching
- Trauma-Informed Practices

Community and Culture

- District 90 Strategic Plan
- Standards Based Learning
- Equity and Inclusiveness Advocacy
- Multi-Tiered Systems of Support (MTSS)

Structures for Success

- Social Emotional Learning and Wellness
- Professional Development
- Supports and Services
- Safety Protocols

District 90 Essential Objectives, 2021-22
Tier One Oversight Recommendations

TIER ONE – August (Fall)

1. **Ensure that ongoing COVID-19 safety mitigation requirements are implemented with fidelity in 2021-22**

Reference: *Trauma-Related Issues (2)*

Chair(s): Condon/Cozzi

Membership Recommendation: All ADCO

2. **Investigate an independently facilitated opportunity for faculty/staff and administration to process events of the last year (i.e. peace circle, etc.)**

Reference: *Relationships (4); Strategic Goal 3B*

Chair(s): Condon/Lubeck

Membership Recommendation: RFEA Leadership, Larry, Diane

3. **Continue to implement pedagogical practices that have predictive success to support students we have not historically served well (i.e. Math for All, culturally responsive teaching, Universal Design for Learning)**

Reference: *Relationships (2, 5), Student-Specific Needs (1); Strategic Goal 3A, 3B*

Chair: Hawley

Membership Recommendation: Debbie, Kevin, Instructional Specialists, CRT Committee members, consulting school administrators

4. **Provide ongoing training/learning opportunities for staff and families about the impact of trauma on students**

Reference: *Trauma-Related Issues (1, 2), Student-Specific Needs (1); Strategic Goal 2C, 4A*

Chair(s): Hawley/Lubeck

Membership Recommendation: D90 Social Work team members, Community partner organization representatives (RF Mental Health Board, Thrive, etc.), selected parents (i.e. mental health professionals, parent feedback mechanism)

5. **Establish procedures/mechanisms to embed student voice in key spaces and D90 decision-making processes**

Reference: *Relationships (2); Strategic Goal 2B*

Chair: **Condon**

Membership Recommendation: Representatives from IAB, Board Equity Committee, RFEA leadership, and consulting school administrators

6. Launch Co-Pilot/Elevate with interested faculty members

Reference: *Relationships (2); Strategic Goal 2B, 3C*

Chair(s): **Condon/Godfrey**

Membership Recommendation: District 90 Equity Network Team members, Juan Alegria (NEP)

7. Implement after-school student supervision program with West Cook YMCA

References: *Social Emotional Programming (2), Student-Specific Needs (4), Trauma-Related Issues (3); Strategic Goal 4A, 4B - COMPLETE*

Chair(s): **Condon/Hawley**

Membership Recommendation: Casey, Diane, Christine

8. Continue District support of PTO and community events/programming

Reference: *Relationships (3); Strategic Goal 4A*

Chair: **Simmons**

Membership Recommendation: Larry, Diane, Casey, Tina, Christine

TIER TWO – November (Winter)

1. Review/revise RMS Advisory Program topics to reflect student needs, as appropriate

References: *Social Emotional Programming (3), Relationships (1), Relationships (2); Strategic Goal 2C*

2. Maintain Standards-Based Learning focus to address supplemental standards

Reference: *Relationships (1), Social Emotional Programming (5); Strategic Goal 1A, 3B*

3. Support “trauma informed” learning opportunities in the community and capitalize on potential partnerships (i.e. local governmental agencies, mental health entities)

Reference: *Trauma-Related Issues (3, 4), Screening and Measurement (3); Strategic Goal 2C, 4B*

- 4. Develop and implement a local social-emotional assessment or self-assessment tool**
Reference: *Social Emotional Programming (4); Strategic Goal 2C*

- 5. Maintain ongoing collaboration with National Equity Project (NEP), in support of key D90 equity initiatives**
Reference: *Social Emotional Programming (1); Strategic Goal 2A, 5B*

- 6. Staff review/revision of Second Step curriculum – classroom level**
References: *Relationships (1, 2), Social Emotional Programming (3); Strategic Goal 2C*

TIER THREE – February (Spring)

- 1. Implement social-emotional screener for all students and track data longitudinally, employing tiered response to deliver appropriate supports**
Reference: *Screening and Measurement (1, 2); Strategic Goal 2C, 3B*

- 2. Review policies/procedures to ensure that homework is limited to those extended learning experiences that are foundational to support in-school learning**
Reference: *Student-Specific Needs (2); Strategic Goal 1A, 2A*

- 3. Provide ongoing support for employee well-being through the use of new and established wellness programming resources/supports (i.e. yoga, breathing, nutrition, EAP counseling options)**
Reference: *Social Emotional Programming (5)*

- 4. Continue deployment of anonymous “Support4U” mental health text support line**
Reference: *Trauma-Related Issues (3); Strategic Goal 2C*

- 5. Ensure the use of instructional activities that facilitate the development of “classroom-based learning” skills (i.e. fine motor, handwriting, face-to-face interactions, etc.)**
Reference: *Student-Specific Needs (4); Strategic Goal 1A*

River Forest District 90

Strategic Action Objective Plan Template

Strategic Objective: Ensure that ongoing COVID-19 safety mitigation requirements are implemented with fidelity in 2021-22.				
Oversight Group: ADCO team		Relevant Data Sources: SOAT Final Recommendations, July 2020 and SEAP Final Recommendations, April 2021		Anticipated Completion Date: December '21
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Create a new committee or reconvene previous SOAT committee to review adherence to requirements.	Condon/Cozzi	Late October	Meeting time	Consensus among committee members
2. Create document as reference material.	Committee	Early November	Meeting time	Comprehensive document
3. Implement continued compliance at each building across district with help of Engineers and custodial teams.	Cozzi/Engineers	November - December	Time to purchase materials, set up procedures and complete compliance	Compliance requirements fulfilled

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Strategic Action Objective Plan Template

Strategic Objective: Investigate an independently facilitated opportunity for faculty/staff and administration to process events of the last year (i.e. peace circle activity, etc.)				
Oversight Group: RFEA/Admin. Team		Relevant Data Sources: Staff Survey, May '21		Anticipated Completion Date: November '21
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Garner agreement from RFEA and ADCO to support objective	Condon	Early October	Dialogue	Agreement
2. Solicit input from ADCO and RFEA/Admin. Meetings about suggested event/opportunity details	Condon	Early October	Meeting time	Consensus amongst stakeholders
3. Schedule and communicate event to all D90 employees	Condon, Simmons, RFEA leaders	Late October	Time to communicate	Established event date
4. Schedule and plan event	Condon, Lubeck, RFEA rep.	Late October	Financial resources, time to plan	Event successfully planned
5. Conduct event	All planners	November	Event time, space, materials	Event successfully conducted
6. Gather feedback from event participants	Lubeck	Post-event	Feedback instrument	Participant feedback acquired

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Strategic Action Objective Plan Template

Strategic Objective: Continue to implement pedagogical practices that have predictive success to support students we have not historically well-served (Math for All, Culturally Responsive Teaching, Standards-Based Learning)				
Oversight Group: C & I, Instructional Specialists, Admin. Team		Relevant Data Sources: Educational research, staff surveys, parent surveys, monitoring of project completion/progress toward goals.		Anticipated Completion Date: Spring '22
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
Math for All - Two-year research project with Education Development Center	Hawley, Instructional Specialists, Principals	Sept. 2021 - May 2022	Institute Days: January, February, April 2022 Thursday Collaboration Meeting: May 2022	Professional training for Grade 3-5 Math Teachers to support students with diverse strengths and math learning needs.
Center for Applied Linguistics English Learner Program Review (Phase II)	Hawley, EL Team, Assistant Principals	Oct. 2022 - Nov. 2022	Planning meetings	Structure focus groups, classroom observations, and data collection for the three-day CAL visit.
Culturally Relevant Pedagogy: Develop shared baseline understanding of Culturally Relevant Pedagogy. Develop recommendations related to implementation.	Diversity, Equity, and Inclusion Committee	Sept. 2021- May 2022	Monthly after school committee meetings, resources: " <i>Culturally Relevant Pedagogy and the Brain</i> " and " <i>Belonging Through a Culture of Dignity</i> "	Shared knowledge-based and strategies for incorporating Culturally Relevant Pedagogy into classroom communities, recommendations for scaling, and draft recommendations with district equity groups.
Standards-Based Learning: Implement K-4 Standards-Based Learning Report Card in Powerschool; Develop shared grading practices in Grades 5-8.	C & I, K-4 RC Com, Tech Team, Principals, Instructional Specialists	Sept. 2021 - May 2022	Institute Days: January, February, April, Thursday Dept/Grade Level and Prof. Collaboration Meetings	K-4 Report Card implementation, shared grading practices for Grades 5-8 to guide development of 5-8 Report Card, completed instructional unit plans/assessments

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Strategic Action Objective Plan Template

Strategic Objective: Provide ongoing training/learning opportunities for staff and families about the impact of trauma on students				
Oversight Group: Admin Team, D90 Social Workers		Relevant Data Sources: Input/feedback from mental health professionals, partners		Anticipated Completion Date: May 2022
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
Solicit input from D90 mental health professionals (social workers and school psychs) about areas of need & possible presenters	Lubeck	Late September	Meeting Time	Identified topics and possible presenters
Solicit input from community partners about areas of need & possible presenters	Lubeck, Hawley	Early October	Meeting Time	Identified topics and possible presenters
Schedule staff, community/parent events	Lubeck, Hawley	Late October	Financial resources, time to plan	Events successfully planned
Communicate events	Lubeck, Simmons, building administrators	November	Time to communicate	Event communicated
Conduct events	All planners	Fall-Spring	Event time, space, materials	Event successfully conducted
Gather input from event participants	Lubeck, Hawley	Post-event	Feedback instrument	Parent feedback acquired

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Strategic Action Objective Plan Template

Strategic Objective: Establish procedures/mechanisms to embed student voice in key spaces and D90 decision-making processes.				
Oversight Group: Representatives from IAB, Board Equity Committee, RFEA leadership, and consulting school administrators		Relevant Data Sources: IAB “Inclusiveness Survey” Data, Anecdotal Student Feedback		Anticipated Completion Date: May ‘21
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Review student feedback to better understand perceptions about voice and agency	Oversight group, ADCO members	October – November	Time, survey data, student feedback (as available)	Improved understanding about need(s)
2. Review relevant evidence addressing the value of student voice in improving equity and school organizational culture	Oversight group, ADCO members	October – November	Time, access to relevant research and information about best practices	Improved understanding about problem(s)
3. Establish recommended guidance that D90 groups and organizations could consider when adding student roles	Key oversight group members	December	Time	Established guidance
4. Meet with representatives of D90 groups/organizations to advocate for integration of student voice in decision-making spaces	Identified administrators, Oversight group members	January	Time	Audience with D90 organization/group leaders
5. Follow up with representatives to provide resources and supports that may be needed to foster plan implementation	Oversight group, ADCO members	January - May	Time, Audience with D90 organization/group leaders	Established roles for students to have voice and engage with stakeholders in decision-making roles

River Forest District 90

Strategic Action Objective Plan Template

Strategic Objective: Launch Co-Pilot/Elevate with interested faculty members				
Oversight Group: Representatives from former District 90 Equity Network Team, Diversity, Equity and Inclusivity Team, consulting administrators, NEP facilitator		Relevant Data Sources: Co-Pilot/Elevate effectiveness research (PERTS - Stanford University)		Anticipated Completion Date: February '21
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Schedule opportunity to share information about program with interested staff (incl. DEI Team)	Godfrey and Hawley	November	Time	Information meeting completed
2. Investigate funding sources to compensate pilot participants	Condon	November	Time	Funding source identified
3. Provide training for interested staff members on proper program implementation	Godfrey, Hawley, Select staff	December	Time, Training resources (videos/online content)	Training completed
4. Provide support for participating staff members during initial launch	Instructional Specialists	January	Time	Support services provided
5. Survey participating staff members about their experiences in using the program	Instructional Specialists	Early February	Survey instrument, Time	Survey results
6. Evaluate possibility of scaling program more broadly across the District	ADCO, Oversight Group	Late February	Time	Decision about scaling program more broadly across District

River Forest District 90

Strategic Action Objective Plan Template

Strategic Objective: Continue District support of PTO and community events and programming				
Oversight Group: D90 School Principals and Assistant Principals		Relevant Data Sources: PTO meetings; PTO Council Meetings; School Newsletters		Anticipated Completion Date: June '22
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
<ol style="list-style-type: none"> 1. Attend PTO Council and school-based PTO meetings 2. Include PTO events and community events in District communication vehicles 3. Share District no-photo list and communications channels with faculty 4. Develop a Google Form for teachers to use to share classroom events and activities with Communications Coordinator 5. Offer photo support to teachers 6. Request photos from teachers and PTO members to use in D90 communication channels 	Communications Coordinator	Ongoing: October 2021 through June 2022	<p>Time to attend PTO meetings and community planning events</p> <p>Variety of photos from PTO and community events</p> <p>Support from D90 faculty, School Principals/Assistant Principals, and PTO Presidents</p>	<ol style="list-style-type: none"> 1. Ideas & information about upcoming events and PTO activities 2. Increased awareness of PTO events and activities by D90 community 3. Increased support from faculty for support of activities and events 4. One site for pictures and information about events to share across multiple communication channels 5. Increased awareness from faculty of availability of Communications Department support 6. Greater variety and number of photos available to share with D90 community