



**#my2017**



**2020 - 2021  
Draft Goals &  
Priority Action Plan**

# District 97's Vision

At Oak Park Elementary School District 97, we are committed to creating a positive learning environment for all students that is equitable, inclusive and focused on the whole child.



# Vision97 4ALL Goals

**This will help every student ultimately become...**

- A known, nurtured, celebrated learner
- An empowered, passionate scholar
- A confident and persistent achiever
- A creative, critical thinker and global citizen



# BOE's Support of Vision97 4ALL

The Board of Education created an equity policy and now, we have a plan to help ensure that policy is upheld. Through our new partnership with Hanover Research, we will continue to monitor, measure and share progress for the eventual success of all.

Source: *BOE Policy 7:12*



# OUR IMPACT TO DATE:



# Pillar 1 - Equitable Access to Rigorous, Responsive Instruction

- **We have implemented instructional systems designed for all learners:**
  - *K-5 Balanced Literacy Program and Classroom Libraries (Reading, Writing, Phonics Unit of Study)*
  - *K-5 Eureka Mathematics*
  - *6-8 CMP3 Mathematics*
  - *K-8 Social Emotional Learning Curriculum materials (Second Step)*
  - *K-8 Common/Formative Assessments*



# Pillar 1 - Equitable Access to Rigorous, Responsive Instruction

- **Challenging and engaging all learners:**

- *Built out Multi-tiered Systems & Support (intervention and enrichment supports)*
- *Implemented Leveled Literacy Intervention*
- *Expanded Inclusive Teaching Practices (Co-Teaching)*
- *Organizational changes:*
  - *Chief Academic & Accountability Officer*
  - *Equity, Senior Director*
  - *MTSS Director*
  - *Curriculum Coordinators*
  - *Culture/Climate Coaches*
  - *Additional Social Workers, Psychologists*
  - *Shift from Data/Technology Coach ⇒ Instructional Coach (for each building)*



# Pillar 2 - Strong Relationships with Families and Community

- **Community Focus on Challenges and Opportunities:**
  - *Special Education Advisory Committee*
  - *PTOC & DivCo/D97 Leadership Check-ins*
  - *MyD97 Weekly Updates (highlighting efforts of district to address equity policy)*





# Pillar 2 - Strong Relationships with Families and Community

- **Leveraging community resources**

- *E-Team*
- *Oak Park Public Library*
- *Oak Park Township and Community Mental Health Board and DePaul University (Mindful Middle Schoolers program, Pilot program with Irving and Holmes)*
- *YEMBA (mentoring, student affinity spaces)*
- *Oak Park Park District, Hephzibah, By Discovery*



# Pillar 2 - Strong Relationships with Families and Community

- **Two-way communications**
  - *Communications & Community Engagement Plan*
  - *Let's Talk*
  - *School-based "Come Together" events*
  - *Various community circles*

# Pillar 3 - Effective Teachers, Leaders and Staff for Every Student, for Every School

- **Nurturing leadership for all:**

- *Professional Development Cohort District - National Board Certification*
- *Leading Teacher Teams [SY21-SY22]*
- *MTSS/Restorative Practices cohort*
- *Universal Design for Learning professional learning*
- *Instructional Coaching cohort with Zaretta Hammond*



# Pillar 3 - Effective Teachers, Leaders and Staff for Every Student, for Every School

- **Being intentional in creating our workspace**

- *Recruiting and hiring diverse workforce*
- *Pathways for leadership*
- *Coaching support for new principals*
- *Various job-embedded professional learning opportunities via district committees/teams (e.g., PBIS, Diversity Council, PLC, etc...)*

# Pillar 3 - Effective Teachers, Leaders and Staff for Every Student, for Every School

- **Fostering collective efficacy**
  - *MTSS Committee and teams*
  - *PBIS teams*
  - *Building Leadership Teams*
  - *Grade-level or Department Level Teams*

# Pillar 4 - Data Informed Continuous Improvement

- **Data supported decision making and accountability:**
  - *MTSS team meetings*
  - *Data dive meetings*
  - *District-wide common assessments*
  - *BrightBytes survey data, PLESS survey data*
  - *LearnPlatform*
  - *New partnership with Hanover Research*



# Our Impact:

Student Outcome Indicator	SY20 - Winter Data	SY18 - Winter Data	SY20 vs. SY18
<b>BAS</b> Instructional Level Expectations (Literacy Assessment) - % met/exceed	Black: 47%	Black: 24%	<b>+23 points</b>
	IEP: 31%	IEP: 17%	<b>+14 points</b>
	Free/Reduced: 43%	Free/Reduced: 23%	<b>+20 points</b>
<b>AIMSWeb Plus</b> (Math Assessment) - % of students at low risk for not meeting target by Spring	Black: 47%	Black: 42%	<b>+5 points</b>
	IEP: 35%	IEP: 34%	<b>+1 point</b>
	Free/Reduced: 39%	Free/Reduced: 45%	<b>-6 points</b>

# Our Impact:

Student Outcome Indicator	SY20 - Winter Data	SY18 - Winter Data	SY20 vs. SY18
<b>NWEA MAP</b> College Projected - % at/above 70 percentile (reading)	Black: 25%	Black: 25%	<b>0 points</b>
	IEP: 25%	IEP: 23%	<b>+2 points</b>
	Free/Reduced: 25%	Free/Reduced: 26%	<b>-1 point</b>
<b>NWEA MAP</b> College Projected - % at/above 70 percentile (mathematics)	Black: 17%	Black: 15%	<b>+2 points</b>
	IEP: 24%	IEP: 20%	<b>+4 points</b>
	Free/Reduced: 16%	Free/Reduced: 19%	<b>-3 points</b>



# **SY21 Goals & Measures of Success**





# SY21 Measures of Success

## Vision Element: Inclusive

*The collective responsibility to provide equitable opportunities for access and promote active participation of all stakeholders in an accepting and supporting environment*

**GOAL 1** - Every Oak Park District 97 student is a ***known, nurtured and celebrated*** learner.

Description	Key Performance Indicators
African American students report a higher sense of belonging in our schools.	<ul style="list-style-type: none"><li>● <b>Hanover Research [Social Emotional Learning Survey]</b> % students favorable responses to “When I am at school, I feel, I belong”</li></ul>
Increased levels of student engagement for African American students, students who receive free or reduced lunch and students with disabilities.	<ul style="list-style-type: none"><li>● <b>BrightBytes Clarity</b> % students to receive feedback from others in the classroom</li><li>● <b>BrightBytes Clarity</b> % students to collaborate online with students at other schools</li></ul>



# SY21 Measures of Success

## Vision Element: Positive Learning Environment

*Is a place where all members of the school community are engaged in hands-on, real-world experiences and feel safe, empowered, supported and valued.*

**Goal 2** - Every Oak Park District 97 student is an **empowered and passionate** scholar.

Description	Key Performance Indicators
African American students, students who receive free or reduced lunch and students with disabilities will be provided with equitable access to high quality instruction, culturally relevant curricula, necessary for them to succeed	<ul style="list-style-type: none"><li>● <b>PowerSchool</b> % students who are chronically absent from school</li><li>● <b>BrightBytes Clarity</b> % students with access to computing devices and access to internet</li></ul>



# SY21 Measures of Success

## Vision Element: Equity

*Is the practice of beliefs and creation of systems that provide access and opportunities for all students in order to eliminate the predictability of outcomes associated with race, gender and socioeconomic status.*

**Goal 3** - Every Oak Park District 97 student is a **confident and persistent** achiever.

Description	Key Performance Indicators
African American students, students who receive free or reduced lunch and students with disabilities will have increased access to learning experiences and opportunities that improve their learning outcomes.	<ul style="list-style-type: none"><li>• Improvement in % of students who met/exceed grade level by Spring [District Common Assessment Data - reading]</li><li>• Improvement in % of students who met/exceed grade level by Spring [District Common Assessment Data - mathematics]</li></ul>
Tier 2 and Tier 3 students will experience 1.5 years/ growth by the end of the school year.	<ul style="list-style-type: none"><li>• Improvement in the % of Tier 2 and Tier 3 students who make at least 1.5 years of growth in Reading [District Common Assessment Data - reading]</li><li>• Improvement in the % of Tier 2 and Tier 3 students who make at least 1.5 years of growth in Math [District Common Assessment Data - reading]</li></ul>



# SY21 Measures of Success

## Vision Element: Whole-Child-Focused

*Supporting, measuring and celebrating all aspects of a student's development (social/emotional, academic, physical, artistic) through caring and respectful relationships.*

**Goal 4** - Every Oak Park District 97 student is a **creative critical thinker and global citizen.**

Description	Key Performance Indicators
African American students, students who receive free or reduced lunch and students with disabilities will participate in accelerated programming in Mathematics by May 2022.	<ul style="list-style-type: none"><li>● <b>Percentage of students</b> participating in accelerated programming in Mathematics</li></ul>
Students with disabilities will participate in courses previously unavailable to them by May 2022.	<ul style="list-style-type: none"><li>● <b>Percentage of students</b> with disabilities who receive specially designed instruction in an inclusive general education setting</li><li>● <b>Percentage of teachers</b> who have received a score of 90% or above on the Quality Indicators of Specially Designed Instruction rubric</li></ul>

# **SY21 - SY22 Priority Strategies ("Equity" Implementation)**



# How did we prioritize for SY21?

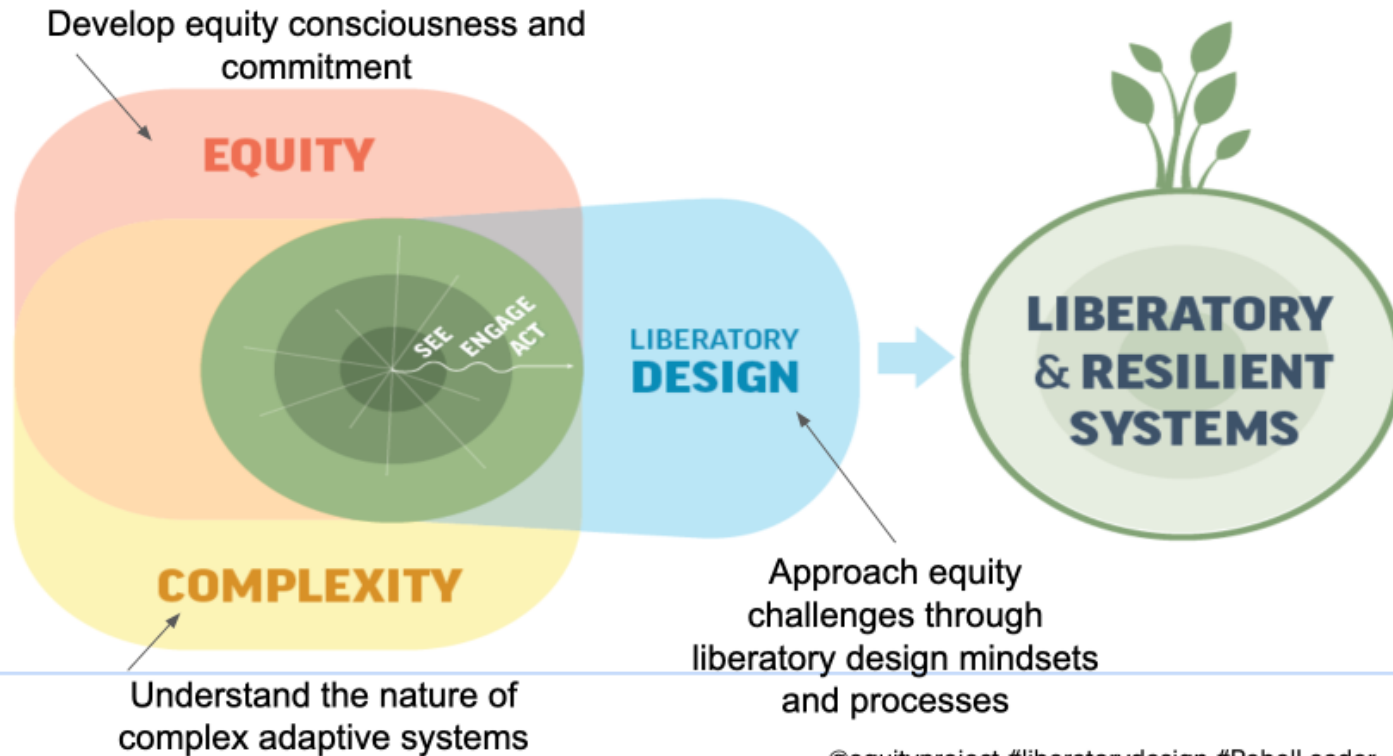
- SY21 “*equity implementation*” planning began in January 2020 and continued through August 2020. (*BOE Policy 7:12*)
- Criteria used to examine strategies:
  - How does it address the district’s equity challenge?
  - Which specific element of policy does strategy address?
  - Can we see how strategy will disrupt inequities and reduce gaps?
  - Bonus: Does continuity of learning depend on students or staff being physically present?

# Top Priorities Considered:

- Universal Design for Learning
- MTSS-B/Restorative Practice Training
- Communications and Community Engagement
- ***Leading Teacher Teams***



# LEADING FOR EQUITY FRAMEWORK



@equityproject #liberatorydesign #RebelLeader



# ***SY21 Priority Strategy:*** **Leading Teacher Teams (LTT)**

- Leading Teacher Teams (LTT) is a professional learning stream to support teacher leadership development.
- This professional learning and coaching will be provided to support team leaders with leading difficult conversations about data and professional practice with their colleagues, as well as leading and interrupting conversations about equity

# What equity imperative does this address?

- BOE Policy 7:12 stipulates that we must provide *effective professional learning* for our instructional staff around issues of differentiation, root cause analysis, along with other professional learning topics
- Professional Learning Communities (PLCs) are effective, job-embedded professional learning for staff, “*not limited to Institute Days*”

# What is the compelling why for this priority?

- ❖ Our investment in this professional learning, ***Strengthening Teacher Leadership of Teams*** will result in high functioning teacher teams.
  - This will help improve outcomes for students
  - “Collective teacher efficacy” is one of the top factors (1.57 effect size) in raising student outcomes *(Source: Hattie)*.

# Professional Practices Vital Signs of Success

- Development of school improvement plans
- Development of Cycles of Inquiry
- Standards Assessment Inventory (SAI) survey rating “*Ongoing Support for Professional Learning*”
- 5Essentials (5E) rating “*Collective Responsibility*”
- 5Essentials (5E) rating “*School Commitment*”

# Board Discussion/Reflection Prompts

- Are the draft district's goals in sync with the community's values, needs, and expectations? How do we know?
- Does our school board presently have a mechanism for discussing student achievement with various segments of the community? How effective is that mechanism?
- How might our school board support this work?

# Questions and Comments:



1. Click the Let's Talk! Button at [www.OP97.org](http://www.OP97.org).
2. Choose a topic.
3. Submit feedback.
4. Rate our service.



Always on the go?  
Download the Let's Talk! mobile app (ID: OP0506)  
to share what's on your mind.

