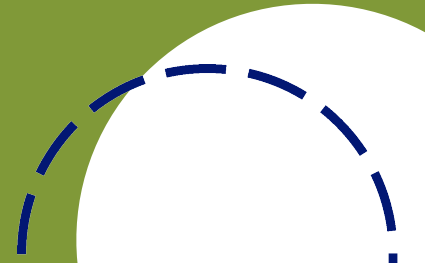




# Excellence in Education, Enthusiasm for Life, Every Student, Every Day

How does District 65 Support  
Staff from Recruitment to  
Retirement?



## ➔ Our Mission



## ➔ Our Vision

Ensure academic achievement and personal growth for all students through innovative and engaging educational opportunities.

An inclusive community of motivated learners who are inspired to change the world through exploration and collaboration.

# Our Commitment:

We are committed to creating the conditions where teachers thrive, because we know that:

Happy, supported teachers =  
successful, supported students.

Our current and future investments in teacher voice, professional growth, and collaborative culture are not just about retention—they are about raising student outcomes across the board.

01

## The Beginning

- \* Recruitment
- \* Screening/  
Interviewing
- \* Hiring/Onboarding

02

## Starting Right

- \* Mentoring
- \* Evaluation

03

## The Journey

- \* Professional  
Development
- \* Opportunities for  
Advancement
- \* Systemic Support
- \* Recognition/Retirement

04

## Challenges



# Recruitment



K-12 Job Spot



LB 65 Social Media/Newsletters/  
Networks



## Handshake

- \* Concordia
- \* IWU
- \* Lake Forest College
- \* Loyola University
- \* National Louis University
- \* NEIU
- \* Northwestern University
- \* And many more...

Year	Elementary Teaching Applicants
2022 (2 Openings)	107
2023 (3 Openings)	110
2024 (2 Openings)	50
2025 (5 Openings)	86 and still coming in...



# Screening & Interviewing



## 1. Principal/Assistant Principal Screening

1. Resume/Application
2. Years of Experience
3. Qualifications/  
Endorsements
4. Skills/Specialized Training



## 2. Team Interview

- Volunteer & Invitation
3. Performance Task
  4. Lesson Observation



# Hiring & Onboarding



## 1. New Teacher Orientation

1. Curriculum/Student Services Overview
2. Technology Overview
3. Time with Mentor/In Classroom



## 2. Two Year Mentoring Program

3. Professional Development (Mandated/Invited/Choice)
4. Release/Team Time

# Mentoring Program

## Year 1

1. Month by Month Mentor Checklist and Mentor Meetings
2. Strategic Check Ins with Principal/Assistant Principal
3. Team Meetings
4. Observations with feedback/questions
  1. Mentee observes mentor
  2. Mentor observes mentee

## Year 2

Strategic Check Ins with Mentor Coordinator



# Mentor Checklist Year 1

## August / September

- Welcome and orient the new teacher: introduce them to staff, facilities, tech tools (Mojo, Clever, Frontline, etc.), and review district resources and procedures (sick days, tech code, drills, evaluations).
- Review IEP/504 plans, curriculum materials, and classroom management strategies.
- Set up systems: supply ordering, sub plans, report cards, classroom observation, and communication norms (homework, parent newsletters, etc.).
- Establish regular mentor meetings and begin teacher evaluation documentation (Danielson binder).

# Mentor Checklist Year 1

## October

- Review and plan for Parent/Teacher Conferences.
- Support mentee in scheduling and preparing for a formal observation.
- Add evidence/artifacts to the Teacher Evaluation Binder.

## November / December

- Guide mentee through end-of-trimester tasks: report cards, timelines, and grading procedures.
- Support with editing report cards and updating the evaluation binder.

## January / February

- Schedule and conduct second trimester observations (both directions).
- Continue curriculum review and support with classroom management or conference preparation.
- Finalize Teacher Evaluation Binder for submission.

# Mentor Checklist Year 1

## March / April

- Review budget and supply ordering for the following school year.
- Reflect on teaching progress and help mentee set future goals.

## May / June

- Discuss and prepare for end-of-year responsibilities: assessments, records, and closing procedures.
- Reflect on the mentoring partnership and complete program surveys.



# Evaluation of Non-Tenured Teachers

## Formal Cycle



Formal Observations with Pre and Post Conferencing using the Danielson Rubric

1. Informal Observations
2. Summative Conference and Final Rating



# Evaluation of Tenured Teachers

## Year 1: Formal Cycle

Formal Observations with Pre and Post  
Conferencing using Danielson Rubric

Informal Observations

Summative Conference and Final Rating

## Year 2: Goal Setting Cycle

## Year 3: Peer Observation Cycle

# Retention

1. Professional Development
2. Opportunities for Advancement or Transfer
  1. Voluntary
  2. Involuntary
3. Systemic Support - Our goal is that any teacher will be successful with any student they are qualified to serve.
  1. Plan Time
  2. Budgeting and Tools
  3. Class Placement
  4. Strategic Articulation between grades about students/curriculum
  5. Parent/Teacher Partnerships
4. Culture and Climate - Humanex & 5Essentials

D. 65 Humanex	Spring 2024	Spring 2025
% of staff highly engaged and satisfied	77.69%	79.34%

### Lake Bluff Elem Sch

Primary School (K/PK-5)  
350 W Washington Ave, Lake Bluff, IL 60



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Primary School (K/PK-5)  
350 W Washington Ave, Lake Bluff, IL 60



### Lake Bluff Middle School

Middle School (6-8)  
31 E Sheridan Pl, Lake Bluff, IL 60044



### Lake Bluff Middle School

Middle School (6-8)  
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# Recognition & Retirement



1. Educator of the Year
2. Give Thx
3. Bluffer Cards
4. Service Awards
5. PTO Teacher Appreciation
6. Alliance for Excellence Grants for Innovation
7. Retirement Recognition





# Challenges

1. More Competitive Job Market in Education  
(Salaries and Compensation)
2. Less Remote Work Flexibility
3. Culture and Climate - Team Compatibility
4. Increased Demands from Initiatives  
Implemented to Address Deficiencies
5. Increasing Parent and Community Requests

School Year	# of Parent Requests to Building Admin (Teacher, Peer Placements, etc)
25-26	36
24-25	43
23-24	28
21-22	11
20-21	23
19-20	22
18-19	12
17-18	18

Excellence in Education,  
Enthusiasm for Life, Every Student,  
Every Day

QUESTIONS?





# Thank You