



River Forest District 90

## ***D90 Strategic Plan 2020-25***

### **Targeted Strategies**

*2022-23*

#### Goal 1 – Academic Success

- Clarify grade level academic and non-academic curricular expectations for students and their families (Standards-based grading) – Hawley/Lubeck/Martin

#### Goal 2 – Personal Well-Being

- Provide an equitable, high quality education for all students (Curriculum implementation) – Wood/Godfrey
- Strengthen opportunities to meet the social and emotional needs of all learners (Reconstituted Student Advisory program) – Garstki/Steketee

#### Goal 3 – High-Quality, Diverse Staff

- Improve opportunities for staff collaboration, engagement, innovation, and use of data (Implementation of staff feedback from spring and ongoing focus groups/outreach) – Condon/Gerges

#### Goal 4 – Shared Responsibility

- Enhance parent/family engagement, partnerships, supports, and education about District performance and initiatives (Modified communications approach) – Simmons/Condon

#### Goal 5 – Equitable Opportunities and Resources

- Ensure that resources are expended in an equitable manner to maximize opportunities for all learners (Investigation/evaluation of full-day kindergarten) – Hawley/Cozzi

Source: *River Forest District 90 Strategic Plan, 2020-25*

## DISTRICT 90 MISSION

*Inspire and empower all learners to achieve their personal best.*

## DISTRICT 90 VISION

*The D90 learning community will make a difference for all learners as they strive to achieve their personal best by:*

- Equipping all learners with the critical skills and competencies to ensure their future success
- Creating caring, empathetic learners who are equipped with the social and emotional skills to value and respect individual and cultural differences
- Giving voice, choice, rigor, ownership, and self-sufficiency to each learner
- Facilitating joyful, growth-evoking learning experiences that ignite curiosity, creativity, and critical thinking
- Fostering trust, respect, stewardship, and pride within our learning community, with a focus on global citizenship



## DISTRICT 90 CORE VALUES

*Academic Success, Personal Well-Being, Continuous Improvement, Shared Responsibility, and Equitable Opportunities & Resources*



*Inspire . . . Empower . . . Achieve*

WHAT WILL WE ACHIEVE?

# OUR GOALS AND STRATEGIES

WHAT IS OUR PRIORITY?

Goal One	Goal Two	Goal Three	Goal Four	Goal Five
<b>Academic Success</b>	<b>Personal Well-Being</b>	<b>High Quality, Diverse Staff</b>	<b>Shared Responsibility</b>	<b>Equitable Opportunities &amp; Resources</b>
<i>Ensure continuous development, growth, and achievement for all learners.</i>	<i>Provide a system of supports that readies each student for future success.</i>	<i>Recruit, develop, support, and retain high-quality, diverse staff.</i>	<i>Foster partnerships and shared responsibility between schools, families, and the community.</i>	<i>Demonstrate effective use and stewardship of public resources for all stakeholders.</i>
<b>Key Performance Indicators, measures and targets will be aligned to each goal area</b>				
Goal One Strategies	Goal Two Strategies	Goal Three Strategies	Goal Four Strategies	Goal Five Strategies
<p>Clarify grade level academic and non-academic curricular expectations for students and their families.</p> <p>Assist students to assess their academic growth and achievement performance relative to curricular expectations across grade levels.</p>	<p>Provide an equitable, high-quality education for all students.</p> <p>Improve student engagement, empowerment, voice, choice, and shared accountability.</p> <p>Strengthen opportunities to meet the social and emotional needs of all learners.</p>	<p>Ensure that staff are equipped to use evidence-based instructional practices and technology to make learning engaging, relevant, and inspiring.</p> <p>Improve opportunities for staff collaboration, engagement, innovation, and use of data.</p>	<p>Enhance parent engagement, partnerships, supports, and education about district performance and initiatives.</p> <p>Enhance community partnerships with local agencies, business, and high school partners to improve the quality of real-world learning experiences.</p>	<p>Upgrade existing facilities to create progressive and productive learning and working environments.</p> <p>Ensure that resources are expended in an equitable manner to maximize opportunities for all learners.</p>

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### Strategic Action Objective Plan Template

<b>Strategic Objective:</b> Clarify grade level academic and non-academic curricular expectations for students and their families (Standards-based grading)				
<b>Oversight Group:</b> Administrative Team		<b>Relevant Data Sources:</b> Staff feedback acquired through BLT's and grade level meetings		<b>Anticipated Completion Date:</b> Ongoing
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Grade and subject level teams aligning units of study to essential standards.	Hawley	Sept. 2022 - May 2023	Time	Grade and subject level teams will finalize published units of study aligning with essential standards
Special Education teachers will participate in PD on standards-based grading related to individual goals in an IEP	Lubeck	February 2023	Professional Development, Time	Special education teachers will be able to articulate how a student's IEP goals are measured in alignment with the grade/subject level units of study
Roosevelt Middle School teachers will identify essential standards for each quarter by content area for insertion in PowerSchool report card	Hawley, Garstki, Steketee	Sept. 2022 – May 2023	Meeting time, support from instructional and technology specialists	Middle school PowerSchool report card will incorporate essential standards by grade level and subject area.
Middle school standards fully integrated into electronic report card	Martin, O'Toole	May - June 2023	Time	Finalized report card document

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**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> Provide an equitable, high-quality education for all students (Curriculum implementation)				
<b>Oversight Group:</b> Administrative Team		<b>Relevant Data Sources:</b> -Research-based pedagogy/instructional materials -Lit. Review on Kindergarten Instruction -Data related to Kinder and Primary learners -Faculty feedback on Science Pilot implementation		<b>Anticipated Completion Date:</b> Ongoing (Phonics and Word Study), Spring 2023 (Kindergarten and Science Adoption)
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Implementation of the Phonics and Word Study resources (K-4)	K-4 faculty and staff, Instructional Specialists, Principals, and Asst. Sup. of C&I	Ongoing	<ul style="list-style-type: none"> <li>- Phonics &amp; Word Study Curriculum Resources</li> <li>- PD with Instructional Specialists</li> <li>- Time for collaborative conversations w/in teams</li> </ul>	Curriculum implemented with fidelity
Kindergarten Program Review	D90 Kindergarten Program Review Committee	Feb. 2023	<ul style="list-style-type: none"> <li>- Time to collaborate</li> <li>- Materials outlined for each sub-committee</li> <li>- Access to research</li> </ul>	Kindergarten programming recommendation for Board of Education consideration
Elementary Science Pilot-reviewing potential science instructional materials (Grades 2 - 4)	D90 Science Curriculum Adoption Team	April 2023	<ul style="list-style-type: none"> <li>- Curriculum resources</li> <li>- Professional Development</li> <li>- Time for collaborative conversations</li> </ul>	Science program materials recommendation for Board of Education consideration

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### Strategic Action Objective Plan Template

<b>Strategic Action Objective:</b> Strengthen opportunities to meet the social and emotional needs of all learners by reviewing/revising the RMS Advisory Program topics to better reflect student needs, as appropriate				
<b>Oversight Group:</b> Garstki, Steketee, Zinger, Social Work Team		<b>Relevant Data Sources:</b> Second Step Middle School Curriculum, CASEL framework, feedback from students		<b>Anticipated Completion Date:</b> Spring, 2023
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed: (Time, Professional Development, Supplies, etc.)</b>	<b>Anticipated Outcome/Measurement</b>
Review of Second Step (SEL) Middle School Curriculum resources <i>Process includes:</i>	Garstki Steketee	Summer 2022	Supplies/school resource kit	Adequate and appropriate topics and curricular materials defined
1. Vetting from 200+ lessons	Advisory Team	Aug. - Sept. '22	Time	Identifying content that best suits our students and school's needs
2. Program training for mentors	Zinger	Sept. '22	Time	Providing teachers with skills to become increasingly effective mentors
3. Participation in Professional Learning Modules for teachers	Zinger	Oct. Nov. '22	Time	Effective professional development programming
4. Formation of Teacher Advisory Committee	Planning Team	Oct. Nov. '22	Time	Feedback for the Advisory Team from the perspective of the mentors
5. Establish Schoology site to house all mentor lessons and other resources	Zinger	Aug. '22	Time and access to professional development	One-stop-shop for lessons and lesson materials

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**Strategic Action Objective Plan Template**

6. Creation of video supplemental lessons	Zinger	On-going (2022-23)	Video equipment and time	Custom, high-quality supplemental lesson messages for students and topic explanation for advisory groups
7. Custom lessons created by the Advisory Team (Teachers)	Advisory Team	On-going (2022-23)	Time	Customized topics and messaging for students (as per Second Step resource)
8. Student Advisory Committee established to ensure ongoing student input and feedback	Zinger, Advisory Team	On-going (2022-23)	Time	A functional student-sounding board for evaluating our program, providing student insights and perspectives

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### Strategic Action Objective Plan Template

<b>Strategic Action Objective:</b> <i>Improve opportunities for staff collaboration, engagement, innovation, and use of data</i>				
<b>Oversight Group:</b> <i>Administrative Team, Mindful Practices partner (Carla Philibert)</i>		<b>Relevant Data Sources:</b> <i>Staff feedback acquired through independently facilitated focus groups, staff perception survey data</i>		<b>Anticipated Completion Date:</b> <i>May 2023</i>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed: (Time, Professional Development, Supplies, etc.)</b>	<b>Anticipated Outcome/Measurement</b>
1. Work in partnership with RFEA leadership to implement focus group findings from spring 2022	Condon, Gerges, Bynum, Graves	August 2022 – May 2023	Time to meet and plan	Increased staff trust resulting from observing desired actions take effect
2. Central office administrators develop routines and schedules to visit classrooms	Condon, Hawley, Martin	September 2022	Time to conduct regular visitations (fall and spring)	Increased staff confidence that central office administrators are aware of instructional opportunities/challenges
3. Protocols for consistent meeting norms, deliverables, timelines and opportunities for stakeholder voice established	Condon, Gerges	November 2022	Time to meet and plan, feedback from ADCO and RFEA leadership	Increased efficiency of meetings and certainty about meeting structures
4. Conduct new focus group feedback sessions in fall 2022 to follow up on prior discussions	Philibert, Simmons	November 2022	Time to meet with interested staff members	Opportunity to understand impact of administrative response to prior staff feedback
5. Ensure focus group leadership training for Communications Coordinator	Simmons	November 2022 – May 2023	Time to shadow and learn from Mindful Practices	Ability to lead focus groups and garner staff feedback in service of improving engagement/collaboration



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### Strategic Action Objective Plan Template

<b>Strategic Action Objective:</b> Enhance parent/family engagement, partnerships, supports, and education about District performance and initiatives				
<b>Oversight Group:</b> Board of Education Communications Committee, Administrative Team Members		<b>Relevant Data Sources:</b> Parent/family perception survey data, anecdotal feedback from all stakeholders		<b>Anticipated Completion Date:</b> May 2023
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Review and reconstitute District 90 website	Simmons, O'Toole	August 2022 – April 2023	Time, access to website development team, financial resources	New website with improved accessibility and functionality
2. Investigate potential external partner to assist with District priorities pertaining to social media management	Simmons, Condon	September – October 2022	Time to investigate and meet with potential partners	Established partnership agreement
3. Increase Communications Coordinator presence in school buildings to obtain photos, build relationships with staff, and elicit positive publicity stories to share with community	Simmons	September 2022 – May 2023	Time	Increased presence in schools and opportunities to build additional positive publicity for schools and school district
4. Coordinate and facilitate “One District, Many Voices” event to build relationships and increase feelings of community and family belonging	Simmons	August 2022 – January 2023	Time to plan, financial resources, school and community volunteers	Successful event, increased feelings of belongingness across school community

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**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> <i>Equitable Opportunities and Resources: ensure that resources are expended in an equitable manner to maximize opportunities for all learners (Investigation/evaluation of full-day kindergarten)</i>				
<b>Oversight Group:</b> <i>Kindergarten Program Review Committee</i>		<b>Relevant Data Sources:</b> <i>Working Groups; Facilities; Finances; Current Research; Surveys; Data and Geo-demographic Information; Communications</i>		<b>Anticipated Completion Date:</b> <i>February 2023</i>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Monthly Committee Meetings	Committee Members	Sept. 2022 - Feb. 2023	Time and relevant materials for working groups	Summary Kindergarten Recommendation to Board of Education
Monthly Working Group Sub-Committee Meetings	Sub-committee Members	Sept. 2022 - Feb. 2023	Time and relevant materials for working groups	Summary reports from Working Groups
Facilities Working Group: review current use of space and review options for kindergarten programs	Sub-committee Members	Oct. 2022 - Jan. 2023	Facility plans, usage maps for school buildings	Revised facility plans depicting kindergarten program options
Finance Working Group: determine impact of kindergarten program models on current and ongoing financial projections	Sub-committee Members	Oct. 2022 - Jan. 2023	Long-range financial projections, expenditure documents	Revised financial projections indicating costs for kindergarten program models

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**Strategic Action Objective Plan Template**

Literature Review Working Group: review of current literature related to the impact of alternate kindergarten models	Sub-committee Members	Oct. 2022 - Jan. 2023	Peer reviewed research articles or studies	Summary document of recent research
Survey Working Group: determine target groups for survey, review past surveys, develop balanced survey eliciting stakeholder feedback	Sub-committee Members	Oct. 2022 - Jan. 2023	Past and current D90 and other school district survey instruments	Summary of survey results reflective of stakeholder feedback
Data and Geo-Demographic Working Group: enrollment trends, kindergarten programming of comparable districts, demographic data, etc.	Sub-committee Members	Oct. 2022 – Jan. 2023	D90 enrollment history and projections, ISBE data, demographic data, student growth and achievement data	Summary of relevant data utilized to inform committee recommendation
Communications: provide timely communication to all stakeholders	Sub-committee Members	Oct. 2022 – Jan. 2023	Regular committee updates and feedback from Townhall Forum	Effective and transparent communications shared with all stakeholders about developments with decision-making process