

Pleasantdale Elementary School
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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

Introduction: The goal of this report is to communicate to the Board of Education of Pleasantdale SD 107 the action steps for the 2018-19 Strategic Blueprint. The report will focus on providing the Board and the public with background on the process we used to complete our plan, the progress we have made to date, and an overview of the next set of action steps. As you will see in the report that follows, our district is on a path to greatness, and we will continue to build momentum as we look to adopt our second year of action steps.

Background: At the March 2017 Board of Education meeting, the Board approved the Pleasantdale SD 107 Strategic Blueprint. The Strategic Blueprint is the roadmap to improvement that was created by a committee of community stakeholders. This committee included parents, teachers, community members, Board members, administrators, students and alumni. The focus of the stakeholder committee was to create a new vision for the district as well as belief statements, goal statements, and a portrait of a graduate. The committee work is meant to sustain district improvement efforts over the next five years. The next phase of the planning process allowed district staff (teachers, educational support personnel, and administrators) to draft action steps that make the mission, beliefs, goal statements, and portrait of a graduate a reality. The staff created five to six action steps in each goal area and presented them to the Board for approval. Once approved, the district staff got to work to accomplish the action steps. To date, the majority of the action steps for the 2017-18 school year are either accomplished or well under way to being accomplished by the specified due date. On February 16, 2018, the staff once again came together to review the district's progress and draft new action steps for the upcoming school year. This was an inclusive process that took all staff suggestions into account. The administration then took this exhaustive list and developed new action steps in each goal area. The updated action steps include staff suggestions and continue the good work the district began this school year.

Current Progress: As stated previously, the district has made great progress accomplishing the action steps laid out in the Strategic Blueprint. At the January 2018 Board of Education meeting, Dr. Palzet reviewed the progress the district has made on the plan over the course of the school year. Following is a graphic that displays the district's progress toward completion of action steps. In the graphic, cells shaded green are completed action steps, cells shaded yellow have been started and are in progress, and those shaded in red are not yet completed. It is anticipated that as we close out the school year, the yellow and red cells will shift to green.


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Building Learning Capacity Pleasantdale leaders and learners will cultivate advancement of global competency through innovative learning experiences		Building Learning Environments Our schools will provide flexible learning environments that promote purposeful collaboration and a balanced educational approach to create inspired 21st century learners.		Building Human Capital Ensure Pleasantdale is recruiting, hiring, and retaining high-level professionals that engage in collaborative professional development and are committed to learning and implementing innovative strategies focused on improved student learning.	
Explore and pilot opportunities to provide students with experiences which allows them to be communicators, problem solvers, global citizens and individuals.	Investigate various differentiation strategies to improve student learning through the use of formative and standardized assessment	Explore flexible spaces and furniture arrangements for teacher to teachers, teacher to student, and student to student work.	Investigate and find creative solutions to provide spaces for testing, related services, interventions, sensory breaks, play, etc.	Develop a robust PD system that is relevant, timely, pertinent, and personalized for every staff member to enhance learning through collaboration	Review and align current practices for hiring to our new mission, beliefs, and Portrait of a Graduate.
Build capacity for Growth Mindset in the Pleasantdale Community.	Expand the technology committee to enhance and evaluate the C4 Learning Plan.	Develop cycles for regular maintenance and upgrades (e.g. painting, blinds, floors, lockers, etc.)	Expand and create new opportunities to celebrate the accomplishments of staff and students	Build a comprehensive mentoring program for all staff members.	Continue collaboration toward an improved evaluation system
Complete and publish aligned curriculum in all fundamental learning areas PreK - eighth grade that embeds technology and global competencies		Develop a refresh cycle for computers, LCD projectors, personal devices, and other technologies		Explore building district schedules allowing staff the time to have the greatest impact on teaching and learning.	In collaboration with TAP (<i>Teachers Association of Pleasantdale</i>), investigate various methods/models for collective bargaining



Achieved

In Progress

Not Achieved

The district follows a philosophy of cascading goals, which means the district Strategic Blueprint goals become the building and administrative goals. These are then reflected in the teacher goals. Based on this philosophy, the buildings adopted district action steps into their school improvement plans. Following is an update on the progress of these building-level goals.

Pleasantdale Elementary School: The elementary school is focusing on three school improvement goals aligned to the District’s Strategic Blueprint. These goals are: (1) Pleasantdale Elementary School will explore and pilot opportunities to provide students with experiences which allow them to be communicators, problem solvers, global citizens and individuals, (2) Pleasantdale Elementary School will expand and create new opportunities to celebrate the accomplishments of staff and students, and (3) Pleasantdale Elementary School will build a comprehensive mentoring program for new staff members.

As part of Goal #1, all students Preschool-Grade 4 are receiving instruction in social/emotional learning through the Second Step program. In addition, all students Kindergarten-4th grade are utilizing the Bridges math resource. Due to the success of this resource, the Preschool team has investigated the Bridges Preschool resource and will be integrating these materials into their instruction for the 2018-19 school year. Students in grades 1-4 have been offered an opportunity to participant in Coding Club, and students in grades 3-4 are able to participate in STEM Club. Finally, all 4th grade students participated in Genius Hour, where they self-selected an area of interest to research and then shared their learning with peers. All of these deliverables work to build students’ skills in communication and problem-solving.

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Goal #2 focuses on building the learning environment at Pleasantdale Elementary. To achieve this, a weekly communication is sent to all staff members which includes not only upcoming events and important information, but also a professional development article related to the work being done in the district/school. Topics have included Mindset, workshop model of instruction, using higher level questioning with students, student engagement, integrating technology, and social/emotional learning, among others. This communication also contains staff/student photos, which helps to build understanding and awareness of what happens across the building, while at the same time providing recognition of the good work happening among our staff members. Parent communication is a vital component to building home-school relations. As such, a weekly newsletter titled Eagle Express is sent to parents. This newsletter includes upcoming events as well as updates on curriculum or other information that helps educate parents on ways to support their child(ren)'s learning. To foster collegiality, we have added community-building activities with the school day including Celebrations and Star Staff Shout Outs, and events both in and out of school. Finally, we have used Tuesday mornings before students arrive as professional development time to support teachers in the implementation/exploration of new resources and teaching strategies. Both Bridges Cafe and Reading Cafe have enabled teachers to go deeper into their learning, collaborate and problem solve with peers, and find support for their teaching and own professional growth. Through these Cafes, we have been able to identify needs and desires of our staff so that we can better tailor their professional development opportunities.

Finally, Goal #3 focuses on supporting teacher development through a mentoring program. The District has established a comprehensive mentoring program including training through Northwestern. PES has identified 5 teachers to participate in this training: Bill Brade, Colleen Enger, Karyn Lisowski, Stephanie Macek, and Millie Vidakovich. In addition, our teachers have created a list of monthly "Just in Time" topics for each grade level or speciality area to support the mentor/mentee conversations. These topics range from assessments and behavior management to supporting IEP students and technology how-tos (eg. Schoology, iVisions, Pick Up Patrol). Through the District Mentoring program, in conjunction with the guiding list of topics, we will be better able to support new and transitioning staff members.

Pleasantdale Middle School: The middle school is focusing on three school improvement goals aligned to the District's Strategic Blueprint: (1) Pleasantdale Middle School will explore and pilot opportunities to provide students with experiences which allow them to be communicators, problem solvers, global citizens, and individuals, (2) Pleasantdale Middle School will expand and create new opportunities to celebrate the accomplishments of staff and students, and (3) Pleasantdale Middle School will investigate and find creative solutions to provide spaces for testing, related services, interventions, sensory breaks, developmentally appropriate play/exploration.

As part of Goal #1, student ambassadors have been developed to welcome and tour new students to Pleasantdale. Ms. Castaldo has led this effort. New students during the school year have commented how great it is to have a go-to peer or two when starting on their first

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day. In addition to the ambassadors, tutor clubs have received additional support from Lyons Township High School students this year. Mrs. Triggs has been instrumental in this additional support. These students come after their school day and work voluntarily with our students. They have been very beneficial for our students this year and we hope to expand this opportunity in the future through our connections with the high school. The Summer Academy options for this coming summer have been expanded to include new enrichment course offerings (i.e. Indoor Aviation, Around the World Cooking, Babysitting Prep). We were also able to provide early bird pricing for families registering by March 23 as well as partner with the Pleasant Dale Park District to provide a discounted pricing option for families enrolling their children in all three sessions of Pleasantdale Summer Academy, with the hope that these incentives will provide more families with the opportunity to take advantage of our Summer Academy offerings. The 8th grade capstone project is still in the exploration phase at this point in the school year. Through staff meetings at the middle school, teachers have also prioritized skills and experiences that we believe are most important for our graduates to possess and believe. These include critical thinking, responsibility, independence, effective communicators, demonstrating grit, and developing a growth mindset.

Goal #2 focuses on expanding upon current practices and creating new opportunities to celebrate the accomplishments of students and staff. For students, there are many ways in which they are celebrated throughout the school year. At the individual teacher level, in addition to classroom recognition, staff members give Tiger Stripe tickets for students when they are acting in a manner consistent with our values. Each week, there is a raffle in which students who have submitted these tickets have the chance to win prizes. At the team/grade level, recognition happens differently at each grade level throughout each trimester. At the end of each trimester, each team/grade level has a recognition assembly and acknowledges different accomplishments of the students. At the school level, we have continued and updated the **Positive Attitudes Within our School (P.A.W.S.)** awards with a student and family breakfast each trimester in which teachers from each team/grade level and specials attend and present the awards to the students. In terms of teachers, Staff Shout Outs and Lobsters are staple portions of our celebrations at each staff meeting. Staff members have commented that the atmosphere created by these programs has created is positive, uplifting, and community-building.

Finally, Goal #3 involves investigating and creatively utilizing the spaces in the building. We have added a projector and screen in the APR to support large group learning. This has been a wonderful space in which to host our Vietnam veteran, authors, district professional development, and presentations to an entire grade level of students. In addition, we have acquired a mobile presentation station with Apple TV that has been used by students and staff in many different locations. The computer lab is being used as an alternate location during this school year. For example, students in PE were sitting at the workstations and updating their fitness goals during one class. We are still crafting a vision for the best way to utilize this space in the future. The computer lab Room 21 is being repaired, cleaned, and painted to be repurposed as a sensory room to meet the needs of our students. In collaboration with

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members of the special education team and Mrs. Lubeck, we are making progress toward our goal.

2018-19 Action Steps: On February 16, 2018, the district staff spent a day reviewing the progress on the 2017-18 action steps and creating exhaustive lists of potential action steps in each goal area. On March 5, 2018, the district administration reviewed these suggestions and refined the list into manageable and high-value action steps. All action steps fall into three broad categories: Building Learning Capacity, Building Learning Environments, and Building Human Capital. These are the goal areas identified by our community stakeholder committee, and we have stayed true to the committee’s wishes throughout this process. Each action step is also aligned to our district mission and the five belief statements that have been drafted by the stakeholder committee. Below are the proposed action steps:

Building Learning Capacity	Person(s) Responsible	Timeline
Complete and publish aligned units of study in all fundamental learning areas (1-2 units per discipline per year) pre-K through eighth grade that embeds technology, inquiry, and global competencies.	Assistant Superintendent/Curriculum Council	Ongoing through June 2021
As curriculum and units of study are designed, align and analyze assessments to support differentiated instruction.	Assistant Superintendent	Ongoing
Support parents as we implement changes to the curriculum and instructional practices (e.g. parent universities, learning experiences, celebrations).	Admin Team	Ongoing
Adopt a workshop model of instruction that supports individualized student learning through differentiation and timely/targeted feedback.	Assistant Superintendent	Fall 2018
Investigate opportunities for students to have increased choice and voice through learning pathways that allow students to pursue their interests and passions.	Admin Team	June 2019

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Continue to support the Pleasantdale staff in year two of adopting a growth mindset; build capacity for students and community.	Admin Team	August 2019
Implement a framework for technology integration into teaching and learning (e.g. SAMR, 4 Shifts Protocol, etc.).	Admin Team	August 2019

Building Human Capital	Person(s) Responsible	Timeline
Establish building and district schedules allowing staff the time to have the greatest impact on teaching and learning.	Assistant Superintendent/Principals	Ongoing
Pilot a co-teaching model of instruction in ELA and Math at both schools.	Director of Special Services	August 2018
Implementation of the paraprofessional evaluation tool and the use of a research based rubric for teacher evaluation.	Director of Special Services	August 2018
Establish a Professional Development Pathways (PDP) program that allows teachers to engage in professional development that is individualized and provides staff with greater agency. (i.e. online programs, instructional coaching, learning cadres).	Superintendent	January 2019
Implement a comprehensive mentoring program for certified staff and implement an employee induction program for instructional assistants.	Superintendent	August 2018
Implement a wellness program that will build a culture of health, wellbeing, and the ability to grow by supporting the whole	Business Manager	August 2018

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person (physically, socially, and emotionally).		
In collaboration with TAP (<i>Teachers Association of Pleasantdale</i>), investigate various methods/models for collective bargaining.	Superintendent/Board	June 2019

Building Learning Environments	Person(s) Responsible	Timeline
Implement a district safety taskforce that will bring recommendations to the Board to ensure that we continue to provide a safe and secure school environment.	Superintendent	October 2018
Form an SEL (Social/Emotional Learning) stakeholder committee at each building to examine feasibility and options to best meet the needs of students at each building.	Assistant Superintendent/Principals	October 2018
Provide staff with resources to pilot flexible use of learning spaces that support the competencies outlined in our Portrait of a Pleasantdale Graduate and Pleasantdale 107 belief statements.	Admin Team	August 2018
Seek community input and develop a plan for constructing modern library space at both schools that will support our mission to create a community of inspired learners.	Superintendent/Business Manager	January 2019
Develop articulation processes for grade-to-grade (Pre-K through 8th grade) and middle to high school transitions.	Principals	April 2019

Conclusion: As you can see, both our process and the results they produce are helping to move our district forward in a new and exciting direction. The administration is excited to bring these recommendations to the Board. The proposed action steps not only help us achieve the goals

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laid out in the Strategic Blueprint, but will help make our mission and our belief statements a reality.