



# 2018-19 Strategic Plan End-of-Year Report

	<p><b>Goal 1: Student Growth &amp; Achievement</b> Foster ongoing growth, development, and achievement for all students.</p> <ul style="list-style-type: none"> <li>A. Build and strengthen students’ abilities in critical thinking, collaboration, communication, and creation through deep learning of content and effective use of technology.</li> <li>B. Use a balanced assessment system to guide and individualize instruction.</li> <li>C. Continuously improve a comprehensive curriculum that is accessible to all learners, prepares them for global citizenship, and empowers them with the knowledge and skills to be engaged learners.</li> </ul>
<p><b>Focus</b></p>	<p><b>Accomplishments</b></p>
<p><b>Curriculum, Resources and Instructional Practices</b></p>	<ul style="list-style-type: none"> <li>• Completed year two of the social studies curriculum review, including the development of 38 new units of study for K-8 and selection of main curriculum resources: K-5 McGraw-Hill <i>Impact</i> and 6-8 <i>Discovery EdTech Book</i>.</li> <li>• Expanded implementation of Literacy Studio instructional model for K-5; identified resources and began implementation of:             <ul style="list-style-type: none"> <li>○ Word study (<i>Words Their Way</i>)</li> <li>○ Grammar (<i>Patterns of Power</i>)</li> <li>○ Handwriting/cursive (<i>Learning Without Tears</i>)</li> </ul> </li> <li>• Developed and implemented K-5 Literacy Studio Look-Fors document with Ellin Keene to monitor progress.</li> <li>• Identified resource for phonics instruction in Kindergarten (<i>Units of Study in Phonics</i> by Lucy Calkins).</li> <li>• Revised K-5 writing units and piloted on-demand writing assessment with Lucy Calkins writing rubrics.</li> <li>• Identified <i>Amplify</i> as anchor resource for English Language Arts, grades 6-8.</li> <li>• Initiated curriculum development for the general music program K-5.</li> </ul>
<p><b>Learning First: Effective Use of Technology</b></p>	<ul style="list-style-type: none"> <li>• Implemented one-to-one iPad initiative for grades K, 3, and 6 to increase opportunities for students to effectively use digital tools to present evidence of learning.</li> <li>• Adopted Common Sense Education’s Digital Citizenship curriculum K-8 (to be implemented 2019-20).</li> <li>• Implemented the digital journal Seesaw for grades K-8 to document student learning, provide formative assessment information for teachers, and inform parents of classroom learning activities.</li> </ul>

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<b>Standards-Based Learning</b>	<ul style="list-style-type: none"><li>● Shifted portions of teacher learning team time to focus on “impact work” on a consistent basis to review student work and share evidence collection tools.</li><li>● District grade level learning teams reviewed and refined learning standards addressed during each trimester.</li><li>● Implemented standards-based grading and reporting for grades 6-8 and made modifications based on stakeholder (teachers, parents and students) feedback.</li></ul>
<b>Math Program Review</b>	<ul style="list-style-type: none"><li>● Developed the Math Program Review plan with immediate and short/long-term projects:<ul style="list-style-type: none"><li>○ Secured a math consultant to work with teachers.</li><li>○ Created Math Instructional Specialist position for grades 6-8.</li><li>○ Expanded NWEA MAP testing to the spring session.</li><li>○ Revising pacing guides for K-8.</li><li>○ Revising pre/post <i>Math In Focus</i> assessments to address Common Core State Standards (CCSS) for K-5.</li><li>○ Developed supports for 8<sup>th</sup> Grade Core Math students, including in-school tutoring, offering ALEKS online math training program, and working with District 225 officials to offer a summer bridge program.</li></ul></li></ul>


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	<p><b>GOAL #2 Learning Environment</b> Provide a supportive culture through a safe, nurturing, and innovative learning environment.</p> <ul style="list-style-type: none"> <li>A. Emphasize the impact of diverse needs and social-emotional learning on student success.</li> <li>B. Ensure flexible use of time and dynamic, physical learning environments to promote innovative teaching practices and learning experiences.</li> </ul>
<p><b>Focus</b></p>	<p><b>Accomplishments</b></p>
<p><b>Multi-Tier System of Support (MTSS)</b></p>	<p>Developed a plan to transition to a Multi-Tier System of Support (MTSS) in order to improve high-quality instruction and interventions.</p> <ul style="list-style-type: none"> <li>• Administrators participated in MTSS workshop (April 1) facilitated by Dawn Miller of SWIFT Education Center.</li> <li>• Identified Westmoor as MTSS project pilot site.</li> </ul>
<p><b>Innovative Learning Spaces</b></p>	<p>Explored options for use of classroom space that promote flexible learning environments:</p> <ul style="list-style-type: none"> <li>• Collaborated with pilot classroom teachers to identify workable and cost-effective classroom furniture options including whiteboard tables, wobble stools, standing desks, and options for floor seating and soft seating.</li> <li>• Redesigned NBJH Library and commons area with more flexible learning furniture to promote easier reconfiguration for various groups.</li> <li>• Identified enhanced projection systems for classrooms to replace outdated equipment.</li> <li>• Created regulation stations for Early Childhood Young Explorers Program (YE). Areas provide a space for students within the classroom when a break or time to calm their bodies is needed.             <ul style="list-style-type: none"> <li>○ Areas include soft seating, fidgets, visual icons for calming strategies and yoga poses, books.</li> </ul> </li> <li>• Piloted sensory paths at Westmoor and Greenbriar to aid student self-regulation.</li> </ul>

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<b>Foundational Program for Special Education</b>	<ul style="list-style-type: none"><li>● Implemented and supervised the Early Childhood (EC) through 8th-grade Foundational Program (formerly serviced by the North Suburban Special Education District).</li><li>● Implemented EC Structured Language &amp; Learning Classroom co-taught by special education teacher and speech-language pathologist, allowing for increased participation with typical peers; increased access to related service providers (occupational therapist, social worker, and speech-language pathologist); and increased time for outdoor play.</li><li>● Increased collaboration among staff in the District 28 special education continuum of services.</li><li>● Increased access to Community Based Instruction for District 28 students.</li></ul>
<b>Safety</b>	<ul style="list-style-type: none"><li>● 4E options-based training for school intruder was held for all staff at each school.</li><li>● Met with first responders to review and update crisis response plans and protocols, including critical incident maps for all schools.</li><li>● Participated with Northfield Township districts and Village in active shooter drill led by Northbrook Police at “old” Maple School.</li></ul>


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	<p><b>Goal #3: Work Environment</b> Nurture a collaborative culture where staff members are valued, empowered, and committed to continuous improvement.</p> <p>A. Design and implement learning opportunities that will ensure staff acquires and utilize the essential skills, tools, strategies, and processes to optimize learning for all students.</p> <p>B. Use the strategic plan to focus the district's resources, prioritize improvement initiatives, and guide the work of learning teams.</p>
<p><b>Focus</b></p>	<p><b>Accomplishments</b></p>
<p><b>Learning Teams</b></p>	<ul style="list-style-type: none"> <li>● Developed and implemented processes and protocols for systematic review and analysis of student work (impact work) for use by Learning Teams for K-5.</li> </ul>
<p><b>Professional Learning</b></p>	<ul style="list-style-type: none"> <li>● Expanded the expertise of staff:             <ul style="list-style-type: none"> <li>○ <b>Elementary Literacy Studio:</b> Implemented revised literacy units; <i>Words Their Way</i> - 2nd grade (consultants); <i>Patterns of Power</i> (Topic Lab); <i>Handwriting Without Tears</i> (Institute Days for K-2); and Running Records - 1st grade.</li> <li>○ <b>Social Studies:</b> Designed social studies units for every grade. Consultant led training on historical reasoning, questioning, and inquiry. Staff attended the National Conference for the Social Studies.</li> <li>○ <b>NBJH Standards-Based Learning (SBL):</b> Consultant led professional learning for staff to align classroom practices with SBL philosophy.</li> <li>○ <b>Learning First:</b> Established structure for all teachers to become Apple Certified Educators within three years (103 certified during 2018-19). Provided kindergarten, 3<sup>rd</sup> grade, and 6th-grade teachers with targeted professional development focusing on the use of the iPad as a creation tool and the <i>Learning First</i> Triple E Framework.</li> <li>○ <b>Assessment:</b> Administrators and NBJH staff studied Rick Stiggins' assessment literacy concepts.</li> </ul> </li> <li>● Redesigned the elementary lab classroom model to provide more focused professional learning, resulting in 60 teachers participating in one or more labs.</li> </ul>

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	<ul style="list-style-type: none"><li>• Designed 52 summer professional learning sessions for staff, focusing on the following topics: math, technology, literacy, English learners, social studies, and assessment.</li></ul>
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	<p><b>Goal #4</b>  <b>Family &amp; Community Connections</b>  Partner with families and our larger community to support student success.</p> <p>A. Engage businesses, agencies, families, and community members as partners in supporting the mission of the district.</p> <p>B. Collaborate with the high school and its feeder districts to promote effective transitions from elementary to middle to high school.</p>
<b>Focus</b>	<b>Accomplishments</b>
<b>Parent support through education</b>	<ul style="list-style-type: none"> <li>● Offered three programs based on parent requests/feedback: <ul style="list-style-type: none"> <li>○ Two showings of ‘Screenagers,’ which offered parents and students tips for navigating their digital lives and phone use. (175 attendees)</li> <li>○ Jackie Rhew, a behavioral counselor, presented: “Understanding Stress and Anxiety: How to Raise a Healthy, Confident, and Successful Adult.” (60 attendees, plus additional online views of recording)</li> </ul> </li> <li>● Established Bilingual Parent Advisory Committee (K-8) that met four times during the school year.</li> </ul>
<b>Community Partnership</b>	<ul style="list-style-type: none"> <li>● Partnered with TotalLink2Community, a nonprofit serving people with disabilities, and hired three employees who worked in the library and at KidCare.</li> </ul>
<b>Township Coordination</b>	<ul style="list-style-type: none"> <li>● Coordinated with D225 regarding new testing procedures for 8th-grade students transitioning to GBN.</li> <li>● Coordinated curriculum mapping/study calendars with Northfield Township feeder elementary districts.</li> <li>● Partnered with township elementary districts and first responders for emergency preparedness coordination.</li> </ul>
<b>Parent Feedback</b>	<ul style="list-style-type: none"> <li>● Utilized Parent Advisory Task Force and designed two surveys for parents, students, and staff to identify improvements and adaptations to standards-based grading at NBJH.</li> </ul>

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	<ul style="list-style-type: none"><li>• Collected feedback from elementary parents regarding views on homework.</li><li>• Hosting two parent homework forums (June 26 and 27).</li><li>• Surveyed 6th-grade parents to gather feedback on experiences with the iPads at home.</li></ul>
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	<p><b>GOAL #5</b>  <b>Resources</b>            Ensure effective and efficient use of our resources in achieving the district's mission, vision, values, and goals.</p> <p>A. Steward the district's resources to ensure funding is available to maintain and enhance instructional programs and facilities.</p>
<p><b>Focus</b></p>	<p><b>Accomplishments</b></p>
<p><b>Technology</b></p>	<ul style="list-style-type: none"> <li>● Formed Tech Team that systemically coordinated support for district-wide technology needs related to the network, hardware, and software in order to be proactive and address issues in a timely fashion.</li> <li>● Upgraded internet filtering system to <i>Securly</i>.</li> <li>● Created an in-house Apple Certified Authorized Repair Service to reduce iPad repair costs and repair equipment more quickly and efficiently (operational for 2019-20).</li> <li>● Created a partnership with Net 56 to address and improve cybersecurity across the District.</li> </ul>
<p><b>Safety &amp; Security</b></p>	<ul style="list-style-type: none"> <li>● Life-Safety improvements were completed and a new generator was installed at NBJH.</li> <li>● All exterior doors at each school were labeled (or relabeled) inside and out to clearly mark locations and promote improved communication with first responders.</li> <li>● Upgraded video monitoring systems for NBJH, Westmoor, Greenbriar, and Meadowbrook (to be completed summer 2019).</li> </ul>
<p><b>Secure Finances</b></p>	<ul style="list-style-type: none"> <li>● Updated the 5-year financial projections.</li> <li>● Identified short- and long-term capital improvement projects and updated the 4-year Capital Improvement Plan budget.</li> <li>● Completed NBJH asbestos abatement and carpet replacement.</li> <li>● Initiated Meadowbrook asbestos abatement, carpet replacement, removal of old cabinetry, and selection of new mobile storage units (to be completed summer 2019).</li> <li>● Conducted demographic study through McKibben Demographic Research.</li> </ul>

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	<ul style="list-style-type: none"><li>• Compared D28's estimated costs for administering the Foundational (early childhood through grade 8) programs to the cost of using NSSED, resulting in net savings of approximately \$725,000 for 2018-19.</li><li>• Participated in the Joint Review Board for the Northbrook Court TIF proposal, negotiating enhanced funding for District 28 through changes to the tuition payment structure and an upfront payment from the developer.</li></ul>
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