



District 65 Strategic Planning External Advisory Committee Meeting

October 21, 2014



Agenda

- Welcome - Introductions
- Role of EAC
- Setting the Stage - Listening Tour
- Planning Process & Structure
- Committee Charges
- Community Engagement
- Break-out Groups
- Report Out
- Next Steps



Purpose of the EAC

- What is it: The EAC is a diverse group of community members representing multiple perspectives and areas of expertise.
- The EAC is charged with providing feedback/guidance on the overall planning process and plan.
- The EAC will meet several times during the course of plan development.



Purpose of today's meeting

- Share our planning process
- Get your reactions & recommendations
- Ask you to help us get the word out



Setting the Stage – Listening

- 100 community members and partners
- Parents and students
- Teachers
- Every principal
- Each central office department
- Each school board member



What I Heard – D65 Should...

Support educators by ensuring

- Professional development is a focus
- Career paths exist
- Educators participate in the development of appraisal systems

Support teaching and learning by

- Addressing concerns about academic rigor, gaps in achievement, equity and access, safety, and social emotional learning
- Focusing on implementation of the Common Core State Standards and new assessments

Ensure schools know that D65 Admin Office can provide support because

- D65 administrative staff care deeply about student success
- Central office has increased capacity to provide support for teaching and learning

Improve communication and collaboration

- Develop transparent, open communications within and among everyone
- Establish ongoing and open dialogue with all stakeholders – formal and informal



Our 3-Year Plan

Planning process

- Inclusive, transparent & engaging
- Informed decision making - data driven & research based

The Plan

- Succinct
- Easily understood
- Action oriented

Elements

- Mission
- 5 Goals
- 3-5 Strategies per goal
- Action Steps
- Metrics



Guiding Principles

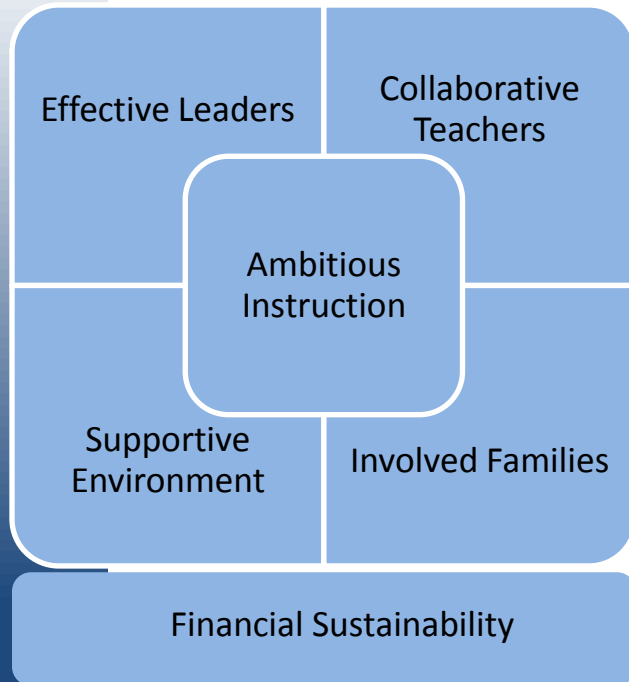
- Support our terrific educators and staff
- Leadership matters
- We can't do it alone
- Every child, every day, whatever it takes.



Draft Framework

Strategic planning committees are organized around 5 general areas – based on the “5 Essential Supports for School Improvement” model

The Essential Supports for School Improvement (plus financial sustainability):



Framework Categories:

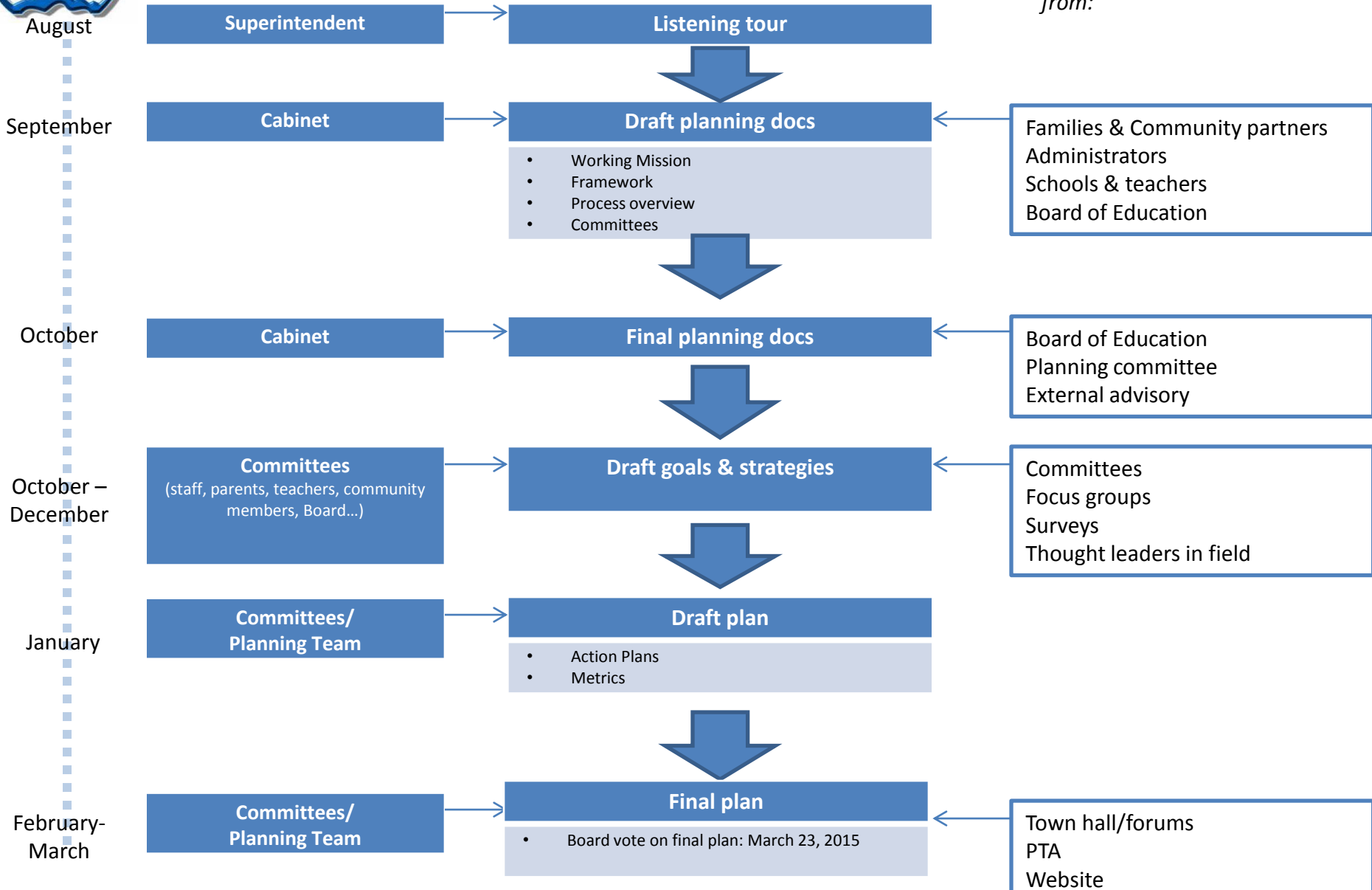
Category	Example Topics
High Quality Teaching & Learning	<ul style="list-style-type: none">•Equity/achievement gap•Curriculum & instruction
Thriving Workforce	<ul style="list-style-type: none">•Teacher and principal recruitment & hiring•Professional development
Safe and Supportive School Climate	<ul style="list-style-type: none">•Positive discipline practices•Social emotional learning
Family & Community Engagement	<ul style="list-style-type: none">•Community schools•Communications
Financial Sustainability	<ul style="list-style-type: none">•Annual budget process•Long-term planning



Draft high-level planning process overview:

Lead by:

In collaboration with/ with input from:





Strategic Planning Overview



Goal: To recruit and retain a high quality, diverse workforce

Strategy: Develop career ladders for teachers

Tactic: Develop incentives for teachers to become Board Certified

Metric (w/target): Number of Board Certified Teachers increases 5% each year



Working Committees

- **High Quality Teaching and Learning**
 - John Price, Assistant Superintendent for Schools
- **Thriving Workforce**
 - Beatrice Davis, Assistant Superintendent for Human Resources
- **School Climate**
 - Joyce Bartz, Assistant Superintendent of Special Services
- **Family and Community Engagement**
 - Trish Murray, Principal, Kingsley Elementary
- **Financial Sustainability**
 - Mary Brown, Assistant Superintendent of Business Services



High Quality Teaching and Learning

Challenge:

- District 65 schools must prepare all students for high levels of academic achievement, regardless of the child's previous performance or family demographics
- Create transformative change for each child that attends our schools

Charge:

- Develop long-term strategies that will prepare schools, faculty, staff and leadership to develop and implement curriculum and instruction that will yield this transformative change
- The committee is not going to design or recommend specific curricular programming or outline content-specific strategies



Teaching & Learning: Key Questions

- How do we build a strong foundation for success in the youngest grades – Pre-K-2?
- What is required of faculty and leadership to lead high quality teaching & learning in the district? What support is needed for those educational leaders?
- What structures must exist in schools to create the environment necessary for high quality teaching and learning?
- What is the best way to structure the school day to maximize student learning time?
- How do we ensure that the district's curriculum and instruction meets the needs of all learners?
- How do educators respond when students are not learning at expected rates? What are the tools and resources needed to support these students?
- What strategies need to be implemented across curricular areas to support our most fragile and needy learners, specifically ELL and Special Education students?
- What role should the District have in providing/managing activities outside of the school day?



Thriving Workforce

Challenge:

- Improved recruitment and retention of high quality employees should be a priority for District 65
- District 65 spends up to eighty percent of its operating budget on human capital

Charge:

- Develop a goal and strategies on how to improve recruitment and retention of a high quality diverse workforce.
- This committee will not review and discuss the appraisal or compensation systems.



Key Questions: Thriving Workforce

- What does it mean to recruit, hire and retain high quality employees?
- What does a truly diverse workforce look like?
- Should we develop and “grow our own” leaders, or recruit from outside?
- How do we assist administrators and supervisors charged with supporting, monitoring and evaluating employees?



Community and Family Engagement

Challenge:

- Research suggests that there is a strong connection between family engagement and student achievement
- Students tend to do better in school when parents are involved and connected
- The District needs to strengthen community partnerships to support learning in and out of school

Charge:

- How can we better engage families and community in meaningful ways that ultimately benefit our students?



Community and Family Engagement: Key Questions

- What is our vision for family and community engagement in District 65?
- What are we currently doing that most effectively engages families and community partners?
- At the school level, which stakeholders need regular opportunities to collaborate? How often? What is the format or structure for the work of this group?
- How do we engage families that may feel disconnected and/or disenfranchised? What are the barriers and how do we address them?
- What constitutes a successful community partnership? What are the barriers to building and maintaining these relationships and how do we overcome them?
- How do we ensure that community partnerships are connected to and enhance our core strategies that support student achievement and social-emotional development?
- Where within the district structure does the responsibility for family and community engagement sit?
- What are the essential elements of an effective communication system that need to be in place across all schools?
- How do we better integrate partnerships and community supports into the core work of a school?



Safe & Supportive School Climate

Challenge:

- School climate is the fabric of the school's functioning. It includes how we treat each other and how staff, children, and parents function to support the needs and strengths of students.
- We all have a vested interest in the school climate, how it changes, and how it is developed.

Charge:

- Review the existing procedures, policies, and practices in District 65 schools and classrooms that contribute to the overall support, safety, and growth of students, and make recommendations that will enhance the school and classroom environments to maximize learning and social/emotional growth for students in every District 65 school.



Safe & Supportive School Climate: Key Questions

- What does a safe and supportive school look like?
- What are the most effective disciplinary strategies?
- What are behavioral norms in a school?
- What are effective school level SEL curricular options?
- Should District 65 adopt a specific SEL curriculum for all schools - from grade pre-K-8?
- What fosters people creating positive relationships with each other in schools?
- Are there additional areas in the curriculum where we embed messages about celebrating differences/diversity/relationships?
- How can we increase participation in alternatives to suspension?
- How does equity in education impact the academic achievement of our students?
- How do we identify and provide effective professional development to teachers and instructional leaders on culturally responsive teaching and how to authentically engage and sustain parental involvement?



Financial Sustainability

Challenge:

- District 65, like all districts, forecasting revenues and expenditures in an uncertain financial climate creates challenges. Add a backlog of unmet capital needs and projected budget deficits, District 65 needs new ways of thinking about its own financial viability.

Charge:

- Consider how District 65 practices compare with districts that perform well academically and that are financially strong in areas of budgeting, forecasting, and short/long range capital planning.
- Identify strategies the district should employ to ensure its long-term financial stability.
- This group is not charged with making specific recommendations for how funds are spent.



Financial Sustainability: Key Questions

- What are best practices and budgeting models for ensuring that budget planning is closely tied to strategic priorities?
- How can the district ensure maximum transparency and clarity of budget and financial forecasts to management and stakeholders?
- How can District 65 anticipate and proactively plan for projected budget shortfalls?
- What are the financial best practices/guiding principles that should guide decision making in District 65?
- What analysis or documentation can the district prepare to guide dialogue and decision-making around financial decisions and potential future referenda?



Community Engagement – Feedback on Mission + Committees

- Announcement on District 65 website
- Mass dissemination of flyers and posters
- Packets in all school offices
- Social media – Facebook, Twitter
- Email blasts
- Mailing to faith-based organizations
- Local news – press releases sent, editorial printed, articles written
- Paul Goren, John Price– at trains stations, principals in front of schools



Working Mission

Working together as a community, we will inspire creativity and prepare each student to achieve academically, grow personally, and contribute positively to a global society. Every Child, Every Day, Whatever It Takes.



Small Group Discussion – Reactions to:

- **Committee charges**
 - Which question(s) do you feel are of highest priority?
 - Are we missing any key questions?
 - Do you have suggestions for resources?
- **Community Engagement**
 - How can we engage those usually not engaged?
- **Overall:**
 - What is the most exciting/important/inspiring thing you heard?
 - What advice would you give to the committees?



Break-out Instructions

- Introduce yourselves
- Select a facilitator
- Discuss the questions
- Document all ideas
- Create a summary page with 5 minutes to go...
 - What is the most exciting/important/inspiring thing you have heard?
 - What advice would you give the planning team?



Report Outs

- What is the most exciting/important/inspiring thing you have heard?
- What advice would you give the committees?



Next Steps - Community Engagement

- Strategic Planning Updates – www.district65.net
- Monthly updates at Board of Education Meeting
- Survey (November 5 – November 26)
- Focus Groups – 12 adult groups; 19 student groups
- Public Comment Period (January 28-February 11)
- Town Halls – January 29 and February 4