

Goals and Initiatives



Strategic Planning

How can we lay the foundation for the future vision of the District and prepare for Strategic Planning?

How can we get broad stakeholder input into the process?

Strategic Planning Status Update

- Sequenced the Strategic Planning process to follow the Culture & Climate Study
- Selected National School Climate Center (NSCC) for Culture and Climate Study
- Interviewing consulting firms in order to align Culture Survey with Strategic Plan

Strategic Planning Status Update



In this partnership we are supporting:

Preparation

Coaching and Support for School Climate Leadership Teams

Evaluation

Support in Gathering, Analyzing and Prioritizing School Climate Data

ramapoforchildren.org
ydinstitute.org
schoolclimate.org

Strategic Planning Status Update



RT

Ramapo Training

NSCC

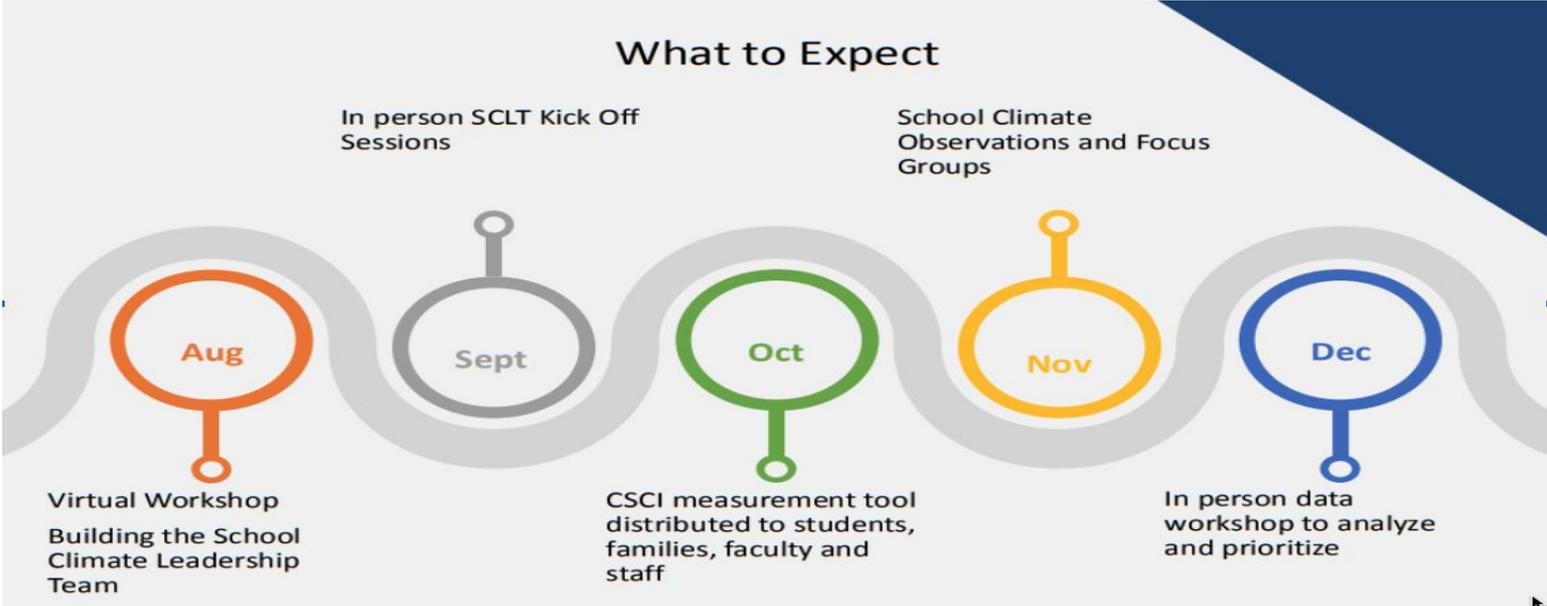
National School
Climate Center

YDI

Youth Development
Institute

| Domains: | Safety | Teaching and Learning | Interpersonal Relationships | Institutional Environment | Social Media | Staff Specific Indicators |
|-------------|------------------------------------|---------------------------|-----------------------------|----------------------------------|--------------|----------------------------|
| Dimensions: | Rules and Norms | Support for Learning | Respect for Diversity | School Connectedness /Engagement | Social Media | Leadership |
| | Sense of Physical Security | Social and Civic Learning | Social Supports - Adults | Physical Surroundings | | Professional Relationships |
| | Sense of Social-Emotional Security | | Social Supports - Students | Social Inclusion | | |

Strategic Planning Status Update



Strategic Planning In the Works

- Culture & Climate Study
 - **September 1:** NSCC virtual presentation to launch the Climate Study process attended by Administration and Association Leadership.
 - **September 6-16:** Identify School Climate Leadership Teams (SCLT) each at GBN, GBS, GBOC, and GBA to facilitate the preparation and building of capacity for the completion of the study.
 - Casey Wright (GBS Assoc. Principal - Administrative Services)
 - Lauren Bonner (GBN Assoc. Principal - Administrative Services)
 - Silas Dick (GBOC Assistant Instructional Supervisor)
 - Brad Swanson (GBA Ass't Supt. - Administrative Services)

Strategic Planning In the Works

- Culture & Climate Study
 - **September 28 and 29:** Half-day training for each SCLT facilitated by NSCC.
 - Why School Climate Matters
 - Understanding School Related Policies
 - Current School Climate Snapshot
 - SCLT Perspectives
 - Creating a Shared Vision of SCLT
 - Roles and Responsibilities of the SCLT
 - SCLT Community Agreements

Strategic Planning In the Works

- Culture & Climate Study
 - **October 27:** Climate measurement tool distributed to students, families, and staff.
 - **October 7-18:** NSCC On-site School Climate Observations and Focus Groups.
 - **December:** SALTs work to analyze data, identify strengths and areas for development, and guide the creation of action plans and implementation.



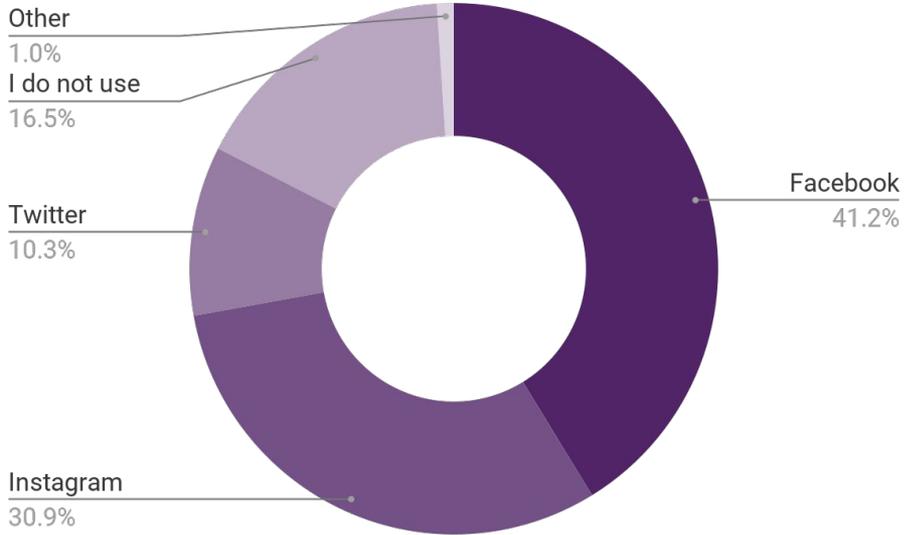
Communication & Stakeholders

How can we establish the district as the key, trusted source of district information and develop listening and engagement opportunities with stakeholders?

Parent Survey - Aug. 24 - Sept. 2

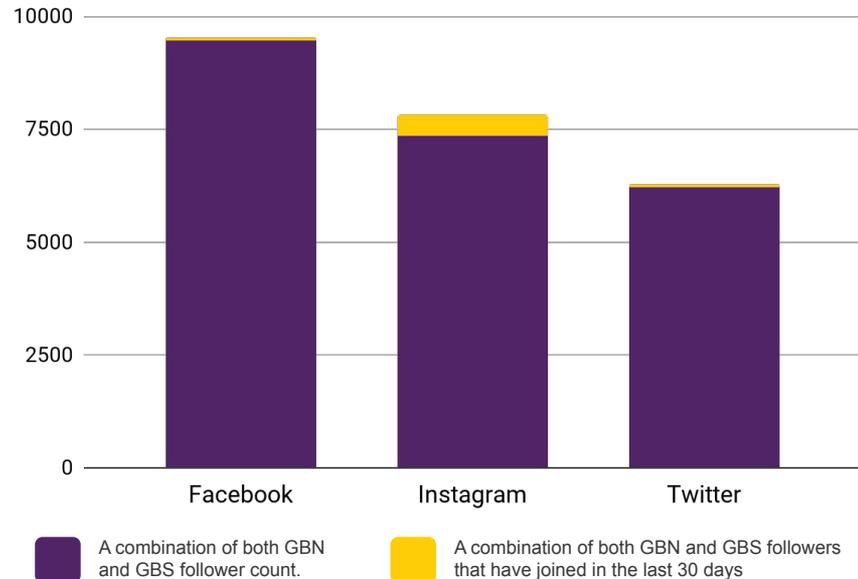
- 910 responses
- High level Results
 - 92% of respondents prefer communication from the schools once per week
 - Key information from the district is shared in a timely manner
 - 63% strongly agree or agree
 - Emails from the schools are highly effective
 - 57% of respondents agree
 - The Weekly Update is very effective
 - 54% agree
- 104 respondents want to be part of a communication focus group

Social Media Channels Used By Survey Respondents



Social Media

- Analytics inform timing and content
- Post weekly on all channels
- Informational and celebratory
- Instagram Reels



Communication & Stakeholders In the Works

- Enhancing website and website content process
- Internal communication
 - Listening tours
 - Staff newsletter launching in the fall
 - Board meeting information
 - District department information
- Brand development / marketing and communications strategy
- The Glenbrooks publication mailed to the community in November



Student Well-being

How do we build structures to support student well-being and social-emotional needs?

Well-Being Status Updates

01

SEL WORK

Designed SEL mindset benchmark assessment with three administration dates

02

STUDENT SUCCESS

Launched the student success platform and provided training for the following key groups: district administration, building administration, student service office, deans' offices, and instructional supervisors

03

DATA REVIEW

Identified two key priorities as part of the Well-being committee's audit using the Trauma Responsive Schools tool: 1) need for Trauma Responsive Programming 2) desire for classroom strategies/tools for social-emotional learning and well-being

04

SYSTEM ADVANCEMENT

Launched PREPaRE training for all district administration as part of the response to the well-being committee's finding on the need for Trauma Responsive Programming





Student Well-being

In the Works

LEARN

Create professional development experiences tied to well-being as part of building led March Institute

ACT

Develop a common intervention module in our student success platform

UNDERSTAND

Review student well-being benchmark assessment data to support future work, intervention and support structures, and potential professional development

PROGRAM

Expand PREPaRE training for student services and well-being committee members

ANALYZE

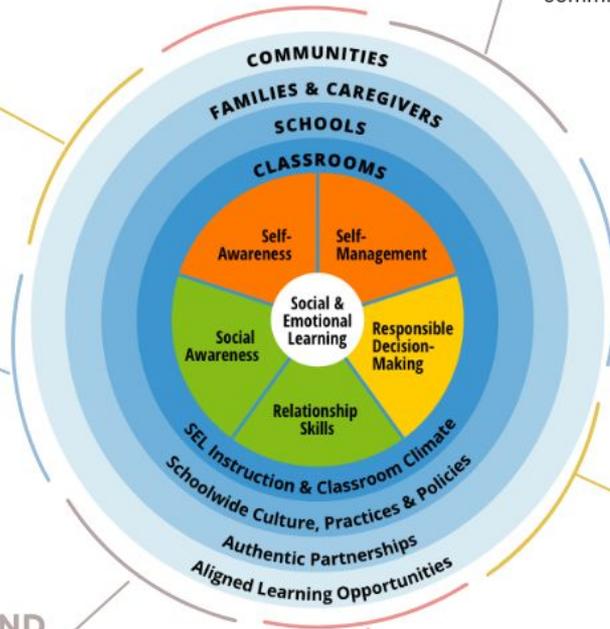
Utilize the CASEL audit tools to analyze classroom strategies and tool needs

DETERMINE

Review potential SEL Classroom Strategies and Toolboxes as part of the well-being committee

ASSESS

Administer the SEL Benchmark Assessment to students in September, first of three this year





Teaching & Learning

How do we create systems to support continued work on enhancing success for all students?

Teaching & Learning Status Updates

01

SYSTEM WORK

Established a new curriculum improvement cycle focused on data informed teaching and learning practices

02

POWERSCHOOL ADVANCEMENT

Improved PowerSchool modules: Attendance, Discipline, and Health

03

STUDENT SUCCESS

Implemented a new system for analyzing student success data

04

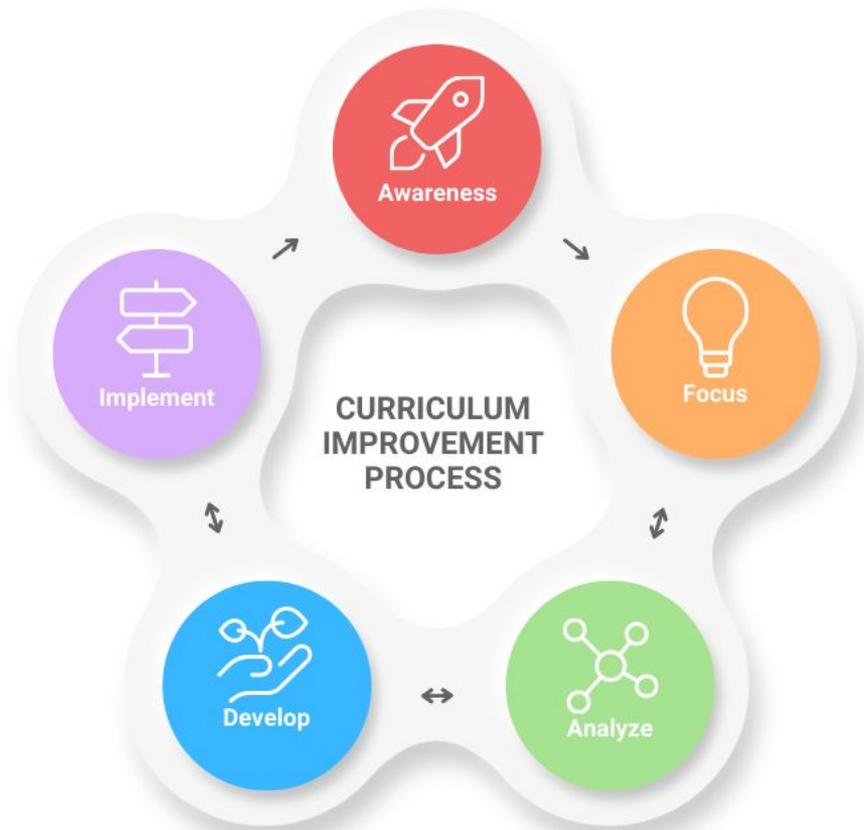
DATA REVIEW

Completed examination of the Illinois Equity Continuum Journey data, required by Illinois State Board of Education

05

CURRICULUM WORK

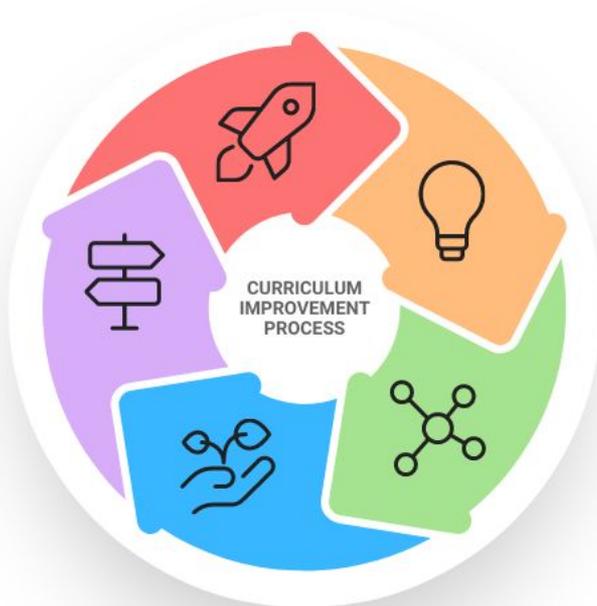
Revised physical education policies, procedures, and practices district-wide



5 PHASES OF

Curriculum Improvement Process

- Common Awareness and Lens of Focus**
Annual sharing of district and building data, goals, and updates to inform phases of the cycle
- Department Focus and Improvement needs**
Development of department focus based upon program data, goals, and needs
- Data Collection and Analysis**
Department collection and analysis of data, both quantitative and qualitative, deemed valuable in the program review, analysis, and outcomes
- Develop Improvement Action Plan and Needs**
Development of department improvement action plan and needs analysis to support this work including curriculum, instructional needs, professional development, space, technology, resources, etc.. Plans shared internally.
- Implement Action Plan and Progress Refinement**
Implementation and refinement of action plan. Curriculum improvement report shared reflecting building and district-wide themes. Progress updates shared as thematic presentations.



Teaching & Learning In the Works

IMPLEMENT

Implement new curriculum improvement cycle

TRANSITION

Transition to PowerSchool Special Programs for special education

REVIEW

Develop attendance and discipline policies, practices, and philosophies with a "student success" lens

EXPLORE

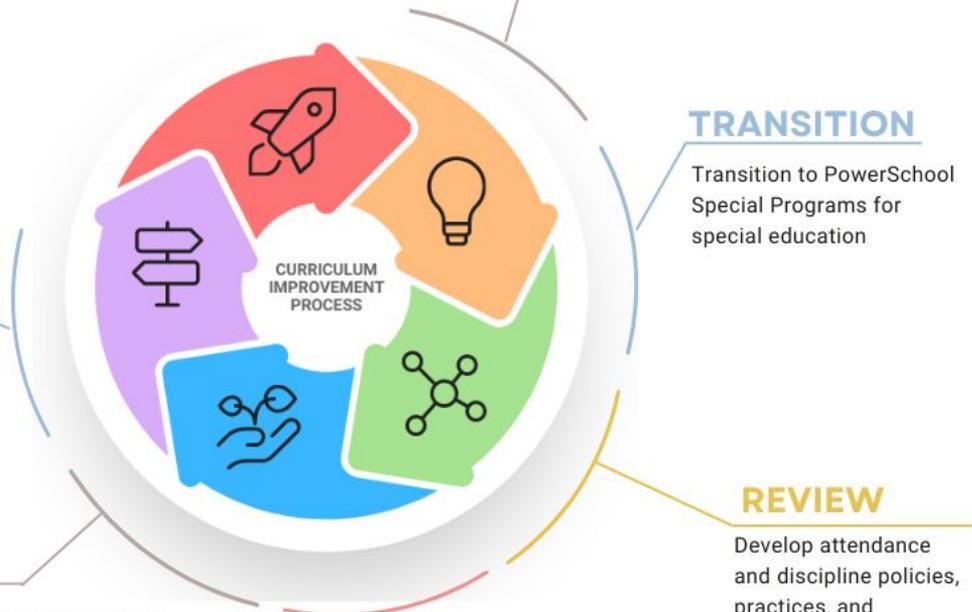
Determine next steps in the required Illinois Equity Continuum Journey

DESIGN

Design professional learnings around data-informed practices using our student success platform and SEL benchmarks

ACT

Support Total Classroom implementation as determined by instructional supervisors and finalize science classroom prototypes



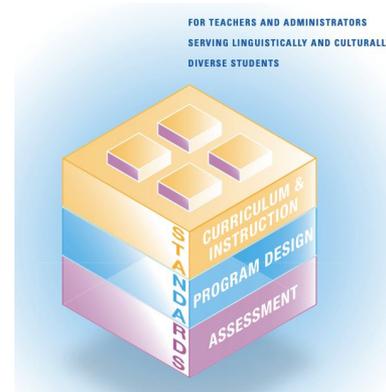


Leadership & Development

How can we build and develop leadership from within?

Leadership & Development Status Update

- Administrative license cohort.
 - September 26, 2022
 - 16 enrolled
- English Learner and Bilingual Education Endorsement.
 - January 5, 2023
 - 23 interested
- ESL Special Education or Special Education Certification



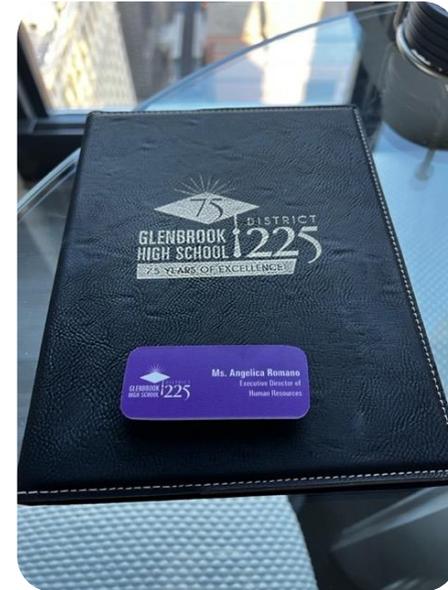
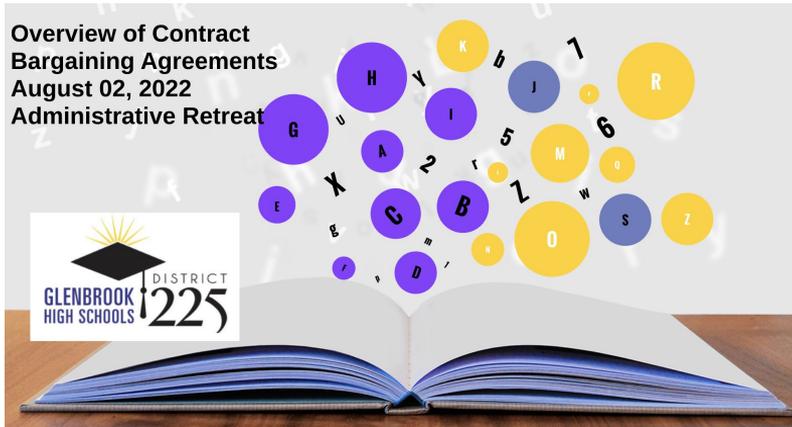
NATIONAL
LOUIS
UNIVERSITY



Leadership & Development Status Update

- Contract Negotiated Agreements
- Information Session - August 02, 2022

Overview of Contract
Bargaining Agreements
August 02, 2022
Administrative Retreat



Leadership & Development Status Update

Substitute Teacher Program

63 Substitutes
3 Substitute Teacher Orientations
5 NEW Substitute Staff
Members

Leadership & Development Status Update



Leadership & Development In the Works

- Initiating the review of the job descriptions of administration, starting with Cabinet.
- Implementing the Skyward Application Tracking System to streamline HR processes and onboarding of new staff.



Facilities & Finance

How can these resources be used to best support our students and staff?

Facilities and Finance Status Update

- Revision of the school district's Emergency Operations Plan, and the implementation of new public address systems across all school buildings.
- Completion of Phase I of the "Total Classroom Initiative", and implementation of a pilot science classroom at each school in advance of Phase II next summer.
- Development of the 2022-23 Fiscal Year budget, and substantial completion of the 2021-22 Fiscal Year audit.

Facilities and Finance In the Works

- Open the “Glenbrook School Health Center” in October.
- Installation of new pick-up lockers at both GBN and GBS in September.
- Review the master facility plan and develop recommendations for capital projects to be completed during the current school year and the summer of 2023. This will include the addition of a master exterior door replacement cycle.
- Enter into and complete collective bargaining negotiations with the Glenbrook Education Association (GEA)

Goals and Initiatives