

Mundelein Elementary School District #75  
Long Range Plan 2012-2015

**BUILDING BRIGHT FUTURES TOGETHER!**

**MISSION:** Building Bright Futures Together: Committed to the Success of Every Student.

**OBJECTIVES**

1. Every student will meet or exceed federal, state and district guidelines for **achievement** through a balanced curriculum.
2. Every student will demonstrate at least a full year's academic **growth** (K-8).
3. The District will develop the **"whole" child** through cultural, social, and emotional learning opportunities.
4. Ensure appropriate funding to maintain **financial stability** aligned to achieving the identified goals.

VISION	DISTRICT STRATEGIC PRIORITIES
<ul style="list-style-type: none"> <li>▪ Prepare students as life-long learners</li> <li>▪ Promote effective teaching practices</li> <li>▪ Provide a meaningful and rigorous curriculum</li> <li>▪ Emphasize high expectations for learning</li> <li>▪ Encourage family involvement and collaboration</li> <li>▪ Ensure a caring, supportive and safe environment</li> <li>▪ Monitor student progress for improved achievement</li> <li>▪ Stress the effective use of time</li> <li>▪ Provide ongoing professional development</li> <li>▪ Embrace an empowering leadership model</li> <li>▪ Encompass a unified community relations plan</li> <li>▪ Emulate the principles of shared governance</li> </ul>	<ul style="list-style-type: none"> <li>▪ Highly Qualified Teachers and Administrators</li> <li>▪ Effective and Targeted Instruction</li> <li>▪ Curriculum Aligned to Standards</li> <li>▪ Assessment for Learning</li> </ul>
	TOOLS FOR SUCCESS
	Alignment Best Practices Collaborative Culture Data-Driven Decision-making <b>Effective Effort</b>

# Use benchmarks to determine performance quality.

**MEASURABLE OUTCOMES GRADES 3-8 (SPRING TO SPRING)**

MEASUREMENTS	2006	2007	2008*	2009	2010***	2011	2012 **	2013 <sup>#</sup>	CHANGE
1. Make AYP (Federal/State)	Yes	Yes	Yes	No-IEP	No-ELL	YES	No-H,LEP ED-R: IEP-	No	No
2. ↑ M & E ISAT Reading	83.5%	84.2%	84.9%	84.8%	85.0%	87.9%	86.9%	65.6%	(21.3%)
3. ↑ M & E ISAT Math	89.4%	90.5%	90.6%	92.7%	93.4%	93.8%	92.3%	61.9%	(30.4%)
4. ↑ Exceeds ISAT Reading	26.7%	27.8%	27.15%	26.1%	29.0%	29.1%	27.9%	21.3%	(6.6%)
5. ↑ Exceeds ISAT Math	33.5%	36.7%	33.0%	36.5%	32.0%	38.7%	34.4%	14.6%	(19.8%)
6. ↑ Growth MAP Reading	59.4%	61.0%	60.2%	64.6%	59.5%	60.4%	51.4%	43.8%	(7.6%)
7. ↑ Growth MAP Math	56.7%	53.1%	53.0%	62.5%	51.5%	51.8%	45.4%	39.2%	(6.2%)
8. ISBE Financial Profile Score	3.8	3.8	3.8	3.8/3.9	3.45/3.8	3.9	3.8	3.8	No

\* LEP students take ISAT instead of IMAGE.

\*\*New ISAT cut scores and new 2011 MAP norms.

\*\*\* ISBE Delayed payments for FY10 = \$1.6 million; for FY11: \$722,000 & Closed Lincoln School

# New ISAT: 20% Common core items; New Cut Scores; New MAP – 15% Common Core aligned

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## OUR DISTRICT STRATEGY

We will achieve these objectives by assuring that each learner is appropriately challenged by highly qualified and well-trained teachers who use effective and targeted instruction, a curriculum aligned to state standards and frequent progress monitoring using ~~common~~ formative assessments to improve student performance.

### HIGHLY QUALIFIED AND WELL-TRAINED TEACHERS AND ADMINISTRATORS (IC07, IB02, RT3-2)

- Train all teachers in effective instructional practices through Studying Skillful Teaching by John Saphier and Research for Better Teaching, Inc.
- Develop a succession plan for administrative leadership that considers shared services, stabilizes operations and promotes implementation of the District's strategy.
- Provide a mentoring/induction program to develop and retain new teachers (RT3-2)
- Sustain *professional learning communities* at each grade level team or department to promote high performance in a learner-centered environment (IB02)
- Differentiate *professional development* to meet the needs of all teachers delivered in multiple formats
- Align teacher and administrative *evaluation processes* with our strategy

### EFFECTIVE AND TARGETED INSTRUCTION (IA07, IA13, D11)

- Establish *growth targets* for every student, teacher and administrator
- Implement *research-based instructional practices*, programs, and services to challenge students and meet identified needs
  - ✓ "No secrets teaching": Use mastery objectives and establish criteria for success for each lesson
  - ✓ Teach "Effective Effort" = learning strategies and hard work
  - ✓ "Not Yet" Standard for work completion
  - ✓ Engage students in writing in all subject areas
  - ✓ Integrate Science, Technology, Engineering and Math across the curriculum
  - ✓ Use technology effectively in each subject area
  - ✓ Differentiate instruction for Special Needs, English Language Learners, and Gifted students
  - ✓ Develop an instructional framework for each subject area
  - ✓ Articulate between grade levels to align instruction and transitions between schools
- Engage *parents as partners* in the learning process
- Provide a *healthy learning environment* that is physically and emotionally safe in well-maintained facilities
- Promote the development of personal leadership skills in every student using the Seven Habits of Highly Effective People (Kids)
- Provide access to extracurricular, interscholastic and intramural activities

### CURRICULUM ALIGNED TO STANDARDS (IC05)

- Align all subject areas with new state standards to meet state requirements.
- Integrate College and Career Readiness Skills within every subject
- Articulate between grade levels to align the curriculum and transitions between schools.

### ASSESSMENTS (IA11)

- Use data to inform decisions.
- Assess student, stakeholder and program *needs* or requirements regularly to make informed decisions.
- Use ~~common~~ formative assessments to monitor student progress on standards
- Prepare students for new performance task assessment models
- Use multiple measures to assess student growth
- Develop a database to manage and report performance results

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**2013-2014 Measures of Success**

<p>HIGHLY QUALIFIED TEACHERS &amp; ADMINISTRATORS (IC07, IB02, RT3-2)</p>	<ol style="list-style-type: none"> <li>1. Develop a succession plan for administrative leadership</li> <li>2. 2<sup>nd</sup> Year New Teacher Evaluation Plan / Danielson Framework for Teaching (Growth measures to be determined)</li> <li>3. Inter-rater reliability training for administrators</li> <li>4. Implement Rising Star Continuous Improvement Planning Process</li> <li>5. Develop and implement mentoring/induction program</li> </ol>
<p>EFFECTIVE AND TARGETED INSTRUCTION</p>	<ol style="list-style-type: none"> <li>1. Wildly Important Goal (WIG) for Academic Warning and Below Students</li> <li>2. Studying Skillful Teaching (Saphier) - Washington</li> <li>3. Sheltered Instruction Observation Protocol (SIOP) training</li> <li>4. Parent Education Meetings with District PTO</li> </ol>
<p>CURRICULUM ALIGNED TO STANDARDS</p>	<ol style="list-style-type: none"> <li>1. Common Core Standards: Implementation in English / Language Arts, Math, Technical Literacy (Science / Social Studies), College and Career Readiness Skills</li> <li>2. Common Core Standards: Align K-5 Math</li> <li>3. Develop SEL Seven Habits / PBIS curriculum for students.</li> </ol>
<p>ASSESSMENTS</p>	<ol style="list-style-type: none"> <li>1. MAP: Common Core version: baseline data</li> <li>2. DRA: (Reading comprehension assessment)</li> <li>3. SEL: State Survey of Learning Conditions</li> <li>4. Develop or identify Common Performance Tasks (Tier III Assessments)</li> </ol>

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**2012-2013 Measures of Success**

<p>HIGHLY QUALIFIED TEACHERS &amp; ADMINISTRATORS</p>	<p>6. Updated Teacher Evaluation Plan / Danielson Framework for Teaching (Growth measures to be determined)          7. Evaluation training for administrators          8. New Principal Evaluation Plan with Growth Measures          9. Strengthen Professional Learning Communities          10. Train Adults in SEL/Seven Habits/PBIS</p>
<p>EFFECTIVE AND TARGETED INSTRUCTION</p>	<p>5. Wildly Important Goal (WIG) for Academic Warning and Below Students          6. Studying Skillful Teaching (Saphier)          7. Sheltered Instruction Observation Protocol (SIOP) training          8. Parent Education Meetings with District PTO</p>
<p>CURRICULUM ALIGNED TO STANDARDS</p>	<p>4. Common Core Standards: Implementation in English / Language Arts, Math, Technical Literacy (Science / Social Studies), College and Career Readiness Skills          5. Common Core Standards: Align K-5 Math          6. Develop SEL Seven Habits / PBIS curriculum for students.</p>
<p>ASSESSMENTS</p>	<p>5. MAP: Common Core version: baseline data          6. DRA: (Reading comprehension assessment)          7. SEL: State Survey of Learning Conditions          8. Develop or identify Common Performance Tasks (Tier III Assessments)</p>

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**CURRICULUM DEVELOPMENT CYCLE**

<b>CYCLE</b>	<b>2012-2013</b>	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>
<b>STUDY</b>	<ol style="list-style-type: none"> <li>1. Math (K-5)</li> <li>2. Writing</li> </ol>	<ol style="list-style-type: none"> <li>1. Assessments (Type III),</li> <li>2. Science (K-8) / STEM</li> </ol>	<ol style="list-style-type: none"> <li>1. Assessments (Type I- PARCC)</li> </ol>	
<b>IMPLEMENT</b>	<ol style="list-style-type: none"> <li>1. Common Core in ELA (K-8), Math (6-8), Technical ELA (6-8)</li> <li>2. Skillful Teacher (6-8)</li> <li>3. Updated Teacher Evaluation Process</li> <li>4. SEL: Adults</li> </ol>	<ol style="list-style-type: none"> <li>1. Common Core in Science (6-8), Math (K-5)</li> <li>2. Skillful Teacher (K-5)</li> <li>3. Updated Teacher Evaluation Process</li> <li>4. SEL: Students / Families</li> </ol>	<ol style="list-style-type: none"> <li>1. Technology Refresh (Staff / student hardware)</li> <li>2. Assessments (No Stakes)</li> <li>3. Writing</li> <li>4. Science (K-8) / STEM</li> </ol>	<ol style="list-style-type: none"> <li>1. Assessments (No Stakes)</li> </ol>
<b>EVALUATE</b>	<ol style="list-style-type: none"> <li>1. Technology</li> </ol>	<ol style="list-style-type: none"> <li>1. Common Core in ELA (K-8), Math (6-8), Technical ELA (6-8)</li> <li>2. Skillful Teacher (6-8)</li> <li>3. SEL: Adults</li> </ol>	<ol style="list-style-type: none"> <li>1. Common Core in Science (6-8), Math (K-5)</li> <li>2. Skillful Teacher (K-5)</li> <li>3. Updated Teacher Evaluation Process</li> <li>4. SEL: Students / Families</li> <li>5. Updated Teacher Evaluation Plan</li> </ol>	<ol style="list-style-type: none"> <li>1. Technology Refresh (Staff / student hardware)</li> <li>2. Assessments (Type III)</li> <li>3. Writing</li> </ol>
<b>REVISE</b>	<ol style="list-style-type: none"> <li>1. Common Core in ELA (K-8), Math (6-8), Technical ELA (6-8)</li> </ol>	<ol style="list-style-type: none"> <li>1. Technology (Tech Revolving Loan)</li> </ol>	<ol style="list-style-type: none"> <li>1. Common Core in ELA (K-8), Math (6-8), Technical ELA (6-8)</li> <li>2. Skillful Teacher (6-8)</li> <li>3. Updated Teacher Evaluation Process</li> <li>4. SEL: Adults</li> </ol>	<ol style="list-style-type: none"> <li>1. Common Core in Science (6-8), Math (K-5)</li> <li>2. Skillful Teacher (K-5)</li> <li>3. Updated Teacher Evaluation Process</li> <li>4. SEL: Students / Families</li> </ol>

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**District Initiative History**

2013-2014	<p>Leader in Me Implementation Day – Mechanics Grove School          Studying Skillful Teaching – 6 days for Washington Teachers          4 Additional Teacher Institute Days before school starts – Common Core/PARCC assessments          Mentoring and Induction program – 28 teachers          Superintendent Selection process – School Exec Connect          Rising Star Continuous School Improvement Plans          Develop Common Core Aligned curriculum/assessments          Begin Lucy Calkins writing kits K-5          New programs: Double block math – 6<sup>th</sup> grade, Heritage Spanish, LA/SS block 6<sup>th</sup> grade, LA/SS block 8<sup>th</sup> honors, Keyboarding &amp; Social Media – 6<sup>th</sup> grade, Multi-media – 6<sup>th</sup> grade, Global Environmental Issues – 6<sup>th</sup> grade, Fitness Gram – PE to replace President’s Council on Physical Fitness;          ISAT – 100% common core aligned          Speech/Language program evaluation          New Emotionally Disturbed RTI program and curriculum          New Bullying Program          Align ILP and SLP programs to Common Core          Align new ELDA standards (WIDA – ELLs) to Common Core Units in Atlas Rubicon          Negotiations – contract expires 6/30/2014          Technology upgrade for PARCC assessments          Shared Services: Bookkeeper, busing          Leased Lincoln School to Hawthorn #73 for 7 Early Childhood Classes          Changed email to Google – d75.org          Moved administrative servers to cloud          Construction Projects: Asphalt – WA, MG, CS repairs; Intercoms – all, Security systems – all, Domestic water piping – WA, HVAC &amp; Water Heater – CS North Gym,</p>
2012-2013	<p>ISAT 20% Common Core aligned, new cut scores          Rising Star Continuous District Improvement Plan          Related Arts Curriculum Update Study          Begin MAP with Common Core (15-40%)          New Teacher Evaluation Plan – No Student Growth Measures ( until 9/1/2016)          New Principal Evaluation Plan with Student Growth Measures          Implement Common Core ELA K-8 and Math 6-8          Study Common Core Writing          Train All Teachers in Danielson Framework for New Teacher Evaluation Process          Studying Skillful Teaching – 6 days for 6-8 Teachers and Resource teachers          Seven Habits of Highly Effective People for staff          Leader in Me Vision Day – Mechanics Grove School          New ADAM assessment replaces DOMA at Washington School          Add 4 Additional Teacher Institute Days before school starts for Saphier Training and Common Core Lesson development          Shared Services: Bilingual Coordinator; Bookkeeper; Special Ed Transportation; Summer School Transportation          10.48 retirements</p>
2011-2012	<p>Begin developing Common Core Standards Unit Development: English &amp; Language Arts and Math          Sheltered Instruction Observation Protocol training for 70 staff members          Moved 2<sup>nd</sup> grade to Washington, blend grades 3,4,5 at MG; closed Lincoln school          Shared Services with Fremont District #79 (Bilingual administrator, bookkeeper, transportation)          Teacher webpages          New Teacher Contract approved for FY13 and FY14</p>
2010-2011	<p>Wildly Important Goal for students on Academic Warning and Below          Study the impact of closing Lincoln School; release 15 staff members: restore librarians, social workers; reduce another administrator (principal)          Direct Instruction for Special Education Students</p>

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	Updated Technology Plan New District website
2009-2010	Enhancing Education through Technology Grant – ARRA \$300,000 White boards for every classroom; new student and teacher computers, ipads ARRA Grants: Education Jobs Bill, IDEA, Title I, Title II, Title III Teacher and Student Growth Conferences New Math Textbooks Financial Crisis : Reduction in Force – 45 staff members; one administrator; \$1.6 million delayed state payments New Voice over Internet Protocol phone system; voicemail for teachers New Teacher contract approved for FY11 and FY12
2008-2009	Professional Learning Communities: Grade Level Teams <ul style="list-style-type: none"> <li>• Shared mission, vision, commitments, goals</li> <li>• Collaborative focus on learning</li> <li>• Collective Inquiry</li> <li>• Action Orientation</li> <li>• Commitment to Continuous Improvement</li> <li>• Focus on Results</li> </ul> Response to Intervention (RTI) School Construction Replace Cat 5 with Cat 6 and Upgrade to wireless. Employee Assistance Program
2007-2008	Curriculum Alignment: <ul style="list-style-type: none"> <li>• Power Standards in Reading and Math</li> <li>• Common Formative Assessments</li> <li>• Best Practice</li> </ul> Rigby Literacy Adoption and Literacy Framework Power School Student Information System Honeywell Alert System Successful \$9.9 Million Referendum for Facilities School Construction Technology Plan Began Friday Focus – emailed newsletter to all staff Negotiations 4 new Administrators: 2 principals, business manager, curriculum/instruction
2006-2007	Develop Long Range Plan: Achievement, Growth, Whole Child Begin Power Standards in Literacy
2005-2006	Ad Hoc Reorganization from Neighborhood schools to Grade Level Centers