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Community Engagement & Strategic Planning

Defining Success

To inspire all students to be passionate, continuous learners *and to prepare them with the skills to achieve their goals and flourish as* responsible, caring citizens in a global community.
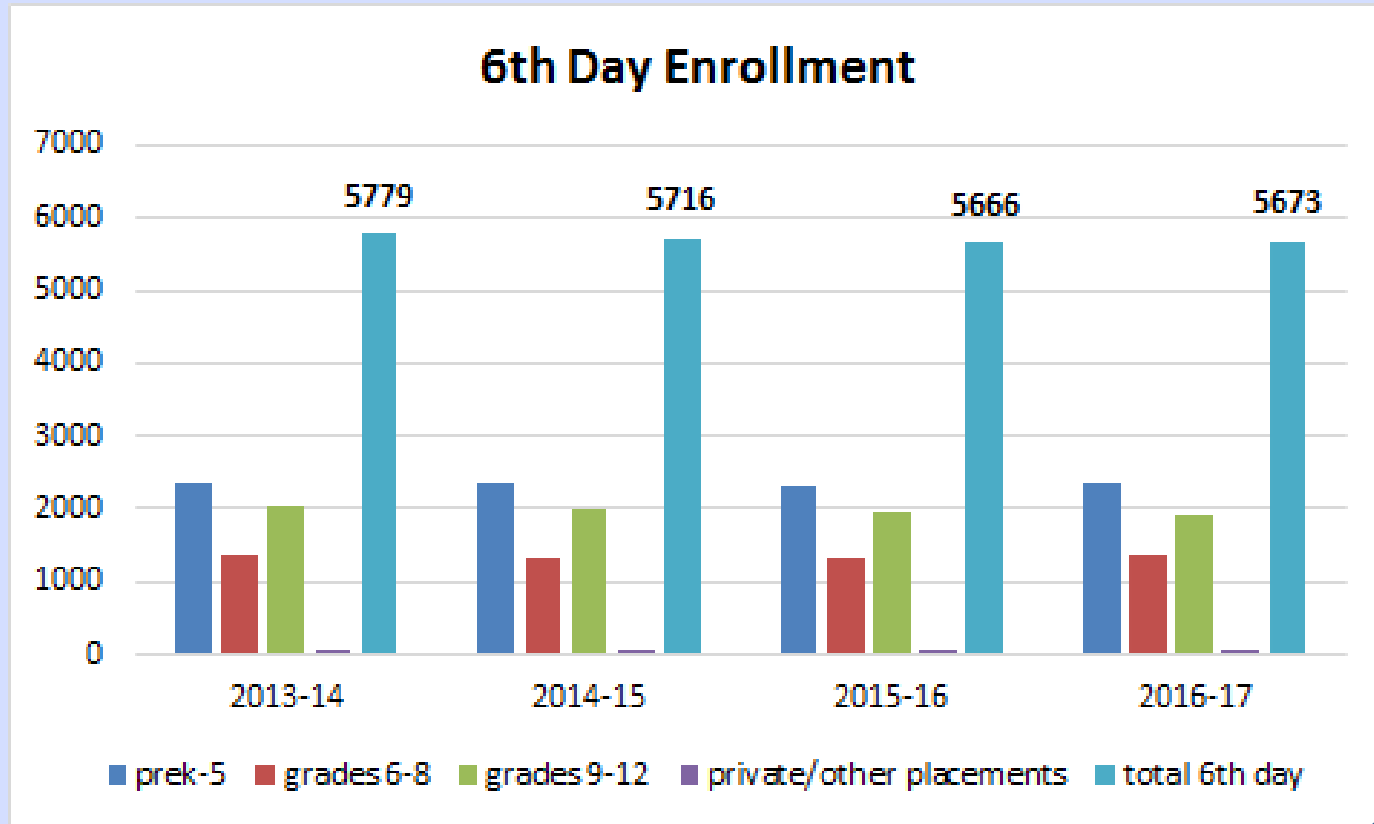
Objectives

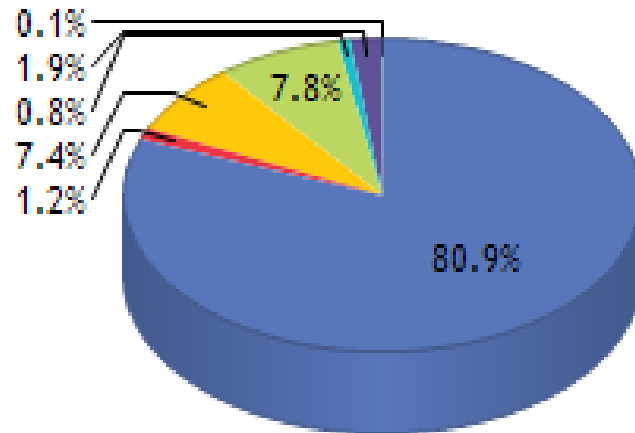By the end of the presentation, participants will:

Recognize the measures District 95 uses to evaluate current level of performance

Examine the current attributes of District 95 staff

Who are our students?

6th Day Enrollment

	2013-14	2014-15	2015-16	2016-17
total 6th day	5779	5716	5666	5673

Legend: prek-5, grades 6-8, grades 9-12, private/other placements, total 6th day

Diversity

More than 15% of all District 95 students speak two or more languages in their homes based on the Home Language Survey.

The District 95 EL program for 2016 included:

- 287 LEP students
- 254 who receive ELL services
- 34 languages spoken

The most prevalent languages represented in the EL program were:

- Spanish (130)
- Polish (37)
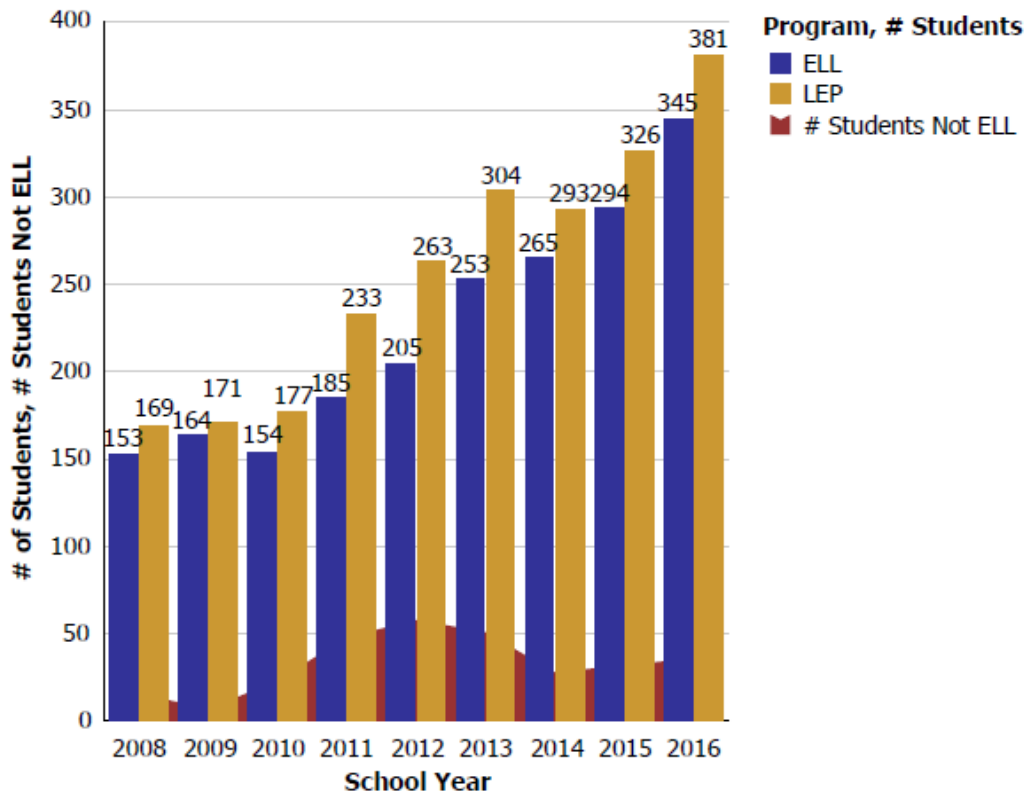- Russian (27)
- Korean (12)
- Hindi (6)
- Serbian (5)
- Bulgarian (4)
- Telugu (4)
- Lithuanian (4)

Students qualifying for EL services

Students are identified as Limited English Proficient based on a screening assessment.

Parents have the right to waive services for EL support.

The rate of families who accept EL services varies from year to year.

During the 2016 school year, 90.5% of students who qualified, accepted services.

Special Education

District 95 proudly serves 765 students with Individual Education Plans (IEPs). We support students under 13 of the 14 eligibility criteria defined under IDEA.

Autism	Cognitive Disability
Deaf-Blindness	Deafness
Hearing Impairment	Developmental Delay (3-9 years old)
Emotional Disability	Multiple Disabilities
Orthopedic Impairment	Other Health Impairment
Specific Learning Disability	Speech or Language Impairment
Traumatic Brain Injury	Visual Impairment

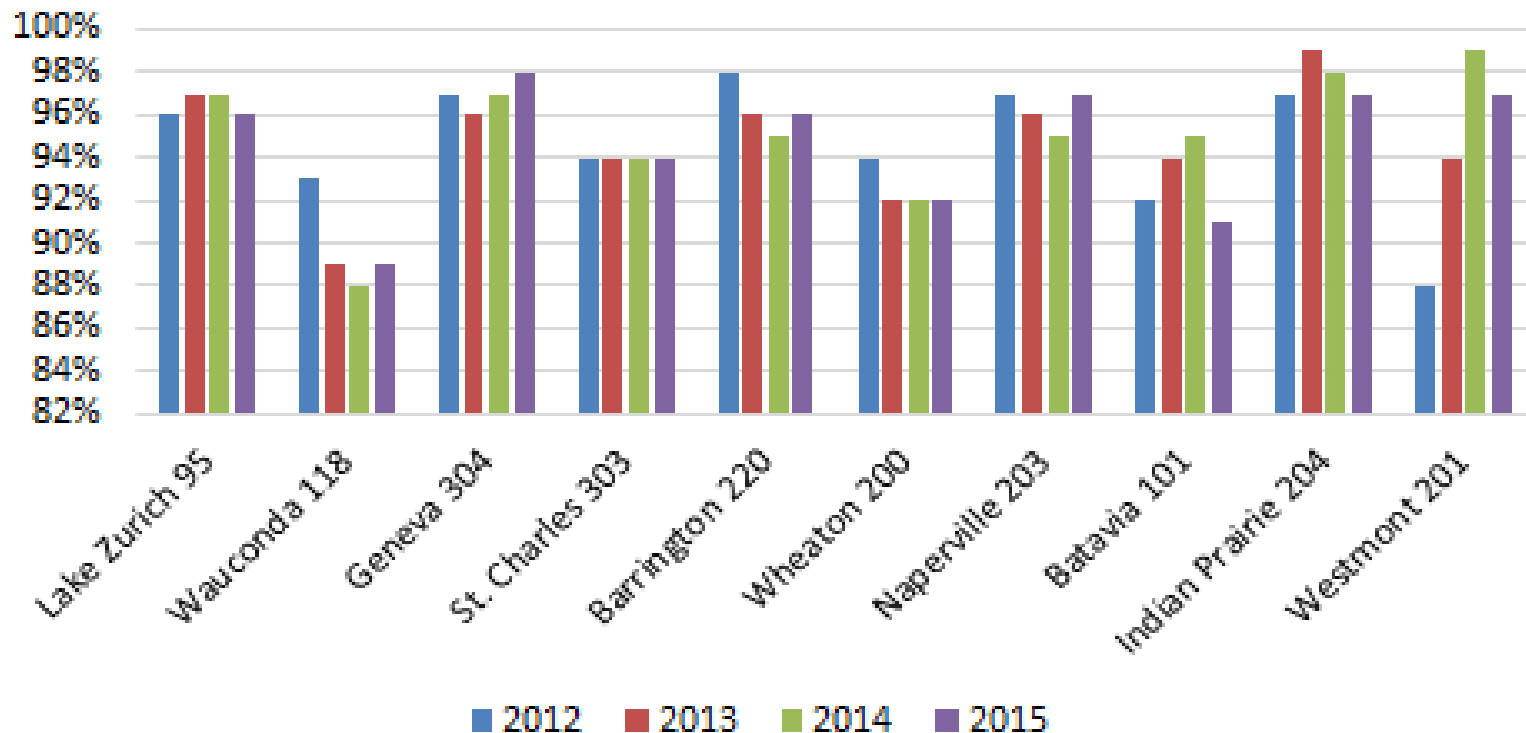Special education students comprise 13% of our total student population

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Community Engagement & Strategic Planning

Traditional Measures of Success

Participation Data	Student Achievement
Attendance	MAP Data
Graduation Rate	PARCC Data ACT Data
% of College Entrance	AP Data

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Attendance %

	2013	2014	2015	2016
Isaac Fox	96.4%	96.3%	96.3%	96.5%
May Whitney	96.1%	96.5%	96.5%	96.4%
Sarah Adams	95.8%	95.5%	95.1%	95.6%
Seth Paine	96.0%	95.8%	95.9%	96.2%
Spencer Loomis	95.8%	96.3%	95.7%	96.2%
Middle School North	95.8%	95.6%	94.9%	95.5%
Middle School South	95.2%	95.7%	95.3%	96.0%
Lake Zurich High School	95.0%	95.0%	94.6%	95.

Graduation Rate

Legend: 2012, 2013, 2014, 2015

Districts: Lake Zurich 95, Wauconda 118, Geneva 304, St. Charles 303, Barrington 220, Wheaton 200, Naperville 203, Batavia 101, Indian Prairie 204, Westmont 201
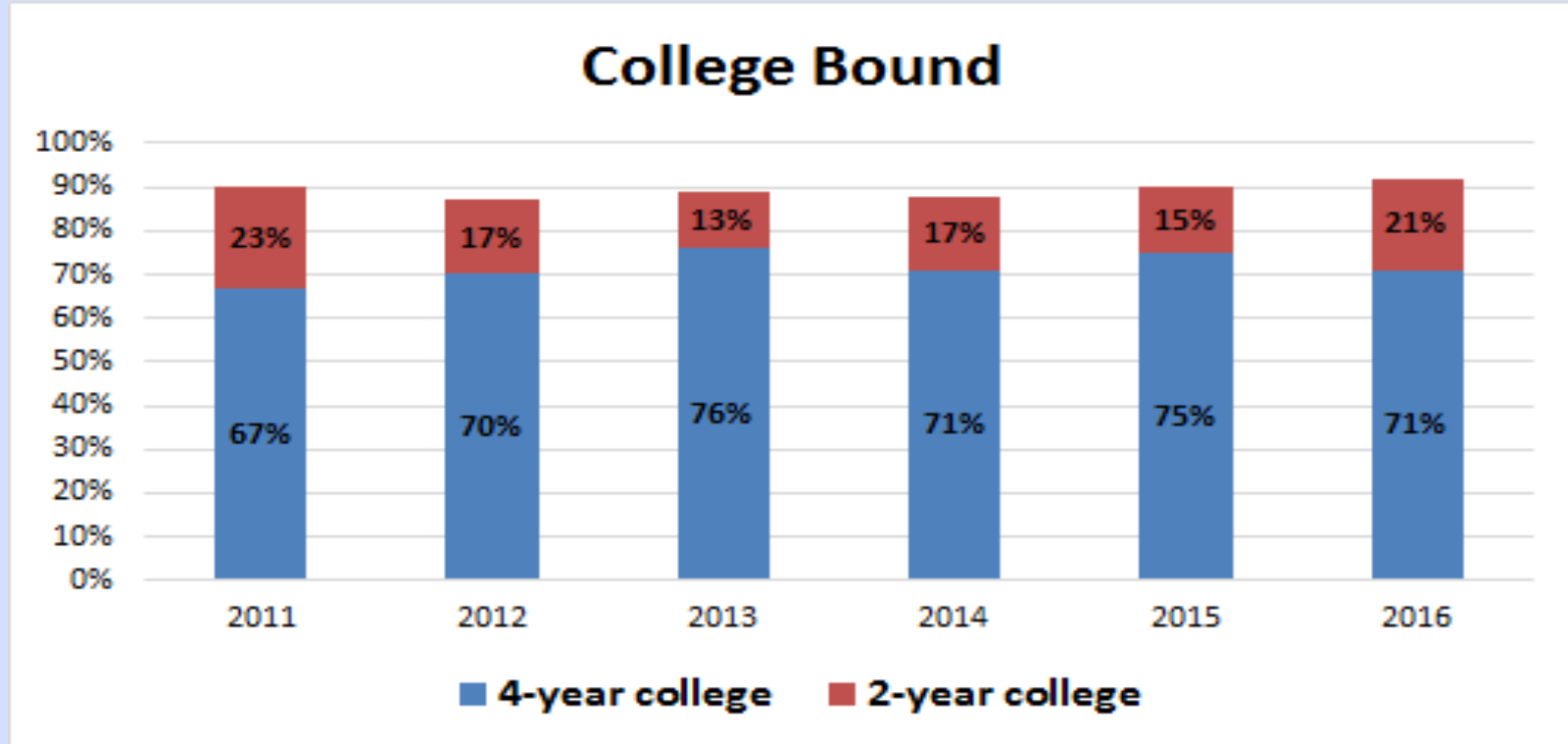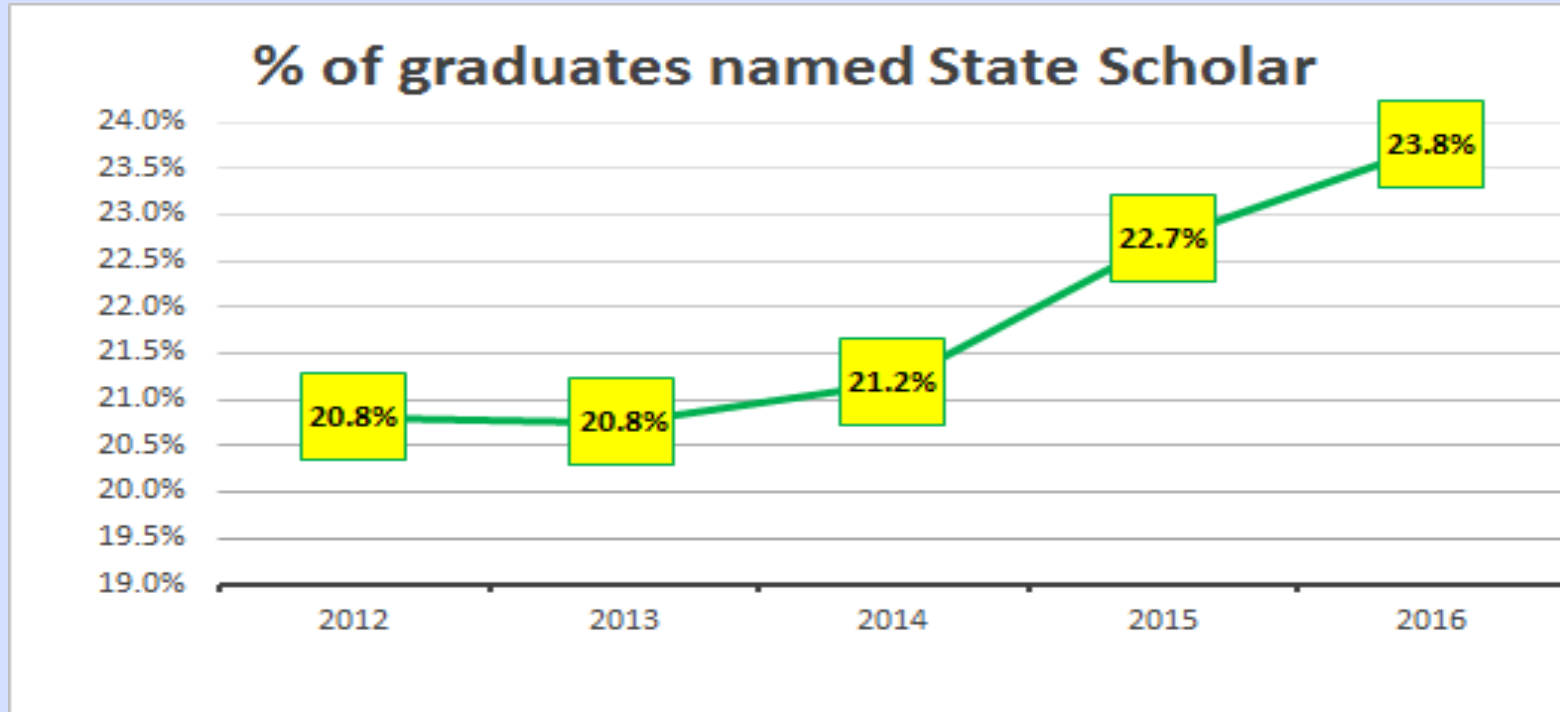
2015 Graduation Rates for Comparable Districts
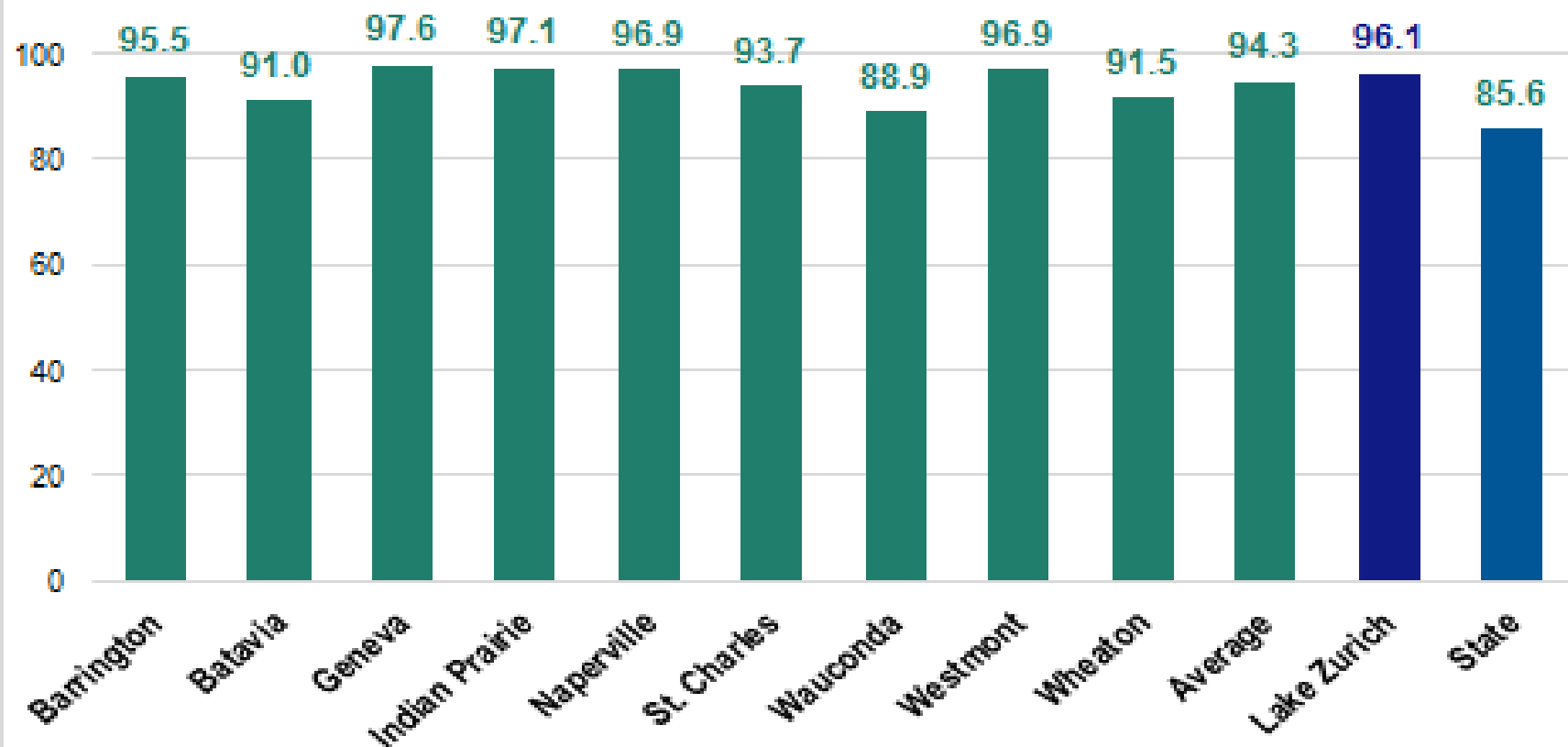
Graduates to 4- and 2-year Colleges

Illinois State Scholars

% of graduates named State Scholar

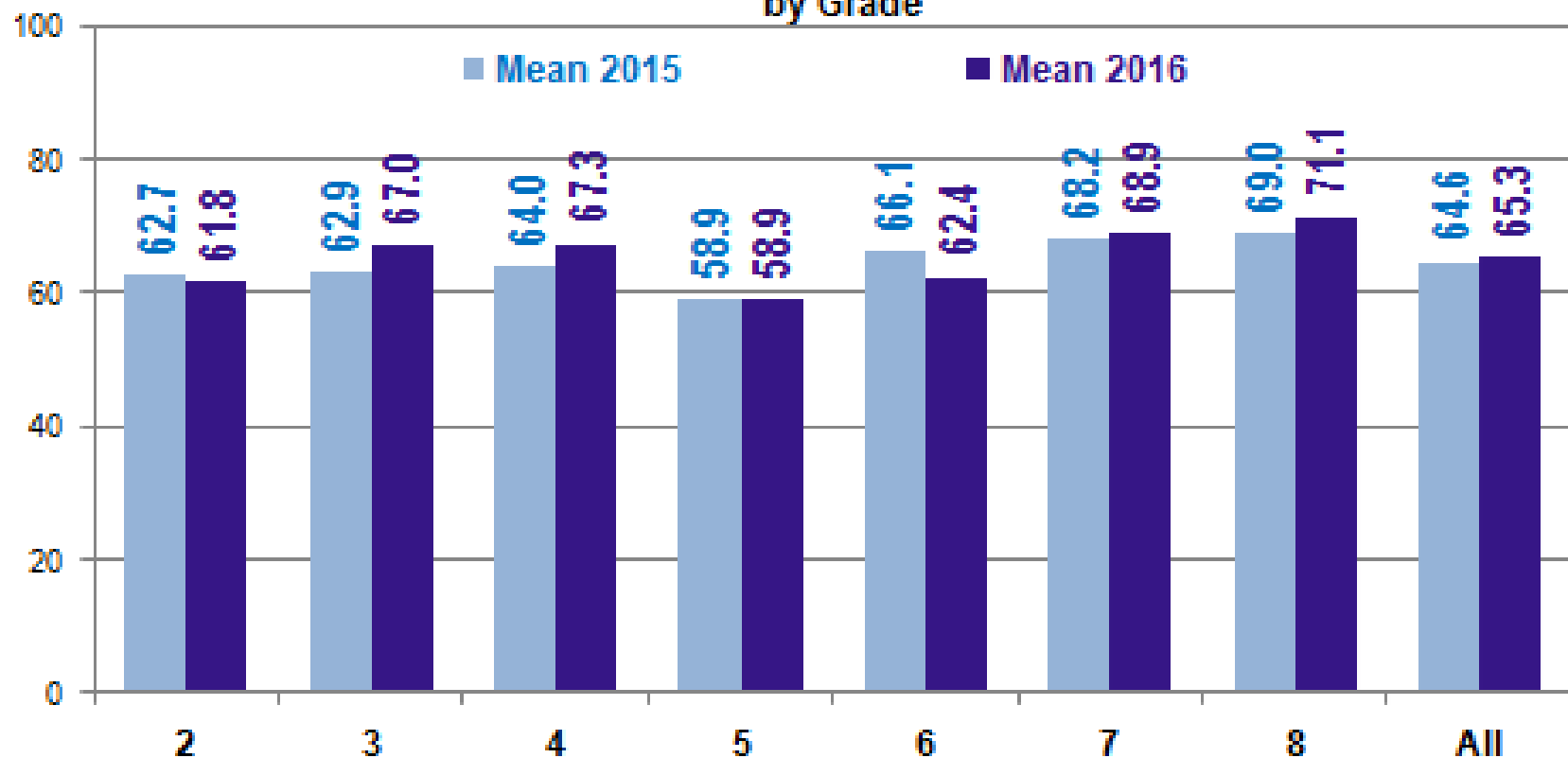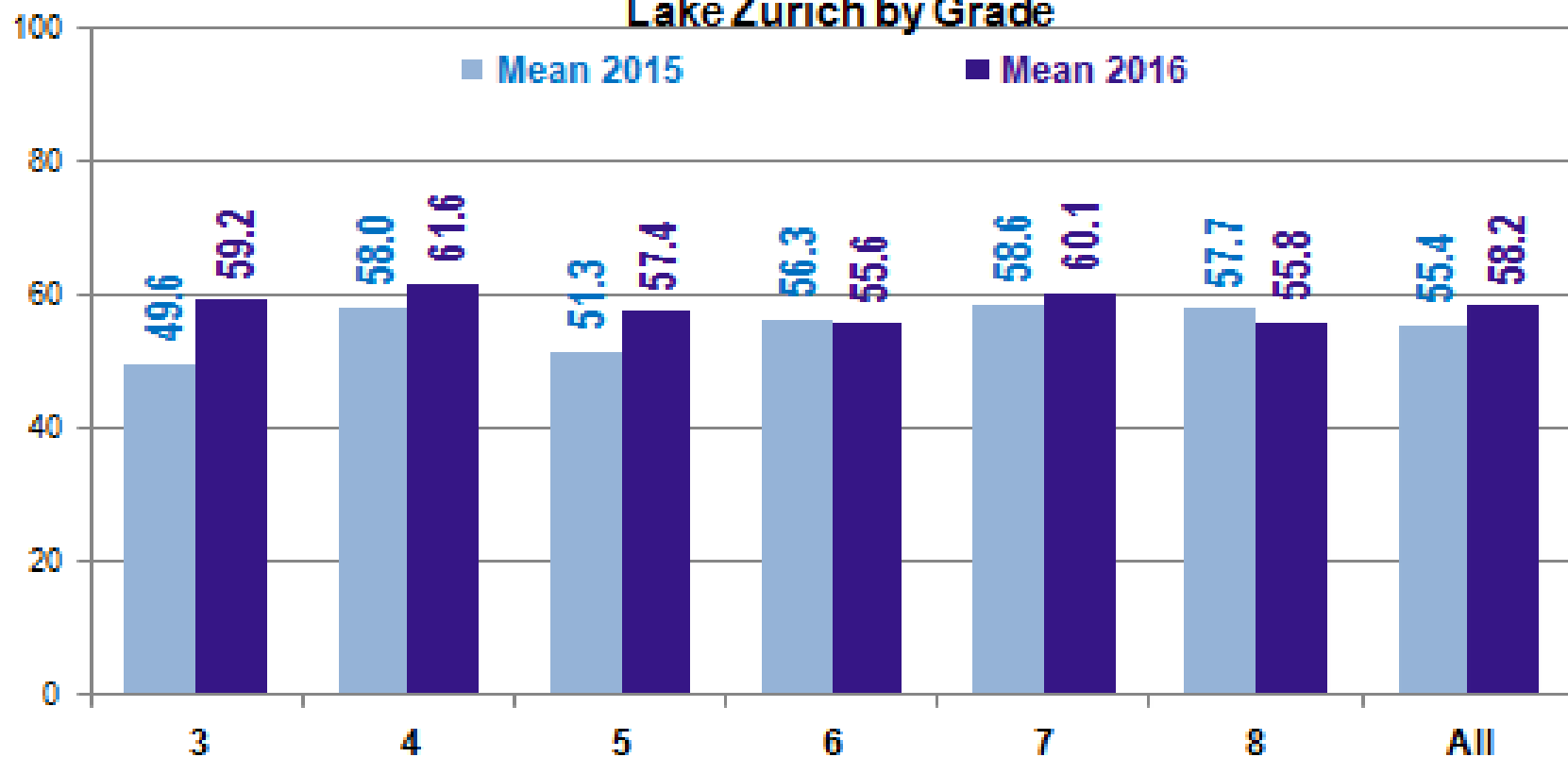| Year	%
2012	20.8%
2013	20.8%
2014	21.2%
2015	22.7%
2016	23.8%

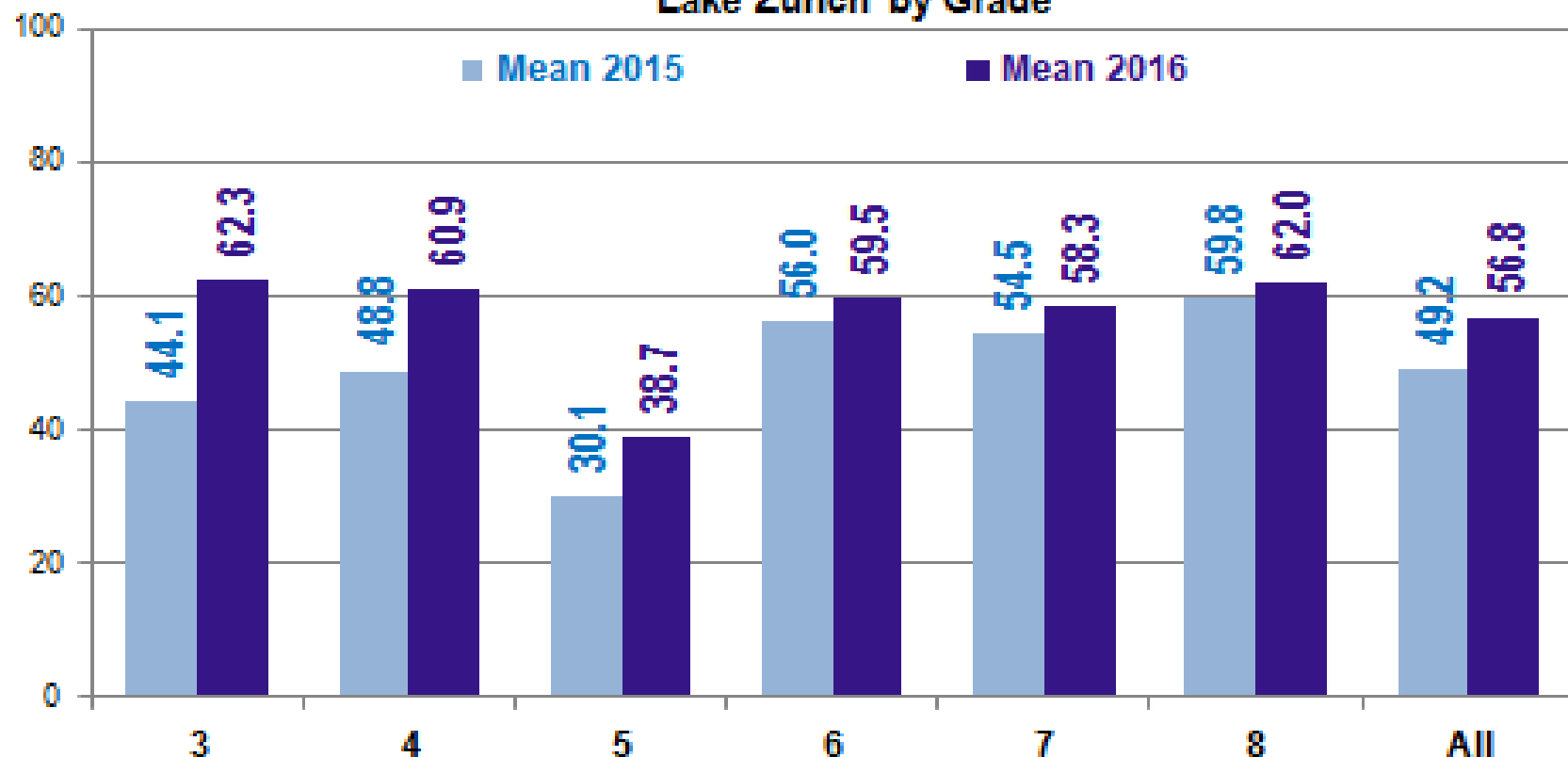Spring 2015 & 2016 MAP Reading Score Percentiles for Lake Zurich by Grade
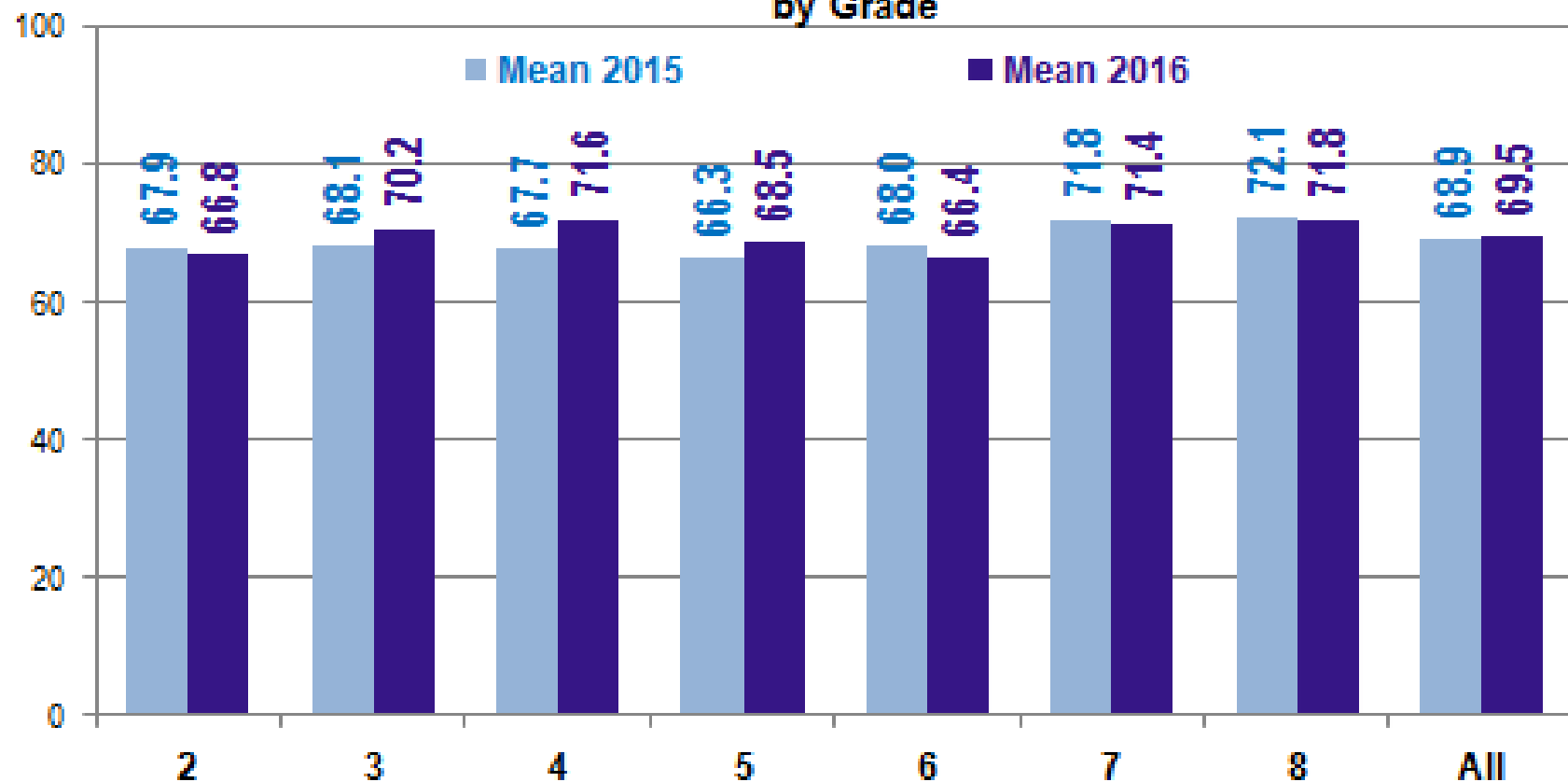
Spring 2015 & 2016 MAP Mathematics Score Percentiles for Lake Zurich by Grade

Spring 2015 & 2016 MAP Reading Score Growth Percentiles for Lake Zurich by Grade
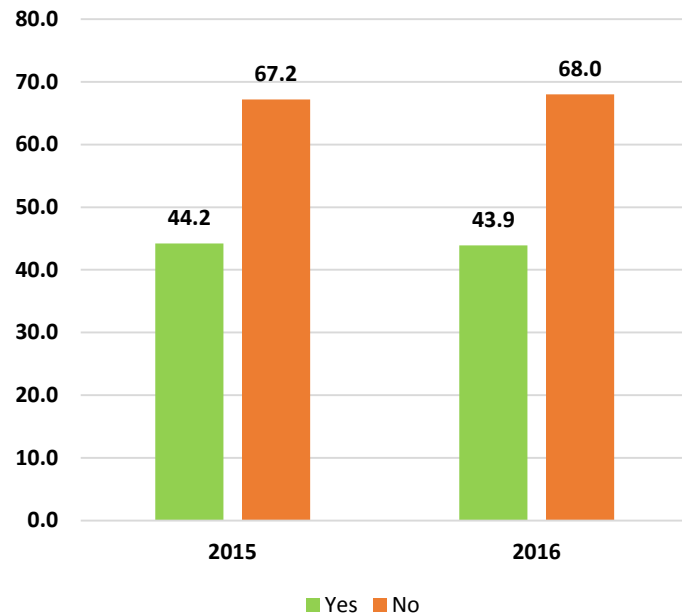
Spring 2015 & 2016 MAP Mathematics Score Growth Percentiles for Lake Zurich by Grade

MAP – Math Score Percentile
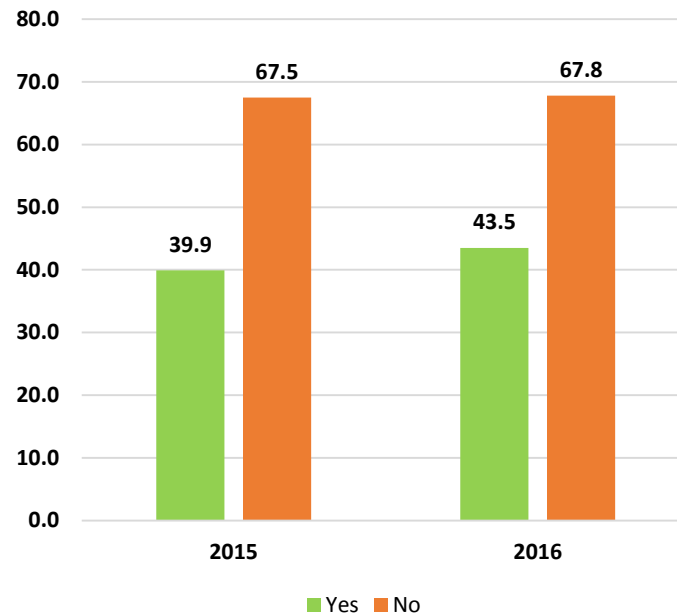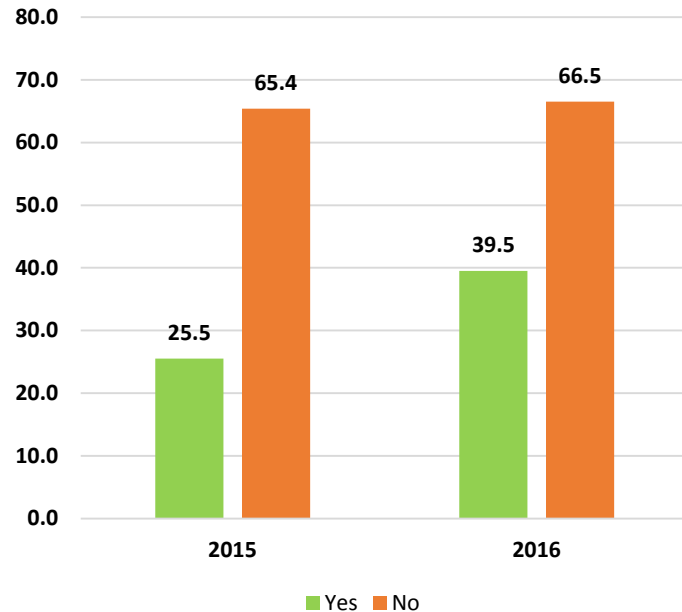
Low SES

- 2015: Yes 44.2, No 67.2
- 2016: Yes 43.9, No 68.0
- Yes / No

Special Education

- 2015: Yes 39.9, No 67.5
- 2016: Yes 43.5, No 67.8
- Yes / No

MAP – Math Score Percentile

LEP

	2015	2016
Yes	25.5	39.5
No	65.4	66.5

Ethnicity

	2015	2016
American Indian or Alaska Native	39.9	40.2
Asian	76.6	75.9
Black or African American	44.2	50.9
Native Hawaiian or Other Pacific Islander	68.0	66.4
White	65.2	65.9

MAP – Reading Score Percentile

Low SES

	Yes	No
2015	44.2	67.2
2016	43.9	68.0

Special Education

	Yes	No
2015	39.9	67.5
2016	43.5	67.8
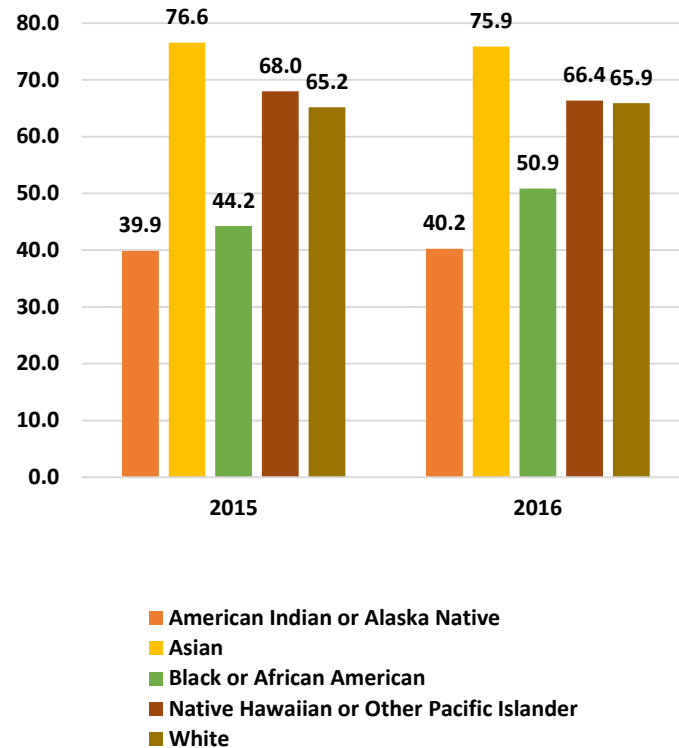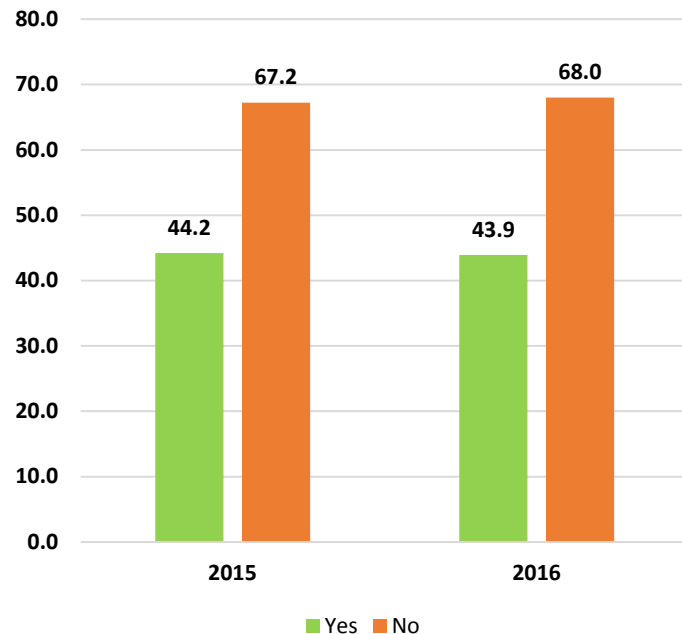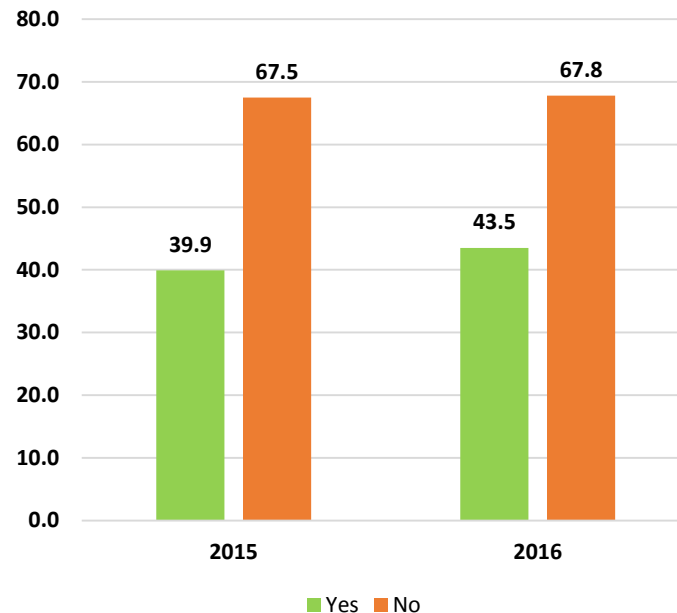
MAP – Reading Score Percentile
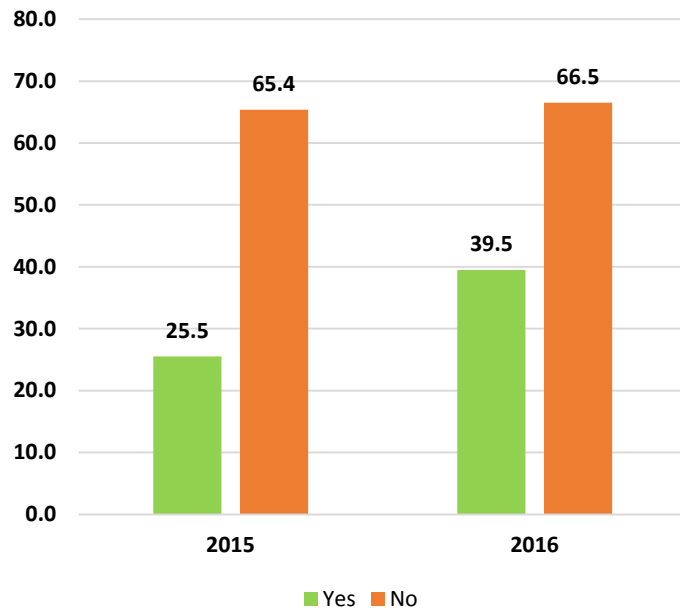
ACT

ACT Composite Scores
Classes of 2012 through 2016

ACT English

Year	Lake Zurich	State	National
2012	23.8	20.5	20.5
2013	23.8	20.2	20.2
2014	23.9	20.3	20.3
2015	23.8	20.3	20.4
2016	24.2	20.5	20.1

ACT Mathematics

Year	Lake Zurich	State	National
2012	24.8	21.0	21.1
2013	24.3	20.7	20.9
2014	24.5	20.7	20.9
2015	24.6	20.7	20.8
2016	24.0	20.6	20.6

ACT Reading

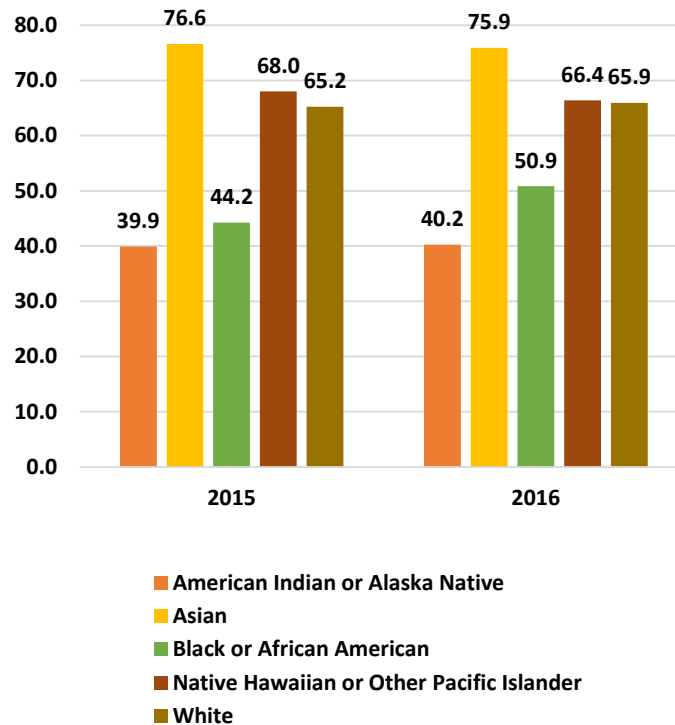| Year	Lake Zurich	State	National
2012	23.8	20.7	21.3
2013	23.8	20.4	21.1
2014	23.9	20.8	21.3
2015	24.1	20.8	21.4
2016	24.4	21.0	21.3

ACT Science

Year	Lake Zurich	State	National
2012	23.6	20.8	20.9
2013	23.5	20.5	20.7
2014	23.7	20.5	20.8
2015	23.8	20.6	20.9
2016	24.0	20.6	20.8

Class of 2015 ACT Composite Scores for Comparable Districts
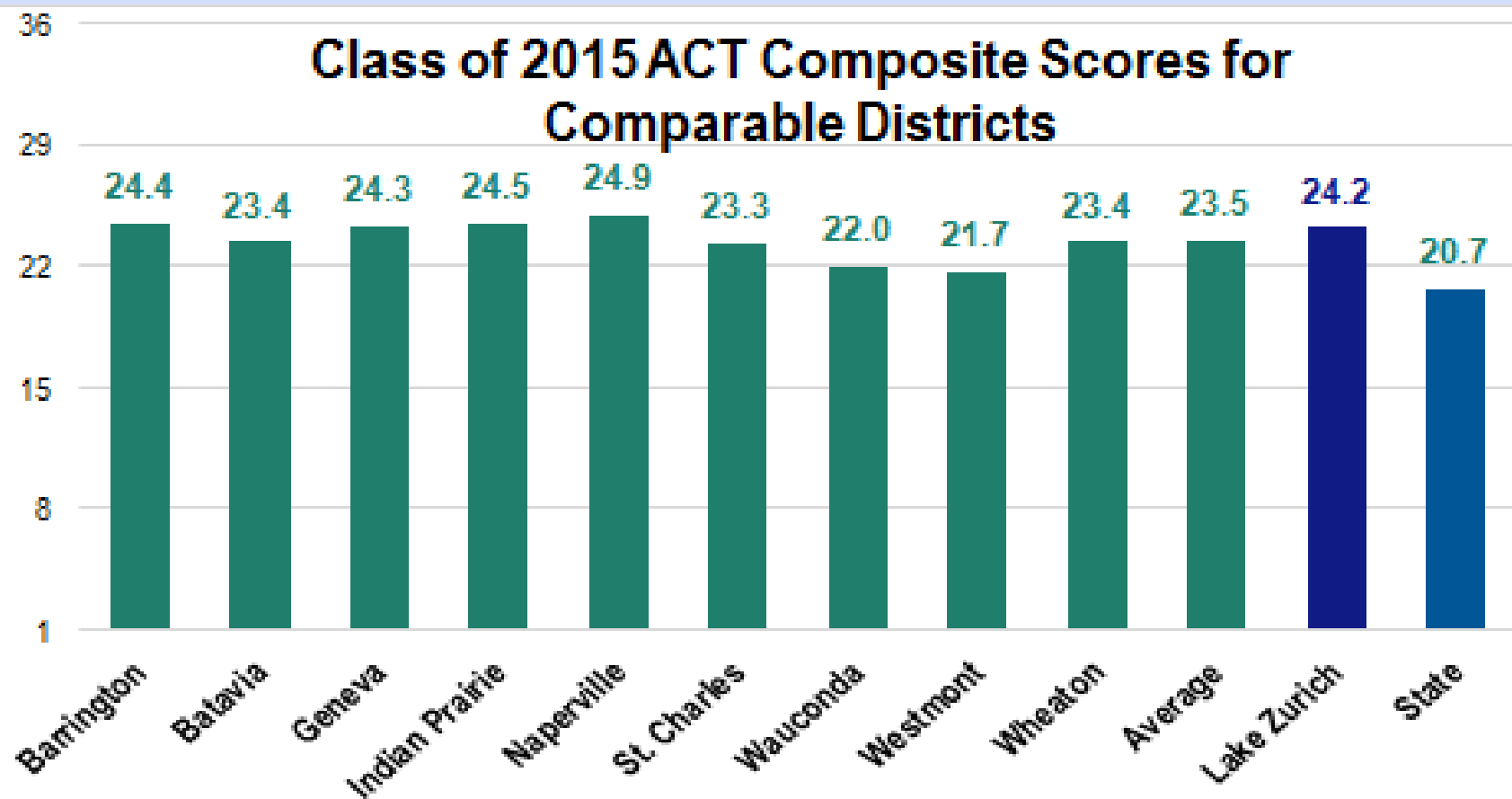
ACT
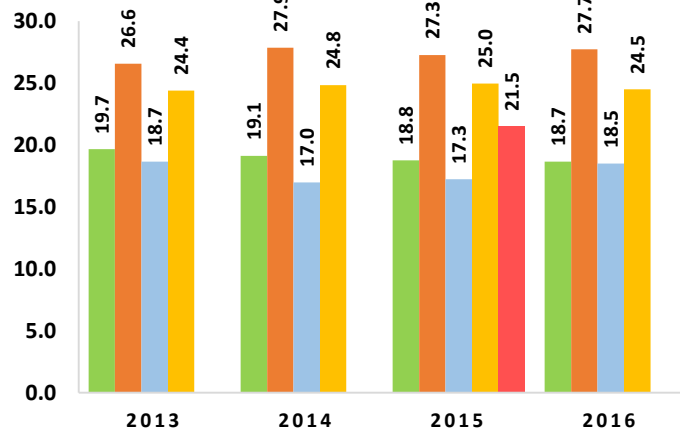
ACT

Low SES

	2013	2014	2015	2016
N	24.6	24.8	25.2	24.7
Y	19.9	20.5	21.6	20.8

GENDER

	2013	2014	2015	2016
Male	24.1	24.7	24.7	23.5
Female	24.3	24.4	24.7	25.1

Advanced Placement

of Students Taking AP Exams & # of Exams Taken

Year	# of Students Taking AP Exams	# of Exams Taken
2012	371	677
2013	502	883
2014	475	906
2015	432	844
2016	569	1000
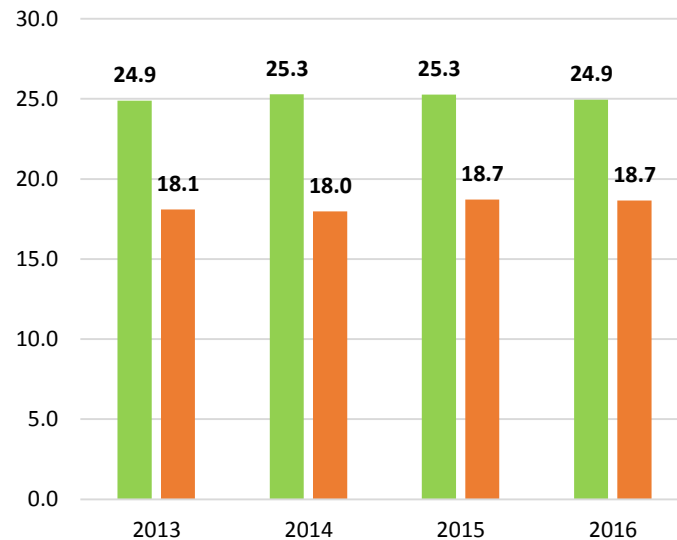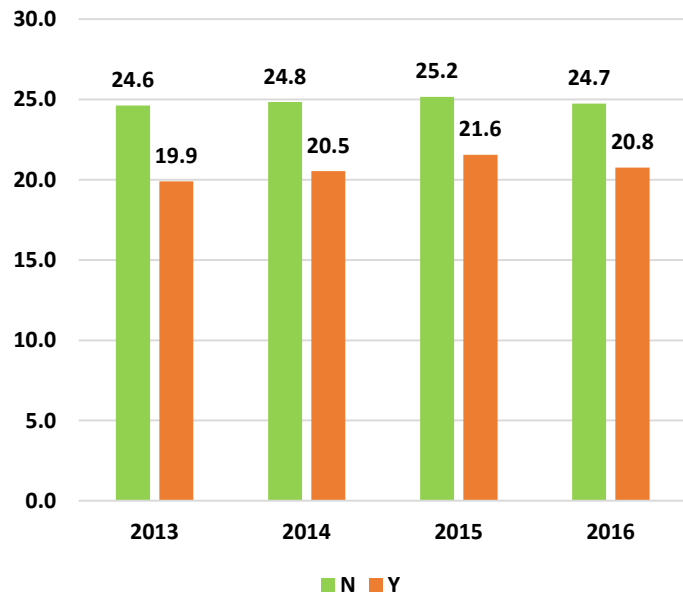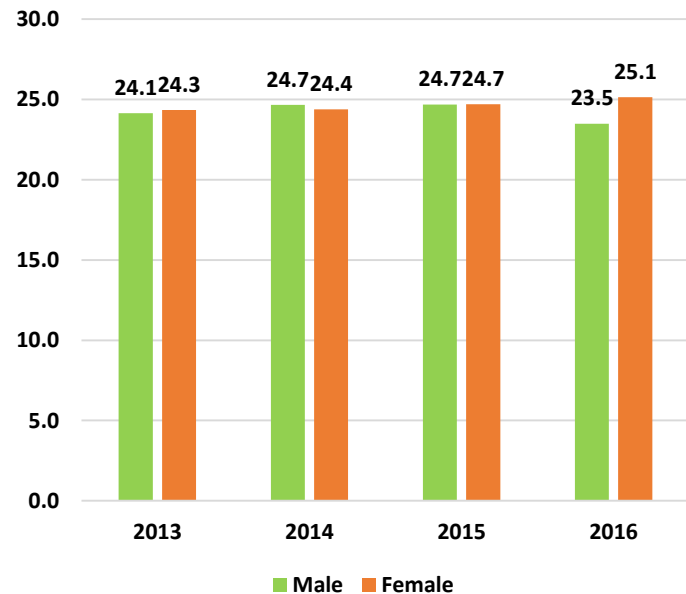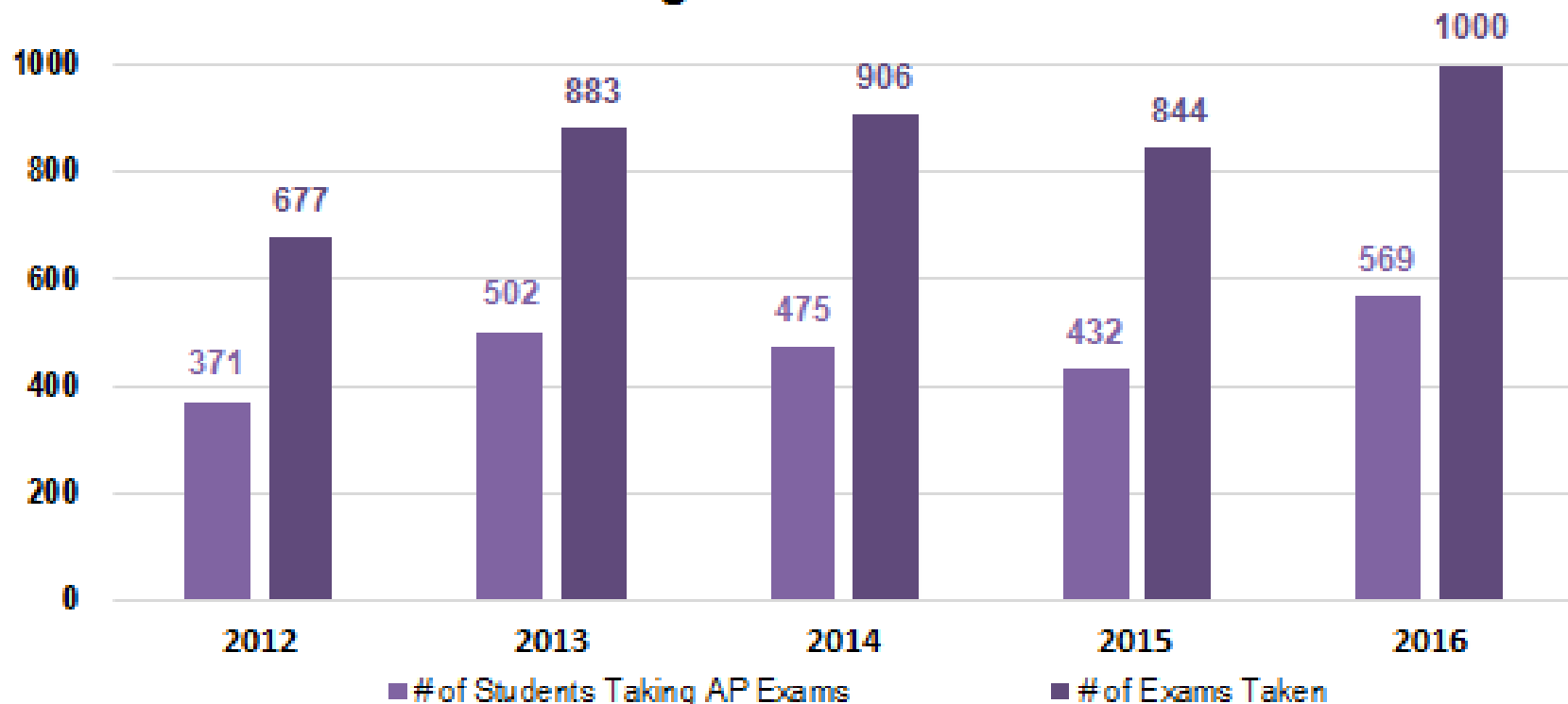
Advanced Placement

Number of AP Tests Taken by Department
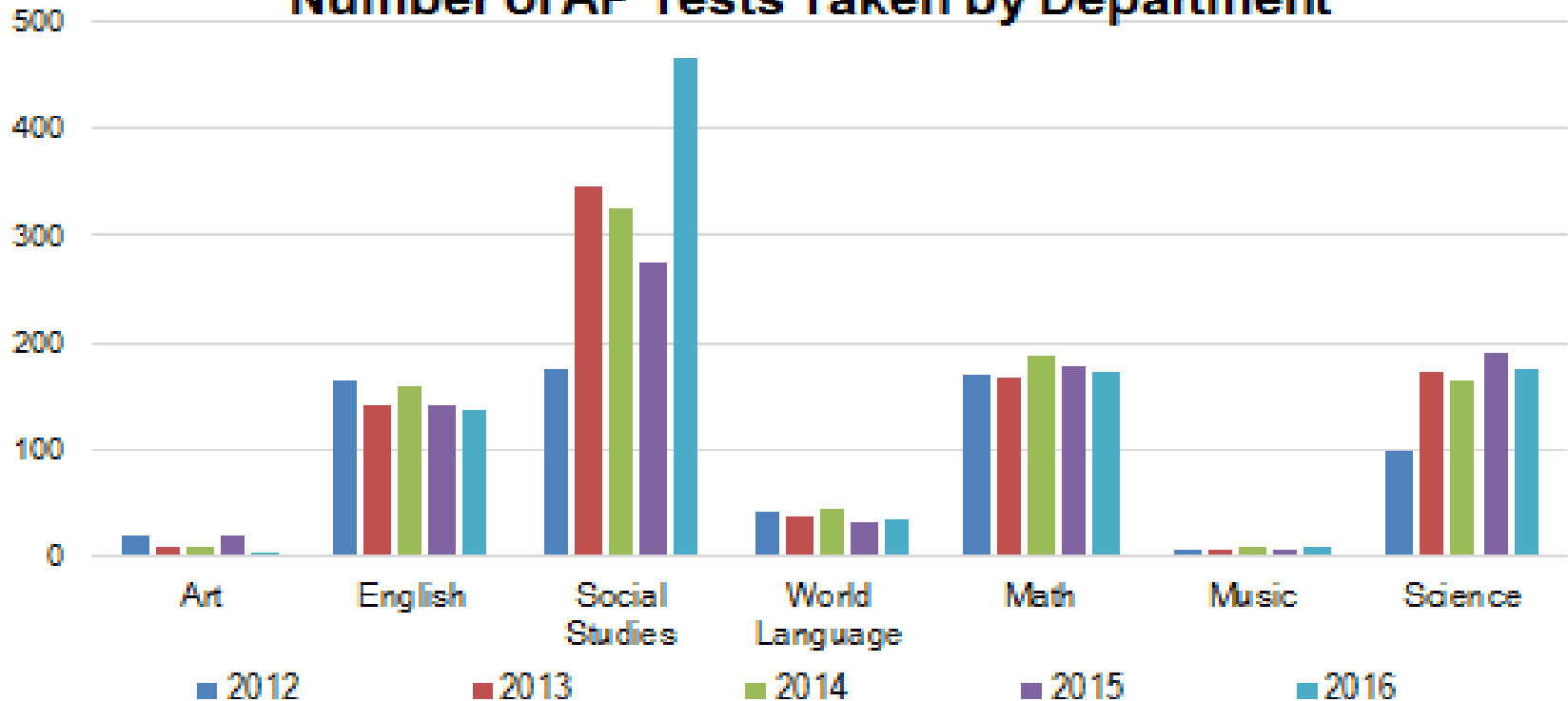
Advanced Placement

% of Total AP Test-Taking Students with Scores 3+

Year	LZHS	Illinois	Global
2012	91.4	67.2	61.5
2013	88.8	66.3	60.9
2014	90.1	65.8	61.3
2015	91.4	65.8	60.7
2016	86.6	66.0	60.2

Advanced Placement

% of Students Passing One or More AP Test
(combines participation and performance levels)

2012	2013	2014	2015	2016
15.9	21.3	20.8	19.6	24.9
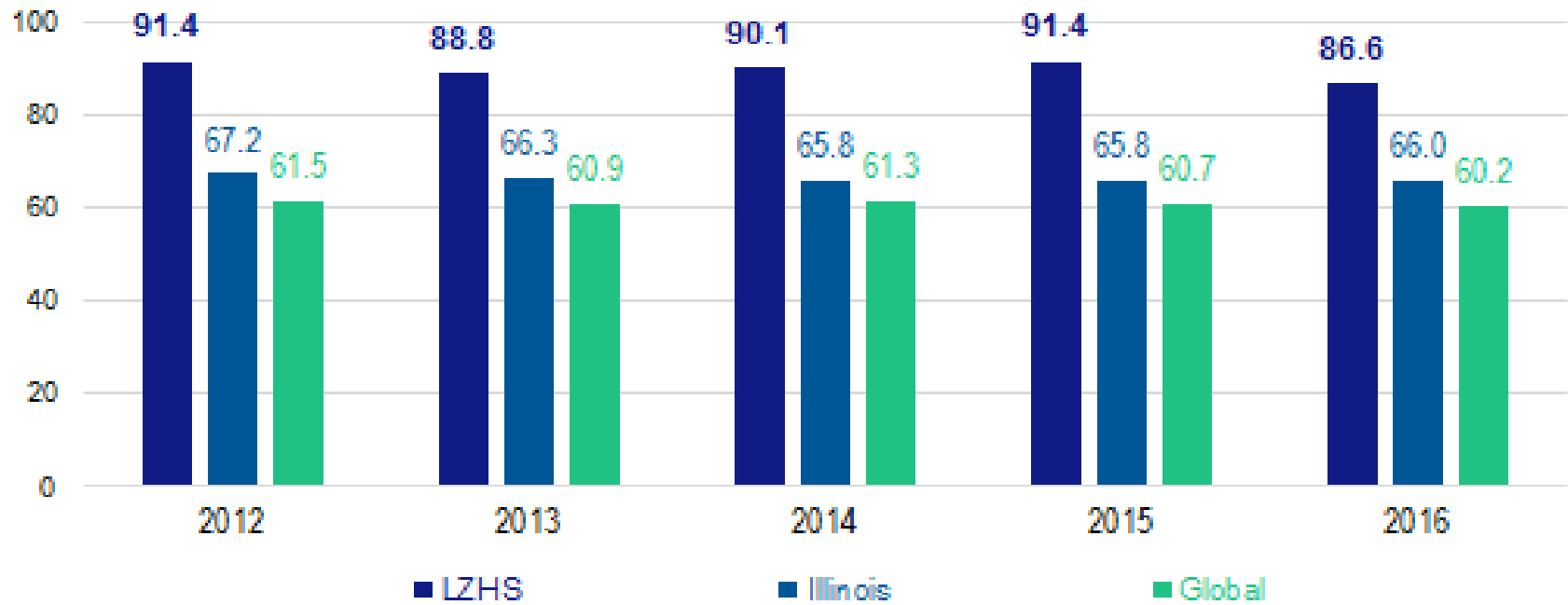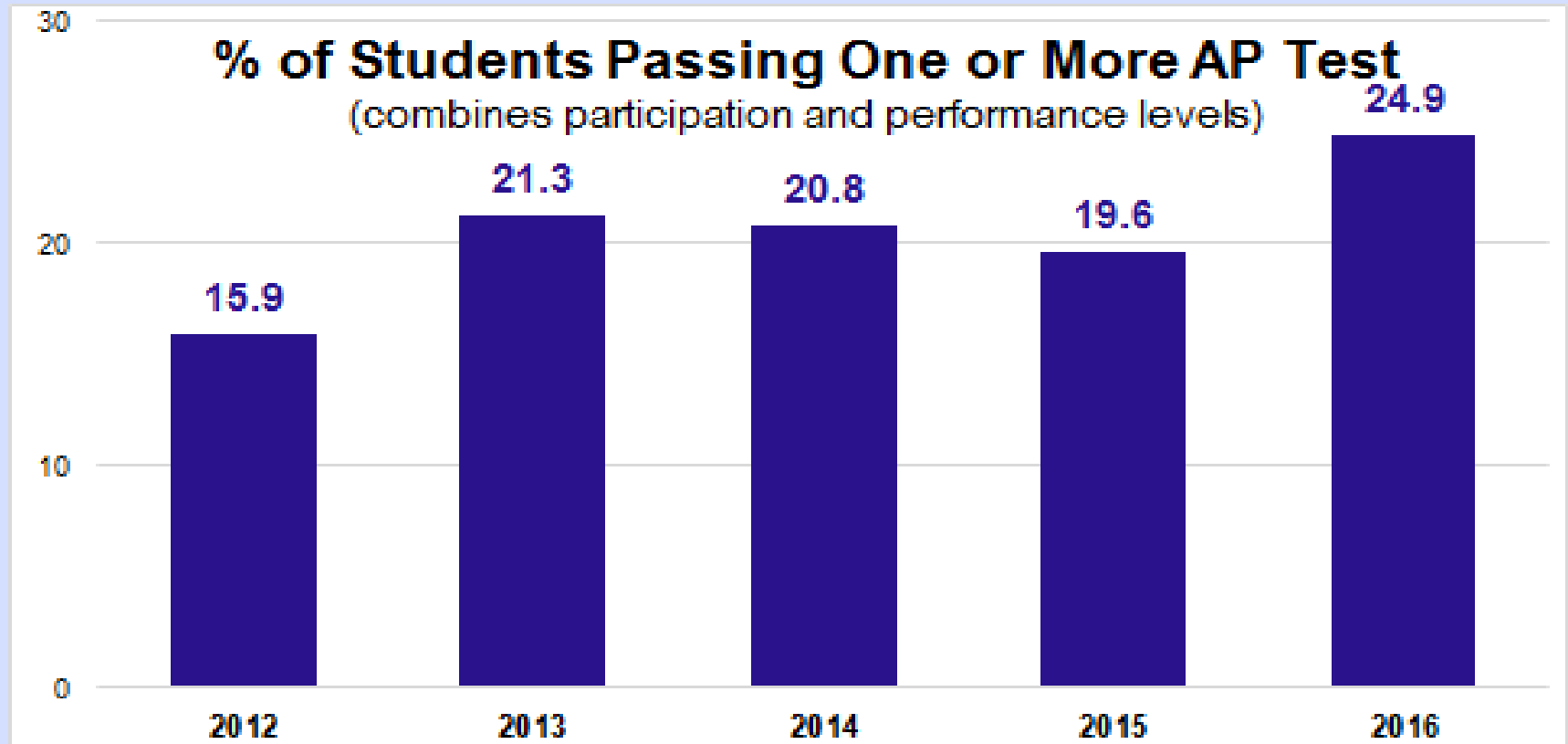
Report cards
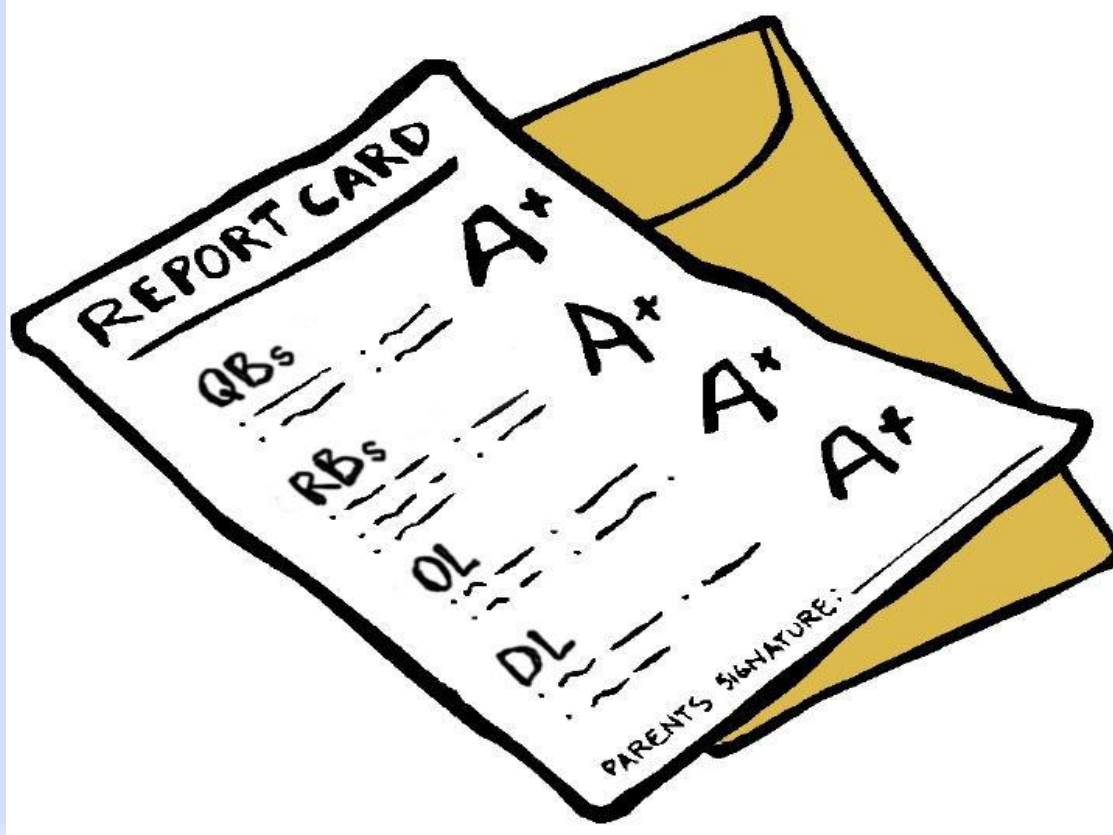
We know who we serve...

The next question is…

Who are the people that support

student learning?

Who are our staff?

Certified Staff Information - Summary

High School	132.7
Middle Schools	116.2
Elementary Schools	176.5
District (Student Support Specialists)	46.2
Total	471.6*

* FTE (Full Time Equivalents)

Our 471.6 FTE is staffed by 483 Staff Members

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Community Engagement & Strategic Planning

High School

Regular Education Teachers	103.1
Special Education Teachers	16.0
Case Managers	2.0
Instructional Technology Coaches	1.6
Reading Specialists	2.0
Counselors	7.0
Media Specialists	1.0
Total High School	**132.7**

Middle Schools

Regular Education Teachers	90.2
Special Education Teacher	18.0
Instructional Technology Coaches	2.0
Reading Specialists	2.0
Counselors	2.0
Media Specialists	2.0
Total Middle School	**116.2**

Elementary Schools

Regular Education Teachers	113.8
Special Education Teacher	15.0
Instructional Technology Coaches	3.0
Reading Specialists	14.7
Media Specialists	5.0
Gifted Specialists	5.0
Bilingual/ELL Specialists	15.0
Instructional Coaches	5.0
Total Elementary School	**176.5**

District (Student Support Specialists)

Certified School Nurses	3.0
Physical Therapists	1.4
Phycologists	6.0
Social Workers	14.8
Adaptive PE	2.0
Early Childhool Teachers	3.0
Hearing Itinerant	1.0
Occupational Therapists	3.8
Vocational Coordinator	1.0
Speech & Language Pathologists	10.2
Total District	**46.2**

Certified Staff Professional Education

- Bachelors (67)
- Masters - Masters+45 (227)
- Masters + 60 (189)

14%
47%
39%
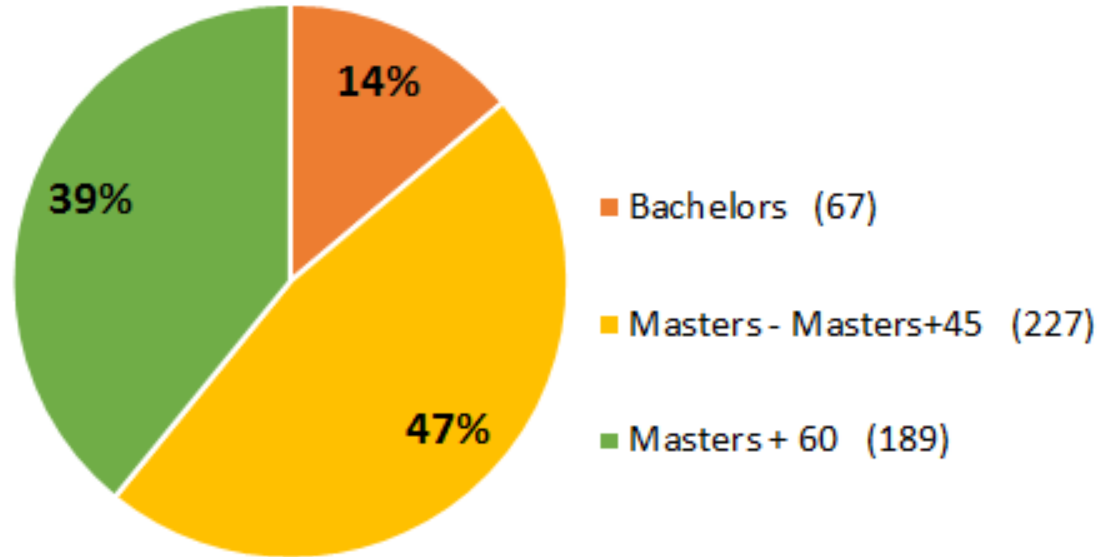
Certified Staff Professional Experience in District 95

.6%

17.8%

39.8%

- 0 - 9 years (192)
- 10-19 years (202)
- 20-29 years (86)
- 30+ years (3)

41.8%
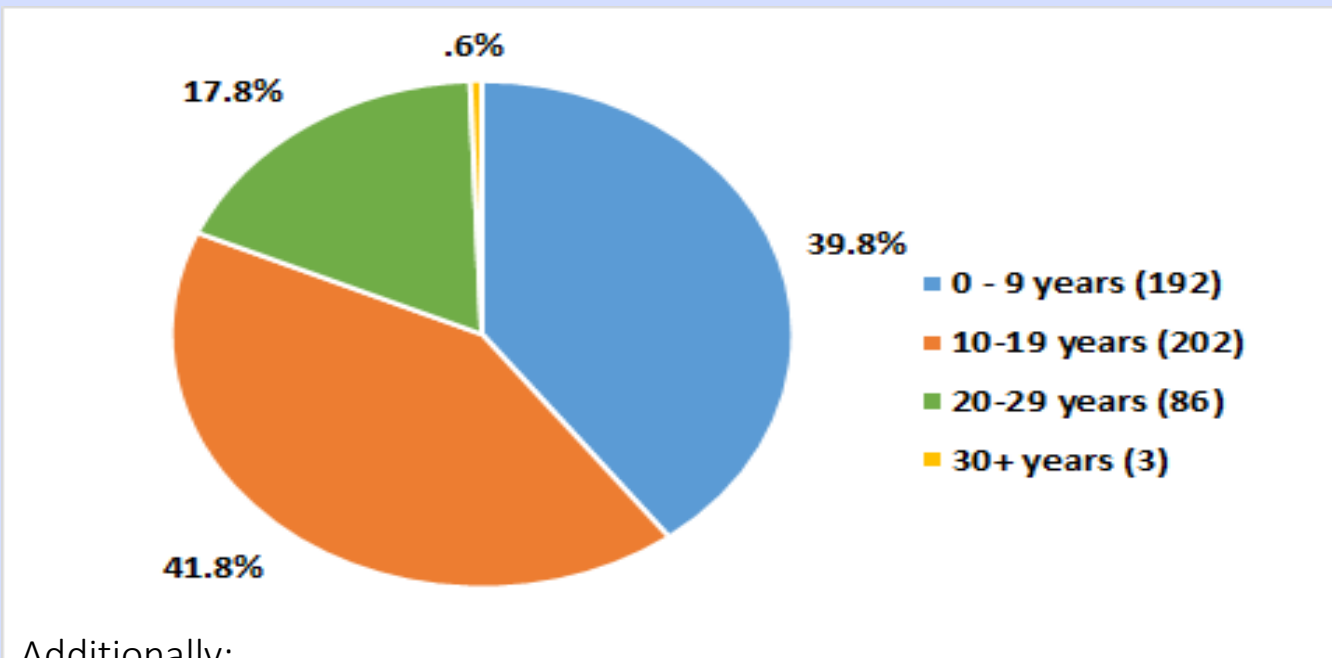
Additionally:

59.4% of current staff have completed Skillful Teaching C

9 staff members have National Board Certification

Teacher Retention in District
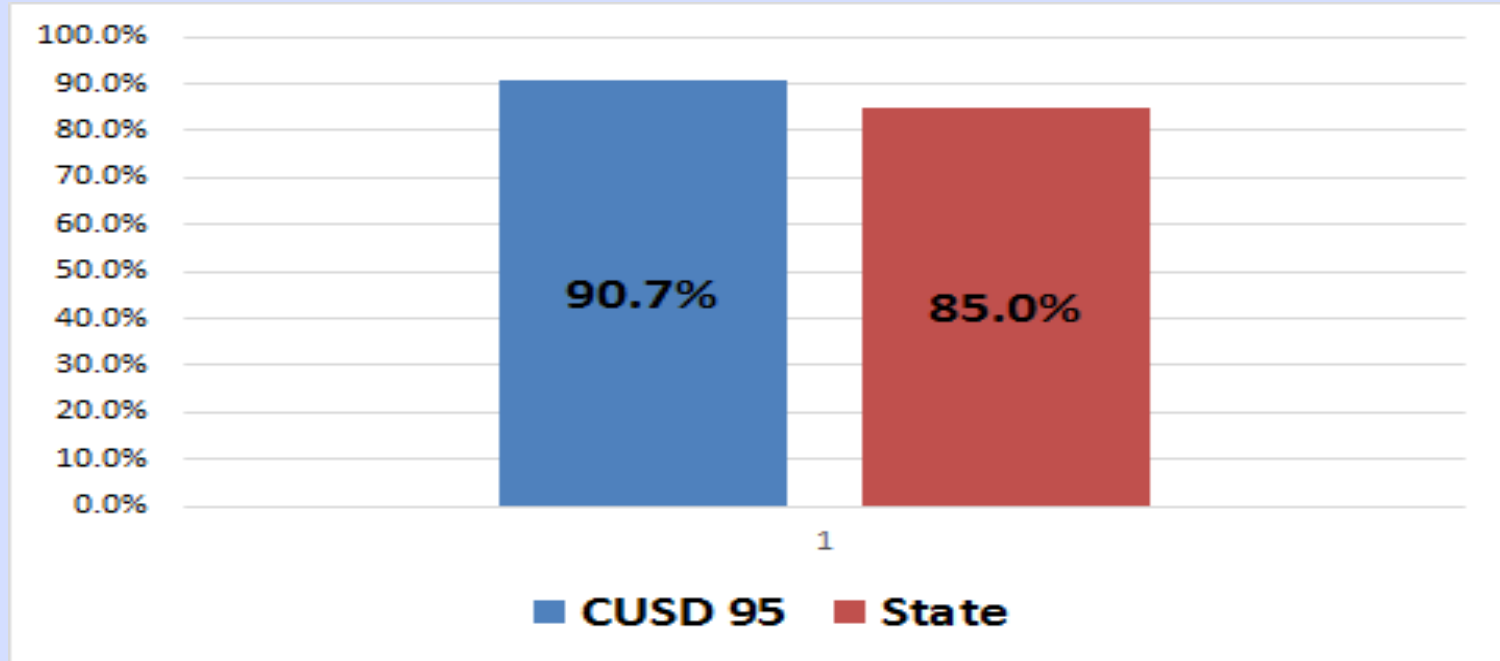
From ISBE report card (2015)

Average Teacher salary

District	Salary
Lake Zurich 95	71,223
Barrington 220	78,692
Batavia 101	73,326
Geneva 304	69,734
Indian Prairie 204	64,997
Naperville 203	70,084
St. Charles 303	63,082
Wauconda 118	74,393
Westmont 201	82,718
Wheaton 200	73,350

From ISBE report card (2015)

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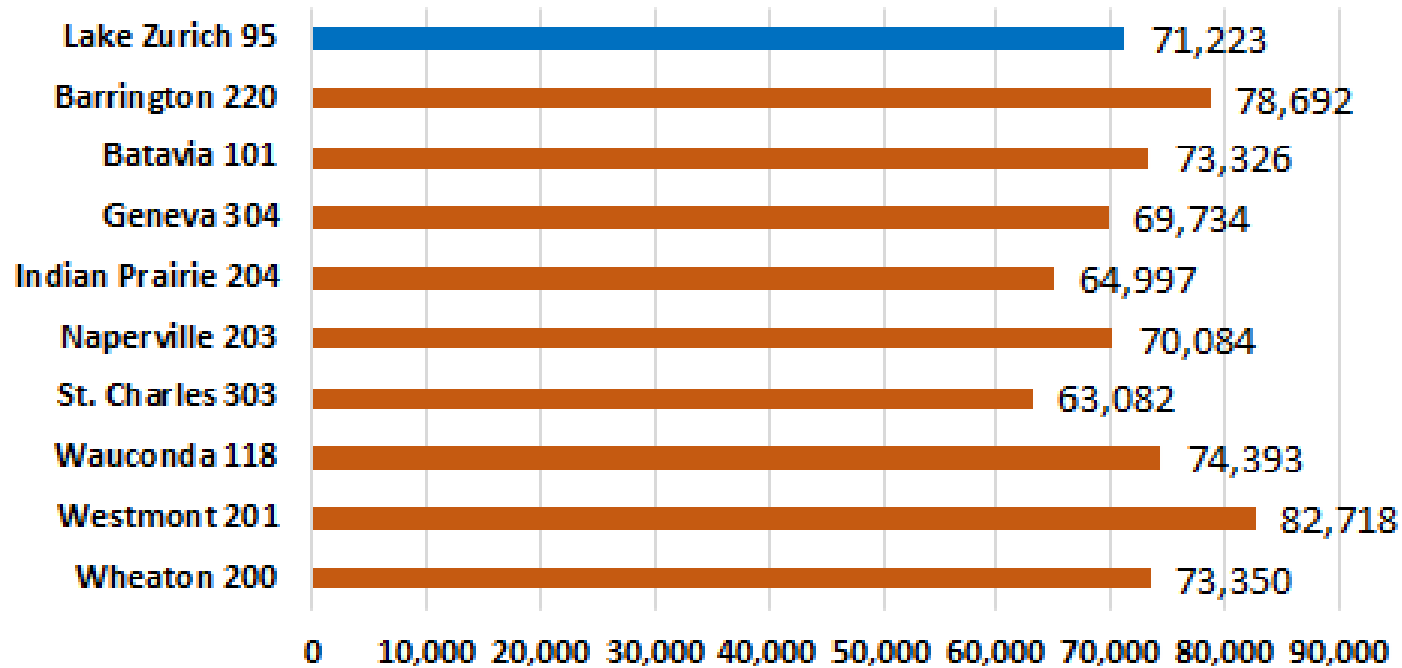
Certified Staff Evaluation

Tenured staff formally evaluated every two years

Non-tenured staff evaluated annually

- 70% based on practice (Charlotte Danielson model)
    - 4 Domains with multiple components per domain
    - At least two classroom observation per cycle
    - Excellent, Proficient, Needs Improvement, Unsatisfactory are ratings

- 30% based on student growth (new in 2016-17)
    - Two assessments (one in 2016-17)
    - Teacher and admin identify how much students should grow
    - % that meet growth targets determine rating for this portion of evaluation

TEACHER EVALUATION

- % Excellent
- % Proficient
- % Needs Improvement
- % Unsatisfactory

	2012/13	2013/14	2014/15	2015/16
% Excellent	30.7%	36.0%	48.6%	45.5%
% Proficient	68.2%	61.4%	49.6%	54.5%
% Needs Improvement	0.4%	2.6%	1.8%	0.0%
% Unsatisfactory	0.7%	0.0%	0.0%	0.0%

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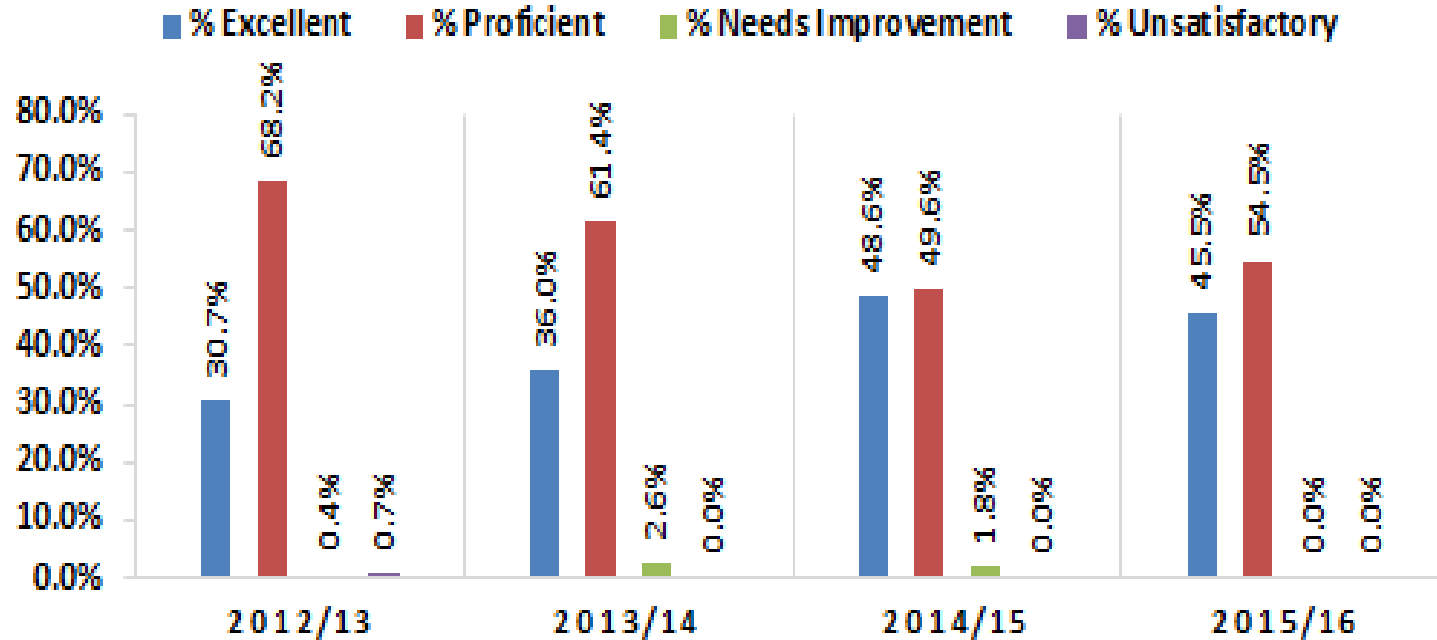
Learning Walk Data

May 2015	October 2015

- 131 Classrooms were observed

  52 recordings of Mastery Learning Objective being stated, written, and/or connected to the learning activity were made

  40% of observations

- 142 Classrooms were observed

  87 recordings of Mastery Learning Objective being stated, written, and/or connected to the learning activity were made

  61% of observations

Administrative Leadership

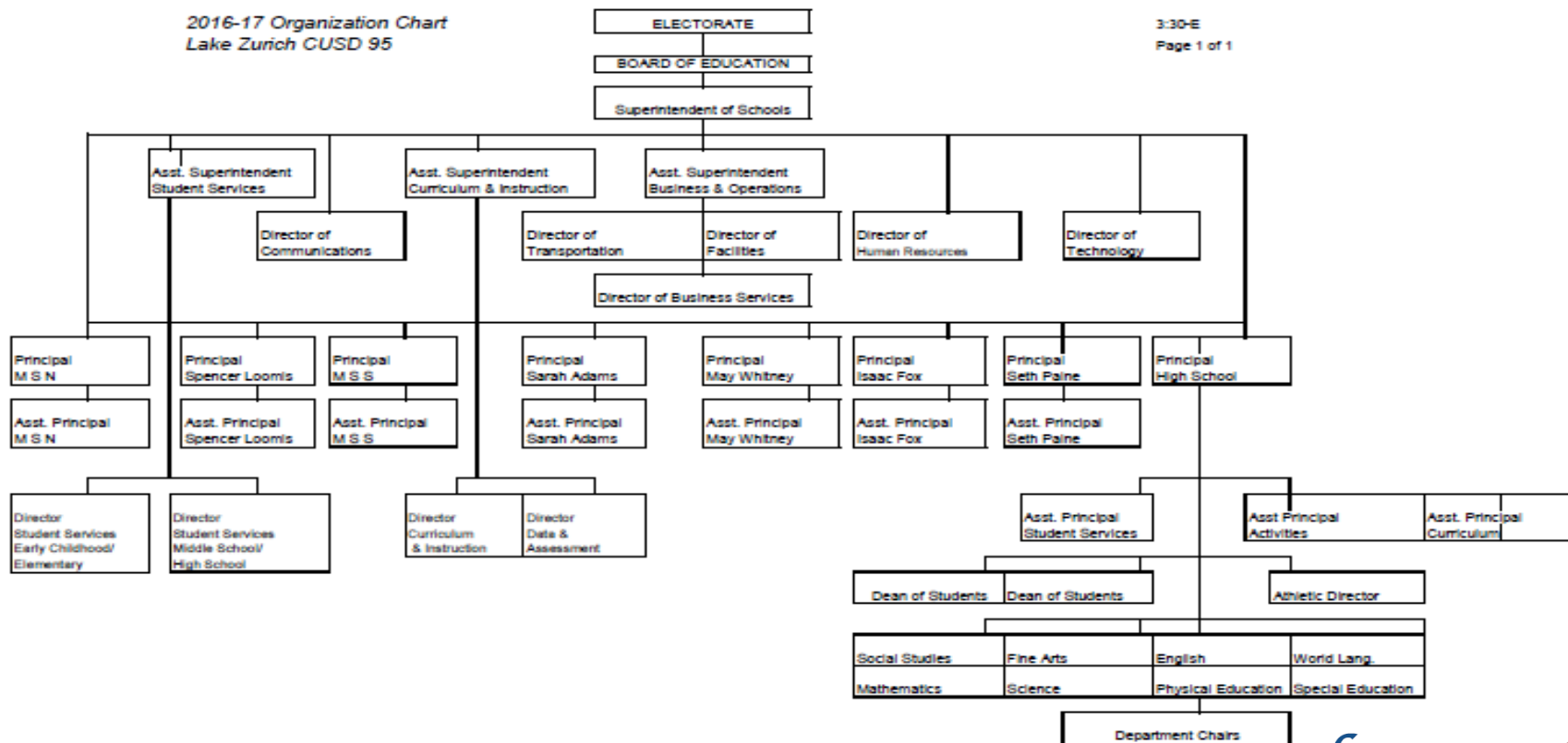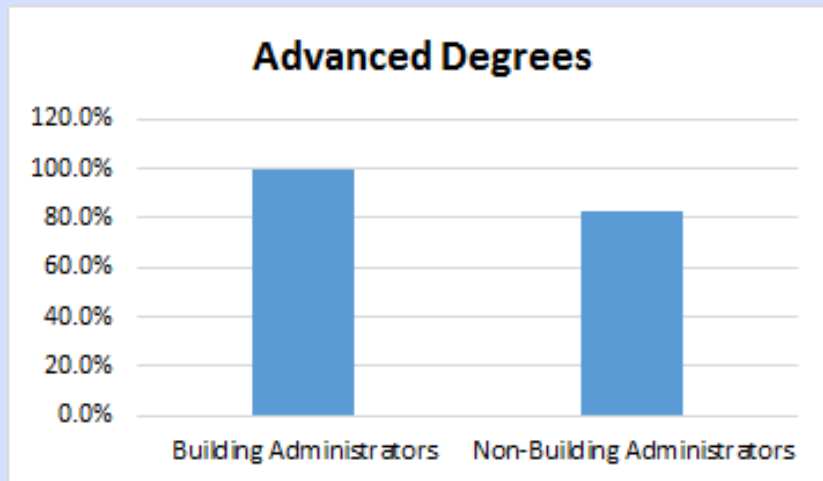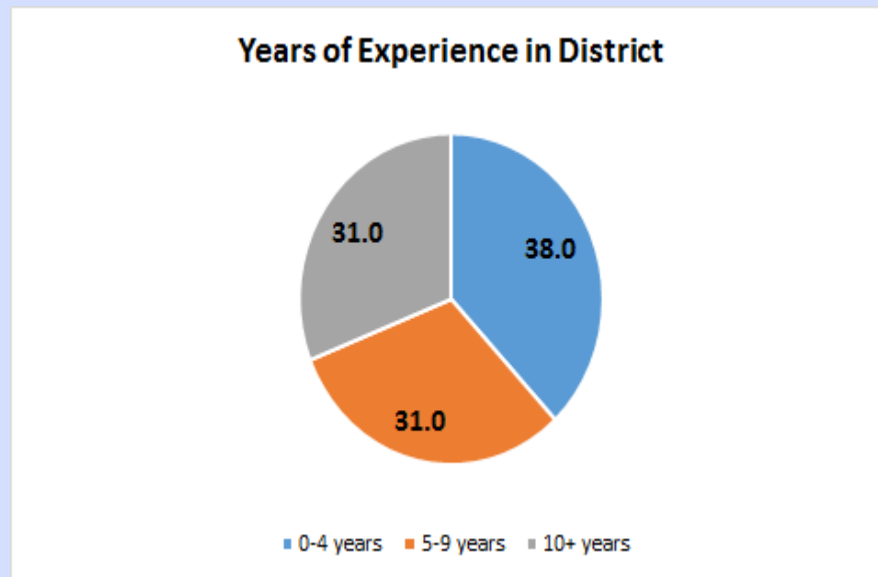2016-17 Organization Chart
Lake Zurich CUSD 95

3:30-E
Page 1 of 1

ELECTORATE

BOARD OF EDUCATION

Superintendent of Schools

Asst. Superintendent Student Services

Asst. Superintendent Curriculum & Instruction

Asst. Superintendent Business & Operations

Director of Communications

Director of Transportation

Director of Facilities

Director of Human Resources

Director of Technology

Director of Business Services

Principal M S N

Principal Spencer Loomis

Principal M S S

Principal Sarah Adams

Principal May Whitney

Principal Isaac Fox

Principal Seth Paine

Principal High School

Asst. Principal M S N

Asst. Principal Spencer Loomis

Asst. Principal M S S

Asst. Principal Sarah Adams

Asst. Principal May Whitney

Asst. Principal Isaac Fox

Asst. Principal Seth Paine

Director Student Services Early Childhood/ Elementary

Director Student Services Middle School/ High School

Director Curriculum & Instruction

Director Data & Assessment

Asst. Principal Student Services

Asst Principal Activities

Asst. Principal Curriculum

Dean of Students

Dean of Students

Athletic Director

Social Studies

Fine Arts

English

World Lang.

Mathematics
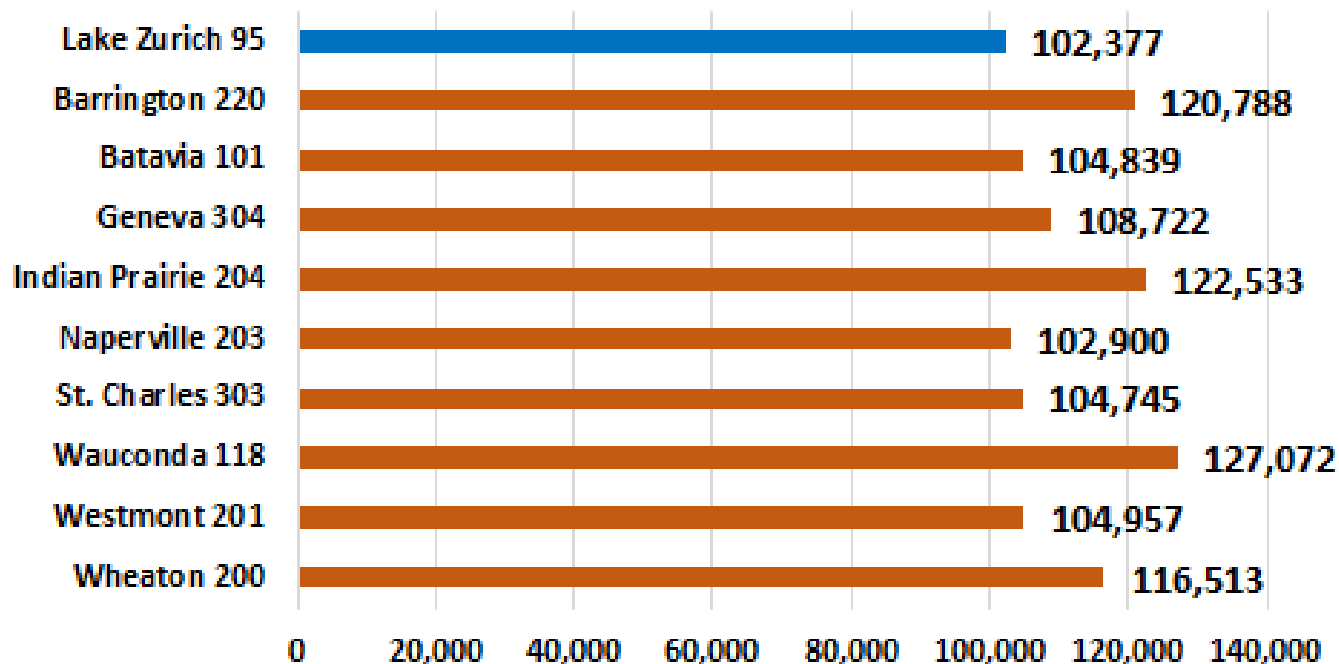
Science

Physical Education

Special Education

Department Chairs

Sept.-16

Administrative Staff Education & Experience

Analyzing Teaching for Student Results

Average Administrator salary

District	Salary
Lake Zurich 95	102,377
Barrington 220	120,788
Batavia 101	104,839
Geneva 304	108,722
Indian Prairie 204	122,533
Naperville 203	102,900
St. Charles 303	104,745
Wauconda 118	127,072
Westmont 201	104,957
Wheaton 200	116,513

From ISBE report card (2015)

Administrative Staff Evaluation

All administrators are evaluated annually.

Building leaders evaluated on professional practice and attainment of goals based on the Illinois Performance Standards for School Leaders
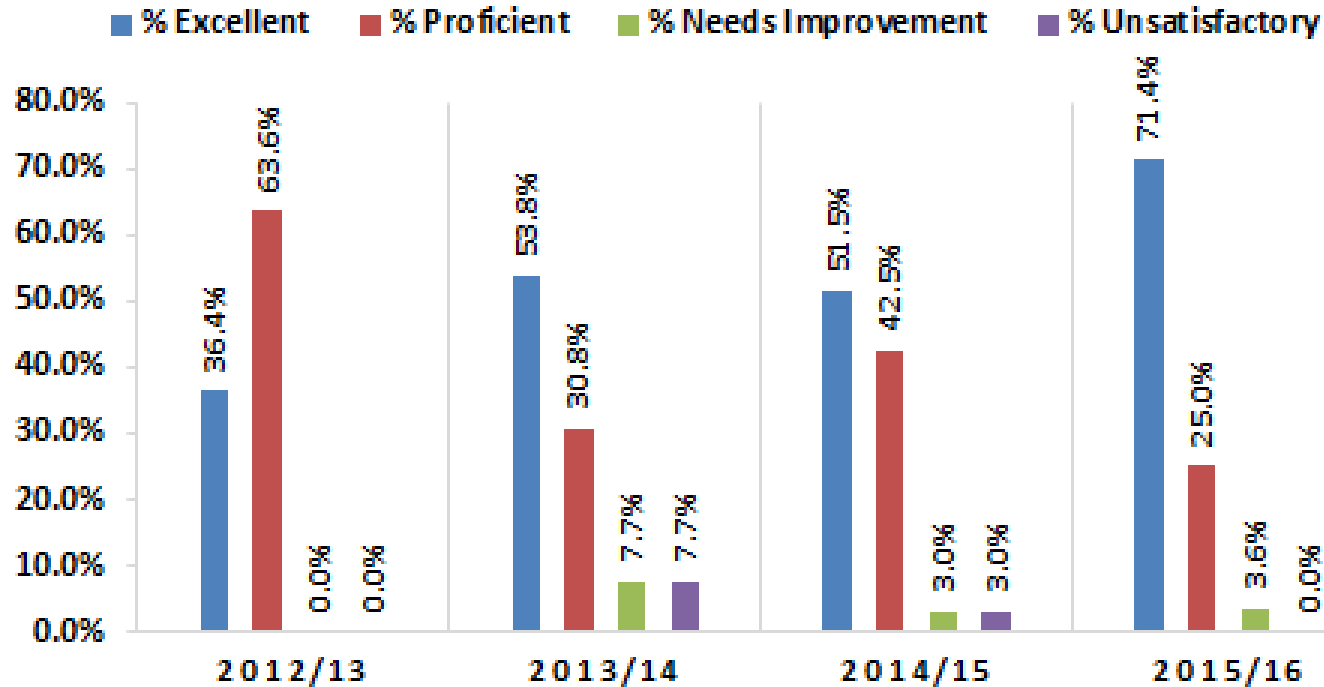
*50% of evaluation rating based on professional practice

*20% of evaluation rating based on attainment of professional practice goals

*30% of evaluation rating based on student growth measures

Excellent, Proficient, Needs Improvement, Unsatisfactory are ratings

District 95 Support Staff

10 Month Educational Support Personnel   203 people

(admin support, parapros, playground/lunch supervisors, bus drivers, health office)

11 Month Educational Support Personnel   9 people

(school main office support staff)

12 Month Educational Support Personnel   53 people

(admin support, tech, maintenance, business, HR, curriculum, student services)
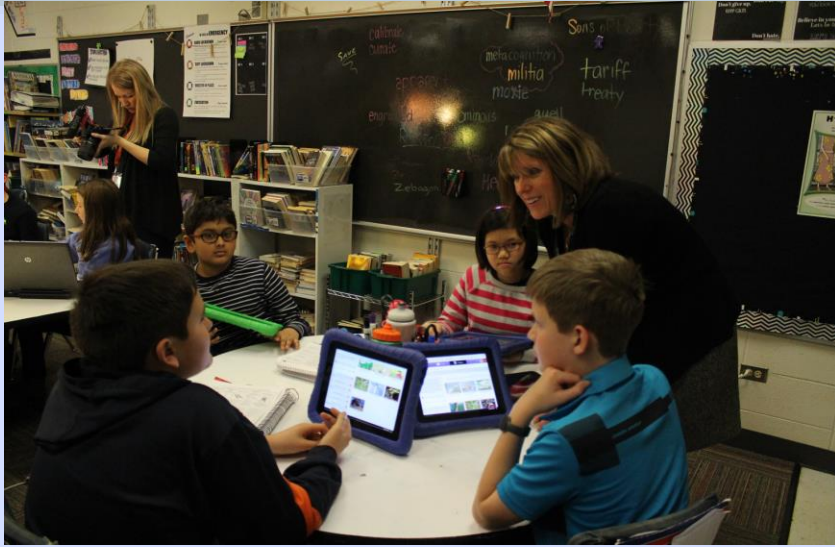
"Education is our passport to the future, for tomorrow belongs to the people who prepare for it today"

~Malcolm X

Defining success for our students and staff defines our own future.

We must constantly examine if how we define student and staff success is consistent with our shared mission and values.

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