



LAKE ZURICH COMMUNITY UNIT  
**School District 95**

*Empower every learner to achieve personal excellence.*

**From Superintendent Dr. Kaine Osburn,**



As Superintendent of District 95 schools, I work every day to make all residents proud of the district's service to the community. I do that by always focusing on our Mission, Vision, and Values, adopted as they were through a community engagement process in 2016 that

included input from hundreds and hundreds of community members.

Most important is our Mission, to "Empower every learner to achieve personal excellence." When I focus on how I can empower staff and students to do their best in whatever they do, I am working in the right direction. And when I anchor those decisions in our values – Collaboration, Continuous Improvement, Equity, High Expectations, Perseverance, Integrity, and Respect – I know I am living a life of service to our community.

Our Mission and Values inspired me this last year as we pursued the community's commitment to better schools for our students' future. In March, that commitment came through when 67% of voters approved a referendum to issue bonds to support facilities improvements that will last a generation and more. The \$77.6 million in bonds we will issue in the next three years will be the foundation for more than \$112 million in upgrades providing 21st Century learning spaces across our district. You can find out more inside this newsletter and at our website [www.lz95.org](http://www.lz95.org). I encourage you to follow our progress as it represents our commitment to you.

When you look inside this issue and see what we are striving for and accomplishing, I know you will agree that you can be proud of how the district fulfills its mission and lives its values on a daily basis. If you ever have any questions you can always email me at [kaine.osburn@lz95.org](mailto:kaine.osburn@lz95.org) or follow me on Twitter @KaineOsburnD95.



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## DISTRICT 95:

### A Great Value for a Great Education



### Academics

Lake Zurich Community Unit School District 95 operates 8 schools that serve over 5600 students from the villages of Lake Zurich, Hawthorn Woods, Kildeer, Deer Park, North Barrington, and unincorporated Lake County.

Our district consistently ranks in the top ten percent of districts in Illinois as determined by external rating entities such as *Niche.com*, *U.S. News and World Report* and the like. Our ultimate goal academically is to prepare students for success in college or a career. In those terms\*,

- On standardized assessments, District 95's benchmark group districts perform among the **top 10%** of districts in the state and we are regularly in the top half of this group;
- More than 40% of our middle school students complete Algebra I successfully, preparing them for **advanced mathematics** in high school;
- More than 50% of the 2018 graduating class completed an **Advanced Placement** course; and
- Over 80% of 2017 Lake Zurich High School graduates demonstrated **college readiness**;
- The Class of 2018 had a **98% graduation rate**.

\*The above information is derived from the 2016-17 Illinois School Report Card (<https://illinoisreportcard.com>) or D95 internal data.

### Fiscal Responsibility

And our academic success is provided at an affordable cost to taxpayers. While Lake Zurich Community Unit School District 95 ranks 14th in per pupil spending among Lake County schools districts, it has the 6th lowest tax rate of any school district in the county\*\*. This represents an excellent value for high academic performance and for the extra-curricular activities offered (see pages 6 and 7 for examples).

Additionally, District 95 finances are enviable. The district has a "AAA" bond rating from Standard and Poor's rating agency, making it one of fewer than 100 (from nearly 14,000) school districts in the country to have such a strong bond rating. This is because the District has healthy reserves – some of which can be used to lower the amount of the recent referendum – a track record of fiscal conservatism, and a commitment to balanced budgets. The overall result is lower borrowing costs, which means less burden on taxpayers over the long term.

\*\*This specific data is from a Daily Herald Analysis (4/19/17) or from D95 internal analysis.

# REFERENDUM PASSES:

## An Inspiring Future

### Thank you to Our Community

On March 20th, 2018, thanks to the overwhelming support of our voters, the future for District 95 students, staff, and community is inspiring. More than 67% of voters supported the District issuing \$77.6 million in bonds to fund facility improvements. *[Please note, the decrease in bond payments for District 95 will not be reflected on your tax bill until 2021.]* From air conditioning, to renovated libraries, to a new May Whitney and more, the everyday learning environments will be transformed to better empower students and staff to achieve personal excellence.

### What's Next?

In the spring, criteria were adopted for developing an implementation schedule: Quality, Cost, Expense Schedule, Bond Issuance Schedule, Capacity, and Community. These criteria were used to develop a specific construction timeline for the projects, which was brought before the Board of Education in May.

### Projected Timeline and Highlights

The following are only selected highlights by school year and focus on actual construction work projected for completion. The full timeline includes when the design work will take place and can be accessed on our website at [www.lz95.org](http://www.lz95.org) under the "Initiatives" menu.



## STRATEGIC INITIATIVES:

### The Year in Review & A Look Ahead

#### GOAL 1

Maximize every student's growth and achievement of personal excellence.

#### GOAL 2

Recruit, develop, and retain innovative staff who embrace collaboration and continuous improvement.

#### GOAL 3

Engage families and community partnerships to ensure student success.

#### GOAL 4

Prioritize resources to achieve the district's mission, vision, and goals.



In 2016, the District underwent an important community engagement and strategic planning process that we called "Forward95". The *Forward95* Strategic Plan was adopted by the Board of Education in Spring 2017. It identifies our Mission, Vision, Values, Goals, and Strategies. Underneath the Goals and Strategies, our administrative team identified Action Plans that guide our work for the next 5 years.

#### Here are some of the highlights from the Action Plans that launched in 2017-18:

- 1 | Facilities** Develop and implement facility designs that support the teaching and learning of 21st century skills.
  - ✓ May Whitney Committee convened – visions for space, school visits, needs confirmed
  - ✓ May Whitney stakeholders – students, staff, parents – convened
- 2 | Capital Financing** Collaborate with community on long-term capital investments that promote student and District success.
  - ✓ Community Engagement Sessions (Fall and Spring) Conducted
  - ✓ March, 2018 Referendum Approved (67%)
- 3 | Curriculum Development** Develop a rigorous K-12 curricula that provides students with meaningful learning experiences and the skills necessary for success in 21st century learning and work environments.
  - ✓ Literacy and Math Curricula completed, June 2018
  - ✓ Middle School Science Pilot Resource (*Stemscopes*) Adopted
  - ✓ Research/Professional Learning for steering committee for each content area
- 4 | HS Grading** Develop shared assessment and grading practices grounded in research and best practices.
  - ✓ HS Grading Steering Committee established by June 2017
  - ✓ Steering Committee recommended improvements (Elimination of 40% weighted quarter grade)
- 5 | Full Day Kindergarten** Implement Full-Day Kindergarten at all District 95 elementary schools.
  - ✓ Hire additional staff
  - ✓ Implement new resources for Purposeful Play and Social Emotional Learning (SEL)
  - ✓ Develop kindergarten standards based report card



## 6 | K-8 Grading (professional learning and development)

Develop common grading practices and reporting structures for K-8 content areas.

- ✓ Investigate grading practices to promote learning
- ✓ Examine the 6-8 Math Department's work on grading practices

## 7 | PLCs (K-5) Establish and sustain Professional Learning

Community practices that enhance collaboration, continuous improvement, and student learning.

- ✓ Develop Implementation Plan to support the development of effective PLCs
- ✓ Provide training to elementary team leaders
- ✓ Begin Phase 2 - middle school team leaders trained June & July

## 8 | Employee Engagement Implement shared best practices that maximize staff member engagement and job satisfaction.

- ✓ Identify the elements and practices of a culture that increase and maintain positive staff morale.
- ✓ Conduct a survey for all staff to identify areas of concern and seek feedback based on best practices.

## 9 | Social Emotional Learning (SEL) Integrate SEL programming with other existing initiatives, including academic improvement, at the school and district levels.

- ✓ Establish shared understanding and vision
- ✓ Create SEL Vision Statement and consensus on common language
- ✓ Identify ideal state
- ✓ Identify district-wide social emotional learning priorities
- ✓ Determine data to be collected
- ✓ Identify tools/processes to measure and monitor impact of SEL implementation
- ✓ Kindergarten pilot

## 10 | Community & Business Partnerships Implement partnerships with community organizations and businesses that establish authentic learning and/or service opportunities beyond the traditional classroom.

- ✓ Identify best practices that create authentic learning experiences that connect District 95 learning to career learning
- ✓ Survey staff to measure current number of partnerships and identify needs

## In 2018-19 the following Action Plans will begin or continue:

- 1 | **Curriculum Development** (ongoing)
- 2 | **PLCs (Grades 6-8)** (ongoing)
- 3 | **Facility Design and Development/Construction** (ongoing)
- 4 | **K-8 Grading** (ongoing)
- 5 | **Employee Engagement** (ongoing)
- 6 | **Community & Business Partnerships** (ongoing)
- 7 | **High School Grading** (ongoing)
- 8 | **Social Emotional Learning (SEL)** (ongoing)
- 9 | **Classroom Furniture Kit** Identify classroom furniture and design to support 21st Century learning.
- 10 | **Boundaries** *Due to the referendum approved construction of a new May Whitney and installation of air conditioning at every school, the timeline for a boundary change process will be re-assessed during the 2018-19 school year.*
- 11 | **Summer Learning** Develop recommendations for summer learning opportunities that provide students access to personalized learning opportunities.
- 12 | **Culturally Responsive Practices** Staff members recognize the knowledge and value students bring from their cultures and background in order to build on students' strengths and deepen student engagement and learning.
- 13 | **Staff Evaluation (ESPs)** Staff members will develop best shared practices for evaluation which provide performance feedback that advances a culture of excellence.
- 14 | **Data System Recommendations/Adoption** Identify and implement a system for collecting, sharing and reporting data that is most important to guiding the improvement of instruction, programming, and collaboration.
- 15 | **New Website** Implement a new district website to engage families and community to help promote student and district success.
- 16 | **Evaluate Mobile Learning Initiative (MLI) (Grades 6-12)** Evaluate the Grade 6-12 MLI for its academic, social, and financial impact and make recommendations for the future.

# STUDENT ENGAGEMENT

Part of a well-rounded education includes a healthy involvement in the school community. Our students have many opportunities to be involved in a wide variety of activities. Our high school alone offers more than 20 different sports teams and nearly 40 other clubs and activities. Our middle and elementary schools also offer opportunities for student engagement from athletics to drama to STEAM activities.



Here are a few of the STEAM based activities we offer each year to prepare our students for their future endeavors.

## STEAM Summit\*

At the annual STEAM Summit, District 95 families come and explore different STEAM based activities designed for students in grades 3-8. Exploration opportunities are hands-on and led by District 95 staff and community partners.



Examples of activities include Breakout EDU (a tabletop version of an escape room), programming robots like Ollies, cardboard arcade game challenges, and more!

## First Lego League Teams\*\*

Students at all five elementary schools and both middle schools have the opportunity to join in a school-based First Lego League (FLL) team each semester. FLL teams research real-world problems (for example, food safety, natural disasters, etc.) while learning about STEAM concepts, teamwork, creativity, and critical thinking, as they develop a solution.

## Lake Zurich High School Robotics

The Lake Zurich High School robotics teams (“Bearbotics”) compete as part of the FirstRobotics Competition or Vex Robotics, both of which are designed to inspire students’ interest and participation in science and technology, and encourage careers in these fields.

**Real World Partnership** ECHO, Incorporated, of Lake Zurich is a lead sponsor of the robotics program with a \$20,000 donation. Through the ECHO partnership, autonomous mowers are being tested on a high school baseball field. LZHS students will participate in the testing of the autonomous mowers by gathering and analyzing data and assisting in problem-solving.

\*The STEAM summit is jointly funded by District 95 and the District 95 Educational Foundation.

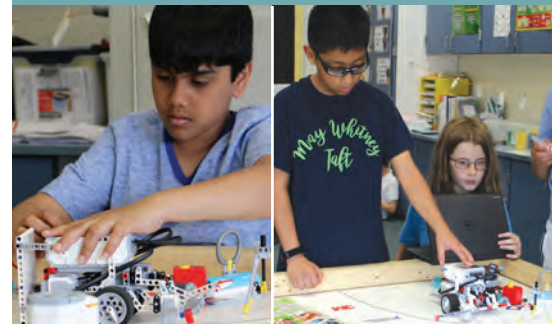
\*\*Initial funding for First Lego Leagues provided by District 95, school PTOs, and the District 95 Educational Foundation.

## PREPARING OUR STUDENTS: STEAM Initiatives

### WHAT IS STEAM?

STEAM is an acronym for Science, Technology, Engineering, Art, and Mathematics. Employers tell us skills in these areas are critical for the work force of the future and we are responding.

Students program a Lego Mindstorms robot to complete a mission related to the challenge.



The Bearbotics team demonstrates the robot’s functionality for the Board of Education.





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**School District 95**

832 S. Rand Rd. • Lake Zurich, IL 60047

*Empower every learner  
to achieve personal  
excellence.*



## The District 95 administration has a new home!

We are now located at 832 S. Rand Rd. You might recognize this space as the former Sears Hardware building, directly across from Walmart. We are pleased to be able to bring our administrative staff together (previously located in 3 separate buildings) while also having a large space for Professional Development for our teachers and support staff.

### LAKE ZURICH COMMUNITY UNIT SCHOOL DISTRICT 95



LAKE ZURICH  
HIGH SCHOOL



MIDDLE SCHOOL  
NORTH



MIDDLE SCHOOL  
SOUTH



ISAAC FOX  
ELEMENTARY



MAY WHITNEY  
ELEMENTARY



SARAH ADAMS  
ELEMENTARY



SETH PAINE  
ELEMENTARY



SPENCER LOOMIS  
ELEMENTARY

Contact District 95 Administration at: [Feedback@lz95.org](mailto:Feedback@lz95.org)

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[@KaineOsburnD95](https://twitter.com/KaineOsburnD95)

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