



# Progress to Plan

## **COVID-19 Impact: React, Recover, Rebuild**

Strategic Plan Update to the Board of Education  
May 17, 2021

# Mission

Empower all learners to:

**Aspire** to reach their highest potential

**Explore** their passions and interests

**Discover** pathways to success

**Connect** with each other,  
the community,  
and the world

# Vision

District 34 will be an inclusive, equitable school system that provides comprehensive, authentic learning experiences to develop the whole child.

# Core Values

District 34's core values guide behaviors, actions and decisions:

***Growth & Aspirations:*** We are forward-focused on the academic and social-emotional growth of students and the professional growth of staff, and on creating the best future for our community.

***Diversity, Inclusion & Equity:*** We embrace and welcome the differences of each member of our community and provide equitable resources to meet the needs of all learners.

***Relationships & Respect:*** We build collaborative, respectful relationships through trust, open communication, and shared responsibility and accountability.

***Stewardship:*** We are diligent stewards of our resources.

# Progress to Plan

## COVID-19 Impact

### **This Is a Dynamic Plan!**

- Brought to light the importance of the mission, vision, values of the plan
- Shifted focus in some goal areas
- Will change timelines for many objectives and tactics

# **Student Success & Well Being**

# Strategy 1

Strategy		Objective/Outcome	2021 Status
1	Redefine student success to open doors for students to explore varied pathways	By the end of the 2019-2020 school year, the district will develop the foundational elements of innovative practices and methodology to be implemented through a detailed plan for 2020 - 2021.	<ul style="list-style-type: none"><li>● Develop comprehensive inquiry academy cohort to include representation from all buildings (2 to 4 per building)</li><li>● Further engage and refine the district inquiry framework</li><li>● Identify the universal access for all subjects and the implementation of inquiry</li></ul>

# Strategy 1

## COVID-19 Impact

- Temporary redesigned inquiry, science and other content areas to match remote/hybrid instructional frameworks
- Identified learning standards and lessons with the greatest impact to ensure alignment with a newly adjusted remote/hybrid Tier I year-long scope & sequence

## Plans for 2021-2022

When regular, in-person school is back in session, revert to full (5 hour) instructional programming



# Strategy 2

Strategy		Objective/Outcome	2021 Status
2	Ensure articulation and programming that facilitates smooth social, emotional, and academic transitions from school to school	By school year 2023-2024, 80% of all stakeholders (parents, staff, and students) will report that students experience a smooth social, emotional and academic transition into kindergarten, 3rd grade and 6th grade.	<ul style="list-style-type: none"><li>• Increase and expand transition activities for all grades. Activities for transition to new clusters are already present.</li><li>• Adopted Panorama software to have actionable SEL data. Teams have already begun to tie this to programming and student outcomes.</li><li>• Parent survey will be sent in the fall of 2021 to obtain baseline data regarding their child's transition experience.</li></ul>

# Strategy 2

## COVID-19 Impact

- SELebration Week: April 5-9th
- Increased transition activities focusing on students with disabilities and GOAL students
  - Expand articulation process at every grade level
- Schools created a welcome video and other materials to build community. Planning is ongoing



# Strategy 3

Strategy		Objective/Outcome	Where We Are
3	Use data to provide differentiated instruction to meet the academic needs of each learner, improve overall growth and achievement, and narrow achievement gaps	From 2018-2019 to 2019-2020, student achievement will increase by 5% on the following NWEA Quartile student groups: High Achieving/High Growth and Low/High Growth.	<ul style="list-style-type: none"><li>• Data review will be a standing agenda item on monthly building leadership team meetings.</li><li>• Data day procedures will be developed at the leadership level (principals) and team level.</li><li>• Develop staff survey that addresses: MTSS, data for instruction.</li></ul>

# Strategy 3

## COVID-19 Impact

Data collection modified during COVID -- still occurred through benchmark testing and program assessment.

Modifications were based on remote/hybrid schedules for such assessments as NWEA, AIMS, CogAT, etc. Additionally, a new SEL assessments (Panorama) was administered this year which is providing a new set of data and feedback relative to the COVID (induced) 2020-2021 school year.

### Plans For 21-22

Compare/contrast data (student SEL & achievement impact) from the COVID school year and potential new or fortified pathways for students support and success.

# Strategy 4

Strategy		Objective/Outcome	2021 Status
4	Provide opportunities for the earliest learners to establish a strong academic and social-emotional foundation	By the end of school year 2023-2024, 80% of 2nd grade students meet academic learning standards. By end of 2023-2024 school year, 80% of 2nd grade students meet social-emotional learning standards.	<ul style="list-style-type: none"><li>• Second Step training is planned for Fall of 2021. New Digital platform K-5</li><li>• Implemented SEL Check-ins at Tier 1</li><li>• Ongoing professional learning to embed SEL into academic setting</li></ul>

# Strategy 4

## COVID-19 Impact

- Social-emotional strategies were a primary focus
- Choice boards were created to support all learners (especially our earliest learners)
- Professional learning focused on importance of embedded SEL teaching and cultivating resiliency
- Upcoming training on newer/digital version of core SEL curriculum (Second Step)

# **Educator Growth & Support**

# Strategy 5

Strategy		Objective/Outcome	2021 Status
5	Foster a positive climate, culture and competitive compensation to attract, support, and retain high-quality staff	By the end of 2020-2021 school year, establish baseline understanding of "retention," including national, state and D34 trends	Timelines adjusted due to pandemic
		By the end of the 2020-2021 school year, establish foundational understanding of staff/applicant diversity using 2020-2021 data	
		By the end of the 2020-2021 school year, complete a review of the staff recognition program with recommendations for changes	



# Strategy 5

## COVID-19 Impact

- Emphasis on substitute training in both health & safety protocols as well as remote learning
- Utilization of community volunteers to support student supervision during Adapted In-Person Instruction
- Continued recognition of staff, adapted to guidelines.
- Increased focused on staff needs regarding vaccinations, health issues, and family concerns (Implementation of FFCRA)

# Strategy 6

Strategy		Objective/Outcome	2021 Status
6	Maximize the return on the investment of resources for staff collaboration, professional learning, and shared leadership	Align District PD so that 90% of approved activities (internal and external) are aligned to strategic plan goals by 2021-2022	Work toward PD alignment will continue in 2021-2022
		Create reorganized mentor program to provide job-alike, building-based mentors for first-year educators for initial implementation in 2019-20, and 90% alignment of mentor-mentees by 2021-2022	Mentor program continued virtually
		Increase staff cultural competency	EDI Lead Learners share with all staff in BC presentations, new educator orientation and staff newsletter

# Strategy 6

## COVID-19 Impact

- Continued alignment of PD to district goals and the use of online tool to implement and track.
- Mentor program continued virtually:
  - Strengthen mentor program with additional mentors and pairings to new staff.
  - Review of mentor/mentee data to inform needs and responses.

# Strategy 7

Strategy		Objective/Outcome	2021 Status
7	Create innovative opportunities that allow students and teachers to co-facilitate and explore their interests, use technology, and interact with problem-based, real-world application	By the end of the 2020-2021 school year, provide all staff with baseline understanding and training on inquiry-based teaching and learning to support our diverse learners.	Timeline of actions may adjust due to COVID

# Strategy 7

## COVID-19 Impact

Remote learning led to unique connections and opportunities for collaboration for students and teachers

**Teachers are learners**  
**Students are teachers**

# Parent & Community Partnerships

# Strategy 8

Strategy		Objective/Outcome	2021 Status
8	Provide parents with tools, resources, and relevant, consistent information to connect with the school and support their child's progress	By the end of the 2019-2020 school year, parents will report that they know the best source of information about their child's progress and school experience, school activities and district news.	Parent survey delayed
		By the end of the 2020-2021 school year, every parent can identify a staff member to go to with questions.	
		Parents have a realistic view of student progress growth over short periods of time (unit) but not everyday	

# Strategy 8

## COVID-19 Impact

### **Greater need for broader accessibility**

- Increase website accessibility and online resources, tools and programs to help parents support at-home learning
- Partner with BPACs to provide accessible and relevant information and resources
- Provide interpreters for D34 ParentConnect programming

**Better accessibility improves communication  
for all stakeholders**



# Strategy 9

Strategy		Objective/Outcome	2021 Status
9	Ensure clear and accurate communication so all community members can understand District programs, initiatives and performance	By fall of 2020, District 34 will have an increased social media presence at district, school, and classroom levels	Increased engagement on Twitter and Facebook
		By March 2020, 75% of parents will report that they can find the information they need on the D34 website	Parent survey delayed

# Strategy 9

## COVID-19 Impact

### **More frequent, clear, two-way communication:**

- Operational changes
- Health & safety protocols
- Resource availability

### **Multiple channels:**

- Live and recorded virtual information sessions (info sessions, parent programs, Board meetings)
- Surveys on needs, ideas and perceptions for learning environments
- New website with D34 Flex pages

# Strategy 10

Strategy		Objective/Outcome	2021 Status
10	Increase partnerships to provide students with authentic learning experiences, service-learning opportunities, and exposure to career pathways	By November 2020, the District has used at least 20 community volunteers from their Expert Volunteer Pool in classrooms	<ul style="list-style-type: none"><li>• Volunteers used in person and virtually</li></ul>
		At least 5 elected officials visit D34 schools during the 2019-2020 school year	<ul style="list-style-type: none"><li>• Statewide elected officials visited virtual classrooms</li><li>• Local officials part of construction ground breaking</li><li>• Partnerships formed in Glenview Northbrook Coronavirus Response task force</li></ul>

# Strategy 10

## COVID-19 Impact

### New & Stronger Partnerships

- D34 ParentConnect
- Rotary Club, Gelfand Foundation Kraft/Heinz
- Parent/community volunteer program
- Glenview Necessities Network

# Resource Stewardship

# Strategies 11

Strategy		2021 Status
11	Address aging facilities and deferred maintenance to provide safe, clean, and well-maintained facilities	<ul style="list-style-type: none"><li>• Successful Referendum - \$119M (March 2020)</li><li>• Preliminary input and design work toward referendum communication</li></ul>

# Strategy 11



DISTRICT 34  
**BUILDING FUTURE**

**Thank You Glenview!**

**District 34 Referendum Results**  
**Yes: 65.72% No: 34.28%**

Your support will impact  
**Every school**  
**Every classroom**  
**Every student**

For decades to come

Visit [glenview34.org](http://glenview34.org) for progress updates



# Strategy 11



DISTRICT 34  
**BUILDING FUTURE**

REFERENDUM  
FINANCIAL UPDATE



## Referendum Progress





# Strategy 11

## COVID-19 Impact

### **Primary Goal for Facilities: Safety & Health**

- Developed new cleaning/disinfecting procedures
- Reviewed air circulation
- Hired new staff
- Created infirmaries

Continued to design for referendum construction  
Phases 2 & 3

# Strategies 11 & 12

Strategy		2021 Status
12	Equitably and responsibly allocate resources of time, space and scheduling to enhance programming and best instructional practices and meet the needs of all learners	FY21 Budget/FY22 Tentative Budget - Equitable allocation of resources across District

# Strategy 12

## COVID-19 Impact

- FY21 Adopted budget did not include many of the COVID-related expenses.
  - \$3M + Covid related expenses - staff and resources to support Hybrid and In-Person (i.e. PPE, Nurses, Custodians, GOAL teachers, Hotspots, thermometers, speakers, iPad stands)

# Moving The Plan Forward

# Recover - Rebuild

## **Reconvene Action Plan Teams in the fall**

- Call for new members
- Address necessary changes to plan
- Develop schedule for review and reporting