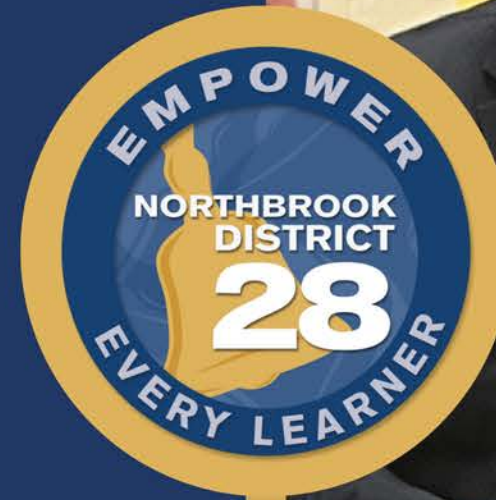




DR. JASON PEARSON



SUPERINTENDENT ENTRY PLAN REPORT FEBRUARY 2023





2022-23 Action Steps July-January

- Team-building workshop with administrative staff
- Host back-to-school event for all district staff on opening day
- Host meet-and-greets with parents during early PTO meetings & participate in the PTO Council
- Observe/participate in district professional learning
- Meet with building leadership teams to learn about school improvement plans
- Visit every classroom
- Participate in NorthCook ISC, IASA and Glenbrook sending district superintendent meetings
- Establish community relationships by participating in the Chamber of Commerce



Superintendent Focus Areas

Dr. Pearson's Learning Tours, Staff Coffees, Student Classroom Focus Groups and PTO/Parent Engagement over past six months gathered feedback to inform the following entry plan goals.



Culture of Learning

Celebrate and continuously improve a culture of learning that supports both academic and social-emotional growth.



Belonging

Recognize how diversity strengthens student and staff belonging and enriches learning opportunities for all.



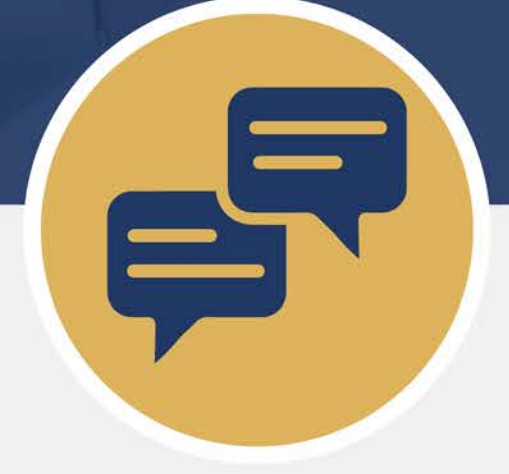
High-Quality Staff

Invest in high-quality staff through effective and competitive recruitment, training and retention processes.



Fiscal Responsibility

Transparently communicate how financial resources are responsibly allocated and distributed in support of board and community priorities.



Communication

Build effective networks of communication that enhance student learning, build trust and confidence and recognize accomplishments.

CULTURE OF LEARNING

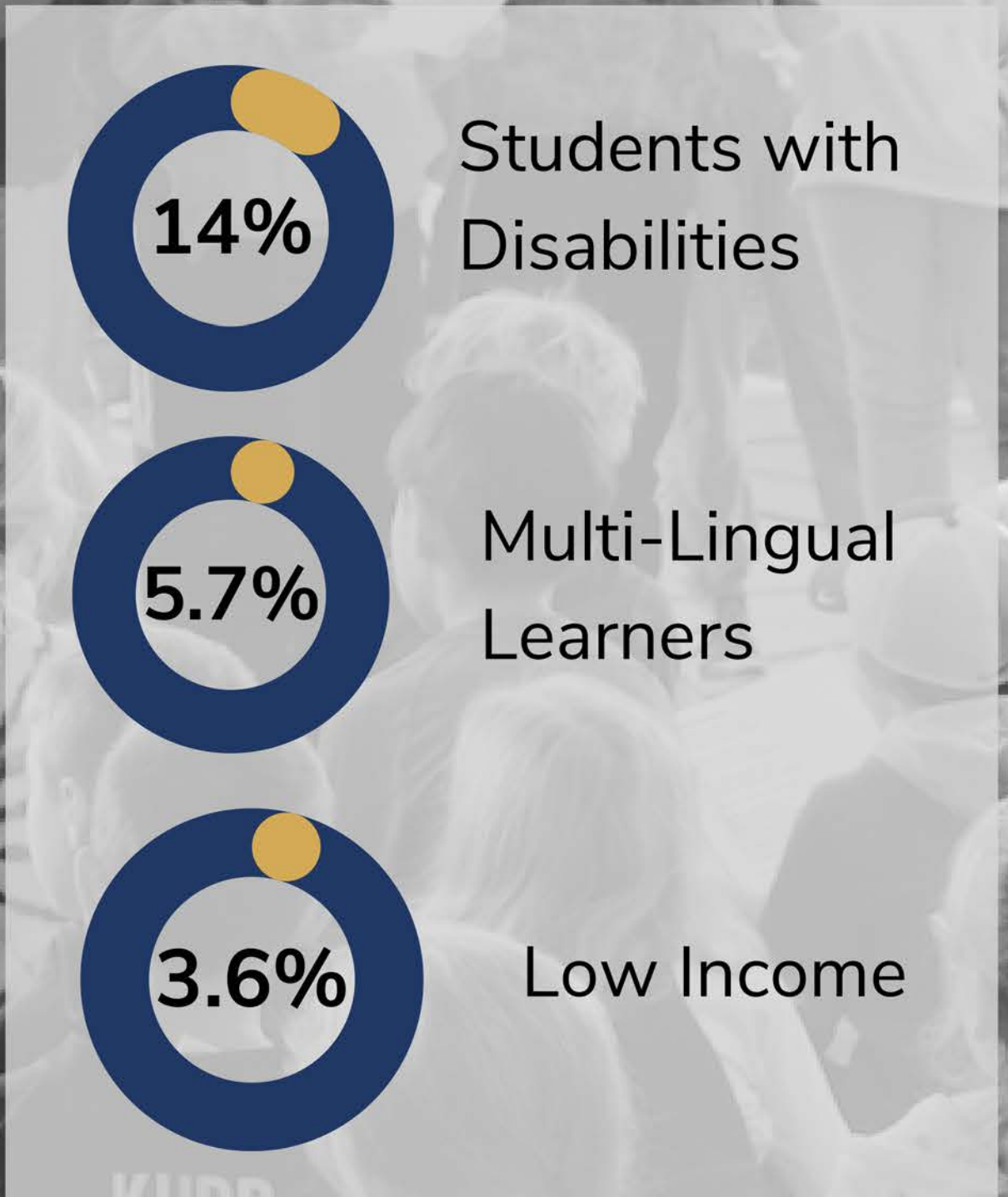
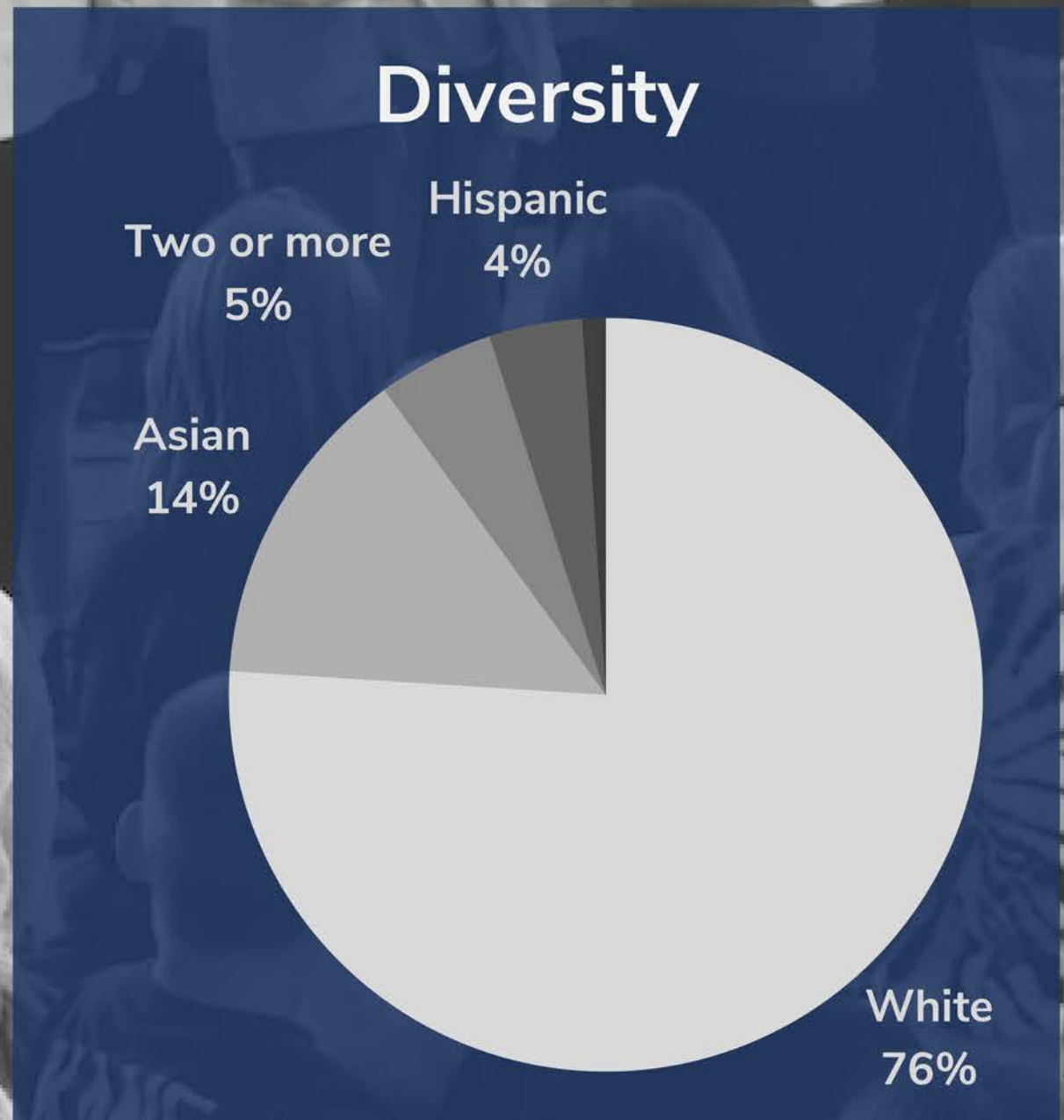


Current Context
Our Students



1,846

Total Enrollment



CULTURE OF LEARNING

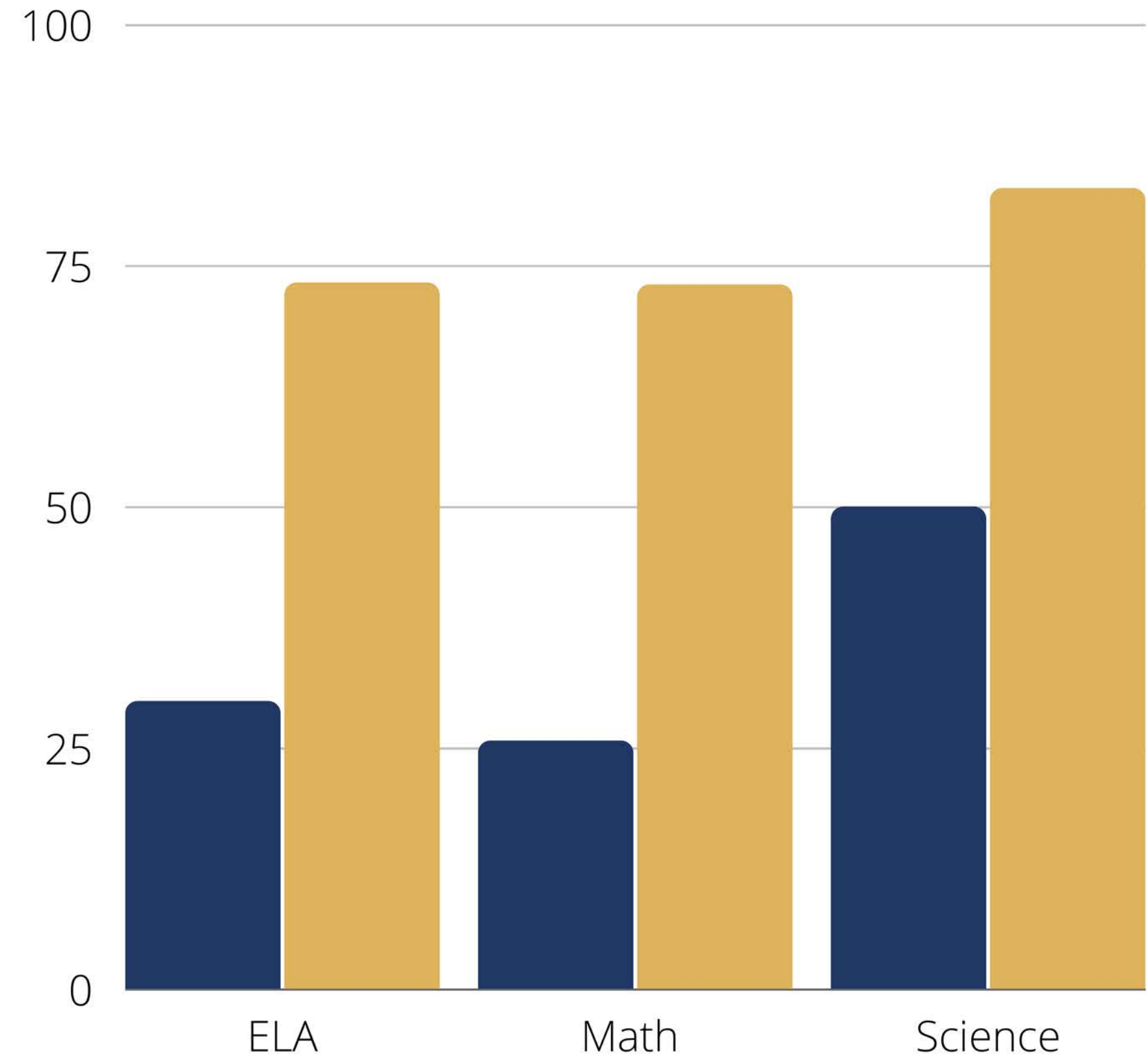
Current Context

Very few districts in the state outperform District 28 on the Illinois Assessment of Readiness in ELA and Mathematics. The chart reflects proficiency rate overall for the district vs. state.

2022 IAR scores from the 2nd year of Math implementation

IAR Achievement

■ State ■ District

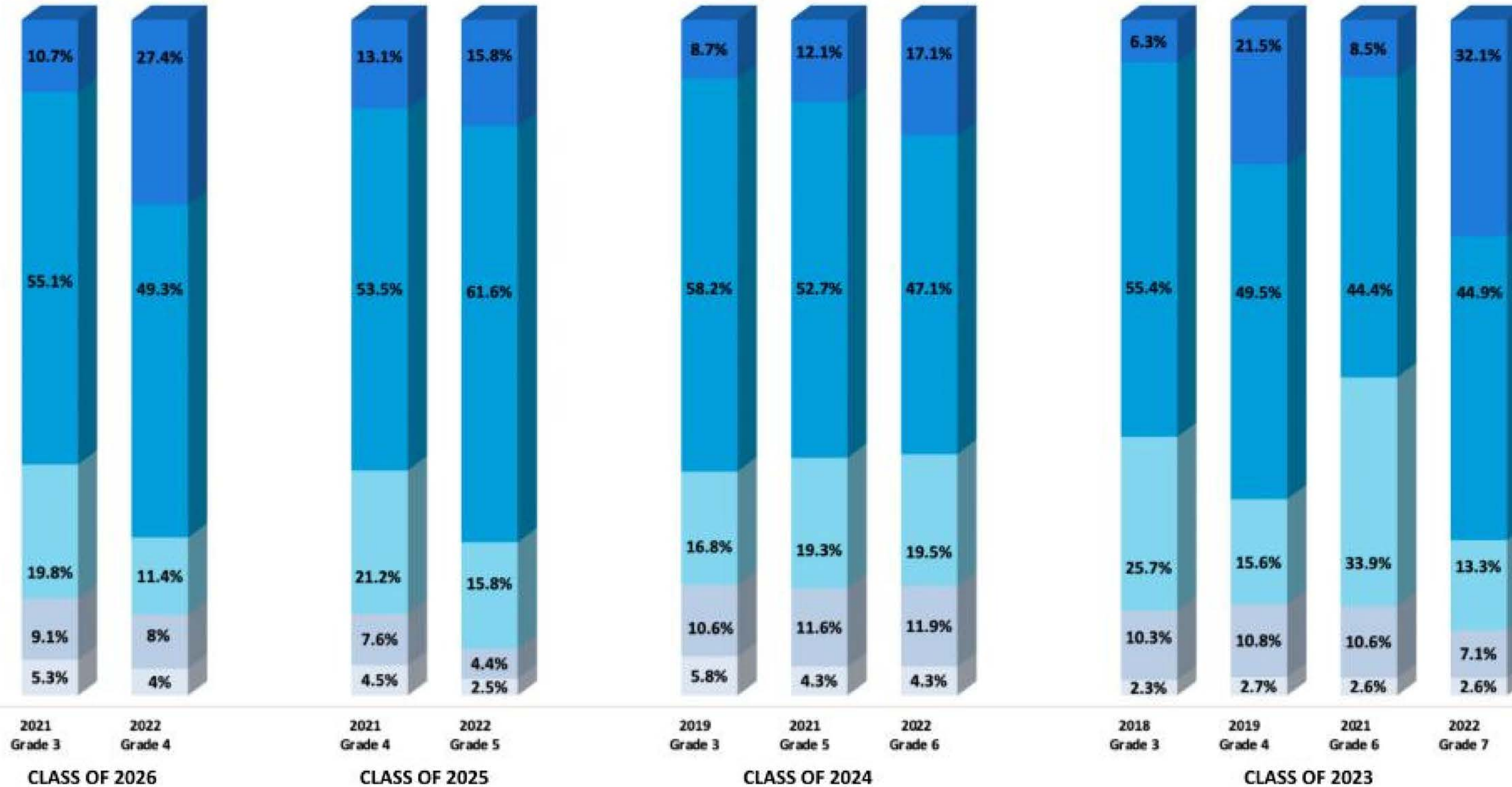


CULTURE OF LEARNING

Maintaining/Exceeding Achievement

IAR ELA Achievement Longitudinal by Class

Did Not Meet Partially Met Approached Met Exceeded



CULTURE OF LEARNING



Values & Strengths

- Staff believe we make decisions based on what's best for students.
- Staff believe there is a robust curriculum review process that honors teacher expertise.
- Collaboration with GBN has improved in recent years.
- Staff, parents, and families value our smaller class sizes and ability to provide support and instruction based on student needs.
- Staff, parents and families appreciate a “whole-child” approach to learning that they feel is one of our core values.



CULTURE OF LEARNING



Values & Strengths

- Families move here because they have a high confidence in the educational experience we are able to provide their students.
- Parents and guardians want to be partners with us in the education of their children and are very supportive of our schools with their time and resources.
- Staff, families, parents, and students see value in extending the classroom by providing students with service learning and field trip opportunities.



CULTURE OF LEARNING



Areas of Opportunity

- Multi-Tier System of Support (MTSS) - Implement consistently across all schools: Teaming Structures, Data Systems, Evidence-Based Instructional Practices & Continuous Improvement Process
- Data Warehouse - A comprehensive student data system that allows teachers and administrators to review each student from one source
- STEM Programs - Increase STEM and STEAM opportunities at all grade levels
- College & Career - Illinois Postsecondary and Workforce Readiness Act
- Vertical Articulation - More collaboration between grade levels, particularly EC/kindergarten and 5th & 6th grades



CULTURE OF LEARNING



Next Steps

- Complete the development and support the implementation of the revised science curriculum in the 2023-24 school year.
- Continue a comprehensive review of world language curriculum to be implemented in the 2024-25 school year.
- Continue the work of the Literacy Committee to implement a revised literacy curriculum in the 2024-25 school year.
- Revised curriculum for art, physical education, and health to be implemented in the 2024-25 school year.
- Social/Emotional Learning 2-year curriculum review begins in fall 2023.





CULTURE OF LEARNING

Next Steps



OECD Vision 2030

Organization for Economic Cooperation and Development:
A guide to help the district identify future priorities for our learning environments and student experiences.



Strategic Planning Process

Launch a new strategic planning process in 2023 to capture organizational values, stakeholder voice, priorities, goals & action steps.



Master Facilities Plan

Use a learning first approach to review facilities and provide future-ready flexible learning spaces.

BELONGING



Current Context

In May 2021, the Board of Education adopted a Diversity, Equity and Inclusion mission and vision statement created by a district-wide committee to weave into the district's strategic goals.

Current Context

2022 Illinois 5Essentials Survey

Supportive Environment

Student Insights:

- Students feel safe in and around our schools.
- Teachers are trustworthy and responsive.
- Students value hard work
- Teachers push students toward high performance.



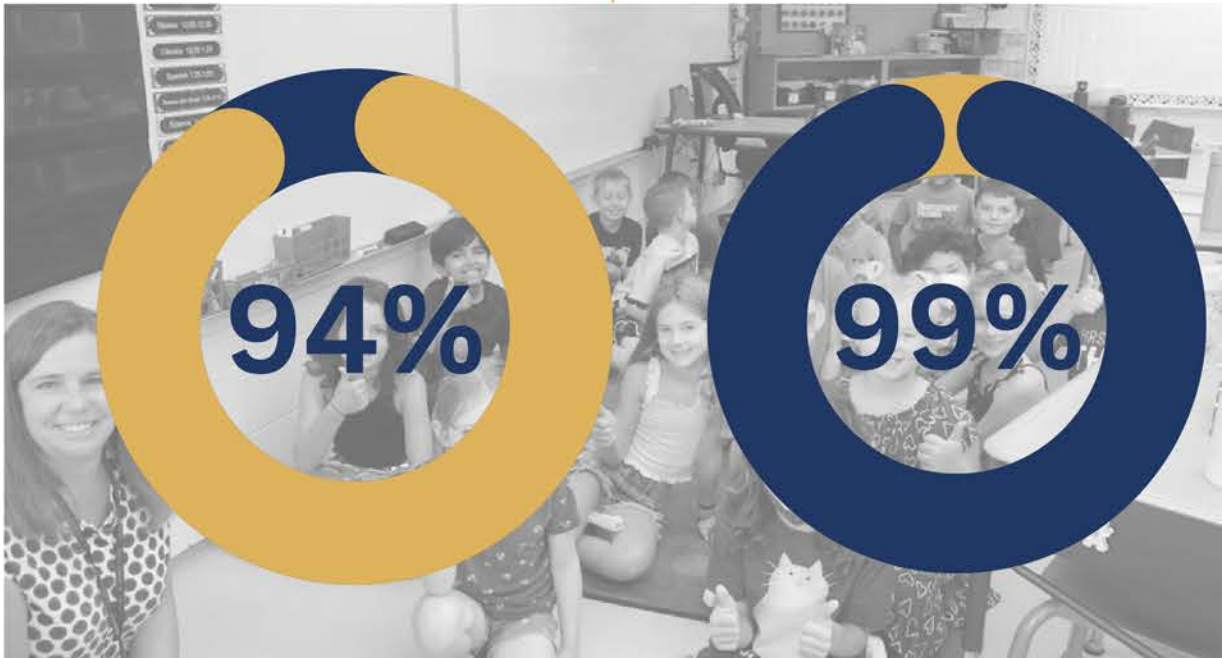
Teacher Trust

- 94% of teachers agree or strongly agree that they trust each other.
- 99% of teachers feel respected by parents of students.



Student-Teacher Trust

- Students agree or strongly agree that their teachers treat them with respect.



BELONGING



Dr. Pearson gathered student feedback by visiting with 5th grade through 10th grade students for focus groups at each elementary school, NBJH and GBN.

Values & Strengths-Students



- Students in our district report feeling safe at school and identify safety as one of our organizational values.
- Students express that they feel a sense of community at school.
- Students report feeling a close connection with peers and that they believe that we value treating each other with respect and kindness.

BELONGING



Dr. Pearson gathered staff feedback by hosting 14 staff coffees for specific discussions on district values, strengths and opportunities.

Values & Strengths-Staff



- Staff report a sense of community, and a high level of trust and respect.
- They appreciate our whole child approach that values the arts, kindness, service, and emotional stability.
- They find our schools welcoming and inclusive and that staff are considerate of each other and always willing to help.
- They believe that is a place that thrives on relationships and that there is a focus on collective efficacy and genuinely wanting everyone to succeed.

BELONGING



Dr. Pearson visited school PTO meetings, attended curriculum nights, concerts and is involved in the Northbrook Chamber of Commerce.

Values & Strengths-Parents/Guardians



- Their children feel connected to the school.
- They appreciate the community feel of our schools and often have personal connections as former students themselves.
- They chose to live here for our schools.
- They value a diverse learning experience for their children and support the district through PTO-sponsored events and field trips.

BELONGING



“

An inclusive community promotes and sustains a sense of belonging; it affirms talents, beliefs, backgrounds, and ways of living of its members.

-Floyd Cobb & John Krownapple

Areas of Opportunity



- Find ways to provide students more opportunities for voice and agency in their educational experience that increase on a developmentally appropriate continuum.
- Recognize that although students and staff report general satisfaction with our schools, not everyone feels a sense of belonging.
- Understand where and why belonging breaks down in District 28 and begin to provide plans at the school level to increase safety and belonging for all stakeholders.
- Explore and enhance mental health and collective well-being support for students, staff, and parents.



BELONGING Next Steps



Dignity Consulting

Professional development led by Dignity Consulting to build foundation of belonging among board members, administration and staff.



Mental Health First Aid Training

Provide access to Mental Health First Aid Training for staff and families through the intermediate service center/ROE.



OECD Learning Compass 2030

Explore our definition of student and staff well-being and strengthen our philosophy, programs and curriculum.



CASEL Framework

Explore Cooperative for Academic, Social and Emotional Learning framework for additional strategies and resources to support students and staff.

FISCAL RESPONSIBILITY

Current Context

Revenues



PROPERTY TAXES
86.06

CPPRT
5.43
STATE
3.52
OTHER LOCAL
3.42
FEDERAL
1.56

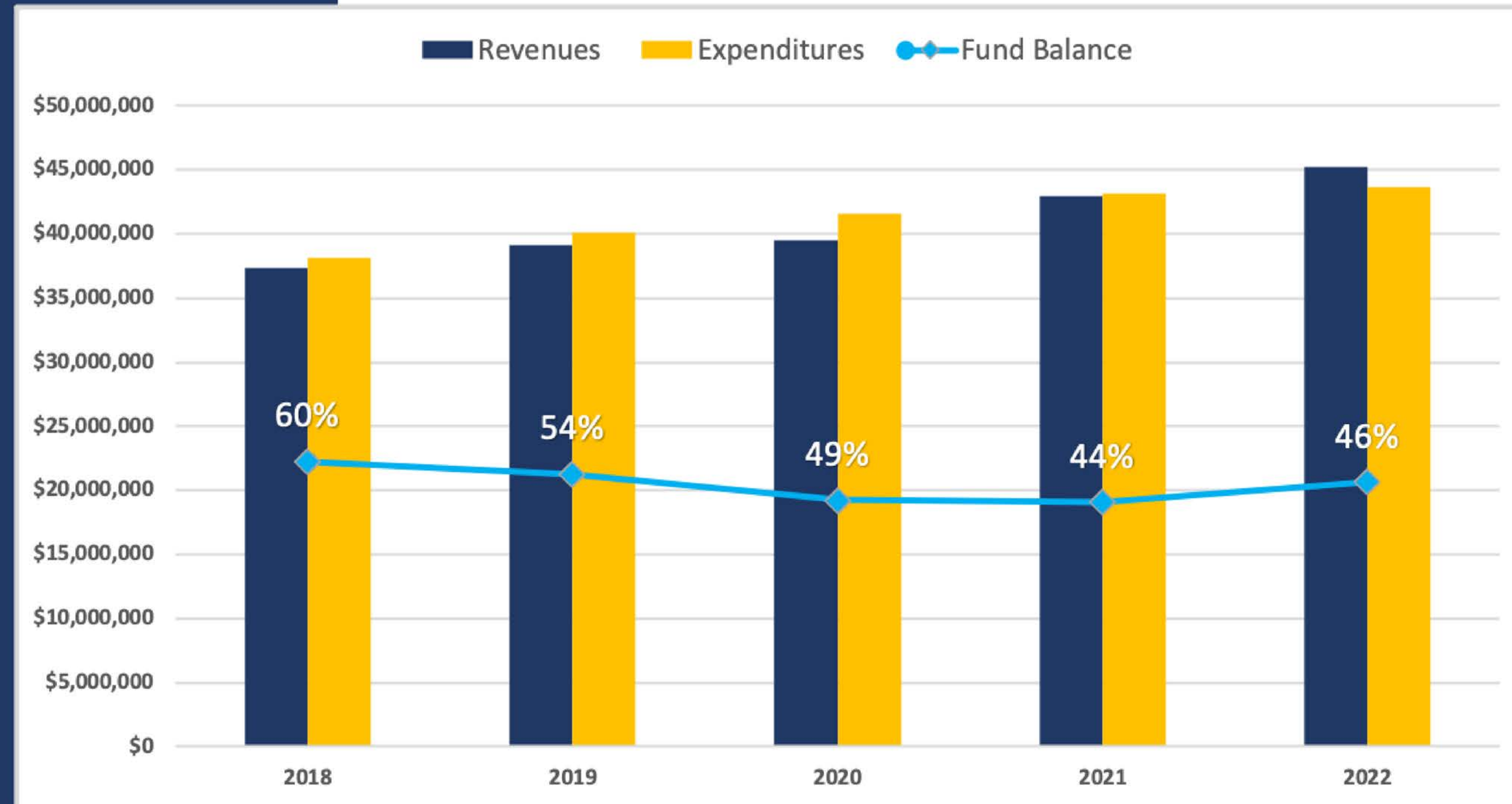
Current Context

Reserves used for:

- Prior years' COVID expenses
- Annually for building maintenance projects

Delay in fall property tax receipts led to the possibility of Tax Anticipation Warrants.

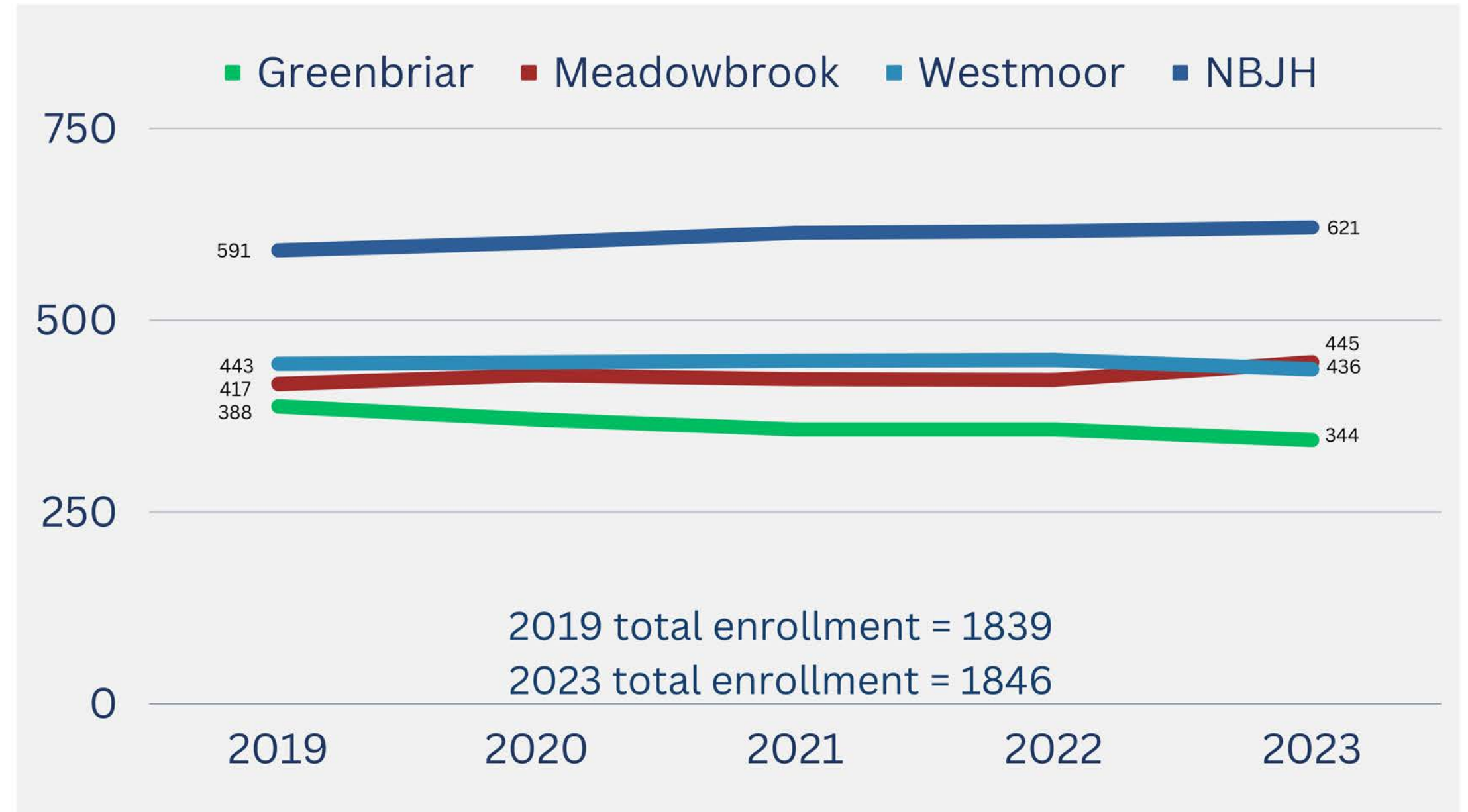
Expenses outpacing receipts



Current Context

- Total enrollment is steady
 - (5-yr average 1,843)
- Meadowbrook experiencing growth
- Greenbriar enrollment declining
- District-wide, ample space to accommodate students & programs

Enrollment Trends



FISCAL RESPONSIBILITY

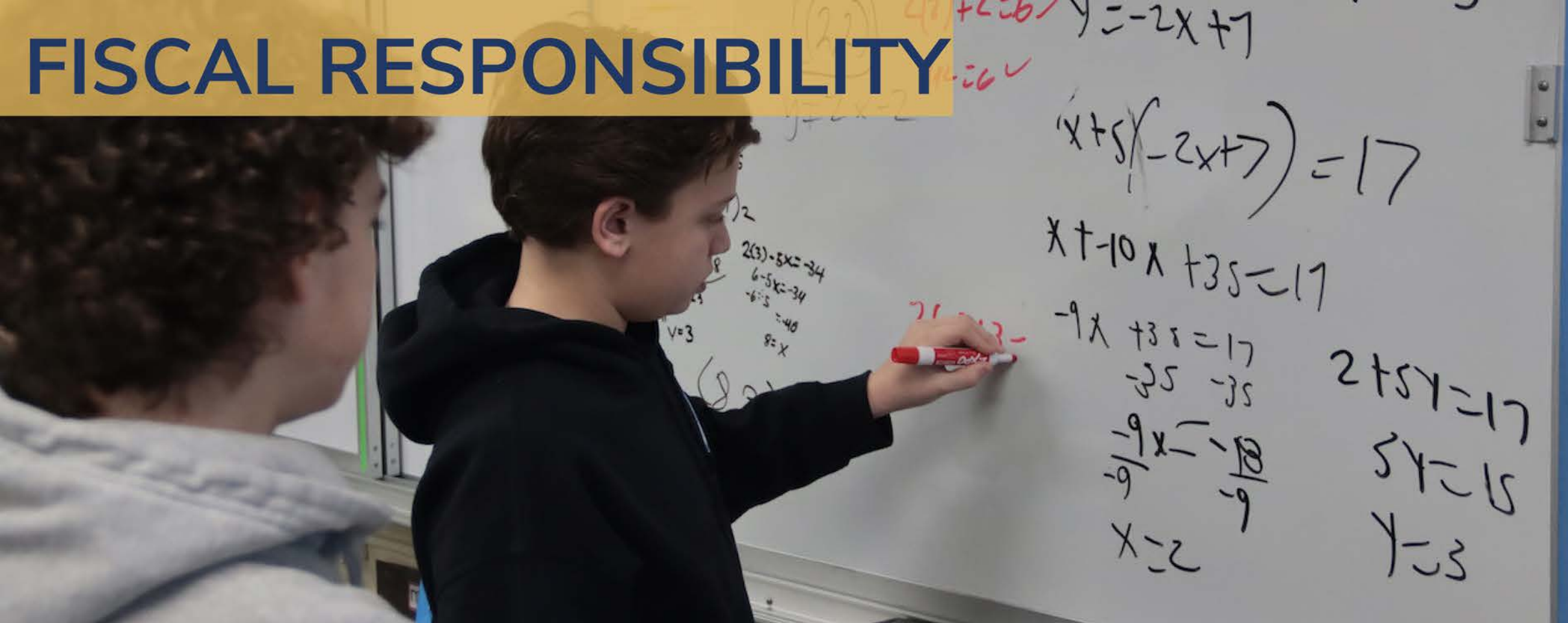


Values & Strengths



- Staff report they are provided with the resources that they need in a timely and responsive manner.
- Teachers say the district and board are responsive to their needs.
- Elementary schools are proud of the book rooms & resources that have been curated to support literacy.
- Learning First initiative, along with the resources for technology, is fully implemented.

FISCAL RESPONSIBILITY



Areas of Opportunity



- Review our current and future programming needs and current facility and staffing resources.
- Define a fund balance policy and budget to meet that policy.
- Review technology replacement cycle.
- Continuous improvement in process and procedures for efficiencies and savings.



FISCAL RESPONSIBILITY

Next Steps



System & Program Efficiencies

Research and implement tools to increase systemwide efficiencies.



Technology Replacement Cycle

Now that the district has fully implemented Learning First, review the equipment replacement cycle.



Master Facilities Plan

Review demographics, long-term facilities needs and security needs to develop a 10-year Master Facilities Plan.

HIGH QUALITY STAFF

Current Context

New Director of HR is enhancing employee relations, recruitment and administrative services for employees and administration.

Education

% of teachers who have earned a master's degree or higher.



Teacher Retention

Three-year average of teachers returning to work at the same school.



All Staff Retention

Average number of years an employee has worked for the district.

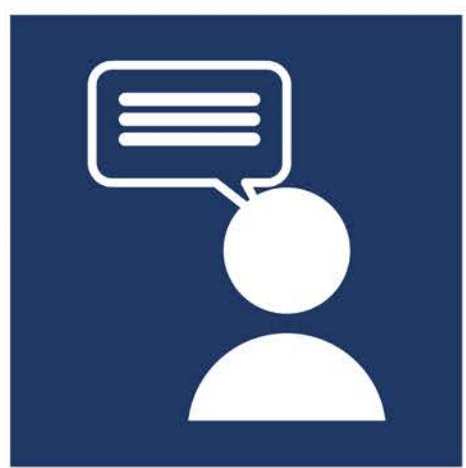


HIGH QUALITY STAFF



Values & Strengths

- Staff believe there is a positive culture.
- Staff believe there are strong professional development opportunities that are differentiated based on interest and need.
- Staff value collaboration & teamwork.
- The staff appreciates allotted planning time.
- They are respected as professionals and have a degree of instructional autonomy.





HIGH QUALITY STAFF

Next Steps



Substitutes

Change substitute scheduling/calling system to user-friendly, efficient system (Frontline to Red Rover).



Recruitment & Selection

Improve recruitment and selection process with emphasis on increasing diversity of all employee groups.



Partner with NFT28

Negotiate the first contract with Northbrook 28 Federation of Teachers.



National Board Certification

Support staff members to access National Board Certification and increase NBCT in the district.



Compensation & Benefits

Recalibrate compensation and benefits for all employee groups to maintain competitive edge.

NETWORKS OF COMMUNICATION

Current **Context** | 2022 Illinois 5Essentials Survey

Parent Satisfaction

The average % of parents who responded they were "extremely likely" to recommend their school to another parent.



Parent Outreach

The average % of parents responding that they are aware of important information and news from the school.



Parent Connectedness

The average % of parents who feel their voice is valued at school.





Values & Strengths

- Positive relationships with the community.
- Positive reputation for the quality of education in D28.
- Organizational climate and culture is perceived as positive by students, staff, parents and community.





COMMUNICATION NETWORKS

Next Steps



Internal Communication

Evaluate internal communication processes for efficacy and areas of improvement.



Community Engagement

Engage students, staff, parents and community to review & update strategic plan and master facilities plan.



Community Networks

Explore community-based networks service learning opportunities for students.

Focus Areas



A smiling man with a beard, wearing a blue suit, is seated in a classroom. He is surrounded by students and classroom furniture, including desks, chairs, and bookshelves. A large, semi-transparent gold circle with a white border is centered over the image, containing text. The background is a blurred image of a classroom with students and a teacher.

Thank You!

Dr. Jason Pearson

Superintendent of Schools
Entry Plan Report
February 21, 2023