



## End of Year Goal Summary

### 2021-22

The following highlights the key accomplishments of District 99 during the 2021-22 school year and future opportunities for growth. The summary is organized by the five domains the District is following to support our mission:

*"In cooperation with parents and the community, provide a caring and challenging environment where all students develop as lifelong learners to become contributing, responsible members of a changing world."*

We have now completed the third year involving the response to the pandemic. Although this year provided a slow return to normalcy, we spent a great deal of time working through the constant and uncertain demands of a pandemic response. Throughout the year, cultural concerns brought forward required a significant investment in time and resources also. However, we worked past all of these competing demands to ensure that students continued progressing in their learning and received a positive experience.

At the end of a year with COVID once again at the forefront, it would be easy to forget about the start of the year where we completed the Master Facility Plan. This immense building project was completed on time and under budget. The results were greater than anyone could have imagined at the beginning of the project and the District will benefit from these changes for generations. The District was also able to use interest income to build out the T99 building last summer to ensure we met the needs of increasing enrollment. We had a couple of wonderful days in the fall where hundreds of students, families, alumni and community members came in to see the changes at North and South High. We continue to frequently hear how impressed visitors are of our updated facilities.

Although at this time last year we had hopes of a "return to normal" this year, that didn't happen until towards the end of the year. Our last 10 weeks of the school year slowly transitioned into a more typical end of the school year. As we head into next year we will be looking at three overarching meta-goals:

1. Supporting our students as they return to a more typical learning environment,
2. Implementing the new hybrid block schedule and
3. Expanding T99 to support its growing population of students.

This year we approved a strategic plan and developed [a roadmap](#) to move the plan forward. Planning to put the strategic plan into action will be the work of the coming summer. We will update the Board and the public throughout the year on our progress. This document next year will be based on the outcomes of that work.

The remainder of the End of Year Goal Summary captures more of the specific details of accomplishments and opportunities for growth in our five District goal areas.

### **Domain 1: Student Experience**

*Evaluate, refine, and develop academic and social emotional programs to ensure high school and postsecondary success for all students.*

#### **Key Accomplishments and Opportunities for Growth:**

- Rebuild a caring community with a foundation of equity that allows students to learn without giving up who they are, through challenging and supported academics, and by supporting the whole child and their individual social, emotional and physical needs through the interconnectedness of our work.

As outlined above, this year was a slow return to normalcy. The start of the year focused on getting back into routines and establishing expectations. This was a huge task in itself; the opening of the Learning Commons added a new set of variables to the return. We added several resources to help students succeed, including the creation of Guided Study as a new Tier 2 resource, expanding alternative education opportunities through the Ombudsman partnership, and the creation of the Student Success Coordinator position. We also had a strong focus on strategically responding to and preventing failures along with increasing timely communication around grades. As a result, we were able to rebound from an increase in failures during the pandemic and have set us up for more success in the future. Over the course of the year norms, expectations, and protocols began to become reestablished. Next year will be another opportunity to continue growing our expectations and school norms.

- Expand the use of data from 5Lab to progress monitor and develop interventions.

We continue to expand the use of 5Lab and work with our elementary school district partners to expand the integration and use across our network of schools. Next year we will expand the use to monitor key aspects within the tasks and outcomes of the strategic plan.

- Continue to advance early-college and post-secondary experiences.

This year the District awarded Illinois' College & Career Pathway Endorsement in Human and Public Services (Education) to ten students; one student earned the Finance Service endorsement; one student earned the Information Technology endorsement; and four students earned the Manufacturing, Engineering, and the Trades endorsement. The previous year we only had endorsement in one area. This year, the District received dual credit status for Financial Accounting and INCubator for Entrepreneurs. PLTW: Environmental Sustainability was approved by the Board of Education in December; next year each campus will run one section of the course. Moving forward, we will continue to expand our offerings and we are providing leadership at the county level in modeling and expanding career pathway opportunities.

- Evaluate and refine IEP and 504 processes and supports as needed.

This year we monitored and improved the many changes we have made in recent years to supporting 504 plans. We held our now annual Partner School 504 Articulation on Monday, October 18, 2021. Over the course of this year we created a 504 resource section on our Student Services website to include information and links to support

Section 504. This resource will expand next year to include McKinney-Vento (homeless) resources for families.

- Develop a new bell schedule for the 2022-23 school year.

A great deal of time and resources were invested this year to plan, finalize, communicate, and prepare for the new Hybrid Block Bell Schedule that will be in place next year. The Hybrid Block Schedule is a way to preserve instructional time, support students' academic, social, and emotional needs, and provide opportunities for innovative and extended learning activities. As mentioned above, successfully carrying out the transition to this new schedule will be one of the key tasks for next year.

## **Domain 2: Development and Evaluation of Staff**

*Enhance current practices, identify strengths and challenges, and create new processes that empower staff to create conditions for a positive and effective student experience.*

### **Key Accomplishments and Opportunities for Growth:**

- Continue to respond to changes in Title IX and offer appropriate training.

We started the year with refreshers in Title IX for all employees and the Board of Education. District 99 is carrying out the Title IX process with fidelity. The steps within Title IX have become extensive and are commonly arduous. However, we remain committed to supporting students and staff through these legal requirements. The District website continues to be updated with Title IX information and training materials.

- Return to the Personalized Professional Learning (PPL) program.

The Personalized Professional Learning program is up and running again this year with a wide variety of topics and experiences for our teachers. The Instructional Coordinators, Instructional Coaches, and APIs have adjusted the professional learning opportunities to fit within the Hybrid Block Schedule. This adjustment will reduce the amount of time teachers are away from their students to do their professional learning, yet aligns more closely with professional learning best practices. The Hybrid Block Schedule has created this opportunity.

- Increase Representation at State and National Conferences and within Professional Organizations.

We will continue to lead in national and state professional organizations and present at professional events. We will share and celebrate this with the community. Administrators have represented District 99 at various professional conferences and professional development events. Staff leaders are now starting to submit conference proposals for the 2022-23 school year. With substitute teachers still being difficult to find, it is anticipated that most participation in national and state professional organizations will be from staff who do not need substitute teachers for their absence from the District.

- Monitor the Teacher Evaluation and Employee Discipline processes.

Staff discipline retraining was completed in August. Discipline processes with the Support Staff Association were adjusted last year through a Memorandum of Agreement (MOA) and were included in the collective bargaining process this year. The Appraisal Committee met in the spring to review a couple of small changes in the program. The Teacher Appraisal Handbook has been updated to reflect the redesigned new teacher multi-year onboarding process. Both of these programs will continue to be monitored and adapted as needed in the coming year.

- Continue to develop the staff onboarding process.  
Jeff Bergholtz, Director of Human Resources; Omar Davis, South High Associate Principal; and Ken Sorensen, North High Associate Principal; worked closely with the Support Staff Association to create an onboarding process for support staff that more closely mirrors onboarding of new teachers. This process was presented to DLT in August. We developed a support staff onboarding task list and presented this to the leadership team in August. Throughout the year we continued to improve the onboarding process across all groups and this work will continue into the future.
- Continue staff equity & inclusion work.  
All-staff training continued this year with the team continuing to create professional development experiences for staff to engage in reflection and discussion on our equity work. The Administrative Team continues to engage in learning sessions with an outside consultant on how to best lead and facilitate equity professional development. A cohort of staff are using their PPL time to meet with a consultant to learn how to lead equity work from the staff level. Hank Thiele, Superintendent; Courtney DeMent, North High Principal; Arwen Lyp, incoming South High Principal; and Gina Ziccardi, Associate Superintendent; will be meeting extensively in June to determine the path forward in our equity work. With the elimination of late-start Mondays due to the Hybrid Block Schedule, we have built Institute Days into support staff work calendars so that they can continue to access equity programming in future years.
- Negotiating a long-term Support Staff Association contract.  
Completed and approved a four-year contract, negotiated through an Interest Based Bargaining approach, on April 18, 2022.
- Continue developing blended learning.  
Our staff leaders in blended learning used their Personalized Professional Learning time to plan for final implementation of blended learning in District 99. With the pandemic quickly upskilling teachers in utilizing asynchronous teaching and video lessons, the group needs to decide how much professional development is now needed for a teacher to transition to a blended model. We're hoping to have the capacity to ramp back up our focus on blended learning during the 2022-23 school year.

### **Domain 3: Sharing our Stories and Informing the Community**

*Ensure trust, confidence and support for our District through the use of comprehensive, transparent, and consistent communications methods.*

#### **Key Accomplishments and Opportunities for Growth:**

- Develop and execute a comprehensive long range strategic plan for the future based on the input and engagement of the entire District 99 community.  
We approved a strategic plan and developed a roadmap to move the plan forward. Planning to put the strategic plan into action will be the work of the coming summer. We will update the Board and the public throughout the year on our progress. This document next year will be based on the outcomes of that work.
- Continue to expand our offerings of parent events and guest speakers.  
D99 hosted the Options Fair on October 6, 2021. The Options Fair provides parents and students with disabilities (504 and IEP) information and resources for post-secondary planning. This will be held in-person at Downers Grove South in October 2022. We will continue to populate and share our Community Bulletin Board page, which includes

third-party event offerings to our families. These include topics from grit2 and the Glenbard Parent Series.

- Continue to promote the Bilingual Parent Advisory Committee (BPAC).  
Our BPAC met several times this year and held its annual end-of-year celebration on May 12, 2022. Work will continue with this committee next year.
- Continue supporting parents through updated technology resources.  
Parent Square was rolled out to staff and families. It is a robust communication platform that offers a host of tools that allow the District, school administrators, teachers, and coaches to more effectively communicate with families and students on a single platform. We will continue to use this platform next year.
- Maintain strong communications with families and the community.  
We will continue with our various standard communications and surveys. The first survey this year was issued in October and the second was issued in May. We finished the year out with our Year End Report. This work will continue next year along with a focus on evaluating the new bell schedule.
- Implement communications and celebrations related to the completion of the Master Facility Plan  
Ribbon cutting and dedication ceremonies were held at South High on September 11 and at North High on September 25; hundreds of community members attended the celebrations. We also hosted the IASB DuPage Division Dinner at North High. Our schools continue to be a location for many in, and out, of the community to visit and see the changes resulting from the Master Facility Plan.
- Supporting the District 99 Education Foundation  
We continued to assist the Education Foundation with their mission to support our students and teachers. This includes providing staff member resources as a conduit between the Foundation and the District. This partnership has been strong and has served the District and our students well.

#### **Domain 4: Creating and Supporting a Valued Learning Environment**

*Efficiently manage fiscal resources and facilities to support an educational program that is designed to promote a valued student experience.*

##### **Key Accomplishments and Opportunities for Growth:**

- Continue to Work with Public Bodies on Pedestrian Safety  
We continued to work with the Village of Downers Grove on the comprehensive plan to improve safety for pedestrians in our school community. This included advocating for grant funding to finance the projects. The Village is moving some proposed plans forward and the District has been available to support the Village and provide feedback.
- Complete the Master Facility Plan and Develop a Long Range Plan for Classroom and Corridor Improvements.  
Over the summer we completed the remaining projects of the Master Facility Plan on time and on budget. We were able to develop an improvement plan for corridors and this work was completed this year. We have a draft of a long range improvement plan for classrooms not addressed through the MFP. This work will continue through the capital project process.

- Continue Capital Projects.  
We continue to improve our facilities through \$1M of annual capital improvement projects. Much of this work has been bid and will take place over the summer. This process will continue next year.
- Improve Outdoor Practice Field Lighting.  
Both schools have purchased portable lighting for our outdoor practice fields. Feedback from the athletic directors, coaches, parents, and students has been highly positive on this addition. This goal is fully completed and will not return in the future.
- Continued Verification of Residency.  
We will continue our residency verification process each summer for all students to better ensure our students live in the community. This was completed over last summer for this year and will occur again in the coming summer.
- Advancing Information Technology and Data Privacy.  
We will continue to maintain and develop our robust technology infrastructure and training programs. This year we added the new data privacy requirements to the set of responsibilities. Significant IL SOPPA data privacy regulations went into effect July 1. Our public facing Data Security and Privacy web page illustrates our commitment to compliance and our accomplishments thus far. We continue to vet additional tools and secure data agreements. This will be an ongoing task. We have successfully secured data privacy agreements for and approved over 250 applications for use. This work continues. We have submitted our initial application for District 99 to earn the Trusted Learning Environment seal. Hundreds of hours have been spent on this effort, beginning pre-pandemic. Multiple adjustments and resubmissions will be necessary, but this is a major milestone. A majority of our time continues to be spent focusing on security risk management and employee security awareness. We are reviewing and enhancing our ongoing email phishing campaigns. We are fine-tuning our threat detection and response capabilities. An enhanced threat detection and response tool has been successfully implemented.
- Maintaining Finances and Transparency.  
We have been able to maintain and add to our services throughout the pandemic in response to changing needs. At the end of the 2022 school year our federal grant funding was significantly reduced. We will need to respond to that change next year. We will also be purchasing additional property and expanding T99 using interest earnings from the Master Facility Plan bonds. Overall, we remain with a strong fiscal position and direction.
- Review breakfast and lunch services in light of changes in the school lunch program and facilities.  
To start the year we moved forward with a pilot program to leave the National School Lunch Program. This allowed us to leverage new menu options and facilities to drive up interest in food options at school. We saw significant increases in the use of food service this year, which was a positive change. The feedback from students was very positive and we look forward to expanding our offerings next year.

## **Domain 5: Future Opportunities**

*Embark on a plan, leading to a process of identifying strategic goals committed to developing organizational readiness for future opportunities.*

### Key Accomplishments and Opportunities for Growth:

- Establish a School Based Health Center and/or expand existing partnerships.  
Throughout this year we have investigated the possibility of a school based health center and/or build on existing healthcare partnerships. We were able to partner with Kodocare to provide a senior vaccine clinic on September 21, 2021 and September 23, 2021 at North and South High. We also partnered with American Family Medical Center to provide senior vaccinations to select students. In November & December we offered COVID & Flu vaccine clinics for the community, which included a partnership with Kodocare and our partner elementary schools. We continue to investigate vaccination opportunities for students for next year for mandatory vaccines.