

DEPARTMENT OF CURRICULUM AND INSTRUCTIONAL SERVICES
Wilmette Public Schools

ACTION ITEM

Date: September 26, 2011

To: Raymond E. Lechner, Ph.D.
Superintendent of Schools

From: Melanie Goffen Horowitz
Administrator for Curriculum and Instruction

Subject: Approval of Year 2 of the CONNECTED Strategic Plan 2011-2012

PROPOSED ACTION BY BOARD OF EDUCATION

Approve implementation of Year 2 of the District 39 Strategic Plan: "CONNECTED Learning, Tomorrow is Here: 21st Century Learning in Our Classrooms."

BACKGROUND

Last month, at the August 22, 2011 meeting of the Board of Education, Dr. Lechner presented his response to the Community Review Committee (CRC) in the form of a proposal for Year 2 of the CONNECTED Strategic Plan. In particular, the plan embraces the thorough study of Social Responsibility and recommendations for implementation in our schools. Year 2 of the plan continues to emphasize all four CONNECTED goal areas: CONNECTED Learning, Core Subject and Content, Structural Platform, and Measurement. The highlights of the plan for each goal area during Year 2 included:

- CONNECTED Learning Goal
 - Facilitating a new staff development model, Professional Growth Networks (PGNs), for training staff in Core Content, CONNECTED Teaching and Learning, Instructional Strategies, Assessment, Technology Integration, Unique Learners, and Core Student Services and Paraprofessional Training. Goal includes 50% of staff implementing three applications of training to their educational settings
- Core Subject and Content Goal
 - Notating 60% of existing curriculum maps for CONNECTED elements
 - Implementing the Second Step Program and the "8 Guiding Principles Checklist for Social Responsibility Activities," with the goal of 80% of fourth grade students providing survey examples for application of skills at Harper and McKenzie
 - Implementing the new science curriculum K-4, with the goal of increasing by 5% the fourth grade ISAT scores for scientific inquiry
- Structural Platform Goal
 - Assessing the impact of new hiring protocols by comparing scores on the CONNECTED Assessment given to new teachers hired in 2011 with the scores of new teachers hired in 2010
 - Reviewing adequacy of facilities and technology to supported core curriculum and CONNECTED teaching and learning

- Developing required legal changes for performance evaluation tools and protocols for principals (2012-2013) and teacher (2016-2017)
- Measurement Goal
 - Providing frequent and timely community communications about CONNECTED initiatives and purposes
 - Establishing a feedback mechanism to determine parent awareness of CONNECTED initiatives and purposes, so that 40% can cite specifics of these in a spring 2012 survey

With a draft in place for Years 3-5 of the CONNECTED Strategic Plan, the CONNECTED Learning Task Force will be evaluating data and progress throughout Year 2. In keeping with the CONNECTED theme, the plan will continually reflect that we are:

Committed to our *Core Subjects*

Opening minds to a *Global Perspective*

Nurturing the *Characteristics of Successful Learners*

Nourishing a sense of *Social Responsibility*

Empowering *Communication* skills

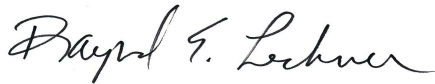
Cultivating *Collaboration*

Transforming *Technology* into a continuous knowledge tool

Evolving our *Teaching styles, learning process and environment*

Developing students of tomorrow

Recommended for approval by the Board of Education



Raymond E. Lechner, Ph.D.
Superintendent of Schools

Attachment:

CONNECTED Plan Year 2

Planning Template for Wilmette D39 CONNECTED Strategic Plan for 2012-2015 (Years 3-5)

Year 2 CONNECTED Learning Goal: Establish inquiry-based “Professional Growth Networks (PGNs)” that enhance teacher learning and collaborative opportunities.

| MEASURES | DELIVERABLES (Action Steps) | Who is Responsible |
|--|--|---|
| | <p>A. Generate a list of topics/strands (October 2011) for Professional Growth Networks (PGNs) based on 2011 Spring CONNECTED Assessment, newly adopted curricular materials and assessments, and Special Education, Technology Department, and Principal recommendations to include topics such as:</p> <ul style="list-style-type: none"> ● Assessment (varied formats, Response to Intervention [RTI], rubrics, Characteristics of Successful Learners) ● Curriculum and real world connections (Social Responsibility, Globalization, Problem-based Learning (PBL)) ● Instructional delivery (PBL, technology integration, advancing differentiated instruction and customization, cross-curricular instruction) ● Integrating Social Emotional Learning (SEL) into classrooms ● Explore appropriate professional growth networks for paraprofessionals | Administrative Council and Departments of C&I and Student Services |
| | <p>B. Designate lead facilitators who will:</p> <ul style="list-style-type: none"> ● Facilitate the evolution of PGN model during the 2011-2012 and 2012-2013 school years ● Attend all professional development related to their network ● Model active engagement ● Promote understanding of paradigm shift from traditional Professional Development to PGNs ● Respond to PGN needs for current information (i.e., circulating professional materials, articles, videos, books titles, blog/wiki, etc.) ● Encourage on-going “conversations” for PGNs through venues such as email, wikis, etc. ● Communicate PGN needs to Departments of C&I, Student Services, and Technology ● Promote initial understanding of connection between PGNs and improved classroom instruction and student outcomes | Administrators and Departments of C&I, Student Services, and Technology |
| | <p>C. Present the PGN model, planning templates, and overviews of strands as part of the October Institute Day.</p> | Department of C&I and Administrative Council |
| | <p>D. Explore and select a PGN strand option during the October Institute Day for the 2011-2012 school year.</p> | Teachers |
| <p>E1. Using the Professional Evaluation Tool in Deliverable E, 100% of staff will identify an application to their educational setting as a result of participation in their PGNs.</p> <p>E2. Using the Professional Evaluation Tool in Deliverable D, 50% of staff will implement 3 applications to their educational settings as a result of participation in their PGNs.</p> | <p>E. Create and administer a new evaluation tool for PGNs (May 2012) with elements that:</p> <ul style="list-style-type: none"> ● Guide PGN planning for 2012-2013 ● Identify levels of participant engagement and stages of professional development ● Measure effectiveness of presenters ● Evaluate the applicability to instructional setting and student outcomes (from Evaluating Professional Development, Guskey, 2000) | Department of C&I |

Year 2 CONNECTED Core Subject and Content Goal: Integrate the CONNECTED element of Social Responsibility with classroom instruction.

| MEASURES | DELIVERABLES (Action Steps) | Who is Responsible |
|---|--|---|
| A. 60% of existing curriculum maps will cite CONNECTED elements (June 2012). | A. Highlight CONNECTED elements--including Social Responsibility--on existing curriculum maps (January 2012) for the following areas: <ul style="list-style-type: none"> ● K-8 Language Arts ● World Languages (K-4 Spanish is completed) ● Related Arts (remaining areas) | Teachers, DSTs, Department and Grade Level Chairs |
| B1. A survey administered to Harper and McKenzie parents will indicate at least 50% are aware of Second Step purpose and application (Spring 2012). B2. Using the Second Step decision-making strategies, a survey administered to grade 4 students at Harper and McKenzie will indicate that 80% can give an example of how they would apply these to decision-making and to establishing and maintaining positive relationships. | B. Implement Second Step Program through building School Improvement Plan (SIP) to address Social Emotional Learning (SEL) development district-wide: Continue implementation of Second Step Program to address the development of Social Emotional Learning at McKenzie and Harper Schools <ul style="list-style-type: none"> ● Survey Harper and McKenzie parents to determine awareness and application of the program ● Develop a grade 4 student exit survey that includes menu of real-life school issues and a rubric to identify levels of decision making and social skills ● Implement Second Step Program in at least one classroom at each grade level at Central and Romona Schools during the 2011-12 school year, with full implementation during 2012-13 ● Pilot Second Step on one team at grades 5 and 6 during 2011-12 ● Develop pilot plan for WJHS in 2012-13 | Teachers, Department of Student Services, Principals, Assistant Principals |
| | C. All schools will include a social responsibility component in their building School Improvement Plans that uses the "8 Guiding Principle Checklist" to establish staff understanding of activities that meet the criteria. | School Improvement Planning Teams, Teachers, Principals, Assistant Principals |
| | D. Investigate the establishment of a district resource person responsible for coordinating and supporting Social Responsibility efforts (Learn and Serve grants, Project Citizen, Gripp Grants). | Administrative Council |
| | E. Share information with school community to increase awareness of classroom, buildings, and district social responsibility activities and their purposes. Use venues such as the following: Board Highlights, Curriculum Connection, CONNECTED Community (district web link), 39Express, Superintendent's Scoop, Principal's Scoop, Classroom wikis/newsletters, faculty meetings, and/or District grade level/department meetings. | Teachers, Principals, Assistant Principals, PTAs/PTOs, and Departments of C&I, HR, Student Services, and Technology |
| F. Establish 2011 baseline for scientific inquiry as measured by ISAT for grade 4. Increase by 5% on 2012 ISAT. (Consider implementation dip.) | F. Implement new inquiry-based science curriculum in grades K-4. | Teachers |

Year 2 CONNECTED Structural Platform Goal: Review current District 39 infrastructure and policies and make revisions as needed to support CONNECTED Learning.

| MEASURES | DELIVERABLES (Action Steps) | Who is Responsible |
|---|--|--|
| <p>A. The results of the CONNECTED assessment will be disaggregated for new hires in 2011. Their mean score on the assessment will be 10% higher than those of the new hires who took CONNECTED assessment in Aug. of 2010.</p> | <p>Hiring Protocols A. Analyze assessment data comparing 2011-2012 hires to the 2010-2011 hires to determine impact of new interview protocols (September 2011).</p> | <p>Departments of HR and C&I and CONNECTED Task Force</p> |
| | <p>Evaluation B. Develop principal and teacher awareness of legal changes impacting their respective evaluation protocols (June 2012). C. Include required legal changes for Performance Evaluation: <ul style="list-style-type: none"> • New rating system for principals and teachers by 2012-2013 school year* • Student growth model for principal evaluation by 2012-13* • Student growth model for teacher evaluation by 2016-2017* D. Include CONNECTED descriptors in revision of principal and teacher evaluation documents. E. Encourage K-4 classroom teachers and 5-8 writing teachers on the formal evaluation cycle for 2011-2012 to include a formal observation in which they present instruction of the new science program and/or the new writing rubric for their respective grade levels/assignments. *See Planning Template for Wilmette D39 CONNECTED Strategic Plan for 2012-2015 (Years 3-5)</p> | <p>Department of HR, Principals, WEA Departments of HR and C&I, Superintendent, CONNECTED Task Force, WEA Departments of HR and C&I, Superintendent, CONNECTED Task Force, WEA Principals, Assistant Principals, Teachers, Department of C&I</p> |
| | <p>Technology F. Review technology needs yearly to determine Instructional and structural supports for CONNECTED (June 2012).</p> | <p>Department of Technology and CONNECTED Task Force</p> |
| | <p>Facilities G1. Continue the review of the 2008 CRC report concerning science facilities at Wilmette Junior High School that impact instruction, learning, and safety. G2. Provide the Board of Education with options for addressing these concerns.</p> | <p>Administrative Council, Facilities Development Committee</p> |

Year 2 CONNECTED Measurement Goal: Assess the effectiveness of building and district communication to parents about CONNECTED.

| MEASURES | DELIVERABLES (Action Steps) | Who is Responsible |
|---|---|---|
| | <p>Communication</p> <p>A. District 39 Central Office Provide quarterly communications to the community about CONNECTED initiatives and purposes occurring throughout the district.</p> <p>B. Principals and Assistant Principals Provide at least one monthly communication to parents with explicit information noting CONNECTED initiatives and purposes.</p> <p>C. Teacher Include a quarterly communication to parents about CONNECTED classroom activities and purposes.</p> | <p>Superintendent, Communication Director, and Departments of C&I, Student Services, and Technology</p> <p>Building Principals and Assistant Principals</p> <p>Teachers</p> |
| <p>B. By spring 2012, 40% of parents can cite specific CONNECTED initiatives and their purposes in D39 schools.</p> | <p>Feedback</p> <p>D. Establish and administer a feedback mechanism to determine parent-awareness of CONNECTED initiatives and purposes (Spring 2012).</p> | <p>Administrators and Coordinators, CONNECTED Task Force</p> |

Planning Template for Wilmette D39 CONNECTED Strategic Plan for 2012-2015 (Years 3-5)

| Year of Plan | CONNECTED Learning | Core Subject and Content | Structural Foundation | CONNECTED Measurement |
|---------------------------------------|--|--|---|--|
| <p>Years 3-4 2012-2014</p> | <p>Engage students in CONNECTED learning experiences throughout school day.</p> <p>Expand Professional Growth Network (PGN) plan:</p> <ul style="list-style-type: none"> ■ Teachers will use PGNs to learn with each other and/or from each other: Action research/collegial inquiry projects, electronic and/or personal journaling, peer coaching, examining student work, professional portfolios, books/articles, study groups/wikis, co-teaching, lesson study ■ Each building will provide time for PGNs (Elementary: 2 before-school mtgs/month; HMS: WJHS: 1 80-min/month) ■ PGN leaders will guide the development of measurable goals for participants and for teachers under their direct report ■ Identify critical indicators of implementation of PGN applications such as: Actions or behaviors that should or should not be occurring in relation to new | <p>Continue mapping of CONNECTED elements into existing Curriculum Maps.</p> <p>Implement ongoing recommended curriculum enhancements for CONNECTED.</p> <p>Provide full implementation of Second Step program at Central, Romona, and HMS (2012-2013).</p> <p>Develop pilot plan for implementation of Second Step at WJHS (2012-2013).</p> <p>Fully implement Second Step at WJHS (2013-2014).</p> <p>Using the Second Step decision-making strategies, a survey administered to fourth graders at Harper, McKenzie, Central, and Romona will indicate that 80% of students can give an example of how they would apply these to decision making and to establishing and maintaining positive relationships (Spring 2013).</p> <p>Provide a balance of</p> | <p>Continue revision and implementation of Principal and Teacher Evaluation protocols and include required legal changes for Performance Evaluation:</p> <ul style="list-style-type: none"> ■ New rating system for principals and teachers by 2012-2013 school year ■ Student growth model for principal evaluation by 2012-13 ■ Implement new principal evaluation tool (2012-2013). <p>Provide SMART goal training for teachers to facilitate the inclusion of a rigorous PGN goal as part of the formal teacher evaluation process.</p> <p>Include in the revision of teacher evaluation the requirement for personal goal setting that aligns with the focus of each teacher's Professional Growth Network (PGN) (2013-14).</p> <p>Review other D39 Infrastructure needs to implement ongoing CONNECTED learning.</p> | <p>Continue ongoing communication about CONNECTED with parents and community</p> <p>By spring 2014, 80% of parents can cite CONNECTED initiatives and their purposes in their schools.</p> <p>By Spring 2014, 50% of parents can cite ways their children are becoming CONNECTED learners.</p> <p>Monitor ongoing quantitative and qualitative assessment data for analyzing CONNECTED feedback/successes/weaknesses identified by parent community.</p> <p>Superintendent year end report & celebrating/sharing successes</p> <p>By spring 2014, 80% of parents can cite CONNECTED initiatives in their schools and purposes in D39 schools.*</p> |

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| | <p>knowledge; Quantify (frequency and regularity of use) and quality (appropriateness and adequacy of use); adequate time for relevant implementation; flexibility of implementation based on teaching assignments</p> <p>Each PGN will begin process of creating well-defined goals for their studies.</p> <p>PGNs will share progress with D39 Teaching Community using Curriculum Connection, Faculty Meetings, collaborations, etc.).</p> <p>Provide a balance of assessments that measure the development of CONNECTED skills and improve overall achievement of D39 students and educators (from CRC (recommendations for Spring 2013)</p> | <p>assessments that measure the development of CONNECTED skills and improve overall achievement of D39 students and educators (Spring 2014)*.</p> | <p>Encourage Grade 5-6 science teachers on the formal evaluation cycle for 2012-2013 to include a formal observation in which they present instruction of the new science program.</p> <p>Encourage Grade 7-8 science teachers on the formal evaluation cycle for 2013-2014 to include a formal observation in which they present instruction of the new science program.</p> | |
| <p>Year 5 2014-2015</p> | <p>Continue Professional Growth Network plan</p> <p>Continue to provide students with CONNECTED learning experiences</p> <p>Establish assessment tools for gathering and analyzing CONNECTED implementation by teachers</p> | <p>Implement ongoing recommended curriculum enhancements</p> <p>Develop/identify assessment tools for gathering and analyzing CONNECTED feedback about student successes and challenges at determined intervals.</p> <p>Implementation of Common</p> | <p>Continue infrastructure enhancements (Principal and Teacher evaluation tools):</p> <ul style="list-style-type: none"> ■ Student growth model for teacher evaluation by 2016-2017 <p>Review D39 infrastructure need to implemented ongoing CONNECTED learning</p> <p>Audit the effectiveness of</p> | <p>Superintendent year-end report to evaluate progress on key deliverables</p> <p>Celebrate and share successes</p> <p>Implications for formulating next strategic plan</p> |

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| | | Core State Standards (CCSS) | current progress reporting practices/tools for conveying student growth with CONNECTED | |
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