



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

2023-2024 District Priorities and Goals

Mid-Year Update
2.20.24





Annual Strategic Priorities and Goals

Academic Excellence

- Optimizing learning experiences for all District 76 students.

Professional Excellence

- Optimizing professional experiences for all District 76 staff.

Operational Excellence

- Establish collaborative and efficient practices for long-term District success.

Financial Excellence

- Maintaining fiscally responsible and efficient processes for long-term District success.

Communication Excellence

- Communicating to all stakeholders in a purposeful and meaningful manner.



Collaborative Accountability

- Mission and Vision
- Priorities/Goals
- Emotional Health and Safety
- Collaborative Voice
- Shared Leadership and Ownership
- Communication
- Review/Reflection: 100 days



Core Values



Service
Passion
Advocacy
Respect
Kindness
Love
Equity
Opportunity
Nurture



MISSION

Three schools, one district preparing our children to be lifelong learners, engaged in their community and ready to navigate their world.



VISION

Embrace, Empower, Excel:
Each Child, Each Day



Portrait of Excellence



Embrace

Diversity | Inclusion | Individuality | Self-Advocacy | Safety and Welfare

Empower

Courage | Kindness | Leadership | Compassion | Perseverance

Excel

Collaboration | Critical Thinking | Problem Solving | Growth Mindset | Being a Positive Role Model



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Goal(s):	Purpose	Measurable Evidence
<p>Know each D76 student by Name, Strength and Need:</p> <ul style="list-style-type: none">a. Improve student growth in English Language Arts (ELA) and Mathematics.a. Strengthen social emotional well-being, learning and engagement for all students.b. Implement a District-wide multi-tiered system of supports (MTSS) program.	<p>Prepare all D76 students to be high school, college/career and future ready and to improve student academic and social/emotional learning growth and achievement.</p> <p>Ensure the needs of the “whole child” are met in order to improve student academic and social/emotional learning growth and achievement.</p> <p>Provide an MTSS program to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ 100% of Kindergarten-8th grade students will demonstrate growth within the tiers of instruction as measured by the STAR assessment.★ Pre-K-8th grade students will demonstrate 90% or higher in all categories of the Social Emotional Learning (SEL) Student Survey★ Incorporate a social/emotional learning screener in the MTSS process.



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Diamond Lake School

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- ELA: 80% of students will achieve STAR projected growth by participating in Balanced Literacy and cognitively complex tasks
- Speciality events school wide to engage students in new and innovative ways
- Student workshare within the PLC model to enhance knowing students by name, strength, and need
- New models of PBIS with school wide assembly and updated visual recognition cards
- New incentives for students to earn through the Community Cuddles initiative, Berger Wall of Fame, and “You’ve Been Pawed”
- Therapy Facility Dog; AKA Polly



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

West Oak Intermediate School

1

- Increased focus on (BAS) assessment alignment and “integration of knowledge” inclusion in daily practice
- Aligning formative assessment in math, and allowing for student struggle as they discuss and solve as groups with teacher facilitation
- On F and P assessments, between 85-92% of students have made growth, and each grade is above 50% of students reaching attainment in their grade level bands
- Monthly school assemblies with student of the month, student created pawsome cards
- We have started implementing a T-chart of major and minors
- Daily affirmations / belonging “No Somos Una Manada de Lobos SIN TI”
- Direct instruction of FBA’s and BIP’s help to adjust and goal set, treating SEL as a tool to drive a positive learning environment and academic growth



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

West Oak Middle School

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- Students in all tiers are showing encouraging growth
- Our Student SEL survey results are guiding our practices
- Regular assemblies centered around PBIS and SEL initiatives, as well as academic progress and schoolwide climate and culture
- Positive referrals, students of the month, trimester challenges
- Enhancing our knowledge of each student's name, strength, and need by incorporating small group instruction, giving students voice and choice, making personal connections and building mutually respectful relationships
- Improving depth of knowledge by offering tasks that are authentic and relevant by connecting instruction to student backgrounds.



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

Goal(s):	Purpose	Measurable Evidence
<p>Achieve Level 2 Status for Marzano's High Reliability Schools: effective teaching in every classroom:</p> <ul style="list-style-type: none">a. Implement building and district Instructional Leadership Walkthroughs to focus on models of instruction.a. Focused instructional Coaching program.a. Strengthen social emotional well-being, learning and engagement for all staff.	<p>Provide all D76 staff with strong professional development opportunities, a healthy working climate and culture and access to instructional support and resources in order to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ Culture and Climate Survey: 100% of staff indicate they feel supported in their own SEL.★ The High-Reliability Schools Level 2 Survey, which includes:<ul style="list-style-type: none">a. <i>School leaders communicate a clear instructional vision. (SIP)</i>b. <i>Support is provided to teachers to continually enhance their skills through reflection and professional growth plans. (Walkthroughs, Culture and Climate)</i>c. <i>Instructional practices are known and monitored. (Walkthroughs, SIP)</i>



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff. (CONT.)

Goal(s):	Purpose	Measurable Evidence (Cont.)
<p>Achieve Level 2 Status for Marzano's High Reliability Schools: effective teaching in every classroom:</p> <ul style="list-style-type: none">a. Implement building and district Instructional Leadership Walkthroughs to focus on models of instruction.a. Focused instructional Coaching program.a. Strengthen social emotional well-being, learning and engagement for all staff.	<p>Provide all D76 staff with strong professional development opportunities, a healthy working climate and culture and access to instructional support and resources in order to improve student academic and social/emotional learning growth and achievement.</p>	<p><i>d. Teachers are provided with clear, ongoing evaluations based on data and are consistent with student achievement data. (Tier I Data Review Meetings)</i></p> <p><i>e. Teachers are provided with professional development that is related to their instructional growth goals. (PLCs, Climate and Culture Survey)</i></p> <p><i>f. Teachers have opportunities to observe and collaborate around effective teaching. (PLCs)</i></p>



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

Diamond Lake School

- Celebrations within weekly meetings, monthly meetings, and holidays
- Supportive family culture to lend a helping hand during difficult times
- BLT creating the SIP and shared with staff at the start of the school to establish common goals
- Walkthroughs conducted 3 times a year and feedback provided
- Teachers provided the opportunity to observe one another and learn new strategies
- PD provided through Instructional Coaches during dedicated PLC meetings each month
- Ongoing evaluations occurring through the Danielson model
- Data meetings occurring monthly to measure and compare student progress and take necessary instructional adjustments



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

West Oak Intermediate School

- Staff recognition and celebrations during monthly meetings; Wolfpack Trophy
- Sunshine Committee
- Learning Walk-throughs
- Marzano Level 1 Status
- Sharing progress towards achieving our SIP goals
- Personalized learning pilot and systems
- Instructional coaching: visible, open, honest, supportive, structure in place
- Gathering resources and vertically aligning standards to create plug and play “playlists” that are aligned and relevant for students and their goals
- Teacher informal and formal evaluations
- PLC Meetings are theme-based according to content areas include time for collaboration with teams.
- FBA and BIP’s presented on, processes to gather appropriate data, involve all stakeholders in understanding implementation



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

West Oak Middle School

- Staff recognition and celebrations during monthly meetings; Willy the Wolf
- Sparkle Squad
- Learning Walk-throughs
- Marzano Level 1 Status
- Sharing progress towards achieving our SIP goals
- Instructional coaching: visible, open, honest, supportive, structure in place
- Teacher informal and formal evaluations
- PLC Meetings incorporate culturally responsive practices and include time for collaboration with teams
- Staff support one another by sharing strategies, stepping into other classrooms and continued collaboration
- Staff developed individual instructional goals



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

Goal(s)	Purpose	Measurable Evidence
<p>Structuring Professional Learning Communities (PLC's) to focus on the MTSS process:</p> <ul style="list-style-type: none">a. Utilize and apply data based decision making with the Educlimber Data Warehouse Management system.a. Utilize student products to inform and guide instructional practices.	<p>Provide the resources and infrastructure needed in order to improve student academic and social/emotional learning growth and achievement.</p>	<p>★ Staff Support and Success Survey: 100% of <u>certified</u> staff will report that they:</p> <ul style="list-style-type: none">a. <i>Utilize and apply the Educlimber Data Warehouse Management system to make instructional decisions.</i>b. <i>Utilize the PLC process to improve their instructional practices</i>c. <i>Utilize student products to inform their instructional decisions</i>



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

Diamond Lake School

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- 70% of staff strongly agree or agree that eduCLIMBER is used to make instructional decisions
- Sharing student products at team meetings to both gain and provide feedback
- Using assessment data; benchmarks, progress monitoring, unit assessments, informals, observations, etc. to collaboratively guide curriculum and instruction and grade level roadmaps



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

West Oak Intermediate School

1

- Educlimber is used to look at trends during PLC's
- Annotating lessons based on student need
- STP & Specials Portfolio: students share work they are proud of, work on mastery of specific priority standards



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

West Oak Middle School

1

- Educlimber is used to guide instructional practices based on data trends
- Develop a collaborative team approach to transition to Standards Based Grading in 2024-25 school year



Priority 4: Financial Excellence- Maintaining fiscally responsible and efficient processes for long-term District success.

Goal(s)	Purpose	Measurable Evidence
<p>Maintain sound financial management practices that will support:</p> <ul style="list-style-type: none">a. Negotiate and ratify a new Collective Bargaining Agreement (CBA)a. Develop a new 5-year facility plana. Increase Operating Fund Balance to 105%	<p>Maintain strong district financial health and provide the resources needed to sustain district goals and to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ Annual Financial Report (AFR)★ Maintain and/or improve the ISBE Financial Profile Designation Rating★ Completed Collective Bargaining Agreement (CBA)★ Completed 5-year facility plan



Priority 4: Financial Excellence- Maintaining fiscally responsible and efficient processes for long-term District success.

District

- [2023 ISBE Financial Profile Designation Rating score of 3.8](#) (2022 score of 3.8)
- FY23 Annual Financial Report received and the audit showed there were no material errors and funds are allocated properly. FY24 data will not be made available until next fiscal year. [As of December 31, 2023](#) current projections show a projected \$400k surplus year-end, but we anticipate that dropping slightly.
- 5-year facility plan has received several updates and quotes are being sought. A Facilities Committee will meet in March to review proposals and present the final facilities plan for approval.
- Preliminary discussions have begun on a new CBA



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

Goal(s)	Purpose	Measurable Evidence
<p>Cultivate community awareness in order to promote the mission, vision and core values of D76:</p> <ul style="list-style-type: none">a. Develop a Parent/Volunteer Handbooka. Continued District-wide and school specific community outreach and service programsa. Continue to be responsive to student, staff and family needs	<p>Maintain and improve the community's education, involvement and engagement in all school and district events and opportunities to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ A completed Parent/Volunteer Handbook★ <i>Parent Engagement Survey</i>: 90% of respondents will report that District Staff and Leadership Team exhibit the Mission, Vision and Core Values★ <i>District Activity Matrix</i>: Measure parent/family participation in all school/district events



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

District

- A. A finished Parent/Volunteer Handbook is complete and available online.
- A. In the 2023-2024 Parent Engagement survey, 90% of parents reported that the District Staff and Leadership Team uphold the Mission, Vision, and Core Values.
- A. The D76 Community Liaison organized seven events: mobile food pantries, supply drives, and a winter clothing drive, serving a total of 957 families.

TEAM WORK

Coming together is the
beginning

Keeping together is
progress

Working together is
success

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Questions/Feedback