



# Diamond Lake School District 76

**Embrace Empower Excel** Each Child Each Day

## 2024-2025 District Priorities and Goals

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Mid-Year Update  
2.18.25





# Professional Advisory Council (PAC)

**Purpose:** To foster collaboration, shared ownership and informed decision-making. An advisory and guiding team that helps align district goals, improve communication and ensure that diverse perspectives are considered in leading district initiatives and executing strategic goals and priorities. By working together, PAC drives continuous improvement, enhance student outcomes and strengthen the D76 culture and climate.

**Membership:** 3 members/school and DLT

**Schedule:** 4 times a year



# Professional Advisory Council - DLS



**Candice  
Rastrelli**



**Katelyn  
Cairns**



**Lauren  
Anderson**



# Professional Advisory Council - WOIS



**Joann Uzzardi**



**Vanessa Gines**



**Becca Wold**



# Professional Advisory Council - WOMS



**Hope Sohn**



**Susan  
Borkowski**



**Carly Sklar**





# 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.



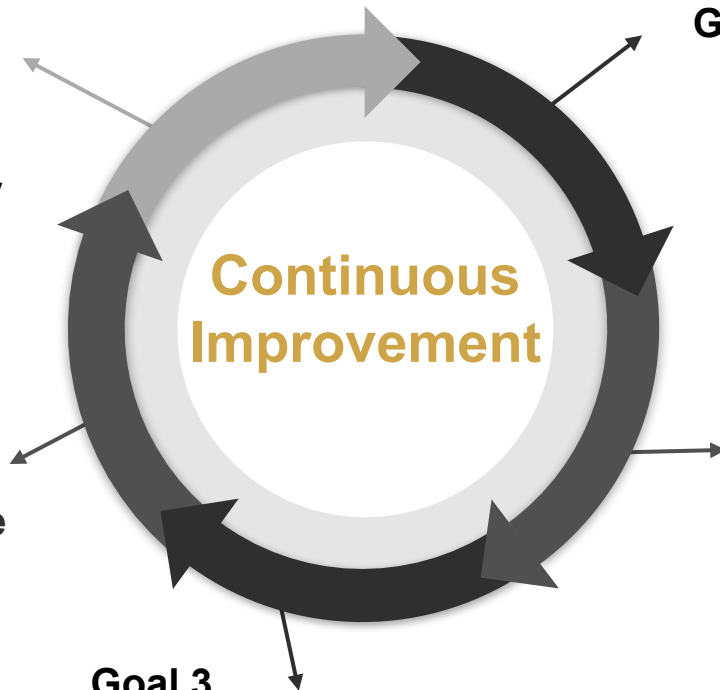
# Measurable Outcomes

## Goal 5

- Culture and Climate Survey
- Parent and Community Engagement Survey

## Goal 4

- Annual Financial Report (AFR)
- ISBE Financial Profile Designation Rating
- Energy Performance Audit



## Goal 1

- STAR Assessments
- Social Emotional Learning (SEL) Student Surveys

## Goal 2

- Culture and Climate Survey
- The High-Reliability Schools Level 3 Survey

## Goal 3

- Staff Support and Success Survey
- District Needs Assessment based on the 5Essentials Survey

Talent and Leadership Community  
*Rigorous Safe and Welcoming*  
Culture and Climate Fiscally Responsible

**Level Up, Lean In &**

**SPARKLE ON**

*Robust* Relevant and Current Family  
Data-Based Communication  
Professional Growth and Engagement





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

## **Goal(s):**

Know each D76 student by **Name, Strength and Need:**

***All educators will:***

- a. Utilize the District-wide multi-tiered system of supports (**MTSS**) **program** to maximize student growth including progress monitoring.
- a. Strengthen the **social emotional well-being, learning** and engagement for all students.



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

## **Diamond Lake School**

1

- Fastbridge Progress Monitoring
- Interventionist pushed into classroom to support Tier 1 students
- Progress monitoring using common tool
- Diamonds on Display (peer selected work)
- PBIS monthly assemblies
- SparkleOn and Shine Wall
- Cub cards
- PBIS Tier 1 team (discussed data monthly to identify areas of need in our SEL instruction)
- PBIS Tier 2 team (1st time)
- Check-In/Check-Out Procedures



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

## **West Oak Intermediate School**

1

- FastBridge Progress Monitoring
- PBIS Monthly Assemblies
- Students of the Month Recognitions
- Specials' Team: Student of the Day
- PAW-esome Cards
- PBIS Hallway Challenges
- Golden Spatula for Positive Lunch Behavior
- Check-In/Check-Out Procedures
- Morning Team Meeting
- Wellness Classes for Students
- New curriculum: Character Strong



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

## **West Oak Middle School**

1

- Fastbridge Progress Monitoring
- Response to SEL feedback: develop positive phone calls home, deeper connection to students and families
- Prioritize student well-being: weekly meetings to create action plans through collaborative thinking
- Continue regular assemblies centered around PBIS and SEL initiatives
- Peer observations - encourage and support colleagues/outcomes to benefit students
- “Pack Partners” network among colleagues
- Facilities dog - offers support and regulation for our students and staff
- Inclusion model for special education support
- SBRC



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

## **Goal(s):**

Achieve **Level 3 Status** for Marzano's High Reliability Schools: Guaranteed and Viable Curriculum:

- a. Implement building and district Instructional Leadership Walkthroughs.
- b. Set and achieve and individual instruction goal
- c. Implement coaching cycles with fidelity to strengthen instructional practices and social emotional well-being, learning and engagement for all staff.



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

## **Diamond Lake School**

- Walkthroughs with feedback
- SLO's
- Smart Goals
- Humanex Select 7 (highlighting our individual talents)
- “Boost Your Brilliance” monthly Professional Development
- Instructional Coaches: decodables, mathematical vocabulary implementation, Fastbridge support, monthly PLC meetings, phonics instruction, assessments modified to meet priority needs





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

## **West Oak Intermediate School**

- SLO
- Smart Goals
- Legacy Journal Activities
- Humanex Select 7: highlighting our individual talents
- Instructional Coaches:
  - Professional development and PLCs
  - “Boost Your Brilliance”
  - Coaching cycles
  - Implementation of the SST process



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

## **West Oak Middle School**

1

- Learning Walk-throughs
- Marzano Level 1 and 2 Status Completed
- Sharing progress towards achieving our SIP goals
- Instructional coaching: visible, open, honest, supportive, structure in place, working with all departments, providing professional development at all meetings and through Boost Your Brilliance, dependable ideas and follow through
- Staff developed individual instructional goals
- Updating unit plans to incorporate language and learning targets
- First year of Twig, SIPPS, X-Treme Reading, Robotics, MDIS-Envisions



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

### **Goal(s)**

1. Structure Professional Learning Communities (PLC's) to focus on data driven professional practices:
  - a. Utilize all local, state and national data.
  - b. Utilize student products to inform and guide instructional practices.
2. Structure each school's Building Leadership Team (BLT) to create an action plan to address areas of improvement on the District Needs Assessment based on the 5Essentials Survey.



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

### Diamond Lake School

1

- Work samples-weekly to PLC meetings
- Data Systems: Fastbridge, STAR data, F&P Levels & SWIS
- Data guides placement decisions, push-in support for interventions
- Push-in speech services support SIP goal:communication between peers
- Boot camp (introduction of letters) was adjusted to become a daily review
- Needs Assessment Action Plan
- Diamonds on Display
- PBIS assemblies (parents are invited to share in the child's recognition)
- Cub conversations for each grade level have been created (SIP goal)
- Boost Your Brilliance (staff members are sharing out with others)



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

## **West Oak Intermediate School**

1

- D76 Data Drive: STAR, AAPPL, F&P, ACCESS, Common Assessments, Progress Monitoring Data, FastBridge, Surveys, IAR, BAS/SEL (Spanish F&P), Pilot of FlashLight 360 & SWIS
- Student samples shared during PLCs
- Reviewing assessment results
- Data meetings
- Monthly BLT meetings
  - Needs assessment completed and addressed- 5 Essentials
  - Created action plan based on current needs



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

### **West Oak Middle School**

1

- PLC Meetings - culturally responsive practices and continued collaboration
- D76 Data Dive: STAR Data, AAPPL, F&P, ACCESS, Common Assessments, Progress Monitoring Data, FastBridge, Surveys, IAR, BAS/SEL (Spanish F&P), Pilot of FlashLight 360, SWIS
- Monthly BLT meetings and 100-day BLT check-ins
- 5 Essentials Needs Assessment





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

## **Goal(s)**

Maintain sound financial management practices that will support:

- a. Negotiate and ratify a new Collective Bargaining Agreement (CBA)
- b. Maintain an Operating Fund Balance of 105%
- c. Implement energy-saving initiatives and sustainable practices to reduce utilities costs by 8%.



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

### District-Wide

- Collective Bargaining Agreement officially ratified in December 2024.
  - All associated retro-pay successfully distributed to staff member.
- 2024 ISBE Financial Profile Designation Rating score of 3.9 (2023 score of 3.8)
- FY24 Annual Financial Report received and the audit showed there were no material errors and funds are allocated properly. As of January 31, 2025 current projections show a projected \$300k surplus year-end, but we anticipate that dropping slightly. As we get closer to the end of the fiscal year, the district can have options of budgetary transfers to fund future facility work.
- Initial baseline utility data is being analyzed. Electric and natural gas usage at DLS and WOC is being tracked to determine areas of focus for efficiency practices and/or projects.
  - Energy “pull back” periods are being determined to reduce usage in unoccupied times.



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

## Goal(s)

Strengthen all school-level communications and systems with staff, parents and community:

- a. ***Excellence in communications*** is practiced.
- b. The principals and staff ***communicate effectively***.
- c. ***Effective communications*** are received by all stakeholders.

Metrics

Parent engagement



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

### District-Wide

- Educators regularly utilize learning management systems providing continued access to student academic progress for families.
  - **Seesaw:** Average posts YTD 497 with families invited and/or access to student work and classroom information.
  - **Google Classroom:** Average posts YTD 1,441 with guardian report invites and/or access to student progress.
- Transition to new **Parent Weekly Update** platform has provided D76 with parent engagement through data collection.
  - **Average Monthly Views:** YTD 458 views
  - **Average View Time:** YTD 1.05 minutes
- Transition to new **Staff Bulletins** Update platform has provided D76 with staff awareness engagement through data collection.
  - **Average Monthly Views:** YTD 424 views
  - **Average View Time:** YTD 3.33 minutes
- **Parent Engagement Survey**
  - 92% I feel informed about the events and activities taking place in my child's school.
  - 90% I am made aware of the important information and news about my child's school.
  - 86% I feel my school communicates effectively.
  - 83% I get timely information from my child's teacher on his/her progress.



**What gets measured, gets done.  
And what gets recognized gets  
done again, and even better.**

Robert Crawford



# Questions & Feedback

Preguntas y Comentarios