

2013 - 2014

STRATEGIC GOALS
ANNUAL REPORT



Downers Grove Grade School District 58
We Envision. We Seek. We Believe.

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GRADE SCHOOL
DISTRICT 58

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Submitted by:

Kari Cremascoli
Rick Bubula
James Eichmiller
Terrence J. Martin
Lorie Pilster
James Popernik
Matt Rich
Jennifer Waldorf
Jayne Yudzentis

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FOREWORD

Downers Grove was recently named one of the Top Places in the United States to Raise Children and One of the Friendliest Places to live. These accolades could not be truer! Throughout the Downers Grove Grade School District 58 community, we are very fortunate to benefit from a wonderfully engaged community, supportive parents, incredibly dedicated and inspiring teachers and staff, and, most importantly, truly outstanding students. We are very proud to be an integral part of what makes Downers Grove a wonderful place to live, work and raise a family.

In District 58, an unwavering commitment to keeping children first in all that we do guides us as we infuse excellence throughout our schools. With the support of our staff, parents and our community, we are able to live our mission of preparing all students to be lifelong learners and contributing members of a global society by challenging and engaging each child with high quality educational programs in a safe, nurturing and child-centered environment.

We began the 2013-2014 school year with excitement and shared interest in the many new opportunities and adventures on the horizon for our students and staff this year. Our district's vision and strategic plan align to envision classrooms that inspire children, spark creative and innovative thinking, celebrate diversity, and build visionaries through educational experiences that excite minds, touch spirits, challenge abilities and prepare our children for life. The projects and initiatives undertaken this year reflect this vision. We have strengthened our inquiry-based approach to curriculum, instruction and programming by enriching our mathematics, language arts, science and technology curricula in ways that allow for even greater academic challenge, individualization and differentiation. Student engagement and innovative instructional practices have been enriched through expansion of our 1:1 program, various program evaluation and improvement efforts, and ongoing professional development for our staff. We are proud to have received national recognition for our efforts and approach to social-emotional learning, and we continue to nurture and support the social-emotional development of our students through supportive, connected learning environments and curricula. The substantial capital improvements accomplished last summer and this school year throughout our district have helped to ensure our facilities provide safe, welcoming, positive environments that ignite and enhance student learning. All of this has been accomplished while sustaining our fiscal integrity via a balanced budget and careful financial planning.

In the pages of this annual report to our Board of Education and community, we are proud to report on the many accomplishments of our district in relation to the 2013-2014 Strategic Goals Action Plan of District 58. Provided herein is just a glimpse into the many accomplishments of our school community. We have much to be proud of in Downers Grove Grade School District 58! Not a day goes by that I do not encounter individuals who are passionate about helping us accomplish our vision of inspiring children, sparking creativity and innovative thinking, and building visionaries who accomplish greatness in their classrooms, throughout their community and in their lives after graduation. Thank you to the many, many individuals who help to make these accomplishments possible.

With sincere gratitude and tremendous pride,

Kari Cremascoli, Ph.D.
Superintendent of Schools
Downers Grove Grade School District 58

District 58 Mission Statement

The mission of District 58, in partnership with parents and community, is to challenge and engage each child by providing quality educational programs and support services in a safe, nurturing, and child centered environment in order to prepare all students to be lifelong learners and contributing members of a global society.

WE * ENVISION . . . WE SEEK . . . WE BELIEVE

We Envision a school district that inspires children, sparks creative and innovative thinking, celebrates diversity, and builds visionaries.

We Seek an education that excites minds, touches spirits, challenges abilities, and prepares our children for life.

We Believe every child should be expected to grow, stretch, evolve and embrace the challenges of the future in a global environment.

* *We refers to everyone: the school board, staff, parents, students, citizens, business and community leaders*

Strategic Plan of District 58 & Action Goals for 2013-2014

Each day, District 58 strives to provide the best possible educational experience for each child and provide all students with opportunities to be successful. The Strategic Plan, adopted by the Board of Education in July 2011, includes four priority areas that guide the District's decision-making and goal setting. Each year, progress of the District in each of these priority areas is reviewed and a Strategic Goals Action Plan is adopted for the upcoming school year. Below are the focus areas of the Strategic Plan of District 58 and a summary of the Strategic Goal Action Plan in each area for 2013-2014.

Integrated Student Learning: Curriculum, Instruction & Programming and Technology for Teaching and Learning

The focus area within the Strategic Plan of Student Learning, including curriculum, instruction and programming, has been integrated with the focus area of Technology for Teaching and Learning. Recognizing that 21st Century Learning requires the seamless integration of both for meaningful, highly engaging teaching and learning, these two focus areas are intimately intertwined in District 58. An inquiry-based approach to student learning actively involves District 58 students in their learning. Critical thinking skills vital to success in today's global society – including how to access, interpret, apply and analyze information – are a key part of the District 58 instructional program. District 58 seeks to educate, challenge and inspire each student to reach his/her highest potential, and lays the foundation for a lifetime of learning. Technology in District 58 enhances and transforms learning and instruction by providing students with creative, collaborative, and meaningful learning experiences; guiding students in making powerful connections; providing students with opportunities to develop collaborative skills; and serving as a springboard for lifelong learning and connectedness. The following summarizes the Strategic Goal Action Plans of District 58 in each of these areas of focus for 2013-2014.

Student Achievement: Increase student achievement through the implementation and professional development of data driven instruction via:

- Use of the Measurements of Academic Progress (MAP) assessments district-wide,
- Ongoing professional development and coaching,
- Aligning curricular resources in ELA, and
- Digitizing availability of resources on Curriculum Web App.

Student Engagement and Innovative Instructional Practices: Increase student engagement and achievement through the use of innovative instructional practices, including implementing and monitoring the effectiveness of the Pilot 1:1 iPad initiative, providing professional development opportunities for staff focused on backward design and the SAMR framework, and developing online support resources for all stakeholders.

Program Evaluation and Improvement: Analyze and evaluate current programming to meet the needs of students, including exploration of and improvement efforts related to:

- Kindergarten programming and full-day kindergarten considerations,
- Next generation Science standards,
- Gifted identification and programming,
- Digital citizenship curricula,
- Laddered curriculum objectives for ELA Common Core,
- Non-subjective reporting mechanisms,
- Bilingual and ELL education programs, and
- Developmental Learning Program (DLP) structured review and curricula alignment.

Community Engagement: Continue promoting community awareness, support, and engagement regarding student learning and District 58 programs.

Principal and Teacher Evaluation Frameworks: Review and revise the District’s principal and teacher evaluation models to align them with new ISBE requirements.

Student Well-Being/Social-Emotional Learning (SEL)

A focus on Student Well-Being and Social-Emotional Learning is a critical component of the Strategic Plan of District 58. As such, the District teaches Social-Emotional Learning skills in a safe, comfortable, child-focused environment. The ultimate goal is to develop self-disciplined, self-knowing, empathic students who have the strong interpersonal and communication skills needed to be contributing members of a global society. The Strategic Goal Action Plans in this area for 2013-2014 were as follows.

Supportive Learning Environment: Evaluate the school environment to identify areas for improvement in establishing and maintaining a positive, caring, collaborative learning environment for students, staff, and parents in all schools.

SEL Skill Development Programs: Provide support for the development, implementation and ongoing improvement of programs to address students’ social and emotional needs and support SEL skill development of students across District 58, including ongoing professional development and coaching for teachers and support staff.

Facilities, Finance, Operations and Maintenance

District 58 strives to ensure that its schools and other facilities are safe, welcoming, positive environments that support and enhance student learning. The District pursues energy efficiency, and has developed a plan to address long-term facilities needs. The District sustains its fiscal integrity via a balanced budget and healthy fund balances. To accomplish these ideals, the District established the following Strategic Goal Action Plans in this area for 2013-2014.

Facility Needs, Improvement and Planning: Continue the District's review of facilities needs and establish a plan to address facilities needs through:

- Continued work with the Financial Advisory Committee (FAC),
- Successful completion of summer 2013 facilities projects,
- Planning for and implementing summer 2014 facilities projects,
- Reviewing additional prioritized facilities needs, including Science labs and the evaluation of ASC and Longfellow, and
- Continuing to engage and inform the community regarding the District's facilities plans.

Fiscally Responsible and Transparent Budgeting: Administer the District in a fiscally responsible manner and be responsive to State imposed changes, including proactive budgeting and successful contract negotiations.

Affordable Care Act: Evaluate the impact of and make adjustments in budget and health care benefits in accordance with the implementation of the Affordable Care Act.

Business and Student Services:

- Investigate and successfully implement online student registration and a transportation fee.
- Continue exploration and planning for a transition to electronic documentation management for accounts payable records.

STRATEGIC GOALS

2013-2014 ANNUAL REPORT OF PROGRESS

Integrated Student Learning: Curriculum, Instruction & Programming and Technology for Teaching and Learning

Student Achievement: Increase student achievement through the implementation and professional development of data driven instruction.

- Implemented Northwest Evaluation Association (NWEA) Measurement of Academic Progress (MAP) assessments in all District 58 Schools.

Accomplished: *All schools and K-8 students throughout District 58 have participated in the MAP assessments three times during 2013-2014 school year. Achievement and growth data for Fall, Winter, & Spring have been reviewed at the student, classroom, school, district and Board/community levels.*

- Provided professional development opportunities for staff to understand and utilize achievement data gathered from MAP to guide instruction.

Accomplished: *MAP coaching was provided in all schools and for all staff members. Coaching was tailored to the needs of each teaching team. Advanced MAP coaching was delivered in May for Title I schools in their second year of MAP implementation. Ongoing training and support to guide instructional planning was provided during Grade Level Common Core Half-Days, Institute Days, and through job-embedded training within data teams and from the District's instructional coaches.*

- Aligned curricular resources in English-Language Arts for Speaking and Listening, Literature, and Informational Text and made these resources available to staff through traditional and digital distribution mechanisms.

Expected Progress: *Skills and anchor standards have been identified and are in the Curriculum Web App for easy access by students and teachers. Grade level teaching teams have identified connections of current resources with the Common Core standards and skills, and have been trained on vertical digital resources such as Newsela and Readworks. Curricular work will continue during the Summer of 2014 with current resources being aligned and connected within the Curriculum Web App for Literature, Informational Text, Language Usage, Vocabulary, and Foundational Skills.*

Student Engagement and Innovative Instructional Practices: Increase student engagement and achievement through the use of innovative instructional practices.

- Implemented and monitored the effectiveness of the Pilot 1:1 iPad Initiative.

Accomplished: *The District 58 Pilot 1:1 Initiative has been implemented and integrated effectively throughout the District. Year one was completed with success as demonstrated via the ongoing program evaluation plan and reporting efforts of the District, and year two of the program has been designed, proposed and accepted. Achievement data demonstrate significant growth in Winter and Spring when compared to District grade level peers. Data from Winter and Spring surveys of parents, students, teachers and administrators were analyzed and reported by an independent statistician to District leaders, program participants, the Board and the community in February, May and June/July.*

- Provided professional development opportunities for staff to understand and implement instructional design focused on backward design and the SAMR framework.

Accomplished: *Professional development opportunities for all staff have been integrated into Institute Days, Grade Level Common Core Training Half-Days, District Professional Development Classes, tutorial videos, job-embedded instructional coaching, faculty meetings and School Improvement Days.*

- Developed online support resources for community awareness, student tutorials, and faculty tutorials.

Accomplished and Ongoing: *District 58 has developed a variety of online support resources for parents, students, faculty, staff and the community. In addition, a variety of parent education sessions have been provided in partnership with the District's instructional coaches, the District 58 Technology and Curriculum Departments, and the Downers Grove Public Library. The online library of resources continues to grow and develop as the program expands and as additional needs of stakeholders are identified and addressed.*

Program Evaluation and Improvement: Analyze and evaluate current programming to meet the needs of students.

- Began the exploration of kindergarten programs and the development of opportunities to meet the needs of kindergarten students within the Common Core and 21st Century Learning.

Accomplished and Ongoing: *The initiation of exploration into the kindergarten program and consideration of full-day kindergarten began with a needs analysis, a study of comparative opportunities, and a curricular analysis led by the District 58 Curriculum Department and representatives from the kindergarten teaching teams, including teachers, educational specialists and administrators. A presentation of these findings was made to the Board of Education and next steps in exploration, consideration and planning have been identified, including an in-depth analysis of facility and personnel needs, costs and opportunities. The next committee report is expected in the Fall semester of the 2014-2015 school year.*

- Began the exploration of Next Generation Science Standards and the development of curriculum objectives aligned to these Standards.

Accomplished and Ongoing: *Throughout the 2013-2014 school year, the Science Committee worked to complete an analysis of the Standards for Earth and Space, Life Science, and Physical Science. The Committee will continue its work with a focus on the Standards for Engineering, Health, and Coding in the 2014-2015 school year.*

- Developed methods for identification and supporting programming for Gifted students.

Accomplished: *The two-year review of the Gifted Program and identification procedures for Gifted Students in District 58 culminated with a report to the Board of Education in May 2014. This report included recommendations for program design, curriculum development, revised identification procedures and a transition plan. Curricula development is ongoing with planned implementation during the 2014-2015 school year.*

- Developed a K-8 curriculum ladder for Digital Citizenship.

Expected Progress: *The Technology Committee of District 58 has established five foundational areas of Digital Citizenship including: Communication, Copyright, Digital Identity, Internet Safety, and Relationships. Additionally, the Committee has developed curriculum objectives in these areas and begun to identify resources and lessons for the areas of Communication and Relationships. The Technology Committee and Summer curriculum teams continue to develop and add lessons to the curriculum web for easy access by teachers and students.*

- Developed laddered curriculum objectives for Foundational Skills, Writing, and Vocabulary from the English Language Arts (ELA) Common Core.

Accomplished and Ongoing: *Throughout the 2013-2014 school year, teams of teachers and the ELA Curriculum Committee have worked with the Curriculum Department of District 58 to develop ladders for the Standards of Foundational Skills, Language Usage, and Vocabulary ladders. Resources are being aligned to these ladders and made available within the Curriculum Web App during the Summer of 2014. The ladder for the standards of Writing is in progress.*

- Developed non-subjective reporting mechanisms for Common Core Aligned content area.

Expected Progress: *The reporting mechanisms for reporting kindergarten progress in the area of Writing was piloted and subsequently implemented during the 2013-2014 school year by all kindergarten teachers throughout District 58. These same reporting mechanisms will be implemented at the kindergarten and 1st grade level during 2014-2015 school years. A pilot for longitudinal Math Progress Reporting has been developed and will be explored during the 2014-2015 school year.*

Bilingual and ELL (English Language Learning) Education: Continue to develop the District's Second Language Learning Program.

- Formed a District committee to develop a set of recommendations for an ESL/Bilingual program design based on the ISBE (Illinois State Board of Education) *Perfect Match* protocol. Outcomes include a program vision, recommendations for levels of service aligned with state requirements pertaining to level of English language proficiency, and curricular resources aligned to the Illinois ELL/WIDA (World-Class Instructional Design and Assessment) Standards.

Accomplished: *The District Bilingual and ELL Committee met throughout the 2013-2014 school year to study best practices in Bilingual and English Language Learning Services and analyze the District's current Bilingual and English Language Learning program. The Committee's analysis helped to identify strengths of the programs as well as improvement opportunities, including a recommendation for the implementation of a multi-age bilingual K-1 program. This program recommendation aligns with state requirements, and best practices as supported by research. Program design, staffing recommendations and the parent/student recruitment process has begun. During the Summer of 2014, a curriculum committee is working to identify bilingual instructional resources for the K-1 pilot program implementation in the 2014-2015 school year.*

Developmental Learning Program, DLP Review: Continue to develop the District's Developmental Learning Program.

- Conducted a structured program review of the Developmental Learning Program (DLP). Outcomes include an instructional scope and sequence reflective of the District 58 curriculum design and aligned with the Common Core State Standards, recommendations for adoption of curricular resources related to the above scope and sequence and appropriate to the developmental levels of the students assigned to the DLP classrooms and professional development for staff members in these resources.

Expected Progress: *The DLP planning team met four times throughout the 2013-2014 school year and made significant progress with aligning instruction in the DLP program to the DLM Essentials Elements as provided by ISBE. The Essential Elements are taken directly from the Common Core State Standards and modified specifically for students with significant intellectual disabilities. The work of the DLP Planning Team will be ongoing and is expected to extend into the 2014-2015 school year.*

Community Engagement: Continue promoting community awareness, support, and engagement regarding student learning and District 58 programs.

- Continued to develop and cultivate the District 58 brand, as facilitated by the use of key messages with internal and external stakeholders.

Accomplished and Ongoing: *District 58 utilizes a plethora of tools, including the website, email and social media such as Facebook and Twitter to convey its brand to internal and external stakeholders. Messages are communicated through videos, written stories and photo galleries spotlighting the District 58 learning journey, developing and sharing key messages in numerous ways to ensure consistency, and framing our communications about various initiatives and programs around the District's overall strategic goals.*

- Implemented the goals outlined in the District's comprehensive Communications Plan, and created situation-specific communications plans and key messages for major initiatives.

Expected Progress: *District 58 continues to accomplish the strategic communications goals outlined in its comprehensive Communications Plan. Situation-specific communications plans and key messages have been developed for major initiatives, such as our new online registration system and screen time as it relates to the 1:1 device initiative. The District is preparing to transition to a new Communications Coordinator who will assist the District in continuing to implement the District's Community Engagement efforts in the 2014-2015 school year.*

- Boosted subscribership and reach of online/electronic communications tools.

Accomplished: *The reach and effectiveness of District 58's online/electronic communications tools continues to grow. The subscriber base for the Communicate 58 e-newsletter continues to grow and the staff newsletter has been published and distributed with great impact (50-60% open rates and positive response). District 58 has reached over 1,300 followers on Twitter, with numerous staff members also sharing their students' journey of learning and discovery. The District 58 YouTube channel continues to grow in popularity with more than 25,000 video views.*

- Worked with the new Communications Advisory Panel to increase the effectiveness of communications with various stakeholder groups.

Accomplished: *The Communications Advisory Panel met four times throughout the 2013-2014 school year. The focus on the first two meetings was the navigability and appearance of the District website, and the focus of the third and fourth meetings were the effectiveness of the messaging around our brand as indicated by the perceptions of various stakeholder groups. This group has proven an excellent way to engage in thoughtful, two-way dialogue with staff, parents, and community members with no children in our schools.*

- Maintained a robust, user-friendly website that meets various stakeholders' needs for information from the District and its schools/departments.

Accomplished and Ongoing: *The website continues to be a trusted source of information about the District, with an average of 30,000 visitors or more per month. Updates to the look and usability of the website continue to be made on an ongoing basis. We continue to utilize best-practice research and feedback from stakeholders, including our Communications Advisory Panel to make the tool more accessible. The District is transitioning to a new Director of Innovative Technology and Learning as well as a new Communications Coordinator, both of whom will continue to make ongoing improvements to the website as a robust and user-friendly tool for all stakeholders throughout the District 58 community.*

- Researched the creation of a District 58 Speakers' Bureau to provide information to local organizations regarding our programs and initiatives.

Accomplished: *Staff researched the pros and cons for creating a formal Speakers' Bureau to match District experts with speaking opportunities within our community. It was determined that channels currently exist to successfully meet this need, and a formal program will not be created at this time.*

Principal and Teacher Evaluation Frameworks: Review and revise the District's principal and teacher evaluation models to align them with new ISBE requirements.

- Built an understanding among teachers and administrators of the critical components of an effective evaluation system that promotes growth and increased skill in instructional strategies.

Accomplished: *Training was provided to all certificated staff, including teachers, specialists and principals, during the Fall Institute Day on the critical components of an effective evaluation system and the contemporary legal underpinnings of an aligned system. The training included an overview of the next steps and action plan to be taken in District 58 during the next few years. In June, all certificated staff were provided with an overview of the new teacher evaluation system of District 58, including the rubric that will be used for the 2014-2015 school year.*

- Worked collaboratively to revise the evaluation process to increase its effectiveness in improving teaching and learning, while also aligning the teacher evaluation procedures with the new legislative requirements.

Accomplished: *The Evaluation Sub-Committee, comprised of teachers and administrators from throughout District 58, met throughout the 2013-2014 school year to develop evaluation documents to be used in the evaluation of certificated staff. The Committee developed language that outlines the evaluation process and is aligned with new legislative requirements. The Committee also developed the Teacher Evaluation Rubric and Summative Evaluation Form, based on the Framework for Teaching performance criteria.*

- Provided professional development to expand on the major components of utilizing evaluation for improving professional practice.

Accomplished and Ongoing: *All District administrators have completed the ISBE training on the major components of utilizing evaluation for improving professional practice. These trainings have been reinforced through professional development provided at the Administrative Retreats, Principal Meetings and Leadership Learning Teams. Cognitive Coaching training was provided to principals, assistant principals and the central office leadership team during the Summer Administrators' Retreat, in October, and throughout the year in Principal Meetings. Additionally, training was provided prior to and during the Fall Institute Day. At the start of the 2014-2015 school year, staff development will be provided for teachers and administrators to strengthen the understanding of how to effectively use the evaluation process and the Framework for Teaching rubric to improve professional practice.*

Student Well-Being/Social-Emotional Learning (SEL)

Supportive Learning Environment: Evaluate the school environment to identify areas for improvement in establishing and maintaining a positive, caring, collaborative learning environment for students, staff, and parents.

- Using survey results and feedback, building teams worked to develop individual building action plans related to improvement efforts.

***Accomplished:** Each school's Building Leadership Team identified goal areas for improvement efforts as part of their School Improvement Plan and/or Social-Emotional Learning (SEL) Committee work. Throughout the year, building teams implemented action plans and monitored progress in the development of a caring, supportive, collaborative learning environment. This process will continue to be implemented in the 2014-2015 school year. Most schools began the process of planning for the 2014-2015 school year in the Spring, using survey results and feedback from the 2013-2014 school year.*

- Identified current programs and activities relative to anti-bullying and cyber-bullying education, including programs for developing digital citizenship.

***Expected Progress:** During the Summer of 2013 and the Fall semester, the Technology Committee of District 58 worked to identify and evaluate current programs and activities with the assistance of Common Sense Media. The Committee is developing lessons related to bullying and cyber-bullying in connection with Common Sense Media. Some of these lessons have been integrated into the Curriculum Web App for easy access by teachers, students and parents. The Committee is continuing work on this during the Summer of 2014.*

- Provided targeted staff development to staff to increase knowledge and skills in supporting positive and safe school environments.

***Accomplished and Ongoing:** Each school's Building Leadership Team identified goal areas for improvement efforts as part of their School Improvement Plan and/or Social-Emotional Learning (SEL) Committee work. Throughout the year, building teams and principals provided focused staff development based on the individual school SEL goals for that year. In addition, a group of teachers, comprised of representatives from each District 58 elementary school, attended a training provided by Responsive Classroom to gain a stronger understanding of the research-based program and practices effective in developing a positive and supportive learning environment that promotes high student achievement. In June, building-based staff development was provided to support classroom teachers at the elementary level in utilizing the research-based best practices and programs, such as Responsive Classroom/class meetings and the Second Step curriculum.*

SEL Skill Development Programs: Provide support for the development of programs to address students' social and emotional needs and support SEL skill development of students.

- Worked with the building teams to implement strategies for increasing social emotional support and skill development by students.

Accomplished and Ongoing: *Each school's Building Leadership Team and/or SEL Committee worked to evaluate current strategies and identify areas for improvement. Each elementary school provides instruction for students in SEL skill development through the research-based program, Second Step. For the 2014-2015 school year, classroom teachers at the elementary level will take a more active role in providing weekly SEL lessons using the Second Step curriculum.*

- Monitored program options at the building level to address any identified needs and develop more systematic support for students.

Accomplished: *Building teams review student progress to identify areas needing additional support and provide the appropriate supports necessary to help each child grow and achieve.*

- Explored age-appropriate Social Emotional Learning (SEL) curricular resources for the Grove Children's Preschool that align with the current District 58 SEL curriculum and the Illinois social/emotional learning standards. Outcomes include the identification of appropriate curricular resources, the acquisition of said resources and the training of preschool staff members in the implementation of these resources.

Accomplished: *The Preschool team, under the leadership of the Preschool Coordinator, has reviewed curricular resources designed to address Social-Emotional Learning outcomes for preschool aged students. The team has chosen Conscious Discipline to pilot within the Grove Children's Preschool during the 2014-2015 school year.*

- Developed and implemented a system of coaching and support through the District Behavior Specialist position to increase staff members' understanding and ability to implement positive behavioral interventions for all students. Outcomes include the identification and hiring of a highly qualified behavioral specialist, the development of protocols for accessing this support, the provision of training and professional development in positive behavioral strategies, and the development of a data tracking system to document the impact of this support system.

Accomplished: *A Behavior Specialist was hired for the 2013-2014 school year, and began to provide valuable services throughout District 58 immediately. The Behavior Specialist and the Assistant Superintendent for Special Services developed and implemented a system for referral by school teams for both consultative and direct services. The Behavior Specialist met with all School Intervention and Referral Teams (IRTs) during the first month of the 2013-2014 school year to introduce the new position and the referral process. The Behavior Specialist has been engaged in the following activities this year: responding to school referrals, providing individual coaching to teachers on the identification and use of behavior interventions, providing professional development and training to school teams on specific approaches to managing behavior, providing professional development and training on District Institute Days. A data tracking system is currently under development.*

Facilities, Finance, Operations and Maintenance

Facility Needs, Improvement and Planning: Continue the review of facilities and establish a plan to address facilities needs.

- Continued to work with the Financial Advisory Committee (FAC).

Accomplished: *The Financial Advisory Committee continues to meet regularly to review the financial status and needs of the District and to provide community input regarding financial planning and topics of financial interest.*

- Monitored all facilities related projects occurring during Summer of 2013.

Accomplished: *All prioritized facility improvement projects of 2013 have been completed and closed out. Life Safety Statements of Completion related to 2013 life safety projects have been submitted.*

- Planned for and implemented facilities related projects for Summer of 2014.

Accomplished and Ongoing: *Prioritized projects for 2014 have been identified and specifications have been developed. Bids have been received and awarded for all projects occurring in the Summer of 2014. HVAC units have been ordered with delivery expected in July, HVAC prep work and asbestos removal is in progress, and flooring replacement and tuckpointing are scheduled. Asphalt work at three schools began in late June. Seven fire alarms were replaced in Spring 2014 and the remaining two will be completed in Summer 2014. All projects are on time and completion is expected as planned.*

- Evaluated options related to use and renovations at Longfellow.

Expected Progress: *The District 58 administrative team continues to seek and evaluate options. The team is currently working to estimate costs associated with minimal renovation necessary at Longfellow in order to use this facility as the primary central office location and to explore alternative options for long-term planning of the Longfellow and Administrative Service Center (ASC) space utilization.*

- Reviewed additional prioritized facilities needs.

Accomplished and Ongoing: *District 58 reviewed and developed a manageable, prioritized list of projects from the original 2012 Wight Comprehensive Facility Assessment Report. This prioritized list has been presented to and reviewed with the Board and continues to be refined as projects are completed and financing opportunities become known.*

- Continued to engage and inform the community regarding plans for the District's facilities.

Accomplished and Ongoing: *Updates regarding the District's facilities plans and projects continue to be communicated via regular meetings of the Board, the Board Briefs reports, stories on the District 58 website and in the District 58 community and staff e-newsletters. A comprehensive projects list for 2013 and 2014 has been publicly presented at regular Board Meetings and posted to the District 58 website on our Facilities Planning webpage, which is located under the School Board drop-down menu. Additionally, a video spotlighting the District's facilities work during Summer 2013 has garnered nearly 1,000 views.*

Fiscally Responsible and Transparent Budgeting: Be responsive to State imposed changes and administer the District in a fiscally responsible manner.

- Monitored legislative discussions and new laws impacting school funding and/or expenditures/obligations.

Accomplished: *The District 58 administrative team along with the Legislative Committee of the Board of Education monitored ED-RED and Lend communications regarding legislative activity. District 58 applies for grant opportunities as they become available.*

- Proactively budgeted in light of legislative changes.

Accomplished and Ongoing: *A balanced budget was proposed and implemented in the 2013-2014 school year, with the year ending on target. The 2014-2015 budget is being developed and proactively budgets for balanced revenues and expenditures.*

- Successful teacher and custodian negotiations.

Accomplished: *Contract negotiations with the Downers Grove Elementary Education Association (DGEEA) and the Downers Grove Custodial Maintenance Association (DGCMA) have successfully concluded with new four year agreements recently approved by the Board of Education for both groups.*

Affordable Care Act: Evaluate the impact of and make adjustments in budget and health care benefits in accordance with the implementation of the Affordable Care Act.

- Made available and implementing a new affordable health care option for lowest paid employees.

Accomplished: *With the help and guidance of Group Alternatives, Inc., District 58 has developed a new low cost/high deductible health care option for lowest paid employees in compliance with the Affordable Care Act.*

- Monitored requirements and implementation of Affordable Care Act provisions.

Accomplished and Ongoing: *Group Alternatives, Inc. continues to regularly update the administration and Insurance Committee of changes in the healthcare industry including provisions of the Affordable Care Act regarding new requirements and/or new fees.*

Business and Student Services:

- Investigated and implemented online student registration.

Accomplished: *Online registration was successfully launched in April 2014.*

- Evaluated options relating to transportation fees.

Accomplished: *The Board of Education approved a \$25.00 transportation fee effective for the 2014-2015 school year.*

- Continue to explore the possibility of using electronic documentation management for accounts payable records.

Not Yet Addressed.