Laying a Strong Foundation for Success in North Chicago
Foundational Planning

Facility Master Plan

Staffing Master Plan

Comprehensive Annual Financial Report
STRATEGIC PLAN

GUARANTEE Challenging, Engaging, and Intentional Instruction | Teachers who challenge students, develop positive relationships, and use of broad repertoire of teaching strategies.

ENSURE Curricular Pathways to Success | Assure that ALL students are provided with challenging and personalized learning experiences, preparing them for life success.

PROVIDE Whole-Child Student Supports | Provide cognitive, emotional, and learning supports to address variety of student-level factors

CREATE High-Performance School Cultures | Develop a culture of high expectations of learning and behavior, and ensure high-quality learning experiences.

DEVELOP Data-Driven, "High-Reliability Systems" | Data systems/processes in place and follow established procedures for providing real-time responses to student failures.
Foundational Relationships

**Collective Bargaining Agreement:** completed before the end of the school year

**Deepening Teacher Engagement:** curriculum, evaluation, site-based management

**Strengthening Philanthropic and Community Relationships**
Foundational Governance

Regular Board training and support from IASB

One new board member seated

Agreements for communication and expectations
Foundational Curriculum

New K-5 ELA curriculum

New K-5 Mathematics curriculum

New 9-12 ELA curriculum

Two new technology based supplemental programs

Additional support for job embedded coaching

Data warehouse for all educators

On a mission...together
Foundational Leadership Development

Research based principal development based on *Balanced Leadership* framework (Goodwin, Cameron and Hein, 2015):

- Establishing a Clear Focus
- Managing Change
- Creating a Purposeful Community

Action: Develop leadership capacity through a standards aligned hiring process with targeted support for principals.
Foundational Leadership Development

Hires for 2018/19:

Three principals - elementary, middle and high school

Director of Special Education, Assistant Director of Special Education

Coordinator of Dual Language Program

Support: University of Illinois - Chicago Center for Urban Education Leadership (i.e. coaching, development of instructional teams)
Building Level Strategic Planning

Strategic plans will include the following:

Stakeholder input (i.e. teachers, parents, students, community leaders)

Professional development plan for implementation of instructional framework

Routines for sustaining a positive school culture

Implementation of college and career pathway endorsements (HS)
North Chicago Students are on a Mission

Marisol Garcia, NCCHS Senior

Maria Fernandez, NCCHS Senior

Lauri Arizmendi, NCCHS Senior
On a Mission

Our mission is to empower each child to write their own story of success, and to prepare each child, academically and socially, to pursue and realize their unique purpose.
On a Mission

5 Year District Goals:

- 3rd Grade Achievement
  - Growth for all Students
    - Graduation Rate
    - Post-Secondary Plan for each Graduate
What will be different this time?

Implementation Focus and Monitoring

Staff Engagement in Decision Making and Feedback

Focused on Alignment and Coherence

Leadership Development

“In the end, it all comes down to leadership.”
- Ronald Reagan
Financial Challenges

Resources needed to support Students’ Needs

Current Funding Adequacy Level - (2018: 54%; 2019: 60%)

Deficits Projected without District Intervention or Impact Aid

Long Term Debt

Facilities Needs
Reasons for Optimism

Increasing Evidence Based Funding

Refunding of Debt

Conservative Budgeting

ISBE Support

Philanthropic Support
## Current Academic Status - 2018 Data

<table>
<thead>
<tr>
<th>Category</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chronic Truancy</td>
<td>22%</td>
</tr>
<tr>
<td>Attendance</td>
<td>91%</td>
</tr>
<tr>
<td>Teacher retention</td>
<td>61%</td>
</tr>
<tr>
<td>5Essential Results</td>
<td></td>
</tr>
<tr>
<td>4 schools Not Yet Organized</td>
<td></td>
</tr>
<tr>
<td>1 school Partially Organized</td>
<td></td>
</tr>
<tr>
<td>1 school Organized</td>
<td></td>
</tr>
<tr>
<td>Students at or above 40th percentile on NWEA MAP:</td>
<td></td>
</tr>
<tr>
<td>Reading</td>
<td>23%</td>
</tr>
<tr>
<td>Math</td>
<td>16%</td>
</tr>
<tr>
<td>Graduation Rate</td>
<td>66%</td>
</tr>
<tr>
<td>Freshmen on Track</td>
<td>56%</td>
</tr>
</tbody>
</table>
Reasons for Optimism

80% current 2019 Freshmen on Track (F.O.T)

87.5% Graduation rate for Pathways/CTE students, #’s increasing

Dual Language program started

Post-Secondary Enrollment up 13%, to 60% in last year
Sound Investments in 2019

<table>
<thead>
<tr>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,200,000</td>
<td>Curriculum Investments</td>
</tr>
<tr>
<td>$750,000</td>
<td>Year One CBA salary increases (additional $520,000 next year)</td>
</tr>
<tr>
<td>$225,000</td>
<td>Strategic initiatives in safety, communication, and leadership development</td>
</tr>
<tr>
<td>$95,000</td>
<td>Non-union salary increases (CPI)</td>
</tr>
</tbody>
</table>
Sound Investments in 2019

$ 320,000  Curriculum Budget increase
$ 450,000  Classroom presentation hardware refresh
$ 210,000  Maintenance of SIG-initiated positions at Neal Middle
Top Priorities for Additional Investments

Increase Instructional Coaching support for teachers

Increase Social-Emotional support for students

Master Staffing Plan will determine further recommendations
Thank you!