

North Chicago School District

November 16, 2018

“Laying the Foundation for Success”



NORTH CHICAGO  
SCHOOL DISTRICT 187

On a mission...together

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

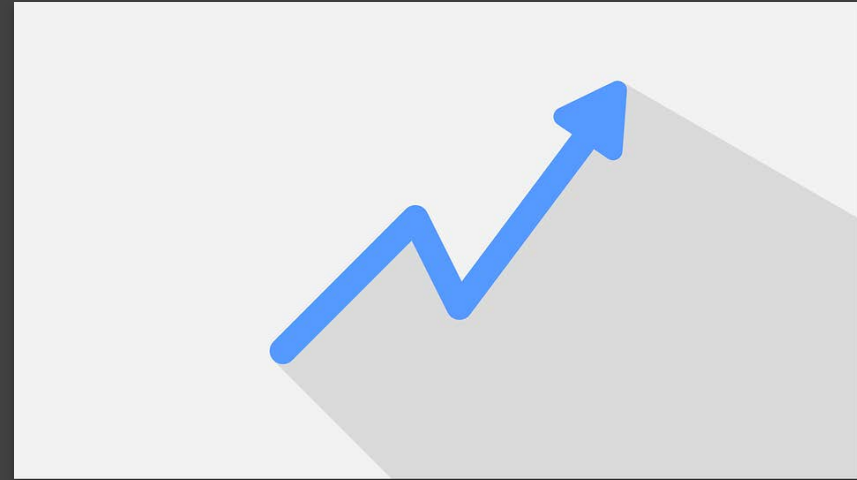
## On a Mission

*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

Chronic Truancy - 22%

Attendance - 91%

Teacher retention - 61%

5Essential Results -

- 4 schools Not Yet Organized
- 1 school Partially Organized
- 1 school Organized

Students at or above 40th percentile  
on NWEA MAP:

Reading - 23%

Math - 16%

Graduation Rate - 66%

Freshmen on Track - 56%

# 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

\$ 1,200,000	Curriculum Investments
\$ 750,000	Year One CBA salary increases (additional \$520,000 next year)
\$ 225,000	Strategic initiatives in safety, communication, and leadership development
\$ 95,000	Non-union salary increases (CPI)

# 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!*