

Culture

Action Statements	<i>Evidence of Success 2014-15 School Year</i>	<i>Evidence of Success 2015-16 School Year</i>	<i>Evidence of Success 2016-17 School Year</i>
<p><i>Review, develop and implement school programs and services to ensure a focus on emotional, social, physical, as well as intellectual growth of all students.</i></p>			
<p>1. <i>Conduct an internal review of curricular programs and services.</i></p> <p>2. <i>Create a committee to review the findings of the internal review to consider the development of additional programs and services; incorporate programs and services into the curriculum based on the committee and administration recommendations.</i></p>	<p>Comprehensive internal report of programs and services presented to BOE by June 2015.</p> <p>Resource guide available of all programs and services available in the district with program descriptions and implementers listed by August 2015.</p>	<p>District will monitor student participation and use of programs offered; the following services and events incorporated during the 2015-16 school year: Elyssa’s Mission, Building Brain Capacity, Sports Injury Clinic, Kindness Club – CMS, NW, NE, SE, SW, Veterans Day Assemblies at CMS, NE, Internet Safety Assemblies, Autism Awareness Workshop, Asthma Management Workshop Rainbows - Support Group for Grief/Divorce, Second Step Legislative Town Hall Meeting</p> <p>Students surveyed about enrichment, after-school clubs through Climate Survey.</p> <p>Purchased additional materials for Social Thinking.</p>	<p>District will monitor student participation and use of programs offered; parent participation in evening events will increase 10% over 2015-16 SY.</p> <p>A quarterly list of clubs and activities offered at each school will be posted to social media.</p> <p>Increase Second Step programming across District.</p>

	The number of suspensions and infractions related to bullying behaviors should decrease by at least 5% at each school each year.	The number of suspensions and infractions related to bullying behaviors should decrease by at least 5% at each school each year.	80% of all D124 students will be “infraction-free” for the 2016-17 SY.
3. <i>Collaborate with families to develop and present a series of informational and learning events that give families strategies to advocate and support students’ educational, social, physical and emotional growth.</i>	The principals will report monthly on the number of attendees; exit surveys at the conclusion of the informational and learning events will show that 80% of participants feel the programs met or exceeded expectations.	The principals will report monthly on the number of attendees; exit surveys at the conclusion of the informational and learning events will show that 80% of participants feel the programs met or exceeded expectations. Actively solicit parental feedback for topics of and speakers for parent workshops and activities; added Stress Relief Workshop Internet Safety Seminar Parent Assessment Meeting	Offer a Parent University program during the 2016-17 SY. Utilize ISBE resources (ie, 5 Essentials) to redesign 2016-17 Climate Surveys Analyze event and workshop participant demographics, develop an action plan to attendance among non-participating groups
4. <i>Review what is currently available district-wide and create a calendar of events for identifying the information learning events for families.</i>	The administrators will report monthly on the number of attendees and conduct exit surveys at the conclusion of the informational and learning events. Administration has scheduled meetings with Parent Partnerships annually to identify needs of buildings. Exit surveys at the conclusion of these	The administrators will report monthly on the number of attendees and conduct exit surveys at the conclusion of the informational and learning events. Administration has scheduled meetings with Parent Partnerships annually to identify needs of	

<p>5. <i>Continue to work with Systems of Support Network to develop informational and learning events in each building annually.</i></p>	<p>events will show that 80% of participants feel the programs met or exceeded expectations.</p>	<p>buildings. Exit surveys at the conclusion of these events will show that 80% of participants feel the programs met or exceeded expectations.</p> <p>ESL classes started at NE School last October; 25 students enrolled in second semester.</p>	<p>Increase participation in the D124 Parent ESL program.</p>
<p><i>Advance communication efforts to increase stakeholder awareness and engagement in the districts' initiatives and activities.</i></p>			
<p>6. <i>Establish a proactive media relations program to promote stakeholders awareness and engagement in districts' initiatives and activities.</i></p> <p>7. <i>Explore the use of electronic print and mass media tools (i.e. web, social media, video/media, print) to advance communication efforts and involvement of stakeholders.</i></p>	<p>Climate survey results will reflect positively on the district's initiatives and activities and show a 3% increase in parent satisfaction with school-home communication.</p> <p>The communications coordinator will create baseline data, measurements, and annual surveys to measure the advancement of communication efforts and involvement of stakeholders.</p>	<p>Climate survey results will reflect positively on the district's initiatives and activities and show a 3% increase in parent satisfaction with school-home communication.</p> <p>Articles and features regarding district initiatives have appeared in various publications (ie <i>The Reporter, Daily Southtown</i>) and social media (<i>Evergreen Patch</i>) since August.</p> <p>District assistive technology featured on WGN News.</p> <p>District communications coordinator awarded INSPRA</p>	

Updated 05-24-16 Items listed in *BLUE = in progress.....GREEN = completed for 2016-17 SY....BLACK = insufficient data at this time*

		<p>Award of Excellence.</p> <p>“Like a Girl” anti-bullying video posted to social media.</p> <p>Parent, community learning opportunities on District social media outlets.</p> <p>District Instagram page started January 2016.</p> <p>The communications coordinator will create baseline data, measurements, and annual surveys to measure the advancement of communication efforts and involvement of stakeholders. Google Analytics showed a 38.54% increase in website visits from 9/20/14 to 9/20/15 and an increase of 33.24% in users during that time.</p> <p>-</p>	
<i>Attract and retain quality personnel that reflect the diversity of our community.</i>			
8. <i>Actively pursue minority recruitment and hiring through outreach efforts with university, minority organizations and diverse job</i>	<p>District has developed written partnerships with universities and minority organizations to promote open positions within the district.</p> <p>Create a log of where positions have been posted.</p>	<p>District has developed written partnerships with universities to promote open positions within the district.</p> <p>April 2016 job fair attracted more than 200 applicants.</p>	

<p><i>banks/boards.</i></p> <p>9. <i>Seek bilingual abilities as a preferred prerequisite for employment.</i></p> <p>10. <i>Develop a process to conduct exit interviews to explore how to improve retention practices. Mentoring of personnel that is responsive to the diverse needs of staff.</i></p>	<p>Annually provide BOE with attendance record of diversity job fairs and events.</p> <p>Administrators will review comments collected at exit interviews to improve retention practices.</p>	<p>Number of minority staff members has increased at two schools as well as District Office.</p> <p>ESL cohort partnership developed with Olivet Nazarene University.</p> <p>Job postings now reflect desire to hire candidates with bilingual and/or ESL endorsement.</p>	<p>D124 will offer at least one professional development activity on Cultural Intelligence each semester of the 2016-17 SY.</p>
<p><i>Develop and implement methods to continually improve the climate and culture of District.</i></p>			
<p>11. <i>Review staff survey data to identify key areas for improvement.</i></p> <p>12. <i>Implement professional development efforts addressing key areas for improvement.</i></p> <p>13. <i>Provide a forum for</i></p>	<p>Climate survey results will reflect a 5% increase in the number of staff members feeling that the District has developed a clear sense of direction.</p> <p>A calendar of meetings along with minutes with suggestions for improvement if necessary will be reported to the BOE.</p>	<p>Climate survey results will reflect a 5% increase in the number of staff members feeling that the District has developed a clear sense of direction.</p> <p>Worked with Union leadership to develop three MOUs during 2015-16 SY.</p> <p>Staff Meeting Exit Slip summary shared with Union Exec Board</p>	<p>Actively pursue minority student teaching candidates from area colleges and universities.</p>

<p><i>staff to discuss non-union issues, make suggestions and receive feedback.</i></p>		<p>11-10-15, DRT on November 30. A monthly meeting summary, along with minutes with suggestions for improvement if necessary, is reported to the BOE.</p>	
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