

5-Year Plan Status Update

Berkeley School District 87

Presented to the Board of Education September 25, 2017

5-Year Plan Goal Status		FY18 Goal	FY19 Goal	FY20 Goal	FY21 Goal
1	Goal 1: Maximize student achievement to prepare our learners to be career and college ready.				
2	Action Steps				
3	A) Continuously review and update curriculum	2	3	3	3
4	Current Progress				
5	5 Year Curriculum Review Cycle is in place and being implemented				
6	Elementary Science Committee developed one (of three) Inquiry Based Learning NGSS (Next Generation Science Standards) aligned units.				
7	Convened a committee to review current best practice in Standards Based Teaching, Learning and Grading, including homework.				
8	The PE/Health Committee updated the curriculum to align with current standards.				
9	Bilingual Program and/or ESL teachers participated on curriculum review committees to ensure needs of English Learners are addressed.				
10	Convened committee to review our program Gifted and Talented Education (GATE) program "Challenge"; conducted book studies to learn best practice in program delivery.				
11	Initial implementation of the Bright Bytes Early Warning System to assist us in identifying at-risk students as early as possible.				
12	Created an initial framework for best practice in Bilingual programming to include programming such as Dual Language.				
13	FY18 Next Steps				
14	Continue to implement the 5 Year Curriculum Review Cycle				
15	The Math Committee will meet this year to update curriculum, maps, assessments, instructional practices and materials.				
16	The Social Emotional Learning (SEL) Committee will convene this year to examine core curriculum and tiered supports and update.				
17	The Library/Media Services Committee will convene this year to update our Library/Media program.				
18	Develop long-term implementation plan for Standards Based Teaching, Learning and Grading, including homework.				
19	Meet with Bilingual Program Teachers regularly throughout the school year to ensure WIDA standards are addressed within appropriate curriculum areas.				
20	Use Bright Bytes data to determine additional needs for students identified in warning levels, develop protocols and investigate appropriate materials and strategies to address specific needs.				
21	Explore options for providing Algebra at 8th grade				
22	Challenge Program Review committee will continue meeting and will redesign our GATE program to provide a continuum of services for gifted and talented students.				
23	B) Ensure opportunities to learn skills for the future	2	3	3	3
24	Current Progress				
25	Implemented of Inquiry Based Learning (IBL) in Science and Social Studies				
26	University 87 courses were redesigned to focus on authentic learning experiences and high quality instructional delivery and assessment				
27	Implemented phase 1 of Teaching and Learning with 1:1 technology program				
28	FY18 Next Steps				

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29	Ongoing review of Inquiry Based Learning (IBL) in Science and Social Studies; expanding IBL into ELA.				
30	Expansion of Teaching and Learning with 1:1 technology program				
31	C) Provide all students with appropriate programming, instructional materials, and support	2	2	3	3
32	Current Progress				
33	English Learner Programming: the transition to grade level centers has maximized EL programming at all schools; program declinations have decreased.				
34	Expanded Bilingual Programming to 3rd and 4th grade				
35	Special Education				
36	Returned Cross Categorical Self Contained Instructional level programming to each home school.				
37	Provided more curricular resources for special education programs.				
38	Implemented a new IEP system with Power IEP which will assist in better data collection and communication.				
39	FY18 Next Steps				
40	Ensure equitable full time Bilingual programming is delivered at 3rd and 4th grades at both Intermediate schools.				
41	Using ACCESS data to better cluster English Learners in classrooms.				
42	Purchase and develop implementation an plan for the ELlevation platform to monitor and support EL student growth.				
43	Implement research-based intervention programs in Reading and Math in grades 2-7 (System 44, Do The Math, Read 180 and Math 180)				
44	Continue building staff capacity to understand and use ACCESS data to cluster students based on their language needs, and to focus instruction based on those scores.				
45	Implement the Senderos program in Bilingual classroom materials to support English acquisition.				
46	Convene Focus Group to redesign exploratory course options and middle schools				
47	Special Education				
48	Expand cross cat Instructional level classes in Early Childhood and middle school				
49	Review IEP writing procedures and goal and objective writing				
50	Explore flexible/adaptive seating/environments for special education classrooms.				
51	Implementing a new progress monitoring tool in order to ensure better goals setting and monitoring.				
52	D) Provide all teachers with differentiated, job-embedded professional development	1	2	3	3
53	Current Progress				
54	Placement of an instructional coach in all schools; contracted with Consortium For Educational Change to help create the vision and structure of the instructional coach program and provide training for coaches.				
55	With the support of the Mentoring Grant from ISBE, provided updated training for teachers who serve as mentors.				
56	FY18 Next Steps				
57	Continue providing professional learning experiences to coaches to increase knowledge and capacity.				
58	Development of Professional Learning Catalog to provide ongoing opportunities for licensed staff to continuously improve their practice; ongoing updates to catalog.				
59	Convene a Mentor Program Review committee to learn current best practice in mentoring and induction practices and update our program.				
60	Provide English Learner professional development for both general education and bilingual/ESL teachers.				
61	Provide ongoing supports to principals, instructional coaches and teachers to build capacity for collaborative work.				
62	E) Build capacity of staff to ensure instructional practice is aligned with the Danielson Framework	2	2	3	3

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63	Current Progress				
64	The University 87 Professional Development Program has been updated to be aligned with the Danielson Framework and our Professional Growth Program.				
65	FY18 Next Steps				
66	Continue to evaluate the U87 offerings to ensure they are meeting the needs of our teachers.				
67	Ensure all Professional Learning opportunities are aligned to the Danielson Framework and our Professional Growth Program rubrics.				
68	F) Transform after school and summer programming	2	3	3	3
69	Current Progress				
70	During the 2016-2017 school year, the after-school program was transformed to be interest-based while still embedding reading and math skills; teachers submitted proposals that addressed student interests.				
71	The summer school program was completely redesigned for the Summer of 2017				
72	FY18 Next Steps				
73	Refine FY18 after-school and summer programs, using input from last year's programs. Refine to focus specifically on student needs and interested in grade level centers.				
74	G) Explore options for enrichment programming	1	2	2	3
75	Current Progress				
76	Convened a Challenge Program Committee to learn best practice programming for Gifted and Talented (GATE) students in our Challenge program; updated identification protocol to ensure all students, i.e., students with special needs and English Learners, are appropriately identified for inclusion in Challenge programming.				
77	FY18 Next Steps				
78	Convene focus group to design and update the exploratory/enrichment classes offered at the middle school				
79	Begin reviewing and researching options for STEAM (Science, Technology, Engineering, Art and Math) programming at primary and intermediate centers.				
80	The Challenge Program review committee will update programming options for Gifted and Talented students.				
81	H) Explore options for transforming early childhood program	2	2	3	3
82	Current Progress				
83	Worked with consultant and prepared data collection for FY18-19 RFP for ECBG new competitive grant to secure fund for expanding our EC program in district				
84	Secured staff with appropriate teacher endorsements to increase blended pre k inclusion options to fulfill Indicator 6 compliance.				
85	Continue community outreach for child find and to increase future enrollment for Early Childhood program.				
86	FY18 Next Steps				
87	Worked with consultant and prepare data collection for FY18-19 RFP for ECBG new competitive grant to secure fund for expanding our EC program in district				
88	Finalize and provide the District EC Strategic Plan to the School Board, Principals, EC team and PAEC.				
89	Submit Early Childhood Block Grant proposal for FY 18-19 (winter).				
90	Apply for ECBG Grant (Spring).				
91	Secure building space for a new Early Childhood classroom at each primary center.				
92	Hire a bilingual/sped/EC and an EC/sped endorsed teachers for new Early Childhood classrooms.				
93	Prepare for State Site visit / Audit Winter 17-18.				
94	Goal 2: Ensure students are socially and emotionally ready to learn.				
95	Action Steps				

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96	A) Provide programming for parents and students for SEL	1	1	1	1
97	Current Progress				
98	Delivered curriculum in compliance with Erin's Law for all students. Implemented a Depression Awareness and Suicide Prevention screener to all middle school students.				
99	FY18 Next Steps				
100	Convening a Social Emotional Learning Task Force to update all SEL programming.				
101	B) Provide training for staff to support SEL	1	1	1	1
102	Current Progress				
103	Counselors received training on Kognito (Identify, Approach, Refer) to promote depression awareness and suicide prevention.				
104	FY18 Next Steps				
105	Pursue Title IV funding for assistance with identifying / developing a Depression Awareness Screener for primary and intermediate grades.				
106	C) Implement a system to monitor and assess SEL	2	2	3	3
107	Current Progress				
108	Partnered with West 40 to implement Bright Bytes Early Warning System				
109	FY18 Next Steps				
110	Fully implement the Bright Bytes Early Warning System to monitor factors that may negatively impact student success.				
111	Explore SEL assessments/screeners for ongoing monitoring of students' social emotional health.				
112	Goal 3: Ensure equitable technology access for all students and staff.				
113	Action Steps				
114	A) Implement Teaching and Learning with 1:1 plan	2	3	3	3
115	Current Progress				
116	All 5th, 6th, and 7th grade students have been issued Chromebooks for use during the school day				
117	Professional development focused on teaching and learning with technology have been made available to teachers				
118	Online tools such as WeVideo and Hapara have been adopted to enhance the use of technology				
119	Expanded partnership with Gaggle to monitor student Gmail and Drive content and enhance safe use of technology				
120	FY18 Next Steps				
121	MacBook Air laptops will be reallocated to 8th grade students to get them to a 1:1 student to laptop ratio.				
122	Ongoing support (coaching, after school pd, etc) will be available to enhance the instructional implementation of technology				
123	The Technology committee will begin exploring opportunities for students to have access to Chromebooks beyond the school day.				
124	BrightBytes technology surveys will be distributed to staff students, and parents to evaluate instructional technology implementation				
125	B) Provide students and staff access to technology (See Comments)	2	3	3	3
126	Current Progress				
127	District wide substitutes have been issued a laptop				
128	Email address have been provided for all District staff and training has been provided				
129	Computers have been made available for custodians to access email and other District resources				
130	Conducted two Internet Safety Nights to educate the community on ways to keep students safe while online.				
131	FY18 Next Steps				
132	Review last year's Internet Safety nights and plan for our 2017-2018 Technology Nights.				

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133	Plan for technology refresh in grades kindergarten, 1st, and 2nd				
134	Evaluate and plan for 21st century Science, Technology Engineering, Arts, Mathematics (STEAM) opportunities for primary and intermediate students				
135	C) Student access to the internet outside of the school day	2	3	3	3
136	Current Progress				
137	Distributed Comcast information to families to provide affordable Internet access at home.				
138	FY18 Next Steps				
139	Develop stronger partnerships with community libraries and work together to provide Internet access to families				
140	Explore computer lab usage for families after the school day ends				
141	Evaluate additional technology that can be donated to families, schedule and prepare for donation				
142	D) Provide and monitor a robust and reliable network	2	2	3	3
143	Current Progress				
144	Installed a modern and robust wireless controller				
145	Installed high capacity Access Points at MacArthur and Northlake Middle School				
146	Replacement of data closet UPS batteries				
147	Review of Managed Network Service agreement				
148	FY18 Next Steps				
149	Evaluate network performance and plan for the FY19 E-Rate season				
150	Goal 4: Hire and retain highly effective staff.				
151	Action Steps				
152	A) Enhance recruitment process and procedures	2	3	3	3
153	Current Progress				
154	Utilized an updated version of Humanex Ventures tool for teacher interviews.				
155	Began the hiring process earlier in the school year				
156	Administrators attended recruitment fairs across Illinois				
157	FY18 Next Steps				
158	Build partnerships with universities to enhance our pool of candidates				
159	Continue to attend recruitment fairs and seek new fairs				
160	B) Develop and implement a staff retention plan	2	2	3	3
161	Current Progress				
162	Distributed retention survey to gather staff's feedback				
163	Utilized feedback to start making necessary improvements				
164	Developed and implemented exit survey in partnership with the BEA				
165	Analyzed data from exit surveys to set goals and plan for improvement				
166	FY 18 Next Steps				
167	Continue to seek information and feedback from staff in order to build morale				
168	Continue to monitor neighboring districts for salary and benefit trends to remain competitive				
169	Continue to make small changes and improvements based on feedback and data				

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170	C) Educate and support staff in seeking National Board Certification and other distinctive honors	1	2	3	3
171	Current Progress				
172	Researched information regarding National Board and Golden Apple Scholars				
173	FY18 Next Steps				
174	Seek staff's interests and feedback regarding National Board Certification				
175	Develop a list of contacts and host an informational meeting for teachers to learn about National Board and Golden Apple				
176	Assist teachers in applying for National Board and Golden Apple				
177	D) Support and guide teachers to enroll in postgraduate education opportunities	2	2	3	3
178	Current Progress				
179	Email and post information regarding post graduate opportunities				
180	Hosted graduate and endorsement cohorts				
181	Increased enrollment of administrators in doctoral courses				
182	FY18 Next Steps				
183	Continue to partner with universities to host graduate cohorts within or near the district				
184	Continue to host cohorts for graduate courses - ELL/Bilingual, Instructional Technology, Reading, Math				
185	Share information about graduate opportunities				
186	Share information about tuition reimbursement				
187	E) Provide ongoing professional development opportunities for support staff.	3	3	3	3
188	Current Progress				
189	Nutrition Service employees maximized all Skywards capabilities by emailing and sending letters to parents when students lunch balances are low				
190	Nutrition Staff utilized their emails on a consistent basis				
191	FY 18 Next Steps				
192	Collect ideas from support staff members regarding their wishes for professional development activities				
193	Increase tuition reimbursement funds through the BEASS contract to mirror the benefits provided to the BEA				
194	Use their feedback to create a plan and provide professional development				
195	Goal 5: Provide a safe and high-quality environment that supports student learning.				
196	Action Steps				
197	A) Monitor and prioritize the District's Health Life Safety Plan	2	3	3	3
198	Current Progress				
199	Architect presentation to the Board August 28, 2017				
200	FY18 Next Steps				
201	Continue to work with the architect to prioritize long-term projects from the Health Life Safety Plan				
202	Determine timing for replacement of domestic water piping at Northlake Middle School				
203	B) Maintain and improve the District's buildings and grounds as needed	3	3	3	3
204	Current Progress				
205	Completed upgrade of the building automation system				

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206	We have moved away from team cleaning to building cleaning. This move proved to have a positive response from the staff and more attention to detail in the cleanliness of each building.				
207	Continued training on new techniques and equipment in regards to cleaning.				
208	Performed an energy audit to monitor the district's energy usage and explore new ways to save on energy.				
209	We have begun the transition to classroom LED lighting fixtures from the older T-8 bulbs.				
210	FY18 Next Steps				
211	Lead testing our building water supply lines this year.				
212	Work on ways to provide more efficient busing changes by making the routes more efficient.				
213	Work on ways to provide a better dismissal process at Jefferson School. We will working with the City of Bellwood with these changes.				
214	Transition to rooftop and parking lot LED lights from high pressure sodium lights				
215	Continue to work on suggested health life safety issues				
216	Continue to make energy saving changes depending on grant availability.				
217	Explore the possibilities of solar panels.				
218	C) Ensure all students have access to high quality nutrition through the breakfast and lunch programs.	3	3	3	3
219	Current Progress				
220	Created partnership with 2 local Franchises with Papa John's Pizza and Firehouse Subs				
221	Added an additional hot entree to the menu at the middle schools				
222	Hosted 5 Taste Testings for students. Over 20 different items to taste to enhance our breakfast and lunch menu.				
223	Implemented Hot Breakfast Program for Middle Schools				
224	Over 50 new items has been added to the menu				
225	Developed Online Lunch Applications for parents				
226	Digital Menus- utilizing menu development company Nutrislice				
227	FY18 Next Steps				
228	Create and develop programs for students to enjoy				
229	Continue to enhance breakfast and lunch menu with additional items for students to enjoy				
230	Participate in the after school feeding program				
231	Increase participation for breakfast & lunch by 2% year over year				
232	Participate in Community Eligibility Provision				
233	Partake in state and federal grants to enhance student nutrition program				
234	Construct a decorative Café for students to relish				
235	Create staff healthy salad lunch program				
236	Partake in more state and federal grants				
237	Goal 6: Engage all stakeholders in an active partnership with the District.				
238	Action Steps				
239	A) Review and upgrade the District 87 website	2	3	3	3
240	Current Progress				
241	Transitioned to a modern website platform				
242	Created a Social Media presence (Facebook & Twitter) for the District and each school which is linked to our District website				
243	FY18 Next Steps				

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244	Work with schools to identify school staff to work with building administration to ensure website is maintained with current, meaningful information				
245	Obtain website feedback from stakeholders				
246	Evaluate and prioritize feedback then make improvements based on feedback				
247	B) Provide electronic means for Board communications	2	3	3	3
248	Current Progress				
249	Issued laptop to two Board Members and provide a laptop to a third Board Member at each Board Meeting				
250	FY18 Next Steps				
251	Continue to support Board Members as needed to access electronic communications.				
252	C) Provide parents with a variety of learning opportunities	3	3	3	3
253	Current Progress				
254	Worked with Title I Parent Advisory members to create Grade Level Center brochures for each school. Provided adult ESL classes. Provided Parent Technology seminars.				
255	FY18 Next Steps				
256	Provide Parent University offerings to support learning and strengthen the partnership between home and school. Revise Parent-Student-School Compacts.				
257	D) Provide communications to parents that address the language and modality that best meets their needs	2	3	3	3
258	Current Progress				
259	Communication sent home through the English Learning Department to parents of ELs regarding language preference. Parents selected language preferences as part of on-line registration process.				
260	Facebook and Twitter pages were created for each school to be used by schools as a form of electronic communications.				
261	Website Calendar feature has been utilized to clearly list upcoming parent events and attached event information.				
262	FY18 Next Steps				
263	Ensure parents are receiving information during in school activities/events in their preferred language.				
264	Further utilize our electronic communication tools to improve parent communication.				
265	E) Articulate with surrounding educational organizations	2	3	3	3
266	Current Progress				
267	Working with Proviso and Maywood School District to create a Super BPAC and help with transitions from Middle to High as well as provide other available resources in the area.				
268	Implemented ongoing collaboration opportunities for the foundation districts and District 209 to better articulate to meet the needs of students from PK-12				
269	Collaborated with Memorial and Veterans Park Districts to implement an after school program hosted in District 87				
270	Met regularly with the Village of Berkeley Officials, including library, park district, police, fire, and village.				
271	Developed/enhanced partnerships with Triton College and Elmhurst College				
272	FY18 Next Steps				
273	Implement the park district after school program and continuously monitor its progress				
274	Explore opportunities for morning care through the park district programs				
275	Continue building and enhancing school/university partnerships with local agencies.				
276	Parent workshops for Hispanic families.				
277	Goal 7: Serve as financial stewards for our community.				

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278	Action Steps				
279	A) Revise and monitor procedures to ensure support for those who live within our community	3	3	3	3
280	Current Progress				
281	Implemented online payment system and online registration system to support families				
282	Initiated an early registration fee reduction for families				
283	Pursued grants to supplement use of local funds (mentor grant, Action For Healthy Kids breakfast grants & Energizing Student Potential grant--middle schools).				
284	FY18 Next Steps				
285	Work with PAEC to identify efficiencies to deliver Sp Ed programming				
286	B) Maximize resources to best support student learning	2	3	3	3
287	Current Progress				
288	Clustering of grade levels in Grade Level Centers allowed for greater collaboration and sharing of resources and expertise.				
289	FY18 Next Steps				
290	Conduct needs assessment at each Grade Level Center to maximize effectiveness of grant resources for supplemental instructional supplies, professional development and parent engagement.				
291	C) Maximize efficiencies throughout the organization	2	2	3	3
292	Current Progress				
293	Revised and streamlined general supply order process by utilizing single vendor systems				
294	Implemented online fee payment option for families				
295	FY18 Next Steps				
296	Review, selection and transition to new financial software system with Township Treasurer				
297	Implement P-Card program for streamlined purchasing				
298	D) Monitor the costs/return on investment on programs	2	2	3	3
299	Current Progress				
300	Reviewed use of KyVac equipment prior to expansion of equipment deployment				
301	Revised and streamlined general supply order process by utilizing single vendor systems. Transition from Filemaker to vendor system.				
302	FY18 Next Steps				
303	Implement new programs for Data Warehouse and Nutrislice/digital menu. Monitor benefits of programs.				
304	E) Monitor revenue sources and expenditures	2	2	3	3
305	Current Progress				
306	Continue to explore new grant funding opportunities while monitoring ongoing grant expenditures and effectiveness.				
307	FY18 Next Steps				
308	Review of revenue sources that have not met expectations to support identified programs such as transportation.				
309	F) Maintain healthy fund balance and a balanced budget	2	2	3	3
310	Current Progress				
311	The District had a balanced budget for FY17 and preliminary audit records show the District's actual expenditures were less than budgeted.				
312	FY18 Next Steps				
313	Proposed balanced budget each year by reviewing and prioritizing expenditure requests to not exceed available revenues				

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314				