



# ***Environmental Scan***

***January 2015***

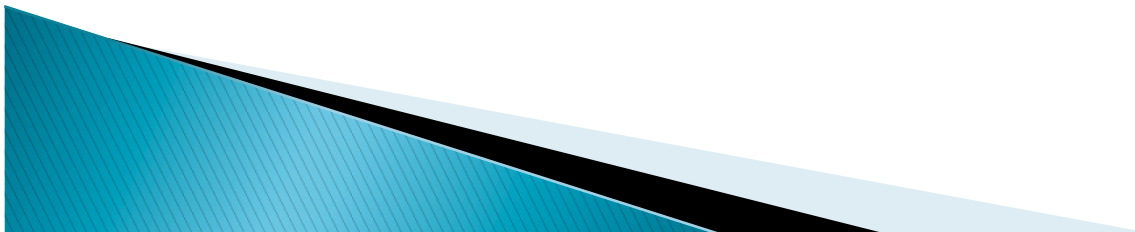
*Preparing Children to Learn and Succeed in a Changing World*

## **Mission Statement**

**Preparing children to learn and succeed in a changing world.**

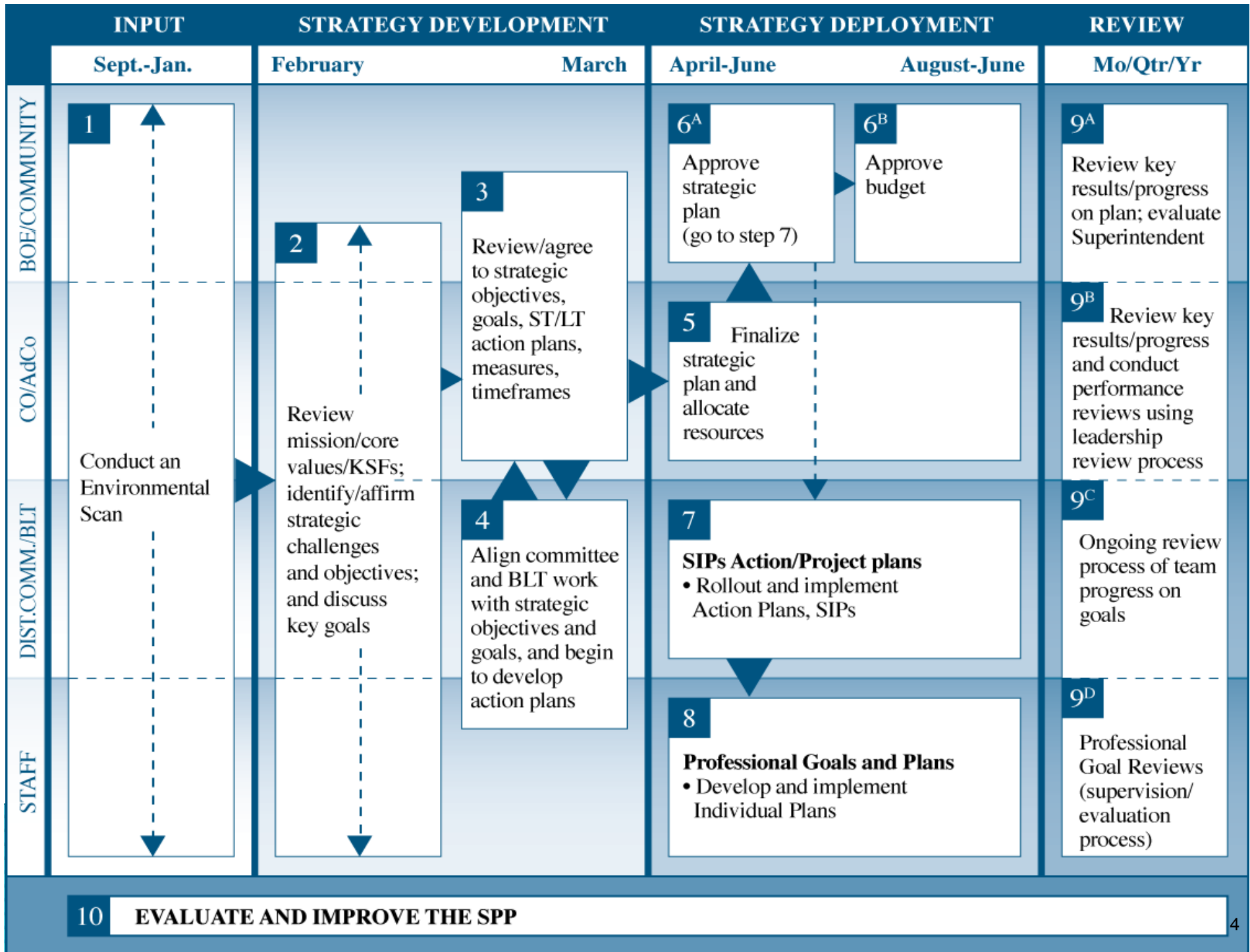
## **Vision Statement**

**As a critical community asset whose performance affects all area residents, Mount Prospect District 57 will continually build on its tradition of excellent performance, fiscal stewardship, and community engagement to provide an exceptional education experience for all young learners.**



# Core Values...We believe

- ▶ Students are the focus of an educational process that is valued and shared by the home, school, local business, and community.
- ▶ All learners' strengths should be discovered, encouraged, and developed.
- ▶ All students are capable of learning and are responsible and accountable for their academic performance and for their own behavior.
- ▶ Our schools are dedicated to teaching students to be involved, active learners who work hard, solve problems critically and creatively, and communicate effectively.
- ▶ All students, parents, and staff members are treated with dignity and respect and are expected to treat others in the same manner.
- ▶ Participation in the decision making process by students, staff, parents, and community members is valuable.
- ▶ The District is a valuable asset owned by the community and must be fiscally responsible to the taxpayers in the community.



# Purpose of the Environmental Scan

- Identify trends and analyze factors (external and internal) on the horizon to aid the District in taking advantage of opportunities and planning for threats
- Provide valuable input for strategic planning and identify implications for the system
- Supports goal identification to help optimize our resources
- Anticipates the future training needs of our staff
- Increases return on investment to our taxpayers

# Six Key Success Factors

These are the factors that we measure to determine the District's success.

1. Outstanding Student Performance
2. Rigorous and Coherent Programs and Services
3. Safe, Caring, and Supportive Environment
4. Climate and Communications
5. High Performing Workforce
6. Healthy Financial Position

# *Review Key Documents of the Environmental Scan*

# **KSF #1**

# **Outstanding Student Performance**



## Factor #1 –

### Outstanding Student Performance

#### *Findings: Factors, Trends, and Implications*

#### **PARCC and Use/Reporting of Results**

- Due to PARCC's question types and digital delivery system, the assessments may not accurately depict our students' abilities and knowledge of the CCSS. (Wording of sample questions are complicated, and the overall test format is challenging for young students.)
- ISBE will calculate growth targets and benchmarks using the 2015 PARCC data. All schools must demonstrate growth and decrease by 50% achievement gaps between subgroups.
- ISBE plans to include comparison data in the 2015 school report card.

# Factor #1 – Outstanding Student Performance

## *Findings: Factors, Trends, and Implications*

### **PARCC Administration**

- Preparing for PARCC requires significant time for administration and students.
  - Administrative: Continuous PD and student account set-up
  - Technology: Overall preparation and configuring student machines
  - Teachers and Students: Building familiarity with question types /formats
- Membership in the PARCC consortium has decreased from 23 states in 2010 to 11 states in 2014. Its long-term viability is questionable.

## Factor #1 –

### Outstanding Student Performance

#### *Findings: Factors, Trends, and Implications*

#### **District Assessment System**

- The face of assessment in school districts is changing dramatically with the development of electronic assessments by publishers and implementation of new state assessments.
- Once the full battery of PARCC assessments and reporting systems are available, we need to evaluate the standardized assessments used in the District.
- KIDS (Kindergarten Individual Development Survey) 2016.

# Factor #1 – Outstanding Student Performance

## *Findings: Factors, Trends, and Implications*

### **Student Growth Data Included in Teacher Evaluations**

- ISBE requires inclusion of student growth data in all teacher evaluations by 2016-17 school year.
- Use of local/common assessments risks eroding integrity of assessments and collaborative nature of data review among teachers.
- Use of standardized, large-scale assessments poses numerous challenges
  - Some assessments are not aligned with curriculum standards.
  - Some assessments do not allow teachers to view in-depth data which would inform teachers about students performance.
  - Teachers may feel compelled to engage in excessive test prep with students.
- The District will need to develop a plan to meet PERA requirements that also supports the District's beliefs about the role of assessments.

**KSF #2**  
**Coherent<sup>and</sup> Rigorous**  
**Programs<sup>and</sup> Services**

## Factor #2 –

### Coherent /Rigorous Programs/Services

#### *Findings: Factors, Trends, and Implications*

- The Next Generation **Science** Standards were adopted by the ISBE on February 19, 2014. The NGSS will go into effect beginning in the 2016-17 school year.
- District 57's science curriculum will require revision due to the new standards.
- It will take several years for publishers to complete comprehensive revisions/development of resources. However, new state testing in science will most likely be put in place before high quality resources can be implemented.

## Factor #2 –

### Coherent /Rigorous Programs/Services

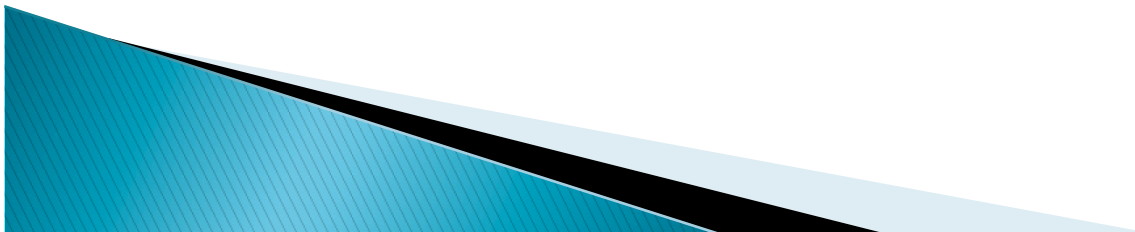
#### *Findings: Factors, Trends, and Implications*

- New PE standards have been adopted by ISBE.
- District 57's PE curriculum is being reviewed to determine what revisions will be needed.
- ISBE notified District 57 that the last year for PE waiver will be 2015-16 and will impact hiring for the 2016-2017. We have investigated IL School Code for ramifications on this matter and practices of areas districts.

## Factor #2 – Coherent /Rigorous Programs/Services *Findings: Factors, Trends, and Implications*

### **Common Standards in Social Studies**

- A state committee is reviewing current social studies standards and will make formal recommendations to ISBE. Their report is expected in June 2015. No definitive details about the extent of the revision recommendations are known at this time.





## Factor #2 – Coherent /Rigorous Programs/Services *Findings: Factors, Trends, and Implications*

### **Time Demands of Curriculum**

- The amount of time needed to implement the K-5 core curriculum with fidelity continues to be a priority due to the CCSS for ELA and mathematics instruction and high stakes assessment.
- The new science standards which is expected to be included in high stakes testing in the future will require that we maintain our current instructional time allocated for science at the elementary grades.

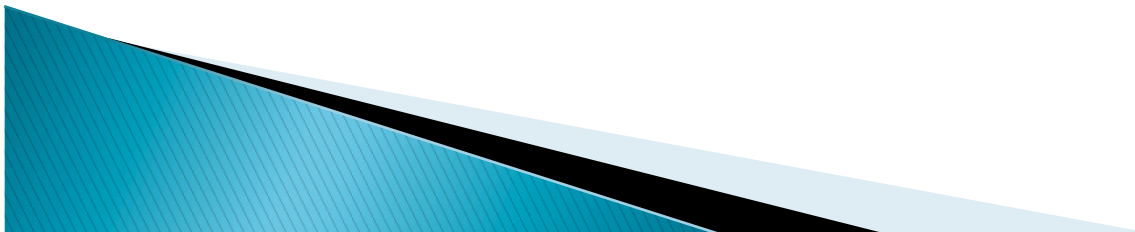
## Factor #2 –

### Coherent /Rigorous Programs/Services

#### *Findings: Factors, Trends, and Implications*

##### **Increase in math/science instructional minutes**

- As we have investigated the need for additional math and science instructional minutes at Lincoln, it must be balanced against other factors such as sustainable financial implications and teacher preparedness.



## Factor #2 –

### Coherent /Rigorous Programs/Services

#### *Findings: Factors, Trends, and Implications*

### **Technology-Based Curriculum Resources**

- We continue to see an explosion of resources and applications to support curriculum.
- Online subscriptions continue to be expensive but are necessary for accessing content delivered electronically and teaching students how to read and learn in an electronic environment.
- Teachers, students, and parents are challenged to navigate numerous online subscriptions that are used to deliver instruction and enhance learning.
- Often we do not have the ability to control updates for various online resources/subscriptions. Consequently, the users (teachers, students, support personnel, tech department, and administrators) must monitor and adapt constantly to the changes.

## Factor #2 –

### Coherent /Rigorous Programs/Services

#### *Findings: Factors, Trends, and Implications*

### **Evolving Classroom Technology**

- Demand for 1:1 personal learning devices continues to increase. As secondary devices continue to be advantageous, formalize a BYOT policy will become necessary.
- PARCC and other online testing systems need to be considered during device selection.
- Infrastructure updates need to be considered as part of 1:1 and BYT implementation
- Elimination of technology labs replaced with mobile technology is a function of the replacement cycle.
- The device market continues to change rapidly and purchases are a multi-year commitment.

## Factor #2 –

### Coherent /Rigorous Programs/Services

#### *Findings: Factors, Trends, and Implications*

### **Music and Visual Arts Standards**

- New Music and Visual Arts Standards were published in 2014. The standards are by the leading national organizations in art and music.
- Generally the ISBE reviews standards published by national groups and then determines if it will adopt them as state standards.
- We will need to monitor the possible adoption of new standards in Illinois. The new standards in Visual Arts delineate learning objectives at each grade level as opposed to grade level bands. This may have an impact on District 57 curriculum.

***KSF #3***  
***Safe, Caring, and Supportive***  
***Learning Environment***

## Factor #3 – Safe, Caring, Learning Environment

### *Findings: Factors, Trends, and Implications*

- On-going safety threats to schools exist and challenges us to evaluate our protocols, practices, training and improvement.
- Monitoring class size is ongoing but we are currently back to our staffing plan prior to the 2011 staffing cuts. Our enrollment has gradually increased and our buildings are operating at capacity.
- Technology will continue to require upgrades in equipment and infrastructure (bandwidth, equipment refresh/replace, etc.)

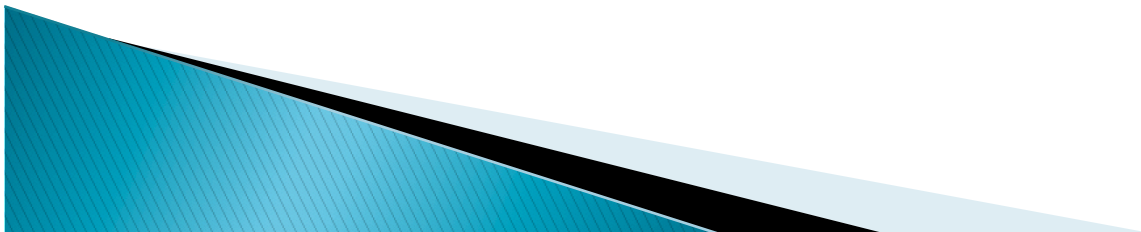
***KSF #4***  
***Climate and Communications***



## Factor #4 – Climate and Communications

### *Findings: Factors, Trends, and Implications*

- Continue to monitor and maintain the District's communication plan and expand communication methods and message frequency.
- Evaluate the Board of Education's protocol for community engagement.



***KSF #5***  
***High-performing Workforce***

## Factor #5 – High-performing Workforce

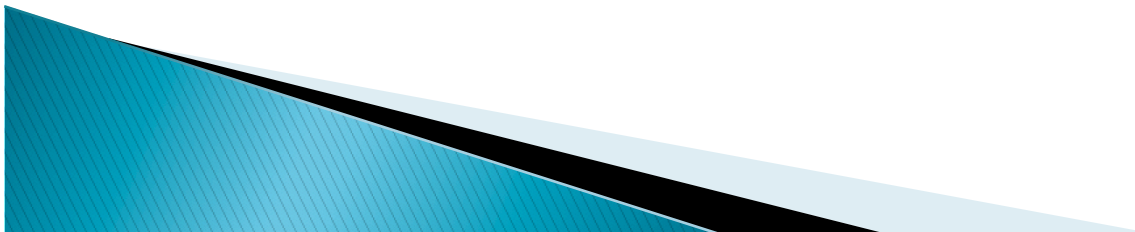
### *Findings: Factors, Trends, and Implications*

- Education Reform, mandated by three Public Acts (SB7, PERA, Licensure), are in the process of implementation. Future mandates include student growth in teacher evaluation (September 2016).
- The District will develop the FY16 staffing pattern based generally on current maintenance of effort unless determined to increase math/science instructional minutes.
- An increase in student social emotional needs at Lincoln requires an investigation into additional certified student support staff.
- Investigate options to maintain consistent recruitment and retention of all District employee groups.

## Factor #5 – High-performing Workforce

### *Findings: Factors, Trends, and Implications*

- The demands of rigorous District curricula, special programs, and integration of technology require responsive and responsible professional development within the parameters of the contractual bargaining agreement (CBA).
- EL population is ever increasing and the implications on instructional impact.
- Collective bargaining with MPESPA in the era of public and financial realities.

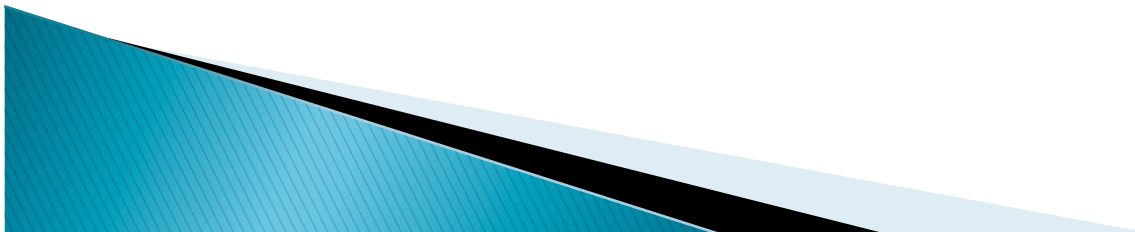


***KSF #6***  
***Healthy Financial Position***

## Factor #6 – Healthy Financial Position

### *Findings: Factors, Trends, and Implications*

- Federal: The District continues to monitor the implementation of the Patient Protection Affordable Care Act (healthcare reform) in order to plan for any changes impacting the benefits and financial needs of the District.
- State: Senate Bill 16 – This legislation will impact the overall dollars received from the State by the District for both special education expense reimbursements and general state aid.



## Factor #6 – Healthy Financial Position

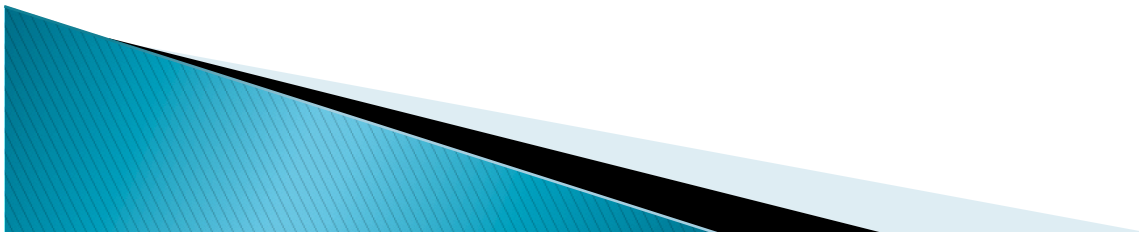
### *Findings: Factors, Trends, and Implications*

- State: On November 21, 2014 Sangamon county circuit Court Judge John Belz ruled that the Illinois' new pension law (Senate Bill 1) violated the Pension Protection Clause of the Illinois Constitution. The ruling will be appealed probably to the IL Supreme court. This case will continue to be monitored for a cost shift to employers to fund pension obligations.

## Factor #6 – Healthy Financial Position

### *Findings: Factors, Trends, and Implications*

- CPI for 2014 is 0.8%. It will affect the FY17 budget year.
- The economic landscape continues to be fragile
- The State's financial situation remains unknown and must be closely monitored.
- Tax objections and unfunded mandates continue.
- Cost containment measures and efficiencies must be maintained to ensure efficient operations.





# ***Key Challenges and Action Plans for 2015 and Beyond***

## Vision 20/20

- Vision 20/20 is an opportunity for all of us in the state to unite the education community to develop a long-range blueprint for improving public education in Illinois. We can play an active role in bringing common sense solutions that will improve education.



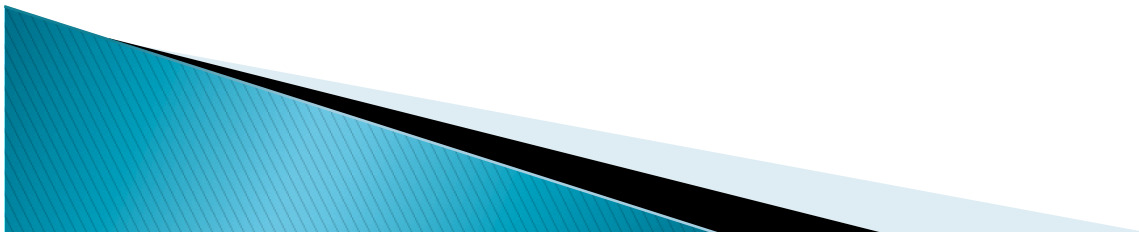
ILLINOIS  
ASSOCIATION OF SCHOOL BUSINESS OFFICIALS



**“We believe public education works”**

## Top Five Priorities

- Funding of public schools in Illinois
  - High-quality teachers
  - High-quality administrators
  - Flexibility of local school districts to meet the needs of students
  - High standards and expectations for students
- More information to come on February 19<sup>th</sup> Board meeting.



## **Key Challenges and Action Plans for 2015 and Beyond**

- Support the Vision 20/20 Initiative to provide a common sense roadmap for improving Illinois schools through continuous improvement
- Meet and exceed performance expectations on PARCC per the IL State Waiver
- Develop and implement curricula that addresses New Generation Science Standards and identify appropriate instructional resources.
- Proactively navigate a continuously changing technology environment to meet our instructional and organizational goals.
- Implement national and state reform legislation having prepared for risks (PERA, SB7, ESEA, CCSS, PPACA, and Pension Reform)
- Proactively manage in an environment of changing funding patterns and increased financial mandates from the state and federal governments.
- Continue to explore and implement further cost containment measures to address the current economic landscape.

## NEXT STEPS

- Refine Short- and Long-Term Action Plans, and Internal Documents (Staffing Plan, MFP, Curriculum, Technology, and Communication Plans)
- We will present our final draft of the Strategic Plan to the Board of Education in May/June for their approval.
- The Administration will implement the revised Strategic Plan for FY16.



# ***Environmental Scan***

***January 2015***

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