



STRATEGIC 2020 VISION



Arlington
Heights
SCHOOL DISTRICT 25

VISION

Embracing Today - Inspiring Tomorrow

MISSION

Arlington Heights School District 25 cultivates innovative learners within a nurturing and collaborative community to thrive in an ever-changing world.

BROAD GOALS



1. BROADEN BEST
PRACTICES

2. EXPLORE PROGRAM
EXPANSION

3. STRENGTHEN
COMMUNITY RELATIONS

4. ENHANCE STAFF
SUPPORT

5. MAINTAIN & ENHANCE
HIGH QUALITY FACILITIES

Increase Technology Access

- 2016-2017 – Started 1:1 Chromebook deployment for middle schools. Cascaded equipment from middle schools to elementary.

Considerations

- Looked at impact of:
 - Access
 - Changes in Instruction
 - Training needs
 - Management and procedures

Increase Technology Access

- 2017-2018 – Explored elementary deployment models based on conversations/surveys with staff and administrators regarding instructional goals.

Considerations

- Need device and access to align with instructional goals and programs
- Large number of 7+ year old laptops scheduled for recycling per the replacement cycle.
- Large aging iPad inventory that will need to be refreshed

Increase Technology Access

- 2018-19 — Move to a 1-1 deployment of Chromebooks in 5th grade (students do not take home). Cascade existing 5th grade equipment to other elementary grade levels within building.
- Phase 1 of updating iPad inventory

Increase Technology Access

- 2018-19 – Continue replacement cycle for existing classroom and staff
- Explore additional access for teaching assistants
- Revisit needs and modify Early Childhood deployment accordingly

Considerations

- Universal training for 5th grade staff
 - Leveraging MS experience
- Storage needs within the classroom
- Staff support with maintenance and repairs



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GOAL: Explore Inclusion Models

2017-18

- Identify local inclusion programs as models
- Teaching Assistant Study Committee
- Student Services book study
- Curriculum Training
- Think Tank

GOAL: Explore Inclusion Models

2018-19

- Observation of programs in identified schools
- Continuation of TA study committee
- Pilot programs to improve inclusive supports in general education:
 - Co-teaching implementation at Olive
 - Autism coaching at Patton
- Assessment of current practices



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Improve/Shift the Us vs. Them Mentality

- It has been almost four years since Dr. Bein has been Superintendent in Arlington Heights School District 25.
- Looked to build trust and improve the communication and collaboration with the new ATA leadership executive team in 2014.
- Worked with the Consortium for Educational Change to plan a retreat in the summer of 2014
- Followed up with a retreat in December of 2018 and used the Consortium for Educational Change to facilitate the retreat

Improve/Shift the Us vs. Them Mentality

Arlington Heights 25 Leader Retreat



August 4, 2014



Improve/Shift the Us vs. Them Mentality

Topics of the Retreat in 2014

- More Physical Space
- Celebrate our accomplishments
- Clarity/Communication
- Teacher input/use talent within the district
- Validate professionalism of all staff members
- Professional Development Committee
- Foundation of Curriculum
- Consistency of Curriculum
- System of Schools needs to be a School System
- Comfort level with evaluation
- Teamwork/trusting relationship between district office and the schools
- Narrowed focus- can't do everything
- Clear strategic direction
- Accountability that we all own
- Transparency

Improve/Shift the Us vs. Them Mentality

Teams that trust one another, engage in conflict, commit to decisions, and hold one another accountable are very likely to set aside their individual needs and agendas and focus almost exclusively on what is best for the team. They do not give in to temptation to place their departments, career aspirations, or ego-driven status ahead of the collective **RESULTS** that define team success.

Patrick Lencioni. The Five Dysfunctions of a Team

ACCOUNTABILITY Refers to the willingness of team members to call their peers on performance or behaviors that may hurt the team. Teams that commit to decisions and standards of performance do not hesitate to hold one another accountable for adhering to those decisions and standards.

Patrick Lencioni. The Five Dysfunctions of a Team

COMMITMENT is a function of two things—clarity and buy-in. Teams that engage in unfiltered conflict make clear and timely decisions around direction and priorities and move forward with complete buy-in from every member of the team, avoiding the desire for consensus and the need for certainty.

Patrick Lencioni. The Five Dysfunctions of a Team

Teams that trust one another are unafraid to engage in passionate dialogue around issues and decisions that are key to the organization's success. They have no fear of **CONFLICT**. They do not hesitate to disagree with, challenge and question one another- all in the spirit of finding the best answers, discovering the truth, and making great decisions.

Patrick Lencioni. The Five Dysfunctions of a Team



Patrick Lencioni. The Five Dysfunctions of a Team

The first requirement of a team is **TRUST**. Building trust takes time, but the process can be greatly accelerated. Like a good marriage, trust on a team is never complete; and it must be maintained over time.



Patrick Lencioni. The Five Dysfunctions of a Team

Improve/Shift the Us vs. Them Mentality

Topics of the Retreat in 2018

- To reflect on the “Opportunities for Improvement, Things that Need Attention to Move us to a Higher Level of Performance” from our retreat in 2014.
- To examine the effectiveness of our strategic management system to keep our district focused on continuous improvement.
- To examine the effectiveness of our district team to identify, address and support the needs of the system.
- To reflect on our most immediate needs to move forward.

Improve/Shift the Us vs. Them Mentality

Results of the Retreat in 2018

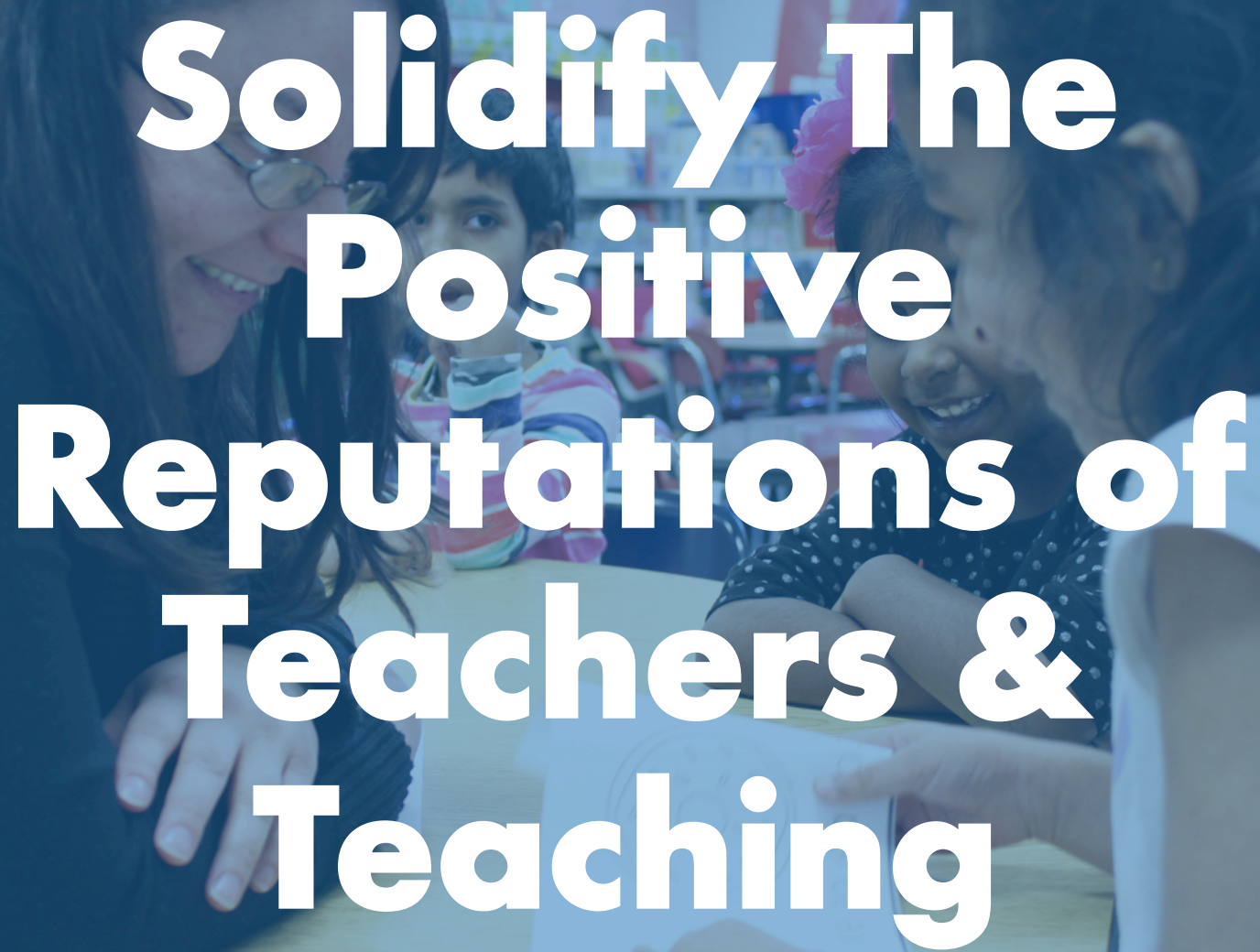
Trust	Conflict	Commitment	Accountability	Results
1 ____32____	2 ____40____	11 ____40____	8 ____23____	3 ____39____
6 ____33____	4 ____40____	19 ____39____	16 ____35____	9 ____42____
10 ____39____	5 ____40____	24 ____40____	20 ____35____	14 ____35____
13 ____39____	7 ____39____	28 ____43____	21 ____26____	15 ____38____
17 ____41____	12 ____35____	30 ____39____	26 ____42____	25 ____33____
22 ____39____	18 ____40____	34 ____42____	35 ____41____	29 ____39____
32 ____40____	23 ____40____	38 ____40____	36 ____36____	31 ____44____
33 ____39____	27 ____42____			37 ____44____
3.77 High Ave.	3.95 High	4.04 High	3.4 Low Ave.	3.92 High

The Five Dysfunctions

High: more than 3.75

Average: between 3.25 and 3.74

Low: less than 3.25

A photograph of a teacher and two young students sitting at a table in a classroom, looking at a piece of paper together. The teacher is on the left, smiling, and the students are on the right, also smiling. The background shows a typical classroom setting with shelves and other students.

Solidify The Positive Reputations of Teachers & Teaching

Where the issue lies...

PERSPECTIVE.

Teachers

All teachers are doing awesome things in their classrooms everyday
BUT...
they do not think most of it is as awesome as it is.

Community

Community members have not been in a functional classroom for 20+ years
SO...
they think it's the same as when they left it.

This creates a lack of

TRUST.

So...what do we do to create trust?



**OPEN A WINDOW
TO THE CLASSROOM**

We opened the window using:

- Twitter: #d25ItsPersonal
- Facebook
- INSIGHT
- New website
- FB “Live” Videos
- Media coverage
- COVERAGE, COVERAGE, COVERAGE

Social Media

Twitter: #d25ItsPersonal

- Followers: 2188 (increases about 1/day)
- Engagement using (#) campaigns
 - #d25OpeningDay
 - #d25ItsPersonal
- Engagement: High
 - The more we tweet, the more people are engaged.

Facebook

- Likes: 1,362
- Follows: 1,460
 - These have tripled since 2015
- Engagement
 - Parents share, comment, tag.
 - Sense of community on the page.

#d25ItsPersonal

Staples

INSIGHT Magazine

- Print and mail to over 20,500 homes in Arlington Heights.
- Different theme each year.
- Goal is to show our community the teachers are increasing the value of living in Arlington Heights.
- Yearly

Website

- Our billboard
- Two years young
- Landing spot for:
 - Information
 - Coverage
 - Stories
 - Pictures
 - Content

#d25ItsPersonal

Coverage

FB “Live” Videos

- Let our students talk
 - Share how awesome their teachers are.
 - Share their experience.
- Post EVERYWHERE
 - Twitter
 - Facebook
 - Website

Media Coverage

- TV
 - WCIU Live Broadcast from South
 - FOX 32 Broadcast from Olive
- Newspaper
 - Tribune & Herald coverage
 - Fundraisers, classroom lessons.
- Teachers starting to trust media.
- I’m with them the entire way.

Stories



Reactions

-  **Jennifer Filpi Ginger** Go Gators! Principal Bingaman is amazing!
Love · Reply · Message · 8w
-  **Karie McClure** Donna is awesome! ❤️ 2
Love · Reply · Message · 8w
-  **Brad Carter** Best colleague and friend!!! Great people...
Love · Reply · Message · 8w
-  **Kristin Travis Zanini** Love Greenbrier and Mrs. Bingaman!
Love · Reply · Message · 8w
-  **Diane Kaffka** Go Gators! Principal Bingaman is fantastic!
Like · Reply · Message · 8w



Amanda Starr-Skinger Is this drone competition through all schools?

Like · Reply · Message · 8w



1



Arlington Heights School District 25 Hi Amanda! This was a competition that the Westgate drone club joined on their own. A couple teachers at Westgate started the club and found out about the competition at New Trier. 😊

Like · Reply · 8w



1



Amanda Starr-Skinger Arlington Heights School District 25 I love it! Great opportunity for those kids!

Like · Reply · Message · 8w



1

I deserved honor, Jake



2

Message · 7w



Renee Simkus Schlenhardt Thanks for all of your hard work Jake!

Like · Reply · Message · 7w



1



Celeste Vriesman Foley Wow!!! Congratulations Jake!

Like · Reply · Message · 7w



1

Reactions



Shari Howe Divyak That's great! The children are lucky to have you as their music teacher. Happy Summer!!

[Like](#) · [Reply](#) · [Message](#) · 5d



Tracey Agnello Petrusonis This is awesome!!!
Love our Westgate family!

[Like](#) · [Reply](#) · [Message](#) · 3w



Maureen Ann I love this video and I really love Dr. Carter and Mr. Walton. I think they are such an asset to Westgate!

[Like](#) · [Reply](#) · [Message](#) · 3w



Jennifer Burgess Smith Me Fig is such an inspiration. I wish every teacher in America could have his passion. My memory of Mr Fig was I used to get severe headaches and he would put pressure on the front and back and sides of my head to relieve the pressure and it immediately relieved my headaches

[Like](#) · [Reply](#) · [Message](#) · 6w



...

Teacher reactions



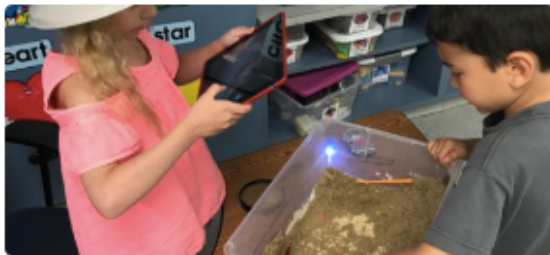
Ms. Kathan's Class @mskathan Jun 6
I can't believe my first class is graduating 8th grade tonight! 🎓 I'm so glad I ran into them!! Good luck in high school!! #IvyHillLeague #d25ItsPersonal



Carrie Cioni @MrsCionisClass 5d
Another year has come to an end. We wish all of our young Panthers a great summer. See you in August!!! Enjoy the break... #d25ItsPersonal #PattonPanthers @AHSD25Patton



Lauren Glaser @mrslaurenglaser May 30
These paleontologists are making discoveries AND recording their findings! @laurie_wasik



Julia Pemberton @Julia_Pember... Jun 6
SIP work and a brain break in nature! #d25ItsPersonal - Thank you, @AkemiSessler for planning a wonderful day for ILT! 📷: @MollyHelm722



Tricia Fuglestad @fuglefun 6d
Ending the school year with the Joe Song at the #drydenrocks assembly @DrydenSchool #d25itspersonal





QUESTIONS?