



Hello, Everyone!

I want to say a big “thank you” to all those serving on the District Transition Team. It has truly morphed into an opportunity to know what is and is not working in our district. During one of our meetings, it came to my attention that much of the information I would present in Board meetings is not known by or communicated to our staff - for a variety of reasons. Thank you, DEA Leadership and Transition Teams, for this conversation. It really helped me understand the disconnect. I now understand that the Board meeting forum is not the best way to communicate within our D118 family.

So, I would like to take this opportunity to connect the work that has been done, to the data that has driven many of our decisions. I believe it is important to understand what factors impact our work to achieve the district’s mission of ensuring our students meet their fullest potential and also how to be responsive to the needs of our staff.

Below is timeline of information and events which may prove useful in understanding the connections between initiatives and work performed within the district (*Please keep in mind that these were/are working documents, so excuse any typos or notations*) :

- 2015
 - In my new role as Superintendent, I sat with the Administrative team to develop what were said to be “very ambitious” goals. I used these goals to frame my focus as I sought to understand the needs of D118. I can tell you discipline consumed a very large amount of my time. My goals were once on our website, but I thought it important to make them available to you here:
 - [Geddis Goals 2015-2016](#)
 - I will also share a copy of the bulleted portion of my self-evaluation which outlined what I used to demonstrate attainment of my goals.
 - [Geddis Goals Evidence 2015-2016](#)
 - With many of these goals met, and the Phoenix Program up and running, we developed a more inclusive plan to meet the needs of our staff, students and families.
- 2016
 - As we progressed and new priorities emerged (remember Cannon and our need to reorganize our district), the need for us to develop a 3-year plan to address curriculum, facilities, personnel/finance, and special programs was evident.
 - [3-year plan 2016-2019](#)
- 2017
 - Created a 5-year plan
 - [5-year plan 2018-2022](#)
 - With many of these goals from the 3-year plan attained, we developed a bigger plan.

- Many goals were driven by data from 5 Essentials Surveys given to staff, students and parents.
- Although the plan was developed, the implementation and tracking of the plan began ambitiously, but was interrupted with new requirements as new ISBE plans were required by schools in school improvement designation
- 2018 Alternative Education and Pre-K Priorities
 - With the goal of becoming more proactive in our approach, a collaborative Alternative Education Team developed recommendations to drive decisions around alternative education and we began looking for ways to incorporate their findings into our plans.
 - [Alternative Education Comprehensive Expansion Plan](#)
- 2019 New Mandates
 - Illinois Empower mandates new Quality Framework for Illinois Districts
 - [Quality Framework for Illinois Districts](#)
 - This document is driven by ISBE’s mandatory analysis of data by DILT and CSI
 - District began process of creating a formal Strategic Plan
 - While we anticipated many of the strategies and concerns would emerge through our Strategic Plan, we set out to identify parts of the Alternative Education Plan we could begin to implement. Mrs. Campbell and team developed a KDBA Expansion Plan for consideration.
 - [KDBA Expansion Plan](#)
- 2020
 - A worldwide pandemic struck, and our district had to find our way through COVID. Here is a brief look at all this district accomplished during this unprecedented challenge. I just need to say, “D118, YOU ROCK!!” I am so grateful to serve with this team. You know how to get things DONE!
 - [Timeline](#)
 - [Our First Remote Learning Plan](#) (March 2020)
 - [Update](#)
 - [Return to School Plan](#)
 - [DEA Additional Support Staff Strategies](#)
 - ISBE required a **new** more comprehensive 3-year District Improvement Plan
 - [3-year District Improvement Plan 2020-2023](#)
 - With all we are facing in the COVID season, we are doing our best to take the information from the previous documents to create this new one.
 - We need a way to eliminate duplication of effort - can we merge the documents?
 - We also have new ISBE School Report Card information that has recently been made available to the public. I am certain we will discuss this as a part of an upcoming BOE meeting.
 - [2020 ISBE School Report Card Part 1](#)
 - [2020 ISBE School Report Card Part 2](#)
 - Summary of the 5 Essentials Survey Results: This information is public information, and you will begin to dissect this information as a part of your building meetings as we have done in the past. We will also discuss this as a part of an upcoming BOE meeting.
 - [5 Essentials Survey Summary](#)

I hope this summary identifies both data and plans that have driven our decision making. To achieve a shared vision, the data clearly indicates we need to provide leadership that improves instruction and addresses the achievement gap and barriers to graduation. It is my commitment going forward to share information like this with staff directly. Addressing these challenges will become part of our focus as we work together to create a common vision. D118, let's keep getting better!

Thank you again for the feedback!

Dr. G