



To: Board of Education
From: Paul Sally, Superintendent
Date: August 23, 2021
Re: New Trier 2030: 2021-2022 Annual Plan Update

As we start the 2021-2022 school year, I wanted to update the Board of Education on the Annual Plan work that was accomplished this summer and provide a short summary of some of our ongoing work. The table of strategies and timelines that was presented in July is attached at the end of this memo and has been adjusted slightly from last month.

Block Schedule

Teachers and departments have been preparing to adapt to a fully in-person block schedule. Professional development opportunities were offered during the summer and will continue throughout the school year. Many options were offered, and many teachers participated over the summer in one or more of these options:

- ***Math Department PD on Teaching and Learning in Block Schedule.*** The math department chair and coordinator invited a colleague from Glenbrook North to lead a workshop for the entire department on effective teaching strategies for mathematics in a block schedule.
- ***Teaching on the Block: Homewood Flossmoor Colleague Experiences.*** Homewood Flossmoor High School has been teaching on the block for many years, and we invited nine HF teachers to lead three different content area workshops to share their best practices and advice with our teachers. These sessions were highly subscribed and were recorded for on-demand viewing throughout the summer.
- ***Teaching on a Block: Applying Cultures of Thinking to Curriculum Planning.*** This 3-part workshop focused on creating a coherent curriculum and maximizing student learning in a block schedule, based on the work of Harvard's Ron Richhart's *Creating Cultures of Thinking*. The workshop explored different uses of time, thinking routines, and interactive learning opportunities to support student growth in our disciplines.

We will continue to offer new workshops throughout the school year and departments will also develop their own discipline-specific professional development through course committees.

Adviser Program

This summer the Adviser Chairs have worked on three important areas: Restorative practices, Curriculum Mapping, and Extended Adviser Periods.

Restorative Practices

While we have always approached discipline as an opportunity for reflection and growth, this initiative represents a shift in many of our practices and procedures, and it requires a multi-year plan. The goals for the first year are to:

- Define the current approach – help educate and make more visible components already in action
- Establish restorative team to develop uniformity to significant situations
- Create a referral process
- Research and identify best practice approaches and how these can be implemented at New Trier

- Develop recommendations for school-wide approaches and continued expanded work for following years

Curriculum Mapping

The team made a lot of progress this summer. The work includes mapping the current programs in Adviser Rooms to the five areas of adolescent development (cognitive, physical, emotional, social, and moral) and the *Characteristics of a New Trier Graduate*. They are currently identifying gaps and synergies with other programs and will have an update for the Board in the near future.

Extended Adviser Periods

We will have two extended adviser room periods this year, one on mental health and one on equity. The extended Adviser periods allow us to have more substantive conversations on a topic being aware of the while still having ample time in each class that day. Planning is ongoing for the structure and activities in each year group.

Critical Thinking and Civil Discourse

This year, Peter will bring a series of reports focusing on how we teach critical thinking and civil discourse in our classrooms. On a periodic basis, he will have departments present their approach to teaching students how to think in their discipline, providing both an overall approach and specific examples. At our September Board of Education meeting, Peter and the Social Studies department will present on teaching social studies and history and how we help students think critically and look at multiple perspectives on the events of the past and the present.

Equity

Our overarching goals in this area have always been to ensure that every student feels like they belong at New Trier and that our graduates are ready to learn and work beyond New Trier where they will encounter many perspectives different from their own. Below are updates on some of these efforts.

Belonging Through a Culture of Dignity

We have started to work with Dr. Floyd Cobb and Dr. John Krownapple, the authors of the book *Belonging Through a Culture of Dignity*. Our approach is to evaluate our progress and areas of growth by looking at how our people, policies, practices, procedures, and curriculum are helping us achieve those goals. Rather than contracting for an Equity Audit, I believe the approach Dr. Cobb and Dr. Krownapple use will allow us to measure our progress, identify gaps in our policies and procedures, and give us a path to better achieving the overarching goals mentioned above.

As we map out our work for the year on this endeavor, I would like to launch our work by having Dr. Cobb speak to the Board, via Zoom, on September 8, before our closed session workshop with the Illinois Association of School Boards. As a reminder, our work with IASB on September 8 is to discuss and review, as a newly formed Board of Education, the roles and relationship between the Board of Education and Superintendent. We will not continue the *Belonging Through a Culture of Dignity* discussion in closed session, as it is not an allowable closed session topic.

Monthly Programming

Our students in our affinity groups are planning programs each month that correspond with monthly national observances. In September we will be recognizing LatinX heritage month and in October we will be recognizing our students who identify as LGBTQ+. At our October Board of Education meeting, we will see a presentation from some of our students who planned the activities to give you a better sense of how these efforts are helping us with our overarching equity goals.

I am excited about the progress so far and I look forward to updating the Board each month on the various topics shown in the table below. I look forward to discussing any questions you have on Monday.

2021-2022 Annual Plan Strategies and Timeline of Board Presentations

	Strategy	Administrator(s)/Groups	Approximate Board Update
Intellectual Engagement, Growth, and Readiness	Block Schedule	Tragos, Lee, Tillery, Department Leaders, Professional Development Committee	Sept 2021 Nov/Dec 2021
	Characteristics of a New Trier Graduate (shown below)	Tragos, CNTG Committee, Students, Professional Development Committee, Department Leaders	Oct/Nov 2021
	Civil Discourse and Critical Thinking	Tragos, Social Studies Dept, English Dept, Leadership Teams	Periodic updates, starting in Sept 2021
	Innovation Hub	Tragos, Project of Excellence, Liz Mayer (NTEF Exec Director), Leadership Teams	Jan 2022 May 2022
	Student Device Evaluation	Marassa, Mobile Device Committee, Instructional Tech Team, Leadership Teams	Jun/Jul 2022
Student Personal Growth, Engagement, and Well-being	9 th Grade Executive Functioning	Gamrath, Committee, Northfield Leadership Team	Oct 2021
	Multi-Tiered Systems of Support	Zajac, Williams, Gamrath, MTSS Team, Leadership Teams	Nov/Dec 2021
	Data Analysis (Performance Matters)	Marassa, Panopoulos, Tech Team, MTSS Team	Nov/Dec 2021
	SEL: Panorama	Panopoulos, Project of Excellence, Tech Team, MTSS Team, Department Leaders	Nov/Dec 2021
	Adviser Program 9-12 Curriculum Mapping	Dubravec, Waechtler, Adviser Chairs	Jan/Feb 2022
	SEL: Self-awareness and self-management	Panopoulos, SEL Committee, Department Leaders	Apr 2022
Culture, Climate, and Equity	<i>Belonging to a Culture Through Dignity</i> (formerly Equity Audit)	Sally, Tillery, Equity Liaisons, Leadership Teams	Aug 2021 May 2022
	Adviser Gender Structure	Dubravec, Waechtler, Adviser Chairs	Nov 2021
	Monthly Programming – Recognition of National Observances	Tillery, Equity Liaisons, Affinity Groups	Oct 2021
	Department Equity Goals	Tillery, Equity Liaisons, Department Leaders	Apr 2022
	Restorative Practices	Dubravec, Waechtler, Adviser Chairs	TBD
Leadership Across the School	Leadership Development	Zoladz, Dubravec, Waechtler, Leadership Teams	Feb/Mar 2022
	Student Leadership: Affinity Groups and the Strategic Plan	Dubravec, Waechtler, Tragos, Equity Liaisons, Extracurricular Programs	Oct 2021

	Strategy	Administrator(s)/Groups	Approximate Board Update
Community Engagement, Partnerships, and Governance	Parent and Community Advisory Group	Sally, Dizon, other Administrators	November 2021 April 2022
	Alumni Engagement	Dizon, Alumni Achievement Awards, Liz Mayer (NTEF Exec Director)	March/April 2022
	Engagement of Families with Younger Children	Dizon, Community Engagement Committee, Extracurricular Leaders, Northfield Transition Coordinator, Northfield Leadership Team	March/April 2022
Finance, Facilities, and Human Resources	Finance – continued strong stewardship of resources provided by our taxpayers	Johnson, Spiwak, Finance Committee	Monthly
	Facilities – 15-year plan and East Side Academic and Athletic Project	Johnson, Conway, Fontanetta, Facilities Committee	Monthly
	Review Hiring Practices	Zoladz, Dubravec, Waechtler, Leadership Teams	Feb/Mar 2022
	Long-Range Retirement Planning	Zoladz, Tragos, Leadership Teams	Feb/Mar 2022
	Onboarding Program for Support Staff	Zoladz, NTESPA	Feb/Mar 2022