

Warren Township High School District 121

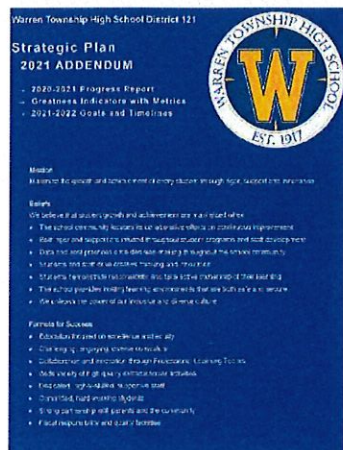
Warren Connection: Our Strategic Plan Update

July 22, 2021



Dear Warren Community:

Happy summer heat, everyone! This edition of our *Warren Connection* provides an overview of our annual Strategic Plan.



At the meeting, we reported results on our *Greatness Indicators*, (which are some of the “ends” to which we hold ourselves accountable), reported progress on our 2020-2021 goals, and identified goals for 2021-2022 school year. We have included all the 2021-2022 identified goals and highlighted a few of them with associated articles. These goals also become part of a document that is our *2021 Addendum* and can be found with past years’ documents at

the Strategic Plan tab on the District website, at <https://il02214492.schoolwires.net/Page/276>



**Proud of our
Blue Devil Olympians**

Competing at the
Tokyo Olympics are:

Nefeli Papadakis
Class of 2017
Competing in Judo

Keegan Knott
Class of 2023
Competing on the
U. S. Paralympic
Swim Team

The August edition of the *Warren Connection* will feature our **Back to School News**, which we hope will provide information for your student’s successful transition for the 2021-2022 school year.

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Registration Information for the 2021-22 School Year

Please refer to the full registration information emailed on May 11 for additional information.



Parents have been emailed their Access ID and password to create their PowerSchool account, which will allow for completing the online registration process.

The due date to complete registration is **July 30, 2021**. However, we ask that you complete this process as soon as possible.

We have staff available now and throughout the summer by phone or email to assist with online registration or to answer questions. Our main number is 847-662-1400.

Our registrars can be reached by email at aregistrar@wths.net for the Almond Campus and oregistrar@wths.net for the O’Plaine Campus.

Onsite Registration Help

We are also hosting three help sessions for those who may need assistance completing the online registration process. These sessions will be available at both campuses:

- Wednesday, July 28 - Onsite Registration Help 2:00 p.m. - 5:00 p.m.
- Thursday, July 29 - Onsite Registration Help 2:00 p.m. - 5:00 p.m.

**2021-2022 School Year
First day for all students
is August 17**

Board of Education



WTHS Board of Education

Paul Schulz, President
John R. Anderson, Vice-President
Bency Beals, Secretary
Katherine Blair, Member
Tony DeMonte, Member
Thomas Drake, Member
Natalia Alvarez Martinez, Member

There is important work that will continue to be addressed in each of the six main areas outlined in the District's Strategic Plan:

- 1) Curriculum, Assessment and Instruction
- 2) Student Advocacy
- 3) Student Leadership
- 4) Student Life
- 5) Community and Communication
- 6) Securing the Future

Referendum Planning Efforts Continue

For the past 18 months, District 121 has been actively working to engage our community in the ongoing reduction in programming and services due to cuts related to low funding. The District has been communicating about how we have the lowest local and overall revenue compared to Lake County high school districts, as well as the efforts the District has made over the last several years to cut costs. The District had placed a 35-cent operating rate increase question on the April 6, 2021 ballot. It failed with 3,753 yes votes and 4,700 no votes.

As a result of the failed referendum, the District anticipates cutting approximately 13 more positions in March 2022, which is in addition to the 66 positions that have been eliminated over the last several years. Along with these staff reductions, the District is also planning the elimination of the entry-level athletic team for all sports beginning in fall 2022. Sports with four levels of participation will be reduced to three; sports with three levels of participation will be reduced to two; and sports with two levels of participation will be reduced to one, with the entry-level team being eliminated in each case. These reductions will most likely reduce student participation opportunities for all sports and across all grade levels, as programs will need to make cuts based on ability.

Increased funding will be necessary for the District to offer the same level of academics, activities and athletics that we have been proud to provide to our community over the years.

At the June 22 meeting, the Board approved the placement of a referendum question on the next available election ballot, which will most likely be during the 2022 primary election. The amount of the referendum question itself is yet

to be finalized, as is formal confirmation of the election date.

The Board is allowing the District to restore these teams, as well as preserve current band staffing (which is a tentative staffing reduction for March 2022) and programming, if a successful referendum occurs at the next available election. This allowance would be to the extent possible based on the time available prior to the beginning of the 2022-23 school year.



Revenue Per Pupil 2020

Lake County High School Districts	Local Sources	State Sources	Federal Sources	Total
Lake Forest District 115	\$31,419	\$886	\$390	\$32,695
Highland Park Deerfield District 113	\$28,619	\$1,162	\$670	\$30,351
Libertyville Vernon Hills District 128	\$28,345	\$1,351	\$248	\$29,945
Adlai Stevenson District 125	\$26,278	1,369	\$404	\$28,051
Grayslake District 127	\$19,845	\$7,344	\$280	\$27,469
Zion-Benton District 126	\$15,499	\$8,373	\$1,152	\$25,024
Antioch Lakes District 117	\$18,261	\$4,736	\$261	\$23,258
Mundelein District 120	\$19,874	\$1,903	\$376	\$22,154
Grant Township District 124	\$13,520	\$3,865	\$406	\$17,790
Warren Township High School District 121	\$13,293	\$2,940	\$400	\$16,633

Illinois State Board of Education, Annual Financial Report (AFR) 2020

Finance Committee Meeting, July 14, 2021, V2

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Curriculum, Instruction and Assessment

by Christopher J. Geocaris, Assistant Superintendent of Instructional Services

We are excited to begin the work outlined in the *Curriculum, Instruction, and Assessment* section of the Strategic Plan for the 2021-2022 school year. Warren Township High School is committed to providing the best possible educational experience that will prepare all our students for life after high school. To that end, we have set goals for this year that focus on providing our students new opportunities that are challenging and engaging—and that will prepare them for success later in life.

Graduation Requirements

The Board of Education approved a recommendation for a reduction of the required graduation credits from 22.5 to 18.5, effective for the class of 2022 and beyond. The reduction is solely in the general electives requirement, which is reduced from 5.5 to 1.5 credits. Graduation requirements in all other disciplines are not affected by this change. The new requirement of 18.5 credits is still higher than the 16 credits required by the state of Illinois. This reduction is based on several factors, including an analysis of struggling students over the last few years. The decreased overall credit requirements will also support students in acquiring their diplomas.

Most students have traditionally earned credits well above our requirement. These students will have the same opportunity to do so at least for the next two years. The 18.5-credit threshold is also the target anticipated reduction that would occur as early as the 2023-24 school year if indeed the district needs to move to a seven-period school day (rather than our current eight-period day) due to financial challenges related to low funding.

If the district were to move to a seven-period school day, the new requirement of 18.5 credits for graduation would not need to be reduced further.

Graduation Requirements For the Class of 2022 and forward		
English	8 semesters 4 credits	Students must pass one semester of English I, one semester of English II, one semester of English III. Students can make up credits with other English electives.
Mathematics	6 semesters 3 credits	1 year must be Algebra I and 1 year must be a course that includes geometry content.
Science	4 semesters 2 credits	
Social Science	6 semesters 3 credits	2 semesters of freshmen Social Science, 2 semesters of United States History, 1 semester of government, and 1 semester of economics.
Life Fitness	8 semesters 4 credits	Must include 1 semester of Health. Must pass one semester of Physical Education for each semester of attendance at Warren Township High School, unless otherwise exempted.
Practical and Fine Arts	2 semesters 1 credit	This could include 2 semesters of art, business, world language, industrial tech, music, theatre arts, or vocational education.
Electives	3 semesters 1.5 credits	
State of Illinois writing requirements are fulfilled by completion of English and Social Science courses.		



2021-2022 Goals and Timelines

1. Increase access to dual credit courses for WTHS students. Potential dual credit opportunities will be explored in Science, Business, and Industrial Technology.
2. Develop a system for identifying career pathways for students and promoting opportunities for students to pursue Consumer and Technical Education opportunities while enrolled at Warren. Assist students in identifying postsecondary options that are aligned with their identified career interest areas.
3. Examine current grading practices with staff to ensure grades are a true reflection of student learning and academic growth.

Student Advocacy

by Michele Bertola, Principal at the O'Plaine campus



2021-2022 Goals and Timelines

1. Implement Elementary and Secondary School Emergency Relief (ESSER) funds for the Academic Intervention and Mentoring (AIM) program for the 2021-2022 school year (credit recovery).
2. Implement Recover, Educate, Achieve, Coach and Honor (REACH) program designed for freshmen students to provide academic support and executive functioning skills.
3. Utilize interventionists for at-risk students.
4. Identify and utilize interventions to increase the percentage of freshmen on track.

District 121 Diversity, Equity and Inclusion Efforts

District committees have been working on equity-related initiatives for five years. The District's Diversity, Equity and Inclusion master plan was finalized this past year to capture the critical outcomes of this essential work.

Much of the work invested over the past year centered on supporting students in need of additional academic and social supports due to our remote and/or hybrid status of school. Our culturally based student groups were able to meet remotely and we continued with remote staff development opportunities focused on equity and inclusion.

In addition, an annual goals document was created to help support our accountability of progress in specific areas. The Master Plan and annual goals sheet was reviewed by the Board of Education in conjunction with the 2021 Strategic Plan Addendum. Some of the specific goals for the 21-22 school year include:

- Develop a District 121 Board of Education Diversity, Equity, and Inclusion policy.
- Establish annual reporting metrics related to outcomes.
- Investigate processes to recruit and retain diverse staff.
- Investigate a framework to help review procedures and programs through an equity lens.
- Provide staff development on our equity initiatives and corresponding instructional strategies.
- Provide staff development on our new "The Warren Way" initiative.
- Examine current grading practices.
- Utilize "The Warren Way" to develop effective academic support strategies.
- Implement new interventions for at-risk students.
- Utilize "The Warren Way" to develop effective social/emotional and behavioral strategies.
- Establish a Diversity, Equity, and Inclusion staff team.
- Utilize student cultural group leaders to create a student Diversity, Equity and Inclusion team.



This District 121 Diversity, Equity and Inclusion Master Plan is also intended to be reviewed regularly, and no less than annually, to review progress and modify initiatives to help achieve goals related to our equity work.

Shared Leadership

by Dr. John P. Ahlgrim, Superintendent of Schools

The Warren Way

For two years, WTHS has been working on a strategic plan goal of the development of a comprehensive portrait of a successful graduate, including the corresponding qualities and skills we aim to help students develop while at WTHS.



This summer, the project, entitled "The Warren Way," has been completed. There are general tenets as well as area-specific matrices developed to help students identify specific behaviors and mindsets that may help them experience success and satisfaction while at WTHS and beyond. Helping students identify strategies to be respectful, resilient and engaged individuals is paramount to this project. WTHS will begin to introduce several aspects of the plan to staff and students as we return for a much more normal 2021-22 school year.

Thank you to the District 121 Board of Education, staff, students and entire school community for your input and contributions as we are proud to unveil "The Warren Way."

THE WARREN WAY

At Warren Township High School, we believe that we can make a difference in our lives, in our community, and in the world by being **Respectful, Resilient and Engaged.**

WE ARE

R RESPECTFUL <ul style="list-style-type: none">• We value diversity and learn about other cultures and experiences.• We show empathy and kindness to others.	<ul style="list-style-type: none">• We communicate and collaborate in an effective and positive way.• We establish healthy relationships.
R RESILIENT <ul style="list-style-type: none">• We work hard and give our best effort.• We reflect, learn, and adapt based on our experiences and challenges.	<ul style="list-style-type: none">• We make courageous and responsible decisions.• We lead healthy and balanced lifestyles.
E ENGAGED <ul style="list-style-type: none">• We own our learning and are accountable for our actions.• We explore our interests, set meaningful goals, and prepare to excel after high school.	<ul style="list-style-type: none">• We participate in our school, local, and global community.• We think critically and develop creative problem-solving skills.

NOW & ALWAYS #WeAreWarren



2021-2022 Goals and Timelines

1. Investigate additional equity initiatives, including the development of Board policy, Administrative procedures, staff teams and accountability related to equity for students.
2. Share our current Portrait of a Graduate (now called "The Warren Way") to highlight essential areas of development for success of our students at WTHS and beyond.
3. Continue to monitor enhanced health requirements from the Illinois State Board of Education (ISBE) and implement them accordingly.

Student Life

by Dr. Patrick W. Keeley, Assistant Superintendent of Student Services



2021-2022 Goals and Timelines

1. Continue to develop and implement strategies that support SB100 mandates, including restorative practices and professional development for staff.
2. Audit current student groups and recommend potential restructuring of responsibilities as these pertain to equity initiatives.
3. Utilize the Seamless Summer food service program for students for this school year.

HOME OF THE BLUE DEVILS



Planning for the 2021-22 School Year

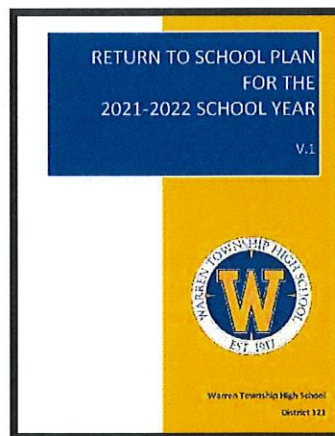
As we look ahead to the 2021-22 school year, we are planning for all students to return to WTHS for in-person learning on the normal eight-period bell schedule. We are extremely excited to plan for a full schedule of in-person instruction.

Based on guidance from the Centers for Disease Control and Prevention (CDC) and the Illinois Department of Public Health (IDPH), the Illinois State Board of Education (ISBE) has provided some tentative updated information regarding continued increased health and safety requirements for the upcoming school year.

The requirements below are updates from the CDC guidance, announced on July 9:

- Masks will be required only for individuals who are not fully vaccinated.
- Social distancing of at least three feet (rather than six feet) will be maintained between students in classrooms, but not if it would be a barrier to in-person learning.
- Remote instruction will be made available for students who have not received or who are not eligible for a vaccine, only while they are under quarantine consistent with guidance or requirements from the Lake County Health Department or the IDPH.

We anticipate additional guidelines and/or details on these items from ISBE and/or IDPH in the weeks ahead. When that happens, we will communicate with our families.



Updates and information are on the District website at:
<https://www.d121.org/returntoschool>

Community and Communication

by Rob Parrott, Principal at the Almond Campus

Stay Connected to WTHS

The District provides communications for WTHS students, parents, staff and the broader community through many platforms.

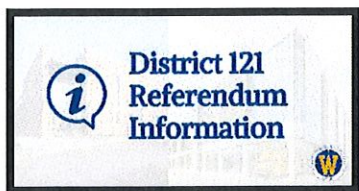
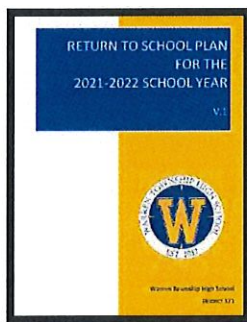
We engage with our families using the following means:

1. District 121 website – www.d121.org
2. Email, text messages and phone call notifications
3. Social media (Facebook, YouTube, Twitter)
4. Monthly newsletters
5. U.S. Mail



Our website is the best place to get the most current and up-to-date information about Warren Township High School. Most of our informational notifications will direct our readers to a link on our website.

The **Return to School** information and updates about enhanced health requirements, the logistics requirements for in-person learning and general details are generally sent out through parent letters, email notifications and text messages, as well as a Facebook posting. Check the District website for additional details at <https://www.d121.org/returntoschool>



Are you looking for more Information about the **District's ongoing financial challenges**? Check the District's website for an overview of information, a listing of Frequently Asked Questions and comparison charts showing how WTHS stacks up to the other high school districts in Lake County.



We will be rolling out an exciting new program in the next few weeks – **The Warren Way**. Be sure to check your email and the other platforms. You do not want to miss this news!



2021-2022 Goals and Timelines

1. Continue to investigate the multilingual capacity of the District website and/or the District notification system.
2. Explore and develop a plan for increasing the District's presence on social media platforms.

The Superintendent Search process for the next District 121 Superintendent — with duties starting July 1, 2022 — was sent out via email notification and is also posted on the District's website. This search process will continue for the next few months. Updates to this information can be found on the District's website.

Securing the Future

by Dr. Michael Engel, Assistant Superintendent of Business Services and Operations



2021-2022 Goals and Timelines

1. Continue to identify potential funding sources to support the construction of new locker rooms at the O'Plaine campus.
2. Regularly review the current and future year budget worksheets to analyze changes in revenue sources and expenditures, and make adjustments accordingly for current and future year planning including.
3. Continue to discuss with the community the potential of a referendum question in the 2022 primary election.

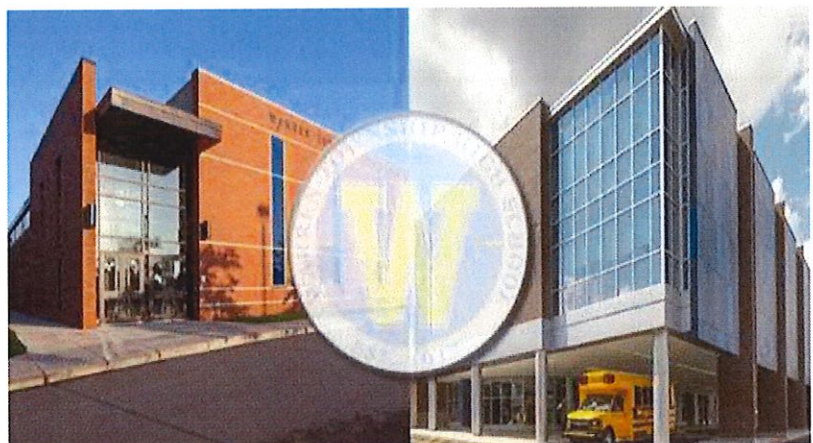
Breakfast and Lunch Free of Charge to All Students for the 2021-22 School Year

Due to the availability of federal funding from the U.S. Department of Agriculture, WTHS will be participating in a free breakfast and lunch program for all our students for the 2021-22 school year. The program is called the Seamless Summer Option. All students are eligible to receive breakfast and lunch meals following the guidelines from the National School Lunch Program/School Breakfast Program meal choices.



WTHS and Quest Food Management Services are working together to participate in this one-year opportunity to provide meals on our campuses for all students.

More information regarding requirements for meal selections, menus and lunchroom logistics will be provided to students and families prior to the start of the school year.



LEFT: ALMOND CAMPUS 2010

RIGHT: O'PLAINE CAMPUS 2013

Greatness Indicators with Metrics – Page 1 of 2

	Data Source	2018 Results	2019 Results	2020 Results	Needs Improvement	Solid Performance	Exemplary Results	2021 Results
Enrollment	ISBE Fall Housing Report	4,137	4,032	3,951				3,931
Superior Performance								
Student Academic Achievement								
Maintain a High Graduation Rate	Summer ISBE Cohort Report (Current School Year—CSY—1)	93.7%	92.9%	93%	<92%	92-96%	>96%	94%
Increase Freshman On Track Rate	Annual Illinois School Report Card (CSY – 1)	90%	90%	86.8%	<86.9%	87%-94.9%	>95%	88.9%
Increase our SAT Evidence-Based Reading/Writing Score Average (College Board Report)	Spring Junior testing; Results from College Board in June	534	523	*NA	<450	450-539.9	>540	517
Increase our SAT Mathematics Score Average (College Board Report)	Spring Junior testing; Results from College Board in June	521	521	*NA	<500	500-539.9	>540	504
Maintain high percentages of students meeting expected growth targets for Evidence-Based Reading/Writing from PSAT9 to PSAT10	CADCA SAT Student Growth Data Report (CSY – 1)	N/A	89%	89%	<59.99%	60% - 89.9%	>90%	*NA
Maintain high percentages of students meeting expected growth targets for Mathematics from PSAT9 to PSAT10	CADCA SAT Student Growth Data Report (CSY – 1)	N/A	85%	66%	<59.99%	60% - 89.9%	>90%	*NA
Maintain high percentages of students meeting expected growth targets for Evidence-Based Reading/Writing from PSAT10 to SAT	CADCA SAT Student Growth Data Report (CSY – 1)	N/A	70%	70%	<59.99%	60% - 89.9%	>90%	*NA
Maintain high percentages of students meeting expected growth targets for Mathematics from PSAT10 to SAT	CADCA SAT Student Growth Data Report (CSY – 1)	N/A	84%	84%	<59.99%	60% - 89.9%	>90%	*NA
Maintain High Percentages of Enrollments in Honors and AP Classes	Data Warehouse	25%	25%	23%	<23%	23-25%	>25%	24%
Maintain High AP Successful Participation Rate	College Board AP Report—Equity and Excellence (CSY – 1)	47.8%	47.8%	42.2%	<40%	40-50%	>50%	42.3%
Maintain High AP Success Rate	College Board AP Report (CSY – 1)	85.9%	85.9%	85.0%	<70%	70-89%	>89%	87%
Increase MAP Growth Targets Met for Students Behind in Reading	Annual Summer Report	52%	61%	*NA	<50%	50-65%	>65%	*NA
Increase Summer School Enrichment Enrollments	Annual Summer School Report	696	11.9%	11.7%	<5%	5% - 15%	>15%	10.5%
High Levels of Satisfaction								
Maintain High Attendance Rates	School Report Card Data Collection (CSY – 1)	93.7%	94.6%	93.5	<93%	93-95%	>95%	*NA
Maintain Low Suspension for Misconduct Rate	June Out-of-School Suspension Report	.94/day	.96/day	.89/day	>3/day	2-3/day	<2/day	*NA
Maintain High Participation Numbers in Athletics per student enrollment	Annual Summer Report	39%	38.9%	*NA	<.35%	35%—40%	>40%	30.5%
Maintain High Numbers of Unique Participants in Clubs and Activities per student enrollment	Annual Summer Report	47.3%	52%	*NA	<40%	40%—50%	>50%	*NA

Greatness Indicators with Metrics – Page 2 of 2

	Data Source	2018 Results	2019 Results	2020 Results	Needs Improvement	Solid Performance	Exemplary Results	2021 Results
Distinctive Impact								
External Recognition of Students, Staff, School and the District								
Increase Recognition for the School Community	Board of Educ Recognized Events	25	28	12	<27	27-40	>40	17
Maintain High North Suburban Conf Success in Athletics	Annual Summer Report	3	3	*NA	#5-8	#3-4	#1-2	*NA
Community Partnerships and Connections								
Increase Community Partnerships and Intergovernmental Agreements	Communications report to BOE	29	30	30	<20	20-30	>30	35
Leaders in the Field								
Increase Number and Visibility of Innovative, Exemplary Programs	WTHS Innovative Program Report	9	9	9	<7	7-11	>11	11
Lasting Endurance								
Success Beyond High School								
Maintain High Attendance in Post-Secondary Institutions (prior yr. grad class)	National Student Clearinghouse (CSY – 1)	75%	76%	Still waiting on report from National Student Clearinghouse. This data may be delayed due to COVID-19	<75%	75-90%	>90%	*NA
Maintain High Retention in Post-Secondary Institutions (grad class 2 yrs ago)	National Student Clearinghouse (CSY – 2)	91%	91%	Still waiting on report from National Student Clearinghouse. This data may be delayed due to COVID-19	<80%	80-95%	>95%	*NA
Maintain High Numbers of Technical Certificates Earned	Annual Summer Report	1,081	23.7%	*NA	<20%	20% - 30%	>30%	*NA
Fiscal Responsibility/Securing the Future								
Increase Food Service Satisfaction Rating	Satisfaction survey (bi-annual Illinois Youth Survey)	2.8	NA	*NA	<2.66	2.67-3.25	>3.25	*NA
Maintain a Balanced Annual Operating Budget	End of FY financials *unaudited	-\$2M **	** -\$900K	** -\$2.5M	<-\$2M to -\$750K	-\$750K to \$750K	\$750K to \$2M	*NA
Maintain Funds in Reserves of at least 40% of annual budget	End of FY financials *unaudited	32% **	** 64% (35% after \$19M allocated expenditures)	** 32% (22% after \$5.5M allocated expenditures)	<35%	35-40%	>40%	*NA

*NA = Data not available or valid due to COVID-19.