



# Board and Superintendent: Proactive and Productive

Thursday, September 9, 2021 — 1:00 p.m.



**Bhavna Sharma-Lewis**  
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**District Website: [www.dist76.org](http://www.dist76.org)**  
**District Phone: 847-566-9221**



# Ms. Joy Hail

- ★ Originally elected to the D76 Board of Education in April 2015; re-elected in April 2019
- ★ Currently serving as Board President; have also served as Board Vice-President
- ★ 15 year district resident
- ★ 3 children who have attended district schools (one currently in high school and two still in district)
- ★ Prior to running for the D76 Board of Education, served as PTO President for the district for two years and on the PTO Board for a year prior to that. Heavily involved with volunteering in the district.
- ★ Product of Districts 31 and 225 in Glenview
- ★ Have practiced as a tax attorney for the last 16 years



# Dr. Bhavna Sharma-Lewis

- ★ Earned a BA-Elementary Education; MS-Mathematics Education; PhD-Curriculum Design & Policy Studies-University of Illinois/Chicago
- ★ 29 years in Education & Leadership: Classroom Teacher, AP, Principal, Asst. Superintendent (Urban, Rural, Suburban communities)
- ★ 11 years Superintendent; 7th year in Diamond Lake D76; Mundelein, IL
- ★ Core Competencies:
  - **Academic Achievement:** Provide Instructional Leadership & Support Focused on Student Growth, Attainment, Equity & Equality
  - **Board Development:** Strengthen BOE & Superintendent Relationships
  - **Collaboration:** Establish a Healthy and Confident District & Team Culture
  - **Public Relations:** Rebuild & Rebrand Yourself & Your District
  - **Fiscal Management:** Develop & Sustain Healthy Financial Plans & Reserves
  - **District Referendum Process:** Design, Define & Pass a Successful Referendum 2017
  - **District Reorganization:** Rebuild a District Leadership Team & Closed a School with Community Support
  - **Professional Development:** Coach & Mentor Leaders & Professionals
  - **Strategic Planning:** Design a Process Centered on Vision, Mission and Goals
  - **Community Partnerships:** Create Opportunities for Social/Emotional Wellness; Bicultural & Biliteracy Programs
- ★ National: AASA National Superintendent Program Graduate, Elected IL Governing Board Member, Aspiring Superintendents Program Mentor
- ★ State: Teacher Evaluation Advisory Council, Professional Development Planning Team



# Our District

- ★ **Location:** Mundelein, IL; Lake County (40 miles north Chicago)
- ★ **Facilities:** 3 schools on 2 campuses
- ★ Diamond Lake School (PK-2); West Oak Intermediate School (3rd-5th) and West Oak Middle School (6th-8th)
- ★ **Enrollment:** ~1000 students
  - 68% Hispanic; 20% white; 5% Asian; 3% 2/More Races; 2% Black
  - 62% Low Income; 40% English Learners 13% Students W:IEPs
- ★ **Staff:** 140 members, 92% retention, 60% Graduate Degree
- ★ **Highlights:** K-8 Dual Language-promotes bicultural/biliteracy, Passed \$17 Million Referendum - Updated all schools' safety, mechanicals, learning spaces



# Our Story

## From a Parent and Board Member Perspective

### State of the District in 2015

- ★ Lack of communication to all district stakeholders
- ★ Family involvement was very low
- ★ Staff retention issues
- ★ Budget and funding challenges
- ★ Overall transparency issues with the leadership team
- ★ Poor climate and culture (leadership team, staff and BOE)
- ★ Significant facility issues
- ★ Lack of cohesive curriculum

### State of the District in 2021

- ★ Communication has significantly improved for all stakeholders
- ★ Climate and culture has drastically improved and so has staff retention
- ★ Positive and collaborative relationship between BOE and district leadership
- ★ Significant increase in transparency across all departments
- ★ Facility upgrades and building consolidation
- ★ Continual curriculum development and improvement



# Our Story

## From the Superintendent's Perspective

### State of the District 2015

- ★ Climate Culture Concerns
- ★ Rebuild a District Leadership Team
- ★ Redesign Teaching and Learning Programs
- ★ Create Professional Development Programs Staff
- ★ Staff Retention
- ★ Aging and Neglected Facilities
- ★ Financial Hardships
- ★ Lack of Communication
- ★ Low Family Involvement
- ★ Transparency-District Operations/Leadership

### State of the District 2021

- ★ Healthy Climate Culture-95% agree
- ★ Strong District Leadership Team
- ★ Rigorous and Current Teaching and Learning Programs
- ★ Job-Embedded Professional Development; Instructional Coaching/Summer Institute
- ★ Greater 90% Staff Retention
- ★ All Facilities Updated/Upgraded
- ★ Financial Health
- ★ Branding and Public Relations
- ★ 95% or higher Family Engagement
- ★ Stability and Leadership-7 years; hired 70% staff



# Proactive + Productive = Priorities

- ★ Mission
- ★ Vision
- ★ Priorities/Goals
- ★ Consistency
- ★ Collaborative Voice
- ★ Shared Ownership
- ★ Communication

# D76 Strategic Goals

## ★ **ACADEMIC EXCELLENCE**

- Optimizing learning experiences for all District 76 students.

## ★ **PROFESSIONAL EXCELLENCE**

- Optimizing professional experiences for all District 76 staff.

## ★ **OPERATIONAL EXCELLENCE**

- Establishing collaborative and efficient practices for long-term District success.

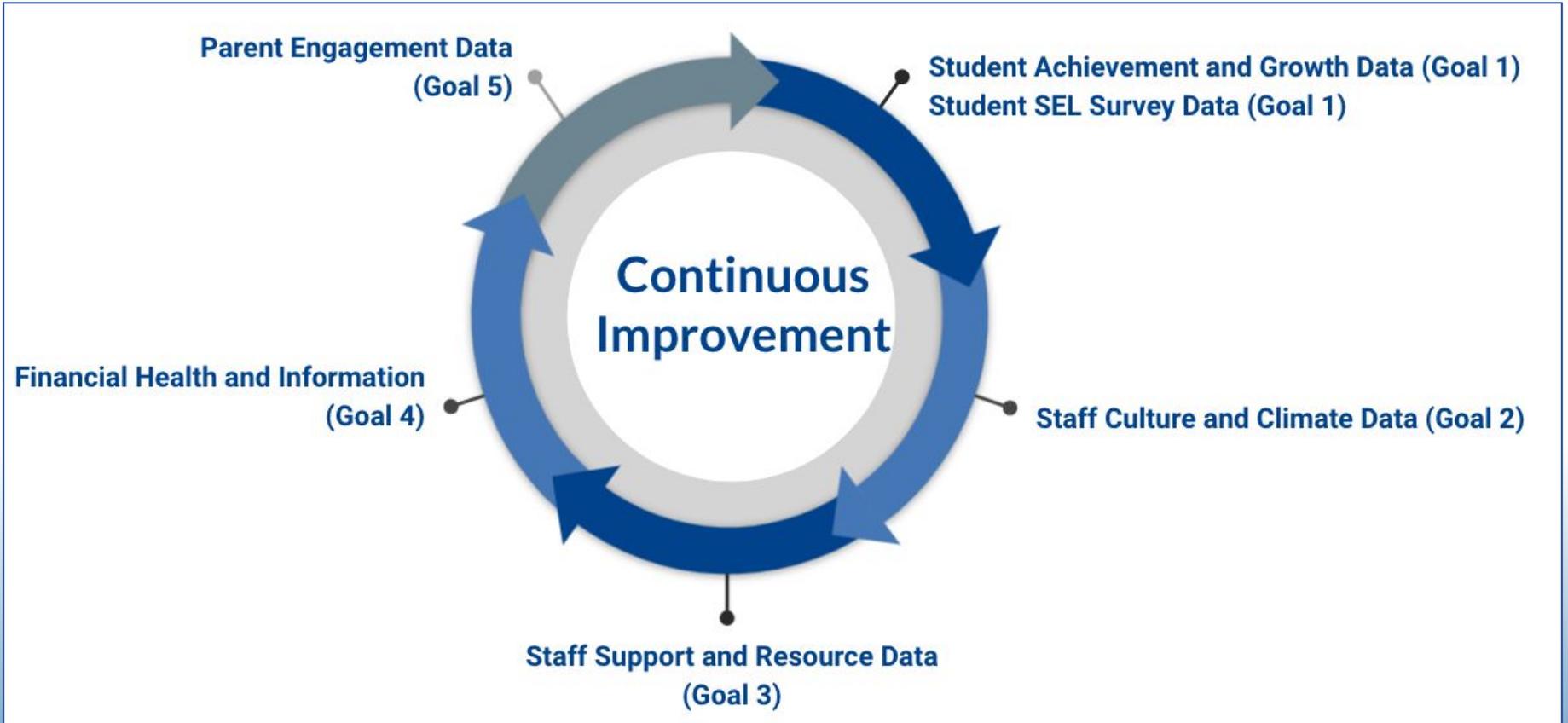
## ★ **FINANCIAL EXCELLENCE**

- Maintaining fiscally responsible and efficient processes for long-term District success.

## ★ **COMMUNICATION EXCELLENCE**

- Communicating to all stakeholders in a purposeful and meaningful manner.

# Measurable Outcomes





# BOE Agreements

- ★ Unity of Purpose
- ★ Roles and Responsibilities
- ★ Meetings and Agendas
- ★ No Surprises
- ★ New BOE Member Orientation
- ★ Concerns from staff and community
- ★ Engaging the Community
- ★ Voting Member
- ★ BOE Member Requests for Information/Action
- ★ BOE President
- ★ Speaking with One Voice

# Connected Culture

## Boardroom to the Classroom....

- ★ Trust
- ★ Collaboration
- ★ Positivity
- ★ Shared Voice and Ownership
- ★ Gratitude and Appreciation



**How does your Board keep district goals and priorities front and foremost in the minds of all Board Members?**



**Post-election, how do you incorporate the ideas of new Board Members who are joining mid-way through the journey?**

**Communication is crucial.**  
**What is the Superintendent's role?**  
**What the Board Member's role?**

**Does the Board President play a unique role in making sure all Board Members are informed and stay engaged?**



**The Superintendent works for the full board. Describe how the Board ensures Superintendent accountability.**

**Everyone has an opinion and  
*occasionally* those opinions are  
expressed in a manner that is less  
than diplomatic? How do you address  
these behaviors?**



**How do we step back from the controversies of the day and help everyone to connect to one another?**



**Your Board has an agreed set of protocols regarding how you do your work, how do these agreements help you to be effective?**

# #D76Diamonds...Sparkle On!



***Governance***  
***Leadership***  
**+ *Relationships***  
**SUCCESS**