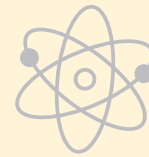
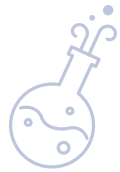
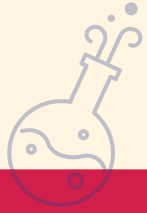


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2020 REPORT TO THE COMMUNITY





Letter from the SUPERINTENDENT



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On behalf of the Naperville Community Unit School District 203 Board of Education and Administration, I am pleased to provide you with our 2020 Report to the Community. This retrospective of the last two years, looks back at the milestones we accomplished to meet the District’s mission amongst our students, staff and community.

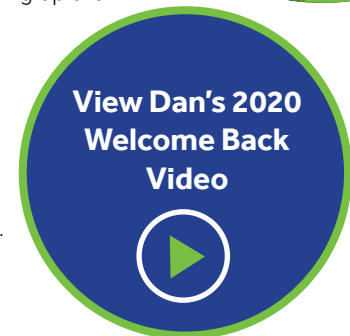
As we look ahead in 2020, I wanted to take a moment to reflect on the work being done in our school community to create an inclusive place for our students to learn and our staff to work. A new position was created in 2018 with the hiring of Dr. Rakeda Leaks as Executive Director of Diversity and Inclusion. Dr. Leaks is implementing plans that include the creation of deep equity teams, curriculum review, and conducting staff and community training sessions on recognizing implicit bias. Lastly, the Board of Education and District administration passed a resolution reaffirming Naperville 203’s commitment to equity for all students, overcoming systemic racism and ending racial injustice. Naperville 203 is committed to equity and diversity and in these unprecedented times that becomes even more important for our students.

Naperville 203 continues to earn national rankings including two of our schools being named Department of Education Blue Ribbon Schools - Naperville North High School and Kingsley Elementary School. We continually are ranked by Niche.com as the best large unit school district in Illinois. Our Naperville 203 students continue to earn national rankings. In the Spring of 2020, the National Merit Scholarship Corporation (NMSC) announced 48 finalists from Naperville 203. In 2019, the College Board’s National Hispanic Recognition Program honored eight Naperville 203 students as academically exceptional Hispanic/Latino students.

Our students continue to inspire me as compassionate community contributors. Naperville Central student, Richie Holmberg, was given the Mission Makers award in 2019 for raising nearly \$2,700 for NEF after creating t-shirts commemorating the 2018-2019 Snow Days. Former 5th graders at Elmwood Elementary, Colette McInerney, Ingrid Anderson, and Sophia Svingen, were honored as Mission Makers in 2018 for giving up their recess one day a week to sift through lost and found bins and return items to their owners. All of our Mission Makers make an impact in their school community and beyond!

Thank you for your continued support and commitment to education and to our students. The 2020-2021 theme embodies this collective mission - #203Unites - we will unite to return to learn, unite for equity, and together we will unite as a community.

Sincerely,
Dan Bridges, Superintendent





Board of Education

As president of the Board of Education, I have the privilege of working with our dedicated Board of Education Members and Naperville 203 Administration, our outstanding educators, and our committed parents to provide the students of our community with an education that prepares them to embody our Naperville 203 mission.

This partnership has never been more important. While this report focuses on recent Naperville 203 accomplishments, we know the challenges of pandemic learning our community are facing right now. The Board of Education is pleased to report on our Equity Resolution, as well as our ongoing work to combat racism and ensure equitable success for all our students. We want to assure our community that the commitment to all of our students has never been greater. In addition, we continue to ensure that our school district meets students' needs in the most efficient and fiscally responsible way possible. We know that together, our community will overcome the challenges of the pandemic today, as well as in the future.

Thank you for partnering with us to ensure the future success of our students.

Kristin Fitzgerald, President



Kristin Fitzgerald
PRESIDENT
TERM EXPIRES: 2021



Donna Wandke
VICE PRESIDENT
TERM EXPIRES: 2021



Kristine Gericke
BOARD MEMBER
TERM EXPIRES: 2023



Charles Cush
BOARD MEMBER
TERM EXPIRES: 2021



Paul Leong
BOARD MEMBER
TERM EXPIRES: 2021



Joseph Kozminski
BOARD MEMBER
TERM EXPIRES: 2023



Janet Yang Rohr
BOARD MEMBER
TERM EXPIRES: 2023



united in leadership

2020-21 Board Meeting Calendar

The Naperville Community Unit School District 203 Board of Education meeting dates will be from July 1, 2020 to June 30, 2021. All meetings will be held at the District 203 Administrative Center (or an alternate location announced prior to the meeting) and will begin at 7:00 p.m.

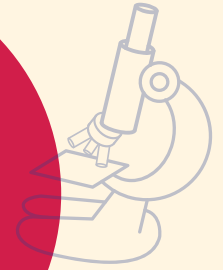
2020

8 SEP	5 OCT	2 NOV	7 DEC
21 SEP	19 OCT	16 NOV	21 DEC



2021

4 JAN	1 FEB	1 MAR	6 APR	3 MAY	7 JUN
19 JAN	16 FEB	15 MAR	19 APR	18 MAY	21 JUN



beliefs

Naperville Community Unit School District 203 believes an exemplary school district...

- Values the dignity and uniqueness of each individual
- Promotes responsible citizenship
- Is the result of a collective partnership of students, staff, parents and community

vision

Building a passion for lifelong learning

mission

Our mission is to educate students to be self-directed learners, collaborative workers, complex thinkers, quality producers, and community contributors.



Financials

School Year 2019- 2020

Naperville 203 continues to demonstrate sound fiscal responsibility and is committed to continued vigilance in ensuring long-term financial stability while keeping property taxes as low as possible.

In the past two years the Board of Education adopted two different types of tax abatements to the benefit of the taxpayers. In the spring of 2019 and 2020, the Board continued the process for the fourth year in a row of fully abating the Debt Service Levy, reducing the amount collected by \$2.7 million each year.

The Board of Education passed an additional abatement of the operational tax levy in the spring of 2019, lessening taxes collected by an additional \$2 million. This type of abatement has a permanent on-going effect to overall taxes paid by the community.

Moody's Investors Services has again reaffirmed the District's Bond Rating in the highest category, AAA. The key factors in their rating included a very strong local wealth and income profile along with an extensive tax base, a robust financial position, and negligible debt and pension liabilities.



ABATED THE DEBT SERVICE LEVY,

reducing the amount collected by

\$2.7m

for the 4th year in a row.

OPERATIONAL TAX LEVY

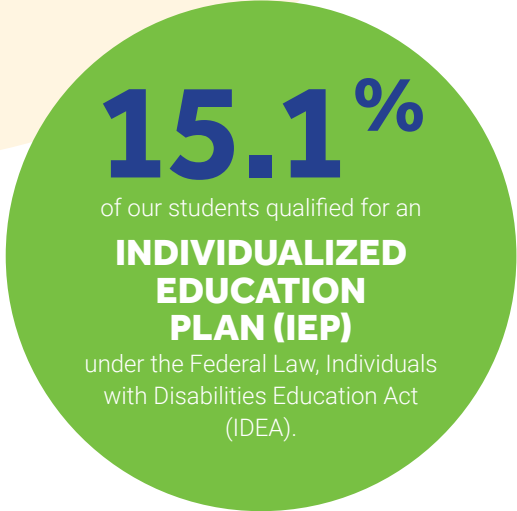
lessens taxes collected by

\$2m

(on-going)



Student Demographics

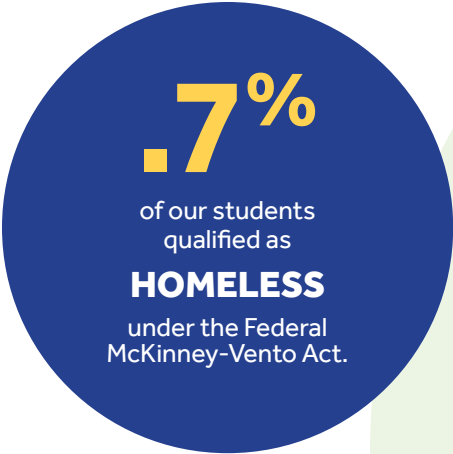


6.8%

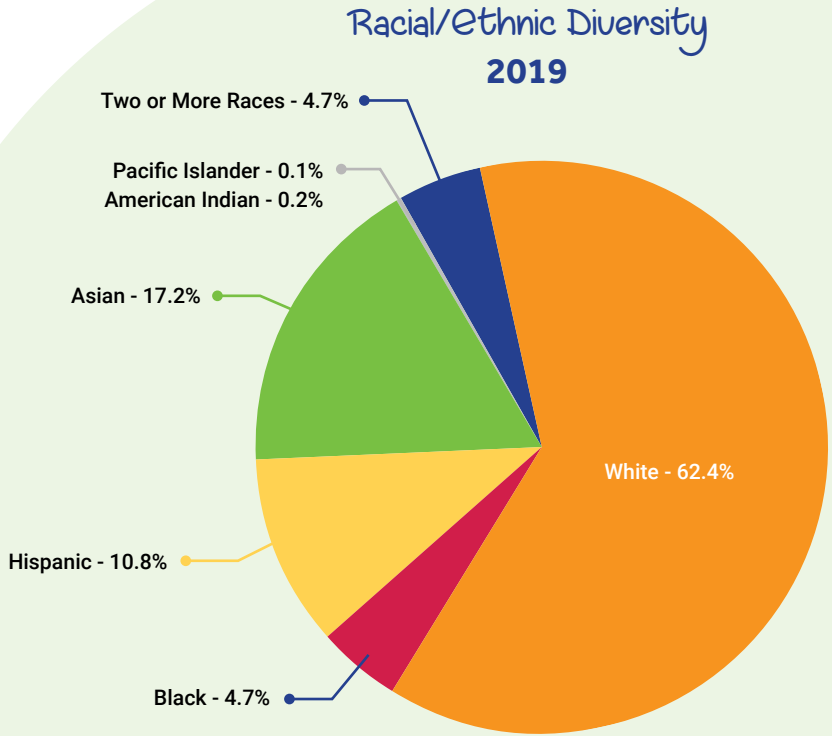
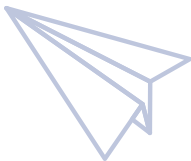
of our students were categorized as **ENGLISH LANGUAGE LEARNING** under the Federal Law.



15.1%
qualified for **FREE/REDUCED LUNCH**

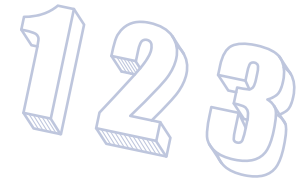


16,552
STUDENTS

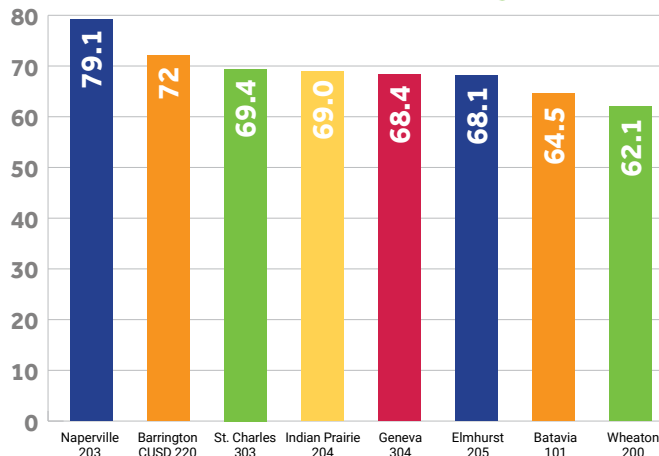




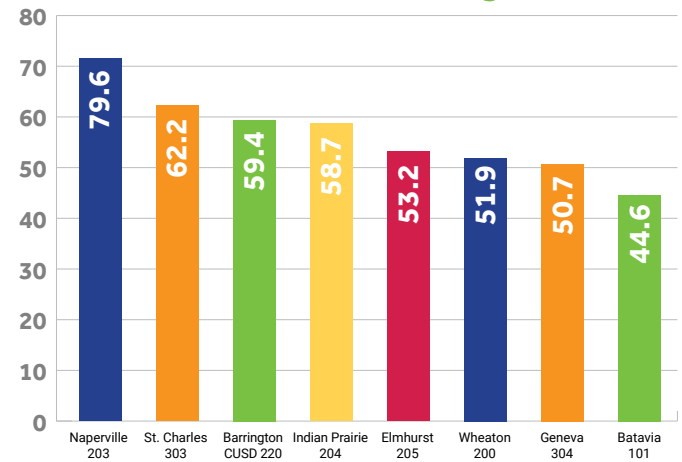
Achievement & Growth



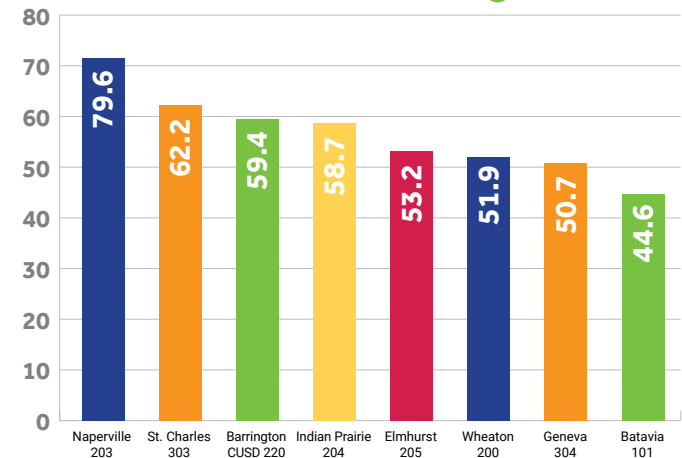
Science Proficiency



eLA Proficiency



Math Proficiency



View our
State Report Card



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Diversity, Equity & Inclusion Updates

Hosted four Diversity Advisory Committee meetings to get community input and feedback about issues related to diversity, equity, and inclusion.

View our Equity Plan



Provided food, mobile devices, and other support to any student in need during eLearning/remote learning because of the COVID-19 shelter-in-place orders.

Hosted public forums via Focus 203 to have open, candid courageous conversations about race and implicit bias in our schools.

Partnered with Corwin's Deep Equity to achieve systemic change through strategic planning for equity.

Offered trainings on implicit bias and culturally responsive teaching to hundreds of Naperville 203 employees.


Partnered with the Midwest & Plains Equity Assistance Center to build staff capacity to develop and implement culturally responsive, equity-centered curriculum and instruction.

Actively engaged students and families from historically underrepresented and/or marginalized groups to provide input and feedback in addressing equity issues.

Made improvements to our recruiting and hiring practices to increase the diversity of our workforce including targeted recruitment at historically black colleges and universities and Hispanic Serving Institutions.




united in diversity



Compiled and shared anti-racism resources for district and school faculty/staff including lesson plans, adult and children's books, film/video, articles, and research.

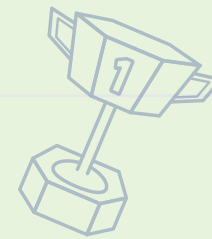


Collaborated with community organizations like DuPage County NAACP, Alive Center, Unity Partnership, Naperville Neighbors United, Islamic Center of Naperville and others to hold forums to talk openly and honestly about issues of race and bias to heal and bring the community together.



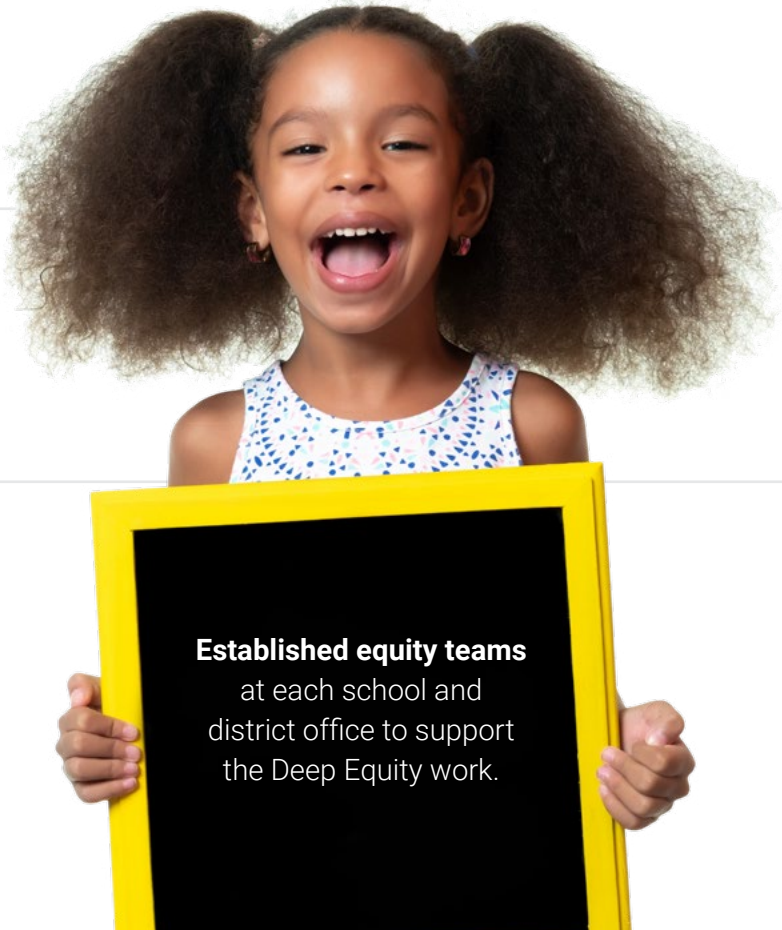

Naperville 203's Board of Education and Superintendent Bridges **issued a formal equity resolution** that includes specific actions that they commit to in order to achieve educational and racial equity in our school district.

Since 2019, Naperville 203 has **hired two principals who identify as people of color** (Latina and Black/African-American).



Updated Board Policy 7.180 Preventing Bullying, Intimidation and Harassment to make it clearer that "racial, ethnic, religious or other slurs or threats" are prohibited.

Shared resources for parents/caregivers to talk to their children about racism, activism, and civil unrest (English/Español).



Established equity teams at each school and district office to support the Deep Equity work.



Online Enrollment/ Annual Update

In November 2018, Naperville 203 transitioned its incoming families to a paperless platform known as Online Registration. This paperless platform was implemented to improve the parent's experience when enrolling new students while increasing staff efficiency and productivity and is currently available in English and Spanish. The Data Operations Team and Centralized Enrollment worked together to streamline and improve the current process, thus reducing the cost of printing and data entry of staff.

During the implementation process, Naperville 203 had devices available in the district office and in all schools to assist families with enrolling new and updating returning students. Online videos and step-by-step instructions were created for its returning families. As a result, Naperville 203 processed 2,145 new student applications and processed over 15,000 returning students applications electronically, with a total of 99% of families completing their Annual Update by December 2019.



99%
OF FAMILIES

completed the
Annual Update by
December 2019

Naperville 203's online platform allows school personnel to collect information on families such as incoming Kindergarten questionnaires, phonetic pronunciation of new and returning students, and effectively identify families who longer reside within boundaries.

Naperville 203 had the pleasure of speaking at the Illinois Infinite Campus User Group Conference in November 2019. Naperville 203 shared its successes and challenges to assist other districts interested in moving to a paperless platform. Recognized as a leader in the online implementation process, Naperville 203 was asked to host a roundtable discussion, which was held in January 2020 in which 13 surrounding districts participated.



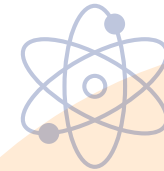
PROCESSED
2,145
new student applications

PROCESSED OVER
15,000
returning student
applications





National Blue Ribbon



In 2019, Kingsley Elementary School was nominated and awarded the National Blue Ribbon for being an exemplary achievement gap closing school. The Kingsley school community commitment to learning is reflected in the daily school-wide chant, "Good Better Best, Never Let It Rest, Until Your Good Gets Better and Your Better Gets Best." This mantra supports an all-in culture of learning among staff, students, and community members supporting successful closing of achievement gaps.

In 2018, Naperville North High School was nominated and awarded the National Blue Ribbon for being an exemplary high performing school. Naperville North has emerged as a state leader in academic programming, student support services, athletics and activities. Naperville North is committed to closing achievement gaps by offering an accessible, viable curriculum, an opportunity to participate in well-developed and meaningful extracurricular activities, and a robust life after high school program supporting all learners.



ABC

Partnerships

Kidsmatter & Dealer Inspire Partnership: Career Pathways

The Career Pathways Program was created to help align industry resources in support of public-school strategies to provide career exposure and workplace learning experiences for students to advance the economic and social well-being of our community. The partners in this program are Dealer Inspire, Kidsmatter, IPSD204 and Naperville 203. The purpose of the program is to provide career exposure to specific career clusters, create college and career readiness and workplace learning experiences for students, develop employability skills and prepare students for potential interviews/internships/ and career paths and provide talent acquisition opportunities for local businesses.

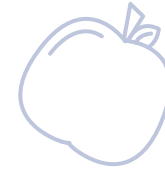
Naperville Development Partnership & Architectural Tour/Competition

The Naperville Development Partnership Convention & Visitors Bureau has partnered with both high schools and our architecture classes. Each class is given a project coordinated through the NDP to present at the Architectural Design Challenge. These authentic learning experiences give our students hands-on experiences with design and implementation of real projects within our community. Each student team presents their project to a panel of judges for review which includes a report, presentation, and a scale model of their design. Past projects include the Greene Farm Barn project with the Forest Preserve District of DuPage County and a redesign of the ConAgra building to include amenities and lifestyle options within the office space.





united in excellence



Naperville Education Foundation

Founded in 1992, the Naperville Education Foundation (NEF) is the philanthropic arm of Naperville Community Unit School District 203. NEF makes a profound difference in the lives of our students by funding programs that fall outside of Naperville 203's tax-supported budget.

NEF encourages creativity, innovation and excellence in Naperville 203 students by helping to ensure that every student in the district can take advantage of opportunities to make the most of their education. NEF is supported by individual and corporate contributions, annual fundraising events, donations during parent registration, employee giving through a payroll deduction program called Cents for Kids, and through community grants. NEF is governed by a volunteer Board of Trustees.





NEF Highlights



Kid Booster Crisis Fund

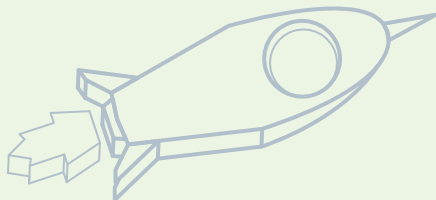
The Kid Booster Crisis Fund was launched as an emergency fund to provide immediate financial assistance for students and families most vulnerable to the overall impact of COVID-19. Generous community support has provided more than \$200,000 in support for the Crisis Fund, which as of June 2020 has:

- Assisted 105 families
- Helped 70 families with housing costs
- Provided 942 evening & weekend meals
- Provided 64 gift cards for basic needs and transportation

The crisis fund is a part of the Kid Booster Anonymous Fund, which helps at-risk Naperville 203 students throughout the school year by supporting their specific and unique needs that are identified by Naperville 203 social workers and staff. Funds assist students with educational, physical or social emotional growth. For instance, NEF may provide funds for counseling or participation in school activities. The fund provides a timely response and the "missing link" under circumstances where there is no known family, district, or community system or structure to address the need.

2018-19 - \$31,000

2019-20 - \$26,000



Annual and Express Grants

Naperville staff or students provide the great ideas for creative and innovative projects that stimulate student engagement and learning experiences. NEF provides the funds. Together, we create opportunities for the students of Naperville 203 through NEF's Annual and Express Grant programs. Annual Grants are awarded once a year for use during the next school year in the categories of Diversity & Inclusion, Fine Arts & Physical Education, Social Emotional Learning (SEL) and Science, Technology, Engineering and Mathematics (STEM).

2018-19 - \$30,000 /13 grants

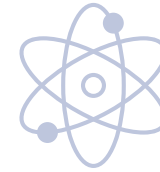
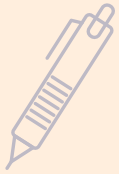
2019-20 - \$40,800 /17 grants

Launched in 2019, Express Grants of up to \$1,000 are awarded for immediate use during the current school year. Projects support at least one Naperville 203 school and are aligned to a school's improvement plan and/or to a curricular area or standard.

2019-20 - \$15,900 /21 grants



NEF Highlights, cont'd



TEAM NEF

TEAM NEF is a group of parents, teachers, staff, community members, alumni and students who participate as charity heroes in the Healthy Driven Naperville Half Marathon or 5K, raising funds and awareness for NEF and the schools of Naperville 203. It's about more than running or walking, it's about community! TEAM members commit to raising at least \$203, and half of the funds raised go directly to the Naperville 203 school of their choice with half going to support district-wide NEF programs.

2018-19 - \$85,200 / 212 team members

2019-20 - \$138,000 / 487 team members

Emerging Needs

NEF intentionally plans for the flexibility to fund new and important opportunities when Naperville staff makes them known to the foundation. Recently, NEF was proud to fund Naperville 203 partnerships with the DuPage Children's Museum and other community agencies to provide the following:

- Early Childhood Parent /Teacher Learning Series at DuPage Children's Museum
- Traveling DuPage Children's Science Labs at elementary summer school sites
- "Hope Squad" peer to peer suicide prevention program for elementary students

2018-19 - \$13,000

2019-20 - \$8,000

Before & After School Programs

Knowing that a student's learning doesn't happen just between school bells, NEF funds Before & After School Programing. Students in elementary through high school participate in learning activities that encourage creativity, innovation and excellence. Each school determines the program that best fits the needs of their student population and NEF funding supports Naperville 203 staff needed to run the program. In 2019, funding included support for FIRST LEGO League teams at elementary schools.

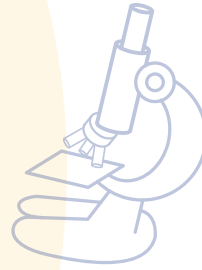
2018-19 - \$60,000

2019-20 - \$87,000





Get Involved



General Home & School

Our mission is to encourage a cooperative partnership among students, parents and guardians, and staff to support and enhance the school experience. The program initiates various programs through donation of time and sponsorship to meet the ever-changing needs of our diverse student population.



High School Boosters

Programs at both high schools are supported by robust booster clubs, groups of parents whose organizational purpose is to support, encourage, and enhance the activities of students. Volunteer groups raise money at events to enhance the schools' already successful programs.



School Family Community Partnership

An organization composed of staff and parent volunteers working together at every school to provide activities for students, families, and community members for the purpose of enriching the students' experiences and supporting each school improvement plan.



Naperville Education Foundation

The Naperville Education Foundation raises and grants funds for programs that enrich the educational experience of Naperville 203 students. With generous support from foundations, businesses, educational professionals, and individual donors, they provide financial resources that increase learning opportunities by supplementing school district budgets.



HURRAH (*Happy, Upbeat Retirees and Other Residents Actively Helping*)

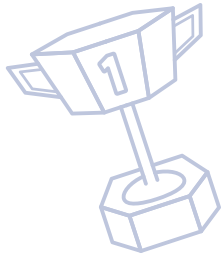
Retirees serve as tutors, mentors, readers, and partners in our education process. All area retirees and residents can have a positive impact on today's youth, playing a part in helping students achieve educational goals.



Bilingual Parent Advisory Committee

BPAC involves parents or legal guardians of students enrolled in English Learners (EL) programs in the District. Their goal is to participate in the planning, operation, and evaluation of EL programs.





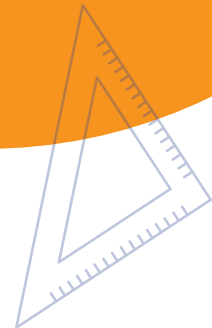
School Using Coordinated Community Efforts to Strengthen Students

S.U.C.C.E.S.S. is a parent volunteer organization devoted to inspiring and empowering black/minority students to reach their full academic potential within Naperville 203.



Business Partnerships

Naperville Community Unit School District 203 believes an exemplary school district is the result of a collective partnership of students, staff, parents, and community. Our commitment to implement a school business partnership program that establishes relationships will provide students with authentic learning experiences.



How to Volunteer

Are you interested in volunteering?

If you are interested in volunteering, please contact the Naperville 203 Community Relations Department at (630) 420-6475 or contact the office at any of the schools to inquire about volunteering.

See the School Profiles section on our website, www.naperville203.org for school contact information.

mark your calendars:

Important Dates

Labor Day: September 7

Election Day: November 3

Winter Vacation: December 23-January 6

Martin Luther King Day: January 18

President's Day: February 15

Spring Vacation: March 29-April 6

www.naperville203.org



Let's Talk!

*Get your questions
answered*



Administrative Center

203 W. Hillside Road
Naperville, IL 60540-6589

Naperville 203
Community Unit School District 

