

## **Strategic Plan Update April 27, 2010**

District 97 continues to make significant progress toward achieving the Specific End Results (SER) featured in its five-year strategic plan. Below is an update regarding what has been accomplished since the last report was presented to the Board on December 15, 2009, as well as information regarding upcoming activities related to the strategic plan.

**STRATEGY I. We will ensure the highest academic achievement for each student.**

### **SPECIFIC END RESULTS**

1. Increase the numbers of students entering first grade who have the skill sets needed to succeed in school by establishing an all-day Kindergarten for all children. **Summary data from the first full year of implementation will be available in fall 2010.**
2. Implement a positive behavior intervention program across the district. **An update regarding the impact of the program, which was implemented district wide this year, will be included in the Student Academic/Behavioral Report being delivered to the Board by Dr. Kevin Anderson in June. Regular reports regarding the PBIS program will be provided each trimester.**
3. Adapt instruction to meet the needs of different academic abilities and learning styles. **The first year of the district-wide literacy pilot nearing completion; currently preparing math pilot for next year.**
4. Redefine the role of the current GTD teachers to meet the needs of students with different academic needs and learning styles. **The Board will be provided with a report from the GTD staff at its meeting on May 25, 2010.**
7. Implement professional development programs designed to improve student achievement. **Staff development this year has been focused on RtI; next year's focus will be on the integration of technology.**
9. Establish an Office of Parent Ombudsman at the district office. **On May 11, 2010, the Board of Education will discuss the proposed creation of the Committee for Collaborative Communication (C.C.C.). If the plan to establish the C.C.C. is approved, one of the activities it would undertake is to conduct outreach in the community to investigate the need for/interest in an Office of Parent Ombudsman and determine the potential role and responsibilities of this position. If the Board chooses not to establish the C.C.C., the district administration will conduct these outreach activities. If this outreach reveals a need for the parent ombudsman position, and resources are available to create it, the goal will be to complete the hiring process and have someone in place no later than July 1, 2011. The special education department will be discussing how the district can include some of the ideas discussed at a recent parent partnership training held in Bloomington, Illinois.**

10. Develop a program to promote a positive classroom and school environment where children feel safe and welcome, i.e. which promotes psychological safety of all students. **Ongoing training at advanced levels has been scheduled.**
11. Determine whether to continue, discontinue, or modify academic programs based on data. **The middle school language arts program was approved by the Board; the elementary reading program is nearing the completion of its year one study; and work on the health program will continue into next year.**

**STRATEGY II. We will make each student the active agent of his/her educational experience.**

#### **SPECIFIC END RESULTS**

5. Establish a language arts program that includes authentic literary experiences. **Program has been established; text book loan money was used to fund it, but the loan source has since been eliminated by the state.**
7. Implement a process for students and teachers to compile and utilize portfolios that document the progress and development of the student over time. **District designed a K-2 portfolio for academic achievement that is being piloted at some schools; this SER will likely be re-energized after year one of the technology plan.**

**STRATEGY III. We will establish a culture of inclusion that respects and promotes diversity.**

#### **SPECIFIC END RESULTS**

1. Establish an environment that celebrates differences. **Ongoing; there are a number of current District 97 programs and activities aimed at achieving this SER that include, but are not limited to, dance troupes, music groups, Institute Day activities, Multicultural Center and the African American Leadership Academy**
2. Create a diversity leadership network. **Network has been created; met twice during the fall of 2009; currently working with the HR department on minority recruitment; overall work of the network is ongoing.**
3. Establish district-wide diversity goals. **The goals have been developed; will seek input from community and staff in early fall 2010.**
4. Substantially increase use of the Multicultural Resource Center. **Report on the usage and programs will be included in the Student Performance report being presented to the Board in June.**
6. Reflect broad diversity throughout the curriculum. **Progress made on this SER through textbook adoption review and the purchase of diversity materials.**

11. Actively engage parents and guardians in their students' educational program. **The special education department will be discussing how the district can include some of the ideas discussed at a recent parent partnership training held in Bloomington, Illinois.**
12. Offer individualized support to potential and current special education students and their families through an advocacy program. **The special education department will be discussing how the district can include some of the ideas discussed at a recent parent partnership training held in Bloomington, Illinois.**
13. Offer parents and students individualized support, as needed, through mentoring programs. **The special education department will be discussing how the district can include some of the ideas discussed at a recent parent partnership training held in Bloomington, Illinois.**
15. Provide a full day pre-school option within D97 for all children. **Implementing new creative curriculum assessments in fall 2010.**

**STRATEGY IV. We will ensure learning experiences that develop the whole child to accomplish our mission and objectives.**

**SPECIFIC END RESULTS**

12. Minimize routine homework in favor of providing enrichment opportunities on an as-needed basis. **Survey of staff conducted in 2009.**

**STRATEGY V. We will guarantee that all necessary resources, including financial, will be available and aligned with our mission and objectives.**

**SPECIFIC END RESULTS**

1. Pass an operating tax referendum. **Referendum being considered for spring 2011.**
2. Demonstrate operating efficiencies to the community. **Cost efficiencies presented to the Board at its meetings on April 13, 2010.**
6. Ensure 99% uptime for every day technology needs. **The fiber and wireless installed district wide in summer/fall 2009 has helped uptime; proposed technology plan will move the district forward in instructional usage and professional development.**

**STRATEGY VII. We will constructively communicate internally and externally.**

**SPECIFIC END RESULTS**

1. Ensure effective and timely communication by all employees. **Proposed plan to establish the Committee for Collaborative Communication, which would be a standing Board committee comprised of Board members, district administrators and representatives of the community that will work to enhance two-way communication among the district's internal and external stakeholders, create**

**comprehensive practices aimed at enhancing and improving the district's system of two-way communication, and promote the high-quality programs and services offered by the district.**

3. Reduce communication overload experienced by the Board of Education and D97 staff. **BoardBook launched in January.**
4. Reduce packet-fatigue for parents. **Digital backpack launched district wide in January.**
5. Create a vibrant, current, consistent and easily navigated web presence throughout the district. **Plan to a complete redesign of the district's family of Web sites by fall 2011; currently seeking to hire Web master to replace Janet Barnstable when she retires in June 2010.**
6. Ensure current, cohesive and extensible technological systems and support for communication across D97. **Extension of PowerTeacher to K-5 scheduled for fall 2010.**
13. Implement a staff morale improvement plan for all the employees of D97. **Recognition of Educational Dedication (RED) Committee currently working on the creation of a staff recognition program, which is scheduled to be launched in fall 2010.**
14. Communicate the value of a strong D97 to taxpayers and other key stakeholder groups (Park District, legislators, press, etc.) via a structured and achievable public relations campaign plan and process. **Held inaugural State of the District Address in January at Julian; superintendent, board representative, communications coordinator attend PTO Council meetings every month and provide the group with updates; local media has published more than 130 district-related stories from July 1, 2009 to present day, more than half of which were generated through proactive outreach efforts by the district.**