

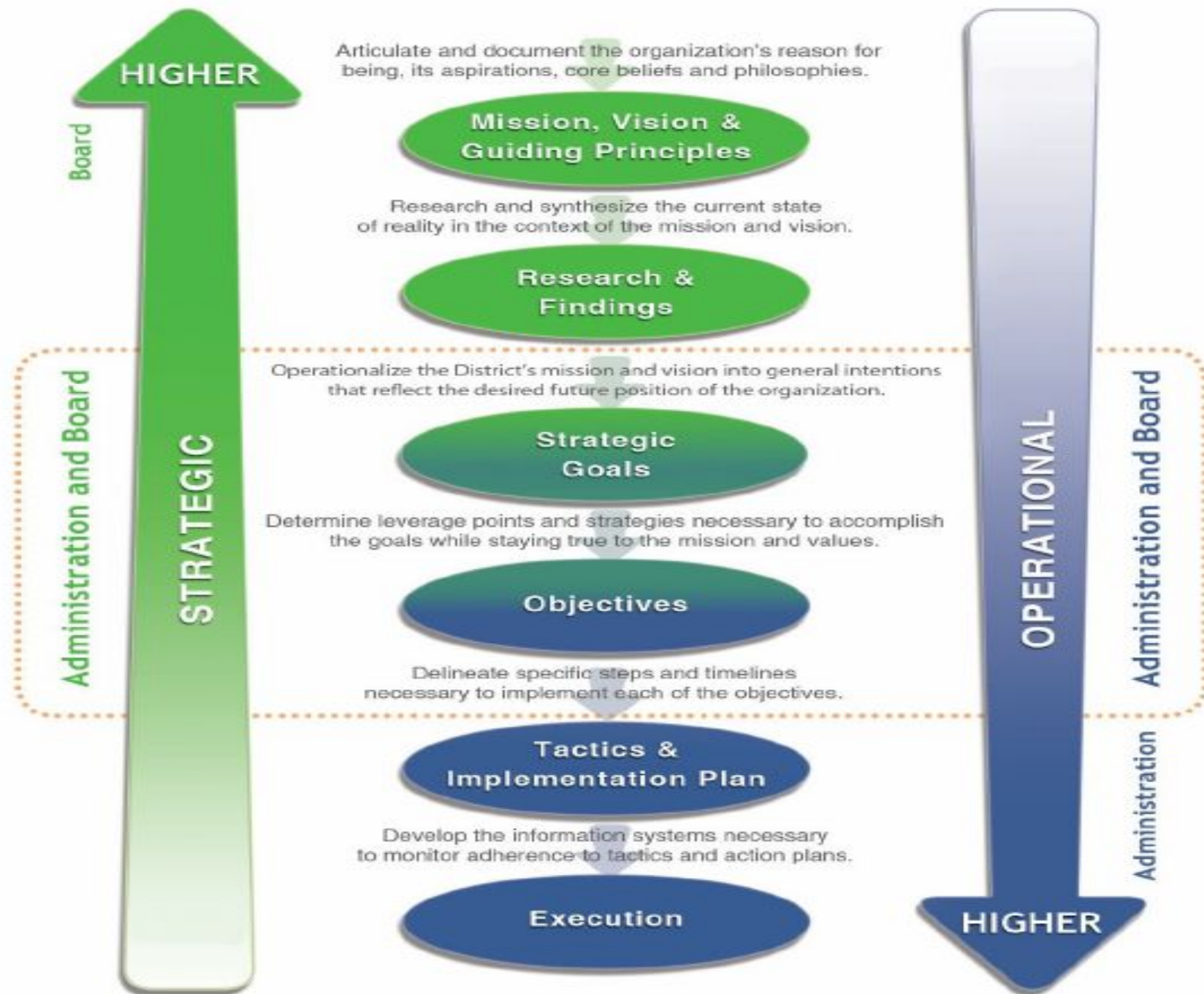


**BLOOMINGDALE**  
**SCHOOL DISTRICT 13**  
**Strategic Plan**

**June, 2021**

**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES





# Stakeholder Engagement Participation **268**

---

## Survey

Board/Administrator	5
Certified/Licensed Staff	36
Non-Certified Staff	11
Parent	41
Student	79
Total	181

## Interview/Focus Group

Board	7
Administrators	12
Faculty and Staff	46
Students	10
Parents/Community	12
Total	87

# **Interview and Focus Group Results**



# Quality of Education

---



- District known for heritage of excellence
- Dedicated teachers, super staff, students and families
- School district perceived positively and supported by the community
- CHARACTER COUNTS! Coalition - a hallmark
- Teachers hold high expectations, addresses individual needs and are perceived as caring, flexible and improvement centered
- Learning standards are high
- Special education students are well supported
- Standards-based grading is being implemented
- Social emotional learning
- Technology



# Significant Issues

---

- **Communication**
- **Curriculum**
- **District unity**
- **Facilities**
- **Systemic processes**
- **Professional Development**
- **Structured approach to behavior**

# Internal and External Communication

---

- **Several communication tools in place; always improve**
- **District communicated well during pandemic**
- **Pandemic strained all communications**
- **Teachers communicate frequently with parents**
- **Communicating change is important with consistency**
- **Isolated decision making**
- **Consistent communication protocols**
- **District website**
- **Intranet services for staff information**
- **strive to reach non-parent base**



# State of Facilities

---

- **Space** - early childhood, special education classes, sensory rooms, full day kindergarten, middle school, support staff work area and future programs.
- Class sizes impacted by **space limitations**
- DuJardin School **modernization, renovation and environmental**
- Erickson **playground** equipment modernization
- Buildings well maintained
- Playground equipment for students with disabilities
- Westfield **modernization and renovation** to address environmental issues, space and 21<sup>st</sup> Century learning

# Mission, Vision and Core Values Relevant

---

## **Mission:**

**The Mission of Bloomingdale School District 13 is developing actively involved learners, well-rounded students, and responsible citizens in partnership with the community.**

## **Vision:**

**An exceptional, individualized education for each and every child.**

**Core Values: Bloomingdale School District 13 is committed to:**

- Ensuring every child will learn;**
- Treating everyone with honor and respect;**
- Working together to achieve.**

# Vision of Future Preferred Picture

---

- **Development of**
  - **Communication plan and process to improve clarity, alignment and consistency**
  - **Curriculum and instruction review process, consistent across committees, based on standards, culturally relevant, equitable, researched based, innovative and progressive.**
  - **Professional learning needs assessment and implementation process**
  - **Discipline process to increase consistency across district**
  - **Collection and analysis process to increase consistency across district.**
  - **Process to review state of technology**
- **Consideration of full day kindergarten**
- **Conduct review of existing process to identify opportunities for improvement**
- **Continuing to move schools and district in a positive direction**
- **Increased focus on the integration and support of social emotional learning**
- **Increased camaraderie and unity across district**
- **Policy and practice development regarding equity and diversity**
- **Facilities committee to identify and prioritize facility needs: safety, space, instruction, student learning and modernization.**
- **Post COVID needs relative student/staff trauma, social emotional learning and environmental safety**

# Survey Results

# Survey: Quality of Education

---

## Overall Quality of Education Rating

Respondents were asked to rate the overall quality of education in the District on a scale of 1 (Unsatisfactory) to 5 (Excellent). Percent of constituent groups responding "Good" or "Excellent" are presented below.



**88% reported the overall quality of education in the District  
Good or Excellent**

# Survey: Strengths of the District

---

**Regarding the State of the District, the following statements were perceived to be district strengths:**

- **District schools are safe**
- **Technology is integrated into the classroom**
- **Facilities are well maintained**
- **The district employs effective teachers, administrators and support**
- **Staff in its schools**
- **Employees are held accountable to high standards**

# Survey: Top Rated Priority

---

The top-rated priorities for the future are:

- Hiring and retaining quality teachers and administrators
- Preparing students to be ready for the next grade and ultimately college and career ready
- Providing a safe environment for students and employees
- Ensuring a well-rounded experience for all students
- Addressing students' social and emotional needs

# Survey: Equity

---

Regarding equity efforts, the following statements received the most "Strongly Agree" and "Agree" responses:

- **Students have at least one trusted adult in the building that they can rely on for help.**
- **The district allocates resources to ensure struggling students receive support.**
- **Underrepresented minority students have equal opportunity to participate in advanced programming.**
- **Discipline policies are equitably applied to all students.**
- **Programs/partnerships exist to feed, clothe, and address the physical and mental health needs of students without these basic needs.**



# Strategic Goals and Objectives

# District Mission and Vision



**BLOOMINGDALE**  
SCHOOL DISTRICT 13

## Mission:

The Mission of Bloomington School District 13 is developing actively involved learners, well-rounded students, and responsible citizens in partnership with the community.

## Vision:

An exceptional, individualized education for each and every child.

**Core Values:** Bloomington School District 13 is committed to:

- Ensuring every child will learn;
- Treating everyone with honor and respect;
- Working together to achieve.

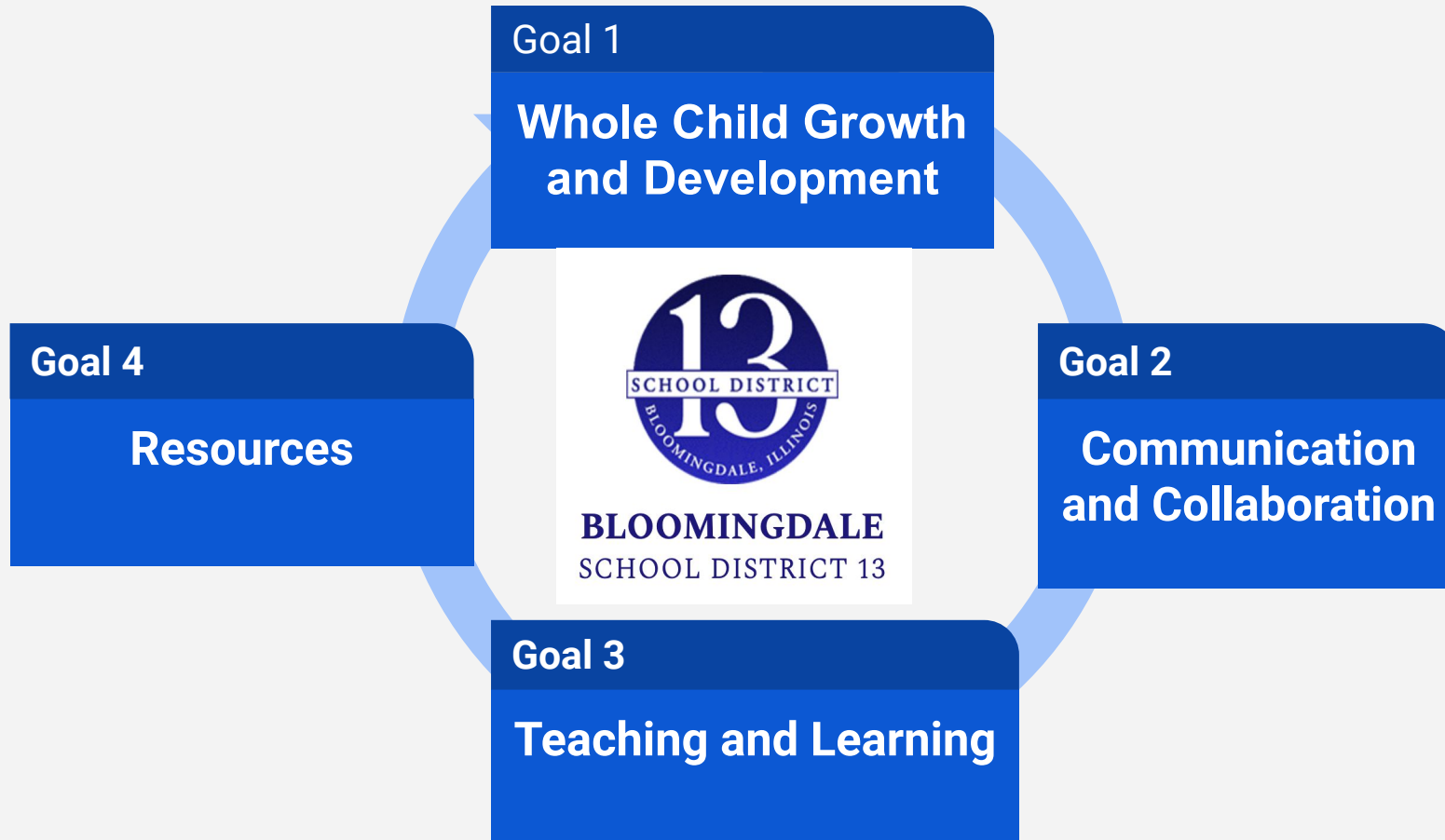


# Guiding Principles

---

- **Commitment to continuous improvement enables student and teacher growth.**
- **Communication throughout the district is consistent, clear and informative.**
- **Community partnerships strengthen District schools.**
- **Diversity, equity and inclusion are valued principles throughout the district.**
- **High quality employees result in a high quality District.**
- **Professional learning is a value-added asset that enhances teacher development.**
- **Recruiting, retaining and recognizing high quality staff are valued human capital assets.**
- **Strong fiscal management and long-term planning are essential for the health of the District.**
- **Student education is enhanced when the community is involved in the teaching and learning process.**
- **Students are prepared for next level expectations with curriculum and instruction that is current, culturally relevant, research-based and innovative.**
- **Students learn best when instruction is individualized based on their unique interests, motivations, strengths and weaknesses.**
- **Teachers succeed in an environment of mutual trust, respect, and collaboration honoring their strengths.**
- **Technology is a learning tool to enhance instruction and prepare students with skills needed for future success.**

# Strategic Plan Goals



# STRATEGIC GOAL 1: WHOLE CHILD GROWTH AND ACHIEVEMENT

**By holding high standards and teaching for each student based on their own individual strengths and weaknesses, all students can flourish.**

1. Enhance consistency of implementation in the District's Response to Intervention (RtI) tiered approach to meeting individual student needs both academically and behaviorally.
2. Ensure a well rounded learning experience for all students through academic, social emotional learning, character education, the arts and extra curricular opportunities.
3. Examine student academic recovery from the pandemic and develop appropriate strategies for student learning.
4. Expand student learning opportunities that integrate social, emotional, and academic learning.
5. Expand student learning opportunities that develop 21<sup>st</sup> century skills such as critical thinking, creativity, collaboration, written and oral communication, information literacy, media literacy, technology and flexibility.
6. Increase opportunities to empower student voice in the school environment.
7. Prepare students for key academic transitions (i.e. from elementary to middle school and from middle school to high school).
8. Provide student-centered individualized instruction for every student.

## STRATEGIC GOAL 2: TEACHING AND LEARNING

**With a rigorous, student-centered curriculum and exceptional teachers, the District can best support student achievement and growth.**

1. Collaborate with staff to design and implement professional development focused on the learning needs of all staff and designed to meet school and classroom needs.
2. Ensure that student assessment data results in accurate academic placement for students to be high school ready.
3. Develop consistent processes to enhance consistency of implementation across schools and buildings for Multi-Tiered Systems of Supports (MTSS), standards-based grading and curriculum review and development.
4. Expand student learning opportunities that focus on:
  - Expansion of Foreign Language
  - Expansion of STEM (Science, Technology, Engineering and Math)
  - Integration of social and emotional learning standards (integrated across school day)
5. Institute an annual data retreat of representative school and district staff to review both qualitative and quantitative student and instructional data to ensure aligned school improvement goals.
6. Provide opportunity for staff articulation between and across grade levels, departments and schools.
7. Work collaboratively with staff to review core curriculum, instruction and resources that considers research, 21st century learning skills, social emotional learning, character development, equity, diversity, inclusivity and alignment of specialized education programs (i.e. accelerated, special education and English language

# STRATEGIC GOAL 3: COMMUNICATION AND COLLABORATION

A collaborative and inclusive school culture with sound communication practices enhances district performance for all stakeholders.

1. Establish a District Leadership Council (or other appropriate name) for the purpose of ensuring and aligning communications, shared decision making, school improvement, innovation, and collaboration.
2. Establish an internal intranet platform for district procedures, forms, and curricular materials.
3. Focus communication and collaboration with families and the greater learning community to enhance trust and understanding of district priorities.
4. Maintain and enrich opportunities for community outreach and partnership development.
5. Provide consistent updates and evaluation of performance on strategic goals via a District Scorecard.
6. Re-establish procedures and a system for consistent, clear and ongoing communications and voice for all stakeholders.
7. Revise and update the district and school websites to enable easy access, consistent messaging, and usable information.
8. Work collaboratively with staff, students and community to ensure instructional focus and practices based on diversity, equity and inclusivity.

## STRATEGIC GOAL 4: RESOURCES

Advance and manage effective use of financial and human resources to support safe, learner centered environments.

1. Attract, retain and recognize quality teachers and administrators.
2. Ensure a safe and secure learning environment for students and staff.
3. Establish a citizens advisory committee composed of district and community stakeholders for communication, progress reporting and discussion of new initiatives.
4. Establish an advisory team of district, community stakeholders and relevant professionals to review and assess district facilities for future learning needs.
5. Examine a comprehensive architectural study of aging facilities, space utilization, safety, and future learning needs.
6. Identify opportunities to continuously strengthen and enhance the District's financial base.
7. Maintain a balanced budget.
8. Provide professional development opportunities, design and delivery to meet individual and collective needs of staff.
9. Re-examine a needs assessment and plan to provide full day Kindergarten



# NEXT STEPS



- District leadership team reviews and refines Strategic Plan
- Administration prepares action strategy templates
- Board review
- Dashboard

