

ROCK ISLAND-MILAN SCHOOL DISTRICT #41

Quarterly Strategic Plan Update

March 10, 2026

Sharon Williams, Ed. D.

Superintendent





Agenda

Strategic Planning Design and Framework

GroweLab

Priority Updates

Next Actions



Our Call to Action

We call on all school community members to join us in empowering scholars with the knowledge and innovative skills to thrive, reach their full potential, and shape a better future in a rapidly changing world.



Our Beliefs

We believe:

- all scholars have the ability to learn and grow.
- in high expectations for all.
- a positive climate and culture is essential to learning.
- connections make an impact on scholar learning.
- the community benefits from the shared responsibility for the success of our scholars.
- in cultivating the whole-child for life-long success.
- in equitable opportunities for all.
- our greatness comes from the diversity of our community.



Priority Champions

Priority 1



Scott Vance
Assistant Superintendent
of Teaching & Learning

Priority 2



Dr. Dorian Maag
Elementary Teaching &
Learning Coordinator

Priority 2



Kristin Allen
Secondary Teaching &
Learning Coordinator

Priority 3



Annaka Whiting
Chief Financial Officer

Priority 4



Ramona Dixon
Director of Grants,
Assessments & Accountability

Priority 5



Jeff Dase
Deputy Superintendent



GroweLab



Strategy	Status	Progress
Priority 1	On Track	
Priority 2	On Track	
Priority 3	On Track	
Priority 4	On Track	
Priority 5	On Track	

GroweLab transforms our plan from a static document into a **living dashboard**, giving district leaders full visibility and control over implementation—all 5 years!

- **Track progress on each strategy and tactic.**
- **Assign team leads and task ownership.**
- **Visualize goals with percent-complete reporting.**
- **Spot at-risk areas early and adjust in real time.**
- **Generate reports for board and community updates.**



▼ **Priority 1**

On Track

We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.

Assignee(s):  Scott Vance

Completed: 0%

▼ **Priority 2**

On Track

We will provide high-quality instruction, resources, and targeted support.

Assignee(s):  Kristin Allen

 Dorian Maag

Completed: 7.1%

▼ **Priority 3**

On Track

We will foster clear and consistent communication with all school community members.

Assignee(s):  Annaka Whiting

 Kler Soe

Completed: 0%



▼ **Priority 4**

On Track

We will build and maintain a community that supports all school community members.

Assignee(s):



Ramona Dixon



Dominique Moore

Completed:

0%

▼ **Priority 5**

On Track

We will nurture relationships and connections with all school community members.

Assignee(s):



Jeffrey Dase



Beth Mackenna

Completed:

7.1%





1

We will provide all district team members with consistent, role-specific, ongoing professional learning and resources.



Action Items and Timelines

Specific Result	Description	Target Completion
1.1	The district will ensure professional learning is (provided and implemented with fidelity).	June 30, 2026
1.2	The district will provide growth mindset focused professional learning to ensure that all school community members have an understanding of growth mindset.	June 30, 2026
1.3	The district will prioritize the equitable allocation of district, state, and federal funding and resources to support school community members' growth and instructional excellence.	June 30, 2030
1.4	The district will implement a cohesive, year-round professional learning system aligned to district priorities and inclusive of all school community members.	June 30, 2026



Specific Result

Description

Target Completion

- 1.5 The district will provide diverse, role-specific professional learning experiences that foster collaboration across roles and experience levels.
- 1.6 The district will leverage internal and external expertise to deliver professional learning and support for all.
- 1.7 The district will continuously improve research-based professional learning practices, using data-driven PLCs and incorporating school community members' feedback.

June 30, 2026

June 30, 2030

June 30, 2030



Team Information & Work Completed to Date

Meeting Cadence: 1st Tuesday of every month

Location: Online

Time: Between 4:00 & 6:00pm

8 Group Members

Work Completed to Date:

- **Result Result 1.1**

- The committee is ensuring that all staffing groups are being provided with job specific professional learning at district in-services.
- The committee is finalizing standardized protocols for the delivery of professional learning.
- The committee has developed a standardized professional learning matrix to ensure that professional learning is offered with fidelity. That will be implemented beginning with the March 30 all staff inservice.

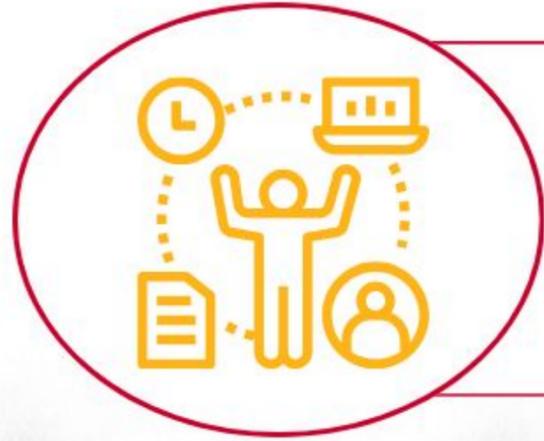


Work Completed to Date:

- **Result Result 1.2**

- The committee has developed a matrix for determining a baseline for understanding growth mindset across the district and will be administering that by the end of the month.





2

We will provide high-quality instruction, resources, and targeted support.



Action Items and Timelines

Specific Result	Description	Target Completion
2.1	The district will refine the standards aligned curricula across all grade levels/content areas to improve scholar grade level/content mastery.	June 30, 2026
2.2	The district will seek scholar voice and choice to drive participation and engagement.	June 30, 2026
2.3	The district will implement evidence-based instructional strategies to enhance engagement and achievement for all learners.	June 30, 2027
2.4	The district will create common grade level/content level assessments and utilize assessment data to inform instructional decisions.	June 30, 2027



**Specific
Result**

Description

**Target
Completion**

- 2.5 The district will provide ongoing, job-embedded professional learning aligned to district priorities and scholar achievement goals.
- 2.6 The district will make supports and pathways accessible to address the unique needs of all learners.
- 2.7 The district will align the work of school-based professional learning communities with multi-tiered systems of support to address the academic, social/emotional learning, cultural, and attendance needs of all scholars.

June 30, 2027

June 30, 2027

June 30, 2028



Team Information & Work Completed to Date

Meeting Cadence: Monthly, varies by sub-committee

Location: Varies

Time: 4:00-5:30pm

16 Group Members

3 Sub-Committees

- PLCs and Standards
- High School Pacing
- Scholar Voice & Choice



Work Completed to Date:

PLC's and Standards

- Collected and examined current PLC schedules and agendas.
- Began collaboration with school leaders on common PLC schedules and agendas to design a schedule for all buildings allowing for weekly grade/content level PLC's.
- Supported teacher leaders in guiding teams through analysis of state assessment data.
- Facilitated professional learning through lead teachers to support a deepened understanding of grade/content level learning standards.

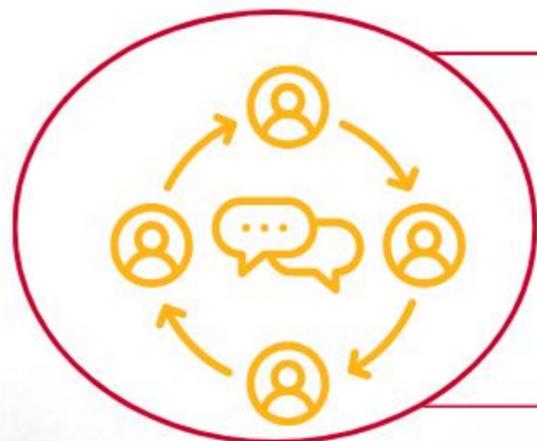
High School Pacing

- Began partnership with RIHS instructional leaders to refine curriculum guides for grades 9-12 ELA and Math.

Scholar Voice and Choice

- Met with JH and HS Superintendent Student Advisory Councils to gather input on ways to gather student voice and ways to regularly report out student advisory committee details.





3

We will foster clear and consistent communication with all school community members.



Action Items and Timelines

Specific Result	Description	Target Completion
3.1	Provide equitable communication tools to align effective communication to all school community members.	June 30, 2026
3.2	Ensure all school community members know when and how to use district-approved communication tools to send and receive information.	June 30, 2027
3.3	Provide timely and accurate access to language supports that allow all school community members to communicate effectively.	June 30, 2027
3.4	Develop uniform processes and procedures to communicate so all school community members understand and effectively use communication mediums.	June 30, 2027



Team Information & Work Completed to Date

Meeting Cadence: 2nd Wednesday of every month

Location: Administration Center, Board Room

Time: 4:30 - 5:30pm

13 Group Members

Work Completed to Date:

- Review of current communication tools
 - Staff Inventory Survey
 - Parent/Guardian Survey
- Wonderings
 - Message Overload
 - Accessibility & Responsiveness

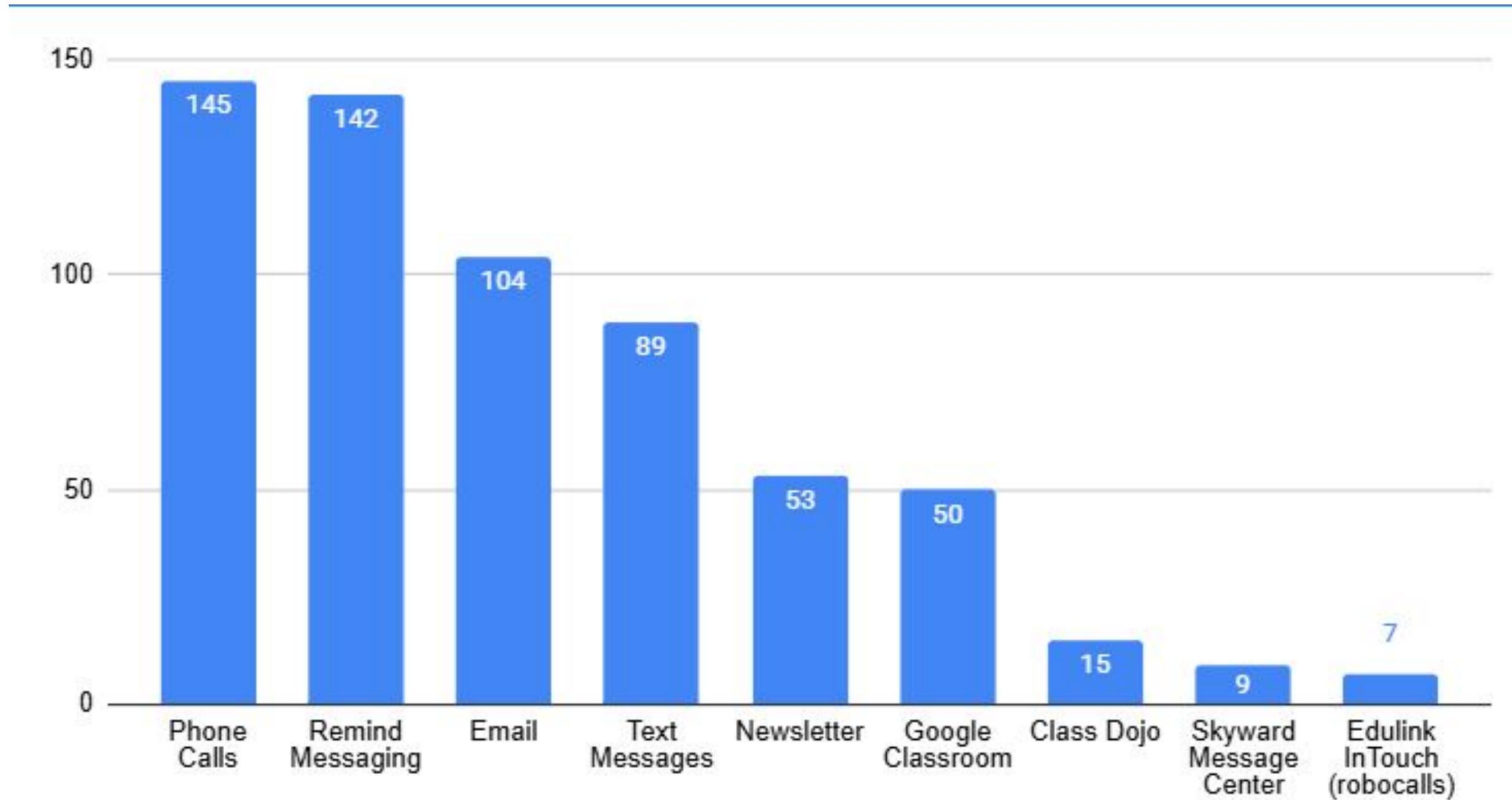


Staff survey results:

- **Primary respondents:** Teachers (73%)
- **Highest representation:** Horace Mann and Washington schools
Preferred communication tools: Remind Messaging and Phone Calls (immediacy & personal touch)
- **Email:** Valued for documentation; concerns over accessibility and response rate
- **Underutilized tools:** Skyward Message Center – opportunity for improvement
- **Challenges:** Technological barriers, message overload, ensuring all parents receive/read messages
- **Opportunity:** Multi-channel approach and training to enhance parent/guardian communication and engagement



Communication Tools Ranked:



Areas to investigate:

- **Technological Barriers:** Explore the specific technological challenges faced by parents and guardians, such as lack of internet access or device availability, and develop strategies to address these issues.
- **Message Overload:** Investigate the impact of message overload on communication effectiveness and explore ways to streamline communication to ensure important messages are not overlooked.



Areas to investigate:

- **Tool Effectiveness:** Assess the effectiveness of underutilized tools like Skyward Message Center and Edulink InTouch to determine if they can be improved or if additional training is needed for staff and parents.
- **Personalization and Privacy:** Examine how communication tools can be made more personal while ensuring privacy and data protection, especially for sensitive information.
- **Response Rates:** Analyze factors affecting response rates for different communication tools and identify strategies to improve engagement and feedback from parents and guardians.



Parent/Guardian Survey Results

- **Focus:** Understanding parent communication preferences and challenges
- **Preferred tools:** Digital methods – Remind Messaging, Email, Text Messages
- **Challenges:** Variety and complexity of communication platforms; difficulty navigating multiple tools
- **Opportunities:** Improve consistency across schools; create a more accessible district-wide calendar
- **Overall sentiment:** Generally positive, with areas for improved effectiveness and accessibility



Areas to investigate:

- **Complexity of Communication Tools:** Some parents (8%) feel overwhelmed by the number of communication platforms used. Streamlining and standardization tools could improve clarity and accessibility.
- **Consistency Across Schools:** A small number of respondents (2%) noted inconsistent communication practices between schools. A more unified approach could strengthen overall communication.
- **District Calendar:** Two percent of parents cited the lack of a universal district calendar as a concern. Developing a comprehensive, accessible calendar may help address this issue.





4

We will build and maintain a community that supports all school community members.



Action Items and Timelines

Specific Result	Description	Target Completion
4.1	The district will enhance community partnerships by removing barriers and utilizing a variety of community engagement strategies.	June 30, 2026
4.2	The district will ensure that all school community members have access to updated and relevant resources.	June 30, 2030
4.3	The district will systematize the celebration of various types of district/community partnerships.	June 30, 2030



Team Information & Work Completed to Date

Meeting Cadence: 3rd Thursday of every month

Location: Online

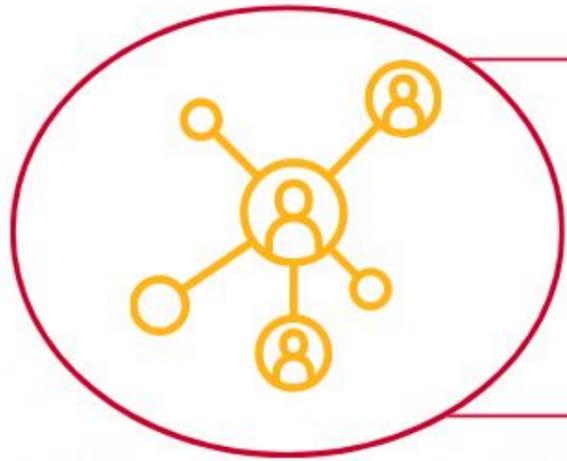
Time: 4:30 - 5:30pm

21 Group Members

Work Completed to Date:

- Committee Assessment of various types of partnerships within the school community.
- Establishment of “Operational Definition of Community Partnership”
- Surveying Schools for existing “Community Partnerships,” data to be used at next meeting.





5

We will nurture relationships and connections with all school community members.



Action Items and Timelines

Specific Result	Description	Target Completion
5.1	The district will prioritize developing opportunities to nurture team member to team member relationships in order to create a more collaborative and caring environment.	June 30, 2026
5.2	The district will provide the resources to develop nurturing relationships between scholars and district team members to empower scholars to obtain their highest potential.	June 30, 2030
5.3	The district will generate and strengthen trusting relationships between families and district team members in order to increase scholar achievement.	June 30, 2030
5.4	The district will develop meaningful scholar to scholar relationships by building their capacity to care about each other.	June 30, 2030



Specific Result

Description

Target Completion

5.5 The district will broaden opportunities for the district and community to create trusting connections in order to provide access to valuable resources within the community.

June 30, 2030

5.6 The district will follow through on school initiatives to reinforce the importance of positive relationships and connections with all school community members.

June 30, 2030



Team Information & Work Completed to Date

Meeting Cadence: 2nd Thursday of every month
Location: Administration Center Boardroom
Time: 4:00pm
19 Group Members

Work Completed to Date:

- Shout Out Presentation Before Board of Education Meeting (Recognition)
- Affinity Group Survey (PLC, Team Building, Professional Growth)
- Collaboration with Other Priority Areas (PLC, Team Building, Recognition, Professional Growth)

Month	2024-2025	2025-2026
July	2	0
August	0	29
September	6	52
October	4	27
November	11	29
December	7	34
January	53	36
February	45	53
March	40	7
April	27	0
May	28	0
June	0	0
Total	223	267



Next Actions: Priority Alignment

Champions and Co-Champions will meet on the **last Wednesday of each month** to ensure visibility across initiatives and priorities.

These meetings will focus on:

- Understanding the work happening across teams.
- Identifying connections and opportunities for alignment.
- Using shared insights and data to accelerate progress on our priorities.
- Setting measurable goals linked to scholar outcomes.

The goal is collective clarity, coordinated action, and forward momentum.

