



River Forest District 90

Strategic Planning Action Objectives *2017-18*

Strategy 1 – Student Growth and Achievement

- Continue aligned implementation of the Illinois Learning Standards, with particular emphasis on writing, math, literacy, and social studies using curriculum review/adoption process – *In Process, Multi-Year*
- Begin implementing instructional strategies and pedagogy to improve student performance and narrow the achievement gap (UDL, PBL, co-teaching) – *In Process, On Track*

Strategy 2 – Student Growth and Achievement

- Investigate and implement a system of standards-based grading – *In Process, Multi-Year*

Strategy 3 – Learning Environment

- Investigate strategies and options that maximize the use of instructional time to align programming with priorities – *New*
- Support the implementation of new student advisory program at RMS – *In Process, On Track*

Strategy 4 – Learning Environment

- Incorporate improved knowledge of ergonomics, learning preferences, accessibility, and contemporary instructional practices in classroom design to develop a plan for future furniture/equipment purchases - *New*

Strategy 5 – High Quality Workforce

- Develop and implement a “performance matrix” to identify and monitor student achievement gaps over time, using the data to establish multi-year action plans addressing inequities – *In Process, On Track*

- Provide ongoing professional development in technology to meet identified staff needs - *New*

Strategy 6 – High Quality Workforce

- Provide all staff with access to a grade appropriate thematic unit – *Not Yet Started, Fall 2018*

Strategy 7 – High Quality Workforce

- Develop procedures/protocols that are needed to implement new recruiting and hiring practices with fidelity - *New*

Strategy 8 – Family and Community Partnerships

- Develop and implement a plan to continue support of the Inclusiveness Advisory Board (IAB) and Board of Education Equity Committee through the use of strategic communications efforts - *New*

Strategy 9 - Resources

- Continue to utilize and refine the D90 “resident-friendly” financial reporting document – *New*

Strategy 10 – Equity

- Provide ongoing professional development for staff, administration, Board of Education, and community members to address equity-related issues, such as implicit bias, stereotype threat, mindset, and cultural awareness – *In Process, Multi-Year*
- Seek opportunities to leverage assets from community partners in offering supplementary programming alternatives for qualifying students and families – *New*

Strategic Plan Action Objective Assignments, 2017-18

| <u>Strategic Goal/Action Objective</u> | <u>Team Assigned</u> |
|---|--------------------------------------|
| SG and A - IL Learning Standards | ADCO, Grade Level Teams, Departments |
| SG and A - Achievement Gap | ADCO, PDC, and Equity Committee |
| SG and A - Standards Based Grading | Superintendents' Leadership Council |
| LE - Align Instructional Time with Priorities | ADCO, Building Leadership Teams |
| LE - Support Student Advisory Program | RMS Admin., Social Workers, BLT |
| LE - Evaluate Furniture/Equipment Purchases | Ad Hoc Flex Space Committee |
| HQW - Performance Matrix Development | Ad Hoc Performance Matrix Committee |
| HWQ - Technology Professional Development | District Technology Committee |
| HWQ - Thematic Unit Development | <i>Goal delayed until 2018-19</i> |
| HWQ - Recruiting and Hiring | Superintendent, HR Specialist, ADCO |
| F and CP - IAB and Equity Communications | Board Communications Committee |
| Resources - Refine D90 Financial Reporting | Board Finance Committee |
| Equity - Equity Related PD | IAB and Equity Committee |
| Equity - Community Partner Programming | IAB and Equity Committee |

Long- Range Goal: Curriculum Alignment

Leader(s): Karen Boozell, Alison Hawley, Diane Wood

Mid-Year XX Final _____

River Forest District 90

Strategic Action Objective Plan Template

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|---|------------------------------|--|---|--|
| Strategic Action Objective: Continue aligned implementation of the Illinois Learning Standards, with particular emphasis on writing, math, literacy, and social studies using curriculum review/adoption process (2017-20) | | | | |
| Oversight Group: ADCO, Grade Level Teams, relevant Curriculum Committees | | Relevant Data Sources: Faculty surveys, best practices research, Principals to Action (NCTM), rubrics for evaluation of resources | | Anticipated Completion Date: June 30, 2020 (annual reevaluation date will inform necessary adjustments and modifications to initiatives, training, and programming. |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Form K-8 Literacy Committee | C & I Director | 2017-18 | None | Establish Literacy Committee, consisting of K-8 representatives across buildings and grade levels. |
| 2. Draft D90 Balanced Literacy Vision Statement | C & I Director | 2017-2018 | None | Draft of D90 Balanced Literacy Vision Statement. |
| 3. Review of available resources aligned to standards (pilot if appropriate) | Literacy Committee | 2017-18 | Committee meetings, support from consultant, best practices resources | Review of classroom library resources and instructional materials for reading. |

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|--|--|----------------|---|--|
| <p>4. Provide professional development plan for implementation support</p> | <p>C & I Director, Literacy Committee, consultant</p> | <p>2018-19</p> | <p>Institute Days, professional collaboration meetings, grade level meetings, School Improvement Days</p> | <p>Develop implementation plan, outlining expectation for use of any new resources. Create professional development plan to support any newly adopted resources.</p> |
| <p>5. Creation of Curriculum Framework</p> | <p>Literacy Committee, Instructional Specialists, C & I Director</p> | <p>2018-20</p> | <p>Outside providers/resources (online platforms, alignment support), committee meetings, professional collaboration/dept. meetings</p> | <p>K-8 curriculum frameworks aligned to the Illinois Learning Standards for English language arts.</p> |

River Forest District 90

Strategic Action Objective Plan Template

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|--|---|--|--|---|
| Strategic Action Objective: Begin implementing instructional strategies and pedagogy to improve student performance and narrow the achievement gap (UDL, PBL, co-teaching) | | | | |
| Oversight Group: ADCO, UDL Committee, and Board Equity Committee | | Relevant Data Sources: Research-based Pedagogy | | Anticipated Completion Date: May 2020 |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Establish Universal Design for Learning Committee (formerly the PDC) | C & I Director | 2017-19 | Resources that outline UDL research and best practices for implementation | Formation of UDL committee in 2017-18 to conduct research and develop multi-year plan. |
| 2. Provide continued professional development in programming (PBL and Co-Teaching), equity and anti-bias training for staff and community members, incorporating ongoing evaluation to determine effectiveness | ADCO, selected staff members, independent consultants | May 2017 – May 2020 | Institute Days, professional collaboration time, UDL Committee, consultants | Engage in One District One Book with Carol Dweck’s <i>Mindset</i> . Continue collaboration with National Equity Project. |
| 3. Identify and implement curricula while allocating resources for students using an equity lens, monitor ongoing performance of subgroups through student achievement data | ADCO, selected staff members, independent consultants | May 2017- May 2020 | See above | Provide instructional materials with multiple access points and high-ceiling learning tasks. Provide resources that incorporate multiple perspectives. Support the range of reading interests and levels. |

Long-Range Goal: Standards-Based Grading

Leader(s): Karen Boozell, Alison Hawley, Diane Wood

Mid-Year XX Final

River Forest District 90
Strategic Action Objective Plan Template

| Strategic Action Objective: During the 2017-18 school year, the Superintendent’s Leadership Council (SLC) will research and develop a communications plan that will provide guidance for engaging all stakeholders to building capacity around understanding of standards-based student progress reporting (report cards). | | | | |
|---|---------------------------------------|--|---|---|
| Oversight Group: Superintendent’s Leadership Council (SLC), content area committees, ADCO | | Relevant Data Sources: Current assessment calendar/portfolio, student report cards, State mandated assessments, current use/application of collected data | | Anticipated Completion Date: June 2020 |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Finalize statement of philosophy of assessment and reporting for RF District 90 | SLC | Fall 2017 | SLC meetings | Vision statement for assessment |
| 2. Establish and implement communications plan to build staff, parent and community understanding | SLC, ADCO | 2017-18 | See above | Effectively implemented plan |
| 3. Create a professional development plan to build capacity with teachers and administrators | SLC, ADCO | 2017-2018 | SLC meetings, ADCO, consultant | Effectively implemented plan |
| 4. Develop FAQ document for key stakeholder groups | SLC, ADCO, Communications Coordinator | Spring 2018 | See above | Feedback for revisions, development of FAQs, parent programming, parent roll out plan |

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| 5. Educate BOE, parents, and students about best practices and grading issues | ADCO, SLC, and Communications Coordinator | Winter 2018 | See above | Shared expectations for use |
| 6. Begin review of report card formats | SLC (formatting, and SEL portion), content area committees | 2018-19 | See above | Shared expectations for use |
| 7. Develop report card learning goals for content areas | Content area committees | 2018-20 | See above | Shared expectations for use |
| 8. Provide feedback loop to staff (2018) and parents (2019) | District level Communications | 2018-20 | Range of district communications, focus groups | Feedback for revisions, development of FAQs, parent programming, parent roll out plan |
| 9. Provide professional development (ongoing) for teachers | SLC, content area committees | 2018-20 | See above | Shared expectations for use |
| 10. Provide parent education (ongoing) related to reporting change | ADCO, key staff | 2019-20 | District communications, host parent education sessions | Shared expectations for use |
| 11. Fully implement new reporting system | All staff | 2020 | Supporting resources, as needed | New and improved system of student progress monitoring and reporting |

River Forest District 90

Strategic Action Objective Plan Template

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|--|------------------------------|-------------------------------|---|--|
| <i>Strategic Action Objective: Investigate strategies and options that maximize the use of instructional time to align programming with priorities</i> | | | | |
| Oversight Group: | | Relevant Data Sources: | | Anticipated Completion Date: |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
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Long-Range Goal: RMS Student Advisory Program

Leader(s): Garstki, A. Cozzi, K. Martin

Mid-Year XX Final

River Forest District 90

Strategic Action Objective Plan Template

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| Strategic Action Objective: | | | | |
| Roosevelt Middle School will implement an advisory period in August 2017. Every staff member will be trained to conduct an effective student advisory class, in order to increase the percentage of students feeling they have a trusted adult to talk to at school from a survey baseline of 30% | | | | |
| Oversight Group: Advisory Council - Larry Garstki and team of teachers | | Relevant Data Sources: Inclusivity Advisory Board Survey 2015 | | Anticipated Completion Date: August 2018 |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Continue to provide Professional Development for teachers to become good advisors. | Sub-Committee from Advisory Council | Aug.'17. - May '18 (ongoing) | Consultants, Professional Development workshops for teachers | Teachers will be prepared and informed on how to conduct a productive advisory |
| 2. Develop a communication system to keep teachers involved and up-to-date in the process of development of the advisory and for future evaluation of program elements. | Advisory Council | May '18 | Time | A method for acquiring constructive feedback for improvement of the advisory program |
| 3. Evaluate the program with feedback from students and staff | Advisory Council | May '18 | Time, Evaluation materials | Evaluation feedback/data |

River Forest District 90

Strategic Action Objective Plan Template

| Strategic Action Objective: Based upon the district-wide recommendations of the working group consisting of administrators and faculty from 2016, the Ad Hoc Flex Space Committee will develop a plan for future furniture/equipment purchases. | | | | |
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| Oversight Group: Ad Hoc Flex Space Committee | | Relevant Data Sources: Creative Learning Spaces, Innovative School Designs. | | Anticipated Completion Date: May, 2018 |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Members of the Ad Hoc Committee will review the recommendations from the working group | -Cozzi, Garstki, Martin | Fall, 2017 | 1. Professional collaboration time | 1. Recommendations reviewed |
| 2. A priority list of spaces will be created where creative solutions to space issues and increased student engagement will be implemented. | -Ad Hoc Flex Committee | Winter, 2017-18 | 2. Furniture consultants from innovative spaces and other furniture companies | 2. Priority spaces identified |
| 3. Final purchases of furniture/equipment will be made for those spaces most in need of assistance to increase usable space and flexible configurations in the classrooms | -Cozzi, Garstki, Martin | Winter, 2017-18 | 3. Time, Financial resources | 3. Purchases finalized |
| 4. Installation of new furniture and design elements coordinated in advance of 2018-19 school year | -Cozzi, Martin | Spring-Summer, 2018 | 4. Time, Financial resources | 4. Furniture and design elements installed on time |

River Forest District 90

Strategic Action Objective Plan Template

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|---|------------------------------|---|---|--|
| Strategic Action Objective: Identification of Performance Gaps: <i>During the 2017-2018 school year, develop and implement a “performance matrix” to identify and monitor student achievement gaps over time, using the data to establish multi-year action plans addressing inequities.</i> | | | | |
| Oversight Group: Grade Level: <i>ADCO, Data Review Committee, Equity Committee</i> | | Relevant Data Sources: <i>NWEA MAP, PARCC, EFF, Attendance, RMS Detention Data</i> | | Anticipated Completion Date: <i>Spring 2018</i> |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc) | Anticipated Outcome/Measurement |

River Forest District 90

Strategic Action Objective Plan Template

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|---|--|--------------|--|---|
| 1. Creation of a District-level Data Analysis Team. | ADCO | Jan. 2017 | ADCO Conversation | Creation of a Data Review Committee - <i>Completed</i> |
| 2. Identify protocols and process for reviewing data and identifying performance achievement gaps. | Data Review Committee | Jan. 2018 | Collaboration Time, Access to a variety of Data Analysis protocols and resources | Systematic tool (performance matrix) that is utilized to examine data in D90 - <i>In process</i> |
| 3. Review existing data in performance matrix to identify District level achievement gaps. | Data Review Committee | Feb. 2018 | Access to PARCC, MAP and other relevant student data | Identified D90 achievement gaps |
| 4. Share identified performance matrix with Principals and Building Leadership teams for the development of multi-year action plan(s) incorporating project-based learning to ensure specified students meet the expected growth targets. | Principals, BLT, MLT, Literacy Committee, PDC | Spring, 2018 | Data Protocols, Collaboration time, Performance data | Awareness of achievement gaps and development of building/grade level plans to meet student growth targets. |
| 5. Create differentiated project-based action plans learning to ensure specified students meet the expected growth targets. | Grade level teams/ Departments/ Principals | Fall, 2018 | Collaboration time, Resources, Standards, | Differentiated highly engaging/project-based learning experiences |

River Forest District 90

Strategic Action Objective Plan Template

| Strategic Action Objective: <i>Provide ongoing professional development in technology to meet identified staff needs</i> | | | | |
|---|---|--|---|--|
| Oversight Group: <i>Technology Committee</i> | | Relevant Data Sources: <i>Staff survey feedback</i> | | Anticipated Completion Date: <i>June 2018</i> |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Create survey to solicit feedback about staff needs pertaining to technology | Instructional Tech Specialists | Fall, 2017 | Time, Feedback | Survey feedback |
| 2. Interpret data | Instructional Tech Specialists | Fall, 2017 | Time to collaborate/plan | Identification of technology needs |
| 3. Prioritize needs by meeting with grade level teams | Instructional Tech Specialists | Fall, 2017 | Time to collaborate/plan | List of prioritized needs |
| 4. Plan and develop professional development opportunities to meet staff needs | Instructional Tech Specialists | Winter, 2018 | Planning time | Planned PD |
| 5. Implement development training | Instructional Tech Specialists, key teacher leaders | Winter, 2018 | Space, materials, etc. | Successful PD |
| 6. Evaluate effectiveness of training | Technology specialists, ADCO | Winter, 2018 | Evaluation instrument | Completed evaluations |

River Forest District 90

Strategic Action Objective Plan Template

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| <i>Strategic Action Objective: During the 2018-19 school year, all D90 staff will have access (paper or digital) to a thematic unit that is grade appropriate to his/her classroom planning. The thematic unit can be taught by another teacher within the district, or outside the district, or the thematic unit could have been researched from an educationally reputable website.</i> | | | | |
| <i>Oversight Group: ADCO, Grade Level Teams, Department Teams</i> | | <i>Relevant Data Sources: Illinois Learning Standards, NGSS, Instructional Resources</i> | | <i>Anticipated Completion Date: May, 2019</i> |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Grade level/department teams meet to determine best unit for collaborative development | - Grade Level Leaders - Department Chairs | Fall 2018 | 1. Professional collaboration time | 1. Completed collaborative thematic unit for each grade level/department |
| 2. Team members divide responsibility for development of respective components of unit (instructional lessons, formative and summative assessments, project and activity materials, ancillary resources, etc.) | - Classroom teachers - Principals, Director of C&I | Sep. 2018 | 2. Access to instructional resources, standards, sites | |
| 3. Team members complete requisite elements and compile final product | See above | Oct. 2018– Mar. 2019 | | |
| 4. Building principal or Director of Curriculum and Instruction provide consultation/assistance, as needed | See above | Oct. 2018– Mar. 2019 | | |
| 5. Completed instructional materials shared among teachers for classroom use | See above | Apr. 2019 | | |

River Forest District 90

Strategic Action Objective Plan Template

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| Strategic Action Objective: <i>Implement recommendations presented by Alma Advisory Group. Develop a more active role for HR in the recruiting and hiring process to broaden recruiting practices to solicit an increased number of diverse candidates for employment in District 90.</i> | | | | |
| Oversight Group: Superintendent, HR Specialist, ADCO | | Relevant Data Sources: Alma Advisory Group evaluation report, Human Resources "best practices" | | Anticipated Completion Date: July, 2018 |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Expand job-posting avenues with broad range of colleges/universities, newspapers, websites, etc. to attract a high-quality pool of diverse candidates | HR Specialist | Oct. 2017 – Jan. 2018 | Research on the most beneficial candidate sources | Increased number of qualified, diverse applicants. |
| 2. Develop effective partnerships with established university programs that will allow D90 to visit campus and participate in job/recruiting fairs | HR Specialist | Nov. 2017 – Mar. 2018 | Time; research about school demographics, pathways to establish university contacts | Increased frequency as employer of choice for diverse candidates as they become aware that D90 values diversity and inclusiveness. |
| 3. Establish a competency-based screening and hiring process | Superintendent, HR Specialist, Principals | Nov. 2017 – Mar. 2018 | Time to collaborate; research about effective competency-based hiring approaches | Competency-based process established in a manner that reflects intended outcome of minimizing the effect of bias in hiring process |
| 4. Implement a competency-based screening and hiring process | Superintendent, HR Specialist, Principals | Mar. 2018 – July 2018 | Time; effective competency-based interviewing and hiring tools | Process implemented in an efficient and effective manner |

River Forest District 90

**Strategic Action Objective Plan Template
(Family and Community Partnership)**

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|---|--|--|---|---|
| Strategic Action Objective: Develop and implement a plan to continue support of the Inclusiveness Advisory Board (IAB) and Board of Education Equity Committee through the use of strategic communications efforts | | | | |
| Oversight Group: BOE Communications Committee | | Relevant Data Sources: Relevant data and information from the Inclusiveness Advisory Board and the BOE Equity Committee | | Anticipated Completion Date: May/June 2018 |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Attend all IAB regularly scheduled meetings for the 2017-18 school year | D90 Communications Coordinator | Ongoing during 2017-18 school year | Calendar of IAB and Equity Committee meetings | Create communications plan to promote the IAB and Equity Committee initiatives, events, and positions. |
| 2. Review Equity Committee meeting notes & attend regularly scheduled meetings, as appropriate. | D90 Communications Coordinator | Ongoing during 2017-18 school year | Periodic research about inclusivity and equity in the educational environment | Create and disseminate a minimum of 4 communications, including a blog posting, to District families, faculty, staff and Village residents via normal District communication channels |
| 3. Maintain ongoing contact with Superintendent and chairs or District representatives to the IAB and the Equity Committee. | D90 Superintendent, Communications Coordinator, Communications Committee Chair | As needed | Contact information for IAB Leadership, Equity Committee representatives, and other key individuals | Information flow maintained |
| 4. Attend any special meeting or events that are sponsored or endorsed by the IAB or Equity Committee | D90 Communications Coordinator | As scheduled | Time | Information flow maintained |

River Forest District 90

**Strategic Action Objective Plan Template
(Family and Community Partnership)**

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|--|--------------------------------------|--------------|------|--|
| 5. Determine the appropriate communication channels to distribute IAB and/or Equity Committee information. | D90 Communications Coordinator | January 2018 | Time | Information disseminated productively and in a timely manner |
|--|--------------------------------------|--------------|------|--|

River Forest District 90
Strategic Action Objective Plan Template

| Strategic Action Objective: <i>Prior to completion of the annual resident-friendly financial reporting instrument and the long-range financial plan, which are presented to the Board each November, a committee will be formed to review significant financial assumptions and assess if District resources are aligned to District goals.</i> | | | | |
|--|------------------------------|---|---|--|
| Oversight Group: <i>Anthony Cozzi</i> | | Relevant Data Sources: <i>Comprehensive Annual Financial Report (CAFR), Annual Budget, IIRC, Bureau of Labor and Statistics.</i> | | Anticipated Completion Date: <i>Annually each November</i> |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Creation of a committee to review assumptions and alignment to goals | -Cozzi, Roman, Barkidjija | Annually, each spring | Collaboration time | 1. The creation of a committee including one administrator, one teacher and one parent held meetings to discuss. Items considered were: reducing presentation years from 10 to 5 years due to lack of change; add reason for use of ECI; add portions of definitions to page 3 pie chart for ease of reading and highlight instructional areas on chart; include additional explanations on page 4 and page 5 areas for clarification. |
| 2. Complete resident-friendly financial reporting instrument and long-range financial plan | -Cozzi | Annually, each fall | Completion time | 2. Instrument and plan revised/completed |

River Forest District 90

Strategic Action Objective Plan Template

| Strategic Action Objective: Provide ongoing professional development for staff, administration, Board of Education, and community members to address equity-related issues, such as implicit bias, stereotype threat, mindset, and cultural awareness | | | | |
|--|---------------------------------------|---|---|--|
| Oversight Group: IAB and Equity Committee | | Relevant Data Sources: Teacher Institute evaluation data, research on best practices in pedagogy to narrow achievement gap | | Anticipated Completion Date: Ongoing |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Collaborate with National Equity Project facilitators to identify essential professional development content | Superintendent, Director of C&I | Summer, 2017 | Time to collaborate | Essential content identified |
| 2. Create professional development schedule, ensuring that key training events and experiences are included for all stakeholder groups | Superintendent, Director of C&I, ADCO | Fall, 2017 | Time to collaborate | Professional development schedule completed |
| 3. Maintain alignment between professional development training and other key equity-related initiatives | Superintendent | Fall, 2017 – Spring, 2018 | Time, oversight from IAB and Equity Committee | Verification of alignment |
| 4. Ensure that professional development programming incorporates a feedback loop to identify elements requiring reinforcement | Superintendent, Director of C&I | Fall, 2017 – Spring, 2018 | Time to collaborate | Feedback loop instituted |
| 5. Implement mechanism to collect evaluation data with regularity, and use feedback to refine/target future training | Superintendent, Director of C&I | Fall, 2017 – Spring, 2018 | Aligned evaluation instrument | Evaluation data used to inform future training needs |

River Forest District 90

Strategic Action Objective Plan Template

| Strategic Action Objective: <i>Seek opportunities to leverage assets from community partners in offering supplementary programming alternatives for qualifying students and families</i> | | | | |
|---|------------------------------|---|---|--|
| Oversight Group: <i>IAB and Equity Committee</i> | | Relevant Data Sources: <i>Local organizations indicating interest in partnership</i> | | Anticipated Completion Date: <i>August 2018</i> |
| Activities to Implement the Objective: | Person(s) Accountable | Timeline Beg./End | Resources Needed: (Time, Professional Development, Supplies, etc.) | Anticipated Outcome/Measurement |
| 1. Consider possible partner organizations, based upon aligned mission/vision and mutual interests | ADCO | Summer 2017 | Time for collaborative conversations | List of potential partner(s) |
| 2. Select preferred partner(s), identifying areas of intersection | Superintendent, Board of Ed. | Fall, 2017 | Information about partner organization(s) | Identification of preferred partner |
| 3. Establish parameters for partnership with partner organization(s) | Superintendent | Winter, 2017-18 | Time to collaborate | Commitments for collaborative efforts established |
| 4. Plan collaborative initiative(s) | Superintendent, ADCO | Spring, 2018 | Time to collaborate | Plans finalized |
| 5. Launch collaborative initiative(s) | Superintendent, ADCO | Spring-Summer, 2018 | Resources to be identified | Initiative launched successfully |
| 6. Evaluate collaborative initiative(s) | Superintendent, ADCO | Summer-Fall, 2018 | Time to develop evaluation instrument | Evaluation of collaborative initiative presented to Board of Education |