

**Bloomington School
District 13
Strategic Plan
2018-2021**

A hand is shown writing on a chalkboard. The text 'Why do this?' is overlaid in large, bold, blue letters. The background is a grayscale image of a chalkboard with some faint writing on it.

Why do this?

Transparency

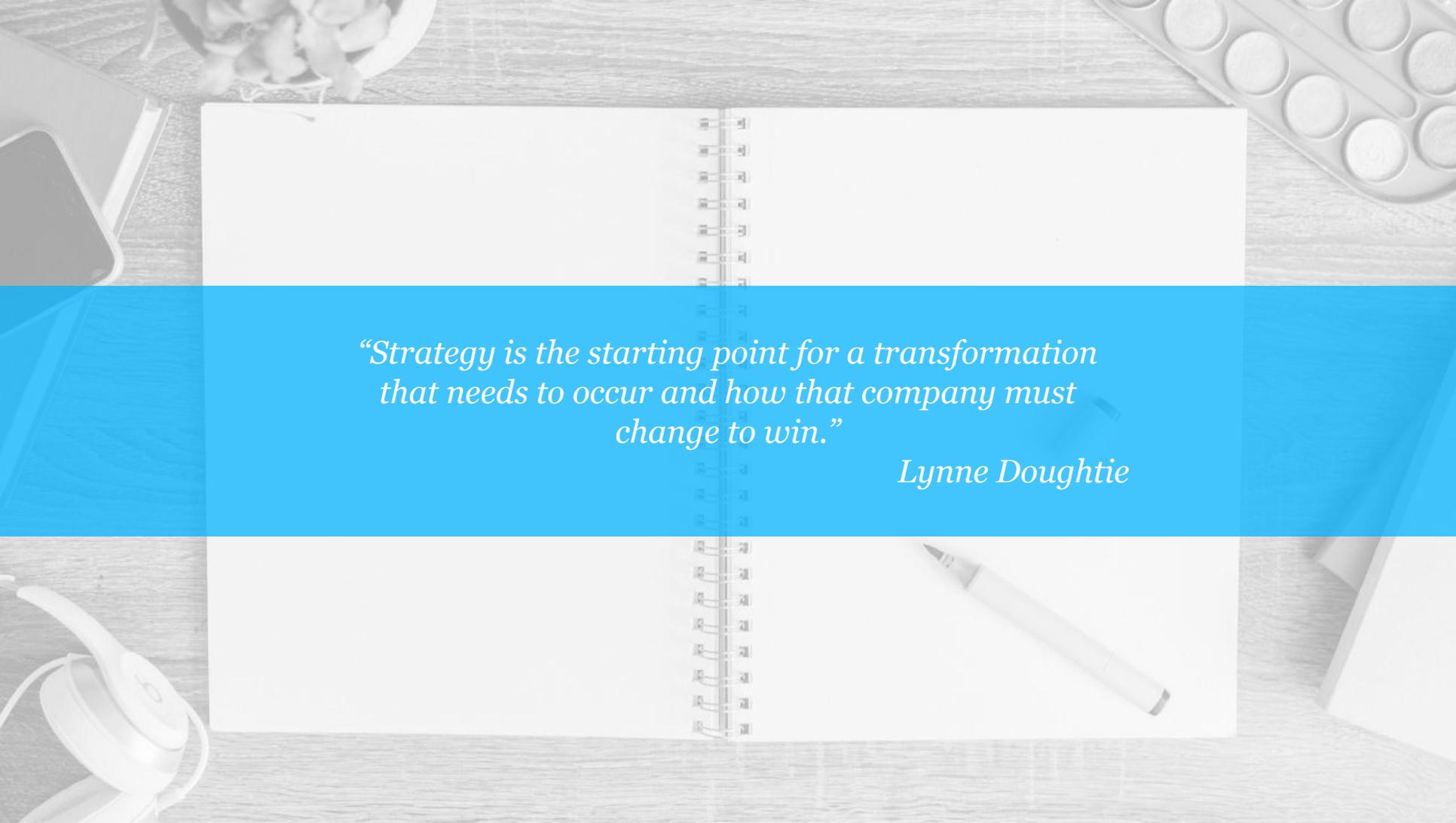
The District Community appreciates visuals that confirm the ideas and priorities shared through surveys and focus group work.

Dates and scope of the Plan reflect a commitment by the Board of Education to address, gather data, share findings, and take action on the initiatives associated with the identified goals.



1. Plan Development

How was the Strategic Plan
created?

A top-down view of a desk with a spiral notebook, a pen, a watercolor palette, a bowl of grapes, and a headset.

“Strategy is the starting point for a transformation that needs to occur and how that company must change to win.”

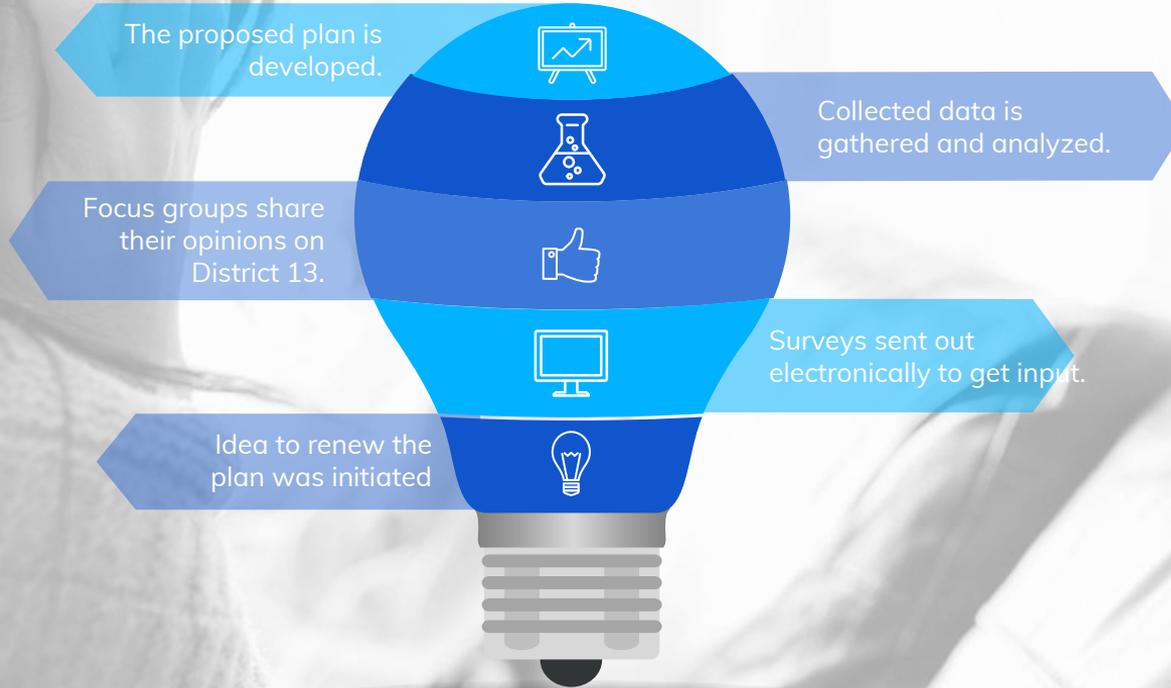
Lynne Doughtie

A background image showing a desk with a pair of black headphones, a white mug, and a blue mug. The desk is in front of a window with a grid pattern, and the scene is brightly lit, suggesting a sunny day.

Strategic Planning in District 13

- The first plan was developed in the Spring of 2013 as a five-year project
- Surveys and focus groups helped determine the goals and objectives of the proposed plan
- This plan is set for three years as the District's financial resources are being stretched to address multiple priorities

The Process for the Proposed Plan





2. Plan Data

What do the stakeholders want to see?



The Plan's Goals are unchanged

The 2018-2021 Strategic Plan will remain focused on:

- ★ Student Success
- ★ Teaching & Learning Environment
- ★ Communication & Collaboration
- ★ Finance



Student Success

Most common themes included:

- Students need to connect with teachers and the school
- Create a safe environment
- Develop a love of learning and service to the community
- Student engagement in lessons/activities
- Collaborative learning opportunities
- Social emotional learning
- Creative, critical thinkers
- Applied learning opportunities
- Meaningful homework and practice
- Learning should be fun



Teaching and Learning Environment

Most common themes included:

- Maker spaces, flexible seating, collaboration spaces
- Coding classes
- Full day kindergarten
- Choice based professional development during the year
- Maintain a caring, supportive culture
- 1:1 devices
- Homework policies and practices
- Student centered, student led instruction
- Develop teacher leaders



Communication and Collaboration

Most common themes included:

- Listen to the needs of the community
- Community coffees
- Use community newsletter vehicles
- School business partnerships, job shadowing
- Utilize Google forms monthly to get input
- Determine readerships of school newsletters
- Use phone/text/email as primary communication with the home
- Teacher web pages updated
- Shared online calendars



Finance

Most common themes included:

- Teacher compensation
- Building security
- Remodeling with 21st Century learning environments in mind
- Maintain strong fiscal responsibility
- Expand Westfield physical space
- Develop a curriculum cycle
- Prioritize staffing levels
- Expand curricular offerings
- Get larger lockers for grades 7 and 8

A person wearing a light-colored, ribbed sweater is shown in profile, looking down at a device held in their hands. The background is a blurred indoor setting, possibly a cafe or office. A large, bright blue diamond shape is overlaid on the center of the image, containing white text.

3. Plan Core

How will this fit in the
organization?



VISION

An exceptional, individualized
education for each and every
student.



MISSION

Developing actively involved learners, well rounded students, and responsible citizens in partnership with the community.

CORE VALUES

Ensuring
every student
will learn

Treating
everyone with
honor and
respect

Working
together to
achieve

A person wearing a light-colored, ribbed sweater is shown in profile, looking down at a device held in their hands. The background is a blurred indoor setting, possibly a cafe or office. A large, bright blue diamond shape is overlaid on the center of the image, containing white text.

4. Plan Initiatives

What will this look like?



The District Cabinet:

Reviewed priorities

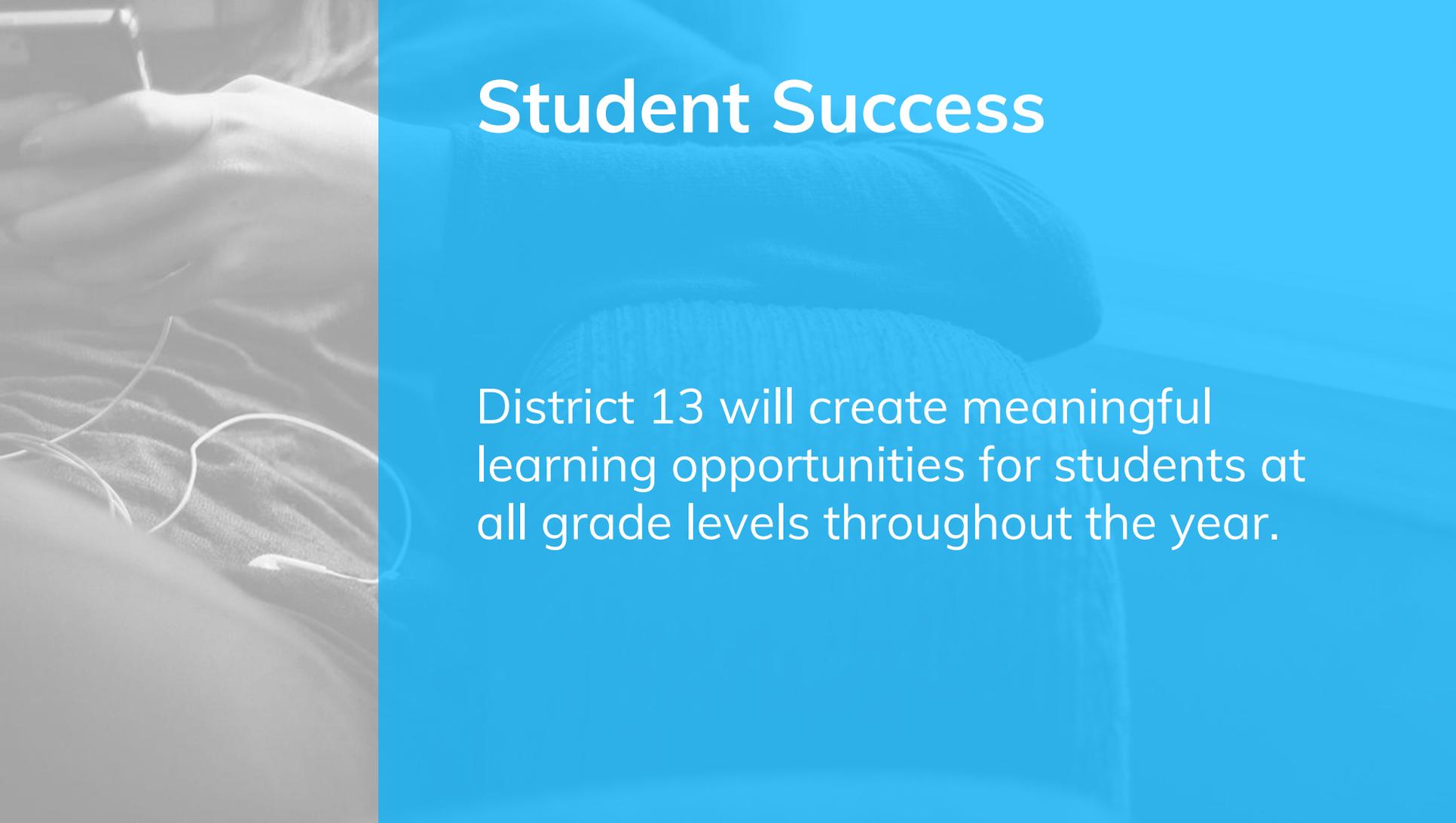
During the retreat, the Cabinet will review goals and feedback data to create initiatives.

Selected a single initiative for each Plan goal

Unlike the prior plan, one initiative will be focused on to achieve in each upcoming year. The proposed initiatives for this plan will be presented in August.

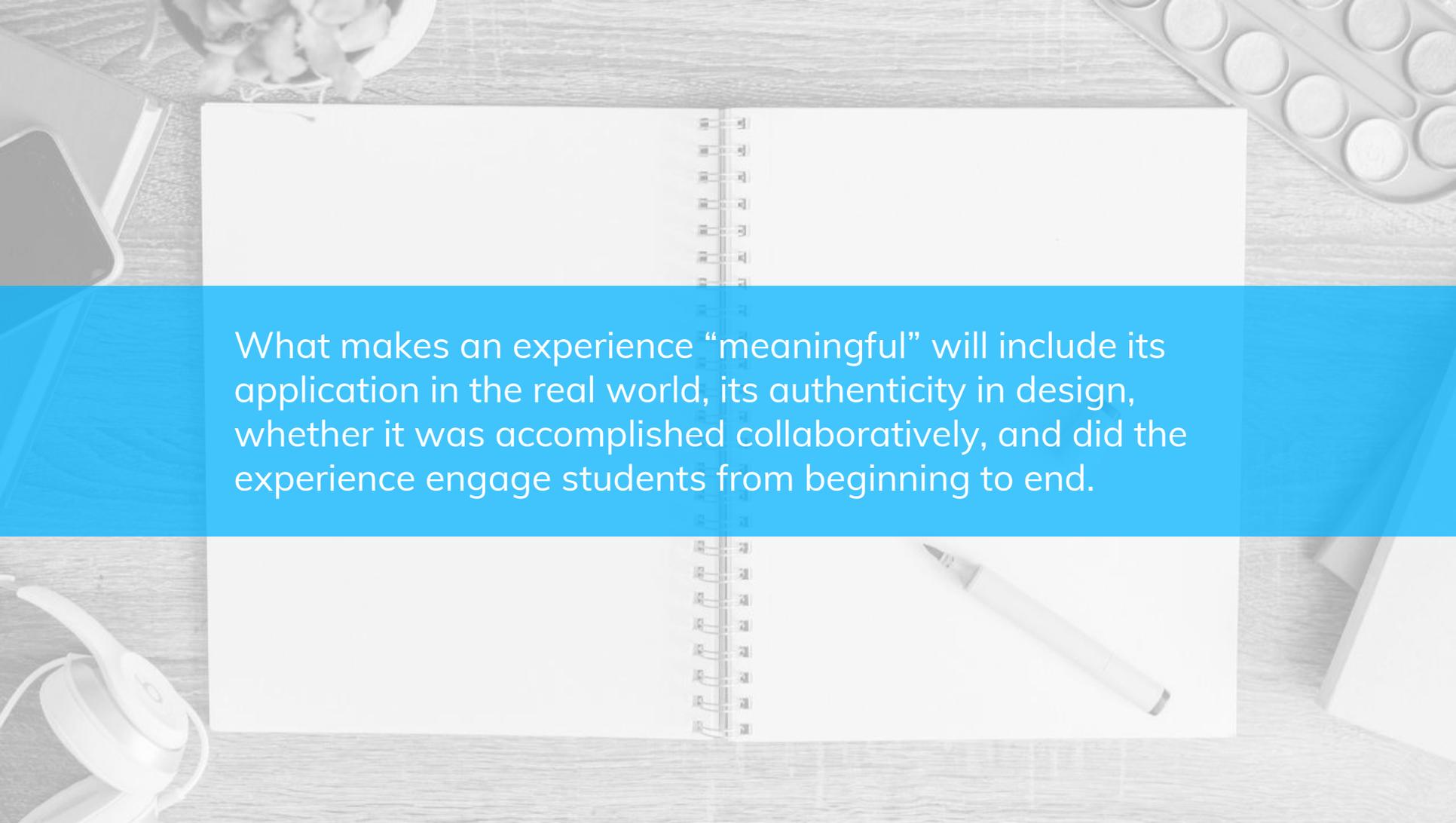
Used SMART goals model to achieve success

Initiatives will be developed under the SMART format (Specific, Measurable, Attainable, Relevant, and Time bound).

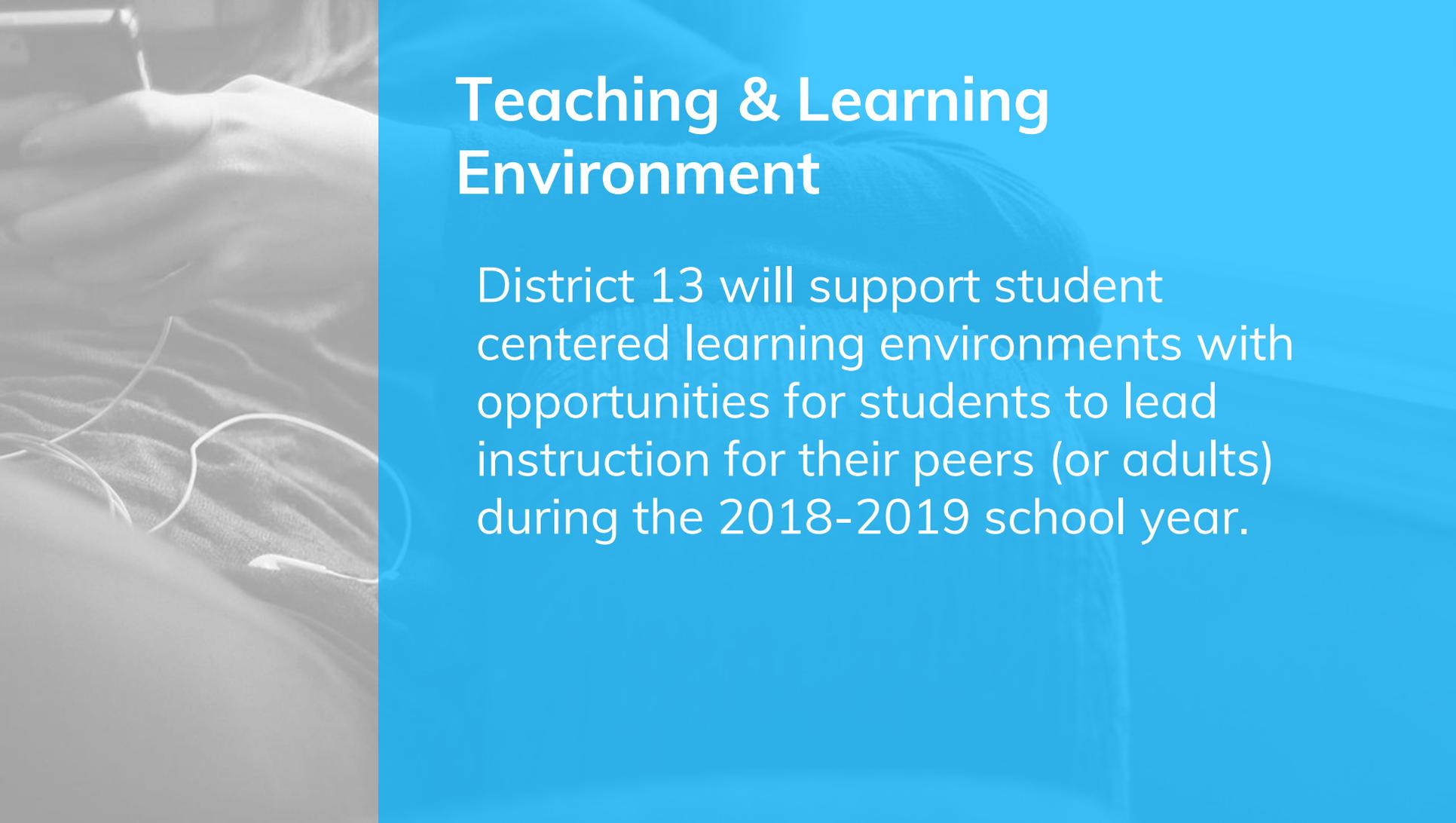


Student Success

District 13 will create meaningful learning opportunities for students at all grade levels throughout the year.

A top-down view of a desk with a spiral notebook, a pen, a watercolor palette, a bowl of grapes, and a pair of headphones. The notebook is open and has a blue horizontal band across the middle. The text is centered on this band.

What makes an experience “meaningful” will include its application in the real world, its authenticity in design, whether it was accomplished collaboratively, and did the experience engage students from beginning to end.



Teaching & Learning Environment

District 13 will support student centered learning environments with opportunities for students to lead instruction for their peers (or adults) during the 2018-2019 school year.



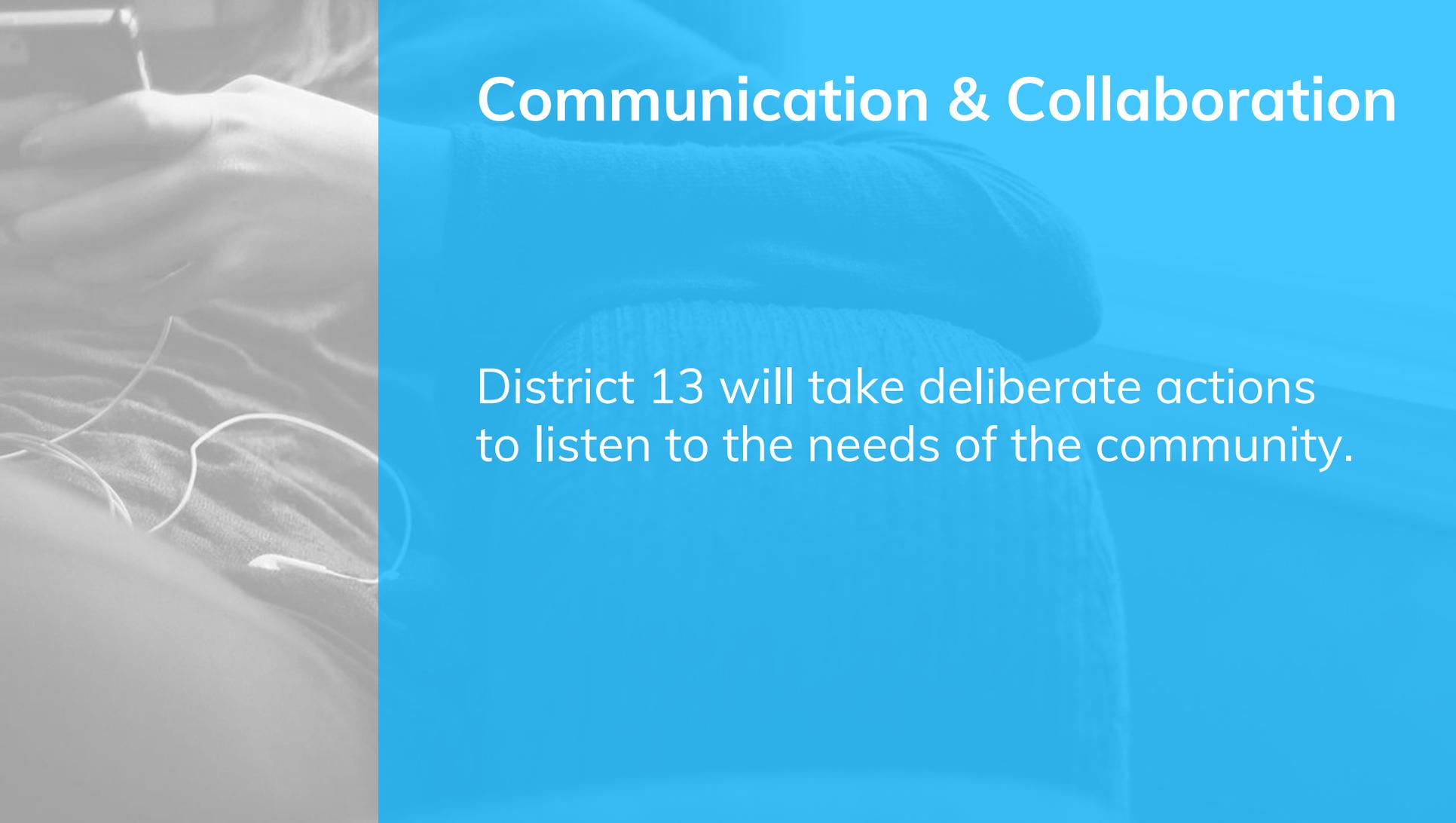
Learning Environments that are...

Student Centered

- Allow for greater engagement in learning;
- Enable students to be creative, critical thinkers;
- Provide flexibility in instruction for the teacher

Student Led

- Helps synthesize theory and practice through application
- Helps the teacher act more as a facilitator of the learning
- Empowers students in their own learning



Communication & Collaboration

District 13 will take deliberate actions to listen to the needs of the community.

Listening will require...

Opportunity

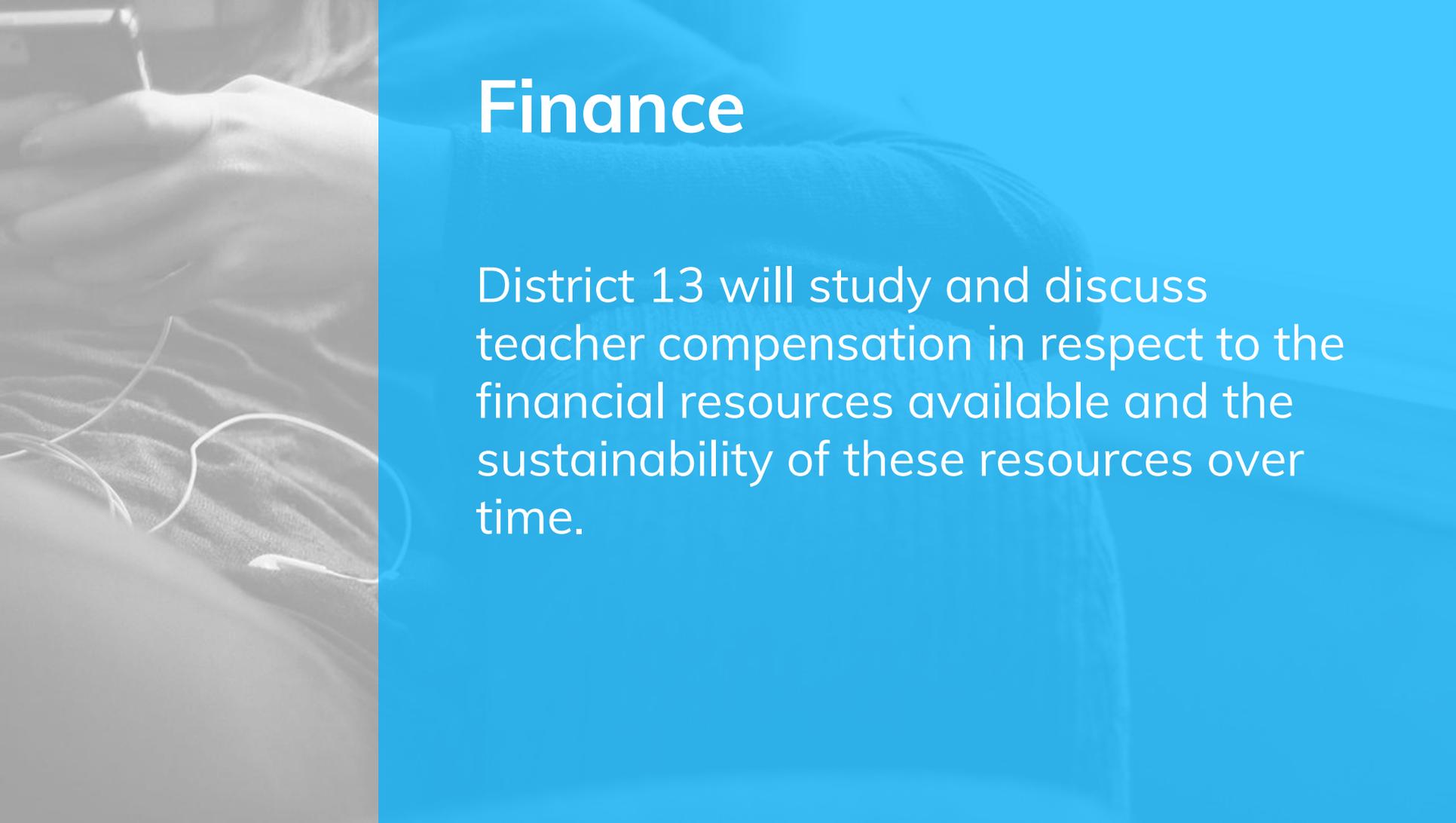
- Events scheduled will reflect face to face chances to listen to direct feedback
- Events will include staff and community coffees, calendar focus group, community forums

Multiple tactics

- Video messages will be developed and shared for the purpose of informing the community as well as generating community response
- Email and text messages will also be used

Follow up

- The District will close the loop on feedback by sharing specific follow up steps with the community as a response
- Short surveys will be used to determine the effectiveness of the process



Finance

District 13 will study and discuss teacher compensation in respect to the financial resources available and the sustainability of these resources over time.



Teacher Compensation will involve...

Where we are

- How do we compare to other districts in salary, benefits, extra duty that are most like us
- What has been done to address this in the past

What other priorities must be included

- Increased student enrollment
- Available usable learning spaces
- Program changes desired by the community
- Professional development of staff

A person wearing a light-colored, ribbed sweater is shown in profile, looking down at a smartphone held in their hands. The background is a blurred office or meeting room. A large, semi-transparent blue diamond shape is overlaid on the center of the image, containing white text.

Next Steps

1. Board Approval



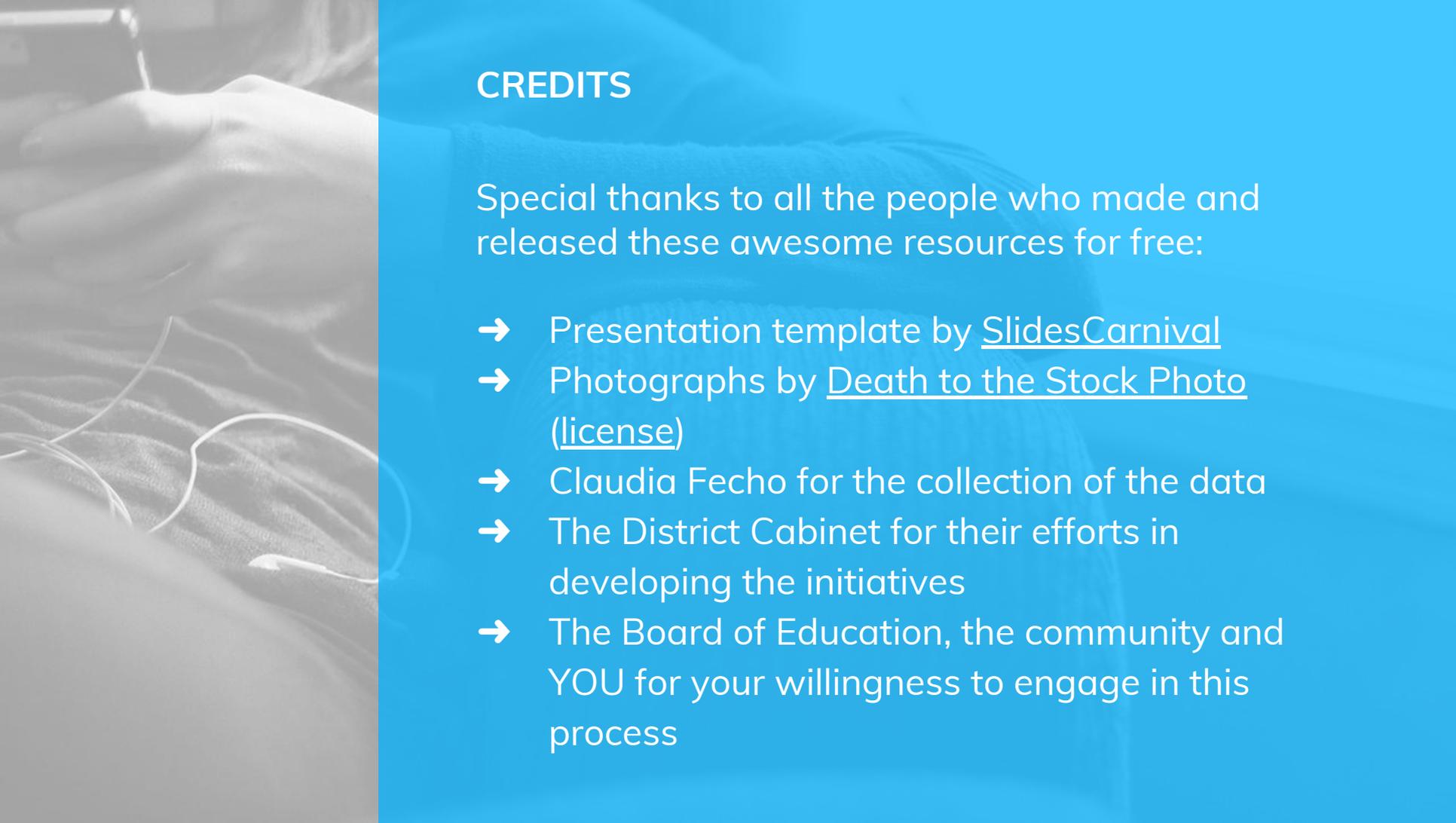
Next Steps (continued)

- Data gathering
- Progress Monitoring
- January Report
- June Report

Thanks!

A grayscale photograph of a hand holding a piece of white chalk, writing on a chalkboard. The hand is positioned on the right side of the frame, and the chalk is in contact with the board. The background is a blurred chalkboard with some faint, illegible writing.

I know we can do this! It is truly an honor to be able to serve you as we head into a new school year.



CREDITS

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by [SlidesCarnival](#)
- Photographs by [Death to the Stock Photo](#) ([license](#))
- Claudia Fecho for the collection of the data
- The District Cabinet for their efforts in developing the initiatives
- The Board of Education, the community and YOU for your willingness to engage in this process