



Celebrating Our Past - Building Our Future

Transforming a Strategic Plan into a
Strategic Thinking and Continuous Improvement Process



Oak Park Elementary School District 97

Transforming the Strategic Plan

The strategic plan is nearing the end of its five-year cycle. It is time to take a fresh look at what we are doing and why.

What worked well?

- Mission
- Belief Statements
- Parameters



- Commitment and Encouragement of the Board of Education
- Citizen Participation
- Quarterly Reports
- Defined Measures of Success – Specific End Results
- Number of Specific End Results Achieved



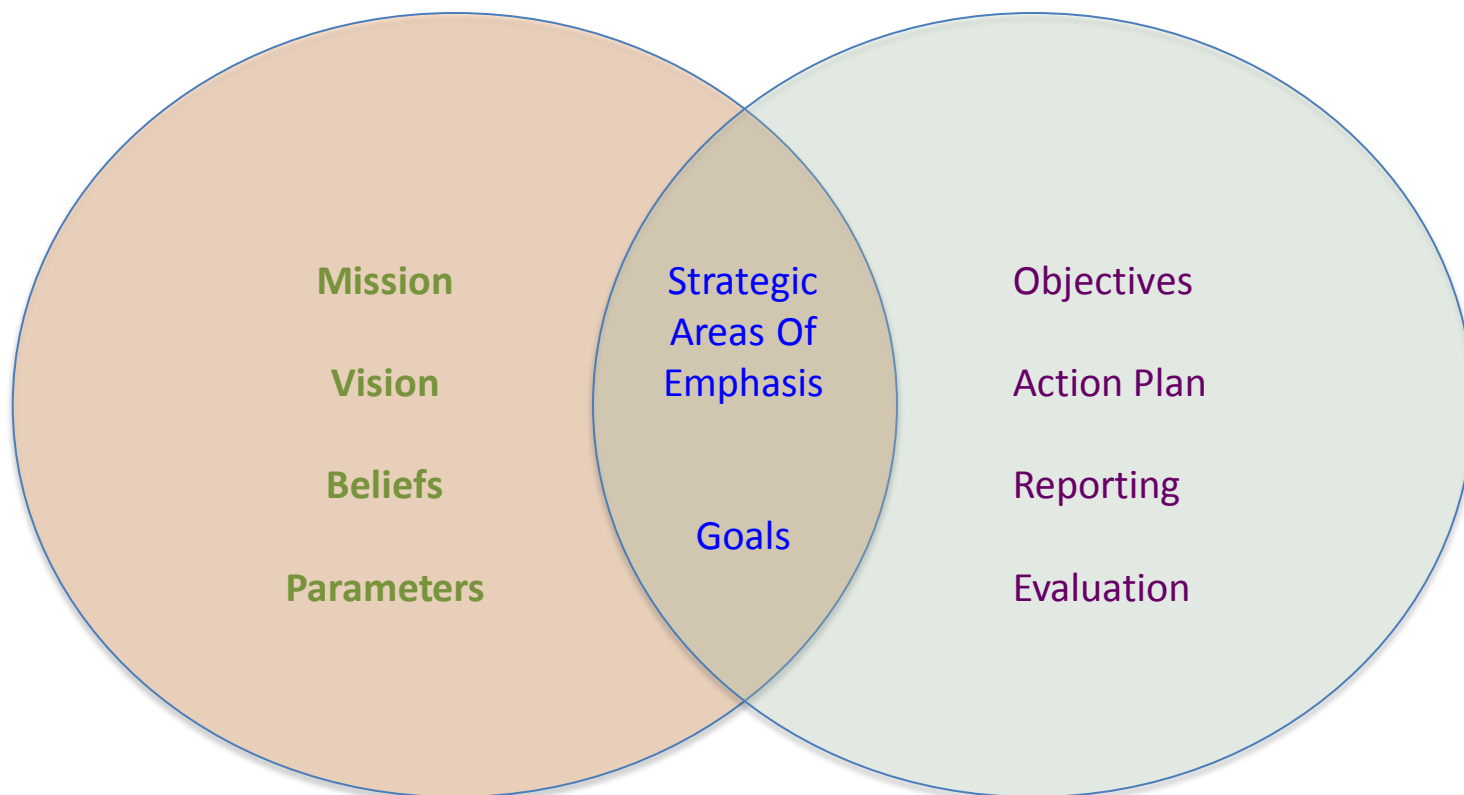
What could be done better?

- Create a vision
- Connect with faculty and staff by helping all employees understand their importance to system-wide improvement
- Narrow the focus – too many objectives at one time results in more superficial gains and encourages a “box score” mentality
- Make the document easier to understand, implement and evaluate; and more clearly define roles



- Clearly organize the strategic areas of emphasis that will be the focal point of district improvement efforts; encourage all members of the D97 family to think about the behaviors/actions that will contribute to success in each area of emphasis.
 - Student Learning
 - Personnel Recruitment, Development and Retention
 - Safe, Orderly, Productive and Participatory Climate (All Levels)
 - Effective and Timely Communications - Internal and External
 - Thorough and Efficient Fiscal and Resource Management
 - Budget and Financial Operations
 - Buildings, Grounds, Equipment and Materials
 - Technology

Clarity of Role





The Focus on Thinking

http://www.youtube.com/watch?v=oDXd_5W`YOsk



Canfield's Major Points

- Performance is driven by thinking.
- Thinking is a skill and something that can be improved.
- Thinking can be done accidentally or deliberately.
- Improved thinking can be guided by effective tools.
- Improvement and innovation require change.



When decisions are based upon thoughtful reflection of our mission, vision, belief system and parameters, virtually all activities can move beyond a checklist to become part of our school and district culture.

Changing culture will also impact creativity, the willingness of employees to take risks to become better, and the capacity for us to be innovative and effective.



The impact will be felt in many ways:

- Formal and Informal Leadership
- Teaching and Learning
- School Site and District Climate
- Parent and Community Involvement
- Technology



A Vision Should Be:

- Purposeful
- Aspirational
- Future focused
- Descriptive
- Specific, yet flexible
- Compelling, yet realistic



Our Mission

To guarantee that each student achieves optimal intellectual growth while developing socially, emotionally and physically through a system distinguished by:

- Exemplary instruction focused on each student
- Commitment to the needs of a diverse population
- Meaningful partnerships with families and the community
- Celebrations of the power of art, music and language
- Confident students challenged to be educational risk-takers



Guiding Beliefs and Principles

- Every person deserves respect
- Each person's intrinsic value is non-negotiable
- A legitimate community provides for its most vulnerable members
- A commitment to diversity is the essence of a strong community
- Honesty and openness create trusting relationships
- A lasting community is built only when individuals serve the common good
- Beauty and its expressions are vital to the human spirit
- Every person can move to a higher level of physical, mental, and spiritual growth
- A vibrant community understands its past and determines its future
- All conflicts can be resolved peacefully
- How we educate our children will have an impact beyond our imagination
- We are all different, and we are all one
- Every voice needs to be heard



Parameters

- Every decision we make will be made in the best interest of the child.
- Sound fiscal management will not be compromised.
- We will provide all our staff members with the wherewithal to succeed and hold each one accountable for exemplary performance.
- We will make the best use of technology in instruction and operations.
- We will honor and embrace the dignity and worth of each person.
- We will practice participatory decision-making throughout the district.
- The safety and health of staff and students will not be compromised.



Area of Emphasis: Student Achievement

Goal: Ensure that continuous improvement in student achievement is the focus of all curricular, instructional and assessment programs within the district.



Area of Emphasis: Financial and Human Resource Management

Goal: Undertake and maintain judicious and equitable allocation, as well as prudent management and oversight, of all financial and human resources of District 97 in accordance with the district's mission



Area of Emphasis: Communication and Engagement

Goal: Establish and implement an effective system of two-way communication that:

- Utilizes a variety of resources to send and receive information in a timely fashion
- Strengthens relationships with internal and external stakeholders
- Promotes a collaborative approach to education that emphasizes active participation by parents/guardians, students and staff
- Provides the entire Oak Park community with opportunities to contribute to the enhancement of the learning environment and to the success of students inside and outside of the classroom



Administrative Action Plan

Student Learning Objective #1 –

Initiatives/Actions:

Timeline

Data Points



Questions?