

**Student Achievement:** Improving individual growth and mastery through a challenging and rigorous curriculum to support academic success

<b>Overall Goal: Ensure high standards and college/career readiness for every student by developing K-12 aligned curricula, assessments, and programming.</b>				
	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Review, revise and expand the STEM curriculum.</b>	<p><b><u>Math</u></b> Implement new K-8 math materials (Eureka Math). Develop common K-8 math assessments.</p> <p>Revise report card to reflect change in math programming. Science</p> <p>Launch a comprehensive review of science curriculum, instruction and alignment to Next Generation Science Standards (NGSS).</p> <p><b><u>STEM</u></b> Evaluate new and existing STEM programming and materials to determine whether to maintain, expand, revise, or eliminate.</p> <p><b><u>Tech Integration</u></b> Pilot a creative learning common space at Edison. STEM leaders develop a District vision and purpose for such spaces.</p> <p>STEM leaders assist in developing a District vision and purpose for 1:1 devices including identifying a learning management system.</p> <p>Develop a district vision and purpose for technology instruction.</p>	<p><b><u>Math</u></b> Implement K-8 math assessment.</p> <p><b><u>Science</u></b> Implement K-8 NGSS science aligned instructional materials.</p> <p>Develop common K-8 science assessments.</p> <p>Revise report card to reflect change in science programming.</p> <p><b><u>STEM</u></b> Implement STEM programming and materials changes.</p> <p><b><u>Tech Integration</u></b> Continue pilot of creative learning commons space at Edison; expand as appropriate to Lincoln &amp; Madison.</p> <p>Implement a learning management system. Develop a staggered, multi-year 1:1 implementation plan that includes students taking devices home.</p> <p><b><u>Pre-K</u></b> Establish an Early Childhood (Pre-K) Education leadership team to review curriculum and instructional programming in both STEM and Humanities.</p>	<p><b><u>Math</u></b> Evaluate effectiveness of Eureka Math.</p> <p><b><u>Science</u></b> Implement common K-8 science assessments.</p> <p><b><u>STEM</u></b> Evaluate STEM programming and material changes.</p> <p><b><u>Tech Integration</u></b> Construct learning commons space at Madison or Edison - construction timeline dependent.</p> <p>Begin implementation of staggered, multi-year 1:1 implementation plan that includes students taking devices home.</p> <p><b><u>Pre-K</u></b> Implement Early Childhood (Pre-K) Education leadership team recommendations in both STEM and Humanities.</p>	<p><b><u>Math</u></b> Continue monitoring effectiveness of Eureka Math.</p> <p><b><u>Science</u></b> Evaluate effectiveness of K-8 NGSS science aligned instructional materials.</p> <p><b><u>STEM</u></b> Continue monitoring STEM programming and material changes.</p> <p><b><u>Tech Integration</u></b> Construct learning commons space at Madison or Edison - construction timeline dependent.</p> <p>Continue implementation of staggered, multi-year 1:1 implementation plan that includes students taking devices home.</p> <p><b><u>Pre-K</u></b> Continue implementation of curriculum and instructional programming changes in both STEM and Humanities.</p>

<p><b>Review, revise and expand the humanities (ELA &amp; social studies) curriculum.</b></p>	<p>Provide initial PD on ELA and SS standards and best instructional practices, focused primarily on content specialists in Grades 6-8.</p> <p><b><u>ELA</u></b> Conduct audit of existing ELA curriculum.</p>	<p>Establish Humanities/ELA Leadership Team</p> <p><b><u>ELA</u></b> Review ELA instructional materials.</p> <p><b><u>SS</u></b> Conduct audit of existing SS curriculum.</p> <p><b><u>Tech Integration</u></b> See STEM above</p> <p><b><u>Differentiation</u></b> See Advanced Learning below</p>	<p><b><u>ELA</u></b> Implement (partial) new ELA materials. Revise report card, as needed, to reflect change in ELA programming.</p> <p>Develop Grades K-8 common ELA assessments.</p> <p><b><u>SS</u></b> Review SS instructional materials.</p> <p><b><u>Tech Integration</u></b> See STEM above</p> <p><b><u>Differentiation</u></b> See ELL below</p>	<p><b><u>ELA</u></b> Fully implement new ELA materials. Implement Grades K-8 common ELA assessments.</p> <p>Implement (partial) new SS materials. Revise report card, as needed, to reflect change in SS programming. Develop Grades K-8 common SS assessments.</p> <p><b><u>Tech Integration</u></b> See STEM above</p> <p><b><u>Differentiation</u></b> See Special Education below</p>
<p><b>Provide appropriate instruction to address the needs of advanced learners, ELL, and special education students.</b></p>	<p><b><u>Advanced Learning</u></b> Establish an Advanced Learning Program Team (ALP) – Fall 2015</p> <p><b><u>ELL</u></b> Examine current ELL programming to ensure compliance. Make recommendations for programming changes for 2016-17.</p>	<p><b><u>Advanced Learning</u></b> Implement ALP Team Recommendations Provide professional development on ALP strategies</p> <p><b><u>ELL</u></b> Implement any ELL programming changes required to maintain compliance.</p> <p>Establish an ELL Learning Team – Fall 2016</p>	<p><b><u>ELL</u></b> Implement ELL Implementation Team recommendations Provide professional development on ELL strategies</p> <p><b><u>Special Education</u></b> Establish a Special Education Learning Team – Fall 2016</p>	<p><b><u>Special Education</u></b> Implement Special Education Learning Team recommendations Provide professional development on special education strategies</p>

**Learning Environment:** Engaging students and employees in a learning focused environment

<b>Overall Goal: Create a culture of trust, respect, and support among the school community.</b>				
	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Provide age-appropriate co-curricular and extra-curricular opportunities.</b>	<p>Implement four new STEM-focused clubs and revise existing clubs for Grades 3-5.</p> <p>Implement Robotics Club and review/revise three existing STEM-focused clubs for Grades 6-8</p>	<p>Establish an After School Activities Steering Committee – Fall 2016</p>	<p>Implement After School Activities Steering Committee recommendations.</p>	<p>Begin regular review cycle of After School Activities.</p>
<b>Align district and building practices, policies, and procedures with students’ social-emotional needs</b>	<p>Review and revise District parent handbook.</p> <p>Provide training on de-escalation techniques to all school-based staff (teachers, teacher aides). Establish a regular cycle of refresher training for all.</p> <p>Ensure compliance with School Code mandates: bullying prevention, suicide prevention, internet safety, cyberbully, student suspension, and concussion policies.</p>	<p>Provide professional development for teachers on Social-Emotional Learning (SEL) strategies with specific emphasis on classroom management, lesson planning that considers SEL, and improved student engagement.</p>	<p>Establish a Behavior Management Learning Team (BMLT) to establish a philosophy for behavior management and social-emotional learning.</p>	<p>Implement new SEL programs and units of instruction.</p> <p>Implement BMLT recommendations. Pilot new evidenced based SEL programs and units of instruction</p> <p>Continue professional development for teachers on SEL strategies.</p>

<p><b>Maintain a safe learning environment</b></p>	<p><b><u>Safety Plan</u></b>  Re-establish Crisis Planning team (rename Safe Learning Environment Team) to update existing Crisis Plan. Complete summer security upgrades (cameras and access readers).</p> <p><b><u>Arrival/Dismissal</u></b>  Prepare recommendations for improving Edison School arrival/dismissal safety.</p>	<p><b><u>Safety Plan</u></b>  Safe Learning Environment Team reviews existing safety practices (internal and external) and make recommendations.</p> <p><b><u>Arrival/Dismissal</u></b>  Implement Edison School arrival/dismissal safety recommendations.</p> <p><b><u>Food and Nutrition</u></b>  Review and revise wellness guidelines related to food in classrooms and parties.</p>	<p><b><u>Safety Plan</u></b>  Implement any recommended changes into Crisis Plan and provide professional development.</p> <p><b><u>Arrival/Dismissal</u></b>  Prepare recommendation for improving Madison and Lincoln arrival/dismissal.</p> <p><b><u>Food and Nutrition</u></b>  Implement revised food in classrooms and parties guidelines. Establish a Food Service Nutrition Team (FSN) to research ways to improve nutrition and quality of food.</p>	<p><b><u>Safety Plan</u></b>  Safe Learning Environment Team to begin annual review cycle of Crisis Plan.</p> <p><b><u>Arrival/Dismissal</u></b>  Implement Madison and Lincoln arrival/dismissal safety recommendations.</p> <p><b><u>Food and Nutrition</u></b>  Implement FSN recommendations.</p>
<p><b>Provide appropriate instructional time and resources to support curriculum.</b></p>	<p>Develop assessment criteria and processes to study the effectiveness of each school’s schedule.</p> <p>Each school incorporates ALP, recommendations. Additionally, PE compliance, SEL instruction, and related arts programming needs are considered in 2016-17 schedules.</p>	<p>Implement scheduling recommendations for each school. Conduct assessment of those changes.</p> <p>Scheduling teams review ELL Learning Team recommendations and implementation of ELA/Humanities instructional materials on schedule. Make recommendations for changes.</p>	<p>Monitor changes to schedule for each school, and report on impact.</p> <p>Scheduling teams review impact of Special Education Learning Team recommendations on schedule. Make recommendations for changes.</p>	<p>Monitor changes to schedule for each school, and report on impact.</p>

**Resource Management:** Efficiently and effectively allocating district resources

<b>Overall Goal: Align resources with strategic plan priorities while maintaining the District’s long-term financial stability.</b>				
	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
<b>Attract, develop and retain high quality staff.</b>	<p>Revise Teacher Evaluation Plan to align professional practices rating with PERA and updated Danielson framework.</p> <p>Establish and implement an administrator evaluation plan.</p> <p>Negotiate a fair and fiscally sound teacher contract.</p> <p>Negotiate a fair and fiscally prudent Head Engineer contract.</p> <p>Conduct an audit of insurance and benefits plans to identify cost-saving measures as well as ensure compliance with Affordable Care Act (ACA).</p>	<p>Establish hiring protocols and rubrics for teaching and non-certified staff.</p> <p>Implement revised Teacher Evaluation Plan. Establish an annual process to review the Teacher Evaluation Plan.</p> <p>Develop an inventory of existing Type 1, 2, and 3 student assessments.</p> <p>Provide professional development on developing quality assessments and use of targeted student learning outcomes in instructional planning. (Year 1)</p> <p>Negotiate a fair and fiscally prudent PSRP contract.</p>	<p>Implement revised Teacher Evaluation Plan. (Year 2)</p> <p>Implement the annual process to review the Teacher Evaluation Plan.</p> <p>Provide professional development on developing quality assessments and use of targeted student learning outcomes in instructional planning. (Year 2)</p> <p>Provide professional development time to build Type 3 assessments.</p> <p>Revise student growth component of Teacher Evaluation Plan.</p> <p>Review Teacher orientation and mentoring program.</p> <p>Review Administrator mentoring and leadership coaching program.</p>	<p>Review and revise hiring protocols and rubrics for teaching and non-certified staff.</p> <p>Implement new student growth component of Teacher Evaluation plan.</p> <p>Implement revised teacher orientation and mentoring program.</p> <p>Implement revised administrator mentoring and leadership coaching program.</p>

<p><b>Develop a long-range facility plan to support the educational programming.</b></p>	<p>Identify an architect – Fall 2015</p> <p>Engage stakeholders in an interactive process to determine space needs at Edison and Madison.</p> <p>Establish an annual process for identifying building capital project and/or upkeep needs.</p> <p>Complete safety and security construction projects.</p>	<p>Pre-Phase I Construction projects</p> <p>Maintain annual process for identifying building capital project and/or upkeep needs.</p>	<p>Phase I Construction</p> <p>Maintain annual process for identifying building capital project and/or upkeep needs.</p>	<p>Phase II Construction</p> <p>Maintain annual process for identifying building capital project and/or upkeep needs.</p>
<p><b>Develop a structure to evaluate strategic plan programs based on their impact on student learning.</b></p>	<p>Revise the BOE meeting administrator report.</p> <p>Establish a Strategic Plan reporting out schedule of at least twice per year to the BOE.</p> <p>Develop a structure to review the financial impact of strategic plan recommendations on overall financial health of district and ability to sustain programming.</p>	<p>Evaluate the District Student Assessment Plan to ensure alignment with instruction.</p> <p>Monitor the financial impact of the strategic plan on the overall financial health of the district.</p> <p>Consider options to reallocate resources to support strategic plan goals.</p>	<p>Implement changes/additions to the District Student Assessment plan.</p> <p>Monitor the financial impact of the strategic plan on the overall financial health of the district.</p> <p>Consider options to reallocate resources to support strategic plan goals.</p>	<p>Launch a strategic planning process to define District goals for the next 3-5 years.</p> <p>Monitor the financial impact of the strategic plan on the overall financial health of the district.</p> <p>Consider options to reallocate resources to support strategic plan goals.</p>

**Communication & Community Engagement:** Cultivating stakeholder collaboration and building community

Overall Goal: Improve two-way communication among the school community.				
	2015-16	2016-17	2017-18	2018-19
<b>Provide opportunities for stakeholder input and feedback</b>	<p>Establish a learning team structure and process to provide input and guidance into programming that includes parents, board members, and staff.</p> <p>Establish a consistent staff communication expectation and format for all buildings.</p> <p>Re-establish purposes for building leadership teams, SEA building and district level meetings, and other committee structures.</p>	<p>Implement consistent staff communication expectation and format in all buildings.</p>	<p>Review communication strategies to determine effectiveness and identify new methods/means of engagement.</p>	<p>Review communication strategies to determine effectiveness and identify new methods/means of engagement.</p>
<b>Develop and maintain opportunities to engage families in student learning.</b>	<p>Establish a consistent and age-appropriate parent communication expectation and format for teacher communication as well as principal.</p> <p>Survey parents to determine preferred communication structure. Develop streamlined, common, and consistent practices in response to those preferences. Establish baseline data to monitor communications.</p> <p>Establish expectations for Family Liaison staff and ELL Parent Mentors.</p> <p>Increase school-based utilization of website for timely communication.</p>	<p>Implement parental communication expectation and format for teacher as well as principal communication.</p> <p>Implement streamlined, common, and consistent communication practices. Re-survey parents about communication.</p> <p>Support PTO, FUND69, PLUS, ELL Parent Mentors, and Y.O.U. in their efforts to engage families.</p>	<p>To be developed</p>	<p>To be developed</p>

<p><b>Develop and maintain collaborative relationships with businesses and community organizations.</b></p>	<p>Establish Y.O.U. programming at Edison School.</p> <p>Collaborate with the Skokie Health Department to provide annual flu shots and other health services to students.</p> <p>Collaborate with various community organizations to provide health, dental and vision services to students.</p>	<p>Establish an ongoing Community Schools Action Team to identify partnerships with businesses and community organizations that benefit students' well-being and academic growth.</p> <p>Evaluate ELL Parent Mentor Program.</p>	<p>Establish Community Schools Action Team as a standing committee.</p> <p>Evaluate Y.O.U. partnership and future financial impact.</p>	<p>Through the Community Schools Action Team evaluate current and potential partnerships with business and community organizations.</p>
<p><b>Celebrate the successes of District 69</b></p>	<p>Continue staff recognition at BOE meetings.</p> <p>Include monthly recognition of students at BOE meetings (lead the pledge)</p> <p>Include monthly art displays in Board room to highlight the arts programming.</p> <p>Implement a new District Web Site.</p> <p>Launch “Building a Caring Community” as the theme for the 4-year Strategic Plan</p> <p>Engage local media to help highlight celebrations/successes</p> <p>Establish a quarterly Board of Education/District report to community.</p>	<p>To be developed</p>	<p>To be developed</p>	<p>To be developed</p>