

# Consolidated School District 158

## Strategic Plan 2011-2016

### Our Mission

We will *Inspire*,  
*Challenge*, and *Empower*  
everyone every day.

### Our Vision

Together we will:  
*Inspire* imagination  
*Challenge* thinking  
*Empower* innovation

Values	Commitments
We believe our public schools are vital to a strong community.	We will encourage family and community participation and involvement in our schools and district.
We believe that collaboration and communication between home, classroom, school, and community accelerates student success.	We will ensure two-way communication and collaboration between school and families to establish trust and support. We will build and foster partnerships between the district and the community to establish trust and support.
We believe all students should be guided toward self-sufficiency, responsibility, and accountability.	We will guide students to become responsible learners who monitor their progress and account for their achievement.
We believe that while all students can learn, they learn at different rates and in different ways.	We will engage students through differentiated instruction and interventions allowing for additional time and support to meet the needs of each learner.
We believe all students should be prepared for college, career, and/or personal success.	We will provide a curriculum for students aligned to the common core state standards and college and career readiness standards.
We believe that clear understanding of performance expectations leads to better results.	We will collaborate to set clear performance expectations and hold one another accountable for achieving them.
We believe effective learning occurs when each student's educational needs are regularly assessed and action is taken based on that assessment information.	We will provide timely, descriptive assessment information aligned to the common core curriculum so students know how they are progressing in their knowledge and skills compared to norms and expectations.
We believe continuous development is enhanced through an engaging and innovative learning environment that fosters higher level thinking skills and strategies.	We will inspire learning by providing students with opportunities to collaborate, be challenged, be problem solvers, be critical thinkers and producers, and be able to incorporate technology in their learning.
We believe a high performing district provides continuous development of their teachers, leaders, and other staff to achieve excellence.	We will enhance teacher and leader effectiveness through a support system that ensures mentoring, reflecting, goal setting, and promoting professional development focused on improving student growth and achievement.
We believe in protecting taxpayer equity through fiscal responsibility.	We will safeguard the physical and financial assets of our district.
We believe technological tools have the ability to enhance thinking, imagination, and innovation.	We will develop the skills, tools, strategies, and infrastructure to enable technology to advance both teaching and learning.
We believe the use of shared data and information guides improvement efforts and leads to shared accountability.	We will use valid and reliable data in taking responsibility for measuring, monitoring and reporting performance results at all levels.

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### Long-Range Goals

Clear indicators and measures accompany each goal to monitor and report progress.

<b>Goal One:</b>	Continuously improve student growth and achievement.
<b>Goal Two:</b>	Provide safe, healthy, and nurturing environments conducive to learning and wellness.
<b>Goal Three:</b>	Attract, support, develop, and retain the best and brightest staff.
<b>Goal Four:</b>	Foster ownership through trusting and engaged partnerships.
<b>Goal Five:</b>	Prioritize and allocate resources effectively and equitably while operating with increased efficiency.

### Strategies for Action

Action teams will study, experiment, and recommend future improvement strategies.

**Strategy One:** *Ensure consistency and fidelity in the implementation of the new federal and state mandates related to the Common Core State Standards and aligned assessment systems.*

**Rigorous Curriculum and Instruction:** Ensure that all students have access to rigorous curricula and instruction designed to focus on the common core state standards leading to college and career readiness.

**Assessment and Accountability:** Implement coherent assessment and accountability systems that provide timely feedback to students, families, and staff on performance related to the curriculum.

- New Mandates: Common Core State Standards, New Assessments
- 21<sup>st</sup> Century Skills
- Rigor and Relevance
- Staff Development, Follow up and Support
- College and Career Readiness
- Multiple Assessments- Formative and Summative
- Standards-Based Monitoring and Reporting Systems

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### **Strategy Two:** *Explore new learning opportunities to better meet 21st Century learner needs.*

**Organization and Structure:** Ensure that all school organizational and operational structures are meeting the needs of today's learners and their families.

**Differentiation and Time:** Maximize the use of time to assist all students in getting the support they need to demonstrate improvement.

- Use of Instructional Time – Day, Schedule, Year
- Use of Collaboration Time / Planning Time
- Use of Time Outside the Day / Year / Summer
- Student Engagement
- Learning Conditions that Impact Student Achievement / Class Size
- Differentiation / Interventions / Response to Intervention
- Use of Technology
- Enrichments / Electives / Honors / Advanced Placement
- Close Achievement Gaps: Students with Disabilities, English Language Learners, Economically Disadvantaged Students, etc.

### **Strategy Three:** *Ensure consistency and fidelity in the implementation of the new federal and state mandates related to teacher and leader effectiveness through professional growth and support systems.*

**Teacher Effectiveness and Professional Growth:** Implement teacher effectiveness and professional development systems that recognize a teacher's need for deep content and pedagogical knowledge and skills and include a broad set of recruitment, induction, professional growth, and retention policies and practices.

**Effective Leadership:** School improvement strategies and initiatives require high-quality instructional and reorganizational leadership that improves student achievement.

- New Mandates: Effective Teachers, Effective Leaders
- Teacher and Leader Evaluation and Support Systems
- Professional Learning Community Continuous Improvement System
- Shared Accountability / Data Management System
- High Performing Collaborative Teams
- Professional Development / Follow-up

# *Consolidated School District 158*

## *Strategic Plan 2011-2016*

**Strategy Four:** *Improve communication and collaboration to move the District and its schools to a higher level of effectiveness and efficiency.*

**Family Engagement:** Engage families in providing all students with positive conditions for learning and partnering with school personnel to support student success.

**Stakeholder Engagement:** Involve school and community stakeholders to leverage their interests, skills, and resources for – and create a sense of ownership of – school improvement strategies and initiatives.

- Trust and Support from the Community
- Trust and Support from the Staff
- Satisfaction / Perception Data
- Transparency of Results
- New Communication and Technology Tools and Strategies
- New Collaboration Opportunities

**Strategy Five:** *Prioritize and align financial and facility resources within available funding to sustain high-quality programs and services for students.*

**Sustainability:** Identify and commit adequate resources for supporting continuous school improvement.

- 5-Year Fiscal Projection
- State / National Economy
- School Funding / Property Taxation
- Deferred Technology and Building Maintenance / Needs
- Future District Growth
- Projected Growing High School Space Issues