

# STRATEGIC GOALS ACTION PLAN 2015-2016

## **Student Learning: Curriculum, Instruction & Programming, inclusive of Technology for Teaching and Learning**

**Innovative Instructional Practices that Support Student Engagement, Achievement and Growth:** Increase student engagement, growth and achievement through teacher and administrator training in and implementation of differentiated instruction, data-informed decision making and innovative instructional practices. Professional development and instructional coaching efforts will focus on:

- Differentiated and Flexible Instruction - Continuing to develop capacity for differentiated, student-centered instruction informed by performance data and formative assessment, including flexible instructional methodologies such as guided instruction, shared instructional groupings, flipped classrooms, co-teaching and integrated assistive technology. Continue to increase teacher understanding and implementation of formative assessment as a part of daily teaching and learning and to develop school building structures to support flexible instructional delivery models.
- Student Engagement in and Ownership of Learning - Increasing student engagement and ownership in the learning process through differentiated instruction, the use of goal setting, differentiated traditional and digital resources, and the development of innovative traditional and digital products for use as formative and summative assessments.
- Growth-Based Data and Reporting Systems - Development and initial implementation of the Student Quality & Universal Information for Reporting and Recording Educational Learning (SQUIRREL System). This system will create continuity in assessing learning and reporting progress to all stakeholders. Provide training for students, parents, teachers, and administrators to access data and instructional resources to support learning. Gather input and feedback for future planning and development of report card improvements.

**Teacher Evaluation Framework (Year 2):** Implement the District's new teacher evaluation plan aligned with the new legislative requirements to improve professional practice and promote the continual growth of each employee by:

- Continuing to expand the understanding among teachers and administrators of the major components of the evaluation framework and its implementation to improve professional practice and student outcomes, including an advanced understanding of assessment literacy, measuring student growth, and setting student growth targets, and
- Working collaboratively to refine the evaluation process to increase efficacy in supporting growth and improving teaching and learning, while also implementing the evaluation procedures and documents aligned with the new legislative requirements.

**Program Evaluation and Improvement:** Evaluate and engage in ongoing improvement efforts to better meet the needs of students addressed through the programs, services and curricula of:

- Biliteracy and English Learners (EL) - Transition Biliteracy program to Kingsley School and add 2<sup>nd</sup> grade to the program. Continue development of instructional techniques and practices for English Language Learners (ELL) and Biliteracy team. Identification and implementation of achievement, growth, and progress monitoring tools for learners in the Biliteracy program;
- English Language Arts (ELA) - Continue development of curriculum ladder, resources, and longitudinal progress report in English Language Arts, including writing;
- Grove Children's Preschool (GCP) - Continue to review and develop instructional techniques, scheduling and environmental supports appropriate for preschool age students and continue to support certified staff in utilizing a variety of assessment methodologies and reporting to describe student progress in meaningful and family friendly ways;
- In-district Special Education Programming Options - Continue structured program review of the District's special education programs, with a focus on the Behavioral, Emotional and Social Training (BEST) Program and the Autism Program, and culminating with recommendations for ongoing improvement in the learning experiences for students;
- Kindergarten - Implement Optional Kindergarten Enrichment and Enhancement Program (OKEEP) in Title 1 schools. Gather information regarding the impacts of the program and consider value in expansion of program to all elementary schools; and
- Science - Explore units and resources for Next Generation Science Standards (NGSS)-linked curricular units K-8. Pilot NGSS-based learning experiences and longitudinal progress report in 7<sup>th</sup> grade.

**Community Engagement:** Continue promoting community awareness, support, and engagement regarding student learning and District 58 programs by:

- Continuing to enhance partnership, interface and opportunities for community engagement through online, electronic and in-person communications, aiming to increase online newsletter readership by 10% and Facebook engagement by 100%;
- Implementing the goals outlined in the District's Communications Plan;
- Developing and cultivating the District 58 brand and facilitating the use of key messages with internal and external stakeholders. This will be achieved by reviewing, updating and consistently communicating District 58's key messages with parents, staff, students and the greater community; and
- Improving internal communications among District 58 staff by adjusting the frequency of the internal newsletter from twice-monthly to once-monthly, allowing additional time to create and ensure meaningful, relevant content for staff.

## **Student Well-Being/Social-Emotional Learning (SEL)**

**Supportive Learning Environment:** Continue to evaluate the school environment to identify and develop improvement plans related to establishing, maintaining and continuing to nurture a positive, caring, collaborative learning environment for students, staff, and parents by:

- Continuing to provide support for the development, implementation and review of programs and curricula that directly support students' Social and Emotional Learning (SEL) and skill development at each grade level;
- Monitoring the implementation of SEL skill instruction for all students in grades Pre-K through 8, with an emphasis on classroom teachers providing the instruction in SEL skill development through the use of research-based programs and other supplemental curricular resources;
- Continuing to offer digital citizenship learning experiences for students and increasing the tools and resources available to our teachers in this area;
- Providing targeted staff development to increase knowledge and skills in supporting positive and safe school environments and in developing the SEL skills of students and staff; and
- Using annual survey results and feedback to develop and implement individual building action plans related to improving SEL, skill development and the learning environment within each building as led by Building Leadership Teams.

## **Facilities, Finance, Operations and Maintenance** ***inclusive of Technology for Teaching and Learning***

### **Business Services and Personnel Department Improvements:**

- All Business Office staff will be working to transition to using the new Infinite Visions financial administrative software system including the personnel administration module and the benefits insurance tracking module.
- Business Office staff will also be working to transition the health benefits provider from Humana to Aetna beginning January 1, 2016.

### **Technology Access and Infrastructure:**

- Special education and building leadership teams will work to transition to a new IEP and 504 documentation system with a focus on improving efficiencies and maintaining special education compliance to allow for a greater focus on students and student planning.
- District 58 will continue to monitor and enhance the network infrastructure to ensure robust and reliable Internet access for all users. Upgrades will be made to wireless access points, the network firewall and bandwidth. In addition, the process of upgrading the wide area network hardware and contract will be initiated.

**Fiscally Responsible and Transparent Budgeting:** Administer the District in a fiscally responsible manner while being responsive to State-imposed changes by:

- Monitoring legislative discussions and new laws impacting school funding and/or expenditures/obligations,
- Budgeting proactively in light of legislative changes,
- Continuing to work with the Financial Advisory Committee (FAC), and
- Developing new financial reports for use with the Board of Education and community based on the new Infinite Visions financial administrative software system.

**Affordable Care Act:** Continue to evaluate and plan for implementation requirements related to the Affordable Care Act (ACA) by:

- Monitoring the impact of and making budgetary and health care benefits adjustments in accordance with implementation of the ACA, and
- Understanding, planning for and implementing required reporting procedures related to the ACA.

**Facility Needs, Improvement and Planning:** Continue the review of facilities and establish a plan to address prioritized facilities needs by:

- Monitoring all facilities related projects occurring during summer of 2015,
- Planning for and implementing facilities related projects for summer of 2016,
- Reviewing status/options for prioritized facilities needs including updating middle school laboratories, new phone system, etc.
- Continuing to engage and inform the community regarding plans for the District's facilities.