

OAK LAWN-HOMETOWN SCHOOL DISTRICT 123

**A STRATEGIC DIRECTION**

**2009 – 2012**

*"Becoming Future Ready"*



Oak Lawn - Hometown

School District 123

CREATE A DREAM - MAKE IT A REALITY

Board Approved  
3/16/09

## **Board of Education**

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## **Overview**

The Board of Education of Oak Lawn-Hometown School District 123 entered into a goal setting process with the support of the Illinois Association of School Boards for the purpose of providing direction for a multi-year Strategic Plan to guide the efforts of the district's administration, teachers, and staff for the next three years. The goals were intended to be visionary and compelling while also being realistic and attainable. It was the intention of the Board to hold the district fiscally accountable for its results and to challenge all of the stakeholders to achieve success at high levels in a collaborative and supportive environment. The Board goals were developed with survey and committee input obtained from students, parents, teachers, staff, and administrators. The Board goals will also be utilized as the framework for setting budgets, establishing priorities, evaluating programs, and communicating district progress to the community through the 2011-2012 school year.

## **Mission Statement**

The mission of Oak Lawn-Hometown School District 123, as a district striving for excellence, is to ensure that each student learns the skills, acquires the knowledge, and develops the behaviors and attitude necessary to succeed in the future as a caring, responsible and productive citizen; this mission accomplished through a challenging instructional program that is consistent with the state and local goals provided by a caring and talented staff within a safe and healthy environment in partnership with the entire community.

## **Strategic Plan Goals**

*(Developed by Board of Education – 12-1-08)*

<b>Student Achievement</b>	Each student will become sufficiently prepared to be a 21 <sup>st</sup> century learner.
<b>Communication</b>	Each student's progress will be readily communicated to parents on a continuous basis utilizing the most efficient technology available.
<b>Finance / Facilities</b>	<p>Each student will be allocated the necessary resources within our budgetary constraints to achieve set goals.</p> <p>The district will be fiscally responsible to ensure quality education for present and future students.</p>
<b>Professional Development</b>	Each student will have access to teachers and staff who have received the necessary training to meet the goals of this plan.
<b>School Community</b>	Each student will demonstrate their talents and proficiencies in support of their community.

## Strategic Plan Goal 1. Student Achievement

Each student will become sufficiently prepared to be a 21st century learner.

**Objective 1.1** Develop a comprehensive, rigorous Pre K – Grade 8 curriculum with vertical and horizontal grade alignment that meets the needs of all students while providing them with multiple opportunities to exercise choice and personal responsibility for their learning

2009-2010:

- Implement K-8 Science curriculum (developed during 2008-2009) utilizing the Understanding by Design framework

2010-2011:

- Refine Mathematics curriculum document to include common assessments and core content vocabulary utilizing the Understanding by Design framework (teacher committee)
- Develop K-8 Social Studies curriculum (teacher committee)

2011-2012:

- Refine Language Arts curriculum document to include common assessments and core content vocabulary utilizing the Understanding by Design framework (teacher committee)
- Implement K-8 Social Studies curriculum utilizing the Understanding by Design framework

**Objective 1.2** Prepare students for a global society by teaching 21<sup>st</sup> century skills

2009-2010:

- Provide professional development for all teachers for the implementation of Marzano's "high-yield" instructional strategies and 21<sup>st</sup> Century Skills

2010-2011:

- Embed "high-yield" instructional strategies and 21<sup>st</sup> century skills within curriculum units designed by teacher committees

2011-2012:

- Develop and implement integrated thematic units with art, music, and digital technology recommendations embedded within each unit (designed by teacher committees)

**Objective 1.3** Incorporate technology into the daily instruction of all students

2009-2010:

- Provide all classroom teachers with Smart Boards or LCD projectors (professional development required)

2010-2011:

- Utilize Smart Boards or LCD technology daily in all classrooms
- Secure Smart Boards or LCD projector accessibility for all support staff

2011-2012:

- Students routinely demonstrate their learning through the use of SmartBoards or other digital technology (iPods, document cameras, iMovies, iChat, etc.)

**Objective 1.4** Establish a sequential assessment program that requires teachers to analyze and interpret multiple sources of student data resulting in prescriptive and timely instructional interventions

2009-2010:

- Implement a comprehensive Student Assessment Matrix (Pre-K through Grade 8) with professional development to expand teacher and parent understanding of assessment and data analysis
- Implement *Developmental Reading Assessment 2* Kindergarten through Grade 8
- Implement the district's Response to Intervention (RtI) Plan by monitoring student progress, informing instruction, and providing prescriptive and timely interventions to identified students (Pre-K through Grade 8)

2010-2011:

- Monitor and improve the district's multi-tiered approach to Response to Intervention (RtI)
- Improve utilization of *DRA2* data to inform instruction

2011-2012:

- Implement local common assessments by grade level in literacy, math, and science and utilizing results to guide and improve teaching practice

## **Strategic Plan Goal 2. Communication**

Each student's progress will be readily communicated to parents on a continuous basis utilizing the most efficient technology available.

**Objective 2.1**      Establish an accessible reporting system that incorporates all student achievement data

2009-2010:

- Develop new trimester report cards and progress reports (K-8) that are aligned with curricular design and readily understandable to parents
- Determine a protocol for teacher/parent communication that includes various types of personal contacts such as conferences, video-conferencing, telephone calls, written notes, and e-mails

2010-2011

- Implement new trimester report cards and progress reports (K-8)
- Develop Pre-Kindergarten through Grade 3 parent communication plan regarding student achievement data
- Initiate web-based, online parent portal for access to student achievement data through new Student Information System in grades 4 and 5
- Improve parent portal access in grades 6-8 through new Student Information system

2011-2012:

- Improve implementation of parent portal 4-8
- Implement Pre-K to Grade 3 parent communication plan
- Initiate student led conferences in grades 4-5. (Student led conferences will continue in grades 6-8)

**Objective 2.2** All District 123 staff will launch and maintain a dynamic web page that provides parents with access to current information and resources

2009-2010

- Provide training for all staff on webpage design and maintenance
- All staff will launch a webpage prior to January 2010

2010-2011

- All staff will maintain and consistently improve their webpage

2011-2012

- Provide students and parents with a bank of on-line videos developed by the teaching staff dealing with critical curricular concepts (accessible through teacher web pages)

### **Strategic Plan Goal 3. Finance/Facilities**

Each student will be allocated the necessary resources within our budgetary constraints to achieve set goals.

**Objective 3.1** Operate annual fiscal budgets (2010-2012) with revenues that meet or exceed expenditures in all operating funds

2009-2010

- Implement “zero-based” budgeting

2010-2011

- Monitor budgets/ implement cost-containment measures whenever possible

2011-2012

- Sustain fiscal oversight efforts

**Objective 3.2** Maintain responsible fund balances (2010-2012) to ensure fiscal stability for a predetermined period of time

2009-2010

- Continue PMA financial forecast services

2010-2011

- Reconvene the financial advisory committee

2011-2012

- Develop a plan to address the district’s financial needs in the short and long term

## **Strategic Plan Goal 4. Professional Development**

Each student will have access to teachers and staff who have received the necessary training to meet the goals of this plan.

**Objective 4.1** Provide an array of high quality, on-going professional development for all employees in support of increased student achievement in accordance with the goals of the strategic plan

2009-2012

- Establish and implement an annual professional development calendar in accordance with the objectives of this plan

**Objective 4.2** Monitor instruction in every classroom to insure that a variety of appropriate, research based instructional strategies are being utilized, quality assessments of student learning are being conducted and analyzed, and effective intervention strategies are being implemented

2009-2010

- Develop a protocol for principals to utilize during classroom “walk-through” visits

2010-2011

- Establish a district-level committee to develop a certified teacher/support staff evaluation plan that reflects current practice

2011-2012

- Implement new certified teacher/support staff evaluation plan

## **Strategic Plan Goal 5. School Community**

Each student will demonstrate their talents and proficiencies in support of their community.

**Objective 5.1** Implement the Positive Behavior Intervention Support (PBIS) program in all District 123 schools with an emphasis on respect and responsibility contributing to the district’s effort to provide a safe and welcoming school experience for all students and their families

2009-2010

- Introduce PBIS programming and staff training in all schools (Covington is currently in Year 4 of PBIS implementation)

2010-2011

- Implement PBIS programming in all schools

2011-2012

- Evaluate effectiveness of PBIS programming by analysis of student/staff data and input

**Objective 5.2**

Develop a purposeful and comprehensive district-wide approach to extra-curricular student activities that is in alignment with the District curriculum and the goals of this plan.

2009-2010

- Evaluate current extra-curricular programming and develop recommendations for changes, revisions, expansions, etc.

2010-2011

- Implement new design for extra-curricular programming

2011-2012

- Evaluate extra-curricular programs and make needed changes

**Objective 5.3**

Encourage and support “Going Green” projects, community service projects, and art/music/theater projects in all District 123 schools.

2009-2010

- Discuss this goal with staff and request proposals/ideas

2010-2011

- Fund viable projects at various school sites

2011-2012

- Evaluate projects from previous year and continue to fund viable projects

**Objective 5.4**

Increase family awareness of community resources.

2009-2010

- Develop a brochure of community resources and distribute to families in various languages

2010-2011

- Survey families to determine additional needs

2011-2012

- Expand brochure to meet additional needs