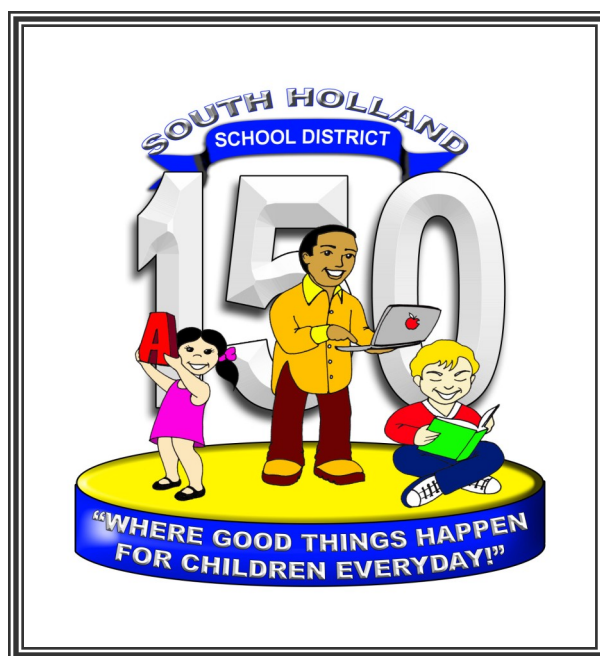


South Holland School District 150

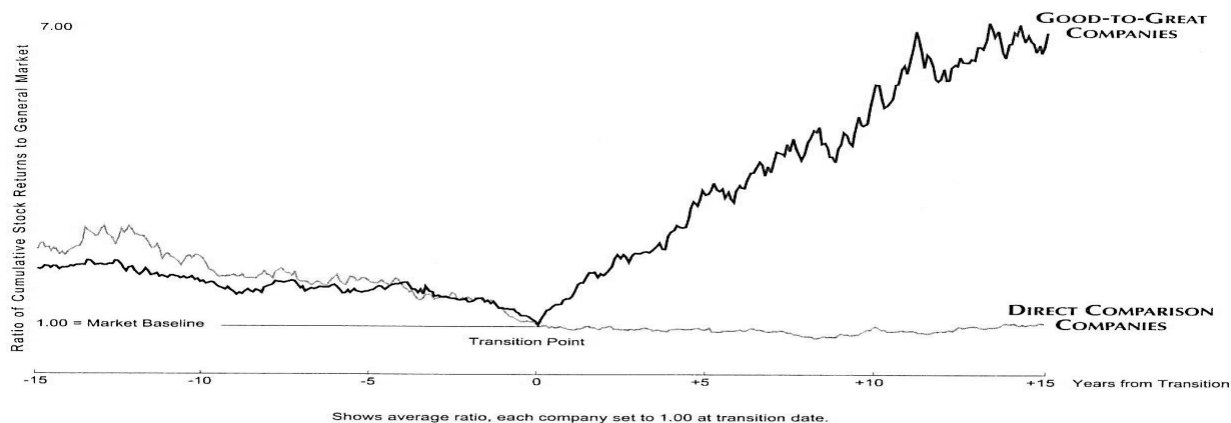
STRATEGIC PLAN

2013-2016

*Moving from Good-to-Great
By Exceeding the Limits*



THE GOOD-TO-GREAT STUDY



848 East 170th Street | South Holland IL 60473 | 708-339-4240

BELIEF STATEMENTS

South Holland School District 150 Board of Education believes:

- The quality of instruction is contingent on employing highly qualified staff, providing ongoing staff development and providing the staff with resources needed to successfully educate all children and empower them to become successful, life-long learners.
- Effective teachers are actively engaged in professional growth opportunities, keep abreast of the latest in educational research and current literature, and seek innovative ways to integrate technology into the teaching and learning process.
- All students can learn and achieve when provided a challenging instructional program with proper academic support.
- It is our responsibility to ensure an orderly, safe school environment where the educational process can occur without distractions or ongoing disruptions.
- All students are capable of learning how to make good decisions regarding their schooling, health, social interactions, human relations and resolving conflict. This can be accomplished through positive collaboration between home, school and community.

MISSION STATEMENT

The purpose of South Holland School District 150 is to educate all students to their maximum potential and to maintain high standards and expectations for academic performance.

VISION STATEMENT

South Holland School District 150 is committed to creating a holistic, rigorous, relevant and relationship based, educational environment that produce students that will thrive and be successful learners in any local or global educational setting.

DISTRICT GOALS

- Increase the percentage of students who meet and exceed the Common Core State Standards on local and state assessments.
- Expand opportunities for staff development, parental involvement and community engagement that will create a culture of continuous learning for individuals who instill and foster academic achievement and social responsibility in our students.
- Maintain financial solvency to ensure the availability of resources needed to meet educational goals and the upkeep and improvement of our facilities.
- Integrate the use of technology to enhance the quality of learning for students and staff.

BOARD GOAL #1

Increase the percentage of students who meet and exceed the Common Core State Standards on local and state assessments.

Objective 1.1: Identify, develop and implement instructional strategies, practices, and programs to meet the needs of all learners.

Strategies:

- 1.1.1 Analyze current data to identify students' strengths and weaknesses in order to remediate learning deficiencies and increase student achievement. (Ongoing).
- 1.1.2 Monitor student progress on instructional programs. (Ongoing)
- 1.1.3 Offer before/after-school academic support programs. (Ongoing)
- 1.1.4 Teach students effective test-taking strategies. (Ongoing)
- 1.1.5 Monitor and improve the District's multi-tiered approach to Response to Intervention (RtI). (Annually)
- 1.1.6 Create an environment that encourages recreational reading. (Ongoing)
 - Maintain classroom libraries.
 - Upgrade trade books and resource materials in the school libraries.
 - Monitor student participation in Accelerated Reader Program.
- 1.1.7 Use computer-based instructional programs to enhance learning. (Ongoing)
- 1.1.8 Maintain balance class size through even distribution of students per grade level to maximize the teaching/learning process. (Ongoing)
- 1.1.9 Recruit and maintain highly qualified staff. (As Needed)
- 1.1.10 Provide activities that encourage collaboration between home, community and school with a focus on student achievement. (Ongoing)

Indicators:

ISAT/PARCC
Discovery Education
Other Formal/Informal Assessments
Classroom Performance Grades
School Improvement Plans
Aims Web
Attendance Sign-In Sheets
District Website
Evaluation of Activities



Objective 1.2: Enhance instructional leadership and collaboration among administrators and staff.

Strategies:

- 1.2.1 Engage in collaborative goal setting for student achievement. (Ongoing)
- 1.2.2 Ensure alignment of board goals with district/school goals. (Annually)
- 1.2.3 Maximize continuity in the quality of instruction among classrooms within each school. (Ongoing)
- 1.2.4 Monitor student growth and achievement utilizing data. (Ongoing)
- 1.2.5 Use available resources to support goals for student achievement. (Ongoing)
- 1.2.6 Develop and implement a new teacher evaluation instrument that improves instructional practices and utilizes data as a measure of student growth to determine teacher effectiveness. (2014)
- 1.2.7 Utilize a Student Growth Model to effectively measure student academic growth. (2014)

Indicators:

Test Scores

Objective 1.3: Provide professional development for all employees.

Strategies:

- 1.3.1 Provide high quality, on-going professional development opportunities that are relevant and focus on effective instructional strategies that will enable teachers to remediate, enrich, and/or extend student learning, i.e., cooperative learning, project-based learning, flexible grouping. (Ongoing)
- 1.3.2 Provide staff development opportunities that focus on co-teaching and inclusive practices. (2013)
- 1.3.3 Provide mentors for teachers new to the district. (As Needed)
- 1.3.4 Develop teacher leaders that will provide grade level leadership and staff development training for their peers. (Ongoing)
- 1.3.5 Provide professional development opportunities for administrators. (Ongoing)
- 1.3.6 Provide in-service training for ancillary staff that provide additional support to students. (Ongoing)
- 1.3.7 Inform board members of professional development opportunities and encourage participation. (Ongoing)

Indicators:

Surveys/Need Assessments
Classroom Observations
Staff Participation/Sign-In Sheets
Results of Workshop Evaluations
Committees/Grade Level Meeting Agenda and Minutes

Objective 1.4: Prepare all students to become high school, college and career ready.

Strategies:

- 1.4.1 Set high expectations for student achievement and deliver challenging instruction in every classroom, every period, every day for every student. (2013)
- 1.4.2 Develop a curriculum that is rigorous, relevant and relationship based. (2013)
- 1.4.3 Ensure district curriculum is up-to-date and aligned to Common Core State Standards. (2013)
- 1.4.4 Provide training to assist teachers in effective curriculum implementation. (Ongoing)
- 1.4.5 Provide opportunities for teachers to have articulation about curriculum through vertical and horizontal teaming. (Ongoing)
- 1.4.6 Maintain district curriculum committee to evaluate the effectiveness of instructional programs/materials. (Annually)
- 1.4.7 Evaluate grading guidelines. (Annually)
- 1.4.8 Ensure textbooks, instructional materials and equipment are current. (Annually)
- 1.4.9 Participate in Project Initiatives with the high school district and South Cook Intermediate Service Center. (Ongoing)
- 1.4.10 Continue to increase awareness of career possibilities by providing annual career day activities. (Annual)
- 1.4.11 Enhance curriculum through field trips, science fairs and other educational experiences. (Ongoing)

Indicators:

Meeting Agenda and Minutes
Staff Participation/Sign-In Sheets
Lesson Plans

Objective 1.5: Provide child-centered programs and activities that improve and sustain student well-being and meet the needs of all students physically, socially, intellectually, and emotionally.

Strategies:

- 1.5.1 Create an engaging learning community by fostering meaningful relationships with students. (Ongoing)
- 1.5.2 Create a culture of high expectations for desired student behaviors. (Ongoing)
- 1.5.3 Create, maintain, monitor, evaluate, and secure financial support for celebration of student success and behavior management programs. (Ongoing)
- 1.5.4 Cultivate a safe school climate through Conflict Resolution Initiatives. (Ongoing)
- 1.5.5 Provide counseling to address students' academic, social and emotional issues. (Ongoing)
- 1.5.6 Review district discipline plan to ensure that behavior expectations are clearly articulated and consistently enforced with fairness. (Annually)
- 1.5.7 Promote physical fitness through our physical education programs, health curriculum and health initiatives. (Ongoing)

Indicators:

Student Behavior Data Reports
Counselor/Social Worker Logs
Number of Student Participation in Celebration Activities
Student Surveys
Provide TAT Process/Reports

BOARD GOAL #2

Expand opportunities for parental involvement and community engagement that will create a culture of continuous learning for individuals who instill and foster academic achievement and social responsibility in our students.

Objective 2.1: Maintain ongoing communications between students, staff, parents and community.

Strategies:

- 2.1.1 Enhance teacher personal contact with parents of students that they teach. (2013)
- 2.1.2 Provide tools to enhance communication between staff and parents. (Ongoing)
 - Maintain electronic email directories.
 - Update links and/or page for community information and partnerships on District Website .
 - Provide surveys to parents to assess needs of students.
- 2.1.3 Maintain Student Information Systems (SIS). (Ongoing)
 - Provide on-going training to staff for proper and effective usage
 - Provide training for parents to assess and utilize SIS.
 - Review the ease of use of PowerSchool.
- 2.1.4 Support family and community involvement education. (Ongoing)
 - Offer parent education activities, i.e., family reading night and family math night
 - Publish and distribute a list of parenting tips
 - Encourage parent involvement with the P & TA



Indicators:

Contact log
Newsletters
Web Site
Survey Results
Reports from Communication Systems
Instant Alert
P & TA Memberships
Parent Sign-in Sheets

Board Goal # 3

Maintain financial solvency to ensure the availability of resources needed to meet educational goals and improvement of our facilities.

Objective 3.1: Maintain a physical school environment conducive to learning.

Strategies:

- 3.1.1 Assess needs of buildings. (Ongoing)
- 3.1.2 Input provided by staff regarding repairs needed and cleanliness of the school environment. (Ongoing)
- 3.1.3 Provide training for custodial/maintenance staff on minor repairs, products and procedures to assist with the cleanliness and upkeep of the school environment. (Ongoing)
- 3.1.4 Develop an inspection checklist and review the evaluation instrument. (Ongoing)
- 3.1.5 Working collaborately, the Superintendent and Director of Building and Grounds will address concerns indicated in the 10-year Life Safety study, as well as, the Annual Housing Report conducted by the Regional Office of Education. (Ongoing)
- 3.1.6 Playground equipment and school playgrounds will be checked by custodial/maintenance staff for potential hazard(s). (Weekly)



Indicators:

Facility Surveys
Review of Work Orders
Inspection Reports

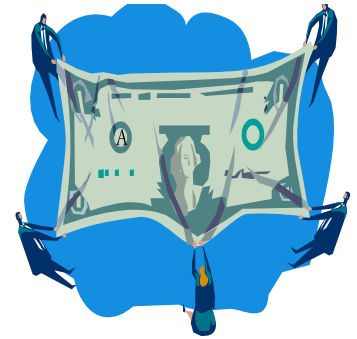
Objective 3.2: The district will demonstrate fiscal responsibility.

Strategies:

- 3.2.1 Develop a balanced budget. (Annually)
- 3.2.2 Reduce spending to keep expenditures in line with the revenues. (Annually)
- 3.2.3 Seek revenues from other sources to offset District's expenses. (Annually)
- 3.2.4 Increase tax rate through referendum, if needed.
- 3.2.5 Review budget to determine if additional programs/services are feasible. (Annually)

Indicators:

State Annual Financial Rating
Annual Budget



Board Goal #4

Integrate the use of technology to enhance the quality of learning for students and staff.

Objective 4.1: Monitor and evaluate the three-year, comprehensive technology plan.

Strategies:

- 4.1.1 Engage the technology committee in implementation of the technology plan. (Ongoing)
- 4.1.2 Survey all stakeholders. (Annually)
- 4.1.3 Conduct a gap analysis of the data collected. (Annually)

Indicator:

State-Approved Technology Plan
Surveys
Agendas



Objective 4.2 Provide continuous staff development that will lead to successful integration of technology into the curriculum and classroom.

Strategies:

- 4.2.1 Establish a dual platform for technology usage— 1 Mac lab , 1 PC lab at McKinley School. (2013)
- 4.2.2 Provide professional development for technology usage. (Ongoing)
 - Provide annual surveys to access the needs of staff
 - Review technology plan for the monitoring of school improvement goals
 - Design curriculum based on instructional needs. (Annually)
- 4.2.3 Conduct In-House Technology Training. (Ongoing)
 - Schedule and provide technology training for staff on Macs and Microsoft Office software (i.e. PowerPoint, Excel, Word, Publisher), data base programs, as well as, software and/or web-based programs used for instruction
 - Develop support system for novice technology users

Indicators:

Survey Results
Teacher Usage of Technology
Teacher Participation/Sign-In Sheets
Surveys/Need Assessments

Objective 4.3: Create an environment where students and staff are actively utilizing technology to enhance learning.

Strategies:

- 4.3.1 Integrate technology into curriculum. (Ongoing)
 - Evaluate the effectiveness of computer-based programs.
 - Provide increased access to software and web-based programs.
- 4.3.2 Establish rules and procedures of technology integration for all stakeholders.
 - Utilize of Student Information System to keep parents informed of student progress.
 - Utilize the District's website to keep students, parents and community members involved and engaged.
 - Review and update role descriptions of technology usage for students, teachers, and administrators.
 - Review technology/Internet rules with staff and students.
 - Identify and implement technology skills to be use in the classroom by grade levels.
- 4.3.3 Maintain and upgrade the infrastructure to ensure seamless usage of technology. (Ongoing)

Indicators:

Lesson Plans
Computer lab Sign-In Sheets
Staff/Students Surveys
Computer Program Reports
Evaluation Results



Objective 4.4: Provide appropriate hardware/equipment at each school to enhance student learning and allow for seamless integration

Strategies:

- 4.4.1 Maintain internet access. (Ongoing)
- 4.4.2 Maintain servers and expand wireless access points.
- 4.4.3 Maintain infrastructure support
 - Enforce technical support procedures
 - Provide Internet filtering
- 4.4.4 Provide technical support.

Indicators:

Equipment Inventory
Informational Technology Reports
Sign-in Logs
Completed Work Orders



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