

FY19 S4 Plan			
Goal:			
<b>All students participate in personalized, rigorous and relevant learning opportunities</b>			
	2019 Areas of Emphasis	Data to be Reviewed	Action Steps to be considered
<b>D230 will guarantee a viable curriculum and sound instructional strategies that ensure college and career readiness for all students</b>			
A	All courses offered in D230 will: - be aligned to the Common Core Standards, including Common Core Literacy Standards - implement the District 230 Curriculum Framework and Protocol (Stages 1 -3)	Atlas Rubicon Inventory PLC Workshop Activity Report Curriculum Work Report	- <b>Continue curriculum Stage 1, 2 and 3 work (PLCs cross curricular work, Tier 1 reflection, Revisit stages to verify) (56%)</b> - Prepare students for speaking in group settings and presentations, perhaps part of senior year English (24%) - Assist students with development of critical thinking skills, being able to cite and reference sources, and determine what are the best sources to use and consume for knowledge (20%) - Develop models that have students themselves set goals for college and career readiness. (20%)
B	Enhance CTE and STEM opportunities	College & Career Readiness - ESSA	- <b>Enhance CTE and STEM opportunities (ideas for students to apply learning and projects, prepare Guidance counselors with info on CTE offerings) (60%)</b> - Expand opportunities to learn entrepreneur skills that are a measurable way to show understanding, skills, ability. (24%)
C	Expand Digital Learning Program including focus on innovative strategies, blended learning, professional development and deployment.	Blended Learning Courses/Enrollment Google Usage Canvas Usage Instructional Technology Data - TIFs, Systems Deployment Stats Operational Stats System Efficiency Stats Stakeholder Feedback	- Continue to monitor success of the Blended Learning program. (8%) - Continue to improve and evolve with Digital learning (2%)
D	Review and ensure academic opportunities for ALL students specifically Special Ed, EL, Low SES, etc.	% of time in General Classroom - ISBE, D230 Graduation Rate - ESSA, ISBE, D230 SAT Results - ESSA, ISBE, D230 ACCESS Results - ESSA, ISBE, D230 Discipline Data - ISBE, D230 AP Data Freshman on Track	- <b>Look at external factors to help break down barriers of marginalized students to access the curriculum (40%)</b> - - Review EL Supports to be ready for college and career (16%) - Continue to review Ultima curriculum (12%) - Assure access is in place for all students that are interested in honors or AP classes. (12%) - Make sure we are culturally responsible (8%)
E	Provide Growth Mindset Professional Development to enhance staff understanding and ability to implement a guaranteed and viable curriculum using sound instructional strategies.	Survey Data Talent Ed Data PD Inventory Resource Analysis	- Assure that counselors have the necessary resources to assist students/parents not going into college. Ensuring parents know about skilled labor and opportunities (16%) - Continue to offer professional learning opportunities with partner schools (8%)
<b>D230 will ensure all students master the viable curriculum and college and career readiness skills</b>			
A	Evaluate MTSS model Tier 2 and 3 to ensure the effectiveness	Inventory MTSS distribution rates D/F data Graduation Rates of Alt Ed students	- Evaluate our MTSS Model for Tier 2 and Tier 3. Look at the practices we already have in place. (44%) - Review intervention processes and data including how are students finding out about them?, how are we prescribing interventions? and how do they boost students in the middle to the next level? (40%) - Revisit interventions. How are using this time? (20%) - Professional Development
B	Students in D230 will master the Essential Learning Targets in each of their courses	ECRA Growth Data Grade Data 9th Grade on Track (ESSA, ISBE, D230) End of Semester Common Summative Data	- Review grading practices to determine if they are a true indication if students are grasping the curriculum (16%) - Track how students are doing from starting point to end point in addition to ESSA (4%) - Transition from ACT to SAT Testing. Monitor student growth model (8%) - Continue to eradicate Ds and Fs (4%)
C	Enrollment in Honors and AP level courses will increase	AP/Honors Enrollment (ESSA, ISBE, D230) AP Exam Results (ESSA, ISBE, D230)	
D	Enrollment in basic level courses will decrease	Basic Enrollment	
E	Monitor progression of D230 graduates that attend applicable post secondary institutions	Graduation Rate (ESSA, ISBE, D230) National Clearinghouse Report College Graduation Rates	- Track how students are doing in career, trades, etc. in addition to college success (4%)
F	Prepare students for federal, state and local assessments	SAT suite results (ESSA, ISBE, D230) DLM results ACCESS results ISA results	
G	Conduct an equity review to ensure that all students are receiving the same supports and opportunities.	Demographic data tied to Instruction, Discipline, Co-Curriculars	- <b>Conduct an equity review looking to ensure ALL of our students are receiving the same supports and opportunities. Begin to look at things with a different lens. Conduct an Equity Audit - what barriers do we have that we are not aware of? Placement guidelines review. (60%)</b>
<b>D230 will guarantee a viable social and emotional curriculum and sound instructional supports that ensure college and career readiness for all students</b>			

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A Continue to update Advisory program and social and emotional curriculum aligned to state standards to all students based on Growth Mindset that prepares students to be resilient in life after high school	DAP Results IYS Results Student Feedback	- <b>Instill growth mindset in regards to the manner in which we teach and approach life topics.(48%)</b> - Teach students how to be resilient, how to deal with failures, disappointments (32%)	- Listen to our students relating to social/emotional. Support and empower students. (8%) - Teach students on how to navigate resources available to support their emotional health (4%) - Include advisory topics on organizational skills, stress, budgeting of time and other skills (12%) - Review rules of academic integrity - make sure they know college rules, etc. (8%) - The roll of feedback in growth mindset - self reflection, etc
B Implement and expand a continuum of interventions and supports to optimize social and emotional growth and lessons related to the impacts of alcohol, drugs, digital footprint, and social media use.	Inventory IR Room data	- <b>Develop processes to identify students at risk for digital bullying, depression, suicide, and develop resiliency (44%)</b> - <b>Provide proactive PPS Support, Guidance support for rigorous student placement and success (40%)</b> - Review processes and systems of MTSS across the board related to classroom management. Do we have systems in place. Are they working? (32%) - Implement See Something, Say Something campaigns that encourage students to voice if they see something. (20%)	- Address emotional wellbeing as a learning experience as opp
C Provide Professional Development to enhance staff understanding and ability to implement a viable social and emotional curriculum using sound instructional strategies.	Survey Data Talent Ed Data PD Inventory Resource Analysis		
D Increase Co-Curricular participation	Participation Rates (ESSA, D230) Student Feedback	- increase participation in activities to 2 or more activities per year - increase participation of students not currently participating, including students in sub groups	- Evaluate co-curricular clubs to assure they meet the interests of students, survey students about interests (16%)
<b>D230 will foster two-way communication including the use of a wide-range of tools to engage stakeholders and provide accurate and timely information.</b>			
A Engage stakeholders directly through district-sponsored and community events	Attendance/Feedback from - Joint Board Committee Meeting - S4 Summit - Realtor Event - Senior Citizen Events	- Develop a Fall S4 Summit with a focus on mental health. How to get parents, students to be more collaborative with conversations regarding mental health (28%)	- Hold Real Estate Professionals breakfast after launch of new communication tools to introduce them to the resources. (8%) - Present a State of the District presentation (4%) - Enhance communication to parents and students, especially 9th graders, the variety of curricular offerings available. (4%)
B Integrate school and district stories and information through the utilization of websites, social media, video and print publications.	Distribution lists Follower Data Usage Reports	- <b>Get celebratory stories to press and staff that promote the great work we are doing. (32%)</b> - Visually represent the S4 vision including the plan, progress, and what it means. Get this information to the community through an infographic or graphical representation (28%) - Communicate proactively about ESSA data going into school report card and cost per pupil - get ahead of this with communication and education on what is important for student learning (24%) - Publish/share information with the public regarding the District's financial situation (20%)	- Involve students in communication functions (16%) - Opt in to emails and text alerts through the villages to promote school events. (4%) - Continue to recognize students, parents and boosters. Recognize people who have made donations. (4%)
C Continue and enhance collaboration among the District 230 Board of Education, Foundation and all school Booster organizations	Attendance/Feedback from - Joint BOE - Foundation - Booster Meeting		- Continue collaboration with school Board, booster club and foundation (4%)
D Continue and enhance community communication between District 230 and our partner school districts, local units of government, and elected officials in Springfield.	Attendance/Feedback from - Partner Leadership meetings - Partner Parent Meetings - Community Connection - State/Local Government Meetings	- Advocate in Springfield for funding and the district's interest in legislative topics (28%) - Continue to educate community and stakeholders on the happening in Springfield. How the decisions in Springfield impact D230. (24%)	- Continue to keep in touch with legislators; Bring in Legislators
E Conduct a communication audit regarding communication strategies	Determine Audit Model Data Analysis	- <b>Conduct a communication audit regarding strategy for communicating and central system to push information (32%)</b> - Expand our communication through our Communication Director. (28%) - Determine the communication audit model to be used and the data associated	- Develop a Communications Think Tank (16%) - Move toward providing materials that are translated beyond forms. (4%)
F Provide a climate for learning that provides ambitious instruction, effective leadership, collaborative teachers, involved families, and a supportive environment.	5 Essentials Survey		
G Implement new website and e-communication system that will integrate websites that are mobile friendly with social media, mass messaging and new mobile app.	Successful Launch/Feedback	- <b>Implement new website and e-communication system that will integrate websites that are mobile friendly with social media, mass messaging and new mobile app. Launch set for January 2019. (44%)</b>	
<b>D230 will maintain a focus on providing appropriate resources to meet the educational needs of District 230 students while maintaining fiscal responsibility to taxpayers.</b>			
A Maintain a balanced budget	Budget data	- <b>Maintain a balanced budget (60%)</b>	
B Continue to review and implement long-range financial plan to include facility needs, revenue enhancement, and cost containment due to state and local funding	Facilities Data Budget Data	- <b>Continue to work on fiscal controls. (48%)</b> - <b>Review Co-curricular funds and equipment collection and distribution procedures (32%)</b> - Continue to look at fee structures (20%) - Develop 5 year financial plan (20%)	Explore Co-Op purchasing opportunities (12%) - Visit surround
C Monitor building use and continue to provide safe and secure facilities Facilities support instructional and technology needs	Facilities Data Budget Data	- Continue with Safety Audits: offer a Safety Symposium, address after school safety needs, train staff on safety procedures (40%)	

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D	Utilize technology with Skyward and other applications to improve staff efficiency	Needs Analysis Inventory process changes Data Analysis	<ul style="list-style-type: none"> <li>- Utilize technology with Skyward and other applications to help improve staff efficiency (16%)</li> <li>- Streamline budget process - paper, approvals as it relates to travel requests (8%)</li> <li>- Enhance communication with staff regarding Business/HR and the move to electronic processes (8%)</li> </ul>
E	Continue to hire and retain highly qualified staff	Staffing Data Evaluation Summary	<ul style="list-style-type: none"> <li>- Develop HR marketing, recruiting and retaining strategies (16%)</li> <li>- Study Labor Market changes including shortages in the field of education. Audit of past, present, and future staffing and co-curriculars. (8%)</li> <li>- Visit surrounding school districts to assess best practices in Business and HR (8%)</li> <li>- Recruit a more diverse staff. (8%)</li> <li>- Provide PERA and teacher evaluation status report (4%)</li> <li>- Incorporate growth mindset in the staff climate and hiring practices. (8%)</li> </ul>
F	Maintain the D230 Core Values of Student Centered, Mutual Respect, Human Potential, Continuous Improvement, and Resource Efficiency through contract negotiations with Teachers	Cost Analysis Salary Schedule Analysis Time Investment Ratification Rate	<ul style="list-style-type: none"> <li>- Reach a fair and responsible Teacher contract (20%)</li> </ul>
			<ul style="list-style-type: none"> <li>- Align Title grants to support initiatives (12%)</li> <li>- Create a Healthcare newsletter for employees (12%)</li> <li>- Educate staff regarding health insurance initiatives. (8%)</li> <li>- Implement Energy efficient equipment (8%)</li> <li>- Present at Institute day in the fall to address insurance options (8%)</li> <li>- Communicate health insurance cost containment to staff (4%)</li> <li>- Study if facilities support the curriculum. If changes are needed, budget for these changes. (12%)</li> <li>- Maximize resources on what is most successful to be sure to budget for what is working. (8%)</li> </ul>