



# Strategic Plan

2015-2020

Annual Update - SY 2018 - 2019

Mid-Year Review (January 2019)

## Vision

To be leaders in learning and lay the foundation to prepare students for higher education.

## Mission

Chicago Ridge School District 127.5, in collaboration with all stakeholders, provides a holistic education for students by facilitating innovative and challenging learning experiences.

## **FACILITIES:**

**Leaders: Fran Setaro & Wes Smith**

### **Goal One:**

Optimize current district space to meet the needs of increased enrollment and new programs.

### **Action plan**

- Continue to monitor enrollment at all schools and analyze the utilization of our current facilities to determine if building space meets student learning and achievement needs.

- Continue to reallocate building space as determined appropriate based on enrollment and program needs.

### **Goal Two:**

Create short term and long-term plans for maintenance improvements at each district facility.

### **Action plan**

- Continue to create a system of regular building, equipment, and grounds inspections.
- Continue to identify and schedule short and long-term priority maintenance projects.

### **2018-2019 SMART Goal(s) (Specific, Measurable, Attainable, Realistic, & Timely)**

#### **Facility Space**

*After registration in spring 2018 and on a monthly basis thereafter, the Administrative Team will monitor student enrollment in order to ensure maximum building utilization for student learning. The Superintendent will present current enrollment figures to the Board of Education at the regular monthly meeting.*

#### ***Mid-Year Status- In Progress***

*The Board is presented with monthly enrollment numbers at every business meeting. In addition, several modifications were made to Ridge Central and Ridge Lawn over the summer of 2018 to accommodate additional students, staff, and programs.*

*Two kindergarten teachers were added in October along with paraprofessionals to meet rising enrollment figures,*

*The Board and Administration will continue to monitor enrollment and modify existing spaces to ensure optimal learning spaces.*

### **Maintenance Project Planning**

*By September 1, 2018, the District will create a Superintendent's Facilities and Finance Committee (comprised of administrators, staff, community members and School Board members) that will meet during the 2018-2019 school year. The Facilities and Finance Committee will take into account revenue sources (Evidence Based Funding Model, State, Local, and Federal funding) and expenditures in order to prioritize long and short term projects that have been identified by the facilities audit completed by Studio GC. In addition to reviewing the plan, other immediate facilities needs may be addressed prior to the anticipated replacement date, including but not limited to roofs, sidewalks, unit ventilators, etc. The Superintendent and the CSBO will present the meeting minutes to the Board of Education at the regular monthly meetings.*

### ***Mid-Year Status- In-Progress***

*The Administration is in compliance with the South Cook Intermediate Service Center and the Illinois State Board of Education in terms of all mandatory compliance visits (i.e. Life Safety). The Administration, Board, and District Architect are currently reviewing the 50 Year Plan to determine priority projects. Examples of current projects include an overhaul of the HVAC System at Ridge Lawn School, fixing doors and locks in all schools, security upgrades, playgrounds at Ridge Central, creating additional office and instructional spaces at all schools, and routine maintenance (i.e. painting).*

*Please note, the District has yet to convene the Superintendent's Finance/Facilities Committee. The District plans to finalize recruitment of members this January and start meeting in February.*

### **Capital Projects**

*During the 2018-2019 school year, the District will follow the guidelines set forth in the Facilities Plan created by Studio GC. This includes, but is not limited to, partial replacement of the HVAC system at Ridge Lawn School. In addition, the District will continue to reconfigure classroom and office space to maximize instruction and work capacity (i.e., Ridge Central office). All work will be completed by the summer of 2019.*

### ***Mid-Year Status- In Progress***

*The Administration is in compliance with the South Cook Intermediate Service Center and the Illinois State Board of Education in terms of all mandatory compliance visits (i.e. Life Safety).*

*The Administration, Board, and District Architect are currently reviewing the 50 Year Plan to determine priority projects. Examples of current projects include an overhaul of the HVAC System at Ridge Lawn School, fixing doors and locks in all schools, security upgrades, playgrounds at Ridge Central, creating additional office and instructional spaces at all schools, and routine maintenance (i.e. painting).*

## **CURRICULUM AND INSTRUCTION:**

**Leaders: Laura Grachan and Megan Nothnagel**

### **Goal One:**

Maintain a focus on critical thinking, problem solving and oral/written communication in a challenging and Common Core-aligned curriculum.

### **Action plan**

- Continue to create an annual schedule for professional development that will provide educators with the tools to implement the required instructional shifts.

### **Goal Two:**

Create a model of differentiated instruction based on high expectations that aligns with an outcomes-based evaluation model.

### **Action plan**

- Continue the fourth year of implementation for the Teacher Performance Evaluation Plan created in 2015 that incorporates professional practice and student growth as key components of teacher evaluations.
- The SB 7 Joint Committee will meet annually by December 1st to review the Teacher Performance Evaluation Plan, teacher job descriptions, rankings, and RIF procedure. This annual meeting will ensure the plan is meeting the instructional needs of students and staff and the District remains compliant with IL Law.

### **2018-2019 SMART Goal(s) (Specific, Measurable, Attainable, Realistic, & Timely)**

#### **Curriculum Adoption Schedule**

*By August of the 2018 school year, the Administrative Team will develop the schedule/adoption cycle that will align all curriculum to Common Core and content-based standards. It will be shared with the staff in November of 2018.*

*Mid-Year Status- Completed.*

*However, the document must be proofed and sent out to staff.*

### **Professional Development Schedule**

*A schedule for professional development that emphasizes instructional shifts and differentiated instruction was created by the District Administrative Team and presented to the Board of Education in May of 2018. This information will be shared with the staff in Fall of 2018. Professional development opportunities and trainings for the 2018-2019 school year will be scheduled fully and/or partially on teacher institute days, early release days, and scheduled observation/training days on and off site.*

*Mid-Year Status- Completed*

*However, the professional development schedule is always fluid due to various circumstances throughout the school year.*

### **Teacher Performance Evaluation Plan**

*The District will continue its partnership through the Teacher Evaluation Committee and SB 7 Joint Committee to create opportunities for future professional development. This partnership will support the Professional Practice and Student Growth outlined in the Teacher Performance Evaluation Plan. This will be measured by the amendments made to the forms and by the ongoing progress made during evaluation meetings between the administration and teaching staff.*

*Mid-Year Status- In Progress*

*One group has met in November to fulfill the requirements in the PERA Law. However, another group will likely meet in the spring to discuss the current plan and if any changes are necessary.*

## Curriculum and Instruction/Professional Development Timeline

	2018-2019	2019-2020	2020-2021	2021-2022
<b>ELA</b>	K-8 Continued implementation, Professional Development, and coaching for ELA Common Core State Standards	K-8 Continued implementation, Professional Development, and coaching for ELA Common Core State Standards	K-8 Continued implementation, Professional Development, and coaching for ELA Common Core State Standards	K-8 Continued implementation, Professional Development, and coaching for ELA Common Core State Standards
<b>Science</b>	K-8 Implementation of new resources, Professional Development, and coaching for NGSS and TCI	K-8 Continued implementation, Professional Development, and coaching for NGSS and TCI	K-8 Continued implementation, Professional Development and coaching for NGSS and TCI	K-8 Continued implementation, Professional Development, and coaching for NGSS and TCI
<b>Social Studies</b>	Junior High begins to pre-examine and pilot best practices and resources in the spring	K-8 Social Studies Committee Meeting <ul style="list-style-type: none"> <li>- Best Practices</li> <li>- Literature Review</li> </ul>	K-8 Implementation of new resources, Professional Development, and coaching for Social Studies Standards and CCSS	K-8 Continued implementation of resources, Professional Development, and coaching for Social Studies Standards and CCSS
<b>Math</b>	MCMI - Math Leadership Team and coaching	MCMI - Math Leadership Team	K-8 Committee Meetings Best Practices Literature review	Implementation of new resources
<b>Specials</b>	Implementation of SMARTlabs, Full-Year Art and Music, PE 4/wk			
<b>Digital Learning</b>	Continued partnership with Discovery Ed through	Continued partnership with Discovery Ed through	Continued partnership with Discovery Ed through	Continued partnership with Discovery Ed through

	Professional Development and coaching for Admin and Teacher Professional Development	Professional Development and coaching for Admin and Teacher Professional Development	Professional Development and coaching for Admin and Teacher Professional Development	Professional Development and coaching for Admin and Teacher Professional Development
<b>Partner for Resilience - Trauma Informed Teaching via Governors State University</b>	<p>Exploration of Partnership Including:</p> <ul style="list-style-type: none"> <li>- Community/Parental Involvement</li> <li>- Tier 2 and Tier 3 Behavior Supports</li> <li>- Community Medical, Dental, Vision Needs</li> <li>- Data Collections</li> </ul>	TBD	TBD	TBD
<b>Assessments</b>	Ongoing monitoring of PARCC and NWEA assessments and continued development of ELA, Math, Science, Social Studies, and Specials	Ongoing monitoring of PARCC and NWEA assessments and continued development of ELA, Math, Science, Social Studies, and Specials	Ongoing monitoring of PARCC and NWEA assessments and continued development of ELA, Math, Science, Social Studies, and Specials	Ongoing monitoring of PARCC and NWEA assessments and continued development of ELA, Math, Science, Social Studies, and Specials



## **FINANCE:**

**Leaders: Kathy Picciolini & Dimitra Georganas & Leighanne Kaczmarek**

### **Goal One:**

Maintain healthy fund balances to provide fiscal stability.

### **Action plan**

- Continue to maintain a balanced budget.
- Continue to monitor factors that affect funding sources and examine cost cutting options.

### **Goal Two:**

Explore new and existing funding sources to further support the district.

### **Action plan**

- Continue to explore grant opportunities.
- Continue to manage and restructure debt as appropriate.

## **2018-2019 SMART Goal(s) (Specific, Measurable, Attainable, Realistic, & Timely)**

### **Budget**

*By September 2018, the CSBO will present a balanced budget to the Board of Education. After monitoring monthly revenues and expenditures, the CSBO will present an amended budget to the Board of Education by the end of June 2019, if needed.*

*Mid-Year Status- Completed*

## **Debt Management**

*During the 2018-2019 school year, the Facilities and Finance Committee will assess the District's financial needs in consideration of the 2021 bond issue retirement.*

*Mid-Year Status- Not Completed*

## **Grants**

*During the 2018-2019 school year, the Administrative Team will continue to assess the most efficient means of expending federal and other grant funding and amend budgets and expenditures accordingly to maintain a balanced budget. Any budget amendments will be presented to the Board by June of 2019.*

*Mid-Year Status- Completed*

## **Superintendent's Facilities and Finance Committee**

*By September 1, 2018, the District will create a Superintendent's Facilities and Finance Committee (comprised of administrators, staff, community members and School Board members) that will meet during the 2018-2019 school year. The Facilities and Finance Committee will take into account revenue sources (Evidence Based Funding Model, Categorical Grants, Local and Federal funding). The Facilities and Finance Committee will continue to assess the state budget crisis, the potential pension cost shift and potential property tax freeze. The Superintendent and the CSBO will present the meeting minutes to the Board of Education at the regular monthly meetings.*

*Mid-Year Status- Not Completed*

*The District has yet to convene the Superintendent's Finance/Facilities Committee. The District plans to finalize recruitment of members this January and start meeting in February.*

### **Custodial and Paraprofessional Contract Negotiation**

*During the 2018-2019 school year, the Administration and Board of Education will successfully negotiate a contract with custodians and paraprofessionals.*

*Mid-Year Status- In-Progress*

## **CLIMATE, CULTURE, PUBLIC RELATIONS:**

**Leaders: Cary Hillegonds & Rozana Qirjaqi**

### **Goal One:**

Foster a culture of transparency and community outreach to improve stakeholder satisfaction.

### **Action plan**

- Continue to promote a public servant attitude organization wide.
- Continue promoting welcoming environments in all buildings.
- Promote cultural consciousness to deepen relationships with the community.

### **Goal Two:**

Focus on and develop new avenues of communication with all stakeholders.

## **Action plan**

- Continue to enhance the district's website and communication systems.
- Seek opportunities to connect with local media to highlight student achievement throughout the district.

## **2018-2019 SMART Goal(s) (Specific, Measurable, Attainable, Realistic, & Timely)**

### **Cultural Awareness/Community Relations**

*By September 30, 2019, the District administrative team will complete and examine a 360-degree feedback tool to glean constituent perspectives on leadership performance and district climate and culture, to include in development of administrative growth plans.*

#### ***Mid-Year Status- In Progress***

*This 360 survey will be completed next fall. In addition, the District is currently participating in the mandatory 5 Essentials Survey and the results will be made available via the IL School Report Card.*

### **Culture**

*During the 2018-2019 school year, the District will embrace a trauma informed schools mindset. By August, 2018, staff will engage in training through the Southland Initiative's Partnership for Resilience in preparation for leading this exploration.*

#### ***Mid-Year Status- In-Progress***

*The District has embraced the partnership. In the summer of 2018 several staff members were trained in Adverse Childhood*

*Experiences (ACES) via Governors State University and the District formally joined the Partnership for Resilience.*

*Jimmy Casas will present to the entire staff on May 15, 2019 his thoughts from his book, Culturize: Every Student, Every Day, Whatever it Takes.*

*The District has also been able to establish a Student Success Room at the Junior High in order to better facilitate consequences/discipline.*

*Additional social work/counseling has been added to all three schools to better meet the trauma needs of students and staff.*

### **Internet/Website**

*By January, 2019 the District, departments and individual buildings will establish Twitter and Facebook pages linked to their website that will allow them to interface to a greater degree with the community.*

### ***Mid-Year Status- In-Progress***

*The District has established a strong presence on Twitter. However, schools and departments are still working on Facebook. Ridge Central and Ridge Lawn have active Facebook pages.*

### **Public Relations**

*By September of the 2018-2019 school year the District will establish parent liaison positions to facilitate communication between the school and community throughout the school year. These positions will be incorporated into the FY19 budget.*

### ***Mid-Year Status- Completed***

## **TECHNOLOGY:**

**Leaders: Geoff Youngberg & Gino Fricano**

### **Goal One:**

Enhance the infrastructure ensuring that it will meet the instructional needs of students and staff.

### **Action Plan**

- Continue to develop an infrastructure plan that aligns with the needs of the district.
- Continue to align the technology needs of the district with available fiscal resources.

### **Goal Two:**

The district technology committee will develop recommendations based on best practice to enhance technology.

### **Action plan**

- Continue to collaborate and align technology goals with Community High School District 218.
- Continue to provide professional development for technology integration into instructional delivery systems.
- Develop a replacement cycle for devices, software, applications, and infrastructure.

**2018-2019 SMART Goal(s) (Specific, Measurable, Attainable, Realistic, & Timely)**

## **Technology Committee**

*By October, 2018, the Technology Committee will develop robust replacement cycles for devices based upon the information gathered from the asset management system "Asset Panda". The replacement cycles will be presented to the BOE by October of 2018.*

*Mid-Year Status- Not Completed*

## **IT Device / Appliance Inventory**

*By October, 2018, "Asset Panda" will inventory all devices in the District. A completed chart and inventory of devices will be submitted to the District Office by January, 2019.*

*By June, 2019, the District will examine the feasibility in achieving a 1:1 student device initiative based on the information gathered from the District inventory.*

*By June, 2019, the District will continue to examine relationships with technology vendors with a focus on improving and enhancing instruction, and managing network infrastructure. A final decision will be made at the June Board Meeting.*

*Mid-Year Status- In Progress*