

**KSF = Key Success Factor**  
**ST = Short-term 1-2 years**  
**LT = Long-term 3-5 years**

**Superintendent Report**  
**District 57 Strategic Plan**  
**Update: May 2020 Final**

Strategic Challenges and Objectives, Key Goals and Action Plans 2020 – 2025				
KSF	Strategic Objectives	Strategic Challenges	Key Goals	Key Action Plans
Outstanding Student Performance	<ul style="list-style-type: none"> <li>Ensure all students in the aggregate and in subgroups meet or exceed internal and state student performance targets annually</li> </ul>	<p>Monitor internal performance targets</p> <p>Manage the complexities of the IAR assessments</p> <p>Implement requirements of ESSA State Plan</p>	<p>1a) Monitor achievement on internal performance measures; address individual needs of students who do not meet targets</p> <p>1b) Monitor performance on state achievement tests; address individual needs of students who do not meet state standard</p>	<p>1-1. Monitor and refine district assessment system as it pertains to IAR/DLM, ACCESS, IL Science Assessment, MAP, CBM's, and KIDS Survey as defined in current legislation (ST/LT)</p> <p>1-2. Monitor and refine reporting mechanisms as they relate to legislative requirements (LT)</p>



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<p>Coherent and Rigorous Programs and Services</p>	<ul style="list-style-type: none"> <li>Sustain the relevance and rigor of student learning</li> </ul>	<p>Manage the requirements of curriculum revision due to new standards by the State across multiple disciplines</p>	<p>2a) Develop and document a curriculum review process that includes a multi-year review calendar with 5 year projections</p>	<ol style="list-style-type: none"> <li>2-1. Continue to monitor the District Leadership Team as it relates to implementation of MTSS (LT)</li> <li>2-2. Convene as necessary Special Education Steering Committee’s subgroups to address revisions of audit recommendations (LT as necessary)</li> <li>2-3. Conduct Phase V (Refinement) for K – 8 science (ST)</li> <li>2-4. Monitor implementation of Grade 5 Chromebooks 1:1 (ST/LT)</li> <li>2-5. Revisit full-day kindergarten including implications impacting curriculum, staffing, and facilities (LT)</li> <li>2-6. Monitor the honors geometry class at LN and the transition of these student to PHS (LT)</li> <li>2-7. Conduct Phase V (Refinement) for K – 8 writing/language arts (ST/LT)</li> <li>2-8. Conduct Phase IV (Work Process Implementation) for K – 8 art (ST)</li> <li>2-9. Monitor impact of additional math minutes at LN and D214 (ST/LT)</li> <li>2-10. Conduct Phase III (Professional Development) and Phase IV (Work Process Implementation) for middle school foreign language (ST)</li> <li>2-11. Conduct Phase V (Refinement) for middle school technology integration Grades 5 – 8 (Tech Ed) (ST)</li> <li>2-12. Conduct Phase III (Professional Development) for Grades 6 – 8 Project Lead the Way (ST)</li> <li>2-13. Conduct Phase IV (Work Process Implementation) for K – 8 social emotional learning</li> <li>2-14. Continue and refine the development of Remote Learning Curriculum (ST)</li> </ol>
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<p>Safe, Caring, Supportive Learning Environment</p>	<ul style="list-style-type: none"> <li>Maintain facilities that are updated and safe to support learning environments</li> <li>Ensure the development of self-awareness and self-management skills to achieve school and life success</li> </ul>	<p>Address the facility, staffing, and instructional needs resulting from potential changes in programming</p> <p>Address outdated facility and technical infrastructure and environmental challenges</p>	<p>3a) Maintain a Master Facilities Plan</p> <p>3b) Maintain Administrative Procedures Manual to accompany Board Policy and state/federal legislation</p>	<p>3-1. In conjunction with the DLT, monitor the implementation of Social Emotional Learning Standards (LT)</p> <p>3-2. Prioritize construction projects for Summer 2021 (ST)</p> <p>3-3. Prioritize projects from the MFP for future summer construction projects (LT)</p> <p>3-4. Continue to monitor enrollment trends to determine if any additional classroom space is required for the 2021 – 2022 school year (ST)</p> <p>3-5. Conduct and report on a district-wide security audit (ST) <i>carryover from FY20</i></p>
<p>Climate &amp; Communications</p>	<ul style="list-style-type: none"> <li>Operate in a framework that promotes a climate of trust, honesty, and respect among all district stakeholders</li> </ul>	<p>Maintain effective communications systems that provide timely information and matches the community's need to know</p>	<p>4a) Maintain District comprehensive communications action plan</p> <p>4b) Explore the administration of satisfaction surveys and report findings to determine student, staff, and parent perceptions of our schools and the District – biannually</p> <p>4c) Support a collaborative environment that fosters mutual respect and appreciation</p>	<p>4-1. Review and revise Board of Education community engagement plan (ST)</p> <p>4-2. Monitor Parent/Teacher Advisory and Behavioral Intervention Committees as required in PA99-456 to review student discipline (7:190) and behavior (7:230) policies (LT)</p> <p>4-3. Provide community updates on fiscal responsibility and completion of construction projects and/or facility improvements (ST)</p> <p>4-4. Continue to work with the district communications vendor to promote information about the district (ST/LT)</p> <p>4-5. Replace Lions Park Intercom, Summer 2020 (ST)</p> <p>4-6. Monitor intercoms at Westbrook and Fairview, possible replacements Summer 2021 and 2022 respectively (ST)</p>



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				<p>4-7. Plan for needed network infrastructure upgrades across district: Internal fiber upgrade--all buildings Summer 2020</p> <p>4-8. Plan for wireless upgrades starting Summer 2021</p>
<b>Highly Qualified Staff</b>	<ul style="list-style-type: none"> <li>Recruit, hire, train, and retain qualified personnel in compliance with state and federal guidelines</li> </ul>	<p>Monitor impact of Senate Bill 7 and the Performance Education Reform Act (PERA)</p>	<p>5a) Ensure all certificated/certified staff members are highly qualified and meet state licensure and endorsement requirements</p> <p>5b) Monitor all staff performance using supervision/evaluation plans</p> <p>5c) Build professional development plan to implement the District programs and services to ensure staffs are knowledgeable</p> <p>5d) Monitor all employee contracts, MPEA, MPESPA, and Administration</p>	<p>5-1. Monitor and refine the Professional Practice Evaluation System that includes student growth and is PERA aligned (ST/LT)</p> <p>5-2. Monitor the District Professional Development Plan that addresses additional time per MPEA CBA (ST)</p> <p>5-3. Conduct professional development sessions in the areas of Ed tech, assessment, student learning, writing curriculum, world languages, and social emotional learning (ST)</p> <p>5-4. Implement the current MPEA and MPESPA contractual bargaining agreements (ST/LT)</p> <p>5-5. Bargain a new MPEA CBA (ST)</p>



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<p style="text-align: center;"><b>Healthy Financial Position</b></p>	<ul style="list-style-type: none"> <li>Ensure fiscal solvency of the District</li> </ul>	<p>Proactively manage in an environment of changing funding and expenditure patterns</p> <p>Monitor per pupil expenditure allocations in light of changing enrollment pattern</p>	<p>6a) Develop cost-effective staffing plans for essential/highly valued programs and services</p> <p>6b) Operate annual fiscal budgets that support the strategic plan initiatives and maintain responsible fund balances as directed by the Board of Education</p>	<p>6-1. Investigate shared business services with neighboring districts and local municipalities (LT)</p> <p>6-2. Investigate the transfer of accumulated funds in the Debt Services Fund to the Capital Projects Fund (ST/LT)</p> <p>6-3. Develop a responsible staffing plan for FY22 and present to the Board in February 2021 (ST/LT)</p> <p>6-4. Keep consolidation on the radar screen and contact neighboring districts for interest. If interested, conduct feasibility study (LT)</p> <p>6.5 Investigate leasing office space for future use of Administration Building (ST)</p>
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