



**Committee-of-the-Whole
District 64 Board of Education
June 8, 2015**

Setting the Stage for Strategic Planning

Honoring the Past -- Vision for the Future

Commitment to Strategic Planning



Organizations are perfectly aligned to get the results they are currently achieving. To change those results, you must realign strategies with desired outcomes and ensure measures will be available to monitor growth towards targets.

Quality Benchmarking



Community-Informed Strategic Planning



Steering Committee



Mission, Vision and
Guiding Philosophy



Our Mission

Inspire every child to discover, learn, achieve, and care.

Our Vision



Inspire all students to discover their strengths, embrace learning, achieve personal excellence, and demonstrate care.

Students thrive in a rich, rigorous, and innovative curriculum delivered by highly qualified teachers.

Each student learns and grows in a safe, nurturing environment.

In collaboration with students, parents, teachers and the community, District 64 provides opportunities for each learner to investigate, be successful, be resilient, and become inspired and empowered as they contribute to our global society.



Discover

Inspire all students to discover their strengths, embrace learning, achieve personal excellence, and demonstrate care.



Learn

Students thrive in a rich, rigorous, and innovative curriculum delivered by highly qualified teachers.



Achieve

Each student learns and grows in a safe, nurturing environment.



Care

In collaboration with students, parents, teachers and the community, District 64 provides opportunities for each learner to investigate, be successful, be resilient, and become inspired and empowered as they contribute to our global society.

Guiding Philosophy: Continuous Improvement

Growth Mindset



District 64 Current & Future Challenges

Challenge Areas



6 Strategic Objectives

Strategy Map by Challenge Areas



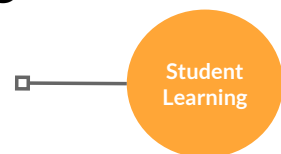
Student Learning
Strategy Objective 1



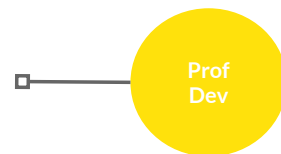
Essential Processes
Strategy Objective 2



Competency
Strategy Objective 3



Professional Learning & Growth
Strategic Objective 4



Learning Environment
Strategic Objective 5



Financial
Strategic Objective 6





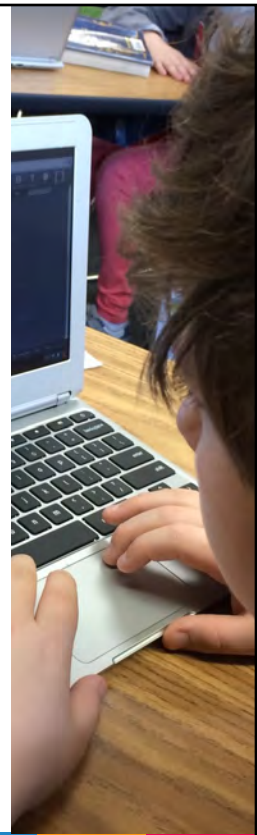
Balanced Scorecard

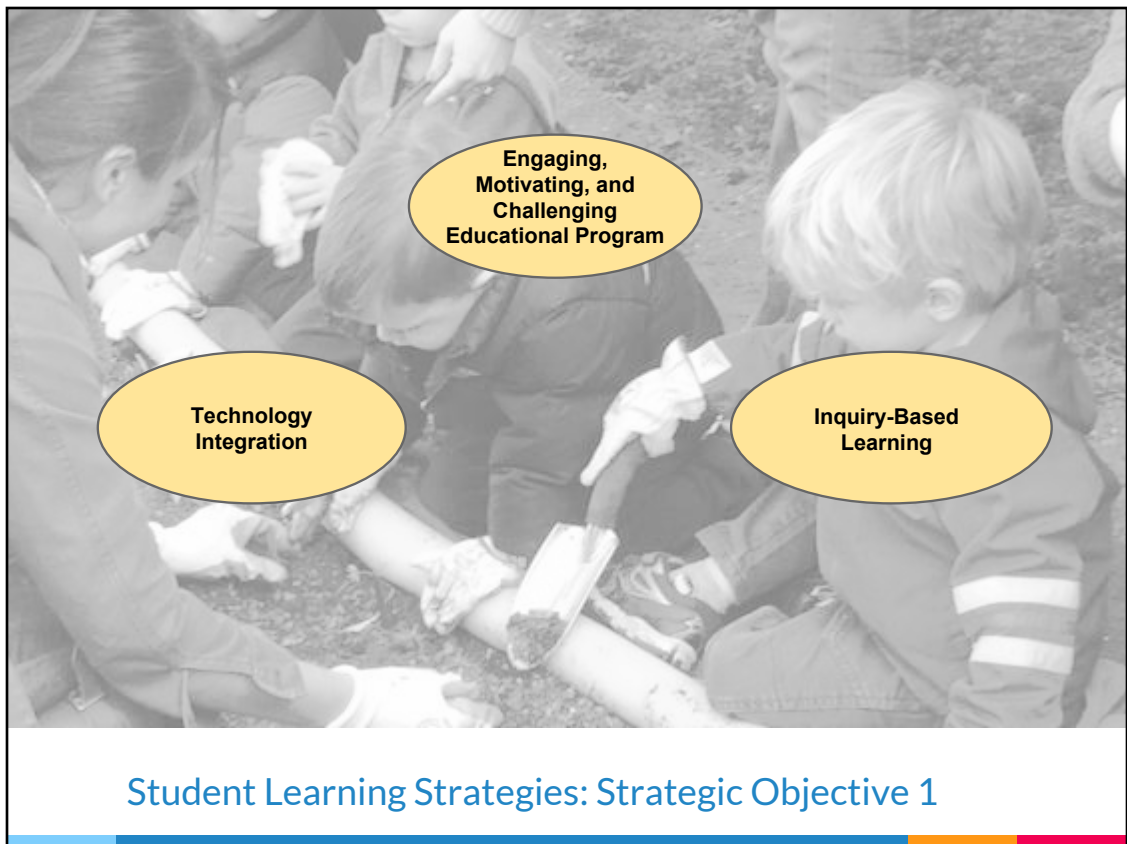


Strategic Objective

1

**Develop Students Who Master the 4Cs -
Communication, Collaboration,
Creativity, and Critical Thinking**





Strategy 1A: Engaging, Motivating, and Challenging Educational Program

Program review
Student success in high school
and beyond



Strategy 1B: Inquiry-Based Learning

Real-world questions posed as
areas of study



Strategy 1C: Technology Integration

Technology integration for
student learning.



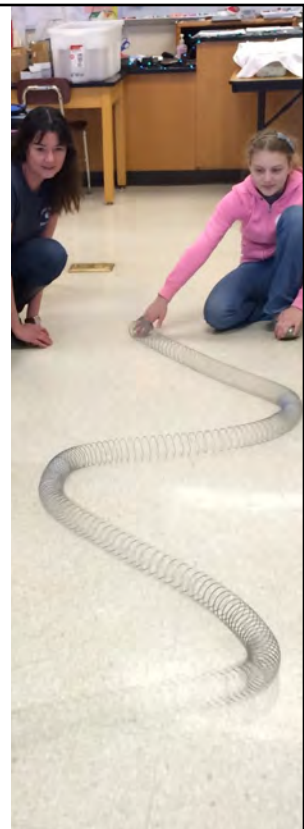
STRATEGY	MEASURE	BASELINE STATUS				ANNUAL PERFORMANCE						TARGET
		2012	2013	2014	2015	2016	2017	2018	2019	2020	2020	
Strategic Objective One: Develop Students Who Master the 4C's -Communication, Collaboration, Creativity, and Critical Thinking												
A. Engaging, Motivating, and Challenging Educational Program	Learning Walks (non evaluative) - levels of student engagement (UNDER DEVELOPMENT)											100%
	Spring/Spring analysis of PARCC achievement to benchmark districts in Reading (AVAILABLE FALL 2015)											+/-5%
	Spring/Spring analysis of MAP achievement to benchmark districts in Reading (AVAILABLE FALL 2015)											+/-5%
	Spring/Spring analysis of PARCC achievement to benchmark districts in Math (AVAILABLE FALL 2015)											+/-5%
	Spring/Spring analysis of MAP achievement to benchmark districts in Math (AVAILABLE FALL 2015)											+/-5%
	Student mastery on targets set for Educational Ends assessments											100%
	District 207 high school performance portfolio (UNDER DEVELOPMENT)											
B. Inquiry-Based Learning	Minimum of two inquiry-based learning units at each grade-level (K-8) (UNDER DEVELOPMENT)											18
	Student performance rubric for the 4 C's: communication, collaboration, creativity, and critical thinking (UNDER DEVELOPMENT)											
C. Technology Integration	Learning Walks (non evaluative) - level of implementation (UNDER DEVELOPMENT)											100%
	Teacher self-reporting on BrightBytes questionnaire - Classroom Domain											Ex
	Grades 3-8 students self-reporting on BrightBytes questionnaire - Classroom Domain											Ex
	Survey to Parents regarding 1:1 Chromebook initiative (UNDER DEVELOPMENT)											

Balanced Scorecard for Strategic Objective 1



Strategic Objective 2

Provide a Rigorous Education for All Students



High-Impact Instruction

Aligned, Articulated Curriculum

Standards-Based Reporting

Essential Processes Strategies: Strategic Objective 2

Strategy 2A: Aligned, Articulated Curriculum

Curriculum Maps

- ▷ aligned to state and national standards
- ▷ identify essential learning, by grading period

Unit Plans

- ▷ documented and easily accessible to staff
- ▷ What will all students know and be able to do?
- ▷ identify intervention and enrichment options
- ▷ common assessments



Strategy 2B: High Impact Instruction

Standards Based Planning

Formative Assessment

Differentiation

Positive Classroom Culture (SEL)



Strategy 2C: Standards Based Reporting

Clear

Performance & growth

Schools inform families about student performance and growth

READING

Phonics / Word Identification / Vocabulary

Student decodes and comprehends words in

Comprehension

Student uses strategies to form a general understanding of text.
Student analyzes and responds to text.

Fluency

Student uses punctuation and print conventions

Positive Attitudes and Behaviors

Student chooses to read a variety of print materials

Shows Effort

WRITING

Writing About a Topic

Student writes short stories or compositions, sentences and paragraphs.

Writing For a Variety of Purposes

Student writes for a variety of purposes and audiences.

Using Structures / Conventions

Student writes and edits using a variety of appropriate legibility, spelling, capitalization, and punctuation.

Revising

Student revises for the qualities of good writing organization.

Using Writing Resources

Student uses various resources when writing appropriately.

Word Study / Spelling

Student shows understanding of weekly word study.

Shows Effort

STRATEGY	MEASURE	BASELINE STATUS				ANNUAL PERFORMANCE						TARGET
		2012	2013	2014	2015	2016	2017	2018	2019	2020	2020	
Strategic Objective Two: Provide a Rigorous Education for All Students												
A. Aligned, Articulated Curriculum	% of Curriculum maps for each Core, Encore, and Elective course											100%
	% of documented and online unit plans that include common formative and summative assessments											100%
	Learning Walks (non evaluative) to determine student understanding of learning outcomes/goals											100%
B. High-Impact Instruction	Learning walks (non-evaluative) - levels of student engagement											100%
	Spring/Spring analysis of PARCC achievement to benchmark districts in Reading (AVAILABLE FALL 2015)											+/-5%
	Spring/Spring analysis of MAP achievement to benchmark districts in Reading (AVAILABLE FALL 2015)											+/-5%
	Spring/Spring analysis of PARCC achievement to benchmark districts in Math (AVAILABLE FALL 2015)											+/-5%
	Spring/Spring analysis of MAP achievement to benchmark districts in Math (AVAILABLE FALL 2015)											100%
	Student mastery on targets set for Educational Ends assessments											100%
	Social-Emotional Learning indicators (UNDER DEVELOPMENT)											
	5 Essentials (5E) survey for students (grades 6-8) - Ambitious Instruction											5
	5 Essentials (5E) survey for students (grades 6-8) - Academic Personalism											5
C. Standards-Based Reporting	Stakeholder satisfaction survey to determine effectiveness of standards-based reporting (UNDER DEVELOPMENT)											
	Parent University exit slips (UNDER DEVELOPMENT)											

Balanced Scorecard for Strategic Objective 2



Strategic Objective 3

Differentiate to Meet the Academic and Social/Emotional Health Needs of All Students





Strategy 3A: High-Quality Tier 2 and Tier 3 Interventions

Three Tiered System of Supports in Math, Reading, Writing and SEL

All Students have access to interventions if academically at risk

All students are participating in rigorous Tier 1 Instructions aligned to the Common Core

Students reach mastery of the defined curriculum

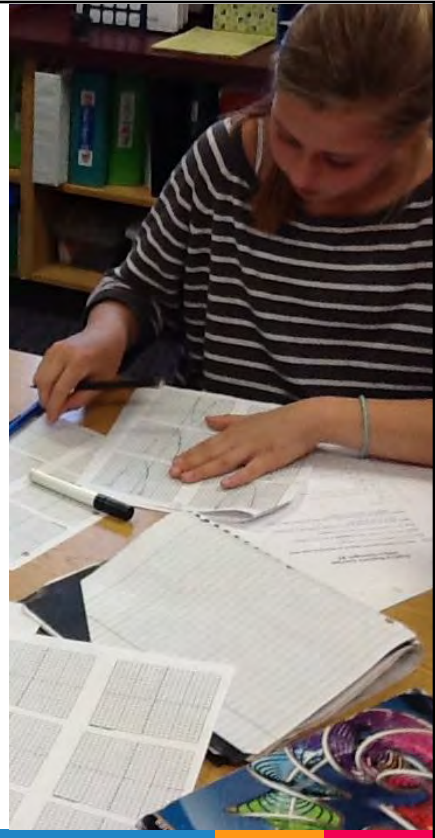


Strategy 3B: Data Driven Decision Making

Data Based Problem Solving Process articulated and aligned across all the schools

Teachers setting and monitoring progress of growth goals for all students in Tier 2 and Tier 3

Students in Tier 2 and 3 are actively involved in goal settings and monitoring their progress



STRATEGY	MEASURE	BASELINE STATUS			ANNUAL PERFORMANCE						TARGET
		2012	2013	2014	2015	2016	2017	2018	2019	2020	2020
Strategic Objective Three: Differentiate to Meet the Academic and Social/Emotional Health Needs of All Students											
A. High-Quality Tier 2 and Tier 3 Intervention	Spring/Spring analysis of PARCC achievement to benchmark districts in Reading (AVAILABLE FALL 2015)										+/-5%
	Spring/Spring analysis of MAP achievement to benchmark districts in Reading (AVAILABLE FALL 2015)										+/-5%
	Spring/Spring analysis of PARCC achievement to benchmark districts in Math (AVAILABLE FALL 2015)										+/-5%
	Spring/Spring analysis of MAP achievement to benchmark districts in Math (AVAILABLE FALL 2015)										+/-5%
	Tier 2 and Tier 3 intervention participation rates for students with at-risk academic performance										100%
	Special education students serviced in the Least Restrictive Environment (LRE)										65%
B. Data-Driven Decision-Making	Implementation rates of data-based decision-making guidelines by school (fidelity checklists) (UNDER DEVELOPMENT)										8
	PARCC student subgroup analysis for low socioeconomic status (SES) (AVAILABLE FALL 2015)										
	MAP student subgroup analysis for low socioeconomic status (SES) (AVAILABLE FALL 2015)										
	PARCC student subgroup analysis for Students with Disabilities (AVAILABLE FALL 2015)										
	MAP student subgroup analysis for Students with Disabilities (AVAILABLE FALL 2015)										
	PARCC student subgroup analysis for English Learners (EL) (AVAILABLE FALL 2015)										
	MAP student subgroup analysis for English Learners (EL) (AVAILABLE FALL 2015)										

Balanced Scorecard for Strategy Objective 3



Strategic Objective

4

Foster Effective Communities of Practice through Professional Development and Staff Support



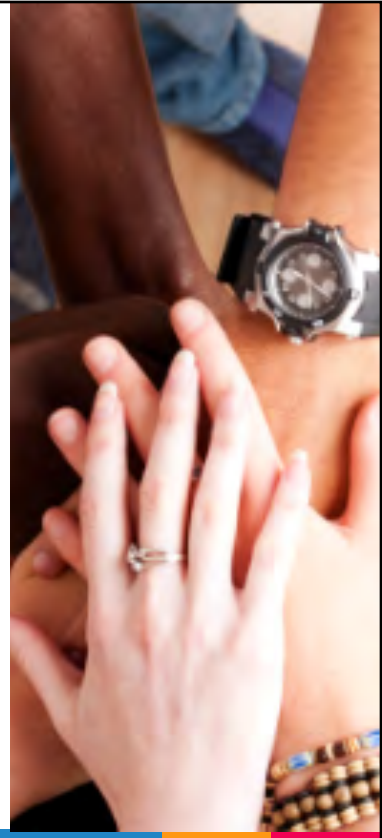
**Professional Learning & Growth Strategies:
Strategic Objective 4**

Strategy 4A: Collaboration and Teaming for Continuous Improvement

Create opportunities to grow professionally, collaboratively, and frequently

Maximize our staff's many strengths, to improve student growth

Make sure that individual, department, and building goals are aligned with District objectives



Strategy 4B: Professional Communities of Practice

Face-to-face/virtual learning opportunities

Examples of best practices are shared by staff and are moderated by teacher

On-going, staff development followed by virtual discussions to support implementation

Meaningful, job-embedded professional development



Strategy 4C Differentiated Professional Development

Professional development around high-impact instruction & inquiry-based learning

Focused, differentiated professional development will support Strategic Objectives 1 - 3

Job-embedded coaching



STRATEGY	MEASURE	BASELINE STATUS			ANNUAL PERFORMANCE						TARGET
		2012	2013	2014	2015	2016	2017	2018	2019	2020	2020
Strategic Objective Four: Foster Effective Communities of Practice Through Professional Development and Staff Support											
A. Collaboration and Teaming for Continuous Improvement	5 Essentials survey data - Collaborative Teachers										5
	5 Essentials survey data - Effective Leaders										5
	District teacher satisfaction survey (UNDER DEVELOPMENT)										
	District parent satisfaction survey (UNDER DEVELOPMENT)										
	Percentage of School SMART goals achieved (UNDER DEVELOPMENT)										
B. Professional Communities of Practice	Participation rates in Communities of Practice										100%
	Communities of Practice fast feedback ratings (UNDER DEVELOPMENT)										
C. Differentiated Professional Development	Participation rates in professional development sequence										100%
	Learning Walks (non-evaluative) data - level of implementation (UNDER DEVELOPMENT)										100%
	Coaching program satisfaction feedback (UNDER DEVELOPMENT)										
	Number of instructional practice requests (UNDER DEVELOPMENT)										
	Teachers self-reporting on BrightBytes questionnaire - Skills Domain										Ex

Balanced Scorecard for Strategy Objective 4



Strategic Objective

5

Provide Safe and Secure Learning
Spaces to Support 21st Century
Learners

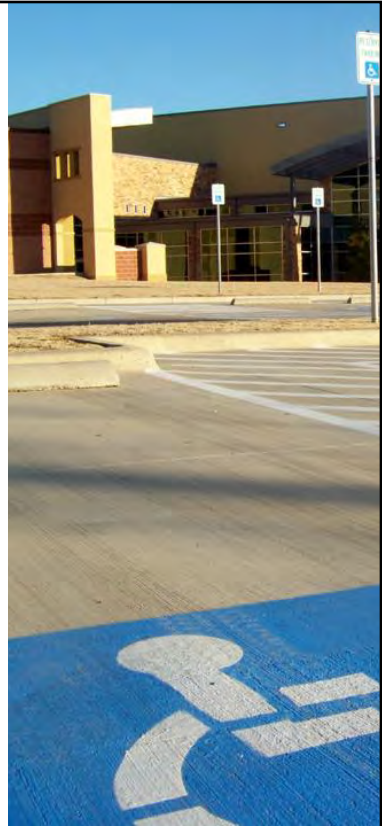


Learning Environment Strategies: Strategic Objective 5

Strategy 5A

Life Safety & Universal Access

District compliance with state codes and Health Life Safety requirements



Strategy 5B

Master Facilities Plan

District facilities are functional and prepared for 21st century education and beyond



Strategy 5C Environmental Health

Provide a healthy, inviting and safe environment for teaching and learning



STRATEGY	MEASURE	BASELINE STATUS			ANNUAL PERFORMANCE						TARGET
		2012	2013	2014	2015	2016	2017	2018	2019	2020	2020
Strategic Objective Five: Provide Safe and Secure Learning Spaces to Support 21 st Century Learners											
A. Life Safety and Universal Access	Category A Health Life Safety Survey completion rate										100%
	% of facilities that are compliant with identified ADA accessibility priorities										100%
B. Master Facilities Plan	Annual Master Facilities Plan recommendations and funding Information										5
C. Environmental Health	Student satisfaction with District facilities (UNDER DEVELOPMENT)										90%
	Staff satisfaction with District facilities (UNDER DEVELOPMENT)										90%
	Community satisfaction with District facilities (UNDER DEVELOPMENT)										90%



Strategic Objective

6

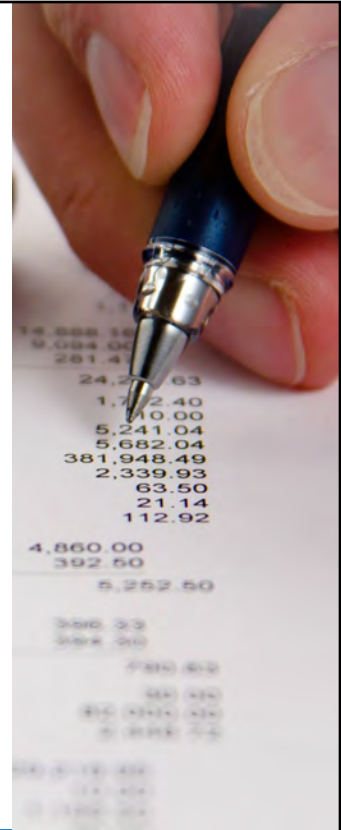
Maintain Fiscal Responsibility that Reflects a Commitment to Student Learning and a Rich Variety of Programs and Services



Strategy 6A: Financial Stewardship

Data usage to manage District finances

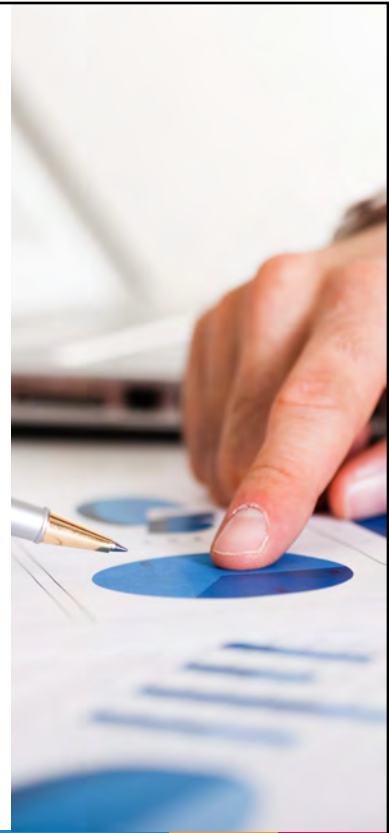
- Cost efficiencies
- Maximize all revenue sources
- Assess impact of salaries & benefits for all staff
- Long-range financial model
- Transparent financial data - Data Dashboard
- Keep current on legislative issues



Strategy 6B: Finance Priority Projects

Health Life Safety Survey and Master Facility Plan

- District classrooms support 21st Century Learning
- Maximize all revenue sources
- Keep Board and community aware of facility needs and financing options



Strategy 6C: Fund Balance policy

Adhere to Board Policy

- Maintain 120 days cash on hand
- Meet cash flow needs



Strategy 6D: Finance Priority Programs

Collaborate with all departments

- To ensure we have adequate funding to maintain student programs
- For better understanding of the budget process



Strategy 6E: Plan for Future Challenges

Enrollment Changes

Use data to project student enrollment

Conduct a boundary study to determine optimal student placement



Strategy 6F: Parent & Community Education

Engage parent and community members

Informs efforts of educators

Informs efforts to align resources to strategic initiatives



STRATEGY	MEASURE	BASELINE STATUS			ANNUAL PERFORMANCE						TARGET
		2012	2013	2014	2015	2016	2017	2018	2019	2020	2020
Strategic Objective Six: Maintain Fiscal Responsibility that Reflects a Commitment to Student Learning and a Rich Variety of Programs and Services											
A. Financial Stewardship	Monthly financial reports and investment summaries										60
	Annual long-term staffing projections (UNDER DEVELOPMENT)										5
	Semi-annual long-term financial model projections (UNDER DEVELOPMENT)										10
	Annual financial audit (Unqualified Auditor Opinion)										5
B. Finance Priority Projects	Annual priority project list and financing options										5
	Rubric to assess how classrooms support 21st Century learning (UNDER DEVELOPMENT)										
C. Fund Balance Policy	Days of cash on hand at end of fiscal year										120 days
	Track progress semi-annually on Board extended referendum goal of 2020-21										10
D. Finance Priority Programs	Fund priorities recommended by Program Review Committees										100%
E. Plan for Future Challenges	Adequate space for student enrollment										100%
F. Parent and Community Education	Advisory committees include community volunteers										100%
	Annual updates on investments in student learning and financial challenges										5
	District satisfaction survey (UNDER DEVELOPMENT)										100%

Balanced Scorecard for Strategy Objective 6

Implementing the Plan



“

*If you don't know where you are heading....
any road will get you there.*



Credits

Special thanks to all the people who made and released these awesome resources for free:

- ▷ Presentation template by [SlidesCarnival](#)
- ▷ Photographs by [Unsplash](#)