



COMMUNITY CONSOLIDATED
SCHOOL DISTRICT 59



BOARD OF EDUCATION STRATEGIC PLAN

OUR MISSION

THE MISSION OF COMMUNITY
CONSOLIDATED SCHOOL DISTRICT 59
IS TO PROVIDE THE SKILLS,
KNOWLEDGE, AND EXPERIENCES
THAT WILL PREPARE STUDENTS TO BE
SUCCESSFUL FOR LIFE.



STRATEGIC DIRECTION 1

STUDENT GROWTH - EDUCATING THE WHOLE CHILD ACADEMICALLY, PHYSICALLY, AND EMOTIONALLY

Through continuous improvement, create learning experiences and environments that promote student growth to prepare students to be successful for life.

OBJECTIVE 1.A CURRICULUM AND ASSESSMENT

Design and implement comprehensive curriculum and programs that are rigorous, relevant, and informed by meaningful assessments.

- Create units of instruction that integrate 21st century skills (communication, collaboration, critical thinking, problem solving, and creativity) to enhance traditional best practices that are anchored to state standards.
- Develop common assessments for each grade and subject area to measure student growth and to inform planning and instruction.
- Develop parent reporting tools that more frequently and clearly describe student growth.
- Enhance existing district-wide programs to provide differentiated services to meet the needs of all students. For example: English Language Learning, Special Education, Talent Development Program, and Summer School Program.

Progress Measures: Student performance and growth data on local and state assessments, student performance on developed common assessments, staff feedback on units of study

Timeline:

- Creation and implementation of integrated units of study along with accompanying common assessment: 2014-2016
- Implementation of revised district assessment plan: 2014-2015
- Implementation of enhanced parent reporting tools: 2014-2016
- Planning for enhanced ELL program: 2013-2014, Implementation: 2014-2015
- Evaluation, research, and planning of Talent Development and Summer School program: 2014-2015

OBJECTIVE 1.B INSTRUCTIONAL PRACTICES

Equip staff with the requisite skills, knowledge, and understanding necessary to provide high-quality, differentiated instruction that will prepare students to be successful for life in the 21st century.

- Provide ongoing training to develop shared understandings and build trusting relationships that are critical foundations for creating an optimal environment for learning and growth.
- Provide focused professional development with an emphasis on 21st century instruction and curriculum design that will challenge thinking and improve learning.
- Provide job-embedded coaching to support the continued implementation of effective instructional practices.

Progress Measures: Anecdotal, Professional Learning Time Agendas, Professional Development logs, and staff survey feedback for effectiveness

Timeline:

- Planning for coaching model: 2013-2014, Implementation: 2014-2015
- Implementation of Grade Level Meetings (GLMs): 2013-2014

OBJECTIVE 1.C SOCIAL/EMOTIONAL LEARNING (SEL)

Fully implement support systems that meet the social/emotional Learning needs of all students.

- Develop a comprehensive social/emotional Learning plan that develops social/emotional skills and resiliency among our students.
- Embed social/emotional learning standards in our planning and instruction.
- Provide ongoing training to develop shared understandings and build trusting relationships that are critical foundations for creating an optimal environment for learning and growth.
- Implement consistent district-wide procedures and practices to identify and support students and families who are emotionally and/or academically at risk.

Progress Measures: Positive Behavioral Interventions and Supports data, Student survey data, 5 Essentials data

Timeline:

- Develop an integration plan and pilot for social/emotional learning and Positive Behavioral Interventions and Supports: 2014
- Provide SEL professional development: 2014-2015
- Identify and develop a system of support for students and families: 2014-2015
- Collect and analyze pilot data: March 2015
- Develop a full SEL integration and implementation plan: 2015-2016
- Annual evaluation of implementation and practices

OBJECTIVE 1.D LEARNING ENVIRONMENT

Support 21st century learning by creating safe, secure, and relevant learning and working environments.

- Develop an effective teaching and learning environment for students by building relationships that foster safe learning spaces and convey that all students matter.
- Convene a learning space task force to research, explore, and evaluate resources to answer the question, "What are the best learning spaces to support students in their journey to be successful for life in the 21st century?"
- Convene a technology committee to develop, implement, and evaluate a long-term technology plan.

Progress Measures: Survey of learning conditions and measures determined by the Learning Spaces Task Force and the Technology Committee

Timeline:

- Convene Learning Spaces Task Force: 2014 and continue as needed until the scope of work is complete
- Complete technology planning for updating student devices with the district technology committee: 2014-2015
- Create comprehensive technology plan: 2014-2015

The background image is a blue-tinted photograph of a classroom. In the foreground, a young girl with blonde hair is sitting at a desk, looking down at a stack of papers. In the background, a teacher is standing and looking at a laptop screen. The overall scene is educational and collaborative.

STRATEGIC DIRECTION 2

COMMUNICATIONS AND COMMUNITY RELATIONS

Create and maintain open, two-way communication both internally and externally to foster collaboration, trust, and understanding in an effort to move all stakeholders to advocacy of student success.

OBJECTIVE 2.A COMMUNICATIONS PLAN

Create a comprehensive, integrated communications plan that includes a wide range of methods and modalities to reach all target audiences.

- Convene communications committee to create comprehensive communications plan.
- Evaluate effectiveness of plan and implementation with communications committee on a biannual basis following plan completion.
- Leverage technology to increase transparency, efficiency, and quality of communications.

Progress Measures: Variety of data points and metrics including, but not limited to, website visit statistics, electronic communication view counts, online interactions with all audiences, and audience surveys

Timeline:

- Create communications plan: 2014
- Implement communications plan: 2014-2015

OBJECTIVE 2.B INTERNAL COMMUNICATIONS

Ensure all internal communications strengthen relationships, build trust, develop understanding, and provide opportunities for staff input.

- Create and maintain staff intranet.
- Recognize and celebrate staff and student achievements.
- Create a resource-sharing repository for all staff across the district.
- Provide ongoing, timely updates to all staff regarding district news.
- Provide a variety of opportunities for ongoing, collaborative staff input.

Progress Measures: Use and engagement metrics of online resources

Timeline:

- Implement with comprehensive communication plan: 2014-2015

OBJECTIVE 2.C EXTERNAL COMMUNICATIONS

Ensure all external communications strengthen relationships, build trust, develop understanding, and provide opportunities for stakeholder input.

- Identify communication needs of community and effectively respond to the needs in a manner that takes into account the linguistic and cultural diversity of our community.
- Create consistent communication channels that support our mission.

Progress Measures: Surveys and feedback from external stakeholders

Timeline:

- Implement with comprehensive communication plan: 2014-2015

OBJECTIVE 2.D COMMUNITY RELATIONS

Partner with school families and community organizations to support the needs of students and families.

- Help parents to build an understanding of how to support student learning outside of school.
- Partner with external entities to provide all students and families with internet access for educational and communications purposes.
- Partner with our communities and agencies to provide support to families beyond the resources of District 59.

Progress Measures: Parent surveys and number of quality connections made between District 59 and external agencies/community organizations

Timeline:

- Implement with comprehensive communication plan: 2014-2015

STRATEGIC DIRECTION 3

RECRUIT AND RETAIN DISTINGUISHED STAFF

Attract, hire, nurture, supervise, and retain high-quality staff while employing best-practice human relations strategies, processes, and services.



OBJECTIVE 3.A HUMAN RESOURCE FUNCTION

Employ best-practice strategies, processes, and technologies to support all staff.

- Provide staff with a high level of assistance, support, and service.
- Maintain and align a web-based staff management system.
- Create a comprehensive benefits program that promotes staff health and wellness.
- Utilize a consistent approach to recruit and identify qualified candidates for certified, non-certified, and administrative positions.

Progress Measures: Retention rates and staff feedback

Timeline:

- Further develop and employ a district-led hiring process: 2015-2016

OBJECTIVE 3.B SUPERVISION

Provide staff with support, feedback, and clear expectations that will assist in the development of distinguished levels of performance.

- Provide specific and timely feedback to staff that promotes reflection and growth.
- Utilize a standards-based supervision process to establish clear expectations for staff performance.
- Provide feedback, training, and support from a variety of experts.

Progress Measures: Observational data and administrative feedback

Timeline:

- Develop a feedback instrument to be utilized with certified staff as part of the classroom walk-through process: 2014
- Implement use of the feedback instrument: 2014

OBJECTIVE 3.C NEW EMPLOYEES

Enhance the effectiveness of new employees by providing training and support that aligns with the mission of District 59.

- Ensure new employees have a deep understanding of the district focus and direction by providing necessary training and mentoring.
- Develop a mentoring program that aligns with 21st century skills and curriculum development, expectations for performance, and the District 59 mission.

Progress Measures: Completion of onboarding meetings each year, updated mentoring program, surveys and feedback from new staff and mentoring program participants

Timeline:

- Meet annually with all new staff as part of the onboarding process prior to the start of the school year: 2014 and continue moving forward
- Complete the mentoring program update and alignment: 2014-2015



STRATEGIC DIRECTION 4

LONG-TERM FINANCIAL STABILITY AND FISCAL INTEGRITY

Ensure long-term financial stability and fiscal integrity by aligning the human, financial, and physical resources with the District 59 mission.

OBJECTIVE 4.A LEARNING SUPPORT

Align financial operations to support the new District 59 mission.

- Align budget structure toward District mission.
- Strategically evaluate calendars, schedules, staff assignments, and roles and responsibilities.
- Study building utilization in the context of equity, efficiency, and future strategic directions.

Progress Measures: Annual budget allocations meet needs while maintaining long-term financial goals

Timeline:

- Continue to adjust the budget structure to support strategic directions and objectives, in addition to supporting existing programs: 2014 and continue annually

OBJECTIVE 4.B LONG-RANGE FISCAL PLANNING

Generate long-range projections reflective of district initiatives, programming, and fiscal assumptions.

- Incorporate plans for technology, curriculum, instructional changes and capital improvements in long-term financial plan.
- Recommend short-term and long-term cost-saving strategies on an ongoing basis.

Progress Measures: Maintain Financial Recognition and remain compliant with District's Fund Balance Policy

Timeline:

- Update Long-Term Financial Projections with current information and present annually to the Board of Education during the levy process and budget adoption process: 2014 and continue annually

OBJECTIVE 4.C FACILITIES AND PROPERTY UTILIZATION

Ensure that property and facility utilization supports the educational needs of students, staff, and families.

- Develop a multi-year plan to address short- and long-range enrollment forecasts and their impact on District 59 schools.
- Convene a task force to make recommendations for future use of District 59 facilities and properties.

Progress Measures: Recommendations to address facility concerns

Timeline:

- Ongoing monitoring of enrollment 10-year forecasts following September 30th enrollment: 2014 and continued annually.

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