



SUPERINTENDENT'S STRATEGIC PLAN OF ACTION 2019-2023

The North Palos School District 117 Board of Education identified two strategic areas of focus. Below are the areas as designated by the Board of Education.

- ❖ Strategic Area One: Communication (SA1)
- ❖ Strategic Area Two: Long-term Planning (SA2)

Each school year, the Senior Leadership Team provides updates on all strategic areas, goals, and goal-achievement. Updates will occur through weekly Board of Education updates and monthly presentations, postings on the school district website and other social media outlets, and in the NPD117 ChalkTalk community publication.

Communication and Long-Term Planning were identified by the Board of Education to ensure that NPD117 continues to provide excellent learning opportunities for all our students, encourage partnerships with our families and residents, and offer the resources necessary to provide for our district's current and future needs.

NPD117 encourages and welcomes staff, student, parent, and community feedback throughout our educational journey. We seek to continuously improve and recognize the importance of creating a collaborative community of learners through the involvement and partnerships with our retired teachers and staff, our business community, and our families and neighbors. We encourage all stakeholders to become active participants in our district as we tackle the challenges of today to create an even brighter tomorrow.

The North Palos School District 117's Strategic Plan is a viable, living document created to adjust to the needs of our rich and diverse learning community. We are in the "business of students." Agility and flexibility are essential to live the North Palos School District 117 motto: *Investing in Our Future, One Child at a Time.*

Yours in education,

Dr. Jeannie Stachowiak
Superintendent of Schools

NPD117 District’s Mission

Through a dedicated commitment from students, parents, staff and the entire community, the mission of North Palos School District 117 is to create a positive, caring learning environment that fosters excellence and active student participation and ensures that every student will realize his/her full potential as a socially responsible lifelong learner.

NPD117 District’s Vision

Be the Best *for* the World

NPD117 District’s Motto

Investing in Our Future One Child at a Time

NPD117 District’s Core Values

Visionary Leadership <i>Search for Possibilities</i>	Learner-Centered Education <i>Develop Professional Learning Communities</i>
Organizational and Personal Learning <i>Creates a Culture of Continuous Improvement</i>	Managing for Innovation <i>Model and Monitor What is Important</i>
Systems Perspective <i>Find Ways Around Obstacles</i>	Management by Fact <i>Find What is Working</i>
Focus on the Future <i>Believe That Solutions Exist</i>	Public Responsibility and Citizenship <i>Be the Best <u>For</u> the World</i>
Agility and Flexibility <i>Believe That Change is Possible</i>	Focus on Results and Creating Value <i>Broaden Your Definition of Winning</i>

Strategic Area One (SA1): Communication

Purpose: (SA1)

The North Palos School District 117 Board of Education's goal is to effectively and efficiently communicate with the school district's stakeholders. The Board recognizes and respects the importance of communication among our schools, employees, parents and the community. We are committed to informative, timely and transparent communications with our learning community regarding our students' academic achievement, educational initiatives and reform, school safety, advanced technologies, resource allocation, and budgetary priorities.

Strategic Plan (SA1):

Public Relations Department, District and Building Staff (SA1)

- The district's Public Relations Director and Building Public Relations Staff collaborate to write and post articles on the schools' and district websites. The Public Relations Director writes articles and takes photos that are also submitted to local newspapers and local and national education journals.
- Our community publication, ChalkTalk, highlights new initiatives and district accomplishments. A new digital version debuted this summer.

District Website (SA1)

- Pertinent information is posted on the school district website, www.npd117.net and updated by district departments and buildings.
- Classroom and grade-level/team websites are available for parents and students to access important classroom, grade-level, and department/team information.
- Conrady Junior High utilizes Schoology Learning Management System. All parents are issued login information to access student assignments.
- A link to the ISBE Illinois Interactive Report Card (IIRC) is posted on the website. The report card provides the community with a plethora of data about the district and each school.
- The district's Recognize A Star program provides an outlet for community members, parents, students, and colleagues to recognize district employees and volunteers for their hard work and efforts. The link can be found on the front page of the district's website.

Employee Communication (SA1)

- The Superintendent, Assistant Superintendents, and Directors attend Professional Learning Community meetings, Team Day meetings, and Intervention Day meetings to stay informed of both the success and improvement needs within each building.
- Exit interviews are conducted to better gauge where we are succeeding and where we can improve. That information is shared with the superintendent when certain trends develop.
- The Superintendent, Assistant Superintendents, Directors, Building Principals and Assistant Principals meet quarterly during Quality Review meetings to develop and monitor district, school, and staff goals.

- The Curriculum and Technology Departments meet bi-monthly to discuss how technology can enhance the learning environment. All potential purchases and additional resources are discussed during these collaboration meetings and are aligned with the goals set forth in the Three-Year Technology Plan. Through collaboration, NPD117 can ensure that any devices purchased will meet the teaching and learning needs set by the district. Professional development and other resources are included in the plan to guarantee successful implementation.
- Psychologists, Social Workers, Speech and Language Pathologists, and Nurses and Health Aides meet monthly by specialty area and twice per year as a PPS Department.
- Pupil Personnel Supports Teams (Psychologists, Behavior Specialist, Social Workers, Speech and Language Pathologists, Paraprofessionals, Nurses, and Health Aides) meet during established Institute Days, Team Days, and during other scheduled times during the first week of each month for professional development, collaboration, and system updates. Meetings occur in various combinations based on position type and need.
- The Buildings and Grounds Department utilizes an electronic work order system to create a more efficient and effective process for tracking work orders.
- Newly created district procedural manuals communicate the various processes used throughout the district.
- Staff handbooks updated on an annual basis.
- Institute Day Planning Committee meets collaboratively to address the needs of all staff for established institute days.
- The Business Department is working to develop and implement a District Activity Account Manual.

School/Classroom Communication (SA1)

- Building staff provide information to our families through newsletters, building websites, building marquees, SchoolMessenger, Twitter.
- Kindergarten through Grade 5 Standards-Based Report Cards provide parents detailed information about their child's acquisition of the skills needed to be successful. Information about the Standards-Based Report Card is available on the curriculum website (<http://www.npd117.net/Page/3296>). Parents also have access to their children's progress through Power School in Grades K - 8.
- Students use individual learning data to set goals. Student-led Parent/Teacher conferences convey progress toward learning goals and district targets.
- New communication technology has been purchased to provide non-vocal students more effective ways to communicate with staff and students.
- Public relations director will meet on a regular basis with school personnel to see how and where he can assist in highlighting the various students, staff and programs.

Communication with the Community (SA1)

- District Administration meets annually with the NPD 117 Retiree's Group. Many retirees return to our classrooms as substitutes and assessment proctors and share their wealth of knowledge with our students.

- District Administration partners with the Chamber of Commerce, Kiwanis Club, and the cities on various events, including the Kiwanis Club’s annual “Encourage Excellence” luncheon and the Chamber’s annual “Howl Through the Hills 5K” and “Scarecrow Decorating Contest.”
- District and Building Administration meet regularly with first responders from each of our three communities to review the District’s Safety Handbook.
- District Administration attend legislative meetings and invites local legislators to attend school events.
- The Food Service Director in conjunction with the District Administration, will solicit feedback from District stakeholders on meal options and the food service program.
- Parents may access student transportation information through their Powerschool Parent Account. Updated information and alerts are sent via SchoolMessenger and email.
- Student report cards are published digitally and made accessible to parents/guardians through PowerSchool Parent Access. Appropriate information will be shared to ensure that the report cards are easily accessed by those who need the information.
- [Insert]

Assessment Plan for Strategic Priority One (SA1)

Feedback and use of:

- District website
- Individual School, Classroom, and Grade-level websites
- Twitter
- SchoolMessenger
- Digital Chalk Talk, local newspapers and other community publications
- Meetings with the community, including the Chamber of Commerce, Kiwanis Club, Joint State-of-the-City address by Howley and Bennett, meeting with aldermen, first responders, legislators and District Retirees’ Group
- Committee meetings

Strategic Area Two (SA2): Long Term Plan ***Curriculum/Technology (SA2a) and Facilities (SA2b)***

Purpose (SA2):

The North Palos School District 117 Board of Education’s goal is to plan for both our current and future district needs. The district engages in long-term planning to offer our students a clean, safe, and appropriate learning environment with a technology-infused curriculum that meets the needs of all our learners. By fusing the core curriculum (“the three R’s” of rigor, relevance, and relationships with the four C’s of critical-thinking and problem-solving, communication, collaboration, and creativity and innovation), our students are provided the tools and resources necessary to successfully compete and adapt in our ever-changing world.

Strategic Plan (SA2):

Teaching and Learning (SA2a)

Beginning in 2010, The Illinois State Board of Education began adopting new learning standards in all content areas. Since this time the North Palos District 117 teaching staff has worked to review and update all curriculum to be aligned with ISBE’s recommendations.

District 117 follows a systematic process for reviewing all instructional areas to ensure a guaranteed and viable curriculum is in place at all schools across grade levels and content areas. This development process spans multiple years and follows the process outlined below:

Research Best Practices → Create a Vision → Develop → Develop Differentiation for EL, Special Education, and Honors → Implement with Ongoing Support

With this work spanning multiple years, each content area and grade level band are at different stages of development. Below, that work is outlined for the next three years.

MIDDLE SCHOOL			
	2019-2020	2020-2021	2021-2022
Math	Develop Differentiation for EL, Special Education, and Honors	Develop Differentiation for EL, Special Education, and Honors	Implement with Ongoing Support
ELA	Develop Differentiation for EL, Special Education, and Honors	Develop Differentiation for EL, Special Education, and Honors	Implement with Ongoing Support
Science	Research Best Practice, Create a Vision, and Develop	Develop	Develop
Social Studies	Develop	Develop Differentiation for EL, Special Education, and Honors	Develop Differentiation for EL, Special Education, and Honors
Health/PE	Research Best Practice and Create a Vision	Develop	Develop
Fine Arts	Research Best Practice and Create a Vision	Develop	Develop

Discovery	Implement with Ongoing Support	Implement with Ongoing Support	Implement with Ongoing Support
Media	Research Best Practice and Create a Vision	Develop	Develop
Social & Emotional	Standards & Staff Professional Development	Purposeful Integration with PBIS	Formalized Lesson Delivery: In-Person and Electronic

ELEMENTARY			
	2019-2020	2020-2021	2021-2022
Math	Develop	Develop Differentiation for EL, Special Education, and Honors	Implement with Ongoing Support
ELA	Develop Differentiation for EL, Special Education, and Honors	Develop Differentiation for EL, Special Education, and Honors	Implement with Ongoing Support
Science	Develop	Develop	Develop Differentiation for EL, Special Education, and Honors
Social Studies	Develop	Develop	Develop Differentiation for EL, Special Education, and Honors
Health/PE	Develop	Develop	Develop Differentiation for EL, Special Education, and Honors
Fine Arts	Research Best Practice and Create a Vision	Develop	Develop
Media	Research Best Practice	Develop	Develop

	and Create a Vision		
Social & Emotional	Standards & Staff Professional Development	Purposeful Integration with PBIS	Formalized Lesson Delivery: In-Person and Electronic

Teachers continue to receive ongoing support through PLCs and collaboration days. Each year, data and results drive additional support and professional development. We use four critical questions to enhance professional learning for our staff:

1. What do we want all students to learn?
2. How will we know they have learned it?
3. How will we respond when some students have not learned as expected?
4. How will we respond when some students have already mastered the intended learning target?

Professional development continues to be planned around the needs of our staff and from student learning data.

Instructional Technology Integration

In 2014, North Palos District 117 began moving to a 1:1 learning environment at Conrady Junior High. In 2019, all students in grades 3-8 have a 1:1 device, and students in grades K-2 are in a 2:1 learning environment. Technology Instruction Coordinators work in the buildings to support the seamless integration of technology into instruction and curriculum development.

District 117’s Technology Plan has identified seven goals that define technology integration in classrooms.

These goals are:

1. **Creatively Communicate Learning:** Use a variety of multimedia tools to express ideas and learning in new ways
2. **Seize Opportunities for a Real World Audience:** Publishing work outside the classroom to get feedback from others
3. **Collaborate at a Global and Local Level:** Connect with the community, educators or classrooms outside the school
4. **Empower Learning in New Ways:** Use technology to significantly change the learning experience
5. **Evaluate Digital Resources:** Demonstrate digital and media literacy through finding resources and evaluating their credibility. Engaging in critical thinking and analysis of online resources
6. **Demonstrate Digital Citizenship:** Engaging in positive and safe behavior when using technology
7. **Monitor Student Learning:** Capture student learning, provide timely feedback, and offer

opportunities for students to engage in self-assessment and reflection

Each school year, the building level team selects 1-2 integration goals to provide focused professional development for staff.

- The Technology Department will review the district's data networks and internet connections to ensure that these systems are meeting the needs of teachers, students, and staff. Through the E-Rate process, appropriate upgrades will be determined and coordinated to proactively maintain the networking needs of the district.
- The Technology and Teaching and Learning departments will continue to evaluate the most appropriate teaching devices for the primary and intermediate settings. Teachers at Conrady Jr. High transitioned to using Chromebooks for the 2019-2020 school year. We also have teachers who are currently piloting Chromebooks in the 2-5 setting. Evaluating these implementations will be informative to help with decision-making regarding teacher devices in the future.

Facilities and Operations (SA2b)

- The Buildings and Grounds and Finance Committees meet throughout the school year to address both the short-and long-term needs of each building. District-wide long-range facilities plan has been developed with input from a variety of stakeholders. A recommended scope of work for the next 5 fiscal years has been identified. The recommended scope of work for 2020 and 2021 has been identified and will be presented to the Board of Education for approval. The recommended scope of work for FY 22-24 will be re-assessed to account for possible changes in priorities and needs. The district-wide facilities plan is used for short-and long-term needs at all district buildings. Some of the major components of the facilities plan are building envelope systems (exterior walls, windows, doors, and roofs), HVAC systems, plumbing, flooring, furniture, and electrical/technology systems.
 - The following will be addressed in FY20.
 - Abate and replace the remaining ACM flooring at Oak Ridge.
 - Replace the asphalt bus parking lot. A full-depth replacement of the asphalt will be performed.
 - The underground fuel tank will be replaced in conjunction with the bus lot replacement.
 - The following is projected to be addressed in FY21
 - Replace three rooftop units which are part of the HVAC system at Dorn
 - Remodel washrooms at Dorn.
 - Replace carpeting in library media center at Dorn.
 - Abate and replace flooring with ACM at Dorn.
 - The implementation of the new financial, human resources and payroll software is on schedule. District Office staff trained on the new software and are processing fiscal year 2020 requisitions electronically in the new system. The first set of bills will be paid out of the new system in July 2019. In addition, the first payroll to run from the new system will be

July 15, 2019. However, the July 15, 2019, payroll is very small compared to the September 15, 2019, payroll where all 10 month staff will receive their first paycheck produced from the new software. Building office staff will receive training on the new system in August. District employees will be issued employee self service accounts sometime during the first quarter. After the completion of these major milestones, a review of the implementation will be conducted. Later, an updated plan for the new software and the decommissioning of the previous software will be produced.

- The Business Department will review the viability of the National School Lunch Community Eligibility Provision.

Assessment Plan for Strategic Priority Two (SA2):

- Percentage of students meeting/exceeding expectations and meeting growth goals as measured by the IAR reading and math assessments with comparative data from state and area districts.
- Staff feedback after professional development sessions
- Staff surveys
- Title I parent survey
- 5 Essentials