



SUPERINTENDENT'S STRATEGIC PLAN OF ACTION 2015-2020

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 quarterly Chalk Talk 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,

Jeannie Stachowiak, Ed. D.
Superintendent of Schools

SHARED BELIEFS

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, which 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	Learner-Centered Education
Organizational and Personal Learning	Managing for Innovation
Systems Perspective	Management by Fact
Focus on the Future	Public Responsibility and Citizenship Be the Best for The World
Agility and Flexibility	Focus on Results and Creating Value

Strategic Area One (SA1): Communication

Purpose: (SA1)

The North Palos School District 117 Board of Education's goal is to increase communication with the school district's stakeholders. The Board recognizes and respects the importance of communication between 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, Web 2.0 and advanced technology, resource allocation, and budgetary priorities.

Strategic Plan (SA1):

Communication Director and Public Relations Staff (SA1)

- Our Communications Director continues to work directly with each building's Public Relations representative to encourage building/community communications.
- At a minimum, monthly articles will be submitted to local newspapers to communicate our district's accomplishments to our stakeholders. District articles will also be posted on our website and Twitter account along with other pertinent information.
- Articles and photographs will be written/taken and submitted for inclusion in ChalkTalk along with photographs for the website. Staff and student photographs will also be taken throughout the year for inclusion in the annual Institute Day presentation.

District Website (SA1)

- The school district website, www.npd117.net, is used to communicate with our community. Each district department and school building continuously updates information for our community to access at anytime.
- Individual teacher and grade-level/team websites are available for parents and students to access pertinent 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.
- The district will link to the ISBE Illinois Interactive Report Card (IIRC) to communicate items that the NPD117 Data Dashboard had displayed previously. This link will be located on the front page of the district website (<http://www.npd117.net/site/default.aspx?PageID=1>). The IIRC will also include the 5 Essentials Survey responses.
- Recognize A Star provides an outlet for community members, parents, students, and colleagues to recognize district employees for their hard work and efforts including those who go above and beyond their normal duties to serve our learning community.

- District employees' job tasks and responsibilities have been added to the website to direct staff and parents to the correct department and person to contact if and when questions arise.

Employee Communication (SA1)

- The Superintendent and Assistant Superintendents for English Learning, Special Education, and Teaching and Learning 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.
- The Superintendent and Assistant Superintendents for English Learning, Special Education, and Teaching and Learning as well as Building Principals and Assistant Principals meet quarterly to develop and monitor individual school and staff goals that are aligned in the NPD117 Strategic Plan. Principal and Assistant Principal Evaluations are aligned to legislative mandates included in the Performance Evaluation Reform Act (PERA).
- Certified staff meets with district and building supervisors to improve teaching and learning. Certified staff evaluations are aligned with the legislative mandates included in the Performance Evaluation Reform Act (PERA).
- The Curriculum and Technology Departments meet twice a month 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.
- The Buildings and Grounds Department is in the process of creating an electronic work order system to create a more efficient and effective process for ordering.
- District Procedural manuals have or are being created and have or will be shared utilizing the district's Extranet (Sharepoint) site to more effectively communicate the various processes used throughout the district.

School/Classroom Communication (SA1)

- The Communications Director collaborates with each building principal to ensure timely and pertinent information is available to our families through principal newsletters, building websites, building marquees, and the district Twitter account.
- Standards-Based Report Cards are used in Kindergarten through Grade 5 to provide parents with 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 2 - 8.
- Students set individual learning goals with their teachers using student assessment data. They conduct student-led Parent/Teacher conferences to convey their progress toward their learning goals and district targets.

Communication with the Community (SA1)

- Since launching the new ChalkTalk three years ago, the publication has been praised by both internal and external audiences for its content and design features. ChalkTalk's format aligns with our district website- in both color and look - and features more departmental information. The purpose of ChalkTalk is to provide yet another tool by which we can communicate with our external stakeholders to ensure all in our learning community are informed. In each edition, two administrators share some of the important work being done within the department.
- The Senior Leadership Team continues to seek out ways to engage community partnerships and capitalize on the vast human and educational resources available in our great community. The Communications Director and Superintendent meet annually with the NPD 117 Retiree's Group, community members, and local businesses and seek partnerships that strengthen our children's learning opportunities. We do our best to recruit retirees to return to our classrooms as substitutes and assessment proctors and share their wealth of knowledge with our students. We partner with the local Chamber of Commerce and Kiwanis Club on various events and enjoy a solid relationship with the mayors from each of our three communities. Occasionally, we are invited to participate in various programs and events. We are proud of the district's rich history and of the successful residents who have gone through our schools. We will continue to encourage North Palos School District 117's graduates to share their success stories as we appreciate how important it is to highlight the positive impact those students are making in our communities.
- The Communications Director, Superintendent, and Senior Leadership Team members will continue to attend area events where local legislators and other area leaders share feedback on various legislation and other issues that could affect our district. The group also engages first responders by hosting meetings throughout the year in an effort to make sure we have the most up-to-date safety systems in place.
- The district is currently reviewing its processes for outstanding fee collection. Last year, the district began utilizing a collection service to assist in this process.
- The district has expanded our food service programming to include breakfast. Last year, we piloted breakfast at Oak Ridge School. Glen Oaks School will begin serving breakfast this school year. We will continue to monitor the program and expand to all schools as appropriate.

Assessment Plan for Strategic Priority One (SA1)

The communication goal is a living document that will continue to evolve and will feature some of the newest and most appropriate tools to help us communicate better with all of our stakeholders, both internal and external. The following are some of the methods by which we are/will be reaching out to our stakeholders so they are better informed of the incredible things we are doing here in the district:

- District website
- Individual School, Classroom, and Grade-level websites and website information
- Twitter account
- Chalk Talk, brochures, local newspapers and other community publications
- Goal-setting process with Cabinet and SLT members
- Meetings with the community, including Chamber of Commerce, Kiwanis members and District's Retirees Group

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)

Curriculum (SA2a)

The Illinois State Board of Education has adopted the Illinois Common Core State Standards. Continual curriculum, technology, and facilities short- and long-term planning are essential during this change. Planning in each area begins with a thoughtful examination of how each implementation phase will impact student learning. Changes to the curriculum, the integration of technology, and how our current facilities support these changes must continue to be examined and modified to meet the needs of our learners.

- Curriculum work began in 2013-2014 to design curriculum aligned to the Next Generation Science Standards. The Conrady Science department is fully integrating the NGSS. Work has continued at the K-5 levels to study the standards. Materials for the additional 2016-2017 pilot have been selected. A committee recommendation will be brought to the Board of Education at the conclusion of the pilot.
- The Physical Education teachers across the district are working to revise their curriculum to incorporate the recommendations of the Enhance PE task force. Updates will be provided to the Board of Education.
- The Social Studies Department at Conrady has begun work in designing curriculum aligned to the new Illinois Social Science Standards (C3).
- Teachers and staff continue to participate in reading, math, writing, science and social studies professional development, curriculum mapping, and assessment revisions to increase the rigor of our curriculum to meet the needs of all learners.
- The Curriculum and Technology Department has worked closely with teachers across the district to set goals for the integration of technology into the curriculum. These goals will be included in an updated 3-year technology plan during the 2016-2017 school year.
- Currently, students in grades 4-8 are issued a Chromebook for daily use. These devices are used at both home and school in grades 5-8. Additionally, grades 1-3 have carts of Chromebooks available for use. A group of teachers in grades K-2 worked to learn more about best practices in integration of technology at the

primary grades and are piloting tablet devices and Brightlinks to replace the SMARTBoards.

- Staff will continue to receive professional development and discuss ways to utilize the devices and technological resources to support the Common Core State Standards and Next Generation Science Standards.
- Building and district administrators are instructional leaders. Goal setting, Senior Leadership meetings, and Quarterly Quality Review meetings focus on the acquisition of student learning goals and the implementation of best practice instructional strategies.
- All stakeholders are updated on our progress toward the goals set forth in this plan. In 2015, the Illinois State Board of Education (ISBE) launched the Partnership for Assessment of Readiness for College and Careers (PARCC) for Grades 3 through 8. In 2016, ISBE launched the Illinois Science Assessment (ISA). PARCC and ISA replaced the annual Illinois Standards Achievement Test that students took through 2013-2014. The Illinois Learning (Common Core) Standards, NGSS and PARCC assessments are more rigorous than the previous standards and previous ISAT. NPD117 targets have been developed based on these changes. Students continue to receive educational services based on the student assessment data gathered from local and state assessments. Performance updates are posted on our website and presented during Board of Education meetings as appropriate.

Facilities (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. Several years ago, Conrady Junior High was identified as the building most in need of repair, renovation, and expansion. The recommended work began in June 2014 and will continue this school year. The committee continues to discuss additional possible improvements and will be brought to the Board of Education as appropriate.
- District-wide 5-, 10-, and 20-year needs and costs will be discussed and updated district-wide plan will be drafted this school year. Continual updates will be provided at board meetings and on our website to keep all stakeholders informed and involved in the facility improvement process. The district-wide facilities plan is used for short-and long-term needs at all six of our district buildings.

Assessment Plan for Strategic Priority Two (SA2):

- Percentage of students meeting/exceeding expectations and meeting growth goals as measured by the PARCC reading and math assessments with comparative data from state and area districts.
- Stakeholder survey data regarding curriculum and technology integration and facility planning. Ninety percent of stakeholders surveyed will answer in the affirmative.