

District Strategic Plan for 2019-2020

<i>Areas of District Focus</i>	<i>Strategic Plan Objectives</i>	<i>Implementation Plan/Action</i>	<i>Performance Measures</i>
<p><u>Student Performance and Achievement</u> All students will be prepared for college, careers, and life in a globally competitive world</p>	<p>1) To provide a guaranteed and viable curriculum that is rigorous, relevant, and engaging for all students</p> <p>2) Provide a well-rounded, and student centered classroom that allows for 21st Century teaching and learning</p> <p>3) Develop, analyze and utilize standards-based assessments to modify instruction and provide effective feedback</p>	<p>1) Continue to implement the New Illinois Learning Standards in all areas of study</p> <p>2) Create a Curriculum Timeline</p> <p>3) Begin to establish PLC (Professional Learning Communities) at all levels</p> <p>4) Align IEP plans to the New Illinois Learning Standards</p> <p>5) Design and introduce a framework that supports 21st century teaching and learning for all students</p> <p>6) Monitor the STEAM (Science, Technology, Engineering, Arts, Math) as approved by the ISBE</p> <p>7) Develop and enhance staff/student health awareness, character awareness and anti-bullying program</p> <p>8) Provide training and Professional Development on SEL (Socio-Emotional Learning) and Trauma awareness.</p> <p>9) Investigate and implement 21st Century teaching strategies to close the achievement gap for the low income population of the district</p> <p>10) Continue to analyze standards-based assessments (Aims-Web; IAR; SAT; MAP) for ELA and Math using the District Data protocol at all levels</p> <p>11) Utilize assessment data to differentiate instruction and guide the MTSS (Multi Tier System of Support)</p> <p>12) Given the relationship between school climate and academic achievement, the PCSD will take deliberate steps to create a positive school climate in which every student can learn, fully engage in a rigorous curriculum, and feel safe, nurtured and welcome</p>	<p>1) The percent of students meeting and exceeding state assessments will increase annually over the next five years</p> <p>2) At least 90% of students will show growth in English and Math as measured by MAP and/or AimsWeb</p> <p>3) Graduation rate will be maintained or increased annually over the next five years.</p> <p>4) Percent of students scoring an overall equivalent of 875 on the SAT will continue to increase over the next five years</p> <p>5) PCSD will use multiple sources of data to track the progress of positive discipline</p> <p>6) PCSD will provide ACE's and other trauma informed professional development to all staff throughout the school year</p>

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Finance

Fiscally responsible to effectively realize school district objectives

- 1) Increase the Fund balance to revenue ratio- This indicator reflects the overall financial strength of the school district
- 2) Create an overall balanced budget
- 3) Increase Days cash on hand- This indicator provides a projected estimate of the number of days a district could meet operating expenses provided no additional revenues were received
- 4) Seek additional funding through the sale of bonds for the working cash
- 5) Monitor administrative expenses

- 1) Maintain Fund Balance to Revenue Ratio
- 2) Return to operating fund spending to no more than received in the operating funds and work to rebuild operating fund balances
- 3) Identify areas to decrease expenses
- 4) Identify areas of increase revenue through grants, donations, State and Federal Funding
- 5) Identify possible refinancing of debt opportunities

- 1) PCSD will increase the overall state fund rating to Financial Recognition within three years
- 2) District leadership will analyze and work to rebuild the operating fund balances by 2% for the next three years
- 3) District leadership will investigate ways to be more efficient and effective with both expenses and revenues in the district by maintaining a balanced budget
- 4) District leadership and School Board will work to increase funding for PCSD through a working cash bond while also decreasing the property taxes.

Building and Grounds/Transportation

To provide a safe and effective learning environment for all students

- 1) Continue to optimize, explore, and implement programs that foster operational efficiency
- 2) Develop an annual project list for school maintenance and/or facility development
- 3) Review/Update/Implement security plan
- 4) Monitor the bus lease program
- 5) Monitor the Transportation Dept. for efficiency and effectiveness

- 1) Continue with the recycling program
- 2) Continue to use Green cleaning products and provide training for all custodians
- 3) Investigate ways to save cost on utility bills
- 4) Through the Transportation Director monitor the lease of new buses and other vehicles
- 5) Investigate more ways to share equipment and services with other local government agencies
- 6) Provide ongoing transportation PD for all drivers.

- 1) Repair/replace membrane roof on the daycare, old elementary, replace bus garage roof, district parking lot by the summer of 2021
- 2) Review 10 year HLS plan and ensure we are in compliance by 2023
- 3) Provide ALICE training to all staff and students by the Spring of 2020
- 4) Follow state mandated trainings throughout the school year for safety plans
- 5) Review the lease program for transportation by January 2020
- 6) Provide PD for all drivers throughout the school year

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Technology

To prepare students to be safe, responsible and innovative digital citizens while extending student learning beyond the walls of the classroom.

1) Educators will engage in a process of review and assessment of specific instructional strategies with the potential to allow for 21st century teaching and learning

2) Educators will identify, prioritize, and incorporate the use of technology to achieve learning objectives in all disciplines within each schools' curriculum

3) Students will use technology to access and analyze information from a wide variety of digital sources

1) Teachers will provide and investigate opportunities for students to develop 21st century skills using Chromebooks, Google Apps for Education and other available web tools

2) Teachers will investigate and demonstrate the use of technology resources to support instructional strategies that address the needs of multiple learning styles of all students

3) Educators will share successful integration practices with colleagues via peer PD and other sources throughout the school year

3) School/district leadership will integrate technology to ensure sound educational progress, financial integrity and comprehensive facility management

1) Teachers will demonstrate the use of technology through lesson plans or classroom walkthroughs

2) All teachers will use instructional technologies to assist students with the attainment of concept development, higher-order thinking, critical thinking, and applied problem solving skills demonstrated through projects and assessments throughout the school year

3) School/district leadership will provide PD for all educators on technology based teaching and learning strategies throughout the year through facility meetings, SIP days, and other resources

4) District leadership will conduct a needs assessment of the staff regarding technology related needs by January in preparation for the 2020-2021 school year

5) District Leadership will create a plan and timeline for technology updates by March 2020

6) Technology concepts of coding will be investigated and implemented at all levels of the school district and will be demonstrated through educator presentations, classroom walkthroughs and lesson plans.

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Community/Communication

Family and community relationships will be cultivated, sustained, and strengthened through timely and transparent communication

- 1) Align communication needs and tools with district policies, requirements, and procedures
 - 2) Share goals and objectives together with stakeholders as a means of nurturing stronger public relationships and support for the schools, which will lead to increased academic achievement
 - 3) Optimize the use of technology tools and partners to increase accessibility to information
 - 4) Explore and develop meaningful collaborative opportunities for parents and other family members directly with the district
- 1) Systematically review all PCSD partnerships and communications with board policies
 - 2) Refine and update community organization information dissemination
 - 3) Adjust communications plan based upon recent stakeholder input
 - 4) Guarantee that stakeholders have opportunities to communicate at all levels of the school district organization
 - 5) Acknowledge and utilize social media as one of the most efficient and preferred means of electronic communication
 - 6) Establish student leadership group
 - 7) Investigate and look to establish an Alumni Group
- 1) Superintendent will hold several Community Forums and also be visible in the community throughout the school year
 - 2) Superintendent will create Key Communicator group and hold a quarterly meeting with the group
 - 3) Superintendent will create a Student Leadership group with students in various levels
 - 4) District will send out a Communication survey to assess the strengths and needs of the district by October of 2019 in order to set baseline parameters
 - 5) District will investigate the creation of Facebook, Instagram, twitter, App and other social media resources