

Strategic Management Plan

2009-2010

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This strategic management plan is the result of the work done collaboratively by the Board of Education of District 54, the Administrative Team, and the Illinois Association of School Boards.

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Introduction

A strategic management plan is crucial for an organization to plan. The formulation of this plan began with a self-evaluation. It included creating school district mission and vision statements. Developing the goals and objectives of the district and identifying the values that the school community holds were also part of the process. Documenting an action plan that identifies those objectives and delegating that responsibility to a named supervisor allows the district to evaluate the progress the supervisor has made toward the objectives. A time frame was designed in which to achieve the specific objectives.

The Board of Education spent four months working on this project. The Illinois Association of School Boards facilitated the discussion at four board work study sessions. Each session was approximately 3 hours in length. Each school board member was given homework and projects to work on for the next meeting. The administrators provided insight and professional opinions during the process.

The following action plans will be the implementation. An ongoing analysis of the indicators will be the measuring stick of success for the Board of Education and the Administration. This plan will be the basis for the decisions that are made and the amount of resources that are allocated. In other words, who gets what and how much, will be determined by the strategic management plan.

This plan will be distributed to our community. The intent is to make sure that the students receive the absolutely best possible educational experience while the Board remains a faithful steward of the tax dollars that the District has received. The strategic management plan will be evaluated and updated annually.



Mission Statement

Inspiring excellence in every child every day.

Vision Statement

Morris Elementary School District 54 will provide an environment of excellence in education, which inspires a passion for learning, critical thinking, artistic creativity, and problem solving. Students will be empowered to develop tools to maximize their academic, social, and civic potential.

Values

- Make sure every child receives an excellent education;
- Follow the fundamentals of academic building blocks;
- Provide diverse educational experiences;
- Be fiscally responsible with District finances;
- Be excellent educators and staff;
- Provide a safe, secure, and healthy learning environment;
- Provide continuous open and honest communication with all stakeholders;
- Involve parents in all aspects of their children's education;
- Educate the whole child;
- Evaluate on a regular basis to improve the District; and
- Insure the development of all the District's Professionals.

Goal Areas

Student Development:

- Continually improve student achievement by evaluating the educational process within the District 54 community.
- Provide students the richest possible experiences of fine arts, world language, music, and cultural studies.

Fiscal Responsibility:

- The District will demonstrate fiscal responsibility.

Communication and Community:

- Maintain open, honest, and effective communication and create partnerships with all members of the community.

Staff:

- Employ, develop, and retain excellent staff.

Curriculum:

- Curriculum will challenge the students to excellence.

Goal Area: Student Development

Goal: Continually improve student achievement by evaluating the educational process within the District 54 community.

OBJECTIVES	ACTION PLAN	VERIFICATION INDICATORS	SUPERVISORS RESPONSIBLE	TARGET DATE
1. The District will continue to implement and monitor the Response to Intervention (RtI) team effectiveness	a. Monitor the achievement of students who are referred to the RtI team	1a. Report on student progress using qualitative and quantitative data	1a. Principals RtI Coordinator	April 2010
	b. Provide support and training for the staff on intervention programs	1b. Report on the opportunities offered to staff on intervention programs	1b. Curriculum Coordinator Principals	February 2010
2. Study, implement, and practice "Assessment for/of Learning"	a. Pilot the Formative Assessment Learning Teams	2a. Report on the progress of the Learning Teams	2a. Curriculum Coordinator Principals	March 2010
	b. Audit assessments used in classes	2b. Report on progress and changes of assessments	2b. Curriculum Coordinator Principals	March 2010

Goal: Provide students the richest possible experiences of fine arts, world language, music, and cultural studies.

OBJECTIVES	ACTION PLAN	VERIFICATION INDICATORS	SUPERVISORS RESPONSIBLE	TARGET DATE
1. Begin implementation of a world language into the district curriculum	a. Provide Spanish once a week to the fifth grade	1a. Report on the results of the Spanish program	1a. Principal, White Oak	April 2010
	b. Continue to work with JJC to provide summer and after school Spanish classes	1b. Report on JJC opportunities offered to students at D54	1b. Curriculum Coordinator	March 2010
2. Develop an art curriculum for students who will be enrolled in a second year of art at the Junior High	a. Provide support for the Jr. High art teacher to develop a second year art curriculum	2a. Report on the curriculum guide developed for the second year art students	2a. Curriculum Coordinator Principals	January 2010
	b. Monitor the achievement of students who participate in the Jr. High art program	2b. Report on the results of the art program	2b. Principal, Shabbona	April 2010

Goal Area: Fiscal

Goal: The district will demonstrate fiscal responsibility.

OBJECTIVES	ACTION PLAN	VERIFICATION INDICATORS	SUPERVISORS RESPONSIBLE	TARGET DATE
1. The district will work within the approved budget.	a. The superintendent and finance committee will develop a budget. b. The superintendent will monitor all spending in the district.	1a. Adoption of FY10 budget 1b. Financial reports within set allocations	1a. Superintendent 1b. Superintendent	July 2009 Ongoing, FY10
2. The district will file an amended budget with the State Board.	a. Superintendent to adjust the budget as necessary. b. Monitor any increases in revenue or expenses.	2a. Adoption of FY10 amended budget 2b. Report on any revenue or expenditure changes	2a. Superintendent 2b. Superintendent	June 2010 May 2010
3. The district will participate with other organizations to promote growth within the district.	a. The superintendent will attend various economic growth workshops and functions. b. The district will support and encourage economic growth in the district.	3a. Report on functions attended 3b. Report on economic growth in the district	3a. Superintendent 3b. Superintendent	Ongoing 2010 Ongoing 2010
4. The district will continue to seek grant dollars.	a. The district will monitor activities of grant writer. b. The superintendent will assist in grant writing activities.	4a. Report on grants written and awarded 4b. Report on any grant writing activity	4a. Superintendent 4b. Superintendent	June 2010 Ongoing 2010

Goal Area: Communication and Community

Goal: Maintain open, honest, and effective communication and create partnerships with all members of the community.

OBJECTIVES	ACTION PLAN	VERIFICATION INDICATORS	SUPERVISORS RESPONSIBLE	TARGET DATE
1. Develop effective means of communication with all stakeholders in the community	a. Create bi-annual newsletter to share district news b. Send quarterly postcards to share what's new at the district	1a. Presentation of two newsletters 1b. Presentation of four postcards	1a. Superintendent 1b. Superintendent	August 2009 and January 2010 Quarterly 09 -10
2. Manage district website for information sharing	a. Add all board agendas and minutes and archive the previous year b. All board policy	2a. Presentation of District Website 2b. Presentation of Link to board policy from District Website	2a. Superintendent 2b. Superintendent	August 2009 July 2009
3. Build a relationship with the senior citizens in the district	a. Develop plan to increase senior citizen participation at schools b. Seniors Supporting Schools	3a. Report on participation levels 3b. Report on finances	3a. Superintendent 3b. Superintendent	Ongoing 2010 Ongoing 2010
4. The district will continue to provide an opportunity for articulation among all Morris school districts	a. Monthly meetings with area superintendents & principals b. Open communications with area school districts	4a. Report on monthly meetings 4b. Common development tools	4a. Superintendent 4b. Superintendent Curriculum Coordinator	Ongoing 2010 Ongoing 2010

Goal Area: Staff

Goal: Employ, develop, and retain excellent staff.

OBJECTIVES	ACTION PLAN	VERIFICATION INDICATORS	SUPERVISORS RESPONSIBLE	TARGET DATE
1. Implement a two-year induction and mentor program for staff new to the district	a. Work with ISBE to implement a state approved induction and mentor program	1a. Report on the teacher retention rate	1a. Curriculum Coordinator Principals	March 2010
	b. Provide staff development to both mentors and novices	1b. Report on the opportunities offered for both the mentors and the new teachers	1b. Curriculum Coordinator Principals	March 2010
2. Survey the parents, students, and staff on their perception of school	a. Distribute a survey to parents, students, and staff	2a. Report on survey results	2a. Principals	February 2010
	b. Analyze the survey	2b. Recommendations from the survey	2b. Superintendent	March 2010
3. Provide appropriate professional development during the school year	a. Develop three-year professional development plan	3a. Report on the three-year professional development plan	3a. Superintendent Curriculum Coordinator	February 2010
	b. Provide staff development opportunities appropriate for the professional development plan	3b. Report on faculty participation in staff development programs	3b. Curriculum Coordinator Principals	February 2010
4. Provide opportunities through early dismissal days to foster communication among districts	a. Three XHS days to work on articulation of curriculum	4a. Report on staff and district goals	4a. Curriculum Coordinator Principals	Ongoing 2010
	b. Open communications with area school districts	4b. Common assessment tools	4b. Curriculum Coordinator Principals	Ongoing 2010

Goal Area: Curriculum

Goal: Curriculum will challenge the students to excellence.

OBJECTIVES	ACTION PLAN	VERIFICATION INDICATORS	SUPERVISORS RESPONSIBLE	TARGET DATE
1. Curriculum will be written to align to the Illinois Assessment Frameworks and Illinois Learning Standards	a. Develop a three-year curriculum cycle	1a. Presentation of the three-year curriculum cycle	1a. Curriculum Coordinator	July 2009
	b. Develop curriculum binders for each content area taught for grades K-8 that are under curriculum review	1b. Presentation of the curriculum binders	1b. Curriculum Coordinator	September 2009
2. Utilize curriculum framework to analyze ISAT data and revise curriculum as needed	a. Modify curriculum templates to reflect ISAT data analysis	2a. Presentation of data analysis findings to curriculum committee	2a. Curriculum Coordinator	October 2009
	b. Revise curriculum as needed	2b. Presentation of revised curriculum	2b. Curriculum Coordinator	Spring 2010
3. Monitor implementation of innovations in curriculum as well as instructional delivery processes	a. Continuous monitoring of innovations in curriculum	3a. Presentation to curriculum committee on innovations in curriculum	3a. Curriculum Coordinator	Ongoing 2010
	b. Monitor and modify instructional delivery	3b. Presentation to curriculum committee on innovations in instructional delivery processes	3b. Curriculum Coordinator	Ongoing 2010



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