

Vision: Roselle School District 12 will prepare our students to be life-long learners and positive contributors in a global society

Mission of Roselle School District 12: The mission of Roselle School District 12 is to foster student confidence, achievement and well-being to maximize individual success.

2016-2019 Strategic Plan Goals

By June of 2019, we will:

- Demonstrate curricular alignment to the New Illinois Learning Standards in English/Language Arts, Math, Next Generation Science Standards, Fine Arts, Physical Education and Social Studies;

Our curriculum audit will provide us with documentation needed to demonstrate our alignment. The audit in 2016-2017 will provide us with baseline data. Once we have our baseline, we can develop yearly targets to monitor.

- Reduce the academic achievement gap in English/Language Arts and Math by 5% for students performing below grade level standards as evidenced by multiple measures (50th percentile and above)

Beginning in 2016-2017, we will be using NWEA MAP (Winter and Spring) and FastBridge (A Reading, A Math) to gather our baseline data relative to goals 2 and 3. Once we have our baseline, we can develop our yearly targets to monitor.

- Increase the percentage of students performing above grade level standards (80th percentile and above) in English/Language Arts by 5% as evidenced by multiple measures; and

Beginning in 2016-2017, we will be using NWEA MAP (Winter and Spring) and FastBridge (A Reading, A Math) to gather our baseline data relative to goals 2 and 3. Once we have our baseline, we can develop are yearly targets to monitor.

- Increase the percentage of students qualifying for advanced course in Math upon entry into Lake Park High School.

Lake Park High School is in the process of generating the data that we will use for our baseline. We will add our baseline data and targets to this document.

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2016-2019 Strategic Plan Summary

WORK

- Provide increased levels of focused professional development & opportunities to collaborate and learn with other professionals both in and outside of D12
- Explicitly define our tiers of intervention for academics and behavior/social emotional
- Identify our assessment plan and our data sources and scores that will trigger interventions
- Refine our implementation of our assessment plan and our tiers of intervention
- Standardize communications expectations, tools and mechanisms
- Renew and commit to our core values
- Measure staff satisfaction more directly
- Develop an accountability process to determine usage and impact of curricular support staff (Director of Curriculum, Instructional Coaches)
- Better define what student success means in D12. What does career and college ready mean to us?
- Focus communication efforts around telling our "story" of improvement

LEARN

- Create a safe, caring and healthy environment for all students
- Provide increased and improved opportunities for hands-on/experiential learning
- Develop and implement opportunities for STEAM (Science, Technology, Engineering, the Arts and Math) K-8
- Identify and measure levels of student engagement
- Eliminate or revitalize traditional practices or programs that may no longer engage students
- Eliminate or revitalize traditional practices or programs that may no longer engage parents
- Provide greater opportunity for students to connect, communicate and collaborate with other students globally
- Establish fidelity checks regarding curricular implementation
- Examine how technology is used to enhance learning. Are we leveraging digital content and learning to increase student engagement & higher level learning?

INVEST

- Hire, retain and develop great staff
- Develop and implement a leadership strategy that promotes teacher leadership
- Increase curricular support (People/Positions)
- Align budget and emphasis of professional development with the Strategic Plan
- Infrastructure repairs, replacements and renovations (ongoing)
- Infrastructure that supports 21st century learning
- Communication strategy & support that delivers opportunities for two-way communication with all stakeholders
- Increase opportunities for parent learning/parent education

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2016-2017 Strategic Plan Priorities, Actions & Evidence

<p style="text-align: center;"><u>WORK</u></p>	<p style="text-align: center;"><u>LEARN</u></p>	<p style="text-align: center;"><u>INVEST</u></p>
<p>• Provide increased levels of focused professional development & opportunities to collaborate and learn with other professionals both in and outside of D12</p> <p>• Explicitly define our tiers of intervention for academics and behavior/social emotional</p> <p>• Identify our assessment plan and our data sources and scores that will trigger interventions</p>	<p>• Create a safe, caring and healthy environment for all students</p> <p>• Provide increased and improved opportunities for hands-on/experiential learning</p> <p>• Develop and implement opportunities for STEAM (Science, Technology, Engineering, the Arts and Math) K-8</p>	<p>• Hire, retain and develop great staff</p> <p>• Develop and implement a leadership strategy that promotes teacher leadership</p> <p>• Increase curricular support (People/Positions)</p>
<p style="text-align: center;"><u>ACTION STEPS</u></p>	<p style="text-align: center;"><u>ACTION STEPS</u></p>	<p style="text-align: center;"><u>ACTION STEPS</u></p>
<ol style="list-style-type: none"> 1. Refine our instructional practices in ELA and Math by collaborating with: <ul style="list-style-type: none"> • Building Staff • Grade Level Teams & Co-Teaching • Instructional Coaches • Director of Curriculum & Principals • External Teams <p>(Evidence: collect evidence of collaboration of the above. Curriculum Audit will provide us with data)</p> 2. Implement a district-wide, high-impact instructional strategy-Depth of Knowledge (Evidence: baseline and post-strategy data) 3. Study districts with similar demographics and higher achievement to determine what they are doing (Evidence: report and findings) 4. Maintain a tight alignment between our priorities and our professional development (Evidence: Evidence of Alignment and Curriculum Audit) 	<ol style="list-style-type: none"> 1. Develop and introduce an assessment plan; inclusive of targets that will trigger intervention (Evidence: District Assessment Plan along with defined targets for intervention) 2. Develop and introduce a system of interventions for academics and behavior/Social Emotional) (Evidence: Multi-Tiered Systems of Support-MTSS Plan and Processes) 3. Revise the Student Code of Conduct/Handbook to align with the requirements of SB100 and best practices specifically, Positive Behavior Interventions and Support-PBIS and Restorative Strategies. (Evidence: New Plan Document, Building Discipline Data, Intervention Data) 4. Provide professional development to support MTSS, PBIS and Restorative. (Evidence: Documentation) 5. Implement STEAMtrax at RMS 6-8th Science 6. Pilot STEMscopes at SHS in grades 2-5 	<ol style="list-style-type: none"> 1. Refine our Teacher Appraisal Plan (Evidence: Plan and Joint Committee Artifacts & Data) 2. Implement Ventures for Excellence for as a screening instrument (Evidence: Summary Report. *Over time, will look at teacher appraisal and retention data relative to the screening scores) 3. Revamp and revitalize our Teacher Mentoring Program for Novice Teachers (Evidence: Plan Document) 4. Investigate a Teacher Leadership Model for D12 with a tentative implementation date of January 2017 (Evidence: Documents and Artifacts) 5. Determine positions needed to accomplish our priorities (Evidence: Summary Report from Supt and Finance Committee Recommendation, ongoing)

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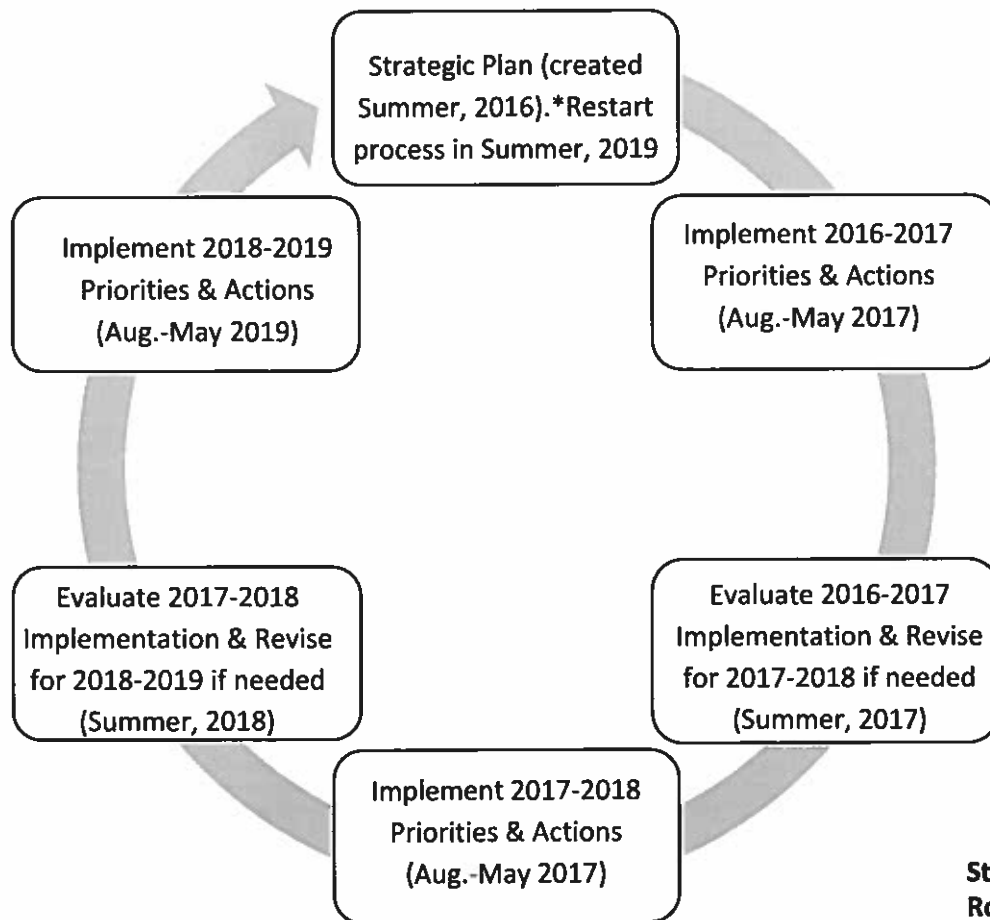
2017-2018 Strategic Plan Priorities, Actions & Evidence

<u>WORK</u>	<u>LEARN</u>	<u>INVEST</u>
<ul style="list-style-type: none">• Refine our implementation of our assessment plan and our tiers of intervention• Standardize communications expectations, tools and mechanisms• Renew and commit to our core values	<ul style="list-style-type: none">• Identify and measure levels of student engagement• Eliminate or revitalize traditional practices or programs that may no longer engage students• Eliminate or revitalize traditional practices or programs that may no longer engage parents	<ul style="list-style-type: none">• Align budget and emphasis of professional development with the Strategic Plan• Infrastructure repairs, replacements and renovations (ongoing)• Infrastructure that supports 21st century learning
<u>ACTION STEPS</u>	<u>ACTION STEPS</u>	<u>ACTION STEPS</u>
TBD	TBD	TBD

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2018-2019 Strategic Plan Priorities, Actions & Evidence

<p align="center"><u>WORK</u></p> <ul style="list-style-type: none"> • Measure staff satisfaction more directly • Develop an accountability process to determine usage and impact of curricular support staff (Director of Curriculum, Instructional Coaches) • Better define what student success means in D12. What does career and college ready mean to us? • Focus communication efforts around telling our "story" of improvement 	<p align="center"><u>LEARN</u></p> <ul style="list-style-type: none"> • Provide greater opportunity for students to connect, communicate and collaborate with other students globally • Establish fidelity checks regarding curricular implementation • Examine how technology is used to enhance learning. Are we leveraging digital content and learning to increase student engagement & higher level learning? 	<p align="center"><u>INVEST</u></p> <ul style="list-style-type: none"> • Infrastructure repairs, replacements and renovations (ongoing) • Infrastructure that supports 21st century learning • Communication strategy & support that delivers opportunities for two-way communication with all stakeholders • Increase opportunities for parent learning/parent education
<p align="center"><u>ACTION STEPS</u></p> <p align="center" style="color: red; font-size: 1.5em;">TBD</p>	<p align="center"><u>ACTION STEPS</u></p> <p align="center" style="color: red; font-size: 1.5em;">TBD</p>	<p align="center"><u>ACTION STEPS</u></p> <p align="center" style="color: red; font-size: 1.5em;">TBD</p>



**Strategic Plan Process
Roselle School District 12
Adopted, September 27, 2017**