



A Community of Learners

Informational Memo: Strategic Plan: 2019-2020 Annual Goals Monthly Update

TO: School Board

FROM: Dr. Trisha Kocanda, *Superintendent*

October 22, 2019

Background

Annual goals evolve from community feedback, the prior year-end review and meetings held with The School Board, the Administrative Team and staff. These goals continue the work of the [5-Year Strategic plan](#). Each area of focus has clearly defined goals with outcomes and measures. The School Board approved the 2019-2020 annual goals at its September 24, 2019, meeting.

The 2019-2020 Annual Plan includes six goals. There is one continuing goal related to finance and facilities. The remaining five goals are focused on Reaching All Learners (teaching and learning). The annual goal related to Social Emotional Learning is a new goal area for the District, primarily emerging from feedback from staff.

Monthly updates representing key progress toward these goal areas will be reported at every Board meeting. These monthly updates serve as highlights, and are not meant to include all progress that has been made nor are they necessarily inclusive of all indicators. A comprehensive mid-year report will be provided at the January 2020 Regular Board meeting.

Goal Area/Targeted Indicator	Monthly Highlights
1. Financial/Facility	
1.1 Develop a 5-year financial plan to advance the Educational Master Facility Plan (EMFP).	<ul style="list-style-type: none"> ● Engaged Perkins & Will for summer construction work and conducted a walk through of Crow Island and The Skokie School to evaluate scope. ● Perkins & Will initiated work on our Educational Master Facility Plan analysis. An update will be provided at a Board meeting prior to the end of the calendar year.
2. Reaching All Learners	
2.1 Build a community-wide understanding and commitment to the value of SEL and its impact on students' holistic success and well-being	<ul style="list-style-type: none"> ● Held first WPI session in the series of three SEL sessions: <i>Teaching + Learning with Technology: Engagement / Enhancement / Extension (Erikson Institute)</i> ● Greeley hosted Special Olympic Gold Medalist Lucy Meyer. Her message was Acceptance + Inclusion = Progress. ● District Early Release was held on September 16 <ul style="list-style-type: none"> ○ Self-Assessment of staff as provided by CASEL ○ Introduction to personalized learning plan related to SEL goals ● First of three planned CASEL professional development full day releases with SEL Committee and Parent Advocacy Group: October 15, 2019 ● Development of professional development opportunity for SEL Committee, with support of the WPSF

<p>2.2 Embed inquiry projects with real world applications integrating the learning standard of taking informed action with respect to global citizenship and civic responsibility for grades 5-8.</p>	<ul style="list-style-type: none"> ● Students at Skokie School engaged in an inquiry at Skokie Lagoons and served as citizen scientists measuring water quality ● Washburne School began a Global Read Aloud with team imagine seventh graders. They are using technology to connect with other schools around the country and Canada. The book this year is about India, the caste system, and homeless children. Students will then be exploring these issues in Language Arts and Social Studies.
<p>2.3 Expand and strengthen MTSS practices to effectively identify and serve all students who require intervention in writing.</p>	<ul style="list-style-type: none"> ● IlluminateEd (online data management system) conducted a training refresher for the Technology Integration Specialists ● Technology Integration Specialists planned with Assistive Tech Coordinator from NSSD to develop the partnership and protocol for Assistive Tech Supports ● Met with staff who developed writing intervention strategies for SK and CW to discuss entrance and exit criteria and areas to target for writing intervention
<p>2.4 Expand co-teaching and flexible service teaching models to enhance integrated service delivery and differentiation in all schools.</p>	<ul style="list-style-type: none"> ● DSS Committee met and outlined targeted department goals inclusive of: <ul style="list-style-type: none"> ○ Utilizing instructional coaching cycles for supporting students with autism, social emotional/behavioral needs or learning disabilities. ○ Developing discrepancy statements and goal banks for written expression. ○ Developing discrepancy statements and goal banks for executive function.
<p>2.5 Upgrade and align district hiring and recruitment practices to ensure selection of the highest quality candidates.</p>	<ul style="list-style-type: none"> ● Initiated use of Indeed.com to post positions (in addition to Applitrack and K-12jobspot) <ul style="list-style-type: none"> ○ Immediate increase in attracting candidates (adding 16-168 candidates to our pool, dependent on the position)

	<ul style="list-style-type: none"> ● Human Resource internal website created for administrative team (launched August 2019), allowing for convenient, consistent access to key documents - such as interview questions, protocols, forms, etc. ● Evaluation renewal training arranged for administrative team to experience together in October and November, in-district, promoting inter-rater-reliability ● Quarterly interviews beginning Fall 2019 through Spring 2020 of 2019/2020 new hires to gauge understanding of their hiring/on-boarding/first year experience
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[Attachment: Strategic Plan with 2019-2020 Annual Goals](#)