

KSF = Key Success Factor
 ST = Short-term 1-2 years
 LT = Long-term 3-5 years

District 57 Strategic Plan
 Update: May 2015

Strategic Challenges and Objectives, Key Goals and Action Plans 2015-2020				
KSF	Strategic Objectives	Strategic Challenges	Key Goals	Key Action Plans
Outstanding Student Performance	<ul style="list-style-type: none"> Ensure all students in the aggregate and in subgroups meet or exceed internal and state student performance targets annually 	<p>Monitor internal performance targets</p> <p>Manage the complexities of the new PARCC assessments</p>	<p>1a) Monitor achievement on internal performance measures; address individual needs of students who do not meet targets</p> <p>1b) Monitor performance on state achievement tests; address individual needs of students who do not meet state standard</p>	<ul style="list-style-type: none"> Investigate and monitor district assessment system as it pertains to PARCC, MAP, and CBM's as defined in PERA (ST/LT) Administrative exploratory committee on reporting mechanisms including but not limited to report cards (LT)
Coherent and Rigorous Programs and Services	<ul style="list-style-type: none"> Sustain the relevance and rigor of student learning 	<p>Manage the requirements of curriculum revision due to new standards by the State across multiple disciplines</p>	<p>2a) Develop and document a curriculum review process that includes a multi-year review calendar with 5 year projections</p> <p>2b) Revise and monitor the progress of the 3 year State Technology Plan and revise the District Technology Plan for curricular and financial implications</p>	<ul style="list-style-type: none"> Complete Phase V (Refinement) of the English language arts curriculum (ST/LT) Complete Phase V (Refinement) of the mathematics curriculum (ST/LT) Continue to monitor the District Leadership Team as it relates to implementation of RtI (LT) Implement recommendations of district wide special education audit to review efficacy and efficiencies (ST/LT) Re-evaluate increased math instructional minutes at the middle school as funding allows (ST) Conduct curriculum review in the area of New Generation Science Standards in K-5 and 6-8 curriculum review cycle Phases II (Work Process Development and III (Professional Development) (ST) Conduct Phase I (Evaluation and Research) for Grades 6-8 health and Phase II (Work process/Pilot) for Grades 6-8 PE (ST). Monitor 1:1 pilot of Chrome Books for the Jaguar Team at Lincoln Monitor the horizon for implications involving full-day kindergarten including implications impacting curriculum, staffing, and facilities (LT) Monitor the honors geometry class at LN and the transition of these student to PHS (ST/LT)

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Safe, Caring, Supportive Learning Environment</p>	<ul style="list-style-type: none"> Maintain facilities that are updated and safe to support learning environments 	<p>Address the facility, staffing, and instructional needs resulting from potential changes in programming</p> <p>Outdated facility and technical infrastructure and environmental challenges</p>	<p>3a) Maintain a Master Facilities Plan</p> <p>3b) Maintain Administrative Procedures Manual to accompany Board Policy and state/federal legislation</p>	<ul style="list-style-type: none"> Continue to implement recommendations of the RETA facilities security audit (ST) Monitor implementation of turf management and new landscape maintenance plans (ST/LT) Monitor the implementation of Social Emotional Learning Standards (LT) In a cost-effective manner, investigate and implement basic improvements in the Administration Building (e.g. additional meeting areas, technology server room upgrades, new flooring, etc.) (ST) Monitor the startup year for new transportation contract (ST) Monitor impact of Westbrook parking lot expansion
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Climate & Communications</p>	<ul style="list-style-type: none"> Operate in a framework that promotes a climate of trust, honesty, and respect among all district stakeholders 	<p>Maintain effective communications systems that provide timely information and matches the community's need to know</p>	<p>4a) Maintain District comprehensive communications action plan</p> <p>4b) Explore the administration of satisfaction surveys and report findings to determine student, staff, and parent perceptions of our schools and the District – biannually</p> <p>4c) Support a collaborative environment that fosters mutual respect and appreciation</p>	<ul style="list-style-type: none"> Investigate opportunities for the Board of Education to enlist Community Engagement (ST) Monitor use of bus notification to provide parents personalized bus transportation updates within the context of the new transportation contract (ST) Develop and administer biannual community and staff satisfaction survey with School Perceptions (ST) Investigate consulting firms (ST) that can present a systematic approach to the Board of Education that addresses the District's long-term financial position (LT)

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Highly Qualified Staff	<ul style="list-style-type: none"> Recruit, hire, train, and retain qualified personnel in compliance with state and federal guidelines 	<p>Monitor impact of Senate Bill 7 and the Performance Education Reform Act (PERA)</p>	<p>5a) Ensure all certificated/certified staff members are highly qualified and meet state licensure and endorsement requirements</p> <p>5b) Monitor all staff performance using supervision/evaluation plans</p> <p>5c) Build professional development plan to implement the District programs and services to ensure staffs are knowledgeable</p> <p>5d) Monitor all employee contracts, MPEA, MPESPA, and Administration</p>	<ul style="list-style-type: none"> Continue partnership with Center for Educational Change (CEC)/Board of Education/MPEA and implement professional development required by SB7 and PERA as they pertain to the employment practices, and certified staff evaluations (ST) Monitor the District Professional Development Plan that addresses additional time per MPEA CBA (ST) Review and update all job descriptions within the context of recent legal requirements (ST) Continue to monitor HR software (Skyward) for the management of personnel services and the interface with business services (ST)
Healthy Financial Position	<ul style="list-style-type: none"> Ensure fiscal solvency of the District 	<p>Proactively manage in an environment of changing funding and expenditure patterns</p> <p>Monitor per pupil expenditure allocations in light of changing enrollment pattern</p>	<p>6a) Develop cost-effective staffing plans for essential/highly valued programs and services</p> <p>6b) Operate annual fiscal budgets that support the strategic plan initiatives and maintain responsible fund balances as directed by the Board of Education</p>	<ul style="list-style-type: none"> Investigate shared business services with neighboring district (LT) Educate staff through the joint insurance committee the financial implications resulting from Affordable Care Act (ACA) (ST/LT) Implement recommendations from the treasurer audit (ST)