

Great School Boards

Great School Districts

Great Student Achievement

Elementary SD 159

Creating our goal setting frame

Facilitated by:
Illinois Association of School Boards
Jeffery D. Cohn
Director, Field Services

Your Collective System View!

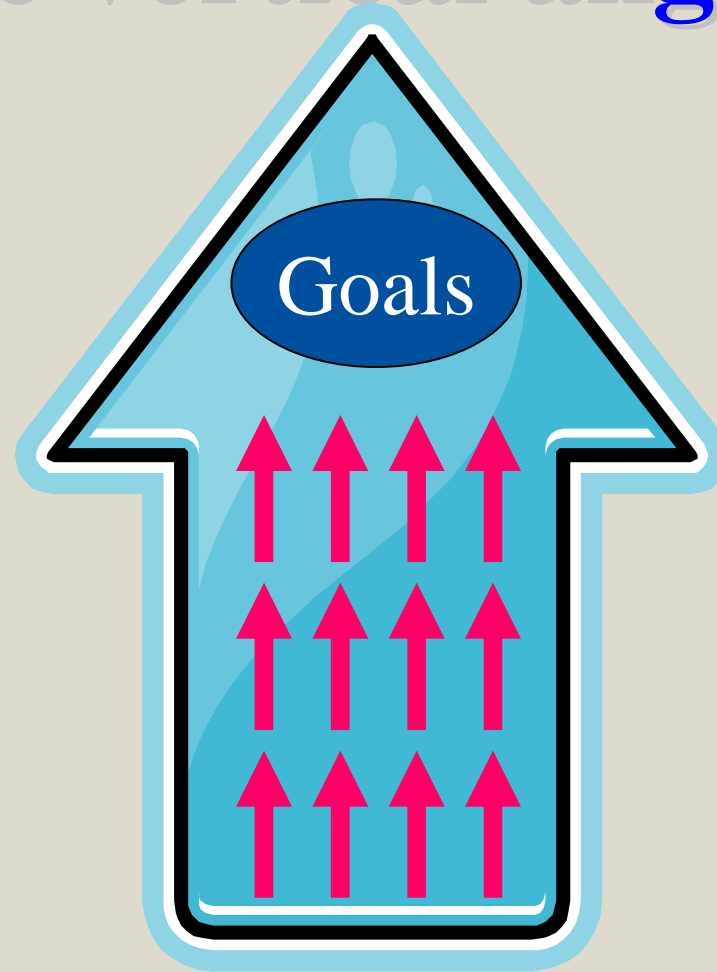


Random Acts of Improvement

“find your leverage point”



Aligned Acts of Improvement “create vertical alignment”



Board/Superintendent Roles

Student Goals

Classroom/Teacher Goals

Principal/Building Goals

Superintendent Goals

District Goals

Vision

Mission

Values & Beliefs

Matteson School District 159 Values

When Matteson School District 159 began its strategic planning process in 2000, the district did not have an established set of values to call its own. The following set of core beliefs emerged as a result of that study, and ECRA has corroborated these beliefs through the strategic plan renewal process conducted in 2005. These core beliefs clearly illustrate the common values held by the stakeholders of District 159 and what is important to them.

Values Statements

- Children are the central focus of District 159's educational system.
- Academic standards are to be set high and aimed even higher.
- Curriculum must be standardized so that all students at a given grade level learn the same skills before moving on to the next grade.
- Assessment is important, not as an end, but as a tool to improve instruction.
- Children should be exposed to a variety of learning experiences to meet the needs of all students with multiple abilities and talents.
- Oral and written communication skills, in conjunction with interpersonal skills, are valued in the schools.
- It is essential that students develop skills to understand and solve problems, analyze information and become independent thinkers and learners.
- High expectations encourage children to reach their potential for academic and personal growth.

Value Statements

- Technology is an important tool for the present and the future; all students should have equal access to it.
- A safe, caring environment is critical to students' success.
- Teachers, parents and students must understand, discuss and follow high standards of discipline and respect for others.
- District 159 values community involvement where all individuals are treated with dignity, respect and courtesy.
- Educating children is an active and committed partnership; the family, school and community share the responsibility to educate.
- School should be a place for students to learn to appreciate and understand the importance of diversity.
- The school should foster an environment that reinforces the values of the community.

Mission Statement

By developing a partnership with staff, parents, and community, and by using the most current technology in a safe, loving, healthy environment, the mission of Elementary School District 159 is to educate children academically and socially so that they can function successfully in an ever-changing society.

District Goals-2010 - 2013

- **Goal Area 1: Staff**
- **Goal Area 2: Curriculum and Instruction**
- **Goal Area 3: Finance**
- **Goal Area 4: Board**
- **Goal Area 5: Communication**

District Goals

- **Staff**: To hire and retain teachers and staff who have a proven ability to engage students and a sincere desire for professional development.
- **Curriculum, Instruction and Assessment**: Provide enhanced educational instruction and technology that allows all students to excel academically, socially and emotionally.
- **Finance**: To ensure that the district remains financially solvent and fiscally responsible.
- **Board**: To have a highly functional and respectful Board Of
- Education that propels the district forward in a cohesive manner that reflects our stakeholder's values.
- **Communication**: Create the means and motivation to engage all stakeholders.

Goal Area: Staff

- Goal 1: To hire and retain teachers and staff who have a proven ability to engage students and a sincere desire for professional growth.

Goal Area: Curriculum and Instruction

- Goal 2: Provide enhanced educational instruction and technology that allows all students to excel academically, socially and emotionally.

Goal Area: Finance

- Goal 3: To ensure that the district remains financially solvent and fiscally responsible.

Goal Area: Board

- Goal 4: To have a highly functional and respectful Board of Education that propels the district forward in a cohesive manner that reflects our stakeholder's values.

Goal Area: Communication

- Goal 5: Create the means and motivation to engage all stakeholders.

Goal 1: Staff

To hire and retain teachers and staff who have a proven ability to engage students and a sincere desire for professional development.

The Board wants these indicators:

- Improve functionality of district
- Recruit and retain highly qualified
- Cross train district office personnel
- Recruit and retain staff who love our students
- Professional development for staff to improve relationship between building with internal and external customers
- Implement dress for success day
- Professional interaction between staff and administration
- Students exceed state standards

Administration recommendations and ideas:

- Hire and retain individuals who have the potential to engage students
- Demonstrate requirements of NCLB (Highly qualified)
- Reflective of diversity (including gender)
- Ability to engage the community the district serves
- Active learners, engaged in continuous professional development
- Collaborative and able to work cooperatively with colleagues
- Have a vision for quality education
- High expectations for all students
- A sense of commitment to the district and to children
- Develop a new evaluation tool for teachers

Goal 1: Staff

- **Objective 1.1:** Recruit and retain diverse and highly qualified staff as outlined by NCLB and professional standards.
- Evidence of achievement:
 - Illinois School Report Card
 - Teacher Service Report Card
 - Annual Recruitment Report
 - Annual Professional Development Report for Teachers
 - Annual Professional Development Report for Support Staff

Goal 1: Staff

- **Objective 1.2:** Provide on-going professional development for the entire staff that reflect best practices.
- Evidence of achievement:
 - Annual professional development reports for teachers and staff
- **Objective 1.3:** Work in collaboration with the teachers' union to improve and enhance professional standards.
- Evidence of achievement:
 - Revised Evaluation Tool
 - Staff and Student Handbook

Goal 2: Curriculum, Instruction and Assessment

Provide enhanced educational instruction and technology that allows all students to excel academically, socially and emotionally.

The Board wants these indicators:

- Enhance special education with programming.
- Classes with career emphasis.
- Use business best practices to educate our children.
- Students exceed state standards
- Technology to enhance and support instruction
- Implement all day Pre K
- Improve curriculum and standards to improve student achievement (through speech and communication)

Administration recommendations and ideas:

- Instructional practices that meet the needs of all learners
- Textbook adoption cycle on a regular basis
- Provide and monitor professional development to ensure they are aligned to district initiatives
- Provide and monitor “best practices” in instruction
- Development of a comprehensive early literacy program (providing interventions and supports)
- On-going assessments tied to instruction and monitored on a regular basis
- Strengthen language arts and writing curriculum throughout district
- Increase the number of literacy coaches
- Increase the number of special area teachers including school social worker, technology instructors, physical education, and the arts.

Goal 2: Curriculum, Instruction and Assessment

- **Objective 2.1:** Develop and implement best educational practices that meet the needs of all learners to increase student achievement.
- Evidence of achievement:
 - Meet and/or exceed AYP
 - Provide school improvement plans Annually
 - Provide district improvement plans annually
 - Implement Class and Careers program
 - Curriculum, and Instruction and Assessment (CIA) updates – Monthly
 - Instructional Technology Report – Quarterly
 - Annual Report Card
- **Objective 2.2:** Provide state-of-the-art instructional technology to all students and teachers with a focus on improved instruction and learning.
- Evidence of achievement:
 - Instructional Technology Report – Quarterly
 - Students to demonstrate the use of technology and learning at BOE meeting-Quarterly
 - Technology and Network availability report (promote internal customer satisfaction)
 - Hold annual district-wide Technology Fairs

Goal 2: Curriculum, Instruction and Assessment

- **Objective 2.3:** Develop and implement best practices as it relates to school climate.
- Evidence of achievement:
 - Continue implementation of PBIS
 - Student Discipline Report – Quarterly
 - PBIS Report – Quarterly
 - Conduct Student Exit Survey – Annually (8th Graders)
 - Review Exit Survey results – Annually
 - Student and teacher recognition at monthly BOE meetings
- **Objective 2.4:** Increase the level of instructional programming offerings that extend beyond the regular school day.
- Evidence of achievement:
 - Conduct survey to determine desired offerings for extracurricular activities.
 - Report survey results
 - Provide a listing of course offerings
 - Student enrollment report
 - Identify supplemental funding sources
 - District Foundation
 - Grants

Goal 3: Finance

To ensure that the district remains financially solvent.

The Board wants these indicators:

- Make sound financial decisions with fiscal responsibility that created financial stability
- Discontinue the use of T.A.W.S.(Tax Anticipation Warrants)
- Create a multi-million dollar working cash fund
- Reduce taxes for stakeholders

Administration recommendations and ideas:

- Design a collaborative process for developing the district's budget
- Negotiate new contracts for certified and classified staff
- Develop a long-range plan for district's finances based on data and projections
- Develop community and business partnerships
- Seek out competitive grants
- Re-establish a viable educational foundation to support identified classroom activities and needs of the district

Goal 3: Finance

- **Objective 3.1:** To establish a short and long term financial plan including the elimination of Tax Anticipation Warrants (T.A.Ws).
- Evidence of achievement:
 - Board Presentation on the State of the District’s Finances – As scheduled
 - Annual Budget Process -
 - Regular Audits – Per annual schedule
 - Annual Financial Report (AFR)
 - Treasurer Report – Monthly Board of Education meetings
- **Objective 3.2:** Explore external funding resources
- Evidence of achievement:
 - Develop community and business partnerships
 - Increase grant revenues and funding sources
- **Objective 3.3:** Develop long- range facility and energy plan

Goal 4: Board

To have a highly functional and respectful Board of Education that propels the district forward in a cohesive manner that reflects our stakeholders' values.

Board wants these indicators:

- Board stability and respect
- Superintendent accountability
- Improved functionality of the district
- Become a district we can all be proud of

Goal 5: Communication

Create the means and motivation to engage all stakeholders.

The Board wants these indicators:

- Establish a help desk for social services (food, shelter, safety)
- Build community trust
- Implement dress for success day
- Become a district we can all be proud

Staff recommendations and ideas:

- Keep the website current
- Develop a marketing plan for public relations for District 159
- Update the community with quarterly newsletters from the district office
- Establish use of Global connect
- District calendar
- Develop community forums to tell our story
- Provide communication documents in Spanish
- Reach out to churches, Rotary Club, Homeowner Associations, village boards, etc.
- Hire a parent liaison
- Hire a public relations person
- Create district-wide performance events
- Establish regular board/administration dialogue

Goal 5: Communication

- **Objective 5.1:** Develop an effective communication plan (short and long term) to reach all stakeholders.
- Evidence of achievement:
 - Hire a Public Relations consultant
 - Identify and hire a Parent-Community coordinator
 - Update and upgrade website image/content
 - Establish a Superintendent Communication Committee
- **Objective 5.2:** Create a marketing plan for the purposes of community awareness.
- Evidence of achievement:
 - Report the marketing plan to the BOE
 - Conduct focus group discussions to define the ESD 159 “Brand”
 - Implement a district-wide/per building Hall-of-Fame

Other ideas from the Administration:

- Long-range planning for facilities (review infrastructure, instructional needs, etc.)
- Add goal for school climate
- Add goal for security

- Feasibility study of the of grade centers, magnet school, K-8 center to alleviate overcrowding and to strengthen curriculum alignment at grade levels
- Building trust between the school board and administrators

Academic Statement

- S.M.A.R.T Language
- (Specific, Measurable, Attainable, realistic and timely)
 - Example: Student achievement will grow by X% annually.
 - Example: Our ISAT scores will be in the top quartile of the top Y% of all Illinois school districts.