



*To ensure that all District No. 118  
students reach their fullest potential.*

## **Danville Community Consolidated School District 2011-2016 Strategic Plan**

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### **Goals/Accomplishments of the 2012-2013 School Year**

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\*Goals listed are for 2012-2014 – for both the past and upcoming school year

#### **Academic Achievement & Curriculum**

**Goal:**

Rewrite the reading and math curriculum to align with Common Core and define/implement an exit mastery list for grades K-2 (2012-2013) and grades 3-5 (2013-2014). Consider the possibility of a dedicated position to complete this goal.

- Reading and mathematics curriculum (K-12) has been aligned with Common Core State Standards
- K-2 standards-based report card implemented 2012-2013
- Grades 3-5 standards-based report card developed, approved by the Board on May 6, 2013, and will be implemented in the 2013-2014 school year
- K-2 Mastery Criteria developed and approved by the Board on June 12, 2013, and will be implemented in the 2013-2014 school year
- Scheduled for development in the 2013-2014 school year:
  - Gr. 3-5 Mastery Criteria
  - Gr. 6-8 Standards-Based report card
- The district's successful application for the three-year, \$6 million School Improvement Grant will support the development of similar measures at Danville High School (see SIG grant); DHS was one of just four Illinois schools that won this competitive grant. While the SIG grant will provide funding for a dedicated position to support these goals, due to losses in funding, a similar position was not instituted in grades K-8.

**Goal:**

Increase formal writing assignments at all grade levels, develop common rubrics for a minimum number of writing assignments per grade-level, and establish a writing lab as part of the Danville High School language arts program

- Six Traits Writing – staff development provided with common rubrics to be utilized across the district
- The newly developed Writing Resource Binder will be provided to all language arts certified staff, K-12, prior to the start of the 2013-2014 school year. Writing folders (blue) will be maintained for all K-8 students. These pocket folders will contain one writing sample per quarter with a completed rubric attached. A first draft and final copy will be included. Teachers will maintain a folder for each student and will attach the folder with the cumulative records (middle school language arts teachers will maintain the writing folders). Expectations for maintaining the writing folder are included in the Resource Binder.
- All genres (narrative, information/explanatory, and opinion/argumentative) will be included each year. Rubrics will be student friendly to support feedback for student learning. At least eight formal student writing/composition activities will be scheduled per year.
- Professional development will continue to support writing with 6 Trait, rubric development, and videos to support writer workshops. The writing committee will meet in the Fall of 2013 to develop grade level prompts to be used through the Units of Study. Teachers will utilize common rubrics to evaluate student writing. PLC meetings will provide a forum for teachers to discuss teaching strategies and interventions.
- A DHS committee has begun discussion on the best way to support composition – through a writing lab or in the classroom. A recommendation is due by February 1, 2014.

**Goal:**

Investigate/pilot/implement a longer school day

- The DEA and the Board approved a contract that provides for a 15-minute longer staff day, beginning in the 2013-2014 school year. The DHS SIG grant lengthens the DHS student day by 15 minutes and includes a new 30 minute flex period. The elementary student day will be increased by 25 minutes. Additional teacher time will be available for students and parents before /after student hours next year in middle school and high school.

**Goal:**

Review DHS graduation requirements to account for a seven-period day

- On January 30, 2013, the Board of Education approved increasing graduation requirements for Danville High School. Beginning with the 2017 graduation class, students will need 42 credits to graduate. Beginning with the Class of 2019, students will need 44 credits to graduate.

**Goal:**

Implement Common Core State Standards in math and language arts and have assessments in place for FY 2015

- Curriculum aligned to Common Core Standards has been implemented in Language Arts and Math. Common Assessments will be developed during the 2013-2014 school year.

**Goal:**

Formalize the collection of student growth data to be used with teacher evaluations (could be as early as 2015)

- A significant portion of the new principal evaluation (2012-2013) was based on student growth. A significant portion of the teacher evaluation, beginning September, 2015, will be based on student growth. Since Danville High School received the School Improvement Grant (SIG), student growth will become part of the teacher evaluation beginning September, 2015 (without consequence).

**Goal:**

Pursue a JROTC program at Danville High School

- In January, 2013, Danville High School implemented a Junior Reserves Officer Training Corps (JROTC) program. With a strong start and over 120 cadets currently participating and 180 signed up for next year, cadets are making strides in citizenship, academics, and patriotism, as evidenced by improved attendance rates and participation at local events, i.e., the annual Veterans' Concert. Two retired army personnel have been employed.

**Goal:**

Consider the use of placement tests to ensure appropriate academic programming for transfer students

- Remains under study at the time of this report.

## Communications and Marketing

**Goal:**

Revamp summative grade reporting cards and pilot a Standards-Based Report Card for grades K-2 in 2012-2013 and grades 3-5 in 2013-2014 for language arts and math

- Grades K-2 Standards Based report card implemented in August, 2012
- Grades 3-5 Standards Based report card to be implemented in August, 2013

**Goal:**

Investigate the feasibility of hiring a Communications and Marketing Director (community engagement)

- No recommendation for this position at this time due to losses in funding and budget cuts. Will be re-visited next year.

## Facilities-Infrastructure and Technology

**Goal:**

Complete the East Park Elementary School renovations

- \$12 million renovation of East Park School underway at the time of this report with substantial completion by August 15, 2013. East Park's new cafeteria/kitchen addition will be completed in December, 2013.
- Renovation plan is proceeding on budget and on time.

**Goal:**

Improve the curb appeal of every school building

- A major initiative of the buildings and grounds department; monthly awards given for best maintained campuses during summer months.
- Dilapidated structures purchased and razed near DHS campus.
- DHS athletic facility, Wayland-Young Field, completed with the \$100,000 donation of Lou Ann Wayland Young this year.
- City of Danville is constructing the enviro-friendly parking/multiple use space west of the DHS parking lot along with drainage improvements.
- Welcome boulders installed at west entrances to the DHS campus.
- Other campus improvements made at the other district schools. (mulch, shrubs, signage, fencing, etc.)

**Goal:**

Continue implementation of nutrition programs for students and parents/guardians that promote making healthy nutritional choices both at school and at home

- The Food Service Department has progressively introduced a wide variety of fresh fruits and vegetables to our menus to encourage students to make healthier choices while at school. By continuing to expose them to nutritious, good tasting foods on a daily basis, the goal is to create proper eating habits. Students can then share their eating experiences with parents and guardians to assist with making dining choices at home.
- Gold Status was awarded by the Alliance for a Healthier Generation for our overall health and wellness at Northeast Magnet School by following a strict meal pattern for breakfast and lunch. The District has learned from the successes at Northeast and has implemented those ideas throughout the District. Menus throughout the District are now virtually identical to Northeast School, with minimal exceptions.
- In addition to introducing more fresh fruits and vegetables, healthier choices have been implemented throughout the menus to comply with new USDA regulations, to promote wellness, and to address the growing issue of childhood obesity. These changes include offering only whole grain bread items, low fat or skim dairy products, water packed canned fruit, and by reducing calories and sodium intake. Items of little or no nutritional value have also been eliminated in the schools for purchase. Healthy beverages available for purchase include bottled water, 100% fruit juice, and diet soda only. Baked chips are now offered as an alternative to fried snack items.

- Nationwide, these new guidelines have encountered some opposition and school lunch participation has seen a decline across the nation as reported by the USDA. School District No. 118, however, has seen consistent participation in the lunch program over the last year. The school breakfast program has seen a growth in participation (up 1% overall and up 5% for breakfast) over the last year. In turn, the overall number of meals served to our students has increased. Increasing breakfast participation will continue to be a focus for the Food Service Department as the District understands the importance of starting the day with good nutrition.

**Goal:**

Upgrade all PA systems, as needed, especially at Danville High School

- Intercom improvements approved by the Board on May 22, 2013, for North Ridge, South View, and Kenneth D. Bailey. The East Park intercom system is being updated in its current renovation. DHS intercom renovations are also scheduled for the summer

## **Finances – Funding and Cost Containment**

**Goal:**

Align resources with the goals and strategies adopted in the Strategic Plan

- PMA, the District’s financial consultant, worked with administration to come up with a projected financial outlook for 2013-2014. After reviewing the possible reductions in revenue, it was clear that Danville School District No. 118 could see a significant funding loss in 2013-2014 if no intentional action was taken. In order to reduce the effect of our local, state, and federal shortcomings, the District took a look at staffing and took advantage of the savings that could be recognized from retirements— savings from hiring less expensive replacements and/or not replacing some of the retirees. The school district is estimated to save a total of \$3 million through budget cuts in 2013-2014; \$2 million in instructional staffing and \$1 million in other expenses such as technology, food service staffing, and building repairs.
- The District has also continued to utilize bidding to get the best deal available. The District has also worked closely with the Danville Education Association to negotiate a fair, but economically feasible agreement through June 30, 2015.

## **Human Resources – Staffing**

**Goal:**

Utilize the teacher/staff evaluation process to reward high performance and to remediate and/or dismiss low performance and develop a system for Reduction in Force in accordance with recent school reform legislation (2013).

- The district has implemented a new evaluation system that has four ratings and is designed to include student growth as a measurement of performance. Student growth will be included in DHS teacher evaluations in 2014-2015 and during the 2015-2016 school year at the elementary

and middle school levels. A Professional Development Plan was developed to help remediate struggling staff members. The Human Resources office uses a software program to track teacher performance and meet new requirements for Reduction in Force (reform legislation).

**Goal:**

Continue technology training for faculty and staff

- Technology training coincides with the installation of interactive white boards. Tech Camp is being offered at DHS during the summer of 2013. Computer Resource Persons (CRPs) continue with building-based training. Danville High School New Tech teachers provided training for staff and students to use Google Docs and Socrates student response systems. As teachers add technical resources to their teaching environment, i.e., Clickers, iPads, Netbooks, specific training is put in place based upon need and request.

**Goal:**

Implement the administrative intern program to prepare for a smooth transition with the retirement of several top administrators in 2013

- Not pursued due to the loss of funding and budget cuts

**Goal:**

Beginning September, 2012, implement the new principal evaluation instrument which incorporates student growth as a significant factor in the overall evaluation rating

- Implemented during the 2013-2014 school year; student growth counts for 30% of the overall rating

## Parental and Community Involvement

**Goal:**

Investigate parent volunteer programs in all buildings and explore the expansion of the Partners in Education Program.

- TALKS Mentoring Program implemented at Cannon, Garfield, Meade Park Schools and Kenneth D. Bailey Academy this year.
- Pre-K through 5 implemented a Parent Pledge and volunteer hours were documented during 2012-2013 school year.

**Goal:**

Increase the number of free, after-school school events open to the public, i.e., plays, concerts, and talent shows.

- All schools increased the number of free after-school events by at least one event this year.

## Safety and Discipline

**Goal:**

Develop and implement curriculum to teach children about conflict resolution and the prevention of violence

The Second Step Program was expanded at South View Middle School, North Ridge Middle School, Pre-K classrooms, and the following elementary schools: Edison, Liberty, Cannon, Garfield, and Southwest. The Essential Social Curriculum was supported by Tom Grove with direct teacher observations, one-on-one coaching, and book circles. Professional books were provided to staff throughout the district.