

Danville Community Consolidated
School District No. 118

Strategic Plan

2011 – 2016

Strategic Plan Tri-Chairs

Mr. Carl Alexander

Mrs. Melody Ehrlich

Mr. David Kietzmann





MISSION

To ensure that all District 118 students reach their fullest potential.

Board of Education

Mr. William J. Dobbles, President

Ms. Gina S. McGuire, Vice President

Dr. Randal P. Ashton

Mr. Steven A. Bragorgos

Mr. Daniel D. Brown

Mr. Greg Hilleary

Mr. Frank R. Young

School Administration

Mr. Mark Denman, Superintendent

Mrs. Dianna Kirk, Ed.S.

Associate Superintendent

The Planning Process

On July 16, 2010, Strategic Planning tri-chairs Carl Alexander, Melody Ehrlich, and David Kietzmann were invited by District 118 to develop procedures for the 2011 Strategic Planning process. With extensive background in strategic planning, each tri-chair discussed methods of gathering data and developing plans for improvement. Key considerations included outreach to the community and District 118 staff, determining real issues facing the District and the community, the development of a purposeful road map for school improvement, and guidance to develop a matrix to measure progress towards meeting goals and communicating with stakeholders.

To build a foundation of knowledge and learn about the district, the tri-chairs and a group of trained facilitators conducted over 34 focus groups. Focus group members were asked the same questions in the same manner and each group prioritized those items identified as “what the district could do better?” Upon completion of the focus group data collection, the tri-chairs developed a strategic plan listing potential core values, strengths of the District, and goals and strategies to move the District forward. A draft strategic plan was presented to the Board of Education during a study session on September 28, 2011. The final draft of the Strategic Plan was adopted by the Board of Education on January 18, 2012.

The Focus Groups

- CRIS Healthy Senior Center
- DACC Office of Instruction
- Danville Caucus
- Danville Fire Department
- Danville Housing Authority Parents – Project Success
- Danville Police Department
- Danville Public School Foundation
- District 118 Administrators
- District 118 AVID Students
- District 118 Board of Education
- District 118 Danville Education Association
- District 118 Danville High School College Express Students
- District 118 Danville High School Hispanic Leadership Council
- District 118 Danville High School Students from each house
- District 118 Elementary Teachers

- District 118 No Child Left Behind Advisory Committee
- District 118 North Ridge Middle School
- District 118 Non-Certified Employees
- District 118 Parents
- District 118 Recent Graduates
- District 118 Retired Teachers
- District 118 Student Advisory Board
- District 118 Teachers
- East Central Illinois – Community Action Program Management Team
- Golden Kiwanis
- Leadership Tomorrow/Education Day
- Open Community Forums (three)
- Strategic Plan Facilitators
- United Way Agency Directors
- Vermilion Gardens/Project Success Parents
- Vermilion County Bar Association
- Workforce Investment Board

The Focus Group Facilitators

- Al Bello
- Carla Boyd
- Wendy Brown
- Linda Bolton
- Alexa Ehrlich
- Sandra Houston
- Mike Hulvey
- Dawn Nasser
- Christine Martin
- Cindy Peck
- Alicia Pettigrew
- Lloyd S. Randle
- Laura Williams
- Rickey Williams, Sr.

Mission Statement

TO ENSURE THAT ALL DISTRICT #118 STUDENTS REACH THEIR FULLEST POTENTIAL

Core Values

INTEGRITY, HONESTY, AND TRANSPARENCY

- Ethical, honest, and accountable

MUTUAL RESPECT AND RESPONSIBILITY

- Acceptance and respect for human differences
- Honor and celebrate differences
- Free exchange of ideas
- Appreciation for the talents of others

A CURRICULUM THAT EDUCATES THE WHOLE CHILD

- Challenging, well-rounded education including the arts, humanities, mathematics, the sciences, technology, health and social and emotional well being
- Active and creative learners; critical thinkers
- Communicate effectively
- Academics, arts, sports, social skills, and civic participation
- Foster honesty, cooperation, and responsibility
- College and career ready

ACCEPTANCE AND RESPECT FOR DIVERSITY

MEETING AND EXCEEDING EXPECTATIONS OF STAKEHOLDERS

- Passionate, knowledgeable, skillful teachers; innovative instruction
- Dynamic and rewarding learning experiences
- Professional learning community and continuous improvement
- Clear goals, measured progress, responsibility for results
- Collaboration with community stakeholders and proactive partnerships

SAFE AND SECURE LEARNING ENVIRONMENT

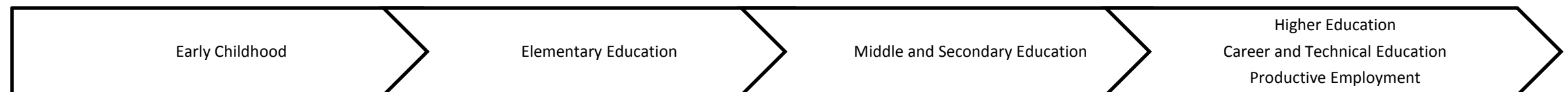
- Promote a safe environment and ensure safety for all students and staff
- Eliminate barriers to academic and social achievement

EXCELLENCE IN ALL WE DO

- Visionary leadership and a collaborative working and learning environment
- Innovative and creative with rigorous standards and results driven
- Continually make data-driven decisions

FOCUS ON THE FUTURE

- Forward thinking
- Fiscally responsible
- Emphasis on sustainability



Academic Achievement & Curriculum

AS EVIDENCED BY TEST SCORES AND GRADUATION RATES, IMPROVE STUDENT OUTCOMES AND ACADEMIC ACHIEVEMENT BY IMPLEMENTING CURRICULUM AND COURSE OFFERINGS TO MEET THE NEEDS OF ALL STUDENTS

PREPARE STUDENTS FOR SUCCESS AFTER HIGH SCHOOL THROUGH QUALITY INSTRUCTION WITH HIGH STANDARDS AND EXPECTATIONS

OFFER A COMPREHENSIVE PROGRAM OF EXTRA-CURRICULAR ACTIVITIES TO MEET DIVERSE STUDENT NEEDS

ORGANIZE THE SCHOOL DAY TO ENHANCE ACADEMIC EXCELLENCE

2011 - 2012	2012 - 2014	2014 - 2016
<p>Make curriculum decisions primarily based on data regarding student growth, and use such data to narrow efforts to increase student growth in reading and math</p> <p>Expand alternative programming options for students and arrange for one site for instruction. Strengthen consistency in assigning students to alternative programming and investigate the possibility of offering an on-site GED program; furthermore, align the alternative education curriculum with district curriculum to enhance transition for students exiting alternative school to return to their home school</p>	<p>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</p> <p>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</p> <p>Investigate/pilot/implement a longer school day</p> <p>Review DHS graduation requirements to account for a seven-period day</p> <p>Implement Common Core State Standards in math and language arts and have assessments in place for FY 2015</p> <p>Formalize the collection of student growth data to be used with teacher evaluation (could be as early as 2015)</p> <p>Pursue a JROTC program at Danville High School</p> <p>Consider the use of placement tests to ensure appropriate academic programming for transfer students</p>	<p>Rewrite the core curriculum to align with Common Core and define/implement an exit mastery list for grades 6-8 (2014-2015)</p> <p>Research and develop a recommendation regarding competency tests/exit exams and differentiated diplomas for DHS</p> <p>Develop after-school programs for academic subjects</p> <p>Implement elementary (grade 5) AVID district wide</p> <p>Expand the Pre-Kindergarten program</p> <p>Investigate a balanced calendar for all schools and include intersession and summer remediation for all students failing any part of the exit mastery list for the grade level</p>

Communication & Marketing

INCREASE COMMUNICATION THROUGHOUT THE DISTRICT

INCREASE COMMUNICATION BETWEEN STUDENTS AND FACULTY

INCREASE THE DISTRICT’S COMMUNICATION TO THE COMMUNITY

DEVELOP OR EXPAND THE DISTRICT’S CURRENT MARKETING PLAN

2011 - 2012	2012 - 2014	2014 - 2016
<p>Develop a Standards-Based K-2 Report Card</p> <p>Increase the quality of teachers’ communication with students by initiation of the Nurturing Heart Program (Essential Social Curriculum) to provide positive intervention, behavior, and support</p> <p>Establish regularly scheduled forums between staff and the Superintendent</p> <p>Establish annual Board of Education visits to each school building and promote an atmosphere of teamwork and mutual appreciation between the school board and district staff, including a concerted effort by the school board to publicly acknowledge the challenges and accomplishments of teachers, principals, central office personnel, and support staff</p>	<p>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</p> <p>Investigate the feasibility of hiring a Communications and Marketing Director (community engagement)</p>	<p>Utilize social networks to engage alumni and community supporters and continue to update and enhance the District’s website</p> <p>Revamp summative report cards and pilot a Standards-Based Report Card grades 6-8 (2014-2015) for all core subjects</p>

Facilities – Infrastructure & Technology

MAINTAIN THE DISTRICT’S FACILITIES AND INFRASTRUCTURE TO CREATE A POSITIVE LEARNING ENVIRONMENT

ENHANCE THE FOOD SERVICE PROGRAM

PROVIDE STATE-OF-THE ART TECHNOLOGY RESOURCES TO ENHANCE LEARNING AND IMPROVE THE DISTRICT’S EFFECTIVENESS

2011 – 2012	2012 - 2014	2014 - 2016
<p>Complete the South View Middle School renovations</p> <p>Complete the North Ridge Middle School renovations</p>	<p>Complete the East Park Elementary School renovations</p> <p>Improve the curb appeal of every school building</p> <p>Continue implementation of nutrition programs for students and parents/guardians that promote making healthy nutritional choices both at school and at home.</p> <p>Upgrade all PA systems, as needed, especially at Danville High School</p>	<p>Provide air conditioning in remaining school buildings</p>

Finances – Funding & Cost Containment

GENERATE ADDITIONAL RESOURCES TO PROMOTE THE DISTRICT’S FINANCIAL STABILITY

MAXIMIZE THE COST CONTAINMENT EFFORTS OF THE DISTRICT

2011 - 2012	2012 - 2014	2014 - 2016
<p>Establish finance and cost containment committee for the district and utilize the services of PMA (or other financial firm) to assess and forecast the financial future of the district</p> <p>Plan to reach fair and equitable agreements in negotiations with all bargaining units</p> <p>Study the implementation of a reserve fund plan for the district in order to stabilize the effects of erratic funding and unexpected liabilities</p>	<p>Align resources with the goals and strategies adopted in the Strategic Plan</p>	

Human Resources – Staffing

DEVELOP AND IMPLEMENT A COMPREHENSIVE STAFFING ANALYSIS PLAN

DEVELOP AND IMPLEMENT A COMPREHENSIVE PROFESSIONAL DEVELOPMENT PLAN

ENHANCE THE DIVERSITY OF A HIGHLY QUALIFIED ADMINISTRATION, FACULTY, AND STAFF

ENHANCE THE EVALUATION AND RECOGNITION SYSTEMS ACROSS THE DISTRICT

2011 - 2012	2012 - 2014	2014 - 2016
<p>Continue to recruit and hire high quality administrators, faculty, and increase the number of minority faculty and staff through-out the district</p> <p>Implement recent school reform legislation which mandates teacher rating scales for teacher evaluations by September 1, 2012</p> <p>Pilot a new principal evaluation instrument which incorporates student growth as a significant factor in the overall evaluation rating</p> <p>Train all district evaluators with regard to new principal and teacher evaluations</p>	<p>Utilize the teacher/staff evaluation process to reward high performers and remediate and/or dismiss low performers and develop a system for Reduction in Force in accordance with recent school reform legislation (2013)</p> <p>Continue technology training for faculty and staff</p> <p>Implement the administrative intern program to prepare for a smooth transition with the retirement of several top administrators in 2013</p> <p>Beginning September, 2012, implement the new principal evaluation instrument which incorporates student growth as a significant factor in the overall evaluation rating</p>	<p>Provide additional faculty and staff training on new technology, diversity, and multi-cultural teaching</p> <p>Incorporate student growth data into teacher evaluation instruments</p>

Parental Involvement and Community Involvement

DEVELOP AND IMPLEMENT A PROGRAM TO INCREASE AND STRENGTHEN PARENTAL INVOLVEMENT

CREATE OPPORTUNITIES TO INCREASE COMMUNITY INVOLVEMENT THROUGHOUT THE DISTRICT

2011 - 2012	2012 - 2014	2014 - 2016
<p>Research the best practices of how to get parents engaged and involved in their children’s education and investigate adopting a district-wide Parent Pledge for parents/guardians to affirm their commitment to supporting their child’s education by making school a priority in their respective households</p>	<p>Investigate parent volunteer programs in all buildings and explore the expansion of the Partners in Education Program</p> <p>Increase the number of free, after-school school events open to the public, i.e., plays, concerts, and talent shows</p>	<p>Design a pilot program to include instructions for parents, i.e., teaches them how to assist their children with basic skills</p>

Safety and Discipline

PROVIDE A SAFE ENVIRONMENT THAT IS CONDUCIVE TO STUDENT LEARNING AND PERFORMANCE

IMPLEMENT A COMPREHENSIVE PLAN TO ADDRESS BULLYING AND PROMOTE AN ENVIRONMENT OF GOOD DISCIPLINE AND RESPECT FOR ALL

REVIEW THE OWNERSHIP IN EDUCATION POLICY

2011 - 2012	2012 - 2014	2014 - 2016
Enforce the existing dress code with fairness, equity, and consistency across all buildings	Develop and implement curriculum to teach children about conflict resolution and the prevention of violence	Provide Refocus Rooms at the elementary buildings

Strategies: On-Going and/or Complete

Academic Achievement and Curriculum

- Meet class size requirement or provide more support/resources for teachers as prescribed in the Collective Bargaining Agreement
- Allow students who have completed their high school requirements to take college level coursework at Danville Area Community College
- Strengthen the curriculum by offering off-site experiences for students
- Recognize academic excellence with regular honors assemblies

Communication and Marketing

- Utilize school newsletters to promote the District's accomplishments
- Create a building procedure to greet new and potential students and their parents/guardians

Facilities – Infrastructure and Technology

- Conduct emergency training drill with local police officials
- Research optimum filtering systems that allow for appropriate educational research and student learning
- Establish Program Advisory Committees to identify and prioritize technology, equipment, and software purchases for educational programs

Finances – Funding and Cost Containment

Human Resources – Staffing

- Consider adding more social workers and School Administration Managers
- Make administrative assignments for multiple years when possible
- Place school resource officers at the middle schools
- Enhance the new faculty orientation program
- Establish an Introduction to Teaching course for current students – focus on minority students
- Involve members of the Danville Caucus in recruiting teachers to the district
- Develop a grow-your-own future teachers program

Strategies: On Going and/or Complete, Cont.

Parental Involvement and Community Involvement

- Consider expanding pre-kindergarten activities for parents and students to more than two times per school year

Safety and Discipline

- Utilize school resource officers to make recommendations and to provide training on the safety of students and staff
- Provide additional staff for hotspot areas before school, after school, and during lunch
- Provide the Danville Police Department with accurate floor plans for every school building
- Conduct active shooter training with the Danville Police Department
- Review the District safety procedures on a yearly basis
- Allocate resources for anti-bullying campaign