

Living the Strategic Plan



**LaGrange District 105
2019-2024**



**It is not about the
plan, it is all about the
execution of the plan
that counts!**

Make sure there is a return on the investment
of establishing a stakeholder-driven strategic
plan.



Going from Good to Great

Are we doing the **RIGHT** things?

Strategic Management

Mission, Vision, Values, Goals

Are we doing things **RIGHT**?

Operational Management

Strategy Action Plans

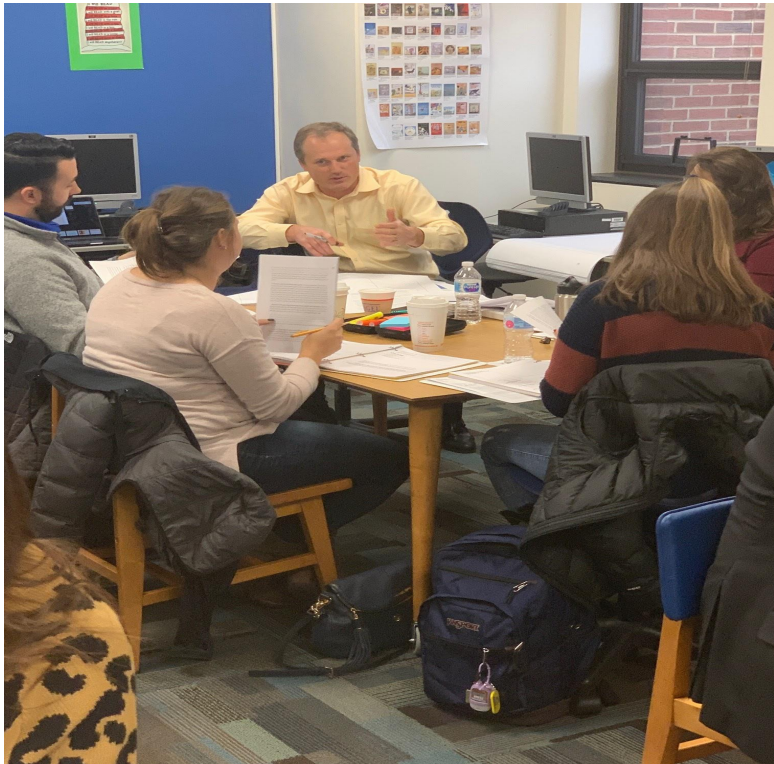
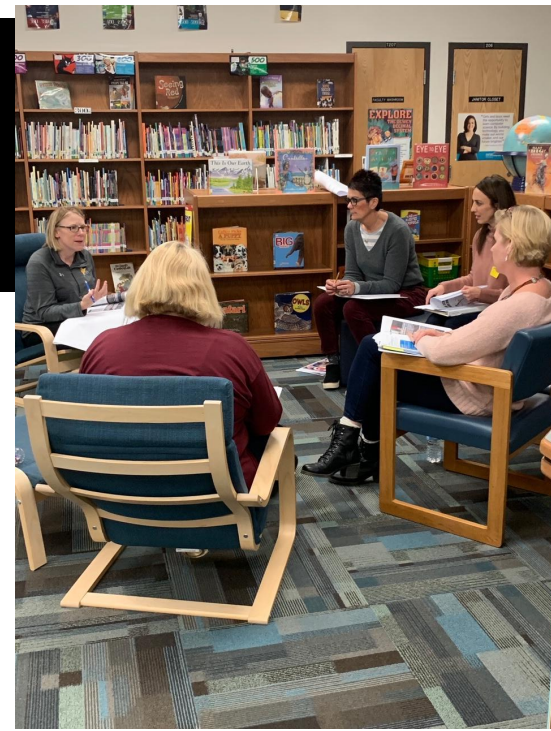
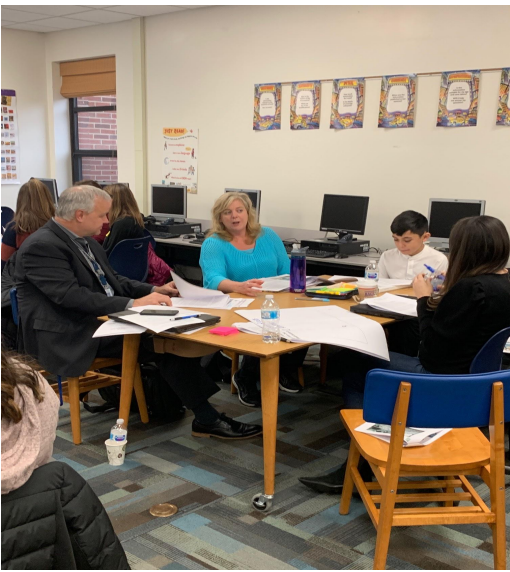
If we can't do it well, should we be doing it at all?



The Journey

Data Retreat: Where Are We Now?

Paint a data picture that allows us to identify our strengths, weaknesses, opportunities & threats



LA GRANGE DISTRICT 105 SWOT ANALYSIS: DRAFT

Strengths: What do we consider to be our strengths? What advantages do we have? What do others say our strengths are?

- Whole child centered; numerous co-curricular and extra-curricular activities with a solid fine arts program.
- Preparing students for LT; LT placement and success of students after one year of high school
- Student attendance is high; students like coming to school
- Data shows consistent overall student growth/achievement at all levels in reading and math; Consistently outperforming benchmark districts
- Special Education programs and services; English Language Learners programs and services
- 78% staff with master's or higher degrees
- High quality staff with great retention
- Financial Profile score, history of financial stewardship
- Families and students feel safe; high student and family satisfaction

Weaknesses: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?

- Students being college, career, and life ready
- Student achievement gaps among subgroup populations
- Lower Teacher morale due to too many initiatives producing stress and anxiety
- More consistent expectations and instructional strategies across the district
- Using reliable data to set goals and differentiate instruction
- Differentiation- meeting the needs of all students through interventions and enrichments (MTSS); Tier 2 and Tier 3 interventions that positively impact student achievement
- Distribution of student enrollment; student enrollment slightly on the decline
- Deficit spending last two years
- Increasing social and emotional student needs
- Staff diversity to mirror student diversity

Opportunities: What opportunities for improvement do we know about, but have not addressed? Where with a little work could we change a weakness into a strength?

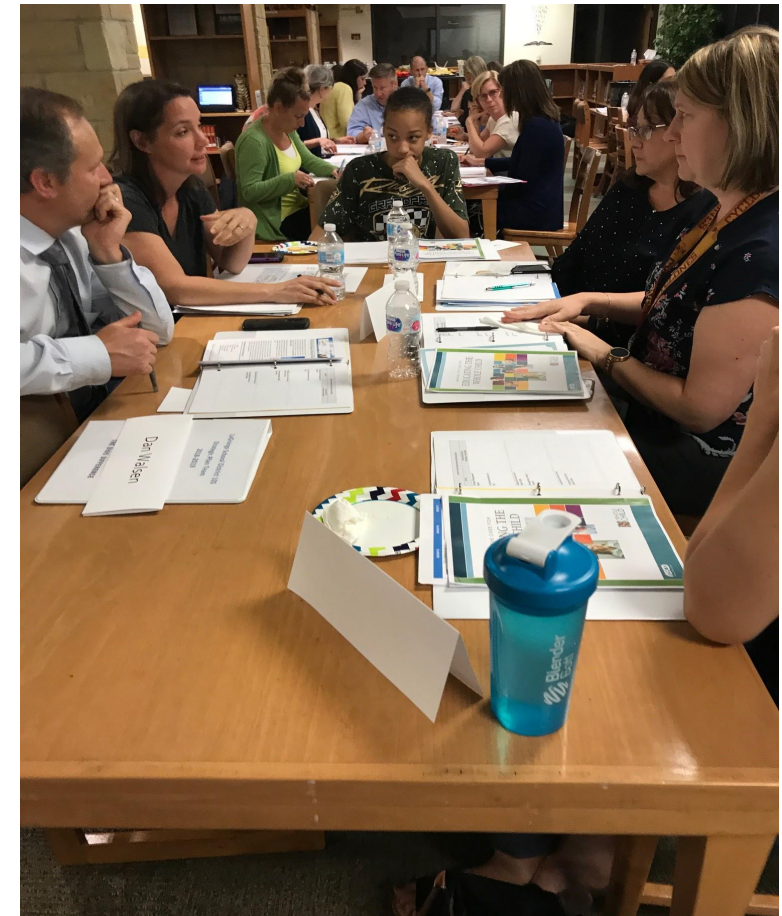
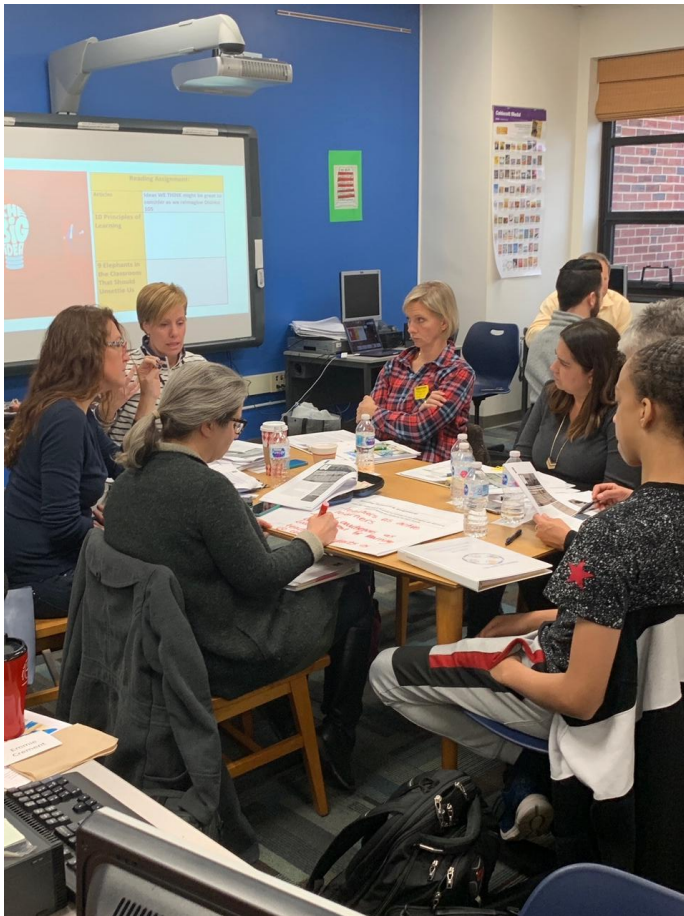
- Long term debt strategies; proactively ensure adequate resources to maintain critical programs and services to maintain the 105 Difference
- Explore better measures for student growth and achievement
- Reimagining the structure of committees and improvement processes
- Cultural awareness and teaching with poverty in mind
- Parent communications and expectations- connecting families across the district
- Making sure our communities understand, value and celebrate our accomplishments
- Technology integration strategies to increase student engagement and inquiry
- Prepare students for career and life readiness
- Integrate subject areas through problem based learning and writing
- Social emotional learning and executive functioning skills.

Threats: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress?

- State funding; shifting pension costs and Evidenced Based Funding
- National and state politics
- Increasing students of poverty and homelessness
- Possible voter-led referendum to further cap district revenues
- Distribution of student enrollment; continued impact of Hodgkins
- Mental health

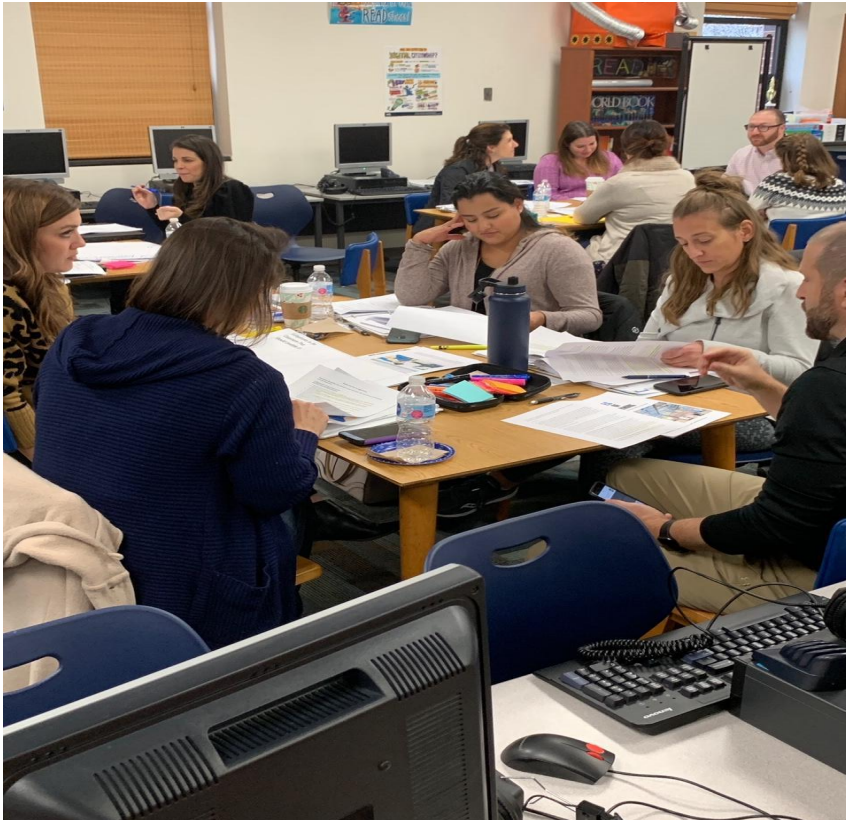
Vision Retreat: Where Do We Want To Be?

To envision a future that moves individuals, schools, & the District to a higher level of satisfaction & performance



Setting Direction Retreat

How do we get from where we are now to where we want to be? Determine high priority strategies to accomplish long-range goals.



Today's learners are tomorrow's leaders.

OUR MISSION

WHY WE EXIST

Empower students to make a difference in our world by assisting them to be self-directed, passionate, lifelong learners.

OUR VALUES

WHAT WE STAND FOR

Continuous Improvement

Well-being

Real world application

Transparency

Individual differences

Collaboration

Engagement

Integrity

Character



OUR VISION

WHERE WE ARE HEADED

District 105 strives to be a high performing school district that celebrates the importance of each individual student.

Each student will be a valued member of the school

- *community prepared for future academic, career, and life success.*


Each staff member will make a positive difference in

- *the lives of students.*

Each family and our communities will feel pride in our

- *work and express confidence that we are good stewards of their resources.*

Next: Living The Plan

A close-up photograph of a person's hand holding a camera lens. The lens is held in a way that the view through the lens is visible, showing a bright blue sky with scattered white clouds. The lens itself is black with a silver-colored mount. The background is a blurred view of the same sky and clouds.

The work of the district
The focus for the next 5 years

OUR GOALS AND STRATEGIES

WHAT WE WILL ACHIEVE

WHAT IS OUR PRIORITY WORK

Goal: Academic Success	Goal: Supportive Culture	Goal: Family and Community Connections	Goal: Staff and Organizational Effectiveness	Goal: Resource Equity and Efficacy
All students will demonstrate continuous academic growth leading to college, career, and life success.	All students will attend school in a safe, supportive, and engaging environment.	District 105 will enhance learning partnerships by connecting schools, families, and communities to extend learning opportunities and resources.	Empower staff to use data and other evidence to make important decisions in learning and teaching.	District 105 will make effective and efficient use of its resources to ensure the educational success of our students.
Key Performance Indicators <ul style="list-style-type: none"> Annual Progress Targets in Reading and Math District Learning Goals Readiness: Grades 3, 6, and 8 High School Transition Achievement Gaps Close 	Key Performance Indicators <ul style="list-style-type: none"> Student Attendance Student Satisfaction Student Engagement Social and Emotional Learning Success of Interventions Co-curricular activities 	Key Performance Indicators <ul style="list-style-type: none"> Family Satisfaction Family Engagement ELL Families Volunteer Expectations Community Partners Service Learning Opportunities 	Key Performance Indicators <ul style="list-style-type: none"> Staff Satisfaction Collaboration/PLC teams Retention Certification and Diversity Continued Learning 	Key Performance Indicators <ul style="list-style-type: none"> Cleanliness Safety and Security Technology Financial Profile
Strategies for Academic Success	Strategies for Supportive Culture	Strategies for Family and Community Connections	Strategies for Staff and Organizational Effectiveness	Strategies for Resource Equity and Efficacy
<ol style="list-style-type: none"> Close gaps in achievement to ensure all students grow, learn, and achieve. Research, explore, and standardize current impactful and engaging instructional practices. Ensure fidelity of units of instruction implementation across the district. 	<ol style="list-style-type: none"> Refine our systems of supports to ensure students' social and emotional needs are being met. Refine our systems of supports to ensure students' academic growth and development needs are being met. 	<ol style="list-style-type: none"> Strengthen unity and cross-cultural connections throughout the district. Provide opportunities for families and the communities to extend learning opportunities. 	<ol style="list-style-type: none"> Empower staff to use data and other evidence to make decisions that positively impact learning and teaching. Provide purposeful professional learning opportunities are provided within schools, across schools, and outside of the district. 	<ol style="list-style-type: none"> Establish resource equity across schools. Develop a sustainable business plan.

Priority Strategies: OUR WORK

1. Prioritize the Priorities!
2. Goal Setting for each Priority
3. Revisit Multi-Year Plan
4. Priority Action Planning
5. Monitoring and Accountability Timeline
6. Next Steps



Prioritizing with the Cascading Effect in Mind

AN EXAMPLE OF THE CASCADING EFFECT		
Strategic	Tactical	Operational
1. Approve school system curricular goals aligned to state standards and translated into common student learning targets expressed by subject/course and/or grade.	1.1 Establish subject area essential learning targets that represent what each student should learn as a result of a class, course, or grade level.	<p>1.1.1 Develop essential learning targets that represent what each student should know and be able to do as a result of a class, course, or grade level.</p> <p>1.1.2 Translate essential learning targets into student-friendly language and provide examples/models of the target.</p> <p>1.1.3 Deconstruct essential learning targets to identify prerequisite skills necessary to reach mastery.</p> <p>1.1.4 Engage in annual review and revision of essential learning targets.</p>
	1.2 Develop and implement training programs and timelines for teachers to understand and use essential learning targets in their instruction.	<p>1.2.1 Acquire the knowledge, skills, tools and strategies to translate the goals to common essential learning targets in daily classroom practice.</p> <p>1.2.2 Use the knowledge, skills, tools and strategies in common essential learning targets through unit and daily lesson plans.</p> <p>1.2.3 Use the knowledge, skills, tools and strategies to evaluate the appropriateness of the common essential learning targets.</p>

Strategic Plan 2021-2022-Year 1b

IncludeED: Belonging Through a Culture of Dignity

Re-Engage

- SIOP-building background and comprehensible input
- Monitor fidelity of unit implementation-acceleration
- Balanced literacy-shared reading
- Refine MTSS process
- Extend learning opportunities for via Community Connections Center

New Experiences

- Lucy Calkins writing initial implementation
- Middle school social studies C3 inquiry
- Self-directed professional development
- Balanced literacy-Guided reading
- Math interventionist program K-8
- Block schedule at Gurrie
- Pre-K curriculum alignment

[Strategic Plan Strategies](#)

District 105 Strategic Plan 2022 Priorities

STRATEGIES & PRIORITIES			MONITORING CYCLES School Board		
GOALS	STRATEGIES	PRIORITIES	Fall Oct-Dec	Winter Jan-Mar	Spring Apr-Jun
Goal 1 Academic Success	Strategy 1: Close gaps in achievement	a) Sheltered Instruction Observational Protocol (SIOP)-Building background (connecting new concepts with personal, cultural experiences and past learning) and comprehensible input (teachdf talk, restating, paraphrasing, demonstrations, model of tasks, movements, gestures) b) Pre-school and kindergarten curriculum alignment	11/15		
	Strategy 2: Explore and standardize instructional practices	a) Standardizing practices in balanced literacy-shared and guided reading b) F&P-standardize reading benchmark assessment implementation c) Implementation of year one Lucy Calkins writing program d) Implementation of year one math interventionist model e) Middle school social studies civics, C3 inquiry f) Continuation of exploration of better aligned NGSS resources g) Implement new block schedule at Gurrie	11/15		
	Strategy 3: Ensure fidelity of instructional units	Monitoring of fidelity of unit implementation-intended curriculum is the implement curriculum	11/15		

Develop SMART(IE) Goals

Goals are a concrete way to drive results, but without an explicit equity and inclusion component, goals won't produce better outcomes for marginalized communities, address disparities, or create belonging.

SMARTIE stands for Strategic, Measurable, Ambitious, Realistic, Time-bound, ***Inclusive***, and ***Equitable***. By incorporating an equity and inclusion component to your SMART goals, you can make sure your organization's commitment to equity and inclusion is anchored by tangible and actionable steps.

Our Why

