

Strategic Challenges and Objectives, Key Goals and Action Plans 2018-2023				
KSF	Strategic Objectives	Strategic Challenges	Key Goals	Key Action Plans
Outstanding Student Performance	1) Ensure all students in the aggregate and in subgroups meet or exceed internal and State student performance targets annually	● Meet the accountability requirements of the State ESSA Plan ● Manage the complexities of the PARCC assessments	1 Monitor achievement on state and internal performance measures; address individual needs of students who do not meet state standards or internal targets	● Monitor the ISBE's plans for the 2019 State Assessment, provide PD in response to any substantive changes and implement the State Assessment in the spring of 2019 (ST) ● Monitor the ISBE's plans for ESSA performance indicators, educate stakeholders regarding the indicators, and continue to engage in formal opportunities to make recommendations to ISBE regarding the indicators annually (ST/LT). ● Continue to make revisions to the current Assessment System by spring 2020 (ST)
Coherent and Rigorous Programs and Services	2) Provide standards-based curricular programs and services reflecting current research, best practice, and technology integration for all students	● Manage the requirements of curriculum revision due to new standards by the State across multiple disciplines ● Address the emerging challenges driven by a technological and global environment	2 Maintain ongoing cycle of curricular evaluation/revision for all programs/services 3 Provide ubiquitous technology and learning opportunities that support the diverse needs of learners. 4 Monitor all programs and services to ensure we are meeting the needs of all students	● Revise the science curriculum to include the Next Generation Science Standards with research and development phase beginning in 2016-17, resource selection by 2018-19 and full implementation by 2020-21 (ST/LT) ● Continue to develop, implement and refine the Wood Oaks STEAM program over the next three years – 2018-2021 (ST/LT) ● Implement and refine the new Master Technology Plan annually incorporating emerging innovations (2018-2021) (ST/LT) ● Areas of attention for 2018-19 include introducing Chromebooks at Hickory Point and Flat panels/wireless technology at Shabonee in 2018-19 (ST) ● Conduct a special education programs and cost study in the 2018-19 school year and plan for the implementation of any modifications resulting from the study between 2019 - 2023 (ST/LT)

KSF	Strategic Objectives	Strategic Challenges	Key Goals	Key Action Plans
Highly Qualified Staff	3) Ensure faculty and staff can satisfactorily deliver programs and services to all District students and in private and parochial schools	- Develop staffs' technological skills and pedagogical strategies necessary to deliver the District's programs and services - Address emerging staff and substitute teacher shortages to ensure effective teaching and learning in the classroom - Meet the requirements of PERA legislation	5 Monitor all staff performance using supervision/evaluation plans 6 Build faculty/staff skills and knowledge to implement the District programs and services	- Proactively manage the staff and substitute teacher shortages as they arise each year (ST) - Address our growing needs in the subpopulation areas of English Learners and Special Education through our annual staffing plan – referenced in KSF 5 (ST/LT) - Continue to develop and implement professional learning opportunities for our staff to respond to the evolving social-emotional needs of students over the 2018-2021 school years. (ST/LT) - This action plan includes full implementation of the PBIS Framework at Hickory Point School (ST)
	4) Ensure all facilities are safe and provide a positive learning environment 5) Ensure all District policies and social/emotional programs provide a caring and supportive environment 6) Ensure that we have transparent and effective communication with all constituents		7 Implement the best practices in facilities management 8 Monitor, evaluate, and revise the social/emotional programs/services to be responsive to student needs 9 Maintain effective two-way communications systems that provide timely information and solicit feedback	- Implement and revise the Emergency Preparedness Plan along with safety and security procedures for the District and Township. Also conduct training of staff members, in required areas – 2018-2023 (ST/LT) - Update the Applied Technology/STEAM Lab at Wood Oaks to address future programming needs over two years 2018-2020 (ST) - Implement key roof replacement and HVAC capital improvements from the Master Facilities Plan beginning in 2019 and completed by 2024 as needed (ST/LT) - Implement the redesigned District and school websites to ensure it is accessible to all stakeholders in the 2018-2019 school year (ST) - Conduct satisfaction surveys to determine student, staff, parent and community perceptions of our schools and the District – every other year on the even years (ST/LT)
Safe, Caring, Supportive Learning Environment				

KSF	Strategic Objectives	Strategic Challenges	Key Goals	Key Action Plans
Healthy Financial Position	7) Ensure fiscal solvency of the District	Proactively manage in an environment of changing funding patterns and increased financial mandates from the State and Federal Governments	10 Provide cost-effective staffing plans for essential/highly-valued programs and services 11 Maintain responsible approach to fiscal operation ensuring cost efficiencies while maintaining our programs and services	- Create long-term staffing projections and implement annual staffing plans that address essential and highly-valued District programs and services (ST/LT) - Implement cost containment measures annually and explore new revenue sources as they become available (ST/LT) - Develop and implement a balanced budget annually to ensure a healthy short- and long-term financial position (ST/LT) - Implement the Patient Protection and Affordable Care Act and annually respond to the financial and benefit needs to ensure the solvency of the District. (ST/LT) - Monitor and respond to State legislation regarding funding schools, a pension cost shift, and property tax adjustments annually through our long term financial planning to ensure the fiscal solvency of the District (ST/LT) - Negotiate a new Collective Bargaining Agreement with the Faculty Association by the summer of 2019 (ST)