



Keeneyville Elementary School District 20  
3-Year Strategic Plan  
2019-2022

## **Mission Statement**

Ignite the power and potential of each student.

## **Belief Statements**

### **We Believe:**

- All students have unique strengths and talents and excel in a rigorous, supportive environment.
- Students learn best in a safe, secure, and respectful atmosphere.
- Our diversity enhances student learning and life experiences.
- Partnerships among school home and community are essential to success.
- District resources must be managed responsively and efficiently.
- Student growth is ignited by inspiring passion, uncovering knowledge, and developing personal relationships.

## Goal Area 1: Curriculum, Instruction, Assessment, and Technology

Vision: **Developing the unique pathway for each student to reach his/her full potential.**

Goal 1: Students will make expected yearly growth aligned to their unique needs

Sub Goal	Action Steps: What will be done?	Who will be the person(s) responsible?	What is the deadline?	How will this action step be evaluated for success?
1.	Average MAP RIT scores will increase at a rate that is at least the national average. Minority subgroups average MAP RIT will also increase at a rate that is at least the national average.	Director of T/L Building Principals	Fall, Winter, and Spring MAP administrations will be used to determine the rate at which students are growing.	The average RIT from the grade level and from the minority subgroup at each grade level will be monitored for the rate of growth.
2.	The percentage of students who are considered proficient on the state assessment (currently IAR/DLM) will increase	Director of T/L Building Principals	Each year, the state assessment will be given in accordance with the state guidelines. Curriculum and Instruction will be aligned accordingly.	The assessment data will be reported after October 31st of every year and will be assessed by cohort for growth in the percentage of students who are proficient.
3.	The percent of students who are exited via ACCESS scores will increase.	Director of SS Building Principals	Every year, the ACCESS test will be given in accordance with state guidelines. Curriculum and instruction will be aligned accordingly.	The assessment data will be reported in the summer and will be assessed for growth in the percentage of students who are able to exit EL services.

Goal 2: Staff will engage in professional growth experiences to facilitate student growth.

Sub Goal	Action Steps: What will be done?	Who will be the person(s) responsible?	What is the deadline?	How will this action step be evaluated for success?
1.	The district will offer professional development opportunities in multiple formats: large group/in person, large group/virtual, small group/ in person, small group/virtual, 1:1 coaching	Director of T/L Director of SS Instructional coaches	Before each trimester, the responsible parties will meet to form the calendar for the trimester alerting staff to the options.	The number of PD opportunities and the percent of teachers taking advantage of them will increase. Quality surveys will be given. Walk through data will be collected to ensure professional development topics are being implemented.
2.	Buildings will offer professional development through their staff meetings that align with specific building needs and priorities.	Building principals Director of T/L Director of SS	Before each trimester, the building principals and directors will meet to plan the trimester's PD for each building.	The number of PD opportunities will increase. The PD will be focused on specific building needs. Quality surveys will be given. Walk through data will be collected to ensure professional development topics are being implemented

Goal 3: Students and teachers will use technology to create content for the wider world to demonstrate their mastery.

Sub Goal	Action Steps: What will be done?	Who will be the person(s) responsible?	What is the deadline?	How will this action step be evaluated for success?
1.	Teachers will lead a showcase of their tech integration work.	Director of T/L Director of Technology Instructional coach for technology Building principals Teachers	By the end of the year, each teacher will demonstrate at least one original student content creation project to the rest of the staff. Teachers will be encouraged to present their work at local technology conferences.	Building principals will track the teachers and projects. A project bank website will be created.  The number of teachers who present technology work at conferences will increase.
2.	Students will lead a showcase of their content creation.	Building principals Instructional coach for technology Teachers	Each year, more students will attend the Students In Technology (SIT) conference. Students will volunteer to present at this Conference. Younger students will host their own SIT conference for their classrooms/grade levels.	Building principals will track the number of students who participate in SIT and who presents at SIT. Building principals will monitor and report which classes/grade levels have their own SIT conference for their class/grade.

Goal 4: Curriculum will be reviewed by curriculum committees on a specific yearly cycle

Sub Goal	Action Steps: What will be done?	Who will be the person(s) responsible?	What is the deadline?	How will this action step be evaluated for success?
1.	Subjects in year 1 of implementation (18-19): Math, SEL	Director of T/L Curriculum Committee Curriculum Council	By the end of the year, the committee chair will report to the Curriculum Council the progress the committee is making towards the established goals of curriculum committee.	The Curriculum Council will meet once a trimester to receive the reports from the Curriculum Committee.
2.	Subjects in year of study(19-20): Literacy, Science (to be implemented in 20-21)	Director of T/L Curriculum Committee Curriculum Council	By the end of the year, the committee chair will report to the Curriculum Council the progress the committee is making towards the established goals of curriculum committee.	The Curriculum Council will meet once a trimester to receive the reports from the Curriculum Committee.
3.	Subjects to begin year of study (20-21): Social Studies, Fine Arts/PE (to be implemented 21-22)	Director of T/L Curriculum Committee Curriculum Council	By the end of the year, the committee chair will report to the Curriculum Council the progress the committee is making towards the established goals of curriculum committee.	The Curriculum Council will meet once a trimester to receive the reports from the Curriculum Committee.

**Goal Area 1: Curriculum, Instruction, Assessment, and Technology**

Suggested tasks:

- 1.1a Design and implement interim data review protocols
- 1.1b Design and implement goal setting procedures with students and staff
- 1.2a Monitor interim data by subgroups
- 1.2b Monitor absence data by subgroup
- 1.2c Implement absence procedures
- 1.3a Design and implement interim assessments aligned to WIDA
- 1.3b Deliver professional development around SIOP strategies
- 1.3c Monitor SIOP implementation
- 2.1a Monitor professional development offerings from district
- 2.1b Develop an incentive program to encourage more teacher involvement in after hours professional development
- 2.2.a Create protocol for buildings to report and share their professional development
- 3.1a Develop and implement a building-based protocol to increase sharing of technology protocols between grade levels
- 3.1b Develop and implement an incentive system to recognize trailblazing teachers
- 3.2a Encourage more students to attend the SIT conference
- 3.2b Recognize students who attend SIT conference
- 3.2c Recognize teachers who participate in the SIT conference
- 4.1a Continue the established curriculum cycle ensuring all goals are met
- 4.1b Create and implement communication protocol
- 4.2a Continue the established curriculum cycle ensuring all goals are met
- 4.2b Create and implement communication protocol
- 4.3a Continue the established curriculum cycle ensuring all goals are met
- 4.3b Create and implement communication protocol

[Curriculum Committees Established Goals](#)

## Goal Area 2: *The Keeneyville Experience - Student Life & Culture*

Vision: **Keeneyville SD 20 is committed to providing a safe, caring, and supportive working and learning environment for our students and staff with outcomes that can improve our local learning community.**

Goal	Action Steps: What will be done?	Who will be the person(s) responsible?	What is the deadline?	How will this action step be evaluated for success?
1.	Convene a district-wide discipline committee to formalize a district-wide discipline philosophy and system	Superintendent, Building Principals & Assistant Principals, Director of T/L, Director of SS, Parents	July 2020	Development of a district-wide discipline philosophy and system
2.	Create a calendar of activities available to students before the start of each trimester to allow families to plan for these activities	Building Principals, Director of Community Relations, Director of T/L, Director of SS, Director of Operations, Coaches	Prior to the start of each trimester: August 1, 2019 November 1, 2019 January 6, 2020	Development of trimester calendars & student participation rates
3.	Re-evaluate staff and student recognition programs	Superintendent, Director of T/L, Director of SS, Principals, Director of Community Relations	August 2020	Development of a system and rubric for receiving recognition
4.	Define a system to measure staff morale and retention.	District Leadership Team, Principals, Director of Community Relations	June 2020	Development of staff surveys and their results (ie. moral, exit interviews)
5.	Make Keeneyville a long-term community to live in and work in by engaging parents & staff	Entire School Community	June 2020	Participation rates at programs, events, and activities offered by the District and schools
6.	Develop supportive cross-district working environments	District Leadership Team, Principals, Coaches	August 2020	The amount of collaboration time provided/used during the school year



## **Goal Area 2: *The Keeneyville Experience - Student Life & Culture***

### Suggested Tasks:

- 1A. Review Senate Bill 100 requirements and expectations with all staff
- 1B. Provide professional development on the restorative justice philosophy with all staff (which is used to/building relationships)
- 1C. Determine an easy to use system for schools to collect and document data and track problem behaviors to identify students needing support or areas of weakness for the school
- 1D. Provide professional development and training to administration and staff on how to effectively utilize data and record-keeping systems regarding student behavior
- 2A. Evaluate the current extra-curricular activities at each building and the participation rate of each
- 2B. Survey the students at each building to determine their extra-curricular interests
- 2C. Survey the staff at each building to determine interest in offering extra-curricular activities and in what area they would like to instruct
- 2D. Reach out to the Keeneyville Community (parents, businesses, high schools, colleges) to expand the instructor base for extra-curricular activities)
- 2E. Collaborate with the Finance Committee to find funding to cover student program and transportation costs and instructor stipends, so all students have the opportunity to participate in activities offered
- 3A. Convene a committee to review our current award and recognition opportunities for staff and students and develop a standardized system and criteria for awarding individuals with these recognitions
- 3B. Have the committee consider our district's participation in the Illinois State Board of Education Those Who Excel Awards program and look into other awards programs such as those provided by the DuPage Illinois Principals Association
- 4A. Create a District 20 survey to measure the current level of trust, honesty, respect, and positive relationships throughout the district
- 4B. Develop a system for providing affirmation, feedback, and supports for students and staff
- 4C. Create and conduct exit surveys for staff who voluntarily chose to leave the district
- 5A. Provide opportunities for staff, families, and students to engage in district-wide opportunities to increase cultural connectedness
- 5B. Host a New to the District Family Night each trimester
- 5C. Hold two Keeneyville District 20 adults only activities per year
- 5D. Create a survey for parent interest in future Parent Café topics
- 5E. Create a Welcome to District 20 informational packet
- 5F. Create a District 20 promotional information packet for realtors to share with prospective home buyers
- 6A. Discuss with each school's PTO the idea of merging into one District PTO
- 6B. Work with the KEA to calendar more Wednesday Early Release opportunities for district-wide collaboration
- 6C. Utilize technology to hold meetings and communicate across buildings

### Goal Area 3: *Collaboration and Communication*

Vision: **Consistently and accurately communicate information to all stakeholders.**

Goal	Action Steps: What will be done?	Who will be the person(s) responsible?	What is the deadline?	How will this action step be evaluated for success?
1.	Proactively communicate with families.	Administrative Leadership Team, School Technical Assistants and 12-month Administrative Assistants	December 2019	Survey families regarding communication.
2.	Develop and implement a comprehensive communication process and plan.	Superintendent, Director of Community Relations and Administrative Leadership Team	July 2020	Establish a district-wide communication process and plan.
3.	Improve and increase staff and building communications.	Administrative Leadership Team	June 2021	Effectively use professional development time to increase communications.
4.	Increase communication focused on school and community recognitions.	Administrative Leadership Team	August 2020	Recognizing staff at various points throughout the school year.
5.	Increase district participation in community organizations and build more district partnerships to demonstrate value of the district.	Whole school district community	June 2022	Make Keeneyville ESD20 known visibly in the community through a variety of sponsored events.

### **Goal Area 3: *Collaboration and Communication***

#### Suggested Tasks:

- 1A. Provide a digital introduction to Keeneyville ESD 20 to Parents and Employees
- 1B. Ongoing review and updates of district and school websites
- 1C. Maintaining and updating an accurate school and district calendar
- 1D. Communicate with parents, community members, staff and students
- 2A. Utilize social media as part of the overall communication plan
- 2B. Proactively communicate with families by specifically tailoring communication from teacher to parents (K – 8)
- 2C. Unified district identity with consistent communication across the district
- 3A. Articulation between buildings, across grade levels and transitions between buildings
- 3B. Collaboration within each school building and across school buildings
- 4A. Recognize staff and students at each building
- 4B. Recognize staff and students across the district
- 4C. Recognize staff and students in the community
- 4D. Recognize school community members at board meetings
- 4E. Host Board of Education Meetings at different buildings
- 5A. Participate in different organizations to represent the district
- 5B. Have an active presence at a variety of events in the community
- 5C. Consistently communicate an accurate picture of the school district

## Goal Area 4: *District Finance & Facilities*

Vision: **Align district resources with programs providing the strongest academic outcomes for all students. Maintain safe, future ready buildings that enhance the learning experience. Sustain strong fiscal stewardship.**

Goal	Action Steps: What will be done?	Who will be the person(s) responsible?	What is the deadline?	How will the objective be evaluated for success?
1.	Develop a rolling 5 year Financial Forecast	Business Office	September 2019	Presented to Finance & Facilities Committee
2.	Maintain 180-day funds on hand. Continue to manage a strong laddered investment portfolio utilizing prudent investments	Business Office	Ongoing	Present monthly reports to the Board of Education providing details of treasury balances
3.	Develop a five year Capital Improvement Plan to ensure maintenance is completed on a timely basis with funds on hand	Business Office and Building & Grounds	October 2019	Positive feedback from building administrators, parents & Board.
4.	Update Libraries at Waterbury and Spring Wood to become future ready	Building & Grounds, District Business Office, Building Staff	August 2020	Positive feedback from building administrators, Board & Community
5.	Work with each building to determine classrooms that will be updated to future ready spaces utilizing furniture and paint color	Building & Grounds, District Business Office, Building Staff	June 2019 through August 2022	Positive feedback from building administrators, Board, staff and parents
6.	Continually look for ways to reduce building costs and provide efficiencies	Building & Grounds, District Business Office	Continuing	Positive feedback from building administrators & Board.

## **Goal Area 4: *District Finance & Facilities***

### Suggested Tasks:

- 1A. Utilizing 5Cast Software, monitor financials and projections monthly. Present to Board monthly.
- 1B. Utilizing 5Cast Software, develop a monthly rolling 5 year financial projection plan (bridging monthly results to the 5 year forecast monthly). Present to Board twice a year.
- 2A. Continue improving our laddered portfolio of investments to obtain the highest returns under prudent investment management
- 3A. Working with Architects, update our 5 year Capital Improvement plan and present to the Finance & Facilities in October or November 2019. Then to the Board.
- 3B. Work with Board to determine longer-term capital projects that would improve the buildings and the environment for staff and students.
- 4A. Beginning in June 2019 - begin conversations to develop plans for future ready libraries for Waterbury and Spring Wood. Anticipated construction will begin June 2020.
- 5A. Beginning September 2019 determine cohorts that will begin the future ready classroom renovations at each building
- 5B. Working with Buildings & Grounds, determine solutions to maintain our buildings in energy efficient ways and seek money saving solutions.
- 6A. Maintain fiscal responsibility while being effective and efficient.