



HINSDALE TOWNSHIP
HIGH SCHOOL DISTRICT 86

Strategic Plan: Goal 3 Kickoff

OUR GOALS AND STRATEGIES

Goal One	Goal Two	Goal Three	Goal Four	Goal Five
Student Growth and Achievement	Learning Environment	Work Environment	Family and Community Connections	Resources
All students are engaged in a rigorous education resulting in college, career, and life readiness	The learning environment promotes student well-being	Systems promote staff engagement, collaboration, innovation, satisfaction, and accountability	Families and the community are engaged as valued partners in the education process	Financial, facility, and technological resources align with District goals strategies and core values
Key Performance Measures will be established for all goals and strategies to monitor and report progress.				
High Priority Strategies	High Priority Strategies	High Priority Strategies	High Priority Strategies	High Priority Strategies
<p>1. Course and instructional units include common critical competencies, aligned assessments between the two high schools, and multiple measures of success</p> <p>2. Students explore big ideas, leverage technology, make real-world connections, and use authentic ways to demonstrate their knowledge and interests</p> <p>3. Students use their individual data to shape decisions about career and life readiness</p>	<p>4. Optimize the school day and calendar to meet individual student needs and promote student well-being</p> <p>5. Students have opportunities for participating in school decisions, engagement, and responsibility for school outcomes</p> <p>6. Best practices improve student social and emotional skills, and reduce excessive stress</p>	<p>7. Staff have new opportunities for engagement and input into critical decisions that lead to improved collaboration, communication, professional development, and system coherence</p> <p>8. A meaningful data and information system improves goal setting, analysis, progress monitoring, and reporting of performance across all functions</p> <p>9. District 86 and sender K-8 districts collaborate to inform instruction and to develop a pathway linking elementary, middle, and high school experiences</p>	<p>10. Communication and collaboration with families and the community give them voice and opportunities for engagement and input and create new partnerships, all of which build trust and unity in the District 86 community</p> <p>11. Partnerships with the community enhance student vocational, career, and life readiness</p>	<p>12. Resources are equitably distributed to meet the needs of all students as well as achieve the mission, vision, goals and strategies of the strategic plan</p> <p>13. Facilities make both schools equitable and optimal for teaching and learning practices</p> <p>14. Infrastructure, accessibility, and safety deficiencies are addressed</p> <p>15. A sustainable maintenance and technological infrastructure plan is implemented</p>



Goal Three
Work Environment
Systems promote staff engagement, collaboration, innovation, satisfaction, and accountability

High Priority Strategies

7. Staff have new opportunities for engagement and input into critical decisions that lead to improved collaboration, communication, professional development, and system coherence

8. A meaningful data and information system improves goal setting, analysis, progress monitoring, and reporting of performance across all functions

9. District 86 and sender K-8 districts collaborate to inform instruction and to develop a pathway linking elementary, middle, and high school experiences



Goal 3 Team Leaders

- Domenico Maniscalco, *Goal Champion*
- Bill Walsh and Arwen Pokorny Lyp, *Building Champions*
- Michael Holland, Director of Counseling (HS) - Strategy Leader
- Jennifer Regnier, Director of Counseling (HC)- Strategy Leader
- Dr. Jennifer Lawrence, WL Department Chair (HC)- Strategy Leader
- Julie May, Science Department Chair (HC)- Strategy Leader
- Art Ostrow, Athletic Director (HS)- Strategy Leader
- Kristin Marks, Director of Special Ed (HS)- Strategy Leader



Key Performance Indicators (KPIs)

Recruit, Hire, and Retain Highly-Qualified Applicants

- *Percent of staff returning to district annually*
- *Number of applicants identified by demographics for recruitment efforts each semester*
- *Percent of Staff holding multiple content areas of state certifications each semester*
- *Number of staff holding National Board Certification each semester*

Staff Satisfaction

- *Percentage of staff participating in the 5Essential survey annually*
- *Composite 5 Essentials survey results for satisfaction with Effective Leaders annually*
- *Composite 5 Essentials survey results for satisfaction with Collaborative Teachers annually*



Key Performance Indicators (KPIs) Continued...

Opportunities for Staff Voice

- *Staff ratings on Yale Climate Walkthrough Tool each semester*
- *Teacher professional development evaluations*
- *Team Effectiveness Survey Results*
- *Exit Interviews*



Strategy 7- Staff Engagement

What's Been Done

- Survey Results - All staff events
 - Open Enrollment
 - Wellness Fair / Flu Shots
- Recruited Team Members for CELT- Culture and Equity Leadership Team

Next Steps

- First CELT Team Meeting in February
- Plan next steps
- Continue to collect staff satisfaction data

Team Members

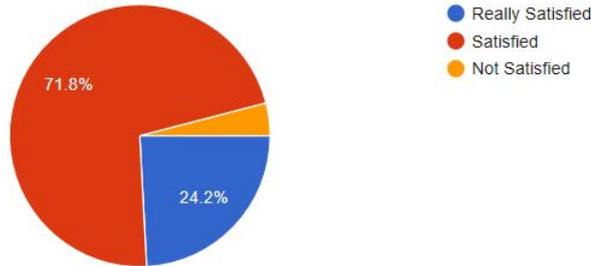
Domenico Maniscalco (District)
Jennifer Regnier (HC)
Michael Holland (HS)
Julie May (HC)



Strategy 7- Staff Engagement

How satisfied are you with D86's Benefits?

149 responses

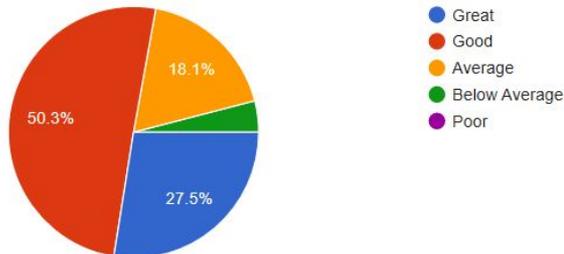


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How do you feel open enrollment went this year for calendar year 2020?

149 responses





Strategy 8 - Staff Voice, Growth, and Progress Monitoring

What's Been Done

- Surveys
- Work with user groups
 - Sup roundtable
 - Non-union staff
 - Labor / Mgmt meetings
- Non-union PD- Longevity Bonuses

Next Steps

- Continue meetings with user groups
- Planning next steps
- Track/report staff satisfaction and employee evaluation data

Team Members

Domenico Maniscalco (District)
Dr. Jennifer Lawrence (HC)
Kristin Marks (HS)
Art Ostrow (HS)



86Forward

HINSDALE TOWNSHIP HIGH SCHOOL DISTRICT

Defining excellence.