

# LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

## 2023-24 STRATEGIC PLAN ASSOCIATED TASK LIST

### GOAL 1

STUDENT GROWTH & ACHIEVEMENT: PROVIDE A COMPREHENSIVE, INNOVATIVE EDUCATION FOR EVERY STUDENT TO ENSURE ALL STUDENTS GROW AND ACHIEVE

- **Guaranteed and Viable Curriculum (Curriculum Review)**
  - Sophomore core courses will begin Year 1 of the cyclical, curriculum review process
  - Freshman core courses will begin the implementation phase, a result of the work completed during the 2022-23 school year
- **Complete Year 3 of Partnership with Equal Opportunity Schools In Order to Increase Representation in AP Courses**
- **Analyze EOS Survey Results to Ensure Student Voice in Course Selection**
- **Implement Automatic Accelerated Placement for the 2024-25 Registration Cycle**
  - Refine freshman course placement process
  - Study the impact of ability levels on student achievement
- **Administer 5Essentials and Panorama Student and Staff Surveys**
- **Professional Learning Redesign**
  - Structures to help support and evolve instructional practices
    - PLC time
    - PLC Leaders, Instructional Coaches, TEC Coaches, Equity Ambassadors, Co-teaching Mentors, Training and Roles
    - Develop content area Instructional coaches focused on the formative practices and assessment capable learners
    - Increase the number of staff who have been trained in SIOP diverse learner strategies (Year 2 Mentoring program, planning period PD)
  - Define engagement
    - Determine activities, experiences, etc. that are engaging based on definition
    - Implement Michael McDowell training for Surface Deep and Transfer Learning
    - Increase student clarity and uphold rigorous expectations
- **Assessment and Feedback Processes**
  - Final preparations will begin for the transition to an on-line administration of the SAT, PSAT10, and PSAT9 during the 2023-24 school year
    - Fall Administration of online PSAT NMSQT
    - Spring Administration of the SAT, PSAT 10 and PSAT 9
- **Expand SAT Test Preparation for Underrepresented Students**
- **Conduct Gradebook Audits for All Courses to Ensure Alignment to Course Outcomes**
- **Using ACCESS Data As a Guide, Increase EL Achievement**

### GOAL 2

LEARNING ENVIRONMENT & SUPPORTS: PROVIDE A SAFE, POSITIVE, INCLUSIVE AND ENGAGING LEARNING ENVIRONMENT

- **Data Driven Practices to Improve Student Supports**
  - Utilize 5Essentials + Panorama Student/Staff Survey Data for Climate Improvement
  - Partner with SEL Hub to develop goals/action plan from TRS-IA survey (trauma-informed practices)
  - Utilize 5-Star to Track Co-Curricular Participation
  - Investigate and implement (on limited basis) universal screener to students for mental health/SEL concerns
  - Launch MTSS Steering Committee to determine current status of Tiers 1, 2, & 3 and develop data and communication plan to support implementation
  - Develop staff-friendly data 'system' for use with student problem-solving, interventions, and course revisions
- **School Safety**
  - Discipline
    - Partner with West40/SEL Hub for district-wide introduction to Restorative Practices
    - Continue with Restorative Practices within AP Office
    - Investigate and develop in school discipline support with linkage between AP and Student Services
    - Continue to communicate discipline data and improvement plans across stakeholder groups
- **Attendance**
  - Continue to monitor and revise Attendance and Tardy practices and procedures to ensure home/school communication, student understanding, and partnership between AP's and teachers with shared goal of improved student attendance and reduced tardies
  - Develop strategies and practices for use by AP's with students and families demonstrating poor attendance patterns
- **Threat Assessment/Crisis Response**
  - CSTAG Training for all Administrator and Student Services Personnel in September, 2023 followed by schedule of quarterly meetings for Threat Assessment Team
  - Review and Revision of Crisis Response Procedures and Team (particularly with the addition of many new Student Services team members)
  - Development of District School Safety Webpage
- **Student Handbook**
  - Utilize a monthly schedule for simple edits of each section as well as more comprehensive review/revisions. All revisions will flow through the District Student Services Office and an updated handbook will be reviewed at the end of each year for the next school year
- **Supportive Learning Environment**
  - Co-Teaching (Special Education)
    - Implementation of co-teaching at the sophomore level (in addition to freshman level). Teachers will continue to receive support through common plan, 4 co-teaching PLC meetings, co-teaching mentors, and continued work with consultants
    - Begin planning for the 2024/25 school year expansion of co-taught courses at the junior level with appropriate DC's and staff
  - English Learners/Bilingual Program
    - Implementation of Bilingual courses utilizing a co-teaching model
    - Continued and expanded community and family engagement with 'Welcome Back' event and BPAC meetings
    - Continued support for students with ACCESS and PSAT/SAT test prep
  - Section 504
    - Development of district resource webpage with comprehensive information for families and students
    - Provide PD to staff regarding requirements of 504 plans as well as Universal Design for Learning and accommodations available to all students (regardless of plan)
    - Continue to improve and clarify plans for improved implementation and student outcomes
  - Gender Support
    - Continue to review and revise plans; add information regarding overnight travel for athletics and activities
  - School Day Change
    - Create committee to investigate potential structures for school schedules (e.g. block, modified block, etc.) and make recommendation as to whether to pursue a change
    - Investigate opportunities within existing schedule for increased interventions and extracurricular opportunities
  - Post-Secondary Platform Launch
    - Implementation of Schoollinks platform across all grade levels
    - Communication to families/students regarding access and use
    - Launch 4-year course planning tool to improve registration process and long-term planning



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[WWW.LTHS.NET/STRATEGICPLAN](http://WWW.LTHS.NET/STRATEGICPLAN)

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## 2023-24 STRATEGIC PLAN ASSOCIATED TASK LIST

### GOAL 3

HIGH-QUALITY, DIVERSE STAFF: INVEST IN STAFF AND CULTURE TO ENSURE INNOVATION, COLLABORATION AND ACCOUNTABILITY

- **Establishment of a Committee to Examine Staff Gatherings**
- **Development of Statewide Affinity Group**
- **Continued Evolution of the Induction and Mentoring Program for Certified Staff**
- **Include Portrait of Employee in Job Descriptions/Postings/Meeting Agendas and Offers of Employment**
- **Continuation of C/NC Professional Development Committee**
- **Creation of ParaEducator Professional Development Committee**
- **Continued and Expanded Use of Handshake, Outreach to Colleges/Universities with Diverse Candidates in Educational Fields**
  - Follow-up interviews with staff to solicit feedback about experiences/attitudes
- **Review and Modification to the Current Certified Staff Appraisal System**
- **Development of Committee to Improve Onboarding Processes for All Staff Workgroups**
- **Hosting and Participating in Career Fairs- Both In-Person and Virtually**
- **Expansion of Screening Videos from an Equity Lens, Expansion of Implicit Bias Training**

### GOAL 4

FAMILY & COMMUNITY PARTNERSHIPS: PARTNER WITH FAMILIES AND THE COMMUNITY TO SUPPORT AND EXPAND LEARNING OPPORTUNITIES FOR ALL STUDENTS

- **Improved Communication, Collaboration, and Transparency**
  - Launch updated mass communication system and mobile app
    - Evaluate and compare FinalSite vs. Constant Contact
    - Implement FinalSite to replace Constant Contact and to serve as D204 mobile app
  - Host/develop community connection events (EL BIPAC, Community Collective, Sankofa, Inclusive Community Event)
  - Update and communicate social media guidelines
  - Continue to explore creative ways to communicate with LT staff
  - Administer 5Essentials Parent/Community survey
    - Utilization of e-mail, text, social media, and robo call to advertise
  - Continue production and distribution of video content in Excellence-Innovation-Empowerment, Student Spotlight, and Strategic Plan series
  - Enhance communication with community members not directly connected to LT
    - Utilization of mailing list of all households in the district boundary
    - Increase e-news distribution list
    - Quarterly Superintendent message that includes D204 updates and information
    - Monthly Superintendent webinars
    - Develop communication for future parents
  - Increase membership and participation within LT Community Advisory Council
- **Increase Student Opportunities in Career Pathways**
  - Develop additional career pathway opportunities within Aviation and Business Education
  - Develop community communication that explains and celebrates LT's progress toward implementing career pathway courses
- **Enhance Collaboration with Associate Schools**
  - Development and communication of 1-pager document that articulates high school readiness skills by content area, to be utilized during the 2024-25 placement process. Ensure the 1-page document is shared with all levels (District, Building, Classroom) at our associate schools
    - Explore enhancement of intentional meetings involving divisions and individual teachers
  - Celebrate data collected from Spring 2023 Freshman Preparedness Survey
  - Enhance special events (FED, Kickoff, Future Freshman Night, Associate School RoadShow) to improve 8th to 9th Grade Transition Process
    - Explore development of communication strategy for future LT parents
  - Enhance RISE Program

### GOAL 5

RESOURCE EFFECTIVENESS & EFFICIENCIES: ALLOCATE NECESSARY RESOURCES TO MAXIMIZE EDUCATIONAL SUCCESS FOR ALL STUDENTS

- **Improve Tech. Infrastructure and Access for Students, Staff and Families**
  - Begin and complete replacement of telephone master system and install new telephones in classrooms
  - Update 5-year Technology Plan with current improvements and needed future improvements
  - Plan for necessary technology upgrades during the summer of 2024
  - Complete the implementation of the new wireless network and ensure that it is working to full capacity
  - Utilize district technology staff in place of School Tech Team personnel
  - In conjunction with DLA Architects, plan for technology needs in renovated and new district facilities
- **Upgrade Facilities to Better Meet 21st Century Interests and Needs of Students and Staff**
  - Review financial condition of the District based on the June 30, 2023 Financial Statements. Ensure that the District continues to receive the highest Financial Profile Score from the State Board of Education while continuing to allot an appropriate amount of financial resources to meet technology and facility needs
  - Update the 5-Year Financial Forecast and identify funding sources (district fund balance, available funds in annual budget) for building renovations
  - Complete sale of bonds which will be used to fund major renovations throughout the district
  - Continue to explore other funding sources for future District renovations.
  - Review and update the Facilities Study to reflect completed renovations and add any additional projects that are identified during the year
  - In June of 2024, commence the renovations related to Phase 1 of the Facilities Study
  - Complete a timeline for all renovations that are included in Phase 1 of the renovation plan and allocate any additional funding necessary to complete those projects

