

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

**Goal 1: Student Growth & Achievement**

1. <a href="#">K-5 Math Implementation Review</a> - The Board will be updated on our implementation of a new K-5 math curriculum during the 2023-2024 school year. The Board will also be updated on the Westwood pilot that has teachers teaching math to multiple classes.
2. <a href="#">Student Growth Grade Level Readiness</a> - The goal for the 2023-2024 school year is for the District to raise our percentage of students meeting or exceeding the state benchmark by 2% over the 2022-2023 school year. The District will report to the Board once scores are available on overall student performance compared to last school year.
3. <a href="#">Close Achievement Gaps</a> - The percentage of Hispanic students in the 8th grade performing below their non-Hispanic peers as measured by the reading score on the District Growth Model will be less than it was when those same students were in 3rd grade.
4. <a href="#">Advanced Placement and Dual Credit Classes</a> - The percentage of students (based on enrollment) who complete an Advanced Placement or Dual Credit class will increase by 2% during the 2023-2024 school year. The District will provide the Board with a report on the progress of the “12 in 200” initiative including the number of students graduating with “12 in 200”.
5. <a href="#">College and Career Pathways</a> - The District will establish and provide the Board with a report on newly created College and Career Pathways.
6. <a href="#">College and Career Grade Level Readiness</a> - The goal for the 2023-2024 school year is for the District to raise our percentage of students meeting or exceeding the SAT state benchmark by 2% over the 2022-2023 school year.
7. <a href="#">Dual Degree Program</a> - The District will provide the Board with a report on the progress of the Dual Degree Program, the number of graduates in the program, and the number of students enrolled in the program throughout both high schools.
8. <a href="#">Post High School Education Enrollment</a> - The annual report on post-high school student pursuits will be published on the District website after a presentation to the Board of Education.

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
<b>Strategic Plan Measure of Key Indicator:</b> K-5 Math Implementation Review - The Board will be updated on our implementation of a new K-5 math curriculum during the 2023-2024 school year. The Board will also be updated on the Westwood pilot that has teachers teaching math to multiple classes.				
<b>Person(s) Responsible:</b> Keely Krueger and Jacki Carrasco				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
August 2023- May 2024	Conversations with Westwood staff on the pilot program.	Time with staff Meeting agenda	Completion of meetings	
August 2023- May 2024	Targeted walkthroughs during math instruction to determine strengths and areas of need.	Implementation support tool	Walkthrough schedules Notes	
August 2023-May 2024	Math coaches will support classroom teachers through professional development, demonstration lessons and planning meetings.	Building schedules	Meeting notes	
August 2023-May 2024	During PLC meetings, before each module teachers will study the modules overview, why and lesson progression.	Math Coach Support Study a module plan	PLC Notes	
August 2023-May 2024	Teachers will receive professional development on how to implement and key components of the new math curriculum.	Eureka Math2 Math Coach Director of Elementary Curriculum	Meeting notes/agendas	
March 2024	Presentation to the Board of Education on the impact of the new curriculum and math teachers at Westwood.		Presentation slides	

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Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
<b>Strategic Plan Measure of Key Indicator:</b> Student Growth Grade Level Readiness - The goal for the 2023-2024 school year is for the District to raise our percentage of students meeting or exceeding the state benchmark by 2% over the 2022-2023 school year. The District will report to the Board once scores are available on overall student performance compared to last school year.				
<b>Person(s) Responsible:</b> Justin Smith, Keely Krueger, and Jacki Carrasco				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
<b>Elementary Literacy</b>				
Fall 2023, Winter 2023 and Spring 2024	Administer literacy assessments to guide daily whole group and small group literacy instruction.	Fastbridge Phonics Assessments BAS/SEL NWEA MAP	Assessment Results	
August 2023-May 2024	Provide interventions, grade level, and enrichment support through our daily 30 minute WIN (What I Need) time in grades K-5.	Master Schedule Intervention Curriculum Enrichment Curriculum	List of students in various WIN Groups with the instruction they are receiving	
August 2023-May 2024	Implement the Everyone Reads Program to support identified 2nd and 3rd grade students in need of additional reading support.	Everyone Reads Teachers Transportation	Roster for program	
August 2023-May 2024	Use the ACE strategy in grades 3-5 for writing in response to reading.	Literacy plans	Formative assessments	

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August 2023-May 2024	Kindergarten-Second grade will use sound walls to develop phonics skills.	Sound Wall Materials	Fastbridge Formative assessments	
<b>Elementary School Math</b>				
August 2023-May 2024	Implementation of all components of the new math curriculum including fluency, launch, learn and land.	Eureka Math2 Materials	Walkthroughs Formative assessment scores	
August 2023-May 2024	Before each module teachers will study the modules overview, why and lesson progression.	Math Coach Support Study a module plan	PLC Notes	
August 2023-May 2024	Use of instructional routines that promote student engagement in the Standards for Mathematical practice.	PLC conversations SIP time	Formative assessments	
August 2023-May 2024	Teachers will receive professional development on implementing the new math curriculum.	Eureka Math2 Math Coach Director of Elementary Curriculum	Meeting notes/agendas	
<b>Middle School Literacy</b>				
August 2023 - May 2024	Bridging Units of Study through anchor charts. Social Studies and Literacy teachers will collaborate on best practice Writing instruction through Quarterly PLCs.	Units of Study Anchor Charts Literacy Coach Support	Content meeting notes	
August 2023 - May 2024	Implementing a small group instruction and/or station rotation model to differentiate instruction at least 1 time per unit.	PLC Notes	Content Meetings Formative assessments	
August 2023 - May 2024	At least 1x per unit, students will follow the focused note taking process. <ul style="list-style-type: none"> <li>Take notes (2 column, Cornell, etc)</li> </ul>	AVID Focused Note training Notes Template	Notes from weekly PLC	

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Strategic Plan Action Plan 2023-2024

	<ul style="list-style-type: none"> <li>Processing the notes through highlighting and making connections to the notes, writing a question about the notes, defining a word, drawing a picture, etc. <ul style="list-style-type: none"> <li>Summarize the Notes</li> </ul> </li> </ul>		Content Meetings Student	
August 2023 - May 2024	<p>Using differentiated articles (NewsELA), once a unit, students will provide a written response to an analytical question, providing evidence, and reasoning for their answer using the CER model.</p> <ul style="list-style-type: none"> <li>Teach students how to interpret the requirements of CER.</li> <li>Independent reflection and evaluation of writing by end of year.</li> <li>Feedback will be provided to students on a targeted skill or standard.</li> </ul>	NewsELA Credible Articles	Notes from weekly PLC content meetings Student	
<b>Middle School Math</b>				
August 2023 - May 2024	<p><u>Problem of the Unit:</u> Addition of Type 2 &amp;/or Type 3 IAR questioning within each Grade Level Unit tied to the Mathematical Practice #3 and #4. Students will then submit through the Canvas platform.</p>	Scope and Sequence	Informal Walkthroughs	
August 2023 - May 2024	<p>Delta Math Resource will be utilized to support independent small group instruction work. Students will be able to engage within this self checking resource yet still be required to show their work via paper/pencil.</p>	Funds to purchase and Training on Delta Math	Student demonstration of understanding on Delta Math assignments	
August 2023 - May 2024	<p>During weekly PLCs, grade levels will discuss the foundation of small group instruction as well as structures to implement on a consistent basis.</p>	Math Coach support Small Group Whiteboard Tables	Individual progress on summative assessments	

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August 2023 - May 2024	Through the Mathematics Institute of Wisconsin, Math Teachers will receive specific professional development on implementing the Math Practices into their instruction.	Professional Development with Mathematics Institute of WI	Training reflections	
August 2023 - May 2024	3 Reads Strategy: <i>(Read like a Mathematician)</i> Math language routine to help build student capacity to read and interpret math word problems.	PLC Conversations about how to utilize this strategy	Teacher feedback	

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Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b>				
Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
<b>Strategic Plan Measure of Key Indicator:</b>				
Close Achievement Gaps - The percentage of Hispanic students in the 8th grade performing below their non-Hispanic peers as measured by the reading score on the District Growth Model will be less than it was when those same students were in 3rd grade.				
<b>Person(s) Responsible:</b> Justin Smith, Keely Krueger, and Jacki Carrasco				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
August 2023	Administer Fastbridge Screener and BAS/SEL literacy assessments in grades K-5 to identify students in need of additional support - Provide interventions to students below grade level during WIN time.	Intervention Team Leveled Literacy Intervention SIPPs	Fastbridge BAS/SEL data tracking sheet	
August 2023 - May 2024	Identified students participate in Everyone Reads program to help mitigate gaps in literacy skills.	Everyone Reads staff LETRS Training	BAS/SEL assessments	
August 2023 - May 2024	Revise DL English Units at the 3rd grade level to incorporate a greater focus on phonics and phonemic awareness.	LETRS Training Collaboration time to develop units Development of DL English Units	Units in Google Drive	
Fall 2023	Provide professional development Guided Language Acquisition Design Strategies which are embedded in units of instruction.	Department of Language and Culture Staff Release time for professional development Subs	Sign in Sheets Agendas Presentation	

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<p>August 2023- May 2024</p>	<p>Continued support of the Spanish literacy curriculum in grades K-5 at all elementary buildings with a renewed focus on biliteracy, phonemic awareness, and transfer of skills across languages.</p>	<p>Curriculum Development Time; SIP days and late starts to provide professional development on the transfer of skills between Spanish and English curriculum</p>	<p>In Google Drive Surveys from teachers and principals regarding new curriculum; ACCESS scores; AAPPL scores; MAP scores; Fidelity walks</p>	
<p>August 2023-May 2024</p>	<p>Continue to reinforce the importance of bridging and transfer of skills from one language to the other language at department meetings and professional development. Incorporate bridging into the Spanish literacy curriculum as well as the Eureka Math Curriculum.</p>	<p>Training on bridging with all K-5 staff. Focus on bridging in math. Training on biliteracy with Middle School DL literacy teachers</p>	<p>Evidence of bridging in the curriculum during fidelity walks</p>	
<p>November 2023</p>	<p>Provide professional development on best practice strategies for language learners for our dual language staff at the middle school level.</p>	<p>Katie Vazquez Maria Gonzalez SIP Day</p>	<p>Agenda from professional development Presentation</p>	
<p>December 2023</p>	<p>At the middle school levels continue to monitor the READ 180 and System 44 for ELs that are identified as needing additional support for the acquisition of the English Language-based upon ACCESS scores and MAP scores.</p>	<p>PD on System 44 and Read 180; PLC time to analyze scores</p>	<p>READ 180 and System 44 assessments, ACCESS scores 2023-2024, MAP scores</p>	



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January 2024	Highlight the ACCESS assessment to encourage students in maximizing their potential on the assessment.	Conversations with students via building administration. Restructuring the assessment schedule	2023-2024 ACCESS scores	
September 2023 - May 2024	Support students via interventions through after-school tutoring, and AVID.	Structure and additional monies for after school tutoring	Sign-in sheets and course grades	
May 2024	Review each student involved in an intervention and determine the current level of progress for the assigned intervention.	Meeting Time Teachers, Principals, and Asst. Sup.	Intervention data and movement of students	

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Advanced Placement and Dual Credit Classes - The percentage of students (based on enrollment) who complete an Advanced Placement or Dual Credit class will increase by 2% during the 2023-2024 school year. The District will provide the Board with a report on the progress of the “12 in 200” initiative including the number of students graduating with “12 in 200”.				
<b>Person(s) Responsible:</b> Justin Smith				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
<b>AP/DC Student Enrollment Increase</b>				
August 2023	Held a PD Session with Dual Credit Teachers, District Administration, and MCC to discuss ways to support students by reviewing grades during the mid-term of each semester.	Meeting Time	Presentation	
September 2023	EOS Planning Meeting to determine dates for the Equal Opportunity School (EOS) student and teacher survey, sharing of data to fill out the student information cards, and teacher recommendations for Dual Credit (DC) and Advanced Placement (AP) courses.	Meeting Time	Completion of EOS Equity Fall Outreach Plan	
September - October 2023	Design and Implement the Accelerated Placement Plan (APP) for grades 6-12. This program automatically enrolls/registers students who meet or exceed State standards in English language arts, math, science, or social science courses in the next most rigorous level.	Meeting Time Previous students IAR and PSAT Test Scores	Enrollment in AP and DC courses	

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September - October 2023	<p>Review each High School’s EOS Equity Fall Outreach Plan.</p> <p>The Plan should address 2 types of students:</p> <ul style="list-style-type: none"> <li>• Those who could enter an AP class</li> <li>• Those who could enter a Dual Credit class</li> </ul> <p>Student recruitment for AP and DC classes.</p> <ul style="list-style-type: none"> <li>• Use information from EOS to create Insight cards</li> <li>• Share information through registration meetings, trusted adult 1:1 meeting, counselor 1:1 meeting, and administrator 1:1 meeting</li> </ul>	Partnership with Equal Opportunity Schools EOS Analytics and software	Create student lists with student names. Spring Gaps registration chart	
October 2023	Use the EOS data to evaluate course attrition rate and identify ways to support first time DC and AP students.	Meeting time EOS Data	Meeting Agenda and Notes	
October - November 2023	Counselor professional development training to review the new D200 courses and changes in programs to reinforce the common vision of assisting students to enroll in AP/DC courses.	Training materials	Meeting Agenda and Notes	
November 2023 - February 2024	Counselors, teachers, and administrators meet with students to promote the dual credit (DC) and advanced placement (AP) opportunities offered in D200.	Meeting time	Number of students enrolled in AP and/or DC courses	
February -April 2024	AP Teachers will schedule and run AP review sessions to prepare students for their AP Exams.	AP Grant Funds	Registration and student attendance roster	
June 2024	Create a report in concert with EOS to review the number of AP/DC course registrations in Spring, the number of student enrollments in the Fall, and the number of students who completed their AP/DC courses the following Spring to accurately review the data.	EOS Data	Creation of data on this topic	

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June - July 2024	Professional Development for AP and DC teachers. AP teachers will have the opportunity to attend AP Summer Institutes for initial, or retraining in the AP subject area they teach. MCC will provide a full day training for new and existing DC teachers.	AP Grant Funding DC Meeting time at MCC	Registration for AP Summer Institute Registration for DC Articulation Meeting at MCC	
<b>"12 in 200"</b>				
September 2023	Continue to market the "12 in 200" recognition by creating additional signage in each high school to highlight this recognition.	Creating of materials	Implementation of signage and banners at each high school	
October 2023	Meet with counselors to review the AP and DC courses with our school counselors to highlight the best courses for students to take based on their post-high school plans.	Meeting Time	Creation of course selection presentations with targeted courses for different pathways	
November 2023	Review the course mapping sequence for all DC and AP courses aligned to MCC to assign values for each AP exam with a score of 3 or higher, DC course passed, or AP/DC course with concurrent enrollment of a "C" or higher.	Meeting Time	Review credit values associated with each course	
February 2024	Review the number of students eligible for the "12 in 200" recognition.	Meeting Time	List of eligible students	
March 2024	Finalize a list of students who received the "12 in 200" recognition and recognize this accomplishment at the Spring awards ceremony.	Meeting Time	List of student who received the 12 in 200 recognition	
June 2024	Provide the BOE with a report on the progress of the "12 in 200" initiative.		BOE Report with a baseline number of students who met the requirements	

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<b>District Strategic Plan Goal:</b> Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
<b>Strategic Plan Measure of Key Indicator:</b> College and Career Pathways - The District will establish and provide the Board with a report on newly created College and Career Pathways.				
<b>Person(s) Responsible:</b> Justin Smith, Tanya Thomas, and Shannon Landwehr				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
July 2023	Review and revise College and Career Pathways previously identified during the 2022-2023 school year and summer based on changes in classes and teacher certifications.	Review of approved courses and teacher certifications	Listing of available pathways	
July 2023	Creation of College and Career Pathway Guides for the available pathways within District 200.	Professional development for DC and Counselors	College and Career Pathway Guides	
August - September 2023	Review the College and Career Pathway Guides with the counselors and determine how to market the different pathways prior to the student course selection process in November.	Review the pathway options presented in District 214	Revised College and Career Pathway Guides	
September 2023	Submission and approval by the ISBE of College and Career Pathway Endorsements in D200.	Submission of Pathway Endorsement Plans	Approval of Pathway Endorsement Plans	

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September 2023	Transition the D200 Cooperative Education course to Workplace Experience courses.	Professionally develop staff on the changes between the two programs. Evaluate the new requirements for Workplace Experience courses.	List of new Workplace Experience courses	
September 2023 - May 2024	Creation of Career Development Experiences and Team-based Challenges in CTE courses.	Professional Development on Team-based Challenges	Completion of relevant Team-based Challenges for designated CTE courses	
Spring 2024	Designated a teacher to become the Workplace Experience Coordinator and enroll them in a certification program.	Spring Workplace Experience Coordinator Training through the P-20 Network	Completion of the training program and receipt of certification	
May 2024	Identification of students who qualified for a College and Career Pathway Endorsement.	Determination of students who met the College and Career Pathway Endorsement qualifications	List of students submitted to the ISBE	

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College and Career Grade Level Readiness - The goal for the 2023-2024 school year is for the District to raise our percentage of students meeting or exceeding the SAT state benchmark by 2% over the 2022-2023 school year.				
<b>Person(s) Responsible:</b> Justin Smith and Building Administration				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
October 2023 - May 2024	<p>HS instructional coach will work to support the English Departments push to implement small group instruction.</p> <ul style="list-style-type: none"> <li>● Professional development on the Blended Learning Station-Rotation Model for English Teachers on 10/19/23</li> <li>● Professional development on the Blended Learning Playlist for English Teachers on 1/3/24</li> <li>● Implement a small group instruction lesson once per semester</li> </ul>	Professional Development for all English staff on the Station-Rotation Model and Playlist	Professional Development Evaluation	
September 2023 - April 2024	<p>Utilize Albert.io on a weekly basis to support students' focus on:</p> <ul style="list-style-type: none"> <li>● Craft and Structure                             <ul style="list-style-type: none"> <li>○ Words in Context</li> <li>○ Text Structure and Purpose</li> <li>○ Cross-Text Connections</li> </ul> </li> <li>● Information and Ideas                             <ul style="list-style-type: none"> <li>○ Central Ideas and Details</li> <li>○ Command of Evidence (Textual)</li> <li>○ Command of Evidence (Quantitative)</li> </ul> </li> </ul>	Creation of PSAT/SAT practice on a weekly basis by grade level	Review student data from the PSAT/SAT practice to determine the level of student understanding	

**Woodstock Community Unit School District 200**

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	<ul style="list-style-type: none"> <li>○ Inferences</li> <li>● Standard English Conventions             <ul style="list-style-type: none"> <li>○ Boundaries</li> <li>○ Form, Structure, and Sense</li> </ul> </li> <li>● Expression of Ideas             <ul style="list-style-type: none"> <li>○ Transitions</li> <li>○ Rhetorical Synthesis</li> </ul> </li> </ul>			
October 2023	Administer the PSAT 8/9 to all 9th-grade students and the PSAT/NMSQT to all 10th and 11th-grade students in the fall on the new <i>digital</i> format to develop a baseline and prepare students for the Spring Assessment.	Collaboration Time	Test administration Reports	
November 2023	Meet with High School Principals to analyze data from the fall PSAT 8/9, PSAT/NMSQT.	Assessment scoring Collaboration Time	Assessment Reports	
February - April 2024	The On-To College Test Preparation Program will be implemented in-person in English, Math, and Social Studies to help students understand the keys to success on the SAT exam.	On-To College Test Prep Program	Feedback from students and SAT Test scores	
April 2024	John Baylor, host of the On-To College Test Preparation Program, will conduct a final review session assembly for grade 11 students before the SAT.	Assembly Schedule John Baylor	Feedback from students and staff and SAT Test scores	
<b>High School Math</b>				
August 2023 - March 2024	Professional development provided by the Math Institute of Wisconsin. <ul style="list-style-type: none"> <li>● Professional Development on creating a vision and developing student agency in a math classroom.</li> <li>● Professional Development for the math instructional coaches and teachers designed to deliver effective pedagogical lessons.</li> </ul>	Math Institute of Wisconsin Professional Development Time	Meeting Presentation	



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August 2023 - March 2024	Incorporate targeted Albertio SAT practice questions on a weekly basis to support the instructional concepts learned through the math curriculum.	Professional time to create the weekly assignments	Data demonstrating student performance	
January - March 2024	Creation of an SAT prep designed to support <i>approaching</i> students solidify their instructional understanding of the math standards based on the Algebra II level. <ul style="list-style-type: none"><li>● Review curriculum materials (August/September 2023)</li><li>● Identify Algebra II students who are meeting the approaching benchmark (November 2023)</li><li>● Creation of a section of students for second semester (November 2023)</li><li>● Implementation of course (January - March 2023)</li><li>● Data review of student performance (May - June 2023)</li></ul>	Selection of curriculum materials. Meeting time to plan for implementation of the course.	PSAT/SAT student growth data	

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<b>Strategic Plan Measure of Key Indicator:</b>				
Dual Degree Program - The District will provide the Board with a report on the progress of the Dual Degree Program, the number of graduates in the program, and the number of students enrolled in the program throughout both high schools.				
<b>Person(s) Responsible:</b> Justin Smith and Shannon Landwehr				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
August - September 2023	Create a timeline for all four Dual Degree Cohorts to support their progress, establish information meetings with parents, and make updates to the program based on reflections from the prior years.	Meeting Time Justin Smith and Shannon Landwehr	Dual Degree Timeline Document	
September 2023	Meet with MCC's Vice President of Marketing, Communication, and Development and Director of College and Career Readiness to update the market plan.	Meeting Time	1. Updated Dual Degree Brochure for D200 (Eng./Spa. versions) 2. Website Updates	
September - October 2023	The D200 Director of Communications, high school counselors will market the program to 9th grade students.	Meeting Time	Newspaper articles in local publications highlighting the program	
October - November 2023	Dual Degree presentation and application window for Cohort 2027.	Meeting Time	Delivery of in-person/online presentation	

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November 2023	Review of Dual Degree applications and selection of students for Dual Degree Cohort 2027.	Justin Smith and Shannon Landwehr	Selection of students to join Cohort 2027	
January 2024	Stay Connected Meeting Presentations for students and parents in the Dual Degree Program Cohorts 2025, 2026, and 2027.	Meeting Time	Attendee list at each presentation	
January 2024	Dual Degree Family and Student Orientation Presentation.	Student Orientation Presentation	Attendance by students and parents	
November 2023 - March 2024	4-Year Planning Meeting for Cohort 2025 4-Year Planning Meeting for Cohort 2026 4-Year Planning Meeting for Cohort 2027	Individual Meeting Time between Counselor, Parent, and Student	Completion of 4-year plans for Cohort 2025 Completion of 4-year plans for Cohort 2026 Completion of 4-year plans for Cohort 2027	

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<b>District Strategic Plan Goal:</b> Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
<b>Strategic Plan Measure of Key Indicator:</b> Post High School Education Enrollment - The annual report on post-high school student pursuits will be published on the District website after a presentation to the Board of Education.				
<b>Person(s) Responsible:</b> Justin Smith and Tanya Thomas				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
March 2024	Review the 2023 Senior Exit Survey and make recommendations for changes and updates for the 2024 Senior Exit Survey.	March 2024 School Improvement Day - Counselors Meeting	Revised Survey	
April 2024	Implement the survey via Schoollinks and analyze the results.	Meeting Time	Implementation Timeline Survey results reported to the Superintendent, Building Administration	
April 2024	Review the data provided from this survey at a D200 High School Team Meeting and determine modifications to future programming based on student feedback.	Post-Secondary Survey	Completed Survey Results	
June 2024	Report a summary of the Senior Exit Survey results to the BOE.	Meeting Time	Summary of results document	

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**Goal 2: Family and Community Engagement**

1. <a href="#">Attendance</a> - The District will report to the Board on the plan in each building to deal with chronic absenteeism. Each building will have a plan to work with chronically absent students to increase their school attendance.
2. <a href="#">Family Engagement in Education</a> - During the 2023-2024 school year, each school will hold activities to engage parents in specific areas of student engagement, student achievement, and/or student social/emotional well-being.
3. <a href="#">Challenger Learning Center</a> - During the 2023-2024 school year, the Board will be updated on the Challenger Learning Center and the District's long term plan for programming.
4. <a href="#">Family Satisfaction Survey</a> - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.
5. <a href="#">Family Engagement Events</a> - During the 2023-2024 school year, a district wide presentation will be provided to families on the importance of student wellness.

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<b>District Strategic Plan Goal:</b> Goal 2 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Attendance - The District will report to the Board on the plan in each building to deal with chronic absenteeism. Each building will have a plan to work with chronically absent students to increase their school attendance.				
<b>Person(s) Responsible:</b> Dr. Moan, Justin Smith, Keely Krueger, and Building Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
June 2023	District administration and building principals reviewed the latest research on chronic absenteeism from EAB.	EAB documents	Meeting attendance	
July 2023	All District 200 administrators attended an Administrator Academy on “Addressing Chronic Absenteeism Through Inclusive and Equitable Practices for All.”	Funding for presenter and completion of pre-work to attend the academy	Each building created an exit plan to address chronic absenteeism	
September 2023 - May 2024	Each school will develop a plan to reduce chronic absenteeism and support families with chronically absent students.	EAB documents	Number of communications sent to parents. Attendance rate of each building.	
September 2023	Communications will be sent via school newsletters, principal communications, and district communications on the importance of attending school.	EAB documents and presentation to understand the barriers to attendance.	School plan	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

August 2023 - May 2024	Attendance rates will be monitored for each building throughout the school year within each building's Problem-Solving Teams (PST).	Review and revise the system used in each school to support students with absence concerns.	Documentation on attendance rates and interventions for chronically absent students.	
June 2024	Review the year-long attendance rates, chronically absent students, and plan for the 2024-25 school year.	Meeting Time	Report on the progress to reduce chronic absenteeism	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 2 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Family Engagement in Education - During the 2023-2024 school year, each school will hold activities to engage parents in specific areas of student engagement, student achievement, and/or student social/emotional well-being.				
<b>Person(s) Responsible:</b> Justin Smith, Keely Krueger, and Building Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
Fall 2023	Create a plan for implementation at each school building in District 200 to engage our families. Family engagement activities will occur both virtually and in person when safe to do so.	None required	Completed building plans	
September 2023 - April 2024	Work with each building to implement their plan of action for their building to engage and educate our families on various activities in District 200.	Examine the plan and add detail for each building and level.	Completion of an implementation plan for each building and level for modeling family engagement in District 200	
September 2023- April 2024	Utilize Title I parent engagement set aside and Pre School grant funds to help support family engagement activities throughout the school year.	Grants	Grant budgets and expenditure reports	



**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

April - May 2024	Reflect upon family engagement activities over the course of the 2023-2024 school year in order to identify opportunities for the next school year.	Review the plan and implementation with each building and level	Completion of each school's plan for family engagement in District 200	
June 2024	Provide an update from each school building as to their family engagement activities during the 2023-2024 school year to the District 200 Board of Education.	List of activities provided over the 2023-2024 school year by schools	List of Activities Brochures Website/Facebook Posts	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 2 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Challenger Learning Center - During the 2023-2024 school year, the Board will be updated on the Challenger Learning Center and the District's long term plan for programming.				
<b>Person(s) Responsible:</b> Keely Krueger				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
August 2023-May 2024	Continue marketing Challenger Learning Center to school districts and organizations within the border Chicagoland area. Send out emails, update Facebook and Challenger Learning Center website.	Deb Walsdorf Denise Brock	Reservations for 23-24 school year	
August 2023 - May 2024	Begin reserving missions for the 24-25 school year.	Denise Brock	Missions Calendar	
August 2023 - September 2024	Add staff to allow for further programming, if requested.	Denise Brock Keely Krueger		
October 2023-May 2024	Expand programming for 1st grade and non school groups with missions and STEM based activities.	Denise Brock Curriculum Writing Time	Missions Calendar for 1st grade and non school groups	
Fall 2024	Expand Lunar Quest Mission for Middle School students. Begin marketing this program to schools outside of the District.	Denise Brock Challenger Staff	Flyers promoting Lunar Quest	
December 2023-January 2024	Develop summer programming for the Challenger Learning Center and begin marketing to families.	Keely Krueger Denise Brock Challenger Staff	Summer programming flyer Reservations for summer 2024	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

October 20th November 17th January 19th April 19th	Host 4 family nights at the Center inviting everyone to see what an experience at the Challenger Learning Center is like.	Denise Brock and Challenger Staff	Flyer promoting Open House	
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**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 2 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Family Satisfaction Survey - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.				
<b>Person(s) Responsible:</b> Justin Smith, George Oslovich, and Building Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
January - March 2024	Distribute the 5 Essentials Survey information to all District 200 parents through multiple means with directions on how to participate in the survey.	Email D200 parents the information on how to participate in the survey	Communications to D200 parents	
January - March 2024	Continuously review the D200 participation rate via the 5 Essential Survey and send continuous information on participating in the survey.	D200 Communications sends out additional information to parents	Additional communication to D200 parents via multiple means	
April - May 2024	The District and individual school building will review the survey results and determine opportunities for improvement.	Meeting Times	Survey results	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

June 2024	Report the results to the Board of Education.	None required	5 Essential Survey Parent Survey Report(s)	
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**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 2 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Family Engagement Events - During the 2023-2024 school year, a district wide presentation will be provided to families on the importance of student wellness.				
<b>Person(s) Responsible:</b> Justin Smith, Keely Krueger, Lisa Pearson				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
Fall 2023	Research expert speakers to present on the importance of student wellness.	Seek out local experts that can present on the topic.	Create a list of possible presenters	
Fall 2023	Meet with potential speakers to review their presentations for consideration, confirm availability and cost.	Set up times to meet with potential presenters.	Select a presenter and confirm and determine date and time of the presentation	
Winter 2024	The chosen speaker will present on the identified topic.	Determine time, place and how to deliver the presentation.	Delivery of the presentation	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

**Goal 3: Learning Environment**

1. <a href="#">Safety</a> - Each building will work with students on measures to increase the sense of student safety in each school.
2. <a href="#">Sustainability</a> - A sustainability committee will be created for District 200 buildings. The findings and next steps will be shared with the Board of Education during the 2023-2024 school year.
3. <a href="#">Bullying</a> - The District will implement the bullying curriculum changes as suggested by the bullying committee. The District will implement the District 200 Bullying and Dangerous Behavior Reporting form. The District will report to the Board on the Bullying and Dangerous Behavior Reporting form usage during the 2023-2024 school year.
4. <a href="#">Diversity, Equity, and Inclusion Practices</a> - A committee will continue to review current diversity, equity and inclusion practices and recommendations will be made to the Board of Education on any revisions to current practice.
5. <a href="#">Student Voice</a> - Each building will conduct principal advisory committee meetings with students to give students a voice in the culture of the school.
6. <a href="#">Family Satisfaction Survey</a> - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.
7. <a href="#">Student Satisfaction Survey</a> - The 5 Essentials Survey will be administered to assess student satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.
8. <a href="#">Student Social Emotional Health</a> - Students will be screened regarding their social emotional health and results will be shared with the Board of Education.
9. <a href="#">Staff Wellness</a> - During the 2023-2024 school year, workplace wellness programming will be provided to all staff based upon interests indicated in the Staff Wellness Survey.

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Safety - Each building will work with students on measures to increase the sense of student safety in each school.				
<b>Person(s) Responsible:</b> Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
July 2023	Principals reviewed 5 Essentials data from the previous school year to identify areas of growth.	5 Essentials Data Meeting time		
August 2023	Principals worked with building leadership teams to develop a goal which is included in the school's school improvement plan around student safety.		School Improvement Plan	
September 2023-May 2024	Principals utilize their student advisory committee to identify ways to increase students' sense of safety while at school.	Meeting Time	Agenda Notes	
September 2023-2024	Incorporate new strategies within the school community.			
Winter 2024	Students take 5 Essentials survey.	5 Essentials survey Time to take survey		
Spring 2024	BLT and principals review data from 5 Essentials to determine if identified steps that were implemented were successful.	Meeting Time	Agenda notes	



**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Sustainability - A sustainability committee will be created for District 200 buildings. The findings and next steps will be shared with the Board of Education during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Dr. Moan				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
September 2023	Establish a committee of stakeholders to identify areas to focus on to increase sustainability within District 200.	Committee of stakeholders	Meeting Agenda	
September 2023	Meeting #1: Identify areas of sustainability to review.		List of identified areas	
September 2023	Sustainability Site Visit to Prairie Trails School Mt. Prospect, Illinois.	Schedule Visit and Transportation	Observations from the site visit	
October 2023 - May 2024	Follow-up meetings and action plans to improve sustainability efforts in D200.		Meeting Agendas	
May 2024	Information shared with the BOE on the findings and recommended steps from the committee.		Recommendation of next steps.	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Bullying - The District will implement the bullying curriculum changes as suggested by the bullying committee. The District will implement the District 200 Bullying and Dangerous Behavior Reporting form. The District will report to the Board on the Bullying and Dangerous Behavior Reporting form usage during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Brian McAdow, Keely Krueger				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
August 2023 - May 2024	New bullying curriculum will be implemented at all buildings grades K-12.	Funds to purchase new curriculum	Purchase order Scope and sequence with bullying included in plan	
August 2023	Bullying and Dangerous Behavior Reporting form is shared with principals who share with staff at beginning of the year building meetings.	Principals Time at staff meeting	Bullying and Dangerous Behavior reporting form Staff meeting agendas	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

August 2023	Parents will receive communication from the district about the bullying and Dangerous reporting form.	Kevin Lyons Blackboard	Email through Blackboard	
February 2024	An update will be given to the BOE on the usage of the Bullying and Dangerous Behavior Reporting form.	Keely Krueger Brian McAdow data from form	Data from form Board Agenda	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Diversity, Equity, and Inclusion Practices - A committee will continue to review current diversity, equity and inclusion practices and recommendations will be made to the Board of Education on any revisions to current practice.				
<b>Person(s) Responsible:</b> Dr. Moan, Keely Krueger				
Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
Fall - Winter 2023	Reconvene Diversity, Equity and Inclusion Committee to review Equity data and current practices and make recommendations for any changes.	Meeting space	Committee Sign in sheet	
Winter 2024	Attend job fairs and focus on recruiting diverse teaching candidates to hire for the 24-25 school year.	Register for Career fairs Promotional materials	Registration New hire list	
Winter- Spring 2024	Work with building principals to incorporate any additional initiatives or practices suggested by the committee.	Principal meeting time Coaching time	Principal agenda Coaching agenda	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Student Voice - Each building will conduct principal advisory committee meetings with students to give students a voice in the culture of the school.				
<b>Person(s) Responsible:</b> Building Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
September 2023	Develop a process to conduct principal advisory committee meetings and a meeting schedule.		Meeting Schedule	
September 2023	Select a diverse group of students who will serve as representatives on the committee.		List of students	
September 2023 - May 2024	Develop a list of goals and agendas to focus the work of the committee over the course of the 2023-24 school year.		Agendas and notes	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Family Satisfaction Survey - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.				
<b>Person(s) Responsible:</b> Justin Smith and Building Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
January - March 2024	Distribute the 5 Essentials Survey information to all District 200 parents through multiple means with directions on how to participate in the survey.	Email D200 parents the information on how to participate in the survey	Communications to D200 parents	
January - March 2024	Continuously review the D200 participation rate via the 5 Essential Survey and send continuous information on participating in the survey.	D200 Communications sends out additional information to parents	Additional communication to D200 parents via multiple means	
April - May 2024	The district and individual school building will review the survey results and determine opportunities for improvement.	Meeting Times	Survey results	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

June 2024	Report the results to the Board of Education.	None required	5 Essential Survey Parent Survey Report(s)	
June 2024	Utilize the results from the Parent Survey to identify areas of improvement in each individual building.	Survey Results	Update to SIP Plans.	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Student Satisfaction Survey - The 5 Essentials Survey will be administered to assess student satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.				
<b>Person(s) Responsible:</b> Justin Smith and Building Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
December 2023	Create and share a 5 Essentials Student Survey Implementation Plan with information on how to implement the survey.	Meeting Times	5 Essentials Student Survey Implementation Plan	
January - March 2024	Distribute the 5 Essentials Student Survey information to all District 200 parents.	Email D200 parents the information on the survey	Communication to D200 parents	
January - March 2024	Administer the 5 Essentials Survey for all students in grades 4th - 12th.	Time to administer the survey	Survey participation rates	
January - March 2024	Continuously review the student survey participation rate to ensure all students have an opportunity to participate.	None required	Survey participation rates	
April - May 2024	The district and individual school building will review the survey results and determine opportunities for improvement.	Meeting Times	Survey results	



**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

June 2024	Report the results to the Board of Education.	None required	5 Essential Student Survey Report(s)	
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**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Student Social Emotional Health - Students will be screened regarding their social emotional health and results will be shared with the Board of Education.				
<b>Person(s) Responsible:</b> Justin Smith, Keely Krueger, Jacki Carrasco, and Lisa Pearson				
Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
Fall 2023 and Spring 2024	Administer mySAEBRS and SAEBRS SEL screeners two-times per year at grades K-12.	FastBridge Screener	Student results from the mySAEBRS screener	
September 2023 - May 2024	Analyze the results from the mySAEBRS SEL and use the results to identify and support students who need additional support.	Problem Solving Team	Identify a group of students to support, based on the survey results	
September 2023 - May 2024	Identified students will receive individual and/or small group therapy, interventions and counseling.	Social Workers School Psychs	Social/Emotional Groups Schedules	
April - May 2024	Review the mySAEBRS SEL results and effectiveness in identifying students needing additional services.	SAEBRS SEL Screener Results	Meeting agenda and notes	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 3 - Actively engage and support families and the community.				
<b>Strategic Plan Measure of Key Indicator:</b> Staff Wellness - During the 2023-2024 school year, workplace wellness programming will be provided to all staff based upon interests indicated in the Staff Wellness Survey.				
<b>Person(s) Responsible:</b> Justin Smith, Keely Krueger				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
August 2023	Reflect on year's activities in "Just for the Health of it in D200." Identify future activities for the 23-24 school year.	Meeting Time	Changes to the Wellness Program for the 2023-2024 school year	
September 2023	Programming will be provided in the area of make and take art projects, cookie making, fitness health ( swimming, and yoga), financial health and gardening.	Financial resources to purchase supplies	Just for the Health of It Brochure	
Fall 2023	Utilizing results from a staff survey administered in Fall 2023.	Survey Results from Fall 2023	Just for the Health of It Brochure changes	
Spring 2024	Open the nomination process for the D200 Difference Maker recognition.	D200 Difference Maker Google Form	Completed Nominations on the Google Form	
Spring 2024	Selection and notification process for the D200 Difference Maker recognition.	Meeting Time	Selection of D200 staff to receive the recognition	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

Spring 2024	An end of the year staff D200 Difference Maker recognition cookout will be held to recognize those staff members who were nominated and selected.	Nomination and Selection process for Staff Recognition	D200 Difference Maker Program	
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**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

**Goal 4: Exemplary Employees**

1. <a href="#">Micro Credential</a> - During the 2023-2024 school year a plan will be created to implement a micro credentialing system. The plan will be shared with the Board during the school year.
2. <a href="#">Social Work Licensure Pathways</a> - A pathway will be created so that prospective candidates can obtain licensure as a school social worker. The plan for the pathway will be shared with the Board during the 2023-2024 school year.
3. <a href="#">Staff Voice</a> - The Superintendent will visit each building at least two times during the 2023-2024 school year to have dedicated time for staff to discuss district and building issues.
4. <a href="#">Staff Satisfaction</a> - The 5 Essentials Survey will be administered to assess staff satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.
5. <a href="#">Staff Retention</a> - A report will be given to the Board of Education on staff retention during the 2023-2024 school year to monitor ongoing staff retention.
6. <a href="#">PLC Team Self-Assessment</a> - A district-wide PLC survey will be administered to staff and the results will be reported to the Board of Education.
7. <a href="#">Staff Demographics Including Diversity, Licensure, Endorsement, Professional Degrees</a> - A report will be made to the Board of Education on the number of staff members who have professional degrees, licensure, and endorsements during the 2023-2024 school year.
8. <a href="#">Professional Development Evaluations</a> - An evaluation tool for professional development activities will be given and the results reported to the Board of Education during the 2023-2024 school year.

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b> Micro Credential - During the 2023-2024 school year a plan will be created to implement a micro credentialing system. The plan will be shared with the Board during the school year.				
<b>Person(s) Responsible:</b> Keely Krueger				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
Fall 2023	Research micro credentialing programs at other Districts.	Google Search of Internet Calling other school districts	Material on other micro credential programs	
Fall 2023	Meet with the mentoring committee to identify opportunities to offer a micro credentialing strand for our new teachers.	Meeting time with the mentor committee	Meeting notes and sign in sheets	
Fall 2023 - Winter 2024	Identify specific areas to focus on for micro credentialing programs that meet the needs of the District.	Meeting time with principals and teachers	Meeting notes and sign in sheets	
Winter 2024	Design 2 "stacks" of micro-credentials organized around a particular area of teaching.	Development time	Documents outlining coursework	
Winter 2024	Share micro-credentials program with stakeholders for review and feedback.	Meeting Time	Documents outlining coursework and sign in sheets	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

Winter 2024	Identify instructors that can teach in micro credentialing programs.	Emails to prospective teachers	Final list of teachers	
Spring 2024	Develop marketing materials to share with staff.	Deb Walsdorf	Marketing materials	
Spring 2024	Begin marketing the micro-credential options to staff for sign up.	Keely Krueger	email to staff	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b>				
Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b>				
Social Work Licensure Pathways - A pathway will be created so that prospective candidates can obtain licensure as a school social worker. The plan for the pathway will be shared with the Board during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Keely Krueger				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
Fall 2023	Reach out to McHenry County College University Center and Aurora University to develop partnership for the program.	Contacts at MCC and Aurora University	Meeting minutes	
Fall 2023	Identify dual credit and advanced placement coursework in high school that leads to licensure.	Course Catalog from High School	Documents outlining courses	
Winter 2024	Create a pathway that identifies coursework to be taken in high school - MCC and Aurora leading to licensure as a school social worker.	Course catalogs from MCC and Aurora and meetings together	Documents outlining pathway	
Winter 2024	Meet with school counselors to share the program so they are informed when talking to students.	Meeting Time	Brochures	
Spring 2024	Begin marketing pathway to students.	Class Time	Brochures Students signing up for courses	



**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b> Staff Voice - The Superintendent will visit each building at least two times during the 2023-2024 school year to have dedicated time for staff to discuss district and building issues.				
<b>Person(s) Responsible:</b> Dr. Moan				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
August 2023	Create a schedule for the year for the staff to attend a before or after school meeting during each semester of the year.		Schedule	
September 2023 - April 2024	Go to each school during 1st and 2nd semester to meet with staff and listen to feedback/answer questions.	Meeting space and email inviting staff	Schedule of Meetings	
September 2023 - April 2024	Based upon staff feedback, implement various initiatives/procedures to address any concerns.	Meeting notes	New initiatives/procedures and communication to staff	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b> Staff Satisfaction - The 5 Essentials Survey will be administered to assess staff satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.				
<b>Person(s) Responsible:</b> Justin Smith and Building Principals				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
January 2024	The 5 Essentials survey will be given to all staff in District 200 to analyze their satisfaction within the workplace.	Implementation of a survey to staff	Completed surveys	
February 2024	Dissemination of data from the survey to find the best ways to meet the needs of our staff.	Survey results	Plan of action going forward	
Spring 2024	Review the staff results and comments on the 5Essentials Survey for each building and the overall district.		5 Essential Staff Survey Results	
Spring 2024	Report to the Board of Education on the survey and our next steps.	Survey results, plan of action for next steps	Report to Board	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b> Staff Retention - A report will be given to the Board of Education on staff retention during the 2023-2024 school year to monitor ongoing staff retention.				
<b>Person(s) Responsible:</b> Brian McAdow, Kim Nordvall, Tami Packard				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
<b>Fall/Winter 2023</b>	Continued use of Excel spreadsheet created for this purpose.	Excel Spreadsheet	Data Collected from August 2023-May 2024	
<b>Fall/Winter 2023</b>	Dept. staff will review current exit surveys (paper and web-based) and consider improvements that could be implemented to increase both the number of responses and the usefulness/depth of information received.	Paper and Web-Based Surveys	Review Completed/Improvements Implemented	
<b>Spring 2024</b>	Disaggregate and analyze data by position. Graph data to display retention percentages by position type; reason for leaving, etc.	Excel Spreadsheet	Graphs created	
<b>Spring 2024</b>	Data shared with BOE, ALC, and Cabinet with focus on any trends, especially in responses related to “reasons for leaving”.	None	Presentations Completed	
<b>Spring 2024</b>	Implement recommendations.	None	Recommendations implemented	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b> PLC Team Self-Assessment - A district-wide PLC survey will be administered to staff and the results will be reported to the Board of Education.				
<b>Person(s) Responsible:</b> Justin Smith, Keely Krueger				
Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
November 2023	Review PLC self-assessment tool with building principals.	PLC self-assessment tools	Principal meeting conducted	
January 2024	Administer PLC self-assessment tool during faculty meetings.	PLC self-assessment tools	Self-Assessment administered	
February - March 2024	Conduct reflection meetings with PLC Leads, Teams, and principals to discuss the self-assessment results and develop action plans to address areas for growth, as needed.	PLC self-assessment results	Principals to conduct reflection meetings with PLC Teams	
May 2024	Principals incorporate results of PLC surveys and action plans into the School Improvement Plan for 2024-25 school year.	PLC self-assessment results	Principals to conduct reflection meetings with PLC Teams	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b> Staff Demographics Including Diversity, Licensure, Endorsement, Professional Degrees - A report will be made to the Board of Education on the number of staff members who have professional degrees, licensure, and endorsements during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Brian McAdow, Tami Packard				
Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
November 2023	Run Lawson DME report, pulling in live data for 2023-24. Report will display professional degrees, licenses and endorsements for all licensed staff in District 200.	Lawson DME Query	Database report completed	
Spring 2024	Compare data from 2023-2024 to previous year's report. Analyze data and develop recommendations for professional development opportunities for key shortage areas and/or areas of district curriculum improvement needs.	None required	Analysis and recommendations completed	
Spring 2024	Present the resultant information and recommendations to the Board of Education and to the Administrative Leadership Council.	None required	Analysis and recommendations completed	
Summer 2024	Prepare implementation plans based on recommended needs.	TBD	Recommendations implemented	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
<b>Strategic Plan Measure of Key Indicator:</b> Professional Development Evaluations - An evaluation tool for professional development activities will be given and the results reported to the Board of Education during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Keely Krueger, Justin Smith				
Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
September 2023	Communicate the changes from ISBE to teachers who are seeking to use CPDUs for relicensure.		Email to staff	
September - October 2023	Update the process for CPDUs to support additional professional development opportunities to include more individual building PD events and on-demand PD through Infinitec.	Purchase of the Infinitec annual license	CPDU Staff document updated	
<b>D200 Professional Development</b>				
August 2023 - May 2024	Professional Development will be measured through a Survey which gathers staff feedback and issues Continuing Professional Development Units (CPDUs).	Update survey	End-of-year report to the BOE	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

**Goal 5: Essential Resources**

**Department Mission:**

Demonstrate effective and efficient business operations and ensure excellent stewardship of district resources.

**Department Improvement Goals:**

1. Report audit findings to the Board of Education and any remedies to be implemented that are necessitated by the findings during the 2023-2024 school year.
2. Maintain the S&P rating of AA with a stable outlook for the 2023-2024 school year as measured by S&P.
3. Maintain a positive expenditure to revenue ratio for the 2023-2024 school year.
4. Maintain a minimum of 25% cash on hand for the 2023-2024 school year.
5. Maintain the financial recognition status from ISBE and improve long-term debt indicator during the 2023-2024 school year.
6. Continue to systematically decrease the long-term debt and not issue any new debt except in an emergency situation during the 2023-2024 school year.

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 5 - Demonstrate effective and efficient business operations and ensure excellent stewardship of district resources.				
<b>Strategic Plan Measure of Key Indicator:</b> Report audit findings to the Board of Education and any remedies to be implemented that are necessitated by the findings during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Julie Dillon				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
October 2023	The Annual Comprehensive Financial Report (audit) will be presented to the BOE at the first meeting in October.	N/A	Unmodified ACFR	
Nov-Dec 2023	If the audit report identifies any material weaknesses, the Business Office staff will address these weaknesses and develop procedures to remedy these weaknesses.	N/A	New procedures that eliminate any material weaknesses or deficiencies	



**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 5 - Demonstrate effective and efficient business operations and ensure excellent stewardship of district resources.				
<b>Strategic Plan Measure of Key Indicator:</b> Maintain the S&P rating of AA with a stable outlook for the 2023-2024 school year as measured by S&P.				
<b>Person(s) Responsible:</b> Julie Dillon				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
July 2023- June 2024	File required reports for mandatory continuing disclosure undertakings (CDU) for all D200 debt.	N/A	Compliance with CDU	
July 2023- June 2024	If any new debt is issued, prepare diligently for S&P review.	N/A	S&P affirms AA rating	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 5 - Demonstrate effective and efficient business operations and ensure excellent stewardship of district resources.				
<b>Strategic Plan Measure of Key Indicator:</b> Maintain a positive expenditure to revenue ratio for the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Julie Dillon				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
July 2023 – June 2024	Monitor on an annual basis the expenditure to revenue ratio and report it to the Board during the quarterly review process.	N/A	Maintaining a positive revenue to exp ratio	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 5 - Demonstrate effective and efficient business operations and ensure excellent stewardship of district resources.				
<b>Strategic Plan Measure of Key Indicator:</b> Maintain a minimum of 25% cash on hand for the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Julie Dillon				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
July 2023 – June 2024	Monitor on an annual basis the amount of cash on hand and report it to the Board during the quarterly review process.	N/A	Maintaining a minimum of 25% cash on hand	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 5 - Demonstrate effective and efficient business operations and ensure excellent stewardship of district resources.				
<b>Strategic Plan Measure of Key Indicator:</b> Maintain the financial recognition status from ISBE and improve long-term debt indicator during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Julie Dillon				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
July 2023 – June 2024	Once ISBE publishes the Financial Profile report, present it to the BOE during a quarterly review of the budget.	N/A	Financial Profile Score	
July 2023 - June 2024	Continue to pay down outstanding debt and not issue any new debt in order to improve the long-term debt indicator in the Financial Profile report.	N/A	Improved Financial Profile Score	

**Woodstock Community Unit School District 200**

Strategic Plan Action Plan 2023-2024

<b>District Strategic Plan Goal:</b> Goal 5 - Demonstrate effective and efficient business operations and ensure excellent stewardship of district resources.				
<b>Strategic Plan Measure of Key Indicator:</b> Continue to systematically decrease the long-term debt and not issue any new debt except in an emergency situation during the 2023-2024 school year.				
<b>Person(s) Responsible:</b> Julie Dillon				
<b>Timeline</b>	<b>Action Step</b>	<b>Resources and/or Professional Development Needs</b>	<b>Measurement Tool/Evidence of Completion</b>	<b>Comments</b>
July 2023 - June 2024	Make required payments that pay down principal on outstanding debt.	N/A	Decreased outstanding debt	
July 2023 - June 2024	Determine if refunding current debt will reduce interest costs and if so, recommend refunding.	N/A	Interest savings on refunding	