



Strategic Plan 2024-25 Priority List

GOAL 1 STUDENT GROWTH & ACHIEVEMENT:

Provide a comprehensive, innovative education for every student to ensure all students grow and achieve



Strategy 1: Guaranteed, viable, rigorous curriculum

- Begin Review Junior Core Curriculum and Continue Curriculum Review Process for Freshman and Sophomore Core Course Teams.
- Publish updated Syllabi for Core Sophomore Curriculum.

Strategy 2: Engaging and Equitable Learning Experiences

- Add a day into new teacher training about teaching diverse learners.
- Continue PLCs work around engagement strategies that innovate teaching and learning using an inquiry protocol.
- Partner with Equal Opportunity Schools for a fourth year to increase enrollment of students in AP/Higher Level Courses and create further supports for students.
- Expand co-teaching to junior year core courses.
- Investigate Additional Career Pathways.
- Study student course pathways, student performance, and postsecondary success.
- Develop systemic curricular supports at Tier I.

Strategy 3: Consistency with Assessment and Feedback

- Teacher moves:
 - Focus on providing quality feedback through the formative assessment process supported by the shift in the PLC structure.
 - Conduct gradebook audits for all courses through PLCs to ensure grading practice and assessment alignment within course teams.
 - Refresh the assessment literacy training.
- Standardized Assessments:
 - Inform parents about standardized assessment results and research ways to improve how they can support student learning at home. (ACCESS, MAP, SAT, ACT).
 - Support students as they transition to digital ACT testing.
 - Revise test preparation programs to align with the ACT.

GOAL 2 LEARNING ENVIRONMENT & SUPPORTS:

Provide a safe, positive, inclusive and engaging learning environment



School Safety

- Discipline
 - Continue with Restorative Practices within AP Office
 - Create a list of administrator restorative practice non-negotiables for implementation during the 2024-25 school year.
 - Intentionally schedule time for department/division connections and community building in which circles are intentionally used.
 - Enhance and strengthen communication and accountability around teachers intentionally using ice breakers, check in activities, collaborative thinking activities to build rapport
 - Investigate and develop in school discipline support with partnership between AP and Student Services
 - Continue to communicate discipline data and improvement plans across stakeholder groups
 - Improve disproportionality of out-of-school suspensions (see Improvement Plan)
 - Implement Restorative Intervention Room/Intervention Specialist
 - Proactive student support and RIR as alternative to exclusionary discipline
 - Focus on communication with staff and community to build understanding
 - Conduct analysis/investigation of discipline and disabilities
- 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 procedure to increase communication regarding patterns or continuous absences (PTABIC to target attendance for next year).
 - Code of Conduct change regarding attendance
 - Processes/guidance for teachers regarding student absences
 - Develop strategies and practices for use by AP's with students and families demonstrating poor attendance patterns
 - Analyze attendance data to determine specific information for action planning
 - Continue truancy partnership and work with West40 (Tapestry and Truancy Partnership)
- Threat Assessment/Crisis Response
 - Develop plan for ongoing training, including refresher training, for all Administrators and Student Services personnel for CSTAG, as well as quarterly meetings with Threat Assessment Team.
 - Develop/communicate plan for ongoing training for new staff with regard to Crisis Response, ALICE, etc.
 - 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
 - District-wide Safety Audit will be completed in October 2024 with recommendations to follow
- 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. Ensure translation for all languages.

Supportive Learning Environment

- Restorative Practices - expand professional learning across faculty and staff
- 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
- Multilingual Learners/Bilingual Program
 - Implementation of Bilingual courses utilizing a co-teaching model
 - Provide professional development for co-teaching multilingual model
 - Continued and expanded community and family engagement with frequent connections, translation/interpretation, and and BPAC meetings
 - Continued support for students with ACCESS and PSAT/SAT test prep
 - Implement newcomer support plan - communicate with staff
- 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
- Overnight Travel
 - Create consistent procedures and protocols to guide domestic and international travel via work with interdisciplinary team
- School Day Change
 - Continue committee work to develop interventions and supports within current school day schedule
 - Complete site visits/focus groups with other high schools for comparisons and ideas
- Post-Secondary Platform
 - Increase familiarity with Schoollinks for all staff
 - Target linkages between Special Education and Student Services for transition/post-secondary planning
 - Understand the implications for students who are outplaced

Data Driven Practices to Improve Student Supports

- Utilize 5Essentials + Panorama Student/Staff Survey Data for Climate Improvement.
- Provide professional learning to all staff regarding Trauma-Informed Practices,
- Utilize 5-Star to Track Co-Curricular Participation.
 - Launch and implement co-curricular athletics and activities core values
- Create accelerated plans for Student Services (Tier 2 & 3), LAD, Physical Welfare that are responsive to previous learning and readiness.
- Implement Signs of Suicide (universal screener) for students for mental health/self-injurious behavior concerns.
- Launch Administrative MTSS Steering Committee for overall planning, to determine current status of Tiers 1, 2, & 3 and develop data and communication plan to support implementation.
- Explore staff-friendly data 'system' for use with student problem-solving, interventions, and course revisions.
 - Seek info from other high schools to guide work
 - Determine data to collect/track to assist in evaluating services and programs (e.g. visits and reason for visit to counseling office, health office, etc.)



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GOAL 3 HIGH-QUALITY, DIVERSE STAFF:

Invest in staff and culture to ensure innovation, collaboration and accountability



Enhance staff satisfaction, innovation, and campus unity through engagement, collaboration, voice and professional development

- Development and ongoing revisions of a hiring and onboarding process document for all workgroups (expansion of current certified document) to include HR steps and Divisional steps in the onboarding and retention process.
- Evolution/development/communication of staff training program to ensure compliance with Board Policy 5:100 and Illinois State Board of Education requirements.
- A priority for the 2024-25 school year will include continued revisions to the District's Certified Staff Professional Appraisal System, with work focusing on the development of staff development and "choice" options for tenured staff during the second year of their three-year evaluation cycle.
- Creation of appraisal review committee for ParaEducators and Classified/Non-Contractual Staff to examine the current appraisal systems and make recommendations for changes to provide more effective feedback to non-certified employee groups.
- Incorporation of Insight Interviews for first- and second-year certified staff members to help the District continue to make positive growth in the area of inclusion and belonging for new staff members. This process began at the end of the 2023-2024 school year with a survey administered to new certified staff members of color, and we hope to expand it to a greater number of staff members in the 2024-2025 school year.

Attract, recruit, hire, mentor, support, and retain strong employees who reflect the LT community and commit to our mission, vision, core values, and goals

- Expanding Implicit Bias training to include B&G and to other work group interview processes.
- Establish listening circle opportunities to discuss with staff the overall perceptions and responses found in Panorama data.
- Continued efforts to recognize employee roles through "staff recognition" days.
- Continued efforts to host Affinity Group through statewide networking series.
- Include Portrait of Employee in job descriptions/postings/meeting agendas and offers of employment;
- Continuation of C/NC Professional Development Committee;
- Continuation of ParaEducator Professional Development Committee;

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 a 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;
 - Develop communication for future parents.
- Increase membership and participation within LT Community Advisory Council;
- Explore/improve/evolve current translation services offered through mass communication, as well as individual communication.

Increase student opportunities in career pathways

- During the 2024-25 school year, Radio Broadcasting Technology/Technician, Cooking and Related Culinary Arts, Apparel and Textile, and Engineering Technology General will be submitted for approval as a career pathway. Following that process, work will begin on Automotive/Automotive Mechanics Technology/Technician.
- Develop community communication that explains and celebrates LT's progress toward implementing career pathway courses.

Enhance collaboration with Associate Schools

- Further development and communication of 1-pager document that articulates high school readiness skills by content area and learner dispositions, 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;
- Articulate with Associate Schools regarding 8th grade math placement and course sequencing.

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 and all offices.
- Survey of staff and students for upcoming tech plan revisions.
- 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.
- Complete upgrades to building PA systems.
- Complete implementation of digital signage project.
- Installation of additional cameras at North Campus.
- Replacement of large copy machines throughout the District.

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, 2024 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.
- Review and update the Facilities Study to reflect completed renovations and add any additional projects that are identified during the year.
- Consider and address items identified in periodic safety audit reports including the updated Ten-Year Life Safety Survey.
- Continue to explore other funding sources for future District facilities renovations.
- Determine which projects will begin in the summer of 2025 at North Campus based on bid pricing and available funding.
- Manage the timeline and completion of the ongoing projects at South Campus.
- Begin projects at North Campus in May/June of 2025 and manage their progress and status.
- Determine consistent furniture options for classrooms that meet the needs of students and staff for future classroom furniture purchases.