

# COMMUNITY CONSOLIDATED SCHOOL DISTRICT

# 89

*Learning for Life*

## Core Values

- A partnership with home, school and community is important for all students to learn, grow and develop to their full potential.
- It is essential to hold high expectations for all students.
- Members of our learning community must treat one another respectfully and work collaboratively to achieve our mission and vision.
- Data-driven decisions and high levels of satisfaction are essential for continuous improvement.
- Students, families and staff must collaborate to guide students toward responsibility and accountability for their growth and learning.
- 21st century learning and the integration of technology enables and enriches skills essential for future readiness.
- Alignment and efficient use of resources (people, time, space, and money) enhances learning and supports improvement goals.



## Mission

CCSD 89 will **empower** all learners to recognize and optimize their full potential.

**Motto**  
*Learning for Life*

## Vision for **Excellence**

CCSD 89 aspires to:

- **Employ** rigorous, relevant curriculum and learning opportunities
- **Engage** in innovative problem solving, critical thinking and effective collaboration
- **Enable** self-sufficiency, responsibility and accountability
- **Encourage** empathy, acceptance and self-efficacy
- **Embrace** the strengths in our differences as members of a global community
- **Ensure** the essential resources necessary to remain a premier school district

**STUDENT ACHIEVEMENT:**  
Ensure student growth and proficiency toward college and career readiness.

**FAMILY & COMMUNITY:**  
Engage families and the community in partnerships to advance the mission and vision of the district.

**LEARNING CONDITIONS:**  
Provide a safe, nurturing, and academically engaging learning environment.

COMMUNITY  
CONSOLIDATED  
SCHOOL DISTRICT 89  
*Learning for Life*

## Strategic Plan Long-Range Goals

**STAFF:**  
Recruit, recognize, retain, inspire and reward an exceptional workforce.

**RESOURCES:**  
Make optimal use of our resources in achieving our mission, vision, values and goals.

LONG-RANGE GOALS	INDICATORS	CRITICAL STRATEGIES FOR ACTION
<p><b>STUDENT ACHIEVEMENT:</b> Ensure student growth and proficiency toward college and career readiness.</p>	<ul style="list-style-type: none"> <li>• Students are 1<sup>st</sup> grade ready</li> <li>• Students read on grade level by the end of 3<sup>rd</sup> grade</li> <li>• Students achieve annual proficiency targets in reading and math</li> <li>• Students achieve annual growth targets in reading and math</li> <li>• Students meet or exceed state standards in reading, math and science</li> <li>• Students are high school ready</li> <li>• Achievement data compares favorably with benchmark districts</li> </ul>	<ul style="list-style-type: none"> <li>• Implementing units of instruction aligned to Common Core or other state learning standards.</li> <li>• Differentiating instruction to meet the needs of all students and to close achievement gaps.</li> </ul>
<p><b>LEARNING CONDITIONS:</b> Provide a safe, nurturing, and academically engaging learning environment.</p>	<ul style="list-style-type: none"> <li>• Student attendance improves over time</li> <li>• Student behavior improves over time</li> <li>• Student engagement improves over time</li> <li>• Class size is within established guidelines</li> <li>• Learning climate satisfaction data compares favorably with benchmark districts</li> <li>• Academic interventions add value to learning</li> <li>• Students achieve district social emotional learning goals</li> </ul>	<ul style="list-style-type: none"> <li>• Addressing social emotional learning to promote good self-concept and social awareness.</li> <li>• Using technology as a tool for enhancing teaching and learning to prepare students for digital citizenship.</li> </ul>
<p><b>RESOURCES:</b> Make optimal use of our resources in achieving our mission, vision, values and goals.</p>	<ul style="list-style-type: none"> <li>• Achieve a balanced budget in the operating funds</li> <li>• Operating Expense Per Pupil compares favorably with benchmark districts</li> <li>• Budget to actual compares favorably each year</li> <li>• Days cash on hand remains at 180 days or more</li> <li>• Long-term debt margin remains favorable</li> <li>• Annual audit has no significant findings</li> <li>• Ensure optimal efficiency of business operations</li> <li>• Generate new revenue</li> <li>• Maintain clean and safe facilities</li> <li>• Make optimal use of time</li> </ul>	<ul style="list-style-type: none"> <li>• Securing essential financial resources to ensure high quality programs and services.</li> <li>• Using time effectively and efficiently; school day and year to improve student mastery of grade level outcomes and provide necessary staff collaboration time.</li> </ul>

LONG-RANGE GOALS	INDICATORS	CRITICAL STRATEGIES FOR ACTION
<p><b>STAFF:</b> Recruit, recognize, retain, inspire and reward an exceptional workforce.</p>	<ul style="list-style-type: none"> <li>• Staff satisfaction improves over time</li> <li>• Increase number of teachers and leaders receiving “Excellent” performance ratings</li> <li>• Effective leader satisfaction data compares favorably with benchmark districts</li> <li>• Teachers holding dual certification increases over time</li> <li>• Teachers holding master’s degrees or higher improves over time</li> <li>• Staff salaries and benefits compare favorably with benchmark districts</li> </ul>	<ul style="list-style-type: none"> <li>• Using a district data system to monitor/report progress and set goals: student, classroom, team/department, school, and district.</li> </ul>
<p><b>FAMILY &amp; COMMUNITY:</b> Engage families and the community in partnerships to advance the mission and vision of the district.</p>	<ul style="list-style-type: none"> <li>• Family and Community satisfaction data compares favorably with benchmark districts</li> </ul>	<ul style="list-style-type: none"> <li>• Communicating and collaborating with families and the greater learning community to establish trust, respect and pride in the district’s performance.</li> </ul>

# Critical Strategies for Action

1

- We will implement shared units of instruction that are aligned to learning standards and promote critical skills including critical thinking, collaboration, communication, and creativity that will lead to analytical thinking and problem solving.

2

- We will establish a learning environment that encourages risk and fosters a growth mindset, through integration of social emotional learning standards in order to promote social and cultural awareness, responsible decision making, relationship skills, self awareness, and self management.

3

- We will differentiate instruction to meet the needs of every student and close achievement gaps by increasing rigor and challenge for all.

4

- We will set goals using clear measures with targets and use data to monitor and communicate progress in a timely way to allow for actionable feedback: student, classroom, team/department, school and district.

5

- We will explore time to ensure teachers are able to collaborate on student learning outcomes to optimize growth and achievement.



6

- We will continuously evaluate and seek to implement leading technology in order to provide engaged learning and teaching.

7

- We will communicate and collaborate with parents, students and all stakeholders, through a variety of accessible platforms to enhance trust, respect, and pride in D89.

# Commitments

Student	Parents	Staff
<p data-bbox="54 234 629 339"><b>As a student in District 89, I will work my hardest to reach my full potential. In order to reach this goal, I will:</b></p> <p data-bbox="54 419 162 448"><b>PreK-2</b></p> <ul data-bbox="54 462 467 662" style="list-style-type: none"> <li>• Come to school ready to learn.</li> <li>• Ask for help.</li> <li>• Make good choices.</li> <li>• Always do my best.</li> <li>• Set goals.</li> <li>• Be respectful.</li> </ul>  <p data-bbox="54 705 227 733"><b>Grades 3-8</b></p> <ul data-bbox="54 748 622 1262" style="list-style-type: none"> <li>• Come to school on time and ready to learn.</li> <li>• Ask questions and communicate my needs.</li> <li>• Have a positive attitude and believe in myself.</li> <li>• Work with others to support my learning.</li> <li>• Look at what I can do to make my community a better place.</li> <li>• Make good choices by respecting myself, peers, adults and property.</li> <li>• Share with others what I have learned.</li> <li>• Challenge myself to always do my best.</li> <li>• Set goals to take responsibility for my own learning.</li> <li>• Report my progress to my parents and others.</li> </ul>	<p data-bbox="683 234 1267 376"><b>As a caretaker in District 89, I will be my son/daughter's first teacher and support him/her in reaching his/her full potential. In order to properly support my child, I will:</b></p> <ul data-bbox="683 419 1267 1362" style="list-style-type: none"> <li>• Be a partner in my child's education and communicate openly with the school.               <ul data-bbox="761 491 1267 791" style="list-style-type: none"> <li>• Attend parent conferences and support other school functions.</li> <li>• Keep the school updated on changes in contact information or other family needs.</li> <li>• Stay connected with the school (calling my child in when ill, checking E-backpack, assignment notebooks, and PowerSchool, etc.)</li> </ul> </li> <li>• Send my child to school healthy and prepared on time.               <ul data-bbox="761 876 1267 1005" style="list-style-type: none"> <li>• See my child is fed and well rested.</li> <li>• See my child is appropriately dressed.</li> <li>• See my child is at school on time.</li> </ul> </li> <li>• Provide a safe, supportive learning environment at home by ensuring daily responsibilities are fulfilled.               <ul data-bbox="761 1119 1267 1362" style="list-style-type: none"> <li>• Provide a quiet place and time to do homework.</li> <li>• Advocate for my child.</li> <li>• Teach my child to be responsible and respectful.</li> </ul> </li> </ul> 	<p data-bbox="1307 234 1856 376"><b>As a staff member in District 89, I will help each student reach his/her full potential. In order to be an advocate for each child, I will:</b></p> <ul data-bbox="1307 419 1856 1362" style="list-style-type: none"> <li>• Provide a consistent, clear understanding of what students are expected to know and be able to do for each unit of instruction.</li> <li>• Have high expectations with purpose and vision for all students.</li> <li>• Provide descriptive feedback to each student so he/she knows what they have learned and what they need to learn next.</li> <li>• Differentiate instruction and monitor progress to align interventions and enrichments.</li> <li>• Create a safe, accepting, welcoming learning environment.</li> <li>• Know each student personally and connect with him/her often.</li> <li>• Keep all students engaged and actively learning through the use of differentiated instruction.</li> <li>• Perform my role with expertise.</li> <li>• Encourage life-long learning through example and enthusiasm.</li> <li>• Model a collaborative approach in the classroom, school and community.</li> <li>• Establish positive parent partnerships through effective communication and collaboration.</li> <li>• Make optimal use of time and resources.</li> </ul>

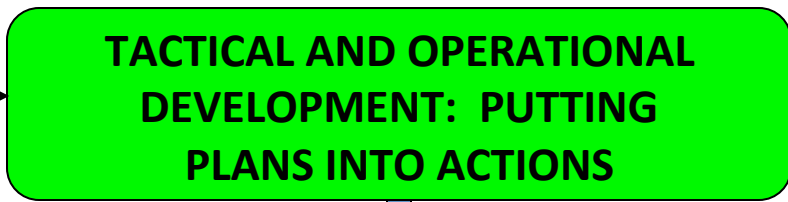


# LIVING THE PLAN





**BOARD APPROVAL**



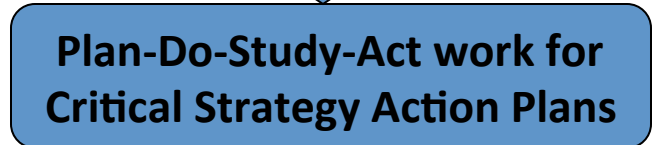
**TACTICAL AND OPERATIONAL DEVELOPMENT: PUTTING PLANS INTO ACTIONS**



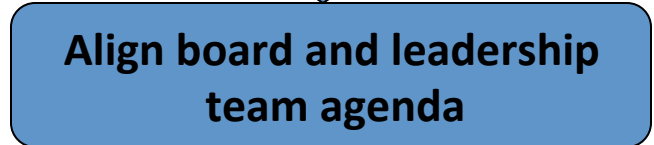
**Align school and Grade Level Department plans**



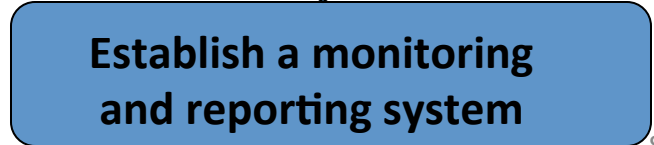
**Align Performance Goals**



**Plan-Do-Study-Act work for Critical Strategy Action Plans**



**Align board and leadership team agenda**



**Establish a monitoring and reporting system**



**WHERE DO WE WANT TO BE?**

**HOW DO WE GET FROM WHERE WE ARE TO WHERE WE WANT TO BE?**

**WHERE ARE WE NOW?**



**Align school and grade level improvement plans**

- School and grade level improvement plans should align with district long-range goals, indicators, measures and targets.

**Align leader and teacher performance goals**

- Leader and teacher professional practice plans and student growth goals should align with district, school and team goals, indicators, measures and targets.

**Create Plan-Do-Study-Act work for Critical Strategy Action Plans**

- Strategy action plans should be developed through a research-based action planning process (Plan-Do-Study-Act).

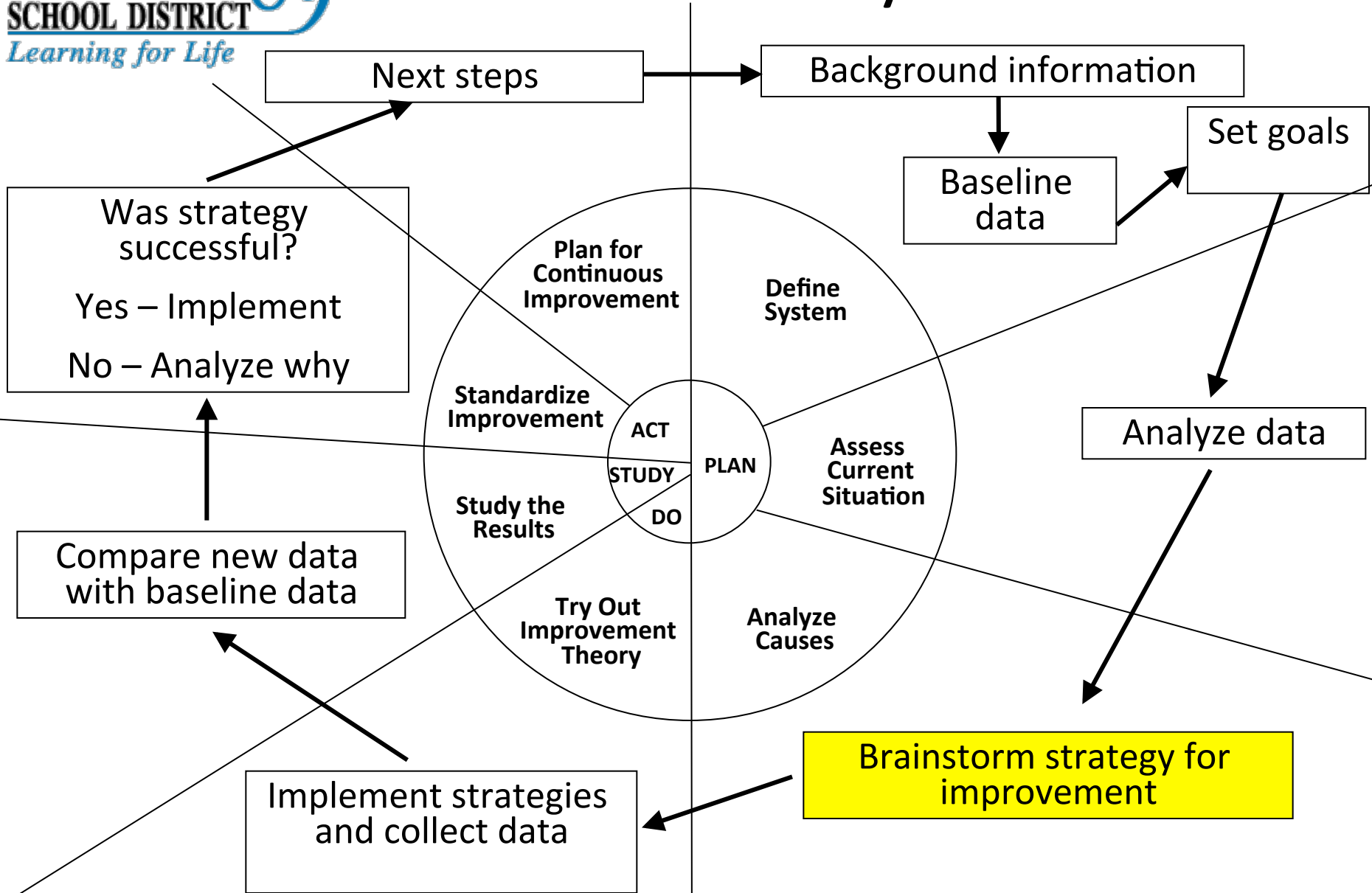
**Align board and leadership team agenda**

- Board, administrative and leadership team meeting agendas should reflect monitoring and reporting of goals, targets and action plans.

**Establish a monitoring and reporting system**

- Grade level teams should monitor and report school improvement progress three times a year. The district should monitor and report district improvement progress quarterly.

# Plan-Do-Study-Act



# PLAN

for the improvement

- **Define the system/problem/issue**
  - collect baseline data
  - set a SMART goal to identify the outcome you want
- **Assess the current reality/Analyze causes**
  - analyze baseline data for causes and possible solutions
- **An improvement theory is created**
  - brainstorm strategies for what you will do differently



# DO

Try out the Improvement

- **Implement strategies**
- **If possible, implement the plan on a small scale**
- **Collect data**

# ACT

on what you've learned

Based on new knowledge and results,  
what should be **implemented?**

OR **modified?**

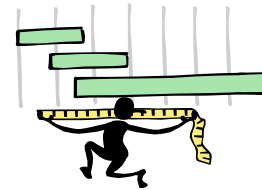
OR **abandoned?**



# STUDY

the results...

Compare the results to the baseline data...



**What did you expect to happen?**

**What ACTUALLY happened?**

**What accounts for the difference?**