

Goals and Strategies

Goal: To increase and maximize student achievement

- Ensure equitable and consistent grading policies and practices
- Continue to use data to determine District progress toward student learning goals.

Goal: Design, develop, implement and evaluate strategies to support academic and social and emotional development of students

- Evaluate current intervention strategies and construct and employ targeted interventions to increase student achievement

Goal: Enhance and support administrator, teacher, and staff's knowledge and skills in support of the District Strategic Plan

- Research and develop new teacher evaluation instrument
- Research and develop new Educational Support Staff evaluation instruments
- Research and develop new Administrator evaluation instrument
- Research best practices for the use of district teacher collaboration time

Goal: Increase awareness of the district's mission and practices for all district stakeholders

- Maintain community advisory group (CAC)
- Improve communication to all stakeholders

Goal: To maintain a fiscally conservative budget while supporting academic success for all students

- Allocate resources to support all components of the strategic plan while maintaining current programs and a balanced budget
- Research, develop, and implement best financial practices to address overcrowding issues

Strategic Plan – Student Learning

Goal: To increase and maximize student achievement.

Strategy: Ensure equitable and consistent grading policies and practices.

Core Team:

Dennis Hicks	Kerri Green	Mark Cannon	Sharon DeFreitas
Jason Dubiel	Rich Fullriede	Elizabeth Geiger	Gail Grana
Pamela Hoefling	Julia Hudson	Robert Hughes	Sonja Jackson
Dawn McAllister	Kelly McGrath	Jillian Meldgin	Claudia Mullin
Angela Pompilio	Monica Sasulski	Stephen Schwytzer	Sarah Sippel
Karen Speaker	Jason West	Stacy Yarmoska	

Activity:	Start 2011 – 2012 school year by surveying staff on specifics of grading.
Implementation	September 2011, determine some consistencies within the teaching staff.
Interim Outcomes	As the first quarter concludes, the district teaching staff is currently completing a survey on grading. Data will be analyzed and direction will be determined.
Annual Outcomes	

Activity:	Build more internal consistencies relative to grading in 2011 – 2012 school year.
Implementation	December 2011, determine some consistencies within the teaching staff.
Interim Outcomes	Based on survey results, the committee will formulate a plan of action and consult professional colleagues.
Annual Outcomes	

Activity:	Investigate other districts’ grading philosophies.
Implementation	March 2012, determine some consistencies within the teaching staff of other school districts.
Interim Outcomes	Committee will subdivide and research target areas identified by survey results.
Annual Outcomes	

Strategic Plan – Student Learning

Goal: To increase and maximize student achievement.

Strategy: Continue to use data to determine District progress toward student learning goals.

Core Team: Dennis Hicks Kerri Green Chuck Anderson Mary Ann Craig
 Beth Czako Eileen Holly Sue Hudders Robert Hughes
 Jason Jaffe Rachel Ochoa Kristen Williams Stacy Yarmoska

Activity:	Create a permanent joint committee, a School-wide Data Team, in conjunction with the Interventions Committee to routinely review and analyze student performance and behavioral data. This team will use the Board approved metrics and benchmarks to assess performance and will also review interventions to assess their effectiveness on improving student achievement.
Implementation	August 2011, creation of Team, development of responsibilities and objectives
Interim Outcomes	The intervention and outcomes team merged to form the School Improvement Data Team (SIDT). The focus of the committee is to analyze current interventions, identify concerns and develop new supports. Team members have subdivided into three strands; academic/cognitive, behavioral social-emotional and attendance. The concentration is a continuous improvement model that will focus on the data sources.
Annual Outcomes	

Activity:	Collect the data from the 2011 – 2012 school year targets from the Outcomes Matrix that highlight the educational strands of Academic/Cognitive, Attendance, and Behavioral Social-Emotional.
Implementation	August 2011 through May 2012.
Interim Outcomes	Using the Outcomes Matric the three subcommittees are currently gathering and analyzing first quarter data. As the school year continues, the members of the team will compare data to the targets within the strands.
Annual Outcomes	

Strategic Plan – Support Systems

Goal: Design, develop, implement and evaluate strategies aligned to Response To Intervention (RTI) to support academic and social/emotional development of students.

Strategy: Evaluate current interventions strategies and construct and employ targeted interventions to increase student achievement.

Core Team:

Dr. Brett Gould	Steve Bentley	Beth Czacko	Grant Ferkaluk
Elizabeth Geiger	Kerri Green	Eilleen Holly	Julie Hudson
Robert Hughes	Julie Hulbert	Dr. Bruce Lane	Tom O'Brien
Craig Potempa			

Activity:	Create a permanent joint committee, a School-wide Data Team, in conjunction with the Student Outcomes Committee to routinely review and analyze student performance and behavioral data. This team will use the Board approved metrics and benchmarks to assess performance and will also review interventions to assess their effectiveness on improving student achievement.
Implementation	August 2011, creation of Team, development of responsibilities and objectives
Interim Outcomes	The Interventions Committee was merged with the Student Outcomes Committee at the start of the current school year to form the School Improvement Data Team. The new School Improvement Data Team has formed sub-committees to review data and review current interventions in the areas of: academics, social-emotional, and attendance. Upon conclusion of their work in investigating the current student intervention programs, this committee will provide staff and administration with recommendations and tools to improve student academic, social-emotional, and attendance support systems.
Annual Outcomes	

Strategic Plan – Support Systems

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Craig Potempa			

Activity:	Interventions Committee will develop and distribute a “tool bag” containing recommended supports, interventions, and educational “best practices” to the staff
Implementation	Committee will meet during the first quarter of the school year to compile the “toolbag” of resources and develop a plan to disseminate the “toolbag” and provide professional development to staff
Interim Outcomes	The Interventions Committee was merged with the Student Outcomes Committee at the start of the current school year to form the School Improvement Data Team. The new School Improvement Data Team has formed sub-committees to review data and review current interventions in the areas of: academics, social-emotional, and attendance. The building principals and the School Improvement Data Team have been working with the Guidance Services Department and the Special Education staff to create and implement a new model of student review and intervention services. During building common time, the Guidance Services staff has presented to the staff at both campuses information regarding student support systems and the proposed Rtl type model (11-1-11).
Annual Outcomes	

Activity:	Inform and train staff on the District Improvement Plan and Rtl model
Implementation	The Interventions Committee, working with the administration at each campus, and with the Special Education and Guidance Services departments, will provide periodic information and training to LTHS staff on the implementation of the District Rtl model and District Improvement Plan
Interim Outcomes	
Annual Outcomes	

Strategic Plan – Support Systems

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Elizabeth Geiger	Kerri Green	Eilleen Holly	Julie Hudson
Robert Hughes	Julie Hulbert	Dr. Bruce Lane	Tom O'Brien
Craig Potempa			

Activity:	Representatives from the Interventions Committee will participate on the Strategic plan Framework/Evaluation committee to provide recommendations on incorporating “best practices” of instructional supports and interventions into the LTHS Danielson framework and evaluation model
Implementation	Representatives from the Interventions Committee will be selected to serve on the Framework/Evaluation Committee. The framework/Intervention Committee will begin work on designing a teacher evaluation tool based on the Charlotte Danielson framework for teaching
Interim Outcomes	
Annual Outcomes	

Strategic Plan – Support Systems

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Core Team:

Kerri Green	Trish Surman	Garnett Hillman	Bianca kilinker
Lori Mattix	Tim O’ Malley	Jason Ozbolt	Pat Stanley
Jeff Wood			

Activity:	Create individual student profiles (ISP) for each freshman student in the Class of 2015 and utilize these profiles to facilitate case conferencing during house meetings
Implementation	Profile sheets will be created by the end of quarter 1 Begin utilizing profile sheets and case conferencing protocols in all house and team meetings at the start of quarter 2
Interim Outcomes	Individual student profiles are currently in place in our student database system (Infinite Campus) for the Class of 2015. This information includes learning styles and student data related to college readiness standards (EXPLORE). During the team meetings, teachers discussed learning strategies and teaching techniques to accommodate the various learning styles. The team facilitators received names of at risk students in August and appropriate suggested interventions to foster student success. The Central Leadership Team also developed an electronic case conferencing document that is being implemented for case conferencing on intervention strategies. In November, the leadership team will be doing school visits to other high schools to assess best practices in servicing our students.
Annual Outcomes	

Strategic Plan – Support Systems

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Strategy: Evaluate current interventions strategies and construct and employ targeted interventions to increase student achievement.

Core Team: Dr. Bruce Lane ASCA Domain Team
 ASCA Grade Level Team

Activity:	Domain Team and Grade Level Team members will meet to monitor level of ASCA model of Guidance Services implementation
Implementation	Teams will meet at the start of the 2011-12 school year and periodically during the school term
Interim Outcomes	Guidance Services Grade Level Teams have met since the beginning of the year during Common Time to develop, review, refine and evaluate grade level guidance interventions, including: the freshman at-risk transitions and 12 step program, sophomore PLAN distribution and East orientation processes, junior career and college presentations, and senior seminar and college admissions and cost management presentations. The Guidance Services Department met once at the beginning of second quarter in Domain Area Teams to consider outcomes expected of the Lockport Township High School Guidance Services Model, the data to be collected in the ongoing evaluation of these outcomes, and questions that should be asked regarding the department’s service organization model.
Annual Outcomes	

Strategic Plan – Support Systems

Goal: Design, develop, implement and evaluate strategies aligned to Response To Intervention (RTI) to support academic and social/emotional development of students.

Strategy: Evaluate current interventions strategies and construct and employ targeted interventions to increase student achievement.

Core Team: Dr. Bruce Lane ASCA Domain Team
 ASCA Grade Level Team

Activity:	Facilitators of Guidance Service Interventions will assess the outcomes of their services in a manner consistent with all Guidance Services programs (Transfer, Study Skills, Emotional Management)
Implementation	Facilitators will meet at the start of the 2011-12 school year and will utilize the interventions protocol to assess outcomes
Interim Outcomes	The Guidance Department has reviewed the expectation that all Guidance Services Interventions be designed and evaluated using the Intervention Protocol. The facilitators of these interventions have begun applying the Intervention Protocol to their existing programs. Proposals for new programs are required to have a completed Intervention Protocol as a central component of the proposal. The Intervention Protocol has been used with the following programs: Freshman to Sophomore Transition Program, Community mentoring program (LYNCS), 2010-11 NHS Peer Tutoring, and Study Skills Support Group.
Annual Outcomes	

Strategic Plan – Support Systems

Goal: Design, develop, implement and evaluate strategies aligned to Response To Intervention (RTI) to support academic and social/emotional development of students.

Strategy: Evaluate current interventions strategies and construct and employ targeted interventions to increase student achievement.

Core Team: Dr. Bruce Lane Building Administration
 BRAIT Team Members
 SRAIT Team Members

Activity:	Student Review and Intervention Team (SRAIT) and Building Review and Intervention Team (BRAIT) structure and processes will be reviewed to be more in alignment with an RtI model.
Implementation	SRAIT and BRAIT Team Members will meet at the beginning of the 2011-12 school year to plan the meeting schedule and to review the structure and process of these Teams
Interim Outcomes	<p>The East Campus Building Review and Intervention Team is in the process of being restructured to: 1) reduce its size; 2) include teachers in its membership; and, 3) to refine its procedures. The departments have been notified of the revision process and have been asked to identify teachers, including department chairs, who are interested in serving on the team. The Building Review and Intervention Team will meet in November to review its procedures and discuss data points to be reviewed on a quarterly basis. It will meet again in January, March, and May.</p> <p>The formal Student Review and Intervention Teams at both campuses have been operating at both campuses since the beginning of the school year. The Central Campus Student Review and Intervention Teams have met 34 times, 16 times to consider general problem solving plans and 18 times to consider Section 504 Plans. The East Campus Student Review and Intervention Teams have met 29 times, 18 times to consider general problem solving plans and 11 times to consider Section 504 Plans. A total of 63 Student Review and Intervention Team meetings have been held in the first 62 days of the school year. Procedures for posting Student Review and Intervention Team Plans on Infinite Campus and notifying staff of the plans have been put into place. Work is being done to refine the procedures for identifying intervention outcomes and evaluative data to determine the effectiveness of these plans.</p> <p>The consultative Student Review and Intervention Teams at East Campus have not been utilized during the first quarter. An effort is being made to determine the most appropriate method of convening these teams in order to maximize participation.</p>
Annual Outcomes	

Strategic Plan – Support Systems

Goal: Design, develop, implement and evaluate strategies aligned to Response To Intervention (RTI) to support academic and social/emotional development of students.

Strategy: Evaluate current interventions strategies and construct and employ targeted interventions to increase student achievement.

Core Team: Julie Hulbert Craig Potempa
 Ellen Green Stephanie Steinke
 Special Ed. Team Reps Gina Kaluza

Activity:	Continue to maintain accurate, timely, and efficient processes in Special Education Services
Implementation	Accurate and timely completion of District, State, and Federal reports Updates will be provided to building and district administration on the progress and achievement and initiatives of the LTHS Special Education Department
Interim Outcomes	A complete overhaul of all major process in the special education office area is occurring as a result of combining three separate offices. Updates to district administrators on a regular basis are occurring both in a written and oral format.
Annual Outcomes	

Strategic Plan – Employee Development

Goal: Enhance and support administrator, teacher, and staff's knowledge in support of the District 205 Strategic Plan

Strategy: Research and develop new Administrator evaluation instrument

Core Team: Dr. Todd Wernet
EC

Activity:	Review draft administrator evaluation plan and develop implementation schedule for the new plan
Implementation	July-August utilize EC and AC to draft implementation process of draft evaluation plan
Interim Outcomes	Administrative job descriptions revised -- Completed Draft administrative evaluation plan – Completed Administrative Goal-Setting with Supervisor – Completed Revise and modify evaluation instrument to align with the State of Illinois guidelines for Administrative Evaluations -- Pending
Annual Outcomes	

Strategic Plan – Employee Development

Goal: Enhance and support administrator, teacher, and staff’s knowledge in support of the District 205 Strategic Plan

Strategy: Research and Develop new Educational Support Personnel (paraprofessionals) evaluation instrument and evaluation protocols.

Core Team: Dr. Todd Wernet Union
 Julie Hulbert Teachers
 Gina Kaluza Paraprofessionals
 Craig Potempa

Activity:	Develop and Implement a professional development schedule for paraprofessionals.
Implementation	Professional development/ evaluation committee continue to meet bi-monthly to develop and schedule professional development for paraprofessionals. September-December 2011-12
Interim Outcomes	Professional development schedule – Completed and Implemented
Annual Outcomes	

Activity:	Professional development/evaluation committee to meet bi-monthly to develop paraprofessional evaluation plan and protocols
Implementation	School Year 11-12 First Semester draft evaluation plan developed
Interim Outcomes	Draft evaluation process and instrument-- Ongoing
Annual Outcomes	

Strategic Plan – Employee Development

Goal: Enhance and support administrator, teacher, and staff's knowledge in support of the District 205 Strategic Plan

Strategy: Research and Develop new teacher evaluation instrument.

Core Team: Dr. Todd Wernet
 Dr. Brett Gould
 Union
 Framework /Evaluation Committee

Activity:	Form work group of administrators, union, and certified staff to develop draft teacher evaluation protocols and evaluation instrument that is aligned to the Charlotte Danielson Instructional Framework.
Implementation	School Year 11-12 First Semester Sept 21-22, Oct 4-6, 18-19, & Nov 3
Interim Outcomes	Draft evaluation instrument -- Completed.
Annual Outcomes	

Activity:	Provide professional development training to evaluators of District 205 certified staff to develop inter-rater reliability
Implementation	2011-12 School Year Nov 9, Jan 11, March 21, & April 12
Interim Outcomes	Provide training to evaluators of certified staff -- In Progress.
Annual Outcomes	

Activity:	Provide professional development training to certified staff to support their understanding of the Charlotte Danielson framework for teaching
Implementation	2011-12 school year January 5 & March 2 2012
Interim Outcomes	Provide staff with professional development on Danielson Framework -- In Progress.
Annual Outcomes	

Strategic Plan – Stakeholder Engagement

Goal: Increase awareness of the district’s mission and practices for all district stakeholders

Strategy: Maintain community advisory group (CAC)

Core Team: Kim Brehm Rich Lesniak Matt Dusterhoft CAC members

Activity:	Assign CAC members yearly/topic question as deemed by the board of education. This year’s topic: Which election survey company should we hire; what questions should be asked; and how should survey be conducted (electronic, mail, phone, etc.)?
Implementation	Schedule bi-monthly meetings of the CAC beginning in new school year so that answer/consensus can be reached by end of first semester and survey can take place prior to end of calendar year.
Interim Outcomes	In September, CAC made recommendation to Board of Education to hire outside firm to conduct random phone survey to determine future district plans. In October, board approved hiring. Next step is for CAC and Baum & Co. representatives working together to create phone survey.
Annual Outcomes	

Strategic Plan – Stakeholder Engagement

Goal: Increase awareness of the district’s mission and practices for all district stakeholders

Strategy: Improve communication to all stakeholders

Core Team: Kim Brehm Matt Dusterhoft Trish Surman Pat Olmsted
 Bruce Lane

Activity:	Create and implement monthly e-newsletter for all community members
Implementation	Design and create newsletter for publication by end of first quarter in 2011-2012 school year
Interim Outcomes	The iPorter, the district’s new e-newsletter, was released on Oct. 28. Reception has been very positive. iPorter will be a monthly online publication that will be updated at the end of every month.
Annual Outcomes	

Activity:	To continue use of current Facebook and Twitter accounts and research adding parent texting service
Implementation	Beginning with new school year, update Facebook page weekly and send tweets at minimum bi-weekly
Interim Outcomes	
Annual Outcomes	

Activity:	Increase use of Parent Portal system
Implementation	Promote usage at registration and orientation meetings and through guidance department
Interim Outcomes	The parent portal to Infinite Campus continues to be promoted at many events. Emphasis is made at Freshman Center events.
Annual Outcomes	

Strategic Plan-Finance

Goal: To maintain a fiscally conservative budget while supporting academic success for all students

Strategy: Allocate resources to support all components of the strategic plan while maintaining current programs and a balanced budget.

Core Team: Richard Lesniak Garry Raymond Ron Svara Stefanie Croix
William Thompson

Activity:	Communicate with the four other core team leaders (student learning, support systems, employee development, stakeholder engagement) for the purpose of gathering information concerning their needs necessary to implement their activities and attain their goals.
Implementation	Conduct meetings with the team leaders to gather the information necessary for budget planning.
Interim Outcomes	Beginning Five Year Financial Planning Process. Attended workshop for student technology process to replace textbooks.
Annual Outcomes	

Activity:	Estimate cost of expenditures needed to implement activities and incorporate said expenditures into the district's financial projections.
Implementation	Use detailed information from meeting with team leaders to finalize cost.
Interim Outcomes	No update at this time. Awaiting needs of other team leaders.
Annual Outcomes	

Activity:	Incorporate approved expenditures in to line item budgets identified by a specific program number while maintain an overall balanced budget and maintain a positive cash flow as per School Board Policy
Implementation	Add new expenditures to budget projections and ultimately to the fiscal year budget.
Interim Outcomes	No update at this time. Awaiting needs of other team leaders.
Annual Outcomes	

Activity:	Monitor expenditures and give quarterly financial reports to team leaders.
Implementation	Approve requisitions and procurement card transactions. Print and send financial reports to the team leaders.
Interim Outcomes	Monthly Treasurer Report to the School Board. Department Chairpersons and Administrators have received monthly budget reports.
Annual Outcomes	

Strategic Plan-Finance

Goal: To maintain a fiscally conservative budget while supporting academic success for all students

Strategy: Allocate resources to support all components of the strategic plan while maintaining current programs and a balanced budget.

Core Team: Richard Lesniak Garry Raymond Ron Svava Stefanie Croix
William Thompson

Activity:	Put into practice the a financial calendar as published in the Essentials of School Finance, Chapter 24, published by the Illinois Association of School Boards.
Implementation	In January the Board of Education will approve the financial calendar.
Interim Outcomes	In September 2011 the FY 2011 budget cycle was complete. Will soon begin FY 2012 budget cycle.
Annual Outcomes	

Strategic Plan-Finance

Goal: To maintain a fiscally conservative budget while supporting academic success for all students

Strategy: Research, develop, and implement best financial practices to address overcrowding issues.

Core Team: Richard Lesniak Garry Raymond Ron Svara Stefanie Croix
 William Thompson

Activity:	Gather Annual Housing Report data from the feeder school districts and update the annual enrollment projection report.
Implementation	Input data into the Cohort Enrollment Projection Model.
Interim Outcomes	Annual Enrollment Projection Report presented at the November 21, 2011 meeting of the Board of Education.
Annual Outcomes	

Activity:	Work with Building Principals and Director of Facilities to provide a safe and orderly learning environment.
Implementation	Meeting with Principals and Director of Facilities to discuss facilities and equipment and use that information to meet with the architect to plan facility improvements.
Interim Outcomes	East Campus Addition 95+% complete. Central Campus fire alarm system replacement complete. Central priority lists complete and delivered to Board of Education.
Annual Outcomes	

Activity:	Monitor the progress of the Capital Development Board and their ability to fund the 2004 project list. Advise the Superintendent and the Board of Education when the 2004 list will be funded.
Implementation	Stay in contact with local legislators to track the status of the Capital Development Board's ability to fund the projects approved on the 2004 list.
Interim Outcomes	Capital Development Board is working on finalizing 2003 project list. Continue to monitor CBD for future developments.
Annual Outcomes	

Strategic Plan-Finance

Goal: To maintain a fiscally conservative budget while supporting academic success for all students

Strategy: Research, develop, and implement best financial practices to address overcrowding issues.

Core Team: Richard Lesniak Garry Raymond Ron Svava Stefanie Croix
William Thompson

Activity:	Analyze referendum options to structure bond payments that allow the district to construct a new facility while maintaining or reducing our current annual outstanding debt payment.
Implementation	Work with the District's financial advisors to organize a schedule which accomplishes the activity under the current market conditions.
Interim Outcomes	Worked with the Citizens Advisory Group to approve a survey company. Next step is to approve the contract with Baum and Company and to develop a survey.
Annual Outcomes	

Strategic Plan-Finance

Goal: To maintain a fiscally conservative budget while supporting academic success for all students

Strategy: Research, develop, and implement best financial practices to address overcrowding issues.

Core Team: Richard Lesniak Garry Raymond Ron Svava Stefanie Croix
William Thompson

Activity:	Using available resources develop a district budget that meets the needs of two four-year campuses that provide robust and equitable opportunities for all students.
Implementation	Develop the budget under the current facility structure but is flexible enough to address the needs of two four-year campuses.
Interim Outcomes	This goal is pending.
Annual Outcomes	