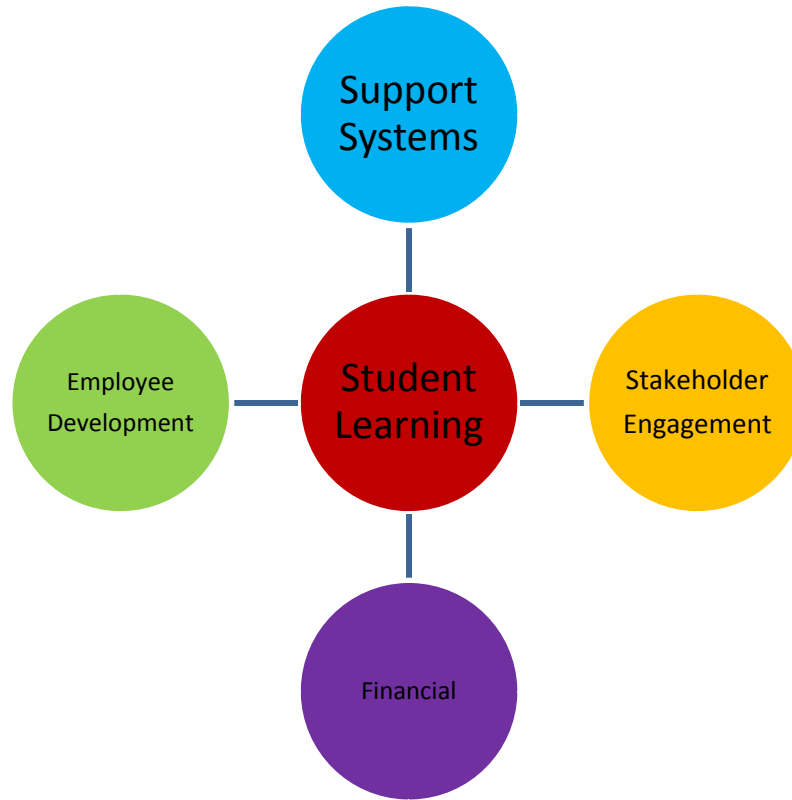


Lockport Township High School District 205 Strategic Plan

This strategic plan is a product of true collaboration that brings forth recommendations as a result of the investment of countless hours of direct input from representatives of the myriad of stakeholder groups that comprise Lockport Township High School District 205.

The final plan is comprised of five major components. As illustrated in the diagram below, Student Learning is at the center of all that we do. The other four main areas provide support and resources to improve student learning.



Goals and Strategies

Goal: To increase and maximize student achievement

- Determine and identify multiple measures of student performance outcomes
- Research, develop, and implement best practices in classroom instruction
- Ensure equitable and consistent grading policies and practices
- Collaborate with partner feeder school districts to maximize student learning

Goal: Design, develop, implement and evaluate strategies aligned to Response to Intervention (RtI) 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 Personnel (ESP) evaluation instruments
- Research and develop new Administrator evaluation instrument
- Research best practices for the use of district teacher collaboration time and Central Campus team time

Goal: Improve interaction and engagement all district stakeholders

- Maintain Citizens Advisory Committee (CAC)
- Improve communication to all stakeholders

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

- Allocate resources to support all components of the strategic plan while maintaining 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	Activities	Core Team	Implementation Metrics	Outcome Metrics	
				Interim	Annual
1. Determine and identify multiple measures of student performance outcomes	(Aligned to Support Systems) Form workgroup and create meeting calendar	Dennis Hicks Paige Dague Brett Gould Include DCs, teachers, students, members of CEC team	By the end of first quarter workgroup will begin meeting		
	Collect viable student performance indicator outcomes disaggregated by various categories: Possible indicators include, but are not limited to, the following: ACT PSAE Advanced Placement Gain scores (EXPLORE to PLAN, etc.) Character education Co-curricular involvement Athletics Service learning Good citizenship Graduation rate Attendance rate Failure rate GPA		Throughout second quarter the workgroup will collect data		

Strategic Plan – Student Learning

	Evaluate viable student performance indicator outcomes		By end of third quarter collected data will be evaluated		
	Determine which measures will become our targets		By end of second semester workgroup will make recommendations		

Strategic Plan – Student Learning

Goal: To increase and maximize student achievement					
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
2. Research, develop, and implement best practices in classroom instruction	(Aligned to Employee Development) Form workgroup and create meeting calendar (This is the same group as Employee Development strategy #1)	Dennis Hicks Paige Dague Brett Gould Todd Wernet Include DCs and teachers	By the end of first quarter workgroup will begin meeting		
	Collect, analyze, and identify core research based classroom instructional practices.		First Semester-Third Qtr.		
	Develop and provide professional development to support and enhance the infusion of the identified core instructional practices.		Ongoing: Differentiated Instruction Literacy Cultural Competence New Professional Development (PD)		
	Align identified essential core classroom instructional practices with teacher and administrator evaluation instrument.		Second Semester 2010-11 First Semester 2011-12		

Strategic Plan – Student Learning

Goal: To increase and maximize student achievement					
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
3. Ensure equitable and consistent grading policies and practices	Form workgroup and create meeting calendar	Dennis Hicks Paige Dague Brett Gould	By the end of first quarter workgroup will begin meeting		
	Collect data about current grading practices, including homework	Students Parents CEC members Teachers Administrators	Throughout second quarter		
	Evaluate collected data		By end of third quarter		
	Draft district policies and procedures around academic feedback *This will be an multiyear effort		By end of second semester workgroup will make recommendations for next steps in establishing uniform practices regarding grading		

Strategic Plan – Student Learning

Goal: To increase and maximize student achievement					
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
4. Collaborate with partner feeder school districts to maximize student learning	Convene curriculum leaders to initiate discussions. Meetings and attendees will be planned for the 2010-2011 school year. Meeting frequency will be decided upon by the group.	Dennis Hicks Paige Dague Brett Gould DCs/Coordinators, Admin from LTHS and feeders, teachers	By the end of first quarter workgroup will begin meeting		
	Meetings will occur to begin discussions and share data with feeders. Investigate National Learning Standards to determine how they fit into our work with the feeder districts.		Throughout second quarter		
	Collected data will be evaluated and discussions around data and standards will continue		By end of third quarter		
	Progress will be evaluated and recommendations for the subsequent school year made at that time		By end of second semester		

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					
				Outcome Metrics	
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
Evaluate current intervention strategies and construct and employ targeted interventions to increase student achievement	Assemble Team Begin acquiring and reviewing disaggregated student achievement data. Assemble and analyze data regarding current intervention strategies and best practices. (e.g. mandatory tutoring, extended algebra, junior study skills course)	Brett Gould Julie Hulbert Bruce Lane Doris Fleckenstein Pat Olmsted Tom Kurzawski Paige Dague J. Hudson T. O'Brien	September 2010-Assemble team, schedule meeting dates and develop meeting agendas Semester 1- data review and analysis Semester 2- Recommend elimination, revision, or implementation of student support interventions		

Strategic Plan –Support Systems

Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
	Create individual student profiles (ISP) to facilitate case conferencing for Freshman	Paige Dague Tom Kurzawski Freshman Center House representatives	<p>August-meet with Houses and assemble Core team</p> <p>Quarter 1- Develop case conferencing protocols and ISP template for use by all Freshman Center Houses</p> <p>Quarter 2- Pilot case conferencing and ISP template in all Houses. Review and revise templates and protocols. Semester 2- begin implementing case conferencing and use of ISP's at House meetings End of Quarter 4- meet with East Guidance staff to review and transfer ISP information for transition</p> <p>Daily/Weekly conference logs and ISP's will be maintained</p> <p>Identify RtI tier assignments for all students at the end of each academic quarter –Quarter 1, Quarter 2, Quarter 3, and Quarter 4</p> <p>Meeting dates, agendas, and minutes will be maintained</p>		

Strategic Plan –Support Systems

Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
	<p>Monitor implementation of American School Counselor Association (ASCA) model using available qualitative and quantitative data</p> <p>ASCA domains: Academic Career and College Social and Emotional</p>	<p>Bruce Lane ASCA Team Team reps</p>	<p>August-Guidance Services ASCA domain teams will begin convening. ASCA domain teams will meet regularly throughout the school year to review the current Guidance services and to determine implementation measures.</p> <p>Weekly Student Review and Intervention Team (SRAIT) and Student Service Team (SST) meetings</p> <p>Quarterly Building Review and Intervention Team (BRAIT) meetings</p>		
	<p>Ensure accurate and timely completion of Special Education processes</p>	<p>Julie Hulbert Craig Potempa Team reps.</p>	<p>Monthly Administrative Council (AC) meeting reports</p> <p>Quarterly review w/principals</p> <p>IEP/annual review data</p> <p>Monthly Assessment results</p> <p>ISBE compliance reports</p> <p>Special Education department meeting agendas and minutes</p>		

Strategic Plan – Employee Development

Goal: Enhance and support administrator, teacher, and staff’s knowledge and skills in support of the District Strategic Plan					
				Outcome Metrics	
Strategy	Activitie	Core Team	Implementation Metrics	Interim	Annual
1. Research and develop new teacher evaluation instrument.	Form workgroup of administrators and certified staff and create meeting calendar (This is the same group as Student Learning strategy #2)	Todd Wernet Admin Union Reps Teachers DC’s	School year 10-11 Bi-monthly work group meeting schedule		
	Collect and analyze certified staff evaluation practices in Illinois and U.S.		First semester 10-11 Working list of potential instruments		
	Develop draft evaluation instrument.		Third and fourth quarter 2010-11 school year		
	Research and prepare professional development		Summer 2011		
	Provide professional development-Admin/DC		First Semester 11-12		
	LTHS Board/Illinois State Board of Education/Union approval of new instrument		Second Semester 11-12		
	Refine and develop classroom walkthrough document to align with evaluation instrument		2011-12 school year		

Strategic Plan – Employee Development

Goal: Enhance and support administrator, teacher, and staff's knowledge and skills in support of the District Strategic Plan					
				Outcome Metrics	
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
2. Research and develop new Educational Support Personnel (ESP) evaluation instruments	Form workgroup of administrators and ESP staff and create meeting calendar	Todd Wernet Julie Hulbert Bill Thompson Frank Popek AP(s) Craig Potempa Union Reps ESP staff	School year 10-11 Bi-monthly work group meeting schedule		
	Collect and analyze ESP evaluation instruments.		2010-11 school year		
	Develop draft evaluation instrument		First Semester 2011-12		
	Board/Union approval of new ESP evaluation instrument		Second Semester 11-12		
3) Research and develop new Administrator evaluation instrument	Collect and analyze line administration evaluation instruments	EC	First Semester 2010-11		
	Develop new administrative evaluation instrument		Second Semester 2010-11		
	Board /ISBE approval of new Admin evaluation instrument		Fourth Quarter/Summer		
	Implement new administrative evaluation instrument		2011-12 school year		

Strategic Plan – Employee Development

Goal: Enhance and support administrator, teacher, and staff’s knowledge and skills in support of the District Strategic Plan					
				Outcome Metrics	
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
4. Research best practices for the use of district teacher collaboration time and Central Campus team time	Form administrative/DC work group –Collaboration time-District Zero Period	Todd Wernet Kerri Green Tom Kurzawski Pat Olmsted Central Team Facilitators Selected DC Teachers Union	First quarter 10-11 Bi-monthly work group meeting schedule		
	Form admin/DC/teacher work group –Team time-Central Campus		First quarter 10-11 Bi-monthly work group meeting schedule		
	Research and analyze best practices in the effective use of teacher collaboration time and team time i.e. case conferencing, data review, student measures		First semester 10-11 Executive summary of findings of research		
	Revise & Develop Central Campus team time protocol		Second semester 10-11		
	Research, develop, and provide professional development-team facilitators		Summer 10-11		
Implement team time protocol model		First quarter 11-12			

Strategic Plan – Employee Development

	Develop new school schedule for the 2011-12 school year that provides staff with collaboration time		First semester 10-11		
	Develop protocols for the effective use of teacher collaboration time within new 2011-12 school schedule		Second semester 10-11		
	Implement teacher collaboration time protocol model		First quarter 11-12		

Strategic Plan – Stakeholder Engagement

Goal: Improve interaction and engagement all district stakeholders					
Strategy	Activities	Core Team	Implementation Metrics	Outcome Metrics	
				Interim	Annual
1. Maintain Citizens Advisory Committee (CAC)	Yearly topic assigned by Board of Education	Kim Brehm Matt Dusterhoft CAC members	Assign question/task as directed by school board. Schedule first CAC meeting by end of first quarter and schedule meetings to continue discussion		
	Continue implementation of prior recommendations (See Below)		Ongoing		

Strategic Plan – Stakeholder Engagement

Goal: Improve interaction and engagement all district stakeholders					
Strategy	Activities	Core Team	Implementation Metrics	Outcome Metrics	
				Interim	Annual
2. Improve communication to all stakeholders	Work with local cable stations	Kim Brehm Matt Dusterhoft Jeff Krohn	When board approves, purchase needed equipment to begin recording board meetings for local cable stations		
	Create and implement monthly E-newsletter	Kim Brehm CEC members	Collect and analyze e-newsletters from area school districts. Design and create newsletter for publication by end of first quarter		
	Facebook/Twitter accounts	Matt Dusterhoft Kim Brehm Student Government CEC members	Create new accounts by Aug. 15 and begin using by start of school year – look to add parent texting service as well		
	Use signage in three communities to promote good news in district	Kim Brehm Matt Dusterhoft Mayoral designees	Initiate discussions with city/village leaders by end of September		
	Parent Portal usage	Matt Dusterhoft Pat Olmsted Tom Kurzawski	Promote usage of Parent Portal at registration and orientation meetings.		

Strategic Plan - Financial

Goal: To maintain a fiscally responsible budget while supporting academic success for all students					
				Outcome Metrics	
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
1. Allocate resources to support all components of the strategic plan while maintaining a balanced budget.	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.	Rich Lesniak Stefanie Croix Garry Raymond Ron Svara William Thompson Strategic Plan Leaders	Meeting with other core team leaders during the budget process.		
	Estimate cost of expenditures needed to implement activities and incorporate said expenditures into the district's financial projections.		Business Office is in receipt of cost estimates from team leaders. Strategic Plan expenditures to be included in financial projections presented to the Board of Education in January of the Fiscal Year. Completion of the Annual Five Year Financial Projection Model.		

Strategic Plan - Financial

	<p>Incorporate approved expenditures in to line item budgets identified by a specific program number while maintaining an overall balanced budget and maintaining a positive cash flow as per School Board Policy</p>		<p>Creation and Population of all line item revenue and expenditure accounts.</p> <p>Maintain the Recognition Financial Profile Score identified by the Illinois State Board of Education.</p>		
	<p>Monitor expenditures and give quarterly financial reports to team leaders.</p>		<p>Resources to support approved expenditures to be available on the first day of the Fiscal Year.</p> <p>Final Report to the core leaders at the end of the Fiscal Year.</p>		
	<p>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.</p>		<p>Deadlines in the calendar have been met.</p>		
	<p>Continue the listed activities each year.</p>		<p>All of the above.</p>		

Strategic Plan - Financial

Goal: To maintain a fiscally responsible budget while supporting academic success for all students					
Strategy	Activities	Core Team	Implementation Metrics	Interim	Annual
2. Research, develop, and implement best financial practices to address overcrowding issues	Gather Annual Housing Report data from the feeder school districts and update the enrollment projection report.	Rich Lesniak Stefanie Croix Ron Svara Bill Thompson Strategic Plan Leaders	Updated fall housing reports from all feeder districts. Current and future schedules and room usages.		
	Work with the Building Principals and Director of Facilities to provide a safe and orderly learning environment.		Summit recommendations Board of Education directives		
	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.		Plan of action as a result of Board directives		
	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.		Incorporation of resources allocation for strategic plan goals into the Annual Fiscal Year Budget. Approval of the Annual Fiscal Year Budget by the Board of Education.		