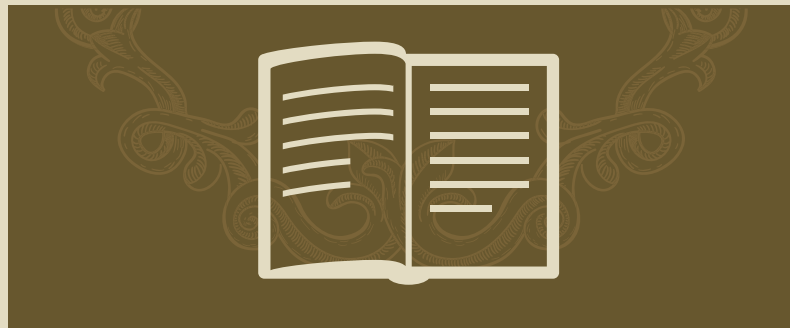


Strategic Plan

ACCOMPLISHMENTS

2011-2014



OUR OVERARCHING MISSION

District 99's mission is to provide **high quality educational opportunities for all students in a caring, "student centered" environment.** Our 5-Year Strategic Plan, developed in 2011 with the input of over 300 members of our community, supports our mission. It provides everyone with a clear direction, so that ultimately, every student achieves a successful future.

STRUCTURED FOR ACCOUNTABILITY, S U C C E S S
Our plan contains seven key "themes" that support our mission. Within each "theme," we established long-term goals that we are striving to reach with specific short-term goals set annually. For the past three school years, we have made detailed reports about our progress to the Board of Education and community.

THE RESULT?

Work that is **focused, responsible and reported regularly for true accountability and transparency.**





7 AREAS OF FOCUS

ABUNDANT ACCOMPLISHMENTS

1. Goals for Curriculum, Instruction and Assessment

- ➔ Keep achievement on an upward trend
- ➔ Refine our teaching practices
- ➔ Improve our systems to support students



SOUTH HIGH STUDENTS SWEEP THE SKILLS USA STATE COMPETITION IN MOBILE ROBOTICS; VIJAYRAJ MAHIDA AND JON URGELLO TOOK FIRST PLACE IN THE CONTEST. ENGINEERING CONTINUES TO BE A STRATEGIC FOCUS.



KEY SUCCESSSES TO DATE...

- Ensured **rigorous coursework for all students** by continuing to offer, expand and encourage enrollment in Advanced Placement, Honors and Dual Credit courses. Enrollment continues to rise steadily. Offering new AP courses next year, including AP Environmental Science, AP Music Theory and AP Art History, spurring broader student interest.
- Integrated and enhanced math courses to align to the new **state standards**. Served as a leader to associated elementary school districts to ensure continuity in learning. Also incorporated measures to assess speaking, listening and writing standards into other subjects. Teachers across all disciplines defined the standards and will implement writing standards in August 2014.
- Addressed the **needs of underachieving students** by studying the types of student assistance we offer and creating more structured and consistent classroom interventions (i.e., helping students one-on-one before/after school, making phone calls to parents, allowing students more time to complete an assignment, etc.). Students received nearly 20,000 interventions from classroom teachers in 2013-14—**nearly double the number** of interventions they received in 2011-12. As a result of our interventions and a dedicated teaching staff, 90% of all grades earned during the first semester of 2013-14 were A's, B's and C's.
- Adopted national "**Advancement via Individual Determination Program**" (AVID), which is designed to encourage students who are "in the middle" academically take challenging coursework and prepare themselves for college.
- Established The Parent Leadership Academy Network (PLAN), a formal parent organization to create an awareness about and action plan to improve the academic performance of **African American and other minority students**. Groups meet at both schools monthly during the school year.
- Enrolled 250+ students in new **physics and engineering courses**, continuing our focus on STEM (Science, Technology, Engineering and Mathematics) curriculum. In addition, nearly 200 students are enrolled in STEM courses that earn them credit at both District 99 and the College of DuPage, giving them a head start on a postsecondary degree.
- Paired "literacy coaches" with regular classroom teachers, which resulted in **improved literacy** skills and performance by students. Literacy coaches have presented at national conferences and received significant professional accolades.

2. Goals for Our Facilities

- ➔ Implement a facility improvement and maintenance plan
- ➔ Create facilities that are energy efficient
- ➔ Expand facility availability for our community



THE TRANSITION 99 CENTER FOR OLDER STUDENTS WITH SPECIAL NEEDS OPENED ON TIME AND ON BUDGET



KEY SUCCESSES TO DATE...

- Improved the **safety and quality of our outdoor environment** by completing our extensive Master Site Plan renovations. At North High, improvements included the closing of Prince Street, redesign of the parking lots, reconfiguration of the bus drop off and improved fields. At South High, we improved fields and stadium facilities.
- Completed the Transition 99 Program facility on time and on budget in January 2014, continuing our commitment to serve students with special needs and prepare them with **vital skills for life** after high school.
- Revised our facility maintenance plan to keep our schools **energy efficient and green**. Replaced outdated fixtures with LED lighting in the summer of 2014 for better quality lighting and energy cost savings.
- Initiated the Master Facility Plan process in order to prepare our facilities for 21st century learning. We've brainstormed with staff and architects as to what our students need, and will partner with the community to solidify our **blueprint for the future**.

3. Goals for Technology

- ➔ Implement and sustain technological resources that support the needs of 21st century learners



WE COMPLETED THE FIRST PHASE OF A "ONE-TO-ONE" PILOT, PROVIDING INDIVIDUAL STUDENTS WITH LAPTOPS. WE WILL EXPAND THE PROGRAM IN 2014-15.



KEY SUCCESSES TO DATE...

- Made **major infrastructure upgrades** and installed wireless access across the district in 2011.
- Provided teachers with the **latest technological tools** by equipping each one with a wireless tablet and integrating it seamlessly with classroom SMART boards and projectors.
- Piloted "**one-to-one**" learning with 200 students and will expand the pilot to 1,500 targeted students in 2014-15.
- Launched an initiative to embed technology into our professional development program, and will continue to offer **instructional technology training** to all teachers.

4. Goals for Our Resources

- ➔ Attract and retain employees who are committed to excellence
- ➔ Grow our reputation as a premier educational organization
- ➔ Provide ongoing employee training
- ➔ Maintain long-term financial stability and fiscal health



NORTH HIGH TEACHER JEFF GRANT RECEIVED A NATIONAL STEM EDUCATOR AWARD FOR HIS EXEMPLARY SCIENCE TEACHING SKILLS. IN ADDITION TO AWARDS AND RECOGNITION FROM OUTSIDE ORGANIZATIONS, DISTRICT 99 FACULTY ALSO PRESENT REGULARLY AT NATIONAL EDUCATIONAL CONFERENCES.



KEY SUCCESSES TO DATE...

- Refined and improved our teacher evaluation process to meet new state guidelines. Ensured that faculty members understand the rating process and that students continue to receive **high quality instruction**.
- Established and met regularly with a diversity committee to refine efforts on how to recruit a **more diverse and highly qualified** workforce. District staff members attend numerous local and regional job fairs to recruit candidates.
- Supported teachers interested in pursuing **National Board Certification**—a credential of a highly qualified teacher. Certification is part of the growing education reform movement to advance student learning and improve teaching and schools for the 21st century global economy.
- Reviewed and improved our teacher mentoring program to align with state standards and provide new teachers the support they need to succeed.
- Continued our **prudent and fiscally responsible** management, balancing available revenues with expenditures.

5. Goals for Communications

- ➔ Expand communications with the entire district community



BOARD MEMBER DEB BOYLE AND D99 TECHNOLOGY DIRECTOR ROD RUSSEAU MET WITH A COMMUNITY MEMBER DURING A DISTRICT OPEN HOUSE. THESE INFORMAL MEET-AND-GREET OPPORTUNITIES ARE HELD THREE TIMES DURING THE SCHOOL YEAR.

6. Goals for Community Relations

- ➔ Expand collaboration with other public entities, local businesses and elementary school districts to reinforce a sense of community and common purpose
- ➔ Maximize the district and community resources to benefit students

AS PART OF THE ATTAINABLE FUTURES PROGRAM, NORTH STUDENTS KAYLA CARTER AND DONNA BULTINCK LEARNED REAL-WORLD BUSINESS SKILLS. EACH OF THE FIVE SESSIONS IS HELD AT A DIFFERENT BUSINESS IN THE COMMUNITY.



KEY SUCCESSES TO DATE...

- Established a comprehensive program, including district newsletters and Board of Education highlights and videos, to provide relevant and regular updates to the community; social media channels help to **foster two-way communications**.
- Upgraded our mass communication system, enabling us to **issue critical, time-sensitive messages** through multiple channels, including text messages.
- Launched new “district open house” events throughout the school year to provide opportunities for the community to **provide input and receive information** in a more informal and personal setting.

- Grew connections with local businesses by partnering with the Downers Grove Chamber of Commerce, offering students **real-world job search skills and knowledge**. A record number of students enrolled in the program in 2013-14.
- Published a “community connections” section in monthly newsletter to share and promote the events and activities of a variety of **community partners**.
- Continued to support the District 99 Education Foundation, including its first-ever “Pizza Wars” fundraiser, which was attended by over 400 community members.

7. Goals for Innovation/Adaptation

- ➡ Promote an organizational culture that encourages and embraces innovation and adaptation



SOUTH HIGH IS ONE OF ONLY 50 SCHOOLS IN THE STATE AND 400 IN THE U.S. TO ACHIEVE THE ELITE "RAMP" CERTIFICATION, VALIDATING THAT OUR COUNSELING PROCESSES ALIGN TO NATIONAL BEST PRACTICES



KEY SUCCESSSES TO DATE...

- Established a more systematic and quantitative way to analyze the effectiveness of our programs. As a result, school leaders and teachers are able to make better instructional decisions for individual students.
- Deepened our ability to **serve students and respond to their social, emotional and college and career planning needs**. For example, South High's counseling and student support services program achieved RAMP (Recognized American School Counselor Association Model Program) certification, which validates that the school's program aligns with nationally known best practices and services.

Our Next Strategic Phase Through 2016



OUR "AVID" PROGRAM PROVIDES SELECT STUDENTS WITH MORE INTENSIVE SUPPORT, RESULTING IN STUDENTS PERFORMING AT HIGHER LEVELS OF PERFORMANCE--AND IN HIGHER LEVEL COURSES

Our Strategic Plan is vital to providing all of us with a united vision of what we must accomplish and how to reach our goals. Everything in our plan supports students—from our innovative teaching practices, learning spaces and technology, to how we communicate and form partnerships throughout our community.

In our quest to reach our long-term vision, we will continue to set short-term goals annually—through 2016 and beyond. As our goals evolve, we will continue our commitment to our tradition of a student centered approach to everything we do.

www.csd99.org/strategicplan