

# Strategic Plan

2019-2020

2020-2021

2021-2022



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## COOK COUNTY SCHOOL DISTRICT 130

### *District Office*

*12300 S. Greenwood Avenue  
Blue Island, IL 60406*

*Telephone: (708) 385-6800*

*Facsimile: (708) 385-8467*

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Cook County School District 130 takes pride in providing a well-rounded, educational foundation for all students. The communities we serve value education and the enduring commitment of district staff, parents, and community members to continuously examine and improve the learning environment for our students.

This strategic plan is shaped by the voices of Board members, employees, parents, and community members. The plan establishes a projection for the future of the District and emphasizes our commitment to quality education. Through the articulation of focus areas, goals, and actions, we have established a roadmap to guide the work of employees in the their pursuit of providing educational excellence.

We are appreciative of the many dedicated efforts toward the development of this plan, which will be implemented during the 2019-2020 school year and reviewed during the three-year cycle to ensure it is a true, living document.

Sincerely,

Jason Slattery  
President, Board of Education

Colleen M. McKay, Ed. D.  
Superintendent

# Mission

Provide a well-rounded educational foundation that supports our children's academic, physical, and emotional growth; success; and commitment to others.

# Vision

Cook County School District 130 is committed to creating a culture that fosters a trusting, collaborative, and equitable learning environment for all members of our school community.

## **Equitable Opportunities for Instruction and Programs**

Every student should have access and opportunities to explore a wide range of content and learning.

## **High Expectations for All**

Students and adults in the school community should be held to high standards of achievement while setting high aspirations.

## **Meaningful Family and Community Engagement**

Students are most successful when families and the community are closely aligned and engaged with the schools.

## **Literate and Critical Thinkers**

Students should be flexible thinkers, adaptive problem solvers, and literate citizens.

## **Innovative Instruction Based in Best Practice and Using Relevant Technology**

Instruction should always be improving, and we should constantly be seeking to improve teaching and learning.

## **Healthy Minds and Bodies**

Successful learners understand the relationship between good health, fitness, and intellectual abilities, and strive to achieve that balance.

## **Positive and Respectful Relationships**

All members of the school community are expected to be positive and supportive of each other while seeking to improve students' experiences and their schools.

## **Responsible Behavior and Actions**

All members of the school community should behave responsibly and work to create a safe and inviting school environment.

# Strategic Planning Team

Enid Alvarez

Andrea Antkiewicz

Susan Barankiewicz

Christine Barry

Jennifer Battistoni

Janet Blackmon

Lori Brown

Tracey Bucki

Alma Cano

Pamela Castro

Ernest Cherullo

Alice Cheversia

Stephanie Delgrosso

John Dudzik

Christine Fuller

Ana Gallegos

Casey Gillette

Constance Grimm-Grason

Dr. Panos Hadjimitsos

Kimberly Hauser

Emilia Herrera

Megan Hillegass

Cathy Hinz

Maria Hull

Stacy Irvine

LaTanya Johnson

Dr. Donald Kachur

Marina Kemp

Mary Kikta

Abigail Leiva

Mary Ellen Longawa

Graig Mason

Terese Mauer

Ann Marie Mayorga

Dr. Colleen McKay

Kaitlyn McKay

Bridgette McNeal

Darlene Miller

Lucero Moreno

Heather O'Connor

Kathleen O'Connor

Cyndi Polk

Christina Rank

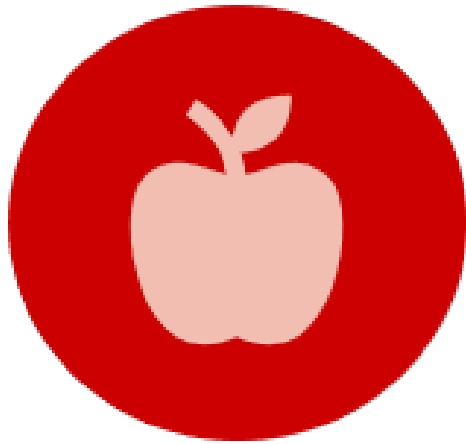
Sherri Roozee-Sera

Ernesto Santacruz

Carrie Tisch

Amanda Watson

# Focus Areas



Curriculum and Instruction



Climate and Culture



Governance and Management



# Curriculum & Instruction



Goal: Provide student-centered instruction through purposefully-designed learning experiences that effectively engage, appropriately challenge, and maximize the continuous growth and development of every child.

Action Statement	2019-2020	2020-2021	2021-2022	Lead Department	Progress Successes/Challenges
Establish and implement a sustainable multi-tiered system that defines supports for students, ensures equitable access, includes consistent monitoring of student growth, and improves instructional outcomes.				Curriculum & Instruction	
Provide ongoing professional learning opportunities that maximize the use of district resources in order to strengthen instruction and improve student outcomes.				Curriculum & Instruction	
Implement culturally responsive classroom practices that acknowledge and advance social-emotional growth while fostering inclusive home and school relations.				Curriculum & Instruction	
Engage in curricular renewal processes that further develop rigorous, relevant, and research-based curricula.				Curriculum & Instruction	
Provide coherent guidance for the use of innovative resources and instructional best practices.				Curriculum & Instruction	
Develop a balanced assessment model that aligns to state standards and guides continuous improvement efforts.				Curriculum & Instruction	



Goal: Provide student-centered instruction through purposefully-designed learning experiences that effectively engage, appropriately challenge, and maximize the continuous growth and development of every child.

Action Statement	2019-2020	2020-2021	2021-2022
Establish and implement a sustainable multi-tiered system that defines supports for students, ensures equitable access, includes consistent monitoring of student growth, and improves instructional outcomes.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Defines specific supports for students</b>	Define common language through the MTSS process in instruction, responsive teaching and differentiation, assessment, collaboration, systemic and comprehensive approaches.	MTSS guidelines and handbook	X	X	X	
	Identify assessment measures and criteria in ELA and Mathematics.	Data analysis within grade levels, schools, and cohort groups of students	X	X		
	Utilize progress monitoring results to perform a needs assessment in order to identify gaps in intervention resources.	Weekly, monthly, quarterly progress monitoring data	X	X	X	
	Develop high-quality Tier I instruction differentiated to meet their needs of students that is monitored on a periodic basis to identify struggling learners who need additional support.	Grade level team meeting problem solving meetings	X	X		
	Identify Tier II interventions with increasingly intensive instruction to match the needs of students not making adequate progress in the universal curriculum. Movement to Tier II is based on student's levels of performance and rates of progress monitoring data.	Cook County School District 130 intervention chart, progress monitoring data, Tier II Flowchart/Process	X	X		
	Determine Tier III interventions that are individualized and target skill deficits for remediation which will prevent further problems. Movement to Tier III is based on student's levels of performance and rates of progress.	Cook County School District 130 intervention chart, progress monitoring data, Tier III Flowchart/Process	X	X		
	Monitor, review, and assess the sustainability of the Cook County School District 130 MTSS process.	Monthly committee agendas, evaluation, feedback from administrators and teachers	X	X	X	
	Allocate funding to support intervention resources.	Research scientifically-based resource supports for targeted students	X	X		
<b>Equitable access</b>	Conduct a biannual sex equity survey to ensure that there are equal opportunities for class and extracurricular enrollments.		X		X	
	Conduct a biannual sex, eligibility service, and race/ethnic analysis of enrollments and discipline results as part of documentation required by the Office of Civil Rights.			X		
	Review curricular guides, classroom practices, and instructional resources to be reflective of student populations.			X	X	



Goal: Provide student-centered instruction through purposefully-designed learning experiences that effectively engage, appropriately challenge, and maximize the continuous growth and development of every child.

Action Statement	2019-2020	2020-2021	2021-2022
Provide ongoing professional learning opportunities that maximize the use of district resources in order to strengthen instruction and improve student outcomes.			

Key Performance Outcomes	Action Items	Key Performance Indicators	Key Performance Indicators			Connections
			FY20	FY21	FY22	
<b>Ongoing Professional Learning Opportunities</b>	Conduct a comprehensive needs assessment survey to determine professional learning needs relative to Mathematics and English Language Arts resources.*	Needs assessment survey, results	X			
	Analyze student performance data to identify additional potential needs for professional learning .	Trends in student performance data indicative of a need for further professional learning	X			
	Allocate funding to support professional development initiatives.	Proposals, budgets, grants, local funding	X	X		
	Establish a plan for professional learning opportunities aligned to the <a href="#">Standards for Professional Learning</a> set forth by Learning Forward.	Plan that outlines opportunities for professional learning, including but not limited to: Instructional Coaching Program (building- and District-level), workshops, a mentoring program in support of new teachers, opportunities to participate in professional committees and to work with contracted outside consultants, New Teacher Orientation & Induction programming, and collaborative plan time/PLC structures.		X	X	
	Provide professional learning to support the current curriculum and to facilitate implementation of the <a href="#">Illinois Learning Standards</a> .*	Workshop agendas, plans, materials, evaluations; schedules	X	X	X	
	Fully utilize text and resources to support mathematics (K-8) and English Language Arts instruction (K-5).	Surveys, observations, implementation protocol checklists			X	
	Monitor, review, and adjust the CCSD 130 Professional Development Plan.	Completed plan evaluation tool			X	

# Curriculum & Instruction



Goal: Provide student-centered instruction through purposefully-designed learning experiences that effectively engage, appropriately challenge, and maximize the continuous growth and development of every child.

Action Statement	2019-2020	2020-2021	2021-2022
Implement culturally responsive classroom practices that acknowledge and advance social-emotional growth while fostering inclusive home and school relations.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Inclusive Home and School Relations</b>	Conduct an informal study of effective home and school relations practices currently in place in other districts.	Completed study and recommendations	X			
	Conduct parent focus groups (by domicile) with input about what they would like to see to build relationships with schools.	Communications; Agendas; Sign-ins; Meeting Minutes	X	X	X	
	Registration includes questions about: internet accessibility at home, preferred social media outlet, parent education level.	Registration materials and accompanying results		X	X	
	Campaign for parent involvement and volunteer opportunities.	Communications; Volunteer rosters; Posters/Banners; Parent Liaisons		X	X	
	Establish a District Parent Advisory Council.	Guidelines; Committee meeting dates; Agendas, sign-ins, and meeting minutes (ensure representation from each building)		X	X	
	Develop, distribute, collect, and analyze parent interest surveys for possible Parent University offerings.	Survey & Results		X	X	
	Implement Parent University classes based on parent outreach/survey results.	Calendar of Parent university offerings; Communications to families (English/Spanish); Agenda; Syllabi; Sign Ins				X
<b>Culturally Responsive Classroom Practices</b>	Build trauma informed and trauma-sensitive structures through our building resiliency teams.	Building Resilience Team Agendas, District Resilience Team Agendas	X	X	X	
	Provide responsive classroom training through embedded professional development to faculty and staff.	Responsive Classroom training sessions		X	X	
	Recommit to the PBIS/Pyramid Model (Pre-K) by ensuring that all faculty and staff practice the process in classrooms.	Planning and begin the implementation of PBIS/Pyramid Model practices	X	X		
	Identify research methodologies that support the next lens of poverty and unbiased diversity through trauma sensitive structures.	Plan and begin the implementation of creating a district that is culturally aware to support teachers and students.	X	X	X	
<b>SEL Standards Integration</b>	Revisit, revise, and update discipline procedures.	Create and sustain a Cook County School District 130 Discipline Committee	X	X	X	
	Provide professional development in restorative practices.	Research restorative practice programs/resources	X	X		
	Integrate the cross-walk of social emotional learning with Common Core State Standard practices.	SEL standard crosswalk with content curricular guides		X	X	

# Curriculum & Instruction



Goal: Provide student-centered instruction through purposefully-designed learning experiences that effectively engage, appropriately challenge, and maximize the continuous growth and development of every child.

Action Statement	2019-2020	2020-2021	2021-2022
Engage in curricular renewal processes that further develop rigorous, relevant, and research-based curricula.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Curriculum Review Cycle</b>	Create a district continuous improvement curriculum cycle that uses multiple forms of data to support district-wide improvement goals, identify and address areas of improvement and celebrate successes.	Guides, Plan templates, Curricular cycle map		X	X	
<b>Departmental Protocols and Procedures for resource consideration, ordering, acquisition, and distribution</b>	Develop and implement collaborative cross-departmental procedures for discussing upcoming purchases to eliminate supplanting and surplus ordering.	Meeting agendas and notes, grants and related budgets	X	X	X	
	Develop and implement guidelines for new resource review, selection, and non-renewal processes.	Guidelines, Resource selection tools, Meeting agendas and notes, Needs assessments	X	X	X	
	Develop and implement tools that identify ordering needs based on classification of teacher or student, considering the logistics of the distribution plan, including but not limited to: who will receive the resource, when/where will the resource be delivered, who will be responsible for verification of resource delivery, district-wide or site-based budgetary lines.	Classification forms, Internal ordering forms, timelines and related responsibilities, distribution documentation	X	X	X	
	Develop and implement guidelines for identifying, monitoring, and tracking resources purchased through specific funding sources.	Guidelines, Resource inventories	X	X	X	
	Develop and implement guidelines for performing resource gap analyses and replacement plans.	Guidelines, resource gap analyses and related purchase orders	X	X	X	
	Develop and implement guidelines for the acquisition and inventory of resources through grant writing and community-based donations.			X	X	
	Perform a needs assessment to identify areas by which to actively pursue competitive grants and other funding sources.					X

# Curriculum & Instruction



Goal: Provide student-centered instruction through purposefully-designed learning experiences that effectively engage, appropriately challenge, and maximize the continuous growth and development of every child.

Action Statement	2019-2020	2020-2021	2021-2022
Provide coherent guidance for the use of innovative resources and instructional best practices..			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Resource guidance</b>	Provide ongoing job embedded professional development for innovative resources and instructional best practices.	Professional development sessions for new resources,	X	X	X	
	Communicate a plan for professional learning opportunities including all district programs.	Schedule for consultants, balanced literacy model implementation plan, Ready Mathematics implementation plan	X	X	X	
	Allocate resources through Title and local funds.	Consolidated District Plan, Title Grants	X	X	X	
<b>Practice guidance</b>	Adopt a structure that will describe a plan and process to implement new resources throughout the District.	Implementation plan for new resources	X	X	X	
	Communicate the implementation process with the administration, teachers, and staff in Cook County School District 130.	Collaborative faculty agenda template, grade level team meetings, early release day sessions, and school improvement days	X	X	X	



Goal: Provide student-centered instruction through purposefully-designed learning experiences that effectively engage, appropriately challenge, and maximize the continuous growth and development of every child.

Action Statement	2019-2020	2020-2021	2021-2022
Develop a balanced assessment model that aligns to state standards and guides continuous improvement efforts.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Development of Continuous Improvement Plans</b>	Provide regular district-level support to all schools with data consultation and targeted support to underperforming sites (based on ISBE designations).	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans	X	X	X	
	Conduct annual needs assessments to guide continuous improvement efforts utilizing the IBAM Quality Framework to monitor growth.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans, IBAM Quality Frameworks	X	X	X	
	Monitor and appropriately adjust common districtwide practices to support formation of K-5 PLC structures (i.e, common scheduling and planning, continuous improvement cycles, and collaborations).	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans, K-5 Schedules, Collaboration rotations and notes	X	X	X	
	Collaboratively build a continuous improvement plan for each school and program, aligning with the CCSD 130 Strategic Plan.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans	X			
	Research ways to adjust common districtwide practices to support formation of 6-8 PLC structures that also support best practices in instruction.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans	X			
	Monitor and appropriately adjust common districtwide practices to support formation of 6-8 PLC structures (i.e, common scheduling and planning, continuous improvement cycles, and collaborations)	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans, K-5 Schedules, Collaboration rotations and notes		X	X	
	Collaboratively monitor the progress of continuous improvement plans for schools and programs.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans		X	X	
	Explore opportunities to build cross-district electronic PLCs with the sharing of common resources and assessments	Research, Collaborative resources and assessments				X
<b>Assessment Framework</b>	Develop a common language for summative, interim/benchmark, formative assessment, and progress monitoring within a balanced assessment model	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans	X	X		
	Identify district-wide assessments and clarify purpose and how to utilize data to inform instruction.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans, Assessment Manuals and Charts	X	X	X	
	Review district-wide assessment practices to identify means of maximizing instructional time and explicitly connecting data to instructional resources and practices.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans, Needs Assessment, and Guide materials	X	X	X	
	Work with grade-, department-, and school-based teams to develop common summative and formative assessments that are standards-aligned and fit within curricular frameworks.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans, Common school level assessments and related practices	X	X	X	
	Research opportunities to align district student growth measures within the staff evaluation system to align with a balanced assessment model.	Presentations, PERA meeting notes and agendas, Data consultations, Continuous Improvement Plans, Research notes		X	X	
	Work with district-wide teams to develop common local assessment measures that are standards-aligned and fit within curricular frameworks.	Presentations, Meeting notes and agendas, Data consultations, Continuous Improvement Plans, Common district wide assessments and related practices				X



Goal: Attract and retain high quality, effective staff at all levels.

Action Statement	2019-2020	2020-2021	2021-2022	Lead Department	Progress Successes/Challenges
Develop and implement structured orientations and ongoing mentoring programs for incoming certified and non-certified staff.	←————→			Human Resources	
Establish sustainable university partnerships designed to recruit highly qualified candidates for all positions.	←————→			Human Resources	
Create a nurturing and collaborative environment that fosters employee engagement.		←————→		Human Resources	



Goal: Initiate a marketing plan that effectively communicates the District’s mission, vision, goals, accomplishments, and challenges to all members of the community.

Action Statement	2019-2020	2020-2021	2021-2022	Lead Department	Progress Successes/Challenges
Expand opportunities and develop strategies to increase student participation in the community and to increase parent/community participation in the education of all students.		←————→		Human Resources	
Utilize technology to formulate new and effective means of communication to increase a sense of commitment and pride within the district and the communities it serves (District website, social media, regular newsletters, blogs, Board briefs, etc.).	←————→			Human Resources	





Goal: Attract and retain high quality, effective staff at all levels.

Action Statement

2019-2020

2020-2021

2021-2022

Develop and implement structured orientations and ongoing mentoring programs for incoming certified and non-certified staff.



Culture & Climate

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections	
<b>Staff Retention</b>	Create a staff orientation to benefit each employee	New Teacher orientation, new staff orientation.	X	X	X		
	Collaborate with Director of Teaching and Learning to create a New Teacher Academy	New Teacher Academy - 2 year program.	X	X	X		
	Revise the Teacher Mentoring Program	Program revised in 2019-2020; program holds monthly meetings and a Google Classroom for questions, concerns, and information.	X	X	X		
	Revise employee handbooks annually for updates	Handbooks updated annually by HR	X	X	X		
	Onboarding surveys	Orientation, first week, 30 day, 60 day, 90 day, and end of the year surveys.		X	X	X	
		Compare annually the district's employee retention rates.			X	X	
	Explore and research how to incorporate 4th/5th year teachers in the New Teacher Academy.	Incorporate the expertise of recently tenured teachers as presenters, mentors or resources for the NTA.			X	X	
<b>Mentoring/Training</b>	Develop comprehensive onboarding plan for all employees	Teachers have New Teacher Academy throughout a 2 year period.	X	X	X		
	Develop training criteria and guidelines for all non-certified employees	Paraprofessionals need PD in addition to their on-the-job-training.		X	X	<b>C&amp;I PD plan?</b>	
		Secretaries need PD opportunities; currently shadow new employees with veteran secretaries.			X	X	
		Custodians receive job shadowing, but need actual on the job training.			X	X	



Goal: Attract and retain high quality, effective staff at all levels.

Action Statement	2019-2020	2020-2021	2021-2022
Establish sustainable university partnerships designed to recruit highly qualified candidates for all positions.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>University Partnerships</b>	Build collaborative relationships with universities.	Agreements have been signed and approved with GSU, EIU, ISU, SXU, etc.	X	X	X	
	Increase opportunities for student teaching, observations, and clinical experiences.	Partnering with GSU to place individuals into student teaching and clinical internships.	X	X	X	
	Establish cohorts for the benefit of veteran and new staff.	Create a bilingual cohort	X		X	
	Strategically plan cohorts to target hard to fill positions.	Create a special education cohort		X	X	
	Actively recruit current student teachers.	Human Resource staff will visit all current student teachers per semester to actively recruit them.	X	X	X	
	Develop endorsement programs to provide opportunities for staff to enhance instruction.	Currently partnering with GSU to offer current teaching staff an opportunity to obtain new endorsements that will improve instruction and student learning in targeted areas.		X	X	



Goal: Attract and retain high quality, effective staff at all levels.

Action Statement	2019-2020	2020-2021	2021-2022
Create a nurturing and collaborative environment that fosters employee engagement.			

Key Performance Outcomes	Action Items	Key Performance Indicators	Key Performance Indicators			Connections
			FY20	FY21	FY22	
<b>Employee Engagement</b>	Conduct research study on ways to improve employer/employee relations and engagement.	Implement employee engagement strategies across the District.		X	X	
	Identify various engagement practices to begin implementation.	Create engagement initiatives.		X	X	



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Action Statement	2019-2020	2020-2021	2021-2022
Expand opportunities and develop strategies to increase student participation in the community and to increase parent/community participation in the education of all students.			

Key Performance Outcomes	Action Items	Key Performance Indicators	Key Performance Indicators			Connections
			FY20	FY21	FY22	
<b>Student Participation in the Community</b>	Identify opportunities for students to participate in their community, their school and district community	Establish partnerships with the four communities that the district serves for the purpose of promoting opportunities to students.		X	X	
	Promote community events within Blue Island, Crestwood, Alsip, and Robbins.	Communicate events to families via the district website and social media.		X	X	
	Explore the feasibility of hiring a Communications Coordinator.	Create a proposal for the Asst. Supt. of Business Services to review with regard to hiring a Communications Coordinator.		X	X	
<b>Parent and Community Participation in Schools</b>	Promote existing volunteer opportunities within the buildings for parent(s), guardian(s), and community members.	Building administrators currently have a volunteer list in their buildings and will actively utilize volunteers.		X	X	
	Promote district events to all municipalities.	Communications Coordinator communicates district events to all municipalities.		X	X	
	Develop and create new volunteer opportunities for all stakeholders.	Each building administrator will work to develop new opportunities for volunteers		X	X	



Goal: Initiate a marketing plan that effectively communicates the District’s mission, vision, goals, accomplishments, and challenges to all members of the community.

Action Statement

2019-2020

2020-2021

2021-2022

Utilize technology to formulate new and effective means of communication to increase a sense of commitment and pride within the district and the communities it serves (District website, social media, regular newsletters, blogs, Board briefs, etc.).



Culture & Climate

Key Performance Outcomes		Action Items		Key Performance Indicators			FY20	FY21	FY22	Connections
<b>Communication</b>	Develop and create a District Communication Plan.	Visit District 109 to observe and learn how to effectively create a District Communication Plan.	X	X	X				<b>Tech</b>	
	Create and propose a Communications Coordinator position.	The Communications Coordinator position will manage and evaluate the district’s daily communications.	X	X	X				<b>Tech</b>	
<b>Strategies</b>	The Communications Coordinator will identify the content and method of all communication shared with all stakeholders.	Communications Coordinator will determine content, language, participation, and response rates with input from building administrators.		X	X				<b>Tech</b>	
<b>Delivery</b>	Communications Coordinator will research and identify all possible internal and external methods of delivery.	Communications Coordinator should meet regularly with building and district administrators to evaluate successful methods of delivery.		X	X				<b>Tech</b>	
		Communications Coordinator should meet regularly with families, community members and partners to evaluate successful methods of delivery.		X	X				<b>Tech C&amp;I (Parent Liaisons?)</b>	

# Governance & Management



Goal: Equip CCSD 130 schools with quality resources that support and enhance teaching, learning, and administrative processes while maintaining a positive financial profile.

Action Statement	2019-2020	2020-2021	2021-2022	Lead Department	Progress Successes/Challenges
Develop a technology assessment tool to evaluate the hardware and software to inform future purchases and implementation.	←————→			Business Services	
Investigate the feasibility, expense, and implementation of a universal student information system.	←————→			Business Services	



Goal: Monitor, manage, and arrange facilities to allow for maximization of safety and learning for all stakeholders.

Action Statement	2019-2020	2020-2021	2021-2022	Lead Department	Progress Successes/Challenges
Attain information on possible security systems that support the current facilities.	←————→			Business Services	
Assess and provide updated equipment and furniture to support current best practices.	←————→			Business Services	
Develop a consistent maintenance and custodial plan for all facilities.	←————→			Business Services	



Goal: Equip CCSD 130 schools with quality resources that support and enhance teaching, learning, and administrative processes while maintaining a positive financial profile.

Action Statement	2019-2020	2020-2021	2021-2022
Develop a technology assessment tool to evaluate the hardware and software to inform future purchases and implementation.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>1:1 Chromebook Initiative</b>	Provide students with a tool for an effective and engaging instruction based on the standards and curriculum of the district.	Assess our current devices and look at projected enrollments to sustain initiative.	X			
	Review of available resources to purchase technology as needed.	Communicate with the district auditor utilizing bond funds to purchase new technology. Allocate bond and local funds in the budget to purchase technology.	X			
	Purchase and deployment plan of Chromebooks.	Communicate with schools the delivery of devices and receive additional temporary technology help for deployment.	X	X		
	Develop chromebook refresh cycle	Collect device information annually and googles Auto Update expiration date to make an informed decision on replacing devices every four to five years.			X	
<b>School Technology Hardware</b>	Provide teachers and staff with the proper technology tools for an effective and engaging instruction, based on the standards and curriculum of the district.	Assessment of current classroom technology.	X			
	Review of available resources to purchase technology as needed.	Communicate with the district auditor utilizing bond funds to purchase new technology. Allocate bond and local funds in the budget to purchase technology.	X	X		
	Purchase and deployment plan of laptops for all certified staff.	Communicate with all certified staff to schedule a pick up of laptops and provide schedule of delivery for all laptops not picked up.	X			
	Consider the feasibility for a paraprofessional device.	Review paraprofessional tasks and assignments.	X	X		
	Purchase and deployment plan of technology in the media centers.	Communicate with schools the delivery of devices and receive additional temporary technology help for deployment.			X	X
	Purchase and deployment plan for office technology.	Communicate and schedule install of new equipment.	X	X		
<b>School Educational Software</b>	Provide teachers and staff with the proper technology tools for an effective and engaging instruction, based on the standards and curriculum of the district.	Assess all district software and communicate the results with all departments. Work in conjunction to determine the effectiveness of the software to make an informed decision on future purchases.	X	X	X	C&I Sp. Ed. LCL
	Review of available resources to purchase software technology as needed.	Analyze current grants and allocate local funds to budget purchase of software.	X	X	X	C&I Sp. Ed. LCL
	Purchase and deployment plan of educational software that aligns with the implemented curriculum.	The installation, implementation, and professional development of software curriculum resources.	X	X	X	C&I Sp. Ed. LCL



Goal: Equip CCSD 130 schools with quality resources that support and enhance teaching, learning, and administrative processes while maintaining a positive financial profile.

Action Statement	2019-2020	2020-2021	2021-2022
Investigate the feasibility, expense, and implementation of a universal student information system.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Consolidate Student Information Systems</b>	Identify if PowerSchool can support information that is currently supported in other software or systems	Research the Powerschool website and speak to a representative asking what modules/additions/import systems are offered in order to merge special ed, transportation, and disciplinary information that is currently supported in separate information systems	X	X		
<b>District Technology Infrastructure</b>	Assess current infrastructure and technology implemented.	Collect information on current devices across the district and monitor bandwidth demands annually.	X	X		
	Review of available resources to purchase software technology as needed.	Communicate with the district auditor utilizing bond funds, analyze current E-Rate grant and allocate local funds to budget purchase of software.	X	X		
	Purchase and deployment plan.	The installation and implementation of servers, switches and access points.		X	X	





Goal: Monitor, manage, and arrange facilities to allow for maximization of safety and learning for all stakeholders.

Action Statement	2019-2020	2020-2021	2021-2022
Attain information on possible security systems that support the current facilities.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Security System</b>	Review the Raptor system if viable	Determination whether the Raptor system is a good fit for the district	X			
	Deployment of updated Raptor software or other security hardware and software	Continued use of Raptor system or deployment of different security hardware/software		X		
	Explore the feasibility of updating a site-based camera security system	Cost analysis of different types of camera security systems available and the quality of each system			X	
	Improve the current crisis plan procedures	Investigate other district's crisis plans. Update plan and distribute to administration. Inform all entities of the process for specific scenarios.	X	X		
<b>Increase the building infrastructure to enhance security</b>	Explore neighboring district's security plan for open concepts	Results of exploration of other districts	X			
	Utilize bond funds to implement the most effective results of the building infrastructure exploration to enhance security within our schools	Meet with the District's architect and begin the design process.		X		



Goal: Monitor, manage, and arrange facilities to allow for maximization of safety and learning for all stakeholders.

Action Statement	2019-2020	2020-2021	2021-2022
Assess and provide updated equipment and furniture to support current best practices.			

Key Performance Outcomes	Action Items	Key Performance Indicators	Key Performance Indicators			Connections
			FY20	FY21	FY22	
<b>Update Furniture</b>	Inventory current furniture and determine whether the furniture is in good condition (Needs Assessment)	Determination of the condition of the furniture	X			
	Determine which furniture will be most effective for the working space, i.e. flexible seating	Investigate each workspace/classroom and its purpose to determine what kind of furniture will be needed	X	X		
<b>Building Improvements</b>	Needs assessment for each site	The need of constant of repair, the wear and tear, age of items, and the cost of repair over the purchase of its replacement.	X	X	X	
	Determine from the needs assessment results, what items will be replaced/fixed/update during the summer life safety construction project	Meet with the District's architect and begin the design process.	X	X	X	



Goal: Monitor, manage, and arrange facilities to allow for maximization of safety and learning for all stakeholders.

Action Statement	2019-2020	2020-2021	2021-2022
Develop a consistent maintenance and custodial plan for all facilities.			

Key Performance Outcomes	Action Items	Key Performance Indicators	FY20	FY21	FY22	Connections
<b>Increase the maintenance of the buildings</b>	Needs assessment of the current custodial equipment	Needs assessment results. Determination of what items can be fixed or needs replacement.	<b>X</b>			
	Investigate new custodial/maintenance technology equipment to facilitate the cleaning process while improving the cleanliness of the buildings	Meet with different vendors that offer custodial equipment. Determine what equipment will best work for the district while maintaining fiscally responsible.	<b>X</b>			
	Purchase the needed custodial equipment to improve the cleaning process	Custodians receiving the new equipment and will be trained on how to use it.		<b>X</b>		
	Provide training on various cleaning procedures	Schedule meetings on how to use products and how to dispose of specific waste		<b>X</b>		