

Strategic Plan for Peru Elementary School District 124

*Our District's Mission, Beliefs,
Goals and Strategies for
Continued Improvement
and Future Success*



2011-2014

*Adopted by the Board of Education
Wednesday, April 13, 2011*

Our Purpose and Method in Developing the Strategic Plan, Mission, Goals and Strategies

Every highly effective business and organization has a specific plan for continuous improvement and ongoing success. Public schools should be no different. The Peru Elementary School District 124 Board of Education has developed a new Strategic Plan to update the plan that was successfully implemented in 2006. The previous plan helped the district move toward a more aligned curriculum, stronger assessments and greatly improved student achievement, as well as the construction of a state of the art middle school and strong financial health.

Five years later, the district developed a more focused Strategic Plan to help drive decisions for the next several years. Faculty and staff input was very important in helping the Board focus on the two main goals contained in the Strategic Plan. Despite the completion of the plan, the district welcomes the involvement of our faculty, staff, students, parents, businesses, taxpayers and community members. Thank you for taking an interest in our students and our schools.

Our Mission

To provide our students with a world class education.

Our Beliefs

- ✓ Children are why we are here, and their education, safety and well-being must always come first.
- ✓ There is no replacement for high expectations, and we must expect our students to achieve to the best of their individual ability.
- ✓ All children can learn – even if not at the same pace or in the same way – and they must show constant growth and improvement.
- ✓ Reading and literacy are the foundations of learning, academic excellence and accessibility to a world class education.
- ✓ Effective education is a partnership among schools, parents, families and our local community.
- ✓ Fiscal responsibility is critical to ensuring that we continue to provide our students with the highest quality educational programs and instruction.
- ✓ We are accountable to our parents, community and taxpayers to provide our students with an excellent education.



Goal 1 – To improve learning and academic achievement for all students.

Strategies to Accomplish Goal 1

1.1 Teach and develop literacy in all children.

1.1.1 Success Indicator Appropriate grade level and subject area teachers will be trained in and provide curricular focus on the seven reading comprehension strategies

Timeline 2010-11 through 2013-14 school terms

1.1.2 Success Indicator Appropriate grade level and subject area teachers will be trained in and provide curricular focus on the Six Traits of Writing

Timeline 2010-11 through 2013-14 school terms

1.1.3 Success Indicator The Literacy Leadership Team will continue to research and formalize a scope and sequence for implementation of reading comprehension and the Six Traits of Writing, while aligning this all to the Common Core Standards

Timeline 2010-11 through 2013-14 school terms

1.2 Develop a research-based, teacher evaluation plan that incorporates the growth of student learning and the growth of the teacher as a professional.

1.2.1 Success Indicator Form a district-wide committee of stakeholders to cooperatively research, plan and develop a new teacher evaluation plan

Timeline 2010-11 and 2011-12 school terms

1.3 Align our curriculum with the National Common Core Standards to ensure the validity of any external state assessment programs, as well as internally align the curriculum to ensure the validity of our local assessments and benchmarks.

1.3.1 Success Indicator Complete alignment of curriculum with the Common Core Standards

Timeline 2011-12 and 2012-13 school terms

1.4 Strengthen and implement the core curriculum with integrity so that all students – including those with special needs and students identified as gifted – are able to achieve to their individual ability.

1.4.1 Success Indicator Conduct a program evaluation of special education, gifted education and Response to Intervention (RtI) programs to ensure that all students have equal access to the curriculum, based on their individual learning needs

Timeline 2011-12 school term

1.4.2 Success Indicator Based on the results of the program Evaluation, implement changes as necessary or required to delivery system for special education, gifted education and Response to Intervention (RtI) programs

Timeline 2012-13 school term

1.5 Research best practices and implement effective, student-centered instructional strategies in all classrooms throughout the district.

1.5.1 Success Indicator Conduct a needs assessment of faculty and staff professional development needs and develop a professional development plan accordingly

Timeline Annually

1.5.2 Success Indicator Provide access to continuous, on-going staff development opportunities for all teachers in the area of research-based instructional strategies.

Timeline Annually

1.5.3 Success Indicator Provide training in differentiated instruction, particularly through the use of specific instructional technology, for all staff to help meet the needs of each individual child

Timeline Annually

1.5.4 Success Indicator Research, identify and access technology hardware, software and programs that will improve and enhance classroom instruction, and will allow for differentiated instruction to help meet the needs of each individual child

Timeline

Annually

1.6 Utilize ISAT, AIMSWeb, MAP, and other curriculum-based or local assessment data to identify individual student needs and implement instructional strategies to meet the needs of those students so that individual children show at least one year of academic growth per year.

1.6.1 Success Indicator

Each student will show at least one year of appropriate individual academic growth per school year based on the appropriate assessment data

Timeline

2011-12 school term and ongoing

1.7 Provide students with a wide range of cultural learning opportunities.

1.7.1 Success Indicator

Analyze current field trip destinations to determine that student cultural opportunities are maximized

Timeline

2011-12 school term

1.7.2 Success Indicator

Implement a fine arts, ethnic and/or multicultural fair so students can learn more about various cultures of the world

Timeline

2011-12 school term

1.8 Develop the Problem-Solving and Rtl processes so that research-based, academic interventions are in place for all students in the areas of reading and mathematics, as well as student behavior.

1.8.1 Success Indicator

Conduct an analysis of current processes and interventions to make certain appropriate, research-based interventions are being utilized for all students

Timeline

2011-12 and 2012-13 school terms

1.8.2 Success Indicator

Establish local AIMSWeb benchmarks for reading and mathematics

Timeline

2011-12 school term

1.8.3 Success Indicator

Once local AIMSWeb benchmarks are established, develop implementation strategies for reading and mathematics

Timeline

2012-13 and 2013-14 school terms

1.9 Implement a positive, district-wide behavior program so that all students receive a clear, consistent message to be respectful, responsible and safe.

1.9.1 Success Indicator Establish district commitment, data collection system, internal and external coaches and leadership teams for the implementation of the Positive Behavior Interventions and Supports (PBIS) system

Timeline 2011-12 school term

1.9.2 Success Indicator Fully implement the PBIS system across the school district

Timeline 2012-13 school term

1.9.3 Success Indicator Research, identify and access the software and programs needed, as well as the staff training required, to successfully track all necessary student data

Timeline 2010-11 and 2011-12 school terms

1.10 Practice fiscal responsibility to ensure that funds continue to be available to maintain small class sizes and the fine arts, curricular, extracurricular and other educational programs and opportunities within the school district.

1.10.1 Success Indicator Maintain an average of 180 days cash on hand in all operating funds

Timeline 2010-11 and 2011-12 school terms

1.10.2 Success Indicator Regularly report school district financial status and information to the local taxpaying community

Timeline Annually and as necessary



Goal 2 – To actively engage our parents in their child's education and the community in our schools.

Strategies to Accomplish Goal 2

2.1 Analyze our customer service practices with all employees to ensure there is a positive, welcoming feeling provided by our staff to all parents, community members and visitors of our schools.

2.1.1 Success Indicator Conduct periodic formal and informal climate surveys of parents and visitors

Timeline 2011-12 and 2012-13 school terms

2.1.2 Success Indicator Provide staff training on communicating student assessment and behavioral data that is meaningful and helpful to parents

Timeline 2011-12 school term

2.2 Directly involve parents as active partners in the RtI/Problem Solving process.

2.2.1 Success Indicator Provide invitations to parents for problem solving meetings as necessary

Timeline 2011-12 school term and ongoing

2.2.2 Success Indicator Solicit and encourage more student and parent involvement with summer school while increasing the participation of recommended summer school students by 10 percent

Timeline Summer 2011 term and ongoing

2.3 Develop more parent volunteer opportunities while seeking more active involvement from parents in the education of their child.

2.3.1 Success Indicator Increase the amount of active parental participation at school by 10 percent per year

Timeline 2011-12, 2012-13 and 2013-14 school terms

2.3.2 Success Indicator Develop parental involvement incentives

Timeline 2011-12 and 2012-13 school terms

2.4 Offer additional, high quality parent and community events.

2.4.1 Success Indicator Research and establish meaningful events to host for parents and the local community under themes such as literacy, reading, mathematics, science, physical fitness, homework help, music and fine arts, technology and adult education

Timeline 2011-12 and 2012-13 school terms

2.4.2 Success Indicator Conduct educational workshops for parents to provide assistance in developing skills which are beneficial to our students, such as bullying prevention, helping students effectively with homework, transitions between schools and to high school, saving for college, reading to children, summer activities, personal fitness and nutrition

Timeline 2011-12 and 2012-13 school terms

2.4.3 Success Indicator Host Open Houses or similar events which highlight the many talents of our students

Timeline 2011-12 and 2012-13 school terms

2.5 Provide families and community members with a traditional Peru Elementary School District 124 Newsletter.

2.5.1 Success Indicator Development of District Newsletter

Timeline 2011-12 and 2012-13 school terms

2.6 Develop additional or alternative methods to further utilize technology to actively engage our parents and community members

2.6.1 Success Indicator Pilot the development of a blogging system or other communication tools

Timeline 2011-12 and 2012-13 school terms

2.6.2 Success Indicator Provide clear, consistent messages to all school district stakeholders through various means, including mass e-mails, the AlertNow calling system, blogs and podcasts

Timeline 2011-12 and 2012-13 school terms

2.6.3 Success Indicator	Utilize podcasts, text messages and other technologies for certain, specialized messages
Timeline	2011-12 and 2012-13 school terms

2.7 *Develop and Establish an Education Foundation for the purpose of providing additional funding for the district.*

2.7.1 Success Indicator	Appointment and development of Excellence Foundation Committee
Timeline	2011-12 school term