



JOSEPH SEARS

EST. 1899

**Kenilworth School District No. 38
2017-2018 Strategic Goals
Performance Objectives**

Presented: 8/21/17

Approved: 8/21/17

<i>Academic Achievement and Personal Growth (Individualized Learning)</i>			
<i>Strategic Goal: Deliver a rigorous, research-based curriculum that fosters a passion for learning and a desire for personal growth</i>			
<i>Objective: Review, research, and update rigorous curriculum to maintain an innovative and learning environment</i>			
<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Pilot materials for ELA adoption	Principal ELA Committee Classroom Teachers	Fall 2017 - November	Decision to adopt ReadyGen or extend pilot to SchoolWide Board recommendation November 2017 meeting
Establish professional development plan and support for pilot and implementation of selected ELA materials	Principal ELA committee	Summer 2017 - initial training SY 2017-18 - Ongoing support with materials and F&P Summer 2018 - Grade level support with adopted materials SY 2018-19 - Ongoing support with materials and F&P	Scope/Sequence aligned with new materials Board adoption of materials Feedback data Review of growth data
Continue to develop scope and sequence for social studies grades 6th-8th and identify anchor materials	Principal SS Teachers	SY 2017-18 - Pilot materials and update unit plans	Scope and sequence for board approval Recommendation for junior high anchor materials
Establish vision and philosophy for world language, specials, physical education and health	Principal Teachers	SY 2017-18 - Work on year one of curriculum renewal	Board presentation Goal document and timeline
<i>Objective: Provide a responsive and informed system for student growth</i>			
Analyze and benchmark text for guided reading	Teachers	Summer 2017 and SY 2017-18	Class sets aligned with Fountas and Pinnell guided reading

alignment			guidelines Fountas and Pinnell assessment data
Provide tools and documentation for data collection and decision making	Director of Student Services MTSS Building Team	2017-18 Fall 2018-19	Pilot PowerRtl Implement PowerRtl and Universal assessment tools to replace Aimsweb Plus and internal Google documents

Objective: Provide a safe and positive learning environment

Implement a schoolwide behavior plan	Principal Team Cornerstones	SY 2017-18 - SW training, ongoing support, CHAMPS Gr. K-4th, hallway, lunchroom and playground expectations SY 2018-19 - PD support continues, CHAMPS school-wide, continue common area expectation roll out: restrooms, assemblies, etc. SY 2019-20 - Full school-wide expectation	School-wide assemblies Behavior referrals and documentation Teacher survey
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Exceptional Organization (High Performing Faculty and Staff)

Strategic Goal: Hire, develop and retain high-quality faculty and staff who embrace continuous improvement and deliver an excellent educational experience

Objective: Establish community norms for meetings, communicating minutes and sharing goals.

<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Align school committee participation and communication	Principal Director of Student Services Superintendent/CSBO	Fall 2017	Committee calendar and participants shared with faculty Create committee team documents

Include staffing protocols that include procedures around hiring protocols	Administration KEA	Fall 2017	Teacher survey
Students will demonstrate continued growth in measured areas (ELA/Math)	All Faculty	PERA annual timeline	Presentation of growth data Updated curricular goals based on data
Create and share multiple tiers of systematic support (MTSS) guiding document	Director of Student Services MTSS Building Team	Summer 2017 and SY 2017-18 Fall 2018-19	Each teacher will have access to the document and will use school-wide MTSS documents and agenda Create and share Sears MTSS framework with parents and community stakeholders

Objective: Strengthen efforts to attract and recruit high performing faculty and staff

<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Expand job postings and advertising locations Explore additional opportunities for increasing the applicant pool	Superintendent/CSBO	2017-2018	Increase in number of applications Increase in number of experienced and/or quality applicants

Objective: Develop and implement policies to retain highly valued faculty

<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Review and revise guidelines and policies to improve clarity	Superintendent/CSBO KEA Co-presidents	Summer 2017 & Spring 2018	Decrease in issues related to lack of guidelines or policies (KEA Feedback) Faculty and staff climate survey

Establish a minimum of two opportunities to dialog and solicit input from faculty and staff	Superintendent/CSBO	Non-tenured teachers Fall 2017 Tenured teachers Spring 2018	Decrease in issues related to climate/culture (KEA Feedback) Faculty and staff climate survey
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Objective: Promote the health and well-being of faculty and staff as a foundation for a positive culture and climate

<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Establish a wellness committee to promote health and well-being of the faculty and staff	Superintendent/CSBO	2017-2018	Decrease in issues related to climate/culture (KEA Feedback) Faculty and staff climate survey
Offer opportunities to build relationships outside of the school day	Superintendent/CSBO Principal Director of Student Services Social Committee	Summer 2017 Fall 2017 Winter 2017/18 Spring 2018	Faculty and staff attendance at social events Faculty and staff climate survey
Provide opportunities for faculty and staff to dialog with the Kenilworth Board of Education	Board of Education	2017-2018	The Board will provide at least four opportunities during the year to dialog with the KEA/faculty and staff

Collaborative Learning Community (Community Values and Traditions)

Strategic Goal: Promote an environment in which we acknowledge and welcome (engage) all community stakeholders to participate in the educational experience.

Objective: Refine and establish effective ways to engage stakeholder communities in school activities and the sharing of information.

<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
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Provide Second Cup of Coffees	Principal Director of Student Services	2017-18	Permanent products from the meetings Parent survey Feedback surveys
Refine Sears To Home to ensure the content is impactful	Principal	2017-18	Review open data in Constant Contact Parent survey
Collective ownership and efficacy for student instruction	Principal Director of Student Services MTSS Team Grade level teams	2017-18	RtI meeting agenda and notes 80% of student growth goals met as measured by MAP/Aimsweb/F&P benchmark

Objective: Create a collaborative school community where the staff, families and community interact regularly and share ownership for the success of the school

Hold an open community forum during a designated Board meeting	Superintendent/CSBO Board of Education	September 2017	Parent climate survey feedback
The Administration and teacher leaders will hold Second Cup of Coffees on various special topics	Principal Director of Student Services Superintendent Teacher leaders	2017-2018	Published calendar of approximate topics and events Parent attendance Parent climate survey feedback
Invite the press and/or provide communications to showcase the school District's students and staff	Communication Coordinator Superintendent/CSBO	2017-2018	Published articles/accolades

Objective: Establish partnerships with local and near local organizations to communicate and facilitate the vision and mission of the Joseph Sears School

<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Facilitate student-learning opportunities with local	Superintendent/CSBO	2017-2018	District will form working partnerships with at least two

organizations to help promote the vision and mission of the District			local organizations.
Seek learning opportunities with the neighboring districts to share services to help facilitate the vision and mission of the District	Superintendent/CSBO	2017-2018	District will host at least two professional development events.

<i>Operational Responsibility (Environment Focused on Higher Order Thinking)</i>			
<i>Strategic Goal: Maintain a solid financial foundation and invest in resources and infrastructure that align with our educational priorities.</i>			
<i>Objective: Ensure learning environment meets the needs of learners.</i>			
<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Establish a furniture upgrade schedule	Principal	Fall/Winter 2017/18	Create a revolving 5-year plan
Update and maintain and attendance policy that encourages regular student attendance	Nurse, Principal, Director of Student Services		Updated policy brought to Board approved

<i>Objective: Engage in long-range planning that supports sustainable school infrastructure and operations</i>			
<u>Action</u>	<u>Accountable</u>	<u>Timeline</u>	<u>Measureable</u>
Research and prepare five-year financial projections	Superintendent/CSBO	October 2017	Present five-year financial projections to the Board of Education
Research educational programming needs and develop a comprehensive facilities plan that will enhance the delivery of the educational experience	Superintendent/CSBO Building and Finance Committee Liaisons	October 2017	Present a draft facilities plan to the Board of Education
Finalize District Master Facilities Plan	Superintendent/CSBO Board of Education	November 2017	Board of Education Approved Master Facilities Plan