



SUNSET RIDGE SCHOOL DISTRICT 29

525 Sunset Ridge Road • Northfield, Illinois • 60093

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Cultivating a learning community that engages the hearts and minds of students, one child at a time

SUNSET RIDGE SCHOOL DISTRICT 29

2014-2015 STRATEGIC PLAN

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DISTRICT COMMITTEE ACTION PLANS



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Our Mission...

Cultivating a learning community that engages the hearts and minds of students, one child at a time

We believe...

- *The child is at the heart of all decisions.*
- *Each child deserves an education tailored to his or her unique abilities, learning style, social and emotional needs.*
- *Commitment to excellence drives continuous improvement.*
- *Student growth and learning thrive in communities that embrace creativity and innovation, critical thinking and problem solving, collaboration and communication.*
- *World-class educational programming fosters ethical, respectful, and productive local and global citizens.*

Sunset Ridge School District 29
2012-2015 Strategic Plan Themes

Themes	Year 1 2012-2013	Year 2 2013-2014	Year 3 2014-2015
21st Century Learning	<p>Infuse 21st century skills in daily teaching and learning.</p> <p>Continue to incorporate technology in the implementation of 21st century learning and provide the staff development necessary to accomplish it.</p>	<p>Integrate Next Generation Science Standards.</p> <p>Integrate Common Core State Standards for Mathematics.</p> <p>Integrate Common Core Standards for English/Language Arts.</p> <p>Explore local opportunities to promote global awareness and citizenship.</p>	<p>Implement Next Generation Science Standards.</p> <p>Implement Common Core State Standards for Mathematics.</p> <p>Implement Common Core Standards for English/Language Arts.</p> <p>Utilize local resources to promote global awareness and citizenship.</p> <p>Examine the role of the Learning Center in a 21st Century learning environment.</p>
Collaborative Learning Community	<p>Increase opportunities for teachers to collaborate for professional development, planning, etc.</p>	<p>Explore options for standards-based reporting/parental communication systems.</p>	<p>Implement standards-based reporting/parental communication systems.</p>
Developing the Whole Child	<p>Support development of SEL program.</p> <p>Explore the development of extra-curricular and supplemental academic programs.</p>	<p>Implement the SEL and discipline activities with an emphasis on creating a positive learning environment void of bullying behaviors.</p> <p>Explore and develop extra-curricular and develop supplemental programs for summer 2014 pilot implementation.</p>	<p>Implement SEL programming with an emphasis on creating a positive learning environment void of bullying behaviors.</p> <p>Implement 2015 pilot summer school program.</p>

Themes	Year 1 2012-2013	Year 2 2013-2014	Year 3 2014-2015
Engaging Curriculum	<p>Learn and incorporate Common Core Standards in the context of 21st Century Skills (Math and ELA).</p> <p>Create staff development opportunities designed to support teachers in differentiation strategies.</p>	<p>Support D29 teachers in developing differentiation strategies for 21st Century learners using the Danielson framework.</p> <p>Execute strategies to enhance gifted & enrichment programming.</p>	<p>Implement differentiation strategies for 21st Century learners.</p>
Finance and Facilities	<p>Explore alternatives for addressing substantial internal and external financial changes.</p>	<p>Explore alternatives for addressing substantial internal and external financial changes.</p>	<p>Explore alternatives to address facilities needs.</p>
Human Resources	<p>Create a comprehensive long-term HR plan (certification, recruitment, hiring, orientation, training, retention, succession, evaluation, etc).</p> <p>Continue to implement requirements of PERA and SB7.</p>	<p>Understand, communicate and execute district evaluation practices corresponding with federal and state mandates.</p>	<p>Investigate options for implementing new student growth measures in teacher evaluation (Required by FY17).</p> <p>Implement new Benefits Committee</p> <p>Implement new Performance Based Pay System</p>

GOAL 1: Continue the development of Science units that reflect the Next Generation Science Standards and A Framework for K-12 Science Education (NGSS-Science Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Write and implement new science units according to the 3-year plan outlined by Committee members in June 2013. 2. Recommend the purchase of instructional resources (as needed) to support the implementation of the new units. 3. Provide coaching, support and collaboration time to non-committee science teachers implementing curricular changes. 4. Plan for Summer 2015 professional development and curriculum writing. 	<p>Teacher Representatives Associate Superintendent</p> <p>Anne Grail Reichel, Curriculum Consultant</p>	<p><u>Summer 2014</u></p> <ul style="list-style-type: none"> • Continue writing new units as specified in 3-year schedule. <p><u>September 2014</u></p> <ul style="list-style-type: none"> • Review action plan, scope & sequence, timeline. • Discuss accomplishments and needs resulting from summer 2014 work. • Confirm curricular changes to take place during 2014-15. <p><u>October 2014-April 2015</u></p> <ul style="list-style-type: none"> • Continue writing and implementing new units, as well as coaching non-committee members on changes. • Purchase high quality, new NGSS-based curriculum materials as needed/available (using PTO funds). <p><u>May 2015</u></p> <ul style="list-style-type: none"> • Confirm 3-year schedule of curriculum development. • Plan for Summer 2014 curriculum writing and professional development. 	<ol style="list-style-type: none"> 1. Completed units at each grade level. 2. Proposal for Summer 2015 professional development 3. Possible budget proposal for new curriculum resources

GOAL 2: Evaluate and recommend the adoption of high quality CCSS-Math aligned curriculum resources, to support student outstanding achievement in mathematics in grades K-8 (CCSS-Math Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Provide coaching, support, and collaboration time to K-4 teachers piloting EM4, Bridges and Number Corner, as well as teachers implementing curricular changes. 2. Offer a forum for the two different pilot groups (EM4 & Bridges) to share their experiences. 3. At all grades, evaluate published math programs (including pilot programs) using one consistent evaluation tool. 4. Attend NCSM and NCTM National Conferences. 5. Make recommendation(s) for K-8 adoption. 6. Plan for summer professional development and curriculum writing. 	<p>Teacher Representatives Associate Superintendent Sunset Ridge School Principal Board Representative Parent Representative</p>	<p><u>Summer 2014</u></p> <ul style="list-style-type: none"> • Plan implementation of Number Corner in 2nd- 4th grades. • Plan for Bridges, EM4 pilots for K-3. <p><u>September 2014</u></p> <ul style="list-style-type: none"> • Review action plan scope & sequence. • Introduce Curriculum Comparison Rubric. • Discuss summer 2014 work. • Articulate curricular changes to take place during FY15. <p><u>October 2014-April 2015</u></p> <ul style="list-style-type: none"> • Implement new standards/practices, providing staff support in this pursuit. • Conduct in-services w/consultant. • Attend NCSM , NCTM national conferences (April). • Update Education Committee. <p><u>April – May 2015</u></p> <ul style="list-style-type: none"> • Propose new math curriculum to BOE. • Support non-committee members in implementation of new math lessons. • Articulate action plan accomplishments. • Plan Summer 2015 curriculum work. 	<ol style="list-style-type: none"> 1. Summary report of the FY15 Committee work. 2. Budget proposal for new curriculum resources. 3. Recommendation for Math Curriculum adoption.

GOAL 3: Integrate Common Core Standards for English/Language Arts into the District 29 Curriculum (CCSS-ELA Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Review 5Essentials survey data. 2. Promote understanding of data as it pertains to student progress. 3. Complete the Atlas Rubicon ELA Curriculum Map and post relevant sections for public viewing. 4. Complete curriculum scaffolding work across grades. 5. Implement cross-grade prompts and grading rubrics. 6. Investigate options for the implementation of a K-8 electronic portfolio system. 	<p>CCSS-ELA Committee</p> <p>CCSS-ELA Teacher Leaders</p> <p>Sunset Ridge School Principal</p> <p>Associate Superintendent for Curriculum</p> <p>Teacher Representatives from All Disciplines</p> <p>Board of Education Representative</p> <p>Parent Representatives</p>	<p><u>Fall 2014</u></p> <ul style="list-style-type: none"> • Review 5Essentials survey data. • Promote understanding of data as it pertains to student progress. <p><u>Winter 2015</u></p> <ul style="list-style-type: none"> • Complete the Atlas Rubicon ELA Curriculum Map and post relevant sections for public viewing. <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Complete curriculum scaffolding work across grades. • Implement cross-grade prompts and grading rubrics. • Investigate options for the implementation of a K-8 electronic portfolio system. 	<ol style="list-style-type: none"> 1. Updated Strategic Plan Resources on Google.doc. 2. Team and Committee Minutes to organize professional collaboration and sharing opportunities. 3. Atlas Rubicon ELA Curriculum Map. 4. Grade Level writing prompts and rubrics. 5. Parent/Student Survey Data.

GOAL 4: Provide professional development to teachers in the area of social-emotional wellness for children and adolescents. Continue to support teams with time and resources to develop curriculum aligned with the new learning standards in ELA, Math, and Science (Staff Development Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Set in-service agendas/schedule for 2014-15 SIP(4) and Institute(4) days. 2. Engage knowledgeable, local, SEL consultant/in-service provider and develop year-long in-service plan to address topical social emotional issues. 3. Continue to provide consultant support and release time in Science and Math to teachers writing curriculum and evaluating resources. 	<p>Associate Superintendent for Curriculum</p> <p>Teacher Representatives</p> <p>Teacher Tech Facilitator</p> <p>Director of Technology</p>	<p><u>August-September 2014:</u></p> <ul style="list-style-type: none"> • Identify in-service topics, agendas for October-April SIP and Institute days. <p><u>October 2014:</u></p> <ul style="list-style-type: none"> • Oversee implementation of October 9-10 SIP/Institute days. • Organize Math/Science release days w/consultants. <p><u>November 2014-February 2015</u></p> <ul style="list-style-type: none"> • Organize and conduct December-February SIP days. <p><u>March-April 2015</u></p> <ul style="list-style-type: none"> • Oversee implementation of April 23-24 SIP/Institute days. <p><u>May-June 2015</u></p> <ul style="list-style-type: none"> • Obtain feedback from staff on 2014-15 SEL professional development. • Establish focus for 2015-16 professional development. 	<ol style="list-style-type: none"> 1. Results of staff survey/feedback instrument. 2. Completed curriculum documents plans/documents for ELA, Science, Math.

Goal 5: Explore local opportunities to promote global awareness and citizenship among SD29 students (Global Awareness Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Update survey created in 2013-2014. 2. Publicize 2013-2014 survey throughout the school year, community and school events. 3. Create a Global Awareness Bulletin Board at MF and SRS. 4. Identify natural opportunities for introducing global ideas into current programs. 5. Utilize community resources to promote global awareness and citizenship. 	<p>Middlefork and Sunset Ridge Teacher Representatives</p> <p>Middlefork School Principal</p> <p>Sunset Ridge School Principal</p> <p>Board Representative</p> <p>Parent Representative</p>	<p><u>Fall 2014</u></p> <ul style="list-style-type: none"> • Distribute survey to incoming Kindergarten parents and new students to update. • Inform staff of committee goal(s). • Create GAC bulletin board at MF and SRS. <p><u>Winter 2014</u></p> <ul style="list-style-type: none"> • Work with staff to identify natural opportunities for GAC in the classroom. <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Reflect on progress to date and identify future opportunities. • Utilize community resources to promote global awareness and citizenship. 	<ol style="list-style-type: none"> 1. Updated database of local contacts for global topics. 2. Report on programming that has been enhanced by use of global initiatives database or committee efforts. 3. Establish goals for FY16.

GOAL 6: Continue to develop and implement the overall SEL and discipline programs with an emphasis on creating a positive learning environment void of bullying behaviors (SEL Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<p>MIDDLEFORK:</p> <ol style="list-style-type: none"> 1. Implement Second Step Anti-Bullying Curriculum in K-3. 2. Expand the P.A.L.s (Playground Activity Leaders) program. 3. Plan and run the Play Pods program (with a renewed emphasis on games and activities that can be transferred to the recess environment). 4. Complete and post SEL literature list (for parents and teachers). 5. Support the implementation of CHAMPS in classrooms, and explore ways to use CHAMPS principles for recess, lunchroom, and hallway behavior. <p>SUNSET RIDGE:</p> <ol style="list-style-type: none"> 1. Build on last year’s global citizenship focus in order to help our students grow to better understand and respect themselves and others. 2. Through our Communities’ program, develop activities around the theme: “We Are One” tapping into building grade 8 leadership skills through SEL 	<p>Teacher Representatives</p> <p>Middlefork School Principal</p> <p>Sunset Ridge School Principal</p> <p>Director of Student Services</p> <p>School Board Representative</p> <p>Parent Representatives</p>	<p>MIDDLEFORK :</p> <p><u>Fall 2014</u></p> <ul style="list-style-type: none"> • Create 2014-2015 PlayPod schedule and meeting themes, and launch program. • Review Second Step Anti-Bullying curriculum. • Review P.A.L.s program objectives, determine method for selecting participants, create schedule, and launch program. <p><u>Winter 2014</u></p> <ul style="list-style-type: none"> • Organize literature list. • Monitor/supervise P.A.L.s program. • Deliver Second Step Anti-Bullying lessons. • Collect teacher feedback on CHAMPS and Second Step Anti-Bullying unit. <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Post literature list on website. • Reflect on P.A.L.s program. • Reflect on PlayPod program. <p>SUNSET RIDGE:</p> <p><u>Fall/Winter 2014</u></p> <ul style="list-style-type: none"> • Develop 2014-2015 Communities’ lists and schedule. • Implement a “Check and Connect” RfI program to help “red flag” students who need support. 	<p>MIDDLEFORK:</p> <ol style="list-style-type: none"> 1. PlayPod plan and results. 2. P.A.L.s plan and results (observational data and recess incident reports). 3. SEL Literature on District website. <p>SUNSET RIDGE:</p> <ol style="list-style-type: none"> 4. Review of Communities’ activities and theme – “We Are One”. 5. Assessment of “Check and Connect” intervention implementation.

<p>Communities' activities.</p> <p>3. Continue to study Covey's 7 Habits to help build leadership skills in students. Stay connected with schools in Mundelein who have implemented Covey's research.</p> <p>4. Use 5Essentials data and any other survey data to review how we are doing in maintaining a welcoming and safe school environment.</p> <p>5. Continue to have our P.E. Dept. coordinate our junior high Health Curriculum with our Science Dept. focusing on covering curriculum around human development.</p>		<ul style="list-style-type: none"> • Review Code of Conduct protocols and how they dovetail with "Check & Connect" and other RtI initiatives. • Check in with grade 5 around Covey's research and next steps. • Monitor Code of Conduct data, attendance data, and teacher observational data to assess students' needs. • Review 5Essentials data around School Climate. <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Plan Field Day activities. • Set up staff meeting time to review our work in building student leadership skills. • Review overall behavioral data for the year. 	
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GOAL 7: Explore and develop extra-curricular and supplemental programs for pilot implementation (Supplemental Programs Committee).

STEP	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Develop list of course offerings for summer school program. 2. Identify programming logistics (location, times, staffing needs, materials, and equipment). 3. Publicize program. 4. Coordinate logistics. 5. Implement program. 	<p>Teacher Representatives</p> <p>Superintendent of Schools</p> <p>Board of Education Representative</p> <p>Parent Representatives</p>	<p><u>Fall-Winter 2014</u></p> <ul style="list-style-type: none"> • Develop course offerings and logistics. • Publicize program. <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Plan logistics and conducting hiring. <p><u>Summer 2015</u></p> <ul style="list-style-type: none"> • Implement pilot program. 	<ol style="list-style-type: none"> 1. Literature advertising the program. 2. Logistics coordinated and hiring completed. 3. Program implementation.

GOAL 8: Understand, communicate and execute district evaluation practices corresponding with federal and state mandates (Staff Evaluation Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Finalize and distribute Certified Staff Evaluation Documents for FY15. 2. Explore options for evaluating teacher performance related to measures of student growth. 3. Incorporate ISBE's 5Essentials survey(s) into annual Spring survey of parents. 4. Review RIF list with SREA co-presidents. 	<p>Teacher Representatives</p> <p>Middlefork School Principal</p> <p>Director of Student Services</p> <p>Superintendent of Schools</p>	<p><u>Summer 2014</u></p> <ul style="list-style-type: none"> • Finalize evaluation plan documents. <p><u>Fall 2014</u></p> <ul style="list-style-type: none"> • Identify best practices in incorporating student growth measures into teacher evaluation. <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Make recommendations to the Education Committee relative to the development and implementation of new certified staff evaluation protocol. • Implement School Climate/Parent Survey. 	<ol style="list-style-type: none"> 1. Evaluation Plan Folders for each certified staff member with documentation distributed by August 28, 2014. 2. Attendance at ISBE sponsored student growth measurement in-services. 3. Documented plan with specific recommendations relative to the development and implementation of new certified staff evaluation protocol. 4. School Climate/Parent Survey results summary.

GOAL 9: Explore options for standards-based reporting/parental communication systems (Reporting Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Conduct a parent survey as a follow up to last year's study on Homework load and Executive Function. Review data at team meetings. 2. Review current research in grading and reporting. 3. Teach Executive Functioning Skills and monitor skills development. 4. Improve data collection for general education RtI plans to monitor student progress. 5. Explore a standards-based report card that captures progress around academic mastery as well as include standards around affective domains. 	<p>Shelley Carey, Principal</p> <p>Teacher Representatives</p>	<p><u>Fall 2014</u></p> <ul style="list-style-type: none"> • Conduct Parent Survey • Review Research <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Teach and Monitor Skills • Explore Standards-Based Report Card 	<ol style="list-style-type: none"> 1. Parent Survey results summary 2. Summary of best practices research 3. Report on potential report card changes.

GOAL 10: Explore alternatives for addressing District facilities needs. (Finance/Facilities Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<ol style="list-style-type: none"> 1. Identify short and long term facilities infrastructure repair and improvement needs. 2. Explore options for financing reinvestment in facilities. 3. Provide recommendations to the Board of Education relative to addressing facilities needs. 	<p>Chief School Business Official</p> <p>Superintendent</p> <p>Finance/Facilities Committee</p> <p>Board of Education</p>	<p><u>Fall 2014</u></p> <ul style="list-style-type: none"> • Identify short and long term facilities infrastructure repair and improvement needs. • Explore options for financing reinvestment in facilities infrastructure. <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> • Provide recommendations to the Board of Education relative to addressing District facilities needs. 	<ol style="list-style-type: none"> 1. Document short and long term facilities infrastructure repair and improvement needs and costs. 2. Document options for financing reinvestment in facilities infrastructure. 3. Presentation to the Board of Education relative to facilities.

GOAL 11: Examine the role of the Learning Center in a 21st Century learning environment. (Learning Center Committee).

STEPS	PARTICIPANTS	TIMELINE	MEASURABLE OUTCOMES
<p>1. Gather/share research (print, media, school visits) on best practices in 21st century library/media programs (includes physical plant as well.)</p> <p>2. Conduct student, staff and parent needs assessments relating to library/media center programs and facilities.</p> <p>3. Integrate program and/or physical plant recommendations into current D29 LC Mission and Vision statement.</p>	<p>Middlefork School Principal</p> <p>Sunset Ridge School Principal</p> <p>Director of Technology</p> <p>Learning Center Staff</p> <p>Teacher Representatives</p>	<p><u>Fall 2014</u></p> <ul style="list-style-type: none"> Assign duties/create subcommittee goals (research, survey development, organization of school visits). <p><u>Winter 2015</u></p> <ul style="list-style-type: none"> Conduct surveys, collect data, visit schools, discuss findings <p><u>Spring 2015</u></p> <ul style="list-style-type: none"> Agree on findings and compile report. 	<p>1. Report and findings and recommendations to the Education Committee.</p>