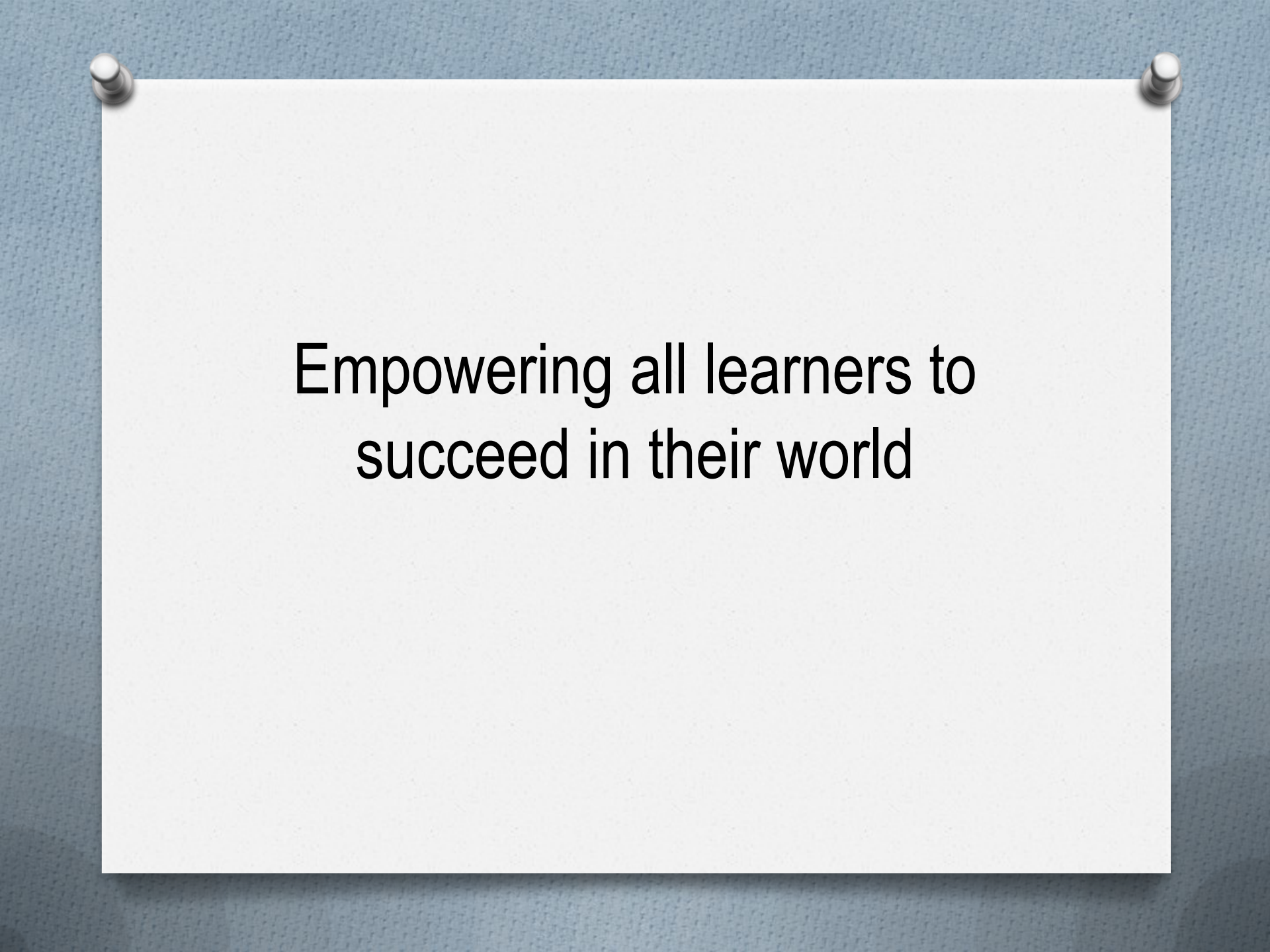


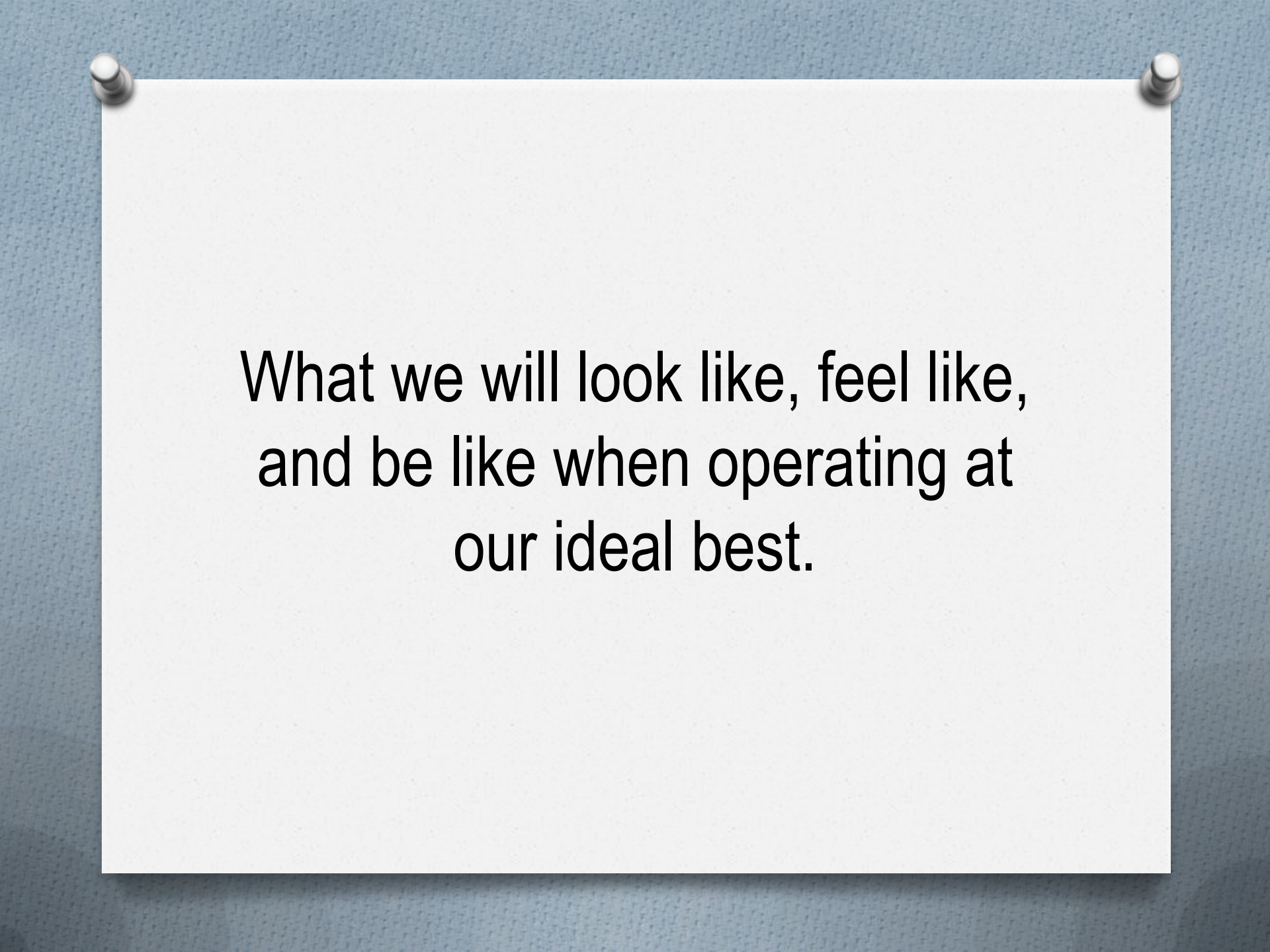


Celebrate with Detail and Humility

District 2015-2016 Goals
July 28, 2015



Empowering all learners to
succeed in their world



What we will look like, feel like,
and be like when operating at
our ideal best.

Vision- How do we get there?

- o Honor Strategic Design
 - o Operating at our Ideal Best
- o Commitment and Focus
 - o What is best for our students.
 - o What is best for the District.
 - o What is best for our community.
- o District Philosophies
 - o PLC
 - o MCL
 - o Community Partnerships/ Engagement

Core Values

- o Honesty
- o Integrity
- o Trustworthiness
- o Loyalty
- o Fairness
- o Caring
- o Respect
- o Citizenship
- o Responsibility

Who are we?

- o Family
- o Integrity
- o Respectful
- o Teamwork
- o Health
- o Helping
- o Community
- o Professional Growth

Sycamore Community School District...

Empowering all Learners to Succeed in their World

District Vision....What we will look like, feel like and be like when operating at our ideal best



District Goals

- o Celebrate with detail and humility.
- o Implement the District's vision, guided by the Strategic Design through participation in the PLC process.
- o Sycamore CUSD will employ staff that are committed to the District's beliefs and values, student outcomes mission and vision.

District Goals

- o Create and implement a technology plan that transforms student learning through varied instructional practices.
- o Create and implement a communication plan that provides information and encourages dialogue.
- o Implement a budget process based on the District vision with parameters for efficient use of resources.

SMART Goals in Motion

Specific – Clearly detail exactly what you want to accomplish and why you want to accomplish it.

Measurable – Establish concrete criteria for measuring progress toward the attainment of each goal you set.

Attainable – Be sure that the goal is something you can achieve and outline how you will achieve it.

Results-Oriented – Identify possible barriers and determine how you will overcome them.

Trackable – Outline a system of accountability to be sure you monitor your progress in achieving your goal.

<u>Specific</u>	<ul style="list-style-type: none"> ❑ Who is involved? ❑ What exactly do you want to achieve? ❑ When do you want to achieve it by? ❑ Where: Identify a location ❑ Which: Requirements and constraints ❑ Why do you want to achieve this goal? ❑ Is it consistent with all your other goals? ❑ Is it consistent with your values and beliefs? ❑ Is it consistent with your purpose?
<u>Measurable</u>	<ul style="list-style-type: none"> ❑ How will you know you have accomplished your goal? ❑ How will you measure success? ❑ What instruments or tools will you use? ❑ What data will you collect?
<u>Attainable</u>	<ul style="list-style-type: none"> ❑ Are you capable to carry out the goal? ❑ Can objectives pertaining to the goal be carried out? ❑ How will they be carried out?
<u>Results-Oriented</u>	<ul style="list-style-type: none"> ❑ Is the goal possible to achieve? ❑ What are forces at play that will help or hinder the accomplishment of the goal? ❑ Are there any hindrances that are insurmountable?
<u>Trackable</u>	<ul style="list-style-type: none"> ❑ How will you track your progress? ❑ What is the timeline for achievement of specific activities?

Implement the District's **vision**, guided by the Strategic Design through participation in the PLC process.

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
<p>The PLC process will drive the vision regarding MCL and RTI services.</p> <p>PLC meetings will utilize the five questions and be monitored for effectiveness and content.</p>	Ongoing	All Staff	Local and national student data MAP Longitudinal data	Data team meetings PLC meetings Interventions Possible Professional Development
<p>Student Achievement will show an overall increase through the use of local and national assessments.</p> <p>MAP percentages</p>	Ongoing	All Stakeholders	MAP ACT Common Assessments IEP Goals	Assessments Time Intervention Resources
<p>Personal Learning Plans will be developed and piloted.</p>	Second Semester Grade levels TBD	Administration	Alignment of plan to student achievement. (growth)	Tool- MAP based Data Meetings Intervention Resources

Implement the District's *vision*, guided by the Strategic Design through participation in the PLC process.

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
Continued focus of use of data with staff, students, parents and the Board of Education to show District and student achievement.	Ongoing	All Staff Board of Education Parents Students	Longitudinal data use to inform District decision making as well as instructional practices for individual students.	MAP ACT Common Assessments Informal Assessments TBD
Customized Learning Opportunities will be implemented based on individual need as varied through data and informal assessment: Online opportunities, walk to learn, interventions.	BOE Reports: October December February June	All Staff	Longitudinal Data	MAP Common Assessments Data Meetings Interventions Technology Aligned Curriculum
Mass Customized Learning Opportunities will be explored and implemented based on student need and interest: Manufacturing/Health/Teaching Academies Enhanced AG opportunities Dual Credit Opportunities AP Opportunities	Ongoing	District Administration SHS Administration Kish College/KEC Liaison	Participants Student Feedback Dual Credit	Partnerships with Kishwaukee College Partnerships with our local community

Sycamore CUSD will employ staff that are committed to the District's beliefs and values, student outcomes mission and vision.

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
Creation, professional development and implementation of common formative assessments. K-12	Ongoing	Staff	Student utilization and success on assessment related to instruction.	Professional development
<p>Learning Coaches will be utilized at Sycamore High School (year 2) and Sycamore Middle School (year 1) to provide instructional strategies to staff.</p> <p>Exploration of this model will be researched for the 16-17 school year at the elementary level.</p>	Ongoing	Kris Webster Tim Carlson Jim Cleven Kathy Spiewak Learning Coaches	Implementation of instructional practices as suggested and modeled by coaches. Student test scores.	Professional Development for Coaches/ Administrators Book Study Materials
<p>Formation of an elementary science committee (15-16)</p> <p>K-12 (16-17)</p> <p>Continued partnerships with Oaken Acres/Russell Woods/NIU</p> <p>New partnership with ENCAP- SMS</p>	Fall 2015	Kris Webster Staff	Work on NGSS	TBD

Sycamore CUSD will employ staff that are committed to the District's beliefs and values, student outcomes mission and vision.

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
Building visions will be aligned to the District mission and vision.	Ongoing	SIP Team Administration Staff	Staff awareness of initiatives Aligned as shown through staff agendas	
Business partnerships will be established at all sites. Partnerships will focus on relationships and sharing of expertise. Authentic Learning	September-ongoing	Building Administration	Utilization of partner as it relates to curriculum initiatives as shown by evidence of student learning	Networking
Spartan Stretch and Middle School Intervention Blocks will be implemented in the 2015-2016 school year to create focused intentional interventions. Modification of Service Delivery	Fall- SHS Spring- SMS	PLC Teams All Staff	Student growth	Time

Create and implement a communication plan that provides information and encourages dialogue.

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
<p>Board of Education agendas will include the following: Monthly: Curriculum Update, Staff/Student presentation, Communications Update, Technology Update, Board Spartan Award</p> <p>Financial Meeting: Finance 101, Budget goal update, Legislative Update</p> <p>Goals and updates will be pushed out through Board Docs on a monthly basis and at retreats.</p>	<p>Monthly</p>	<p>Superintendent Chief Business Official Staff</p>	<p>Board of Education</p>	
<p>Survey to stakeholders to garner feedback on a variety of topics Study and implementation of feedback.</p>	<p>August 2015 October 2015 December 2015</p>	<p>Superintendent Staff Participants</p>	<p>Participation Rate</p>	<p>NIU-PDS Online resources Compilation of data</p>
<p>Formation of a committee (staff, students, community) regarding District branding for the purposes of consistency and identification of the District logos.</p>	<p>Ongoing beginning September 2015</p>	<p>Superintendent Committee Ralph Helm</p>	<p>Identified consistent branding for the District.</p>	<p>Staff</p>

Create and implement a communication plan that provides information and encourages dialogue.

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
<p>Definition and implementation of consistent guidelines for District webpages, social media and communications. (Facebook, Twitter)</p> <p>Templates for newsletter/eblasts for consistency.</p>	<p>Ongoing beginning at the September Administrative meeting.</p>	<p>District administration Staff Technology staff</p>	<p>TBD Use by stakeholders as monitored by technology</p>	<p>Time Professional Development TBD</p>
<p>Create a plan for using print media throughout the community to enhance participation and knowledge of District events and initiatives.</p> <p>Intentional planning What gets printed Medium to be used Purpose</p>	<p>Research and define by November With piloted implementation</p> <p>Consistent plan beginning January 1, 2016</p>	<p>Communications committee Administrative team</p>	<p>Increased attendance at events</p>	<p>Partnerships with Sports Boosters Music Boosters Chamber of commerce TBD</p>
<p>Create and implement plan for Spartan TV . This will include: Credit Opportunities School Use Community Opportunities</p>	<p>September-December – Plan January –Pilot Implementation</p>	<p>Administration Spartan TV staff</p>	<p>Assess current use and events Measure participation</p>	<p>Spartan TV Equipment Use of needs assessment as determined by survey results.</p>

Create and implement a technology plan that transforms student learning through varied instructional tools and practices.- Instructional

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
Research the SAMR model of Technology integration.	1 st Semester- Explore and Investigate the SAMR to support the Strategic Design and District goals.	Instructional Triple H team and Technology Committee	Pre and post survey regarding our current reality	Professional Development
Pilot implementation of the SAMR model.	2 nd semester	Instructional Triple H team and Technology Committee Pilot-TBD	Study of effectiveness of the pilot through dialogue	Time Professional Development
Create a plan for expansion of the SAMR Model	16-17 School year	TBD	TBD	TBD
Research online instructional resources (ie. COMPASS) to create a blending learning environment that supports the District MCL vision.	15-16 School Year	Administrative Team Instructional Triple H team	Comparison of like resources	Time Resources

Create and implement a technology plan that transforms student learning through varied instructional tools and practices.- Infrastructure

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
Investigate and understand the SAMR model of Technology integration.	1 st Semester- Explore and Investigate the SAMR to support the Strategic Design and District goals.	Instructional Triple H team and Technology Committee Infrastructure Team	Pre and post survey regarding our current reality	Professional Development
Pilot implementation of the SAMR model.	2 nd Semester	Instructional Triple H team and Technology Committee Pilot-TBD Infrastructure Team	Study of effectiveness of the pilot through dialogue	Time Professional Development
Create a plan for expansion of the SAMR Model	16-17 school year	Instructional Triple H team and Technology Committee Pilot-TBD Infrastructure Team	Completed plan	
Research and identify new Student Information System (SIS) online instructional resources	15-16 school year	Kathy Countryman Nicole Stuckert SIS Team	System identified	

Technology Structure

Triple H
(Infrastructure and Instructional)

Infrastructure
Kathy and Nicole

Instructional
Kris

Ed

SIS
Assistant

Jim

Roxanne

Implement a budget process based on the District vision with parameters for efficient use of resources.

Activity/Strategy	Timeline	Person(s) Responsible	Measures for Activity	Resources for Activity
Communication to the Board and stakeholders regarding ongoing state and federal information	Monthly	Chief Financial Officer/Chief School Business Official	Knowledge	IASBO membership
Implementation of the Budget Deficit Reduction Plan	Ongoing	Chief Financial Officer/Chief School Business Official Board Administration	Monthly financials Projections	Budget Process PMA
Continued use of PMA tools to analyze projections	Ongoing	PMA Chief Financial Officer/Chief School Business Official	Ability for the Board to make Financial Decisions based on data and projections	PMA
Use and enhancement of the budget allocation process • Research and study of other revenue sources	Ongoing	PMA Chief Financial Officer/Chief School Business Official	Budget manager presentations Implementation of the budget reduction plan Impact on vision	Staff
Continued development of relationships with other taxing bodies and community Stakeholders	Quarterly-FAC meetings	Chief Financial Officer/Chief School Business Official Community members	Ability of community members to articulate District vision and finances	