

GOAL 1:

Develop Great Teachers and Leaders

Strategy 1.1: Provide teachers and students with the tools and resources necessary to meet the demands of the New Illinois Learning Standards

Initiative 1.1.1: Develop curriculum framework and related documents

Example Actions:

- Develop a web-based curriculum portal to house all curriculum frameworks and related documents for each grade level
- Develop pacing charts
- Develop required and optional anchor texts

Initiative 1.1.2: Allocate sufficient staff and provide sufficient instructional resources and materials

Example Actions:

- Develop an adoption cycle for instructional materials and curriculum supports
- Implement a Professional Learning Communities (PLC) model for staff collaboration and improvement of student learning outcomes
- Implement Instructional Rounding (IR) process for monitoring and improving instructional practices

Initiative 1.1.3: Implement a balanced assessment system

Example Actions:

- Develop a balanced assessment system K-12 (benchmarking, progress monitoring, unit assessments)
- Implement the use of technology to support common assessment administration and analysis
- Establish common grading policies and practices K-12

Strategy 1.2: Recruit, employ, and retain high quality, diverse teachers, instructional leaders, and staff

Initiative 1.2.1: Recruit highly qualified, diverse staff

Example Actions:

- Explore non-traditional means to recruit and retain staff
- Develop a marketing strategy to attract qualified candidates to the District
- Ensure competitive pay scale for all employee groups

Initiative 1.2.2: Recognize excellent performance

Example Actions:

- Develop Educator Spotlight Series to recognize teachers who exemplify innovation and best practices
- Establish employee recognition programs

Initiative 1.2.3: Ensure effective management of vacancies

Example Actions:

- Develop a multi-year plan to forecast anticipated vacancies in order to proactively fulfill those vacancies
- Develop a prescreening process to provide schools with a pool of eligible candidates to select from

Initiative 1.2.4: Ensure compliance with contractual and legal obligations

Example Actions:

- Implement a certified staff evaluation process aligned to Performance Evaluation Reform Act (PERA) requirements
- Revise and update job description for all District employees

Strategy 1.3: Provide training and support to promote the ongoing professional growth of all staff

Initiative 1.3.1: Develop a comprehensive professional development plan

Example Actions:

- Create an aligned and tiered professional development plan for all employees
- Link trainings, required trainings to promotion
- Develop three-year plan for Professional Learning Communities (PLC) training, implementation, and support

Initiative 1.3.2: Provide support for effective professional development

Example Actions:

- Develop a variety of training formats to facilitate less time out of the classroom/building
- Ensure coaching, mentoring, and supervision of principals, administrators, and support staff
- Provide *Educator Universities* and new staff training on education service topics

