

EASTLAND COMMUNITY UNIT SCHOOL DISTRICT #308

STRATEGIC ACTION PLAN

August, 2009 – August, 2012

FINAL DRAFT

Board Mission

To provide a safe and effective learning environment by:

- working together as a Board of Education
- employing and evaluating the Superintendent
- engaging the community for informed input
- developing and monitoring a strategic plan
- managing finances responsibly

District Vision

Learning is paramount at Eastland, where students are provided the foundation for a happy, healthy, and successful life through the development of competencies . . .

CORE COMPETENCIES

- to **read, write, speak, and listen** effectively
- to **apply math and science skills** to solve problems

SUPPLEMENTAL COMPETENCIES

- to **reference history and civics**
- to **use technology** to communicate and solve problems
- to live a life of **mental and physical wellness**

SOCIAL-CULTURAL COMPETENCIES

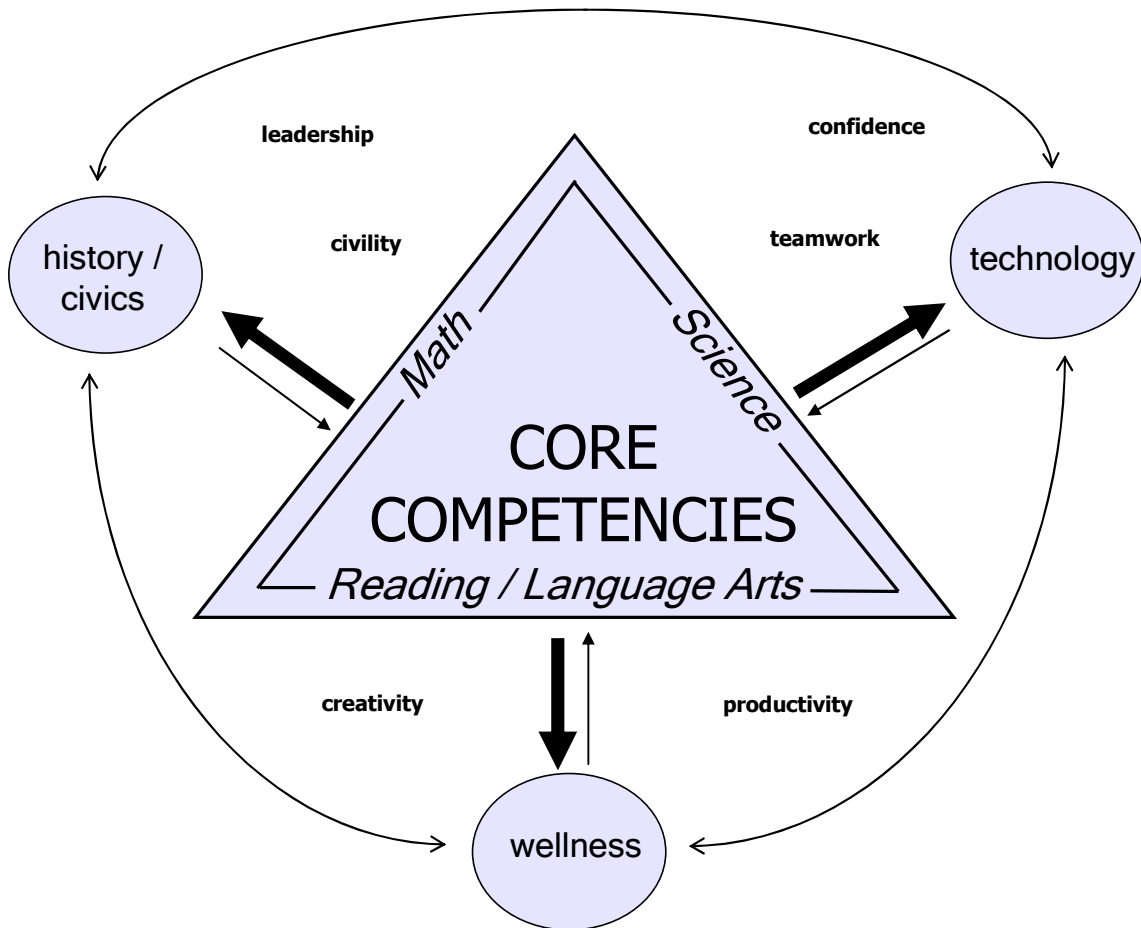
- to **lead** ethically
- to communicate **civily**
- to act **confidently**
- to **collaborate** effectively
- to **think** creatively
- to **work** productively and
- to **contribute personally** to a better school, community, and world.

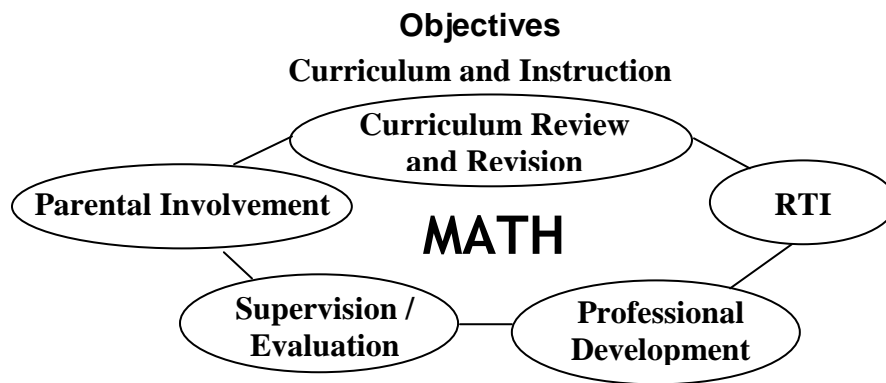
Curriculum and Instruction

Goals:

1. to develop **curriculum** and use **instructional practices** that will ensure every student graduates with the **core competencies** identified in the District's vision.
2. to provide opportunities for every student to **explore and/or develop the supplemental and social competencies** identified in the District's vision

Eastland CUSD #308
Academic Vision
(approved)



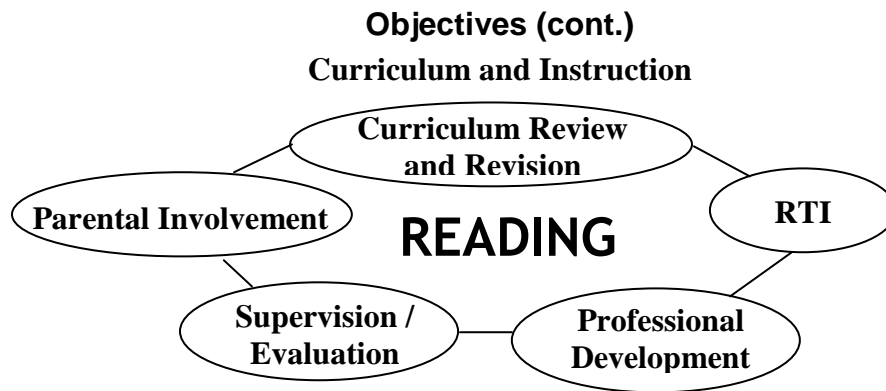


Strategic Goals:

- By 2012, 75% of students grades 3-8 will exceed state standards in Math as measured by the Illinois Standards Achievement Test (ISAT).
- By 2012, 75% of students in grades 9, 10, and 11 will meet college-readiness benchmarks in Math as measured by the ACT-Explore, ACT-Plan, and ACT tests.

Task Plan:

1. The administration and staff will **evaluate and revise the core math curriculum K-12 to ensure that it is research-based:**
 - A. The K-12 math curriculum will be mapped and articulated to ensure that all students receive a research-based, articulated, and rigorous core curriculum in math through grade 11.
 - B. The math curriculum will be aligned to prepare all students for success on the Prairie State Achievement Exams administered in grade 11, and benchmarked with the curriculums of other high performing schools.
2. **An RTI plan for math will be implemented for each level of instruction**, including
 - A. formative assessments
 - B. supplemental interventions
 - C. summative assessments
 - D. a schedule and resources to ensure the integrity of the interventions
 - E. regular, grade-level data meetings
3. The administration and staff will participate in **district-wide professional development** on math instructional strategies:
 - A. Consultants and/or experts on balanced math instruction will be hired to work with teachers during institutes, and periodically throughout the year.
 - B. Textbook representatives will provide training in the use of the new math series.
 - C. Supplemental math intervention programs will be researched, and staff trained in their use (support and professional staff).
4. The administration will provide **increased clinical supervision of staff** to improve implementation of the math curriculum, and awareness of strengths / weaknesses.
5. The administration and staff will develop and implement a **parental involvement plan** to ensure universal, adult-support of the fundamental competencies.



Strategic Goals:

- By 2012, 75% of students grades 3-8 will exceed state standards in Reading as measured by the Illinois Standards Achievement Test (ISAT).
- By 2012, 75% of students in grades 9, 10, and 11 will meet college-readiness benchmarks in Reading as measured by the ACT-Explore, ACT-Plan, and ACT tests.

Task Plan:

1. The administration and staff will **evaluate and revise the reading curriculum K-12:**
 - A. The K-12 reading curriculum will be mapped and articulated to ensure that all students receive a research-based, articulated, and rigorous core curriculum in reading through grade 11.
 - B. The reading curriculum will be aligned to prepare all students for success on the Prairie State Achievement Exams administered in grade 11, and benchmarked with the curriculums of other high performing schools.
 - C. Reading-based curriculum will be integrated into the non-core academic programs.
2. **An RTI plan will be implemented for each level of instruction**, including
 - A. formative assessments
 - B. supplemental interventions
 - C. summative assessments
 - D. a schedule and resources to ensure the integrity of the interventions
 - E. regular, grade-level data meetings
3. The administration and staff will participate in **district-wide professional development** on reading instructional strategies:
 - A. Consultants and/or experts in balanced reading instruction will be hired to work with teachers during institutes, and periodically throughout the year.
 - B. Textbook representatives will provide training in the use of the reading series.
 - C. Supplemental reading intervention programs will be researched, and staff trained in their use (support and professional staff).
4. The administration will provide **increased clinical supervision** of staff to improve implementation of the reading curriculum, and awareness of strengths / weaknesses.
5. The administration and staff will **develop and implement a parental involvement plan** to ensure universal, adult support of the fundamental competencies.

Co- and Extra-Curricular Programs

Goal: *to provide a variety of co- and extra-curricular activities that complement and enrich the students' educational experiences by reinforcing the competencies identified in the District vision.*

1. The administration and staff will sustain or increase the % of students participating in extra- and co-curricular programs.
2. The administration and staff will develop programs for middle school and underclass students that support their individual and collective improvement, and feed into the varsity programs.
3. The administration and staff will develop practice and event schedules that satisfy the following goals:
 1. sufficient practices and events to prepare students to be successful
 2. practices and events scheduled with respect for each student's academic responsibilities

Transportation

Goal: *to transport students to and from school and school activities in a safe and efficient manner.*

1. By 2011-12, without increasing travel time for any route longer than the currently longest route time, consolidate and reduce at least one regular a.m./p.m. route as allowed by declining enrollment.
2. By January, 2012, resolve the long-term status of the old bus garage in Shannon:
 - A. take immediate steps to shut-off the water, and discontinue heating the space.
 - B. organize, repair and improve for use as a bus storage facility, or
 - C. organize, repair and improve for use as a district storage facility, or
 - D. tear down and dispose of building
3. By January, 2011, determine if bio-diesel is a viable fuel supplement for the District's bus fleet.
4. Monitor and discontinue shuttle services that are currently being provided when the service is under-utilized or impractical.

Facilities

Goal: to provide safe and effective learning facilities for all students

1. By February, 2010, pass a referendum for a new physical education, Agriculture, and activity spaces at Eastland High School with improved locker room, fitness, and gym space, as well as improvements to the old gym to serve as a multi-purpose area.
2. By January, 2011, resolve the long-term status of the old bus garage in Shannon.
3. By the end of FY 2011, repair or replace the flat roof at Eastland High School.
4. By 2012, complete replacement of old classroom doors in Eastland Middle and High Schools.
5. By 2012, install / provide interactive white board technology for 75% of the classrooms throughout the district.
6. By 2012, develop a plan for improving the library / media center spaces for Eastland Elementary students.
7. By 2012, complete improvements to the old gymnasium at Eastland Middle school, including:
 - A. construction of a handicapped-accessible hallway between the current office and the contest gymnasium
 - B. repair and/or replacement of the gym floor
8. By 2012, replace or remove the softball field lights at Eastland High School.
9. By 2012, replace the football scoreboard at Eastland High School.
10. By 2012, have approved plans and financing for improvements to air-condition all instructional spaces in Eastland Middle and High Schools.

Finances

Goal: to manage finances responsibly

1. The administration will recommend reductions in staff as appropriate through attrition due to retirements.
2. Maintain individual fund balances of 40-50% of the projected budget for the next fiscal year.
3. Successfully finance and construct a new physical fitness wing at Eastland High School so that:
 - A. the tax burden is similar to the current burden for bond/interest, which will be retired in 2014.
 - B. the new debt is retired in 15 years, unless there are financial advantages to a longer term.

4. Solicit and secure a minimum of \$25,000 per year in new revenues to finance expenditures currently funded through local taxes.
5. Reduce annual operating expenditures a minimum of \$25,000 per year as allowed by declining enrollment, and facilitated by retirements.

Communications

Goal: to engage all stakeholders for informed input

1. The Superintendent will **implement a communication plan to build support for the 3-Year Strategic Plan.**
2. The Superintendent will **publish an annual financial plan and levy rationale.**
3. The Superintendent, Facilities Committee, and the Steering Committee will develop **an informational communication plan** for the February, 2010 referendum.
4. The administration will evaluate, review, revise and approve **cooperative agreements** with neighboring districts.
5. **District liaisons** will work with community and support groups, such as Chambers of Commerce, local governments, Lions' Clubs, the Lake Carroll Association, the Music Boosters, the Sports Boosters, the Parent-Teacher Organization, the FFA Alumni, and the Eastland Education Foundation.