

PLANNED IMPROVEMENT FOR THE SCHOOL AND DISTRICT

This is the final section of the school report card in which your school and district provide information below on areas of success and areas for planned improvement based on your school's improvement plan.

(For report cards disseminated electronically, this information may be provided in a separate document due to differences in the software used. If you are unable to locate this document, please contact your local school or district office.)

West Northfield School District #31 has developed a seven-year Strategic Plan which serves as the planned improvement for the District and each school. Additionally, each school has developed its own School Improvement Plan based on the five goals of the Strategic Plan and the school's student achievement and growth data. The District's seven-year Strategic Plan is below and can also be accessed via the District web site, www.district31.net.

West Northfield School District #31 Strategic Plan 2015-2016 --- 2021-2022

MISSION

Inspiring Minds, Building Futures - Together

VISION

West Northfield School District 31 provides a world class, whole-child education and equitable opportunities for all students in an environment that respects diversity and fosters collaborative partnerships among stakeholders while maintaining financial strength.

- **Educational Excellence:** High expectations for social, emotional, and intellectual growth and achievement are supported and sustained.
- **Inspired Learning:** Creativity, collaboration, communication, and critical thinking skills are fostered.
- **Supportive Environment:** Strong and nurturing relationships which value individual perspectives are created.
- **Community:** Success is celebrated within a vibrant community of diverse learners.
- **Partnership:** Students, staff and families are active partners in learning.

CORE VALUES / BELIEF STATEMENTS

- We believe that it is our responsibility to ensure all students grow and develop to their full potential.
- We believe in fostering the physical well-being as well as the academic, social, and emotional growth of each student.
- We believe in fostering opportunities for creativity and exploration to help students discover their lives' passions and interests.
- We embrace our diversity and believe it is a strength.
- We believe that having clear academic and behavioral expectations along with providing instruction and modeling in social and emotional skills creates a safe and nurturing learning environment.
- We believe in meaningful and authentic classroom instruction that addresses diverse learning styles and fosters creativity and innovation through a variety of modalities.

- We believe that a curriculum with clear learning targets and corresponding formative and summative assessments is necessary for high student achievement.
- We believe in creating a strong school community that celebrates success.
- We believe in continuous improvement.
- We believe in creating a culture that supports high quality teachers and staff so that they remain committed to and invested in District #31.
- We believe in creating a culture and environment where teams collaborate and use data to ensure students are growing and goals are met.
- We believe that educators need systematic, targeted and ongoing professional development, coaching, and collaboration opportunities to be successful in an environment of continuous improvement.
- We believe in fostering strong relationships between the District, our families, and community.
- We believe that District #31 should have open, transparent, two-way communication between all stakeholders.
- We are committed to maintaining a fiscally responsible outlook while providing high quality resources and facilities.

GOAL 1: Student Growth & Achievement	POSSIBLE INDICATORS:
District #31 students will grow in their mastery of the New Illinois Learning Standards.	<ul style="list-style-type: none"> • Students meeting and exceeding growth targets on standardized tests (e.g., NWEA MAP tests) • Students meeting and exceeding growth targets on common assessments or curriculum tests • Students meeting or exceeding growth targets on teacher created assessments • Similar or better growth on assessments than comparison districts (e.g., feeder schools, schools with similar demographics) • Subgroups of students growing and closing achievement gaps • Strong District #31 student performance in high school
STRATEGY 1	
Develop and implement a defined and coordinated curriculum which identifies standards-based learning outcomes and aligns resources and materials to achieve those outcomes.	
STRATEGY 2	
Develop an assessment system which includes aligned formative and summative assessments, grading criteria, and standards-based report cards. Use all assessment data to measure student progress toward mastery of learning outcomes, drive instruction, assess instructional effectiveness, and determine interventions and enrichments needed.	
STRATEGY 3	
Develop a system that provides for differentiation, tiered interventions, and enrichment based on assessment results for academics and social emotional learning.	

GOAL 2: Learning Environment	POSSIBLE INDICATORS:
<p>District #31 will provide a safe, supportive, challenging, and inspiring learning environment that promotes the physical, academic, social, and emotional growth of all students, empowering them to become active partners in their own learning.</p>	<ul style="list-style-type: none"> • Low behavior infraction incident rates • High levels of recognition given for appropriate behavior • Meeting and exceeding Social / Emotional Learning growth targets • Meeting and exceeding student generated goals (academic and behavior) • Positive student, parent, and staff satisfaction and climate data • Facility cleanliness and maintenance • Life-Safety compliance • Effective physical use of space • Strong extra-curricular participation • High student attendance and low tardy rates
STRATEGY 4	
<p>Develop a behavior system that clearly identifies common expectations/consequences and teaches, monitors, and reinforces these throughout the school year.</p>	
STRATEGY 5	
<p>Create a community and culture that formally recognizes and celebrates District, school, and individual student and staff growth and accomplishments.</p>	
STRATEGY 6	
<p>Provide a range of experiential learning opportunities inside and outside the school day which provide opportunities for creativity, exploration, and application to help students discover their lives' passions and interests.</p>	

GOAL 3: Professional Practices	POSSIBLE INDICATORS:
<p>District #31 will achieve a supportive and positive work environment where collaborative structures and processes are used to ensure shared leadership and data-based decision making.</p>	<ul style="list-style-type: none"> • All students meeting and exceeding learning growth targets • Effective Teacher Evaluation System • High staff retention rates • High staff participation in professional

	<ul style="list-style-type: none"> development opportunities • Staff providing professional development opportunities • Positive staff satisfaction and climate data • Administrators establishing common Professional Learning Community (PLC) expectations and staff acting upon these
STRATEGY 7	
Deliver proactive and systematic professional development™ focused on critical areas and provide ongoing implementation support through coaching and other resources.	
STRATEGY 8	
Develop a collaborative leadership structure for shared decision making™ including a District Leadership Team (DLT), School Leadership Teams (SLT), and Grade Level / Department Level Teams which are responsible for the implementation of the Strategic Plan and are held accountable for the achievement of identified goals.	
STRATEGY 9	
Establish common Professional Learning Community (PLC) expectations around a focus on learning™ as the primary agenda element for each meeting.	

GOAL 4: Engage Families and Communities	POSSIBLE INDICATORS:
District #31 will enhance the education of students through meaningful partnerships with families and the community.	<ul style="list-style-type: none"> • Positive parent and community satisfaction and feedback data • Multiple extra-curricular opportunities • Increased numbers of volunteers / hours of service • Expanded learning opportunities • Family and community access to communication • Strong participation in parent education opportunities • High attendance at school / District sponsored events
STRATEGY 10	
Expand two-way communication with families and community members through outreach, education, and support, including goal / progress updates, on how the District is achieving and expanding the use of satisfaction data aligned to District priorities.	

GOAL 5: Resources	POSSIBLE INDICATORS:
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District #31 will continue to improve its financial stability while continuing to obtain the required resources to meet the goals of the District's Strategic Plan and will communicate financial information to stakeholders.

- 3-5 year fund balances
- Positive audit findings
- Positive stakeholder satisfaction survey data
- Prudent per pupil instructional costs
- Strong bond rating
- High Illinois State Board of Education Financial Profile Status

STRATEGY 11

Effective communication with stakeholders about the financial health of the District.

STRATEGY 12

Allocation of resources to ensure the success of the Strategic Plan.