



*To ensure that all District No. 118  
students reach their fullest potential.*

## **Danville Community Consolidated School District 2011-16 Strategic Plan**

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### **Goals/Accomplishments of the 2011-12 School Year**

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#### **Academic Achievement & Curriculum**

##### **Goal:**

Make curriculum decisions primarily based on data regarding student growth, and use such data to narrow efforts to increase student growth in reading and math.

##### **Update on Goal Attainment:**

- New math curriculum and new math core materials aligned to Common Core State Standards implemented in K-2
- New math curriculum and new math core materials aligned to Common Core State Standards will be implemented in 3-8 in 2012-13
- The language arts curriculum (K-8) has been rewritten to be aligned with the Common Core State Standards. Teachers are currently developing Units of Study based on the new curriculum and will work to create common assessments in the 2012-13 school year
- Saxon phonics implemented in K-1, expanding to 2<sup>nd</sup> grade in 2012-13
- AIMSweb Math implemented K-5 as a universal screener
- AIMSweb Math and Reading will be implemented as universal screeners in 6-8 in 2012-13
- Middle Schools and Danville High School utilize EPAS (pre-ACT) system to provide data to English and math classroom teachers
- North Ridge Middle School has developed a Restructuring plan, looking at all school data to provide a school improvement plan for the 2012-13 school year
- The District Improvement Team met on a bi-weekly basis throughout the year to review district wide data and initiatives. As a result of these meetings, the team is currently investigating the process for implementing Professional Learning Communities throughout the district beginning in August 2012

**Goal:**

Expand alternative programming options for students and arrange for one site for instruction. Strengthen consistency in assigning students to alternative programming and investigate the possibility of offering an on-site GED program; furthermore, align the alternative education curriculum with district curriculum to enhance transition for students exiting alternative school to return to their home school.

**Update on Goal Attainment:**

The alternative school will be located in one site next year at the former Holy Family School that is being purchased by the district. This will allow all alternative programs to be housed under one roof and to fully implement all current curriculums. For the first year, the District Alternative Transition Committee, along with administration, decided it was best not to add any additional programs and to keep numbers around the same so that there is a smooth transition. The committee did recommend that there be an intake and transition process for all students which will strengthen consistency in assigning students. All students entering all programs both middle and high school will be involved in an intake meeting that they must attend with their parents. All students will have a transition meeting when they return to their home school and our transition specialist will track student progress at their home school. The transition meeting will be held at the home school. Because of the change in state law, the committee determined that we would look into providing our students with classes that would prepare students for taking the GED, but would not house an on-site program the first year.

There will be a district alternative curriculum committee comprised of alternative staff, middle and high school core subject staff, parents, and community to discuss the current curriculum used by the high school programs and to look at other direct instruction courses to better align with district curriculum. The middle school's currently follow the district curriculum and for the past two years have participated in many of the trainings that have been provided for the middle school teachers at the home schools. The new building will also allow us to fully-implement our social curriculum called *Why Try* which is a team building type curriculum with many hands-on activities to foster student growth as well as *Nurtured Heart* which will be a school-wide initiative. All teachers in the alternative program received three days of training this summer to allow for the rolling out of this initiative at the start of the school year.

Lastly, the alternative program will also be adding a mentoring and work study program. We will be working with many community members and churches to provide a mentor for all the students in the alternative program. We want the alternative school to be very community oriented and feel this is one way to open our doors to the community and to help our students at the same time. Mr. Mike Stephens from Danville High School will also come one period a day to teach a WECEP class that will give some of our students the ability to gain work and career skills and to be employed during the school day at a business in the community.

The Board of Education approved the Alternative Education Committee's recommendations May 9, 2012.

The Board of Education approved the purchase of the former Holy Family School May 23, 2012.

## Communication and Marketing

**Goal:**

Develop a Standards-Based K-2 Report Card.

**Update on Goal Attainment:**

In November, 2011, a committee was developed to provide suggestions for a standards-based report card in kindergarten, first, and second grades. Members consisted of teachers from each grade level, administrators, and coordinators. The committee carefully reviewed examples from other districts, researched methods to communicate the changes to all stakeholders, and examined availability through entering progress in Skyward Student Management. Parents and guardians may continue to monitor student performance from home through Skyward Family Access.

Consistent priority standards were determined for English Language Arts and Mathematics for the entire year and will be monitored through progress reports and at the end of each quarter. Academic achievement will be based on a numerical system that correlates to performance levels in English Language Arts and Mathematics. All other courses and behavior will be assessed with a scale based on participation and effort.

Brochures are being created to accompany at each progress period and quarter to explain the process to families. Family Council meetings will also provide time for further explanation.

The Board of Education approved the K-2 standards based report card for piloting in the 2012-2013 school year on May 23, 2012.

**Goal:**

Increase the quality of teachers' communication with students by initiation of the Nurturing Heart Program (Essential Social Curriculum) to provide positive intervention, behavior, and support.

**Update on Goal Attainment:**

The following schools participated in the development and beginning implementation of *The Essential Social Curriculum* during the 2012-2013 school year: Cannon, Edison, Garfield, Liberty, Meade Park, North Ridge, and South View. Ninety-plus teachers, support staff, and administrators attended a three-day conference on *The Essential Social Curriculum* from June 4-6 at South View Middle School.

**Goal:**

Establish regularly scheduled forums between staff and Superintendent.

**Update on Goal Attainment:**

The Superintendent met with staff at 10 schools this year, as well as the leadership team at Danville High School. From November 15 through May 15, he met with groups of representative staff at 12 well-attended after school coffees to answer questions, invite suggestions, and discuss school district aims.

**Goal:**

Establish annual Board of Education visits to each school building and promote an atmosphere of teamwork and mutual appreciation between the school board and district staff, including a concerted effort by the school board to publically acknowledge the challenges and the accomplishments of teachers, principals, central office personnel, and support staff.

**Update on Goal Attainment:**

Beginning May 9<sup>th</sup>, each board member receives a calendar of upcoming district and school activities so each may attend as his/her schedule allows.

## Facilities – Infrastructure & Technology

### Goal:

Complete the South View Middle School renovations.

### Update on Goal Attainment:

The \$12.3 South View renovation was completed in March, 2012. Besides the addition of a large cafeteria, the following enhancements were provided: new gabled metal roof, new Daiken heating system, air conditioning, plumbing replacement as needed, electrical updates as needed, new individual student lockers, new bathroom fixtures, building repainting, all exterior doors and windows replaced, new locker room lockers, etc.

### Goal:

Complete the North Ridge Middle School renovations.

### Update on Goal Attainment:

The \$13.8 million North Ridge renovation was approved by the Board of Education on December 14, 2011 and is ongoing with a completion date of December, 2012. The scope of work and enhancements mirrors the work completed at South View. Paving, landscaping, and seeding work is scheduled to be completed by April, 2013.

\*All of the above work was done without raising the tax rate.

## Finances – Funding & Cost Containment

### Goal:

Establish finance and cost containment committee for the district and utilize the services of PMA (or other financial firm) to assess and forecast the financial future of the district.

### Update on Goal Attainment:

This committee met in March and April to discuss the implementation of a reserve fund plan for the District. Board members were invited to join the committee. We will continue to have meetings throughout the year to discuss current cost containment procedures and/or any steps needed to do to cut costs in the future. Utilizing PMA budget projections for our district, over \$635,000 of cuts were recommended to the Board of Education on March 14, 2012, which the Board approved due to the loss of federal and state funds.

### Goal:

Plan to reach fair and equitable agreements in negotiations with all bargaining units.

### Update on Goal Attainment:

Negotiations are currently underway with all district employee groups.

### Goal:

Study the implementation of a reserve fund plan for the district in order to stabilize the effects of erratic funding and unexpected liabilities.

### Update on Goal Attainment:

Our cost containment committee reviewed both the Illinois Association of School Board's and the Government Finance Officer's Association's policy on adequate fund balance(s). It was the committee's

and Superintendent's recommendation, after the review of the supporting documentation and considering both the school district's dependency on state funds and building needs, that Danville Community Consolidated School District No. 118 seek to establish an overall fund balance requirement of 20% of the annual revenues/expenditures (whichever is greater) in the operating funds. The Board of Education approved this recommendation on April 11, 2012.

## **Human Resources – Staffing**

### **Goal:**

Continue to recruit and hire high quality administrators, faculty, and increase the number of minority faculty and staff throughout the district.

### **Update on Goal Attainment:**

- We have hired one administrator for Southwest, a successful principal with four years of administrative experience
- We have hired three new social workers, one African-American
- We have hired two new family liaisons, one African American and one Hispanic
- We have hired five new elementary teachers one of whom is African American
- We have hired two new middle school teachers

### **Goal:**

Implement recent school reform legislation which mandates teacher rating scales for teacher evaluations by September 1, 2012.

### **Update on Goal Attainment:**

The new teacher evaluation instrument, which has the new state-mandated ratings, has been completed and will be implemented for all teachers in 2012-2013. The Board of Education approved the new evaluation instrument on December 14, 2011.

### **Goal:**

Pilot a new principal evaluation instrument which incorporates student growth as a significant factor in the overall evaluation rating.

### **Update on Goal Attainment:**

Principals from North Ridge Middle School, South View Middle School, Cannon School, and East Park School participated in a state-wide principal evaluation pilot with Governors' State University during the 2011-2012 school year. A committee comprised of District administrators (Mark Neil, Phillip Cox, Jason Bletzinger, Robin Fluno, Kimberly Pabst, Chris Rice, and Mendy Spesard) investigated state-approved model evaluations and made a recommendation to Mr. Denman. He will present this recommendation to the Board of Education on June 20, 2012, which includes student growth as 30% of the overall evaluation rating.

### **Goal:**

Train all district evaluators with regard to new principal and teacher evaluations.

### **Update on Goal Attainment:**

District evaluators will be trained through the new mandated Illinois administrator training. This training will be completed prior to the start of the 2012-2013 school year. Teacher evaluator training begins

online on June 11. District training is scheduled for August. The new principal evaluation form will be presented to the Board of Education on June 20, 2012.

## **Parental Involvement and Community Involvement**

### **Goal:**

Research the best practices of how to get parents engaged and involved in their children's education and investigate adopting a district-wide Parent Pledge for parents/guardians to affirm their commitment to supporting their child's education by making school a priority in their respective households

### **Update on Goal Attainment:**

Research is on-going in this area. Parent Pledge for grades K-5 was approved by the Board of Education on May 23, 2012. Pre-School Parent Pledge recommendation was presented to the Board of Education on June 20, 2012. Parent Pledge for grades 6-12 will be studied and considered during the 2012-2013 school years.

Two parent involvement coordinators were employed this year. Next September, plans are in place to establish a family resource room at the Jackson School Building.

## **Safety and Discipline**

### **Goal:**

Enforce the existing dress code with fairness, equity, and consistency across all buildings.

### **Update on Goal Attainment:**

Stricter enforcement of the existing dress code, especially at the middle and high schools took place from the first day of school this year.

Principals review the Board of Education's Ownership in Education policy with teachers and support staff at minimum once per year. Teachers review the policy with students twice a year, at minimum.