

GOAL 1: Improve Student Achievement

Instruction

- Sheltered Instruction Observation Protocol (SIOP)
- Clear learning objectives
- Differentiated instruction
- Strategies for addressing skill gaps
- Ability grouping based on academic skills
- Emphasis on power standards essential for each grade
- School-level projects across grades

Curriculum

- Structured literacy: K-5
- Early literacy: PreK-2
- Arts integration
- Social Emotional Learning (SEL)
- Quality materials for direct instruction
- Move away from one-size-fits-all curriculum

Assessment

- Traditional grading scale grades K-6
- Parent professional development of standards-based grading
- Competency-based education (CBE) for high school
- Progress monitoring for retention
- Progress monitoring for behavioral interventions
- Accurate analysis of FastBridge data

Grade-Level Retention

- Multi-Tiered System of Supports (MTSS)
- Summer school / credit recovery programming
- Early childhood and kindergarten screening
- Retention of students who do not have grade appropriate skills
- RTI interventionists
- Reading recovery

GOAL 1: Improve Student Achievement (cont'd)

Technology

- Remove 1:1 technology
- Review of iPad functionality
- Reduce technology reliance K-5

Teacher Development

- Professional Learning Communities (PLCs)
- Early release for PLC team meetings
- Structured time for grade-level planning and assessment meetings
- TAs for 4th-5th grades
- TAs for K-1st grades with class caps of 16
- Literacy coaches
- Smaller caseloads for support staff
- Training for working with students with special needs
- Research-based instructional strategies for reading and math

Career Pathways

- Career Technical Education (CTE) programming
- Science, Technology, Engineering, Arts, Math (STEAM) programming
- College preparation classes
- School-based specialties
- Career pathways access in middle schools

Programs

- Expansion and improvement of Alternative Education (including transition between Alternative Education and home school)
- Transitional kindergarten
- Expansion of Pre-K programming
- Year-round school
- Honors programming / accelerated or advanced programming
- Project-based learning (PBL)
- Attendance incentives with school liaisons and interventionists

External Partners

- Registered art therapy
- Richland Community College
- Millikin University
- Parent Liaisons

GOAL 2: Create Effective Learning Environments

Student Attendance

- Free childcare for students responsible for siblings
- Eliminate half days from calendar
- Truancy officers
- Carpooling and ride share for high schoolers
- Extended day

Student Behavior

- Kindergarten readiness screening
- Clear school-level and district-level response to bullying
- Social Emotional Learning (SEL) curriculum and instruction
- Therapist in every school
- New or revised Alternative Education program
- Curriculum and instruction for clear communication
- Social Emotional Disorder (SEL) rooms
- Low sensory rooms for students with Autism

Technology

- Enforcement of no phones/personal technology policy
- Teacher directed technology use only

Building and Classroom Structures

- Reduced class sizes (emphasis on lower elementary)
- Grade-level appropriate classrooms, gyms, cafeterias, and auditoriums
- Consistent building models
- Grades K-5 and 6-8 separated / 6th grade in middle school
- Grades K-6 with no "boutique" schools
- Grades K-8 and magnet programming for all buildings
- Expanded Pre-K offerings
- Alternative Education
- ESL programming in one building
- Social Emotional Disorder (SED) room in each building
- Low sensory room in each building
- District administrators housed in school buildings

GOAL 2: Create Effective Learning Environments (cont'd)

Professional Models

- ESL Call to Action (research study)
- Finnish model
- Behavior Intervention Support Team (BIST)
- Arts integration

External Partners

- District theatre access
- Track use of venues for grants and sponsorship access
- Mental health agencies
- Therapy dogs

GOAL 3: Promote a Positive Workplace

Professional Development

- Job embedded Professional Learning Communities (PLCs)
- Effective training, goal setting, and progress-monitoring for Professional Learning Communities
- Consistent classroom visits from building- and district-level administrators
- Teacher autonomy in selecting professional development
- Individualized professional development for specialists
- Community-building across buildings
- Weekly staff meetings (early release) for implementation of professional development
- Robust training of long term substitutes as staff

External Partners

- Registered art therapy
- Millikin University
- Richland Community College
- Parent Liaisons

GOAL 3: Promote a Positive Workplace (cont'd)

Communication

- Improved Board engagement with teachers
- Improved district-level relationships with teachers
- Increased teacher feedback and input
- Regular recognition and reward of staff achievements
- Regular recognition of positive building outcomes

Staff Safety & Wellness

- Discrimination training
- Diversity training
- Effective addressing of staff mistreatment

Equitable Access to Internal Resources

- Individual classrooms for every teacher
- High-speed and functional copiers
- District daycare for employees
- Building-level principal swaps
- Utilize HR processes to centralize hiring of staff

External Partners

- Adopt-A-Classroom

GOAL 4: Increase Family & Community Engagement

Volunteering and School Access

- Required volunteer hours per semester
- Required volunteer hours for parents of behaviorally challenged students
- Improved parent access to school buildings
- Parent liaisons at high schools

Communication

- Consistent building-level and district-level communication
- Consistent recognition of positive building-level outcomes
- Emphasis on clear, trust-worthy, and direct communication

Equitable Access to Internal Resources

- Curriculum nights
- Professional development and skills-based resources and tools for families to implement with students
- Family and parent tutoring
- Free childcare during family programming (not sports)

External Programming

- Volunteer-connected student incentive program
- SNAP benefit education hours
- Media and regional visibility initiative
- Work fairs for parents during parent-teacher conferences

External Partnerships

- Higher-education partnership for preschool expansion
- Adopt-A-School
- Local community and family organizations
- Legislators and policy-makers

GOAL 5: Ensure Fiscal Stewardship

- Classroom-focused funding
- Improved timeline for administrator/building spending and budget approval
- Reduced redundancy in platforms and programs