

BOARD OF EDUCATION

Open Work Session

Tuesday, October 19, 2021, 3:30 PM

1st floor Board Room - Keil Administration Building

OPEN WORK SESSION AGENDA

Purpose of the work session: Overview of the District's five-year Strategic Plan

- 
- I.** Call to Order President Dan Oakes
 - II.** Pledge of Allegiance
 - III.** Approval of the October 19, 2021 Open Work Session Agenda
 - IV.** Public Participation
 - V.** Overview of District 61 Five-Year Strategic Plan Dr. Lindsey Gunn, Facilitator
Ashley Grayned, Executive
Director of Innovative
Programs and Strategic
Planning
 - VI.** Board Discussion Board of Education
 - VII.** Adjournment



STRATEGIC PLAN QUARTERLY UPDATE

Dr. Lindsey Gunn, Cambrian Group
Ashley Grayned, Executive Director of Strategic Planning
October 19, 2021



WORK SESSION AGENDA



History of Strategic Plan and How It Works



Beliefs, Mission, Strategic Objectives, and Parameters



Update on Action Items

- Executive Summary
- Year 3



Where do we go from here?

- Roles of BOE and Administration
- Recommended Timeline through June 2022
- Short-Term Vision
- Long-Term Vision



WHAT'S THE PURPOSE OF THE STRATEGIC PLAN?

It's a designed intervention to launch our district from its current state to our desired state of being.

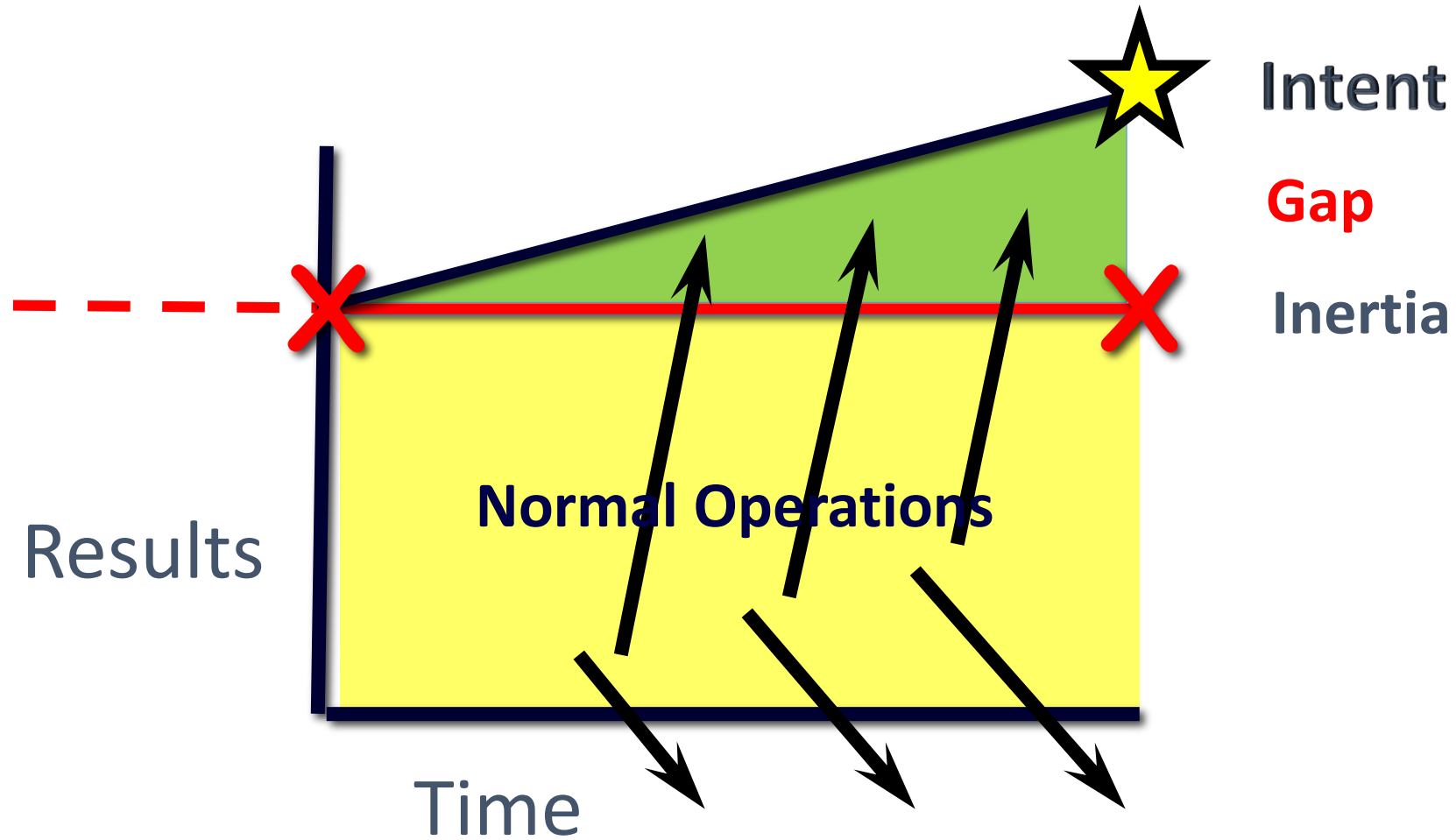
It will help us think futuristically without precedents.



It will help shift our district to become strategic thinkers and embrace a strategic mindset to help us understand the plan and make it happen.

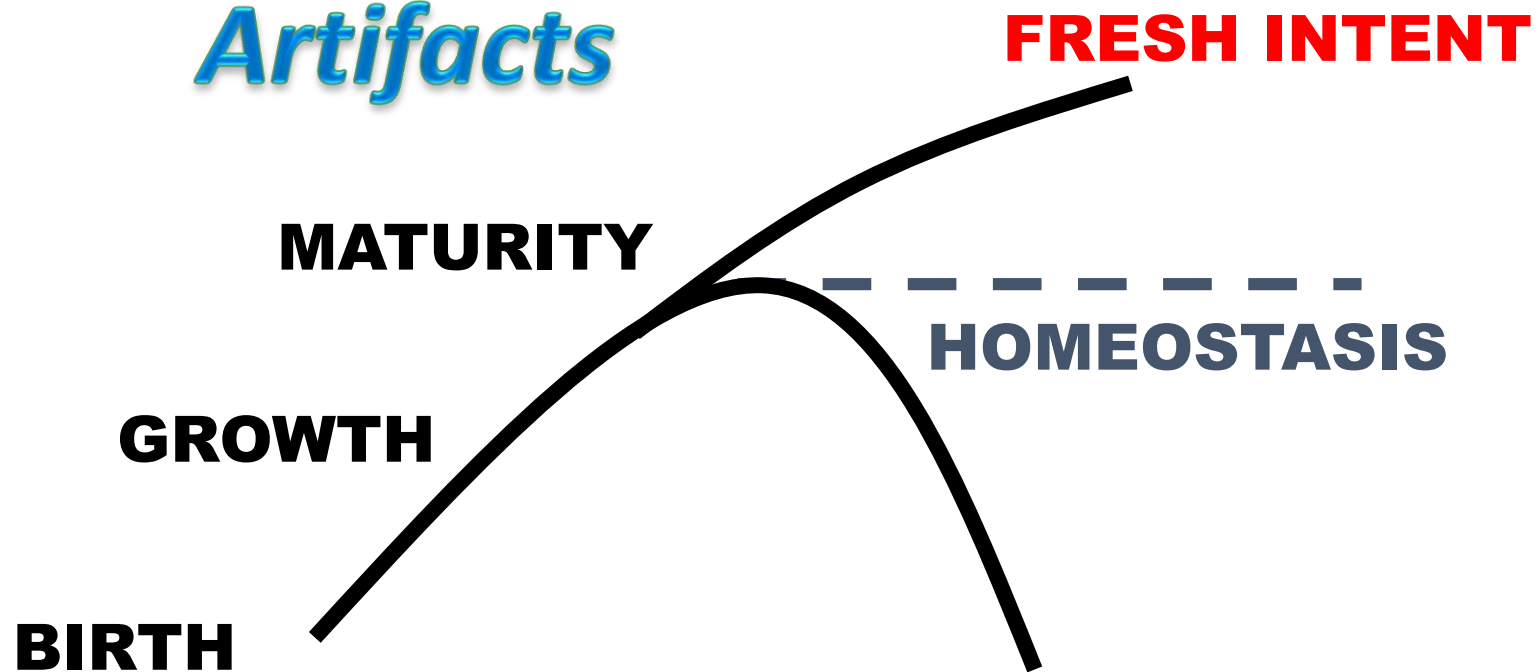
The Strategic Plan focuses on identifying gaps in our system, not just normal operations.

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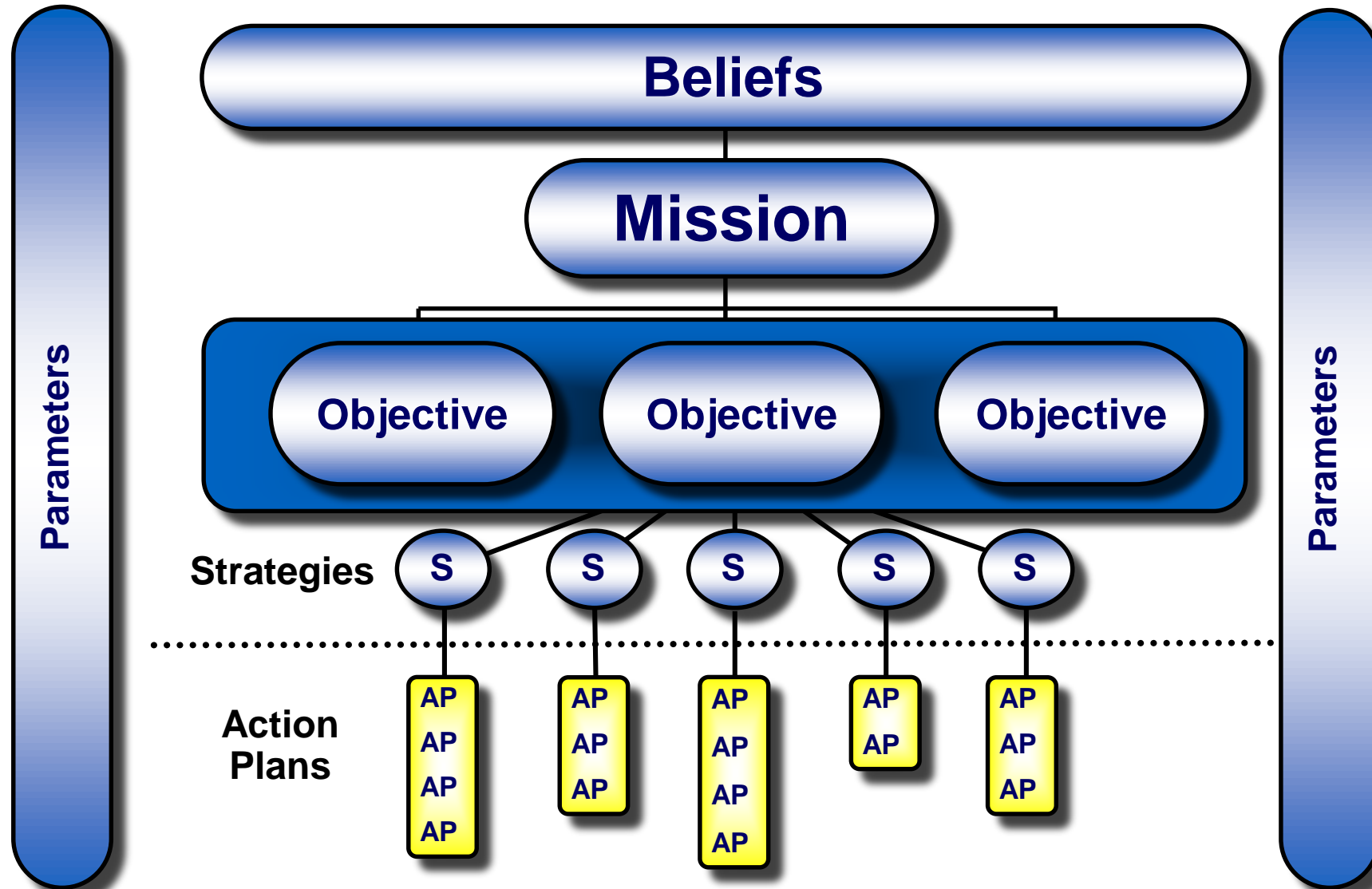


Absolutes

Artifacts



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1. Strategic Thinking



2. Commitment & Preparation



3. Strategic Planning Team



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4. First Planning Session

Cardinal Features

- 1 Beliefs
- 2 Mission
- 3 Parameters
- 4 Objectives
- 5 Strategies

Formative Features

- 6 Internal Analysis
- 7 External Analysis
- 8 Competition
- 9 Critical Issues



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5. Communication of Draft Plan



6. Action Planning Teams



7. Development of Action Plans

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8. Second Planning Session



9. Activation Schedule



10. Board Approval



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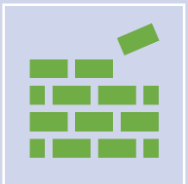
11. Organizing to Action



12. Building Capacity



13. School/Department Planning



14. Continuous Creation



STRATEGIC PLAN: BELIEFS

A strong school system creates a healthy community and enthusiastic community support is vital to successful schools. We believe that...



The development of the whole person is essential.



Equal opportunity requires that each person has the right and the ability to learn in a style and at a pace tailored to individual needs.



The greatest success is achieved through valuing and incorporating ideas and beliefs of a diverse group of people.



Learning and high expectations need not to be limited by background and circumstance.



Learning becomes more meaningful when it is connected to real-life situations.



An optimal learning experience is built on meaningful relationships and a welcoming, physically secure, and emotionally supportive environment.

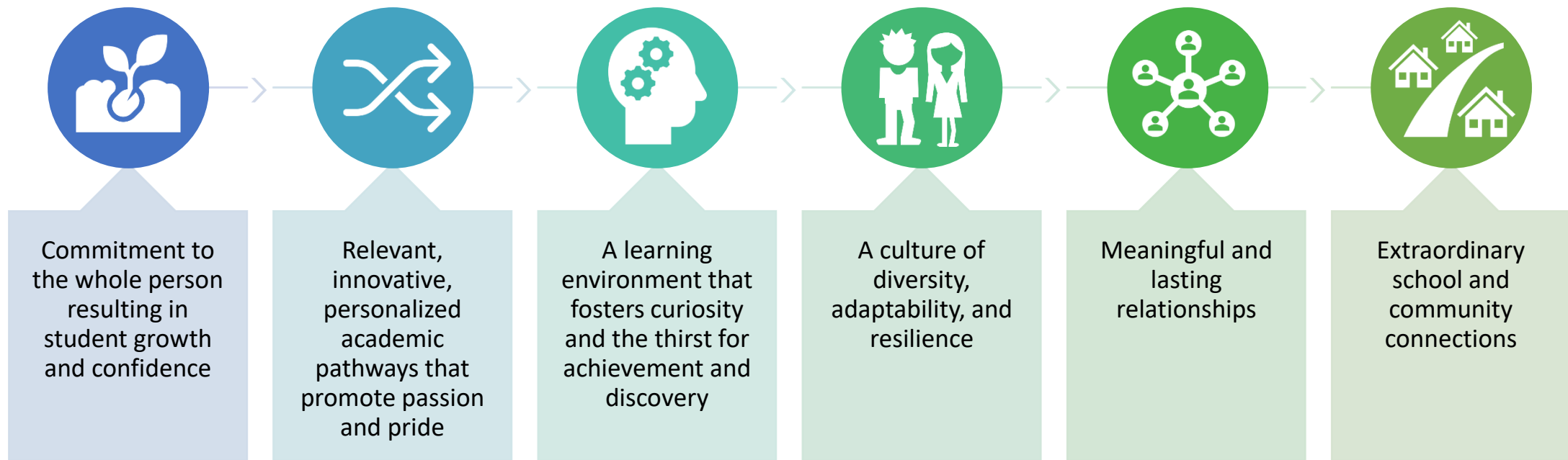


Taking risks, overcoming setbacks, and celebrating successes lead to personal growth.



STRATEGIC PLAN: MISSION

The mission of Decatur Public Schools, the destination district of our community, is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by:

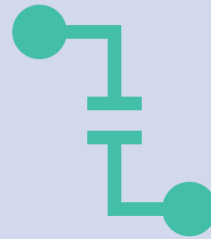


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Aspirational Intent



What about
your mission
excites you
most?



What
breakthrough
possibilities
do you see?



Where in the
mission do
we find unity?

STRATEGIC PLAN: OBJECTIVES

1

1.Each student will engage in a complete learning experience that develops the whole person and fully prepares them for their future.

2

1.Each student will explore and develop their emerging talents and interests to fulfill their unique potential and live it with passion, courage, and confidence.

3

Each student will respect, value, and embrace diversity.

4

1.Each student will serve their community with pride, purpose, and passion.



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Aspirational Intent



How are the strategic objectives all linked together?



Which student results seem to be most challenging?
Most transformative?



How can these ultimate student results guide our work and bring unity to our diversity?

STRATEGIC PLAN: PARAMETERS

1

1.We will make decisions in the best interest of all students.

2

1.We will treat all people with dignity and respect.

3

We will seek input and collaboration throughout our diverse community.

4

1.We will communicate clearly and honestly.

5





1.We will practice responsible stewardship of all our resources.



STRATEGIC PLAN ANNUAL PRIORITIES

YEAR 1: 2018-2019
YEAR 2: 2019-2020
YEAR 3: 2020-2021
**STRATEGY #1
STUDENT
EXPERIENCE**

*Ensure unique, innovative
learning experiences
for all students*

-  Implement Care Rooms District-wide
-  Implement APEX Credit Recovery Program
-  Implement Middle School Academy Structure
-  Redesign K-12 Alternative Education Program






-  Emphasis on Fine Arts
-  Establish Associates Degree Program




-  Continued Emphasis on Fine Arts
-  Establish Associate's Degree Program
-  Strengthen Advisory/Career Counseling Programs

**STRATEGY #2
STUDENT
ENVIRONMENTS**

*Ensure a student-focused
environment that expands
learning beyond the
traditional expectations
to engage students*

-  Establish Raptor in All Schools
-  Create Safe Entrances in All Schools
-  Develop Funding Plan for Facility Improvements



-  Building Consolidations
-  Establish New School Boundaries
-  Revamp Magnet Application Process
-  BOLD Facility Funding Plan
-  Multi-Year Facility Funding Plan
-  Community Input on One High School Structure
-  Athletic Facilities Master Plan

-  Address Student-to-Student Issues and Protocols
-  Continue Building Consolidations
-  Facilitate Community Input for Consideration of a Move to One High School Structure

**STRATEGY #3
WHOLE STUDENT**

*Establish a support network
that will identify and address
students' physical, social/
emotional, and mental health
needs to allow each student
to reach their full potential*

-  Implement SABRS as SEL Tracking/Response Tool





-  Increase Health Resources for Students
-  Increase Social/Emotional Supports






-  Identify Tiered Interventions for Students in Need
-  Design and Implement Fidelity Monitoring Plan for Tiered Interventions

**STRATEGY #4
STAFF**

*Attract and retain talented
and invested staff by
ensuring they feel valued
and supported*

-  Implement Customer CARE Awards and Train Staff
-  Establish Principal Leadership Institute
-  Plan Funding for Initiatives in Technology Audit





-  Partner with UIC for Principal Leadership Institute
-  Create Mentoring for First- and Second-Year Staff
-  Continue to Give Customer CARE Awards
-  Establish Aspiring Leadership Institute

-  Develop Recruiting Strategies to Attract Diverse Pool of Qualified, Talented Candidates
-  Build on Mentoring for First- and Second-Year Staff
-  Establish Aspiring Leadership Institute
-  Provide Equity Training for District Leadership and Staff
-  Broaden Customer CARE Awards to External Audiences

**STRATEGY #5
COMMUNITY**

*Create and foster mutually
beneficial relationships
throughout the community*

-  Complete Communications Audit and Master Plan
-  Maintain Current and Develop New Partnerships
-  Advocate for District Priorities
-  Establish New and Alternative Revenue Streams

-  Advocate for District Priorities
-  Promote District Value to Increase Market Share
-  Implement Love for Local Shop Local Program
-  Establish New and Alternative Revenue Streams

-  Offer District-Wide Half-Day and/or Full-Day Pre-K
-  Convene Group of Educators and Employers to Identify Skills, Gaps, and Current + Future Skill Needs



IMPLEMENTED & BEING SUSTAINED

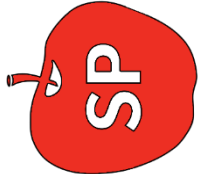
















IN PROGRESS



ON HOLD

2020-21 ANNUAL PRIORITIES



STRATEGY #1 STUDENT EXPERIENCE	STRATEGY #2 STUDENT ENVIRONMENTS	STRATEGY #3 WHOLE STUDENT	STRATEGY #4 STAFF	STRATEGY #5 COMMUNITY
Ensure unique, innovative learning experiences for all students	Ensure a student-focused environment that expands learning beyond the traditional expectations to engage students	Establish a support network that will identify and address students' physical, social/emotional, and mental health needs to allow each student to reach their full potential	Attract and retain talented and invested staff by ensuring they feel valued & supported	Create and foster mutually beneficial relationships throughout the community
YEAR 3: 2020-21 STRATEGIC PLAN ANNUAL PRIORITY ACTION ITEMS				
 Implement intentional learning experiences that develop each student's core academics, personal strengths, and individual interests, with an emphasis on Fine Arts as well as development of an Associate's Degree upon graduation program  Strengthen the advisory/counseling programs in the school system to support the development of students' focus areas as they progress from elementary to middle to high school specialization	 Deliver successful building consolidations  Address the more frequent issue of student to student issues, including fighting, bullying, etc. Review and enhance appropriate protocols and identify best practices and developmental opportunities  Facilitate community input for consideration of a move to one High School structure	 Identify tiered interventions for students in need  Design and implement a fidelity monitoring plan for tiered interventions	 Build on mentoring program for first- and second-year staff  Establish Aspiring Leadership Institute  Develop recruiting strategies to attract a diverse pool of qualified, talented candidates  Provide Equity Training for District Leadership and staff  Broaden Customer CARE Awards to allow nomination from external audiences	 Offer a district-wide half-day and/or full day PreK program  Convene a group of educators and employers to identify the skills, gaps, and current and future skill needs



IMPLEMENTED & BEING SUSTAINED



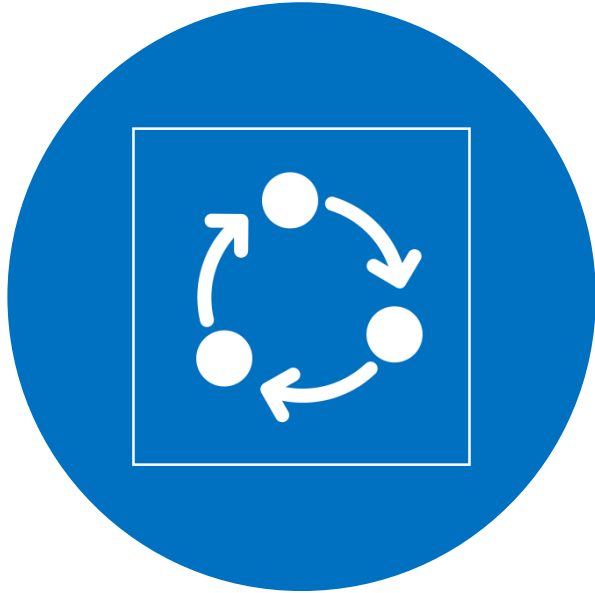
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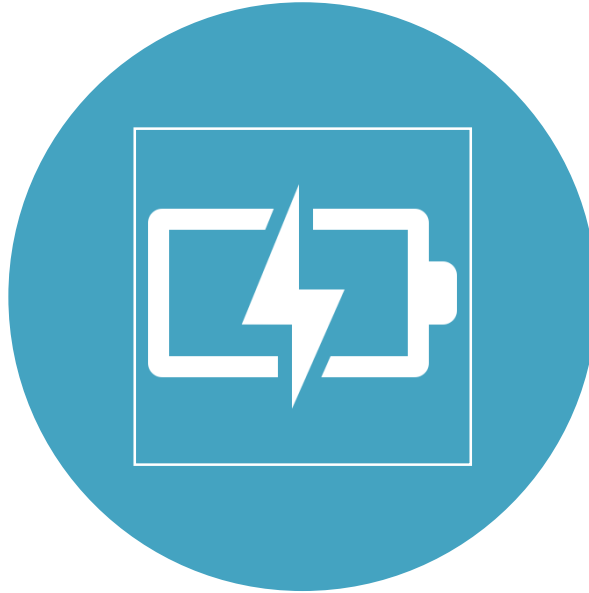
ON HOLD

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What's Next?



RENEW THE PLAN



BUILD CAPACITY



SHAPE CULTURE



QUESTIONS & DISCUSSION

