



## Dolton West School District 148 District Strategic Plan (2022-2027)

*Our Promise – It is our promise that all students (regardless of their economic background, ethnicity, native language, religion, ability level or sexual orientation) will gain equitable access to a high quality education. Our commitment will remain evident through the district's distribution of financial, technological, intellectual and human resources.*

*Mission Statement: Empowering Every Child*

### **GOAL 1**

**Promote an environment where academic and behavior supports are integrated throughout the curriculum to meet the needs of all learners.**

#### **GOAL 1: KEY STRATEGIES**

- Provide staff and students with frameworks and programs that address academic and behavior supports.
- Maintain a library of support materials (i.e. video presentations, etc.) so as to provide staff with a means by which to access online professional learning opportunities.
- Establish professional learning opportunities, tools and resources that offer culturally relevant best practices in academic, behavior, and social-emotional learning support.
- Continue to support the implementation of Positive Behavioral Interventions and Supports (PBIS) ensuring an alignment with current SEL state standards.
- Enhance Balanced Literacy Block to include protected time for an evidence-based foundational programming option.
- Implement incentives to increase student and staff attendance percentages and engagement.

#### **HOW WILL WE MEASURE PROGRESS? (KEY PERFORMANCE INDICATORS)**

- Increase number of professional learning opportunities to address cultural competency, and the academic and social-emotional needs of all students.
- Adopt and purchase standards aligned instructional materials for foundational skills and core instruction.
- Monitor behavior data to ensure a reduction in district-wide behavior infractions.
- Improve overall district-wide student and staff attendance rates.

## **GOAL 2**

**In alignment with Board Policy 1:40, the district is committed to implementing culturally responsive pedagogy by providing all students, regardless of ability, with equitable access to a high quality education, so as to ensure that they reach their fullest potential academically and socially.**

### **GOAL 2: KEY STRATEGIES**

- Review, examine, and evaluate curriculum content and assessments for the purpose of ensuring alignment with the academic, social-emotional, and cultural background of the diverse population of students that we serve.
- Implement comprehensive approaches to improving instructional practices by tendering professional development in alignment with district instructional goals and objectives.
- Utilize a balanced assessment system to determine proficiency, growth, and readiness as well as determine the best way to intervene and provide targeted supports to students as needed.
- Maintain the focus on Balanced Literacy, Balanced Math, and the seamless and more effective implementation of the district's MTSS process.
- Provide support to students in gaining access to curricular content in alignment with their individual specific needs.
- Monitor Balanced Literacy and Balanced Math blocks to ensure effective implementation of small group instruction.
- Utilize classroom libraries to ensure access to culturally relevant literature that reflects the lives and spirits of the diverse population of students served.

### **HOW WILL WE MEASURE PROGRESS? (KEY PERFORMANCE INDICATORS)**

- Establish a period of time in which we will identify gaps and weaknesses with a focus on increasing curriculum effectiveness.
- Establish a systematic approach to evaluating, reviewing and revising curricular areas and programming.
- Increase percentage of students in identified subgroups who meet or exceed expectations as measured by local and state assessments.
- Develop summer learning opportunities to provide targeted instruction for students who are in need of additional academic supports to better ensure readiness for the next grade level.
- Provide teaching staff with opportunities to build capacity in the areas of small group and differentiated instruction.

### **GOAL 3**

**Ensure the development of a strategic technology plan which will identify where the district is now and where the district intends to be in the future with regard to the technology and infrastructure within the organization.**

#### **GOAL 3: KEY STRATEGIES**

- Maintain the district's practice of closing the digital divide by ensuring that all students gain equitable access to learning through the distribution of technology to include broadband access.
- Ensure an efficient process for the delivery and return of devices and hotspots to families at the beginning and end of each school year.
- Research and implement a robust work order ticketing system.
- Implement and provide ongoing professional development for instructional staff on the use of approved technology programs and devices.
- Provide up to date and timely communication to all stakeholders via the district website and all social media platforms.
- Implement a more robust and compatible student information system.
- Establish a technology renewal program through which standard devices are replaced on a rotating cycle.
- Provide professional development opportunities for the district technology staff.
- Establish a District Technology Integration Team.
- Create and maintain a District Technology Plan.

#### **HOW WILL WE MEASURE PROGRESS? (KEY PERFORMANCE INDICATORS)**

- Allocation of financial and human resources to ensure students receive equitable access to technology to include broadband services.
- Develop and maintain effective and efficient district website for communication purposes.
- Produce bi-annual executive summary relevant to the progress of the District Technology Team.
- Maintain accurate and detailed inventory of all technology devices inclusive of barcodes and other labeling formats.
- Maintain accurate account of the professional development opportunities made available to the district's technology staff.
- Review and evaluate data gathered from district's newly implemented ticketing system.

## **GOAL 4**

### **Strengthen family, school, and community partnerships.**

#### **GOAL 4: KEY STRATEGIES**

- Reduce food insecurity by providing all students with healthy meal options throughout the day.
- Maintain and actively pursue partnerships with community organizations to streamline and facilitate the delivery of wraparound services in the district.
- Host a variety of family engagement activities so as to strengthen the home-school connection.
- Maintain connection to elected officials and continue partnerships with local law enforcement and fire departments through crisis prevention meetings.
- Provide communication via the district newsletter in the native languages of the diverse populations and families served.
- Provide opportunities for student and community knowledge of financial literacy.

#### **HOW WILL WE MEASURE PROGRESS? (KEY PERFORMANCE INDICATORS)**

- Collect and analyze, and respond to student, family and community surveys to improve home school connection.
- Create a systems approach allowing feedback from parents at the school level.
- Maintain partnership with meal providers to ensure students have access to healthy meals daily.
- Align health and social service partnerships to provide students and parents with supports identified to meet their needs.

## **GOAL 5**

**Ensure prudent stewardship of financial and physical (facilities) resources to best support student learning and development while ensuring the equitable distribution of financial resources which align with robust short and long term goals.**

### **GOAL 5: KEY STRATEGIES**

- Maintain and enhance existing infrastructure through the development of a capital projects plan.
- Engage in decision making processes associated with the elimination of all long-term debt by 2026.
- Ensure the most effective use of financial resources as allocated at the local, state, and federal levels.
- Ensure the implementation of strategies identified in the district's reopening plan which serves as local guidelines for all instructional and non-instructional school related activities.

### **HOW WILL WE MEASURE PROGRESS? (KEY PERFORMANCE INDICATORS)**

- Develop and implement a five year robust financial plan that is clear, concise and in alignment with our strategic objectives.
- Development of a 10 year capital improvement plan to ensure all school district facilities are conducive to superior academic learning environments that specifically address the equitable distribution of resources to all scholars.
- Conduct annual health facilities audit in all buildings to ensure clean, safe and secure facilities for all scholars, staff and community members.