

Meridian CUSD #223
Goals and Objectives
Action Plan for 2008-2009

Vision Component: Engage in Highly Effective Communication to Community, School Board, Administration, Faculty, Support Staff and Students.

Project	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Conduct a minimum of two community focus group sessions	Superintendent/District Leadership Team	Dr. Brad Hawk	Data and feedback that contribute to the Board gaining accurate community perspective on the School district; Assistance for specific Board projects	Fall 2008 and Spring of 2009	Feedback is integrated into improvement activities
Communicate to every household in the District through a newsletter	Superintendent; Administrative Staff	District funds to support the cost	Entire community is better informed of District events/programs	Quarterly, beginning in Fall of 2008	Community Survey which reflects high level of familiarity with District; Establish baseline data
Institute approaches to communicate school information to new families in order foster a welcoming atmosphere	Administrative team; Administrative assistants and Staff; PTO	District publications; user-friendly registration process; building and classroom communications	New families feel welcomed, informed and supported	Beginning of School year; ongoing	Survey that shows that new family satisfaction is high

Project	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Develop more comprehensive school communication methods	Superintendent, Building Principals; Directors, Staff	Accurate information; Technology; publication resources; media	Greater awareness/use of web page; mass phone system, Skyward Family	Ongoing	Parent survey; hits on web page
Conduct regular District Communication opportunities	Superintendent; Building Principals; Association leaders	Designated meeting times	Improved communication among district staff at all levels; high trust levels	Monthly	Climate survey

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Vision Component: Promote high learning expectations for all students

Project	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Develop and implement differentiated instruction using best practice research	Building administrators; teaching and support staff	Staff development for guided reading, RTI, and gifted; time for collaboration; AIMSWeb	Students receive and learn material at their own academic level and pace	Ongoing	Improved local and state assessment results
Implement new K-5 mathematics textbook	Elementary building principals and teaching staff	Professional development for new book; Textbook resources	Students learn math with confidence and teachers are confident using book	Ongoing	Improved local and state assessment results and high teacher survey indicating high confidence
Implement effective collaborative practices	Superintendent; Administrative team; and Staff	Weekly meeting time; early release days and institute days; training for teacher leaders	More effective communication/interventions relating to student learning at grade levels and in content areas	Ongoing	Improved local and state assessment results

Project	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Research and recommend internships and work experience learning opportunities	High school administration and guidance	Site visits; research	Recommendation for internship/work experience learning for 2009-2010 school year.	Fall/Winter	Students scheduled for work experience learning in 2009-2010
Implement Enhancing Education through Technology Grant (EETT)	Administrative team; teaching staff	Grant funds	Improved utilization of technology in language arts and mathematics instruction. Students are technologically savvy.	Throughout year	Improved local and state assessment scores in language arts and mathematics. Post test score on technology
Implement full ACT WorkKeys assessment tool to SVHS students	High school administration/guidance	ACT and funds to support all components of assessment	Students become more aware of importance “work readiness” skills; Establish baseline data	Annually	Work readiness scores for all juniors and increased work readiness scores over time
Research/implement tutoring program	Principals, staff, guidance	Research; site visits; funds to support tutors	Time and instructional support provided to students who learn at different pace and/or do not learn material adequately in classroom	Recommendation in Fall of 2008 and implement during school year	Tutored students meet classroom academic expectations
Research/implement Academic “Honors Program”; Weighted Grades; 4.0 grade point system	Building administrators; staff	Research; site visits	Instructional program meets needs of high achieving students	Study during Fall of 2008 with recommendation in early 2009	Implementation of honors program for 2009-2010 school year

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Vision Component: Achieve organizational trust through integrity, collaboration, reliability, accountability, transparency, fairness and loyalty.

Project	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Conduct school climate surveys	Superintendent, staff	Valid climate surveys	Better idea of climate of schools; potential for growth of administrators	1 st survey in Fall; 2 nd in Spring	Improved climate survey results; growth from 1 st to 2 nd survey
Establish District Dashboard	School Board; Superintendent	Skyward Crystal Reports; Training	School Board receives regular, meaningful data in easy to read format. Reports also available to community	Implement in Fall of 2008 and regularly thereafter	School Board has effective accountability tool and can respond to data
School Board Self-Evaluation	School Board; Superintendent	Illinois Association of School Boards	School Board regularly holds itself and organization accountable in roles/responsibilities through research based self-study	2008-2009 school year and alternate years thereafter	Validation of roles and responsibilities/able to identify areas of focus for themselves and organization
Continue Interest Based Problem Solving Meetings	School Board; Superintendent; SVEA and Administrative Team	Possible 3 rd party facilitator and meeting time.	Effective relationship between Board, SVEA and administration and method to solve issues	Monthly	Survey and evidence of effectively solving problems

Project	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Implement Administrator/Teacher/Staff Evaluations	Superintendent; Building Principals; District Administrator for Business/Human Resources	New research-based evaluation instruments and appropriate training	Teachers administrators/staff more aware of their performance; all groups can set professional and personal goals to ensure growth	Up to 2 observations with pre-post meetings; quarterly performance reviews for administrators	Administrators/Teachers/Staff show improvement; goals are made and met
Implement recommended organizational structure	School Board; IBPSC; SVEA; Administrative team; Staff	Funds to support additional positions and increase for positions; training for teacher leaders; time	Greater capacity for the District to meet needs of the instructional program and improved communication	Implementation during 2008-2009 school year and evaluation thereafter	Process to align K-12 curriculum is documented; survey to assess effectiveness of communication
Institute Customer Satisfaction Survey	Administration/Staff	Survey Instrument	Baseline data for level of customer satisfaction in buildings and the district.	End of year survey	Data/information to assist in improving customer satisfaction.

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Vision Component: Value and maintain a safe environment for students, staff and community.

Project	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Establish a district wide discipline policy that effectively rewards positive behavior and provides appropriate consequences for negative behavior	School Board, staff, parents and students	Research on effective discipline policies and practices	Clear expectations for behavior and consistent responses for negative behavior throughout the district	Research/study in 2008-2009 with possible implementation for 2009-2010	Adoption of research based K-12 discipline policy
Implement/drill emergency response/crisis management plan	Administrative team; staff	Emergency response/crisis management plan/Local agencies	Enhanced familiarity with procedures in plan. Staff is prepared for emergencies	Ongoing	Feedback from drill; survey
Establish a strong character education/anti-bullying program at all levels	Principals, guidance and staff	Elementary Counseling Grant	Schools have a positive climate and are safe	Research and implement in 2008-2009	Establish behavior and discipline baseline data. Documented decrease in negative behavior and improvement in climate
Research/implement drug/steroid testing policy	Activities Director/Administration	Legal Counsel/IHSA	Drug/Steroid Testing Policy; Decrease/eliminate drug/steroid use	Place policy on display in January	Approved policy and eventually baseline data from testing

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Vision Component: Make decisions using research and best practice that incorporates fiscal responsibility, collaboration and impact on the community, school board, staff and students.

Project/Goal	Responsibility	Resources	Outcomes	Timelines	Measure of Success
When appropriate, identify the following criteria on recommendations and decisions: 1) Research used 2) Fiscal impact 3) Group/people used in recommendation 4) Impact on a) community, b) School Board, c) staff and d) students	School Board, Administrative team and staff	Access to research and meeting time	Recommendations consistently meet the established criteria; effective decisions throughout all levels of the District	Ongoing	Monitor and evaluate decisions made; follow up data

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Vision Component: Utilize facilities that enhance the students' educational experience

Project/Goal	Responsibility	Resources	Outcomes	Timelines	Measure of Success
Provide appropriate technology hardware to meet instructional needs	Building administrators and technology department	District funds and Technology Grant	Classrooms are equipped with functional, appropriate technology consistent with grade level and content area	Ongoing	Technology use survey that indicates satisfaction with technology
Classrooms and learning areas have appropriate space, temperature, ventilation, lighting, equipment and noise reduction	Building administrators and Department of Buildings and Grounds	District Funds	Classrooms and learning area environments are conducive to student learning	Ongoing	Survey indicating satisfaction with facilities for student learning