

## Draft - District Goals and Initiatives 2019-2020

Goal Area	Desired Outcomes
4 A's: Academics, Athletics, Arts, and Activities	<p>Develop means to improve student performance in academics, activities, athletics and the arts, including alignment of resources and opportunities.</p> <p>Continue to study the benefits of physical changes to the buildings to improve learning and expand opportunities to participate in co-curricular opportunities.</p> <p>Responsibly implement an analytical tool to ensure that our broad array of services match the needs of our students. Evaluate data patterns to identify areas to celebrate as well as to focus.</p> <p>Review the impact of transitions on learning and develop means to make the transitions a positive experience for students, parents, and educators. Consolidate transition processes to help ensure they are fair, transparent, and smooth.</p> <ul style="list-style-type: none"> <li>● Work with our area K-8 districts to capture opportunities to improve the transition process and reinforce learning continuity.</li> <li>● Examine opportunities to improve the transition to post-secondary experiences. In particular, study the expansion of dual-credit opportunities for students.</li> </ul> <p>Conclude the homework study and provide a report and recommendations on improved homework principles and practices.</p> <p>Implement the use of digital tools to find efficiencies in the course registration process.</p>
Communication	<p>Broaden the existing communication plan to more frequently and proactively broadcast accurate positive messages about the district and quickly respond to negative and inaccurate information.</p> <p>Evaluate and strengthen the internal communications for all board-level initiatives and issues brought to the board. Prepare the board for critical issues in the district. Improve the viability of the district website as a key source of content for the district. Improve the user experience by addressing operational and content challenges. Address the needs for programs to have current, accurate and sufficient information to meet the needs of students, parents, and the community.</p> <p>Provide communications training to the board and examine means to address inaccurate or misleading public comments.</p> <p>Proactively communicate about major issues in the community that merit dialogue. Coordinate with local partners, as much as possible, to expand the communications reach of the district.</p>

Wellness	<p>Develop a proactively, comprehensive approach to addressing student and staff wellness.</p> <p>Provide assistance to students to address stress and anxiety as well as effective executive functioning.</p> <p>Continually assess the district for opportunities to improve the safety and address threats such as bullying, trauma and controlled substances.</p> <p>Consider ways that data can be used to make meaningful steps to address student wellness.</p>
Security	<p>Establish a long-term vision for safety and security in an effective learning environment. Develop, implement and continually re-evaluate a comprehensive safety and security plan for the district. Specifically, focus, and report on:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Anonymous reporting system</li> <li><input type="checkbox"/> Reinforce Culture of reporting “See something/Say something”</li> <li><input type="checkbox"/> Cybersecurity</li> <li><input type="checkbox"/> Bullying</li> </ul>
Governance and Policy Development	<p>Review and revise policies and practices to bring them up to date with statute and school needs. Employ methods of communication to ensure effective and smooth implementation. Specific policies include:</p> <ul style="list-style-type: none"> <li>● Student-Athlete Concussions</li> <li>● Safety and Security</li> <li>● Final Evaluations</li> <li>● Graduation Requirements</li> <li>● Homework</li> <li>● Student Smoking and Tobacco</li> <li>● Illegal Substances and Paraphernalia</li> <li>● Harassment - Students</li> <li>● Dual-credit opportunities</li> </ul>

## District Initiatives for 2018-2019

### 1. Wellness and Meaningful Work

- a. Homework - follow-up to 2016 baseline survey administered to students and teachers on homework perceptions

*Timeline:*

Administration of homework survey to students and teachers during November

Report of comparative analysis of survey results - February / March

*Expected outcome: comparative analysis between student and teacher perceptions on homework surveys conducted in fall 2016 and 2018 for continued targeting of professional development.*

- b. Final evaluations - continue discussions regarding types of evaluations offered, final evaluation administration, and weighting of final evaluations as component of the final grade

*Timeline:*

Discussion of possible changes within departments - September thru January

Implementation of proposed changes to final evaluation process - as feasible, depending on the proposed change.

*Expected outcome: implementation of potential changes to final evaluations identified by teachers to bring greater consistency and improve the overall final evaluation experience for students.*

- c. School calendars for 2019-2020 and 2020-2021

*Timeline:*

Survey of school community regarding important aspects of school calendar - mid to late September

Present analysis and findings of survey to Board of Education - late October

Adoption of school calendar for 2019-2020 - by late October

Adoption of school calendar for 2020-2021 - by May 2019

*Expected outcome: adoption of school calendars for 2019-2020 and 2020-2021*

- d. School start time - continue to explore a later start time for GBN

*Timeline:*

Financial analysis of current transportation contract and impact on D225 and feeder districts for seeking a new transportation agreement - by November

*Expected outcome: decision on the start time for GBN for the 2019-2020 school year*

- e. Learning spaces - extend learning spaces pilot to additional classrooms in each school and seek survey results to gauge the impact on the student learning experience.

*Timeline:*

Pre-survey of students and teachers in identified pilot classrooms - prior to move to transformed classroom.

Transformation of pilot classrooms - November thru January

Post-survey of students and teachers in transformed pilot classrooms - following ample time in transformed classroom environment.

Analysis of pre and post survey results - May

*Expected outcome: survey analysis to measure the effect of the learning spaces environments on student and teachers perceptions within the new learning environments as compared to original classroom environments and the potential impact on student learning.*

- 2. Life Safety Projects for 2019 - this is the final phase of a three-year effort to complete state-approved life safety projects.

*Timeline:*

Proposed life safety projects for summer 2019 presented to the Facilities Committee for review - September.

Presentation of life safety projects for summer 2019 to the full Board of Education - late October / early November

Bid specifications advertised to contractors - late January.

Approval of bids - early to mid-March.

*Expected outcome: projects completed by September 2019. Remaining funds from life safety bonds fully utilized prior to expiration date.*

3. Safety and Security facility enhancements - further facility enhancements identified for completion by September 2020.

*Timeline:*

Prioritized facility enhancements for district facilities presented to the Facilities Committee for review - September

Facility enhancements targeted for completion in summer 2019 brought to full Board for consideration - late October / early November

Bid specifications for enhancement projects advertised to contractors - late January

Approval of bids - early to mid-March

*Expected outcome - completion of facility enhancements to improve safety and security in district facilities.*

4. Performance Opportunities in the Arts - conduct a thorough overview of performance opportunities that exist for students in all grade levels in all areas of the arts.

*Timeline:*

Convene committee of performing arts teachers, instructional supervisors and building administrators - early September.

Collection of data regarding student opportunities and participation as well as review previous district studies - October / November

Report to the Board regarding findings and recommendations - December

*Expected outcomes: a comprehensive report that will identify needs and concerns for student performance opportunities in the arts as well as offer recommendations for Board consideration and possible action.*

5. Budget Reduction Plan for 2019 thru 2022 - formulate a three year plan of action to reduce district expenditures.

*Timeline:*

Convene committee of district and building administrators to review the district financial projection and identify possible expenditure reductions - October thru December

Present recommendations to the Finance Committee for review and revision - January

Present a budget reduction plan to the full Board for 2019-2022 - February.

*Expected outcome: a detailed action plan to be implemented beginning with the 2019-2020 fiscal year that will result in expenditure reductions over the next three years.*

6. Superintendent Selection Process - conduct a process to select the new superintendent for District 225

*Timeline:*

Select a search firm to conduct a coordinated selection process - August

Advertise the position and conduct agreed upon process - September thru November

Selection of new superintendent - December

Transition plan - TBD

*Expected outcome: a new superintendent for District 225 will be selected and will be in place no later than July 1, 2019.*