

LaGrange Highlands District 106 Strategic Plan

core values

Student Growth and Achievement

- *Students must be responsible and accountable for their own learning.*
- *Our focus must be on knowledge and learning because we believe learning is life-long.*
- *High expectations yield growth and improved achievement for all students.*
- *We must promote an environment that encourages positive self-esteem.*

Instructional Programs

- *Clearly defined and conveyed curriculum, as well as data from assessments, will inform effective instruction.*
- *Staff development, focused on the District's goal of consistent and aligned curriculum, will accelerate learning.*
- *Students must be engaged in learning that is differentiated, relevant, challenging, and exploratory.*
- *Integrative, instructional best practices, including technology, will promote engaged teaching and learning.*

Climate: Communication and Collaboration

- *A climate that encourages innovation, risk taking, and experimentation cultivates quality teaching and learning.*
- *Shared vision and a commitment to collaboration and reciprocal communication fosters effective decision-making, trust, and mutual respect.*
- *Engaging parents and the community as partners supports improved educational performance.*
- *Collecting, analyzing, and acting upon satisfaction data improves relationships among stakeholders.*

Resources:

- *Effectively and equitably allocating, managing, and evaluating the District's staff, time and financial resources increases performance results.*
- *Resource allocation will reflect staff input.*

vision

District 106 will create an environment where students will learn to critically think, effectively communicate, respectfully collaborate, and problem-solve in order to prepare them for a successful future.

mission *We will ensure every child reaches his/her potential.*

strategic priorities

- Ensure growth for every student.
- Provide an aligned, consistent, innovative, rigorous, 21st Century instructional program.
- Engage students, parents, community, and staff in productive partnerships.
- Make efficient, effective, and equitable use of resources.



Priority 1: Ensure growth for every student

➤ **Increase Student Responsibility for Their Own Learning:**

- Provide a framework that will allow students to take more responsibility for their learning.
- Involve students in establishing their individualized learning goals.
- Enable students to articulate what they know, what they do not know, and what they will work on next.

➤ **Use Data to Monitor and Improve Results:**

- Assist students, families, and staff with data analysis to ensure that data informs planning and instructional decision-making.
- Use student, staff, school, and system data to monitor and improve student achievement.
- Develop an accessible data management system that provides essential information at all levels of the system.

Priority 2: Provide an aligned, consistent, innovative, rigorous, 21st Century instructional program.

➤ **Align ECE- Grade 8 learning standards, multiple assessments, and instruction:**

- Ensure consistent use of grade level/subject area learning targets and matching assessments.
- Ensure consistent use of best-practice instructional strategies, including technology and current resources.
- Align staff development to ensure staff has knowledge, skills, tools and strategies to achieve this strategy.

➤ **Ensure the success of intervention programs:**

- Ensure intervention strategies address student subgroup populations so they are able to meet/exceed their learning goals.
- Define entrance and exit criteria for intervention programs.
- Align and assess fiscal and human resources to ensure the success of this strategy.

Priority 3: Engage students, parents, community, and staff in productive partnerships.

➤ **Identify, track, monitor, and report performance results around measurable goals:**

- Support the common mission, vision, values/beliefs and goals to provide consistency and commitment among stakeholders.
- Identify, track, monitor, and report performance results around measurable goals.

➤ **Enhance two-way communication and collaboration:**

- Provide and evaluate an open, honest, respectful internal and external communication and collaboration system.
- Design, collect, administer, report, analyze and act upon annually on satisfaction data from students, families, and staff.
- Ensure that all voices have an opportunity to be heard through a system of collaboration that defines roles and responsibilities for decision-making.
- Provide grade level/department and cross-grade articulation. Improve 5-6 and 8-9 communication and collaboration.

➤ **Engage parents as partners in appropriate decision-making:**

- Strengthen family-school partnerships that result in improved student achievement.
- Engage parents in appropriate decision-making processes.

➤ **Improve employee evaluation systems:**

- Establish clear expectations for all employees that define overall job responsibilities.
- Provide an evaluation process for all employees that is meaningful and aligned to personal and organizational priorities and strategies.

Priority 4: Make efficient, effective, and equitable use of resources.

➤ **Safeguard financial health:**

- Increase all stakeholders' awareness of the financial forecast to be certain there are no surprises in sustaining financial stability.

➤ **Provide safe, inviting facilities:**

- Optimize use of facilities to enhance instructional activities and plan for future growth in student population.

➤ **Attract and retain a high quality workforce:**

- Foster in partnership with the Highlands Education Association a competitive salary and benefits program to ensure a high quality teaching and learning environment.

