

Goal #2

Satisfaction Goal: To ensure a high level of stakeholder satisfaction.
Leadership (Who is responsible?): Staff and Administration

Indicator/Strategy <i>What do we need to do?</i>	Timeline <i>When will it be accomplished?</i>	Dates of Review	Evidence: <i>Measures/Checks/Products/Artifacts</i> <i>How will we know these are successful</i>	Target
<p>2.1 Increase levels of student satisfaction (<i>Top 5 areas identified on Student Survey</i>)</p> <ul style="list-style-type: none"> • Enlist students as partners in goal-setting • Regularly provide descriptive feedback to students so they know how they are doing • Provide support needed by struggling students or students who need more challenges • Enlist student input regarding the safety, security, and orderliness of their learning environment. • Elicit student feedback regarding satisfaction levels with their teacher(s) and principal. 	<p>2010-2013</p> <p>2010-2013</p> <p>2010-2013</p> <p>2010-2013</p> <p>2011-2012</p>	<p>BOY</p> <p>Quarterly (K-5) Trimester (6-8)</p> <p>Sept., Jan., May</p> <p>BOY, MOY</p> <p>November</p>	<ul style="list-style-type: none"> ▪ Implemented student goal setting strategies ▪ Increased data from feedback reporting systems shared with students ▪ Implemented targeted RtI interventions and strategies ▪ Increased participation/input from students on building PBIS teams ▪ Results of student satisfaction survey data 	<p>5% increase in student satisfaction data over results from 2009 survey</p>

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<p>2.2 Increase levels of parent satisfaction (<i>Top 5 areas identified on Parent Survey</i>)</p> <ul style="list-style-type: none"> ▪ Regularly communicate student progress to parents ▪ Communicate programs/services/curriculum offered at school to parents ▪ Increase opportunities for parents to engage with staff regarding their child's achievement ▪ Provide opportunities for parents to offer input regarding the safety, security and orderliness of their child's learning environment ▪ Provide opportunities for parents to offer input regarding satisfaction levels with personnel: administration, teachers, and support personnel 	<p>2010-2013</p> <p>2010-2013</p> <p>2011-2013</p> <p>2010-2011</p> <p>2011-2012</p>	<p>End of marking periods</p> <p>BOY, EOY</p> <p>MOY, EOY</p> <p>MOY, EOY</p> <p>November</p>	<ul style="list-style-type: none"> ▪ Increased reporting of progress monitoring/assessment data to parents ▪ Enhanced website and communication of programs/services/curriculum offered by CCSD 89 ▪ Increased number of parent communications ▪ Input gathered from parents on CAC/School Improvement Teams, and feedback forms regarding safety, security, and orderliness of learning environment ▪ Results of parent satisfaction surveys 	<p>5% increase in parent satisfaction data over results from 2009 survey</p>

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<p>2.3 Increase levels of staff satisfaction (<i>Top 5 areas identified on Staff Survey</i>)</p> <ul style="list-style-type: none"> ▪ Increase opportunities for communication and collaboration with staff ▪ Increase opportunities for staff input regarding professional development and their appraisal system ▪ Increase opportunities for staff to provide input into decisions that impact their work ▪ Increase opportunities for staff to provide input into how to improve the quality of the overall climate/culture ▪ Develop a district-wide document that details the governance structure of shared decision making ▪ Solicit feedback from staff regarding the resources/support they have to do their work 	<p>2010-2011</p> <p>2010-2011</p> <p>2010-2011</p> <p>2010-2011</p> <p>2011-2012</p> <p>2011-2012</p>	<p>DLC dates (monthly)</p> <p>DLC dates (monthly)</p> <p>DLC dates (monthly)</p> <p>DLC dates (monthly)</p> <p>EOY</p> <p>November</p>	<ul style="list-style-type: none"> ▪ Revised DLC agenda format ▪ Revitalized teacher evaluation committee ▪ Solicited input through DLC regarding strategic plan, calendar, budget, cost containment strategies, and school improvement initiatives ▪ DLC minutes ▪ Created district-wide governance document ▪ Results of staff satisfaction survey 	<p>5% increase in staff satisfaction data over results from 2009 survey</p>

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<p>2.4 Address discipline incidents effectively and efficiently to maintain a quality learning and teaching environment.</p> <ul style="list-style-type: none"> ▪ Monitor student discipline referrals through PBIS data tracking system and determine needed interventions ▪ Provide ongoing training for PBIS and review of classroom management strategies ▪ Implement a district-wide bully prevention program ▪ Implement an internet safety curriculum (grades 3 – 8) ▪ Ensure integration of Social, Emotional, Learning (SEL) standards 	<p>2010-2011</p> <p>2010-2011</p> <p>2010-2011</p> <p>2010-2011</p> <p>2010-2013</p>	<p>Monthly</p> <p>MOY, EOY</p> <p>EOY</p> <p>EOY</p> <p>EOY</p>	<ul style="list-style-type: none"> ▪ In School Suspensions/# Out of school Suspensions/# Discipline Referrals ▪ Documented PD for PBIS and classroom management strategies ▪ Documented and board approved bully prevention program ▪ Implemented internet safety curriculum ▪ Integrated SEL standards 	<p>Reduction in re-occurring incidents</p>
<p>2.5 Recruit, develop and retain highly qualified staff.</p> <ul style="list-style-type: none"> ▪ Encourage teachers to seek National Board Certification ▪ Strive to recruit staff reflective of district demographics ▪ Encourage principals to seek National Board Certification when this program becomes available ▪ Ensure that employees' compensation rates are competitive as possible considering District fiscal parameters ▪ Improve district mentoring system 	<p>2010-2011</p> <p>2010-2013</p> <p>2011-2012</p> <p>June, 2010</p> <p>2010-2011</p>	<p>EOY</p> <p>BOY</p> <p>EOY</p> <p>Spring, 2012</p> <p>EOY</p>	<ul style="list-style-type: none"> ▪ Number of teachers with National Board Certification ▪ Increased staff diversity and recruitment outreach efforts ▪ Number of principals with National Board Certification ▪ Results of employee compensation study ▪ Strengthened mentoring program for new hires and clearly identify role of mentors 	<p>High performing staff</p> <p>Appropriate staff turnover</p>

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<p>2.6 Maintain as low of teacher-student ratio as fiscally possible</p> <ul style="list-style-type: none"> ▪ Continue administrative/volunteer transfer policy to maximize class sizes within this allowable range 	<p>2010-2013</p>	<p>EOY</p>	<ul style="list-style-type: none"> ▪ Documented transfer of students after reaching caps of class size 	<p>Class sizes within allowable ranges</p>
<p>2.7 Provide access, equity, and skills in using technology to advance teaching and learning</p> <ul style="list-style-type: none"> ▪ Develop long-range technology allocation plan to equalize technology resources ▪ Implement three-year professional development plan (technology skills) ▪ Continue implementing/integrating NET Standards for students and staff skill development ▪ Develop and implement a technology replacement cycle (computer labs, hand-held responders, etc.) with budgetary needs 	<p>2010-2011</p> <p>2010-2011</p> <p>2010-2013</p> <p>2010-2013</p>	<p>EOY</p> <p>EOY</p> <p>BOY, MOY, EOY</p> <p>EOY</p>	<ul style="list-style-type: none"> ▪ Created inventory of technology resources demonstrating equity across the district ▪ Documented technology professional development plan for staff ▪ Implemented/integrated NET standards for students and staff ▪ Documented technology replacement cycle and implementation relative to financial capacity 	<p>Increased access, equity, and skills in technology</p> <p>Improved environment for 21st century learning</p>

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<p>2.8 Expand partnerships</p> <ul style="list-style-type: none"> ▪ Increase community partnerships ▪ Expand parent/external partnerships ▪ Offer parent education events ▪ Increase number of school-career connecting learning activities ▪ Integrate work ethic rubric to student learning ▪ Continue Junior Achievement (JA) programming ▪ Expand career development initiatives ▪ Study and implement any recommendations regarding career curricula relating to high school requirements 	<p>2010-2011</p> <p>2010-2011</p> <p>2010-2011</p> <p>2011-2012</p> <p>2010-2011</p> <p>2010-2013</p> <p>2011-2012</p> <p>2010-2013</p>	<p>EOY</p> <p>EOY</p> <p>MOY</p> <p>EOY</p> <p>EOY (6-8)</p> <p>EOY</p> <p>EOY</p> <p>EOY (6-8)</p>	<ul style="list-style-type: none"> ▪ Evidence in School Improvement Plans of partnerships and Action Team for Partnerships (ATP) plans ▪ Increased number of parent/external partnerships ▪ Implemented parent university opportunities ▪ Implemented school-career connecting learning activities ▪ Evidence of work ethic rubrics integrated with students learning ▪ Continued JA programming ▪ Implemented career development initiatives ▪ Dialogue with high school staff and documented study of national trends 	<p>Trend data, year-to-year, demonstrating increased partnerships</p>