

## **Overview**

It is the intent of the school board, administration, faculty, and staff at Germantown School District 60 to constantly evaluate how we operate. Throughout the course of the 2011-12 school year, this strategic plan will act as our decision making guide. We are committed to evaluating all aspects of the school annually via our Internal Review Committee, the School Improvement Planning process, and the Board of Education Strategic Planning activities outlined in this document. Our mission statement will serve as our guide.

*It is the mission of Germantown School District 60 to educate all children to the best of their abilities through the cooperation of school, home, and community.*

### **I. Category: Buildings and Grounds**

- 1. GOAL:** The Superintendent of Germantown SD 60, with the assistance of the Directors of Buildings/Grounds and Transportation, will assure that District facilities and equipment are maintained with utmost safety and potential for long range efficacy.
  - A. Strategy:** The administration of Germantown SD 60 will meet quarterly with the Directors of Buildings/Grounds and Transportation to conduct safety inspections and discuss the current condition of the facilities and equipment.
  - B. Strategy:** The administration of Germantown SD 60 will report annually on facility and equipment maintenance and the need for replacement.
  - C. Strategy:** The school facility will pass the compliance audits completed by the Regional Office of Education.
  - D. Strategy:** The Superintendent of Germantown SD 60 with the assistance of the Directors of Buildings/Grounds will work collaboratively with Lunsford Architects and Engineers, Marion Glass and Window, and Littiken Construction to complete the window replacement project associated with the Energy Efficiency Grant in a manner that is least disruptive to the learning environment.
  - E. Strategy:** The Superintendent of Germantown SD 60 with the assistance of the Directors of Buildings/Grounds will work collaboratively to finalize details regarding bollard placement on the parking lot.

## II. Category: Community

1. **GOAL:** The Superintendent of Germantown SD 60, with assistance from the faculty and staff, will develop and maintain strong school-home and school-community partnerships.
  - A. **Strategy:** Active school-home partnerships will be promoted throughout the school year. STI, Blackboard Connect, the school district website, media outlets, newsletters, and the marquee will be updated regularly and/or utilized often to communicate with the public.
  - B. **Strategy:** Administration will promote the school-community partnership by:
    - publishing a quarterly school-community newsletter that serves to inform the larger community of the happenings in the district.
    - attending school/ community functions and interacting with the stakeholders of the school at the functions.
  - C. **Strategy:** An annual survey will be distributed to community members measuring their perception of the school-community relationship.
2. **GOAL:** The Superintendent of Germantown SD 60, with assistance from the faculty and staff, will take steps towards “Going Green” for the 2011-12 school year.
  - A. **Strategy:** Through the registration process, families will be given the opportunity to sign up for electronic newsletters.
  - B. **Strategy:** Faculty and staff members will send all newsletters electronically to those families signed up for the service.

## III. Category: Curriculum/Instruction

1. **GOAL:** The faculty and administration of Germantown SD 60, in cooperation with the students and their parents, will work towards a minimum of 92% of the students at Germantown SD 60 to attain the MEETS or EXCEEDS category on the 2012 ISAT in Reading, Math, and Science. The faculty and administration of Germantown School District, in cooperation with the students and their parents, will work towards a minimum of 33% of the students to attain the EXCEEDS category on the 2012 ISAT for the three core subject areas.
  - A. **Strategy:** The faculty and staff of Germantown SD 60 will chart ITBS and/or ISAT data for each student to identify their performance levels. The charts will be updated annually to evaluate each student’s progress over time.
  - B. **Strategy:** The Germantown SD 60 faculty and staff will utilize differentiated instruction and other research-based activities to increase performance levels for individual students at all levels of the performance spectrum.

- C. **Strategy:** The administration will distribute an alumni survey to former Germantown students in March of their freshman year of high school to garner their perspective on their level of preparedness for the rigor of high school academics.
2. **GOAL:** Germantown SD 60 will implement a comprehensive Response to Intervention and Targeted Instruction Program to meet the needs of the students at all levels of the performance spectrum.
    - A. **Strategy:** AIMS Web data will be collected on all students three times a year, fall, winter, and spring. This data along with teacher input will be used to determine student placement in tiers the Targeted Instruction Program.
    - B. **Strategy:** All students in grades K-4 will receive reading and math targeted instruction via differentiated instruction during a 30 minute RtI Block built into the daily schedule.
    - C. **Strategy:** All tier 2 and 3 students in grades 5-8 will receive reading and/or math targeted instruction during a 30 minute RtI Block built into the daily schedule.
    - D. **Strategy:** Administration will meet with members of the faculty/staff on a weekly basis to discuss the students' progress towards their academic goals.
  3. **GOAL:** Germantown SD 60 will foster and promote a school atmosphere committed to teaching organizational skills.
    - A. The faculty and staff at Germantown Elementary School will teach organizational skills to the student body through enforcing the use of the agenda books on a daily basis.
  4. **GOAL:** Germantown SD 60 will engage in the process of aligning the curriculum with the Common Core Standards.
    - A. School improvement activities for the 2011-12 school year will be dedicated to aligning the curriculum to the Common Core Standards.
    - B. A Textbook Adoption Committee will be created to research and recommend textbook purchases that align to the Common Core Standards and best meet the needs of our students.
    - C. The faculty and staff will engage the students in critical thinking activities that engage the students in the learning process. In the area of science instruction, the teachers will promote hands-on learning via lab activities and the scientific process.

#### **IV. Category: Finance**

1. **GOAL:** The Superintendent of Germantown SD 60, with the assistance of the Bookkeeper, will make fiscally responsible decisions that will serve to promote maintaining a balanced budget.
  - A. **Strategy:** The administration will constantly monitor the financial condition of the district relative to the resources made available from local, state, and federal sources.

- B. **Strategy:** The Superintendent of Germantown School District 60 will encourage members of the faculty and staff to write for grants that will help secure funds for educational activities.
- C. **Strategy:** The administration will provide the Director of Buildings/Grounds, the Director of Transportation, and the Head Cook with a monthly report outlining their monthly expenditures and the percent of their budget that has been used for the fiscal year. The administration will meet with these individuals on a quarterly basis.
- D. **Strategy:** The administration will keep the public informed of the financial condition of the school district.

## V. **Category: Personnel**

- 1. **GOAL:** The faculty, staff, and administration at Germantown SD 60 will be highly qualified, involved, and motivated.
  - A. **Strategy:** The administration will maintain a long range staffing pattern based upon enrollment projections that maximizes resources of personnel and money and accounts for potential retirement obligations and faculty/staff attrition.
  - B. **Strategy:** The administration of Germantown SD 60 will provide yearly updates on potential staffing patterns to the Board of Education for their review and action.
  - C. **Strategy:** The administration will foster a plan to promote positive staff morale and employee recognition.
  - D. **Strategy:** The administration at Germantown SD 60 will maintain a commitment to hiring the best and retaining the best.