

**Alsip, Hazelgreen and Oak Lawn School District 126
Strategic Plan 2012**



Strategic Areas of Focus

Curriculum and Student Achievement

Goal	Strategic Actions
<p>Establish a rigorous curriculum that incorporates real work applications that meets the needs and diversities of all stakeholders.</p>	<p style="text-align: center;">Updates in addressing actions in blue as of May 2022</p> <ol style="list-style-type: none"> 1. Provide ongoing professional development for the common core standards and their curricular and instructional delivery. <ul style="list-style-type: none"> ● Numerous professional development opportunities related to the common core standards have been and continue to be provided for all certified teachers across the district in order to deepen their understanding of the standards and identify instructional deliveries to support the common core standards. ● Curricular adoptions have been made to ensure the common core standards are being addressed. Professional development is provided to staff ensuring they are appropriately trained in using the curriculum. ● A staff summer book study program focused on a theme related to instruction has been established. Book talks, professional development sessions, and building-based initiatives are established to apply learning from the book. ● Professional development on standards-based grading has been provided to support the standards-based reporting system established for all students K-8. 2. Create opportunities for teacher collaboration for establishing common assessments, analyzing the data, and improving instruction for student learning. <ul style="list-style-type: none"> ● District 126 has established an agreed upon weekly articulation time as part of the Collective Bargaining Agreement to allow for certified staff to collaborate on instructional decisions and students' progress. ● Principals at each school hold trimester data meetings with teachers / teacher teams to analyze students' progress and establish learning goals and plans for students. ● District 126 schools create yearly school improvement plans focused on the improvement of students' learning based on students' academic and behavioral data. ● District literacy and mathematics committees review assessments and student data to identify instructional decisions based on students' progress. ● District Institute and School Improvement Days build in opportunities for teacher teams to collaborate on assessments, student data, and instructional practices. ● District 126 has established a Response to Intervention

process to address at-risk students' individual academic and/or behavioral needs based on data to make targeted instructional decisions.

3. Hire a math intervention specialist for each building to help close the increasing achievement gap between students.

- Since 2013, District 126 has participated in a mathematics consortium through UIC to support high quality mathematics instruction, curriculum, and assessments which has provided the district an assigned mathematics coach who supports the District's mathematics programming and professional development for staff.
- District 126 has implemented research based mathematics interventions to address students' achievement gaps.
- A specific position for a math intervention specialist has not been created.

4. Develop creative solutions to meet the needs of struggling students.

- District 126 literacy and mathematics curricula have embedded strategies / lesson suggestions for struggling students.
- District 126 has implemented Tier II and Tier III targeted supports for students needing additional targeted academic instruction in both literacy and mathematics.
- District 126 has conducted various professional development on differentiating instruction to address students' learning needs, strategies to support student engagement, and on research based quality instructional strategies to address and promote student learning.
- District 126 has established a Response to Intervention process to address at-risk students' individual academic and/or behavioral needs based on data to make targeted instructional decisions.
- Tiered behavioral practices / interventions have been established for students needing behavioral management support.
- District 126 consults with the Eisenhower Cooperative Behavioral Interventionist to address individual specific student behavioral needs.
- District 126 has implemented a social emotional curriculum across all grade levels providing explicit instruction related to the social emotional standards.

5. Investigate strategies to support and motivate students to take ownership in their actions and pride in their work.

- District 126 has studied how to support students' motivation and how to encourage learning ownership. Strategies include providing choices, establishing clear learning objectives, providing instant feedback, making connections to the real world, goal setting, questioning/discussion techniques, interactive learning opportunities, cooperative learning, etc.
- In 2021, the district hosted a presentation specifically on the incorporation of student engagement strategies after having

	<p>staff complete a summer book study.</p> <ul style="list-style-type: none"> Professional development on a growth mindset has been provided in order to support students' motivation, ownership, and pride. Through the adoption of the district wide social emotional program, the establishment of a classroom community and expectations helps to foster relationships and classroom community expectations and belonging which supports students' motivation, ownership, and pride. <p>6. Increase curricular support and learning opportunities for students who perform above grade level.</p> <ul style="list-style-type: none"> District 126 literacy and mathematics curricula have embedded strategies / lesson suggestions to stretch and expand learning opportunities for students performing above grade level. District 126 has conducted various professional development on differentiating instruction to address students' learning needs, strategies to support student engagement, and on research based quality instructional strategies to address and promote student learning to address students performing above grade level. District 126 has established a process for early entrance into kindergarten and first grade to accelerate student learning for students who qualify. High-quality tasks and project-based learning is incorporated into learning options for students allowing for the application and extension of skills, creativity, communication, and demonstration of knowledge. An enrichment summer school / camp has been established for students to experience various topics of study and interests with embedded academic skills.
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<p align="center">Strategic Areas of Focus</p> <p align="center">21st Century Learning</p>	
<p align="center">Goal</p>	<p align="center">Strategic Actions</p> <p align="center">Updates in addressing actions in blue as of May 2022</p>
<p>Integrate technology to support the curriculum and enhance student learning by utilizing various media devices.</p>	<ol style="list-style-type: none"> Formulate a plan to maintain and update the technology infrastructure of the district. <ul style="list-style-type: none"> Infrastructure planning is done yearly starting in the October/November time frame with implementation beginning every year during summer break. We work off of a three year technology roadmap that is updated to align with Category 2 e-rate funding. Provide after school technology support for students and families. <ul style="list-style-type: none"> An electronic Help Desk and Incident Ticketing System is available for district parents and students to use when experiencing tech issues at home with the district issued electronic device.

3. Provide ongoing professional development for technology support staff and teachers.

- District 126 has hired 2 Technology Coaches to provide on-going staff and student support throughout the school year.
- Technology coaches provide various staff supports including but not limited to one-on-one coaching, lesson planning, modeling technology integration, co-teaching, training on various tech tools and platforms.
- Supports are provided during plan times, articulation meetings, institute / SIP days, and in the summer.

4. Identify areas of needed improvement and frequently update the district website.

- The district and school websites are managed and updated regularly including a Live Twitter feed, calendar updates, picture updates, parent notifications, etc.
- The website design was last updated in April 2022.

5. Create and update school and teacher websites that can include information and links to various media outlets

- District 126 has updated its district and school websites over the years, with the latest being in April 2022.
- District 126 and all district schools have Twitter and schools also have Facebook accounts.
- Live Twitter feeds are located on both district and school websites.

6. Increase the ratio of students to wireless devices to support the advancing curriculum.

- District 126 provides every student (PreK - 8) with their own district managed device including iPads or Chromebooks.
- All staff are provided a district managed laptop, Chromebook, or iPad.
- Student and staff devices are used in and outside of school.
- Additional devices are available for substitutes to use during the school day.

7. Adopt new and affordable technology to integrate into the current curriculum.

- All literacy and mathematics curricula are available online for teachers and students K-8.
- Google for Education online platform allows for staff and students to communicate, collaborate, and use 21st century technology skills within the curriculum.
- Implementation of a Single Sign-On System connected to curricular platforms allows for easy access for students and staff in and outside of the district.
- Updated the district's library management system to online and also expanded online reading materials for students and staff through the implementation of an additional digital platform which connects to the local libraries as well.
- Various instructional technology tools have been made available to support instruction across all grade levels to promote student collaboration, creativity, communication,

	<p>critical thinking and application of learning.</p> <ul style="list-style-type: none"> • Numerous online software, online resources, apps, and content materials are provided across all grade levels in all content areas, including art, music, and physical education. <p>8. Develop a chain of command for technology concerns, questions, and developing lessons for students and staff.</p> <ul style="list-style-type: none"> • District 126 implemented an incident ticketing system for daily IT issues that arise. These items are handled by the buildings tech aides, if they are unable to remediate the issue it will be escalated to our network technician and then to the IT Director
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<p align="center">Strategic Areas of Focus</p> <p align="center">Facilities and Finance</p>	
<p align="center">Goal</p>	<p align="center">Strategic Actions</p>
<p>Maintain fiscal responsibility while providing safe, healthy, functional facilities that enhance research-based educational practices for student learning.</p>	<p align="center">Updates in addressing actions in blue as of May 2022</p> <ol style="list-style-type: none"> 1. Develop a long-range financial plan to maintain fiscal responsibility. <ul style="list-style-type: none"> • District 126 has a 5 year financial forecast and 10 year of history that is updated and presented each year with the budget. If changes are needed, the school board takes action to appropriately adjust planned spending. 2. Increase awareness and involvement of the District 126 Foundation for Educational Excellence to staff and community. <ul style="list-style-type: none"> • The foundation has dissolved. It was becoming increasingly difficult to find members. 3. Allocate funds to ensure all buildings have a modern HVAC system. <ul style="list-style-type: none"> • District 126 has updated all facilities within the district. HVAC, lighting, and windows have all been replaced. All lighting has been replaced with LED lights. 4. Identify grant opportunities available to the district in addition to state and federal funding. <ul style="list-style-type: none"> • District 126 utilizes grant funding whenever possible. Grant funds are a major part of the planned Prairie Junior High expansion beginning in the 22-23 school year. 5. Examine the inequities of class sizes within grade levels across the district. <ul style="list-style-type: none"> • District 126 continues to address class size inequities on a yearly basis. Stony Creek School has seen an increase in enrollment whereas Lane School and Hazelgreen School have seen a steady decline. • To adjust varying grade level cohort enrollments, sections have had to be eliminated at times in order to maintain class size consistency across the elementary schools, especially at Lane School.

Strategic Areas of Focus

Community Partnerships

Goal

Encourage all community members to become more involved in the school district to further promote student success.

Strategic Actions

Updates in addressing actions in blue as of May 2022

1. Explore current facility usage and encourage additional usage possibilities.
 - District facilities are used after school hours by various local organizations throughout the school year and summer.
 - An online Facility Usage Request is available on the district's website for outside organizations to complete.
 - Three of the district schools are utilized as a polling place for elections.
 - Two district schools currently house a before and after school care program for district families throughout the school year.
2. Create a public relations strategy to communicate information to all community members and stakeholders.
 - The district has created a quarterly newsletter for parents.
 - The district uses its social media presence to effectively communicate to all stakeholders and community members.
3. Develop and maintain a print, electronic, and phone network to communicate school and district events and successes.
 - Skylert, the district electronic messaging system, and SeeSaw, an online communication platform, are used to regularly communicate school and district happenings as well as individual student progress with families.
4. Increase publicity of upcoming events that may include ground signs, newsletters, and partnerships with businesses and other community organizations.
 - The usage of school electronic marquees, local newspapers, school newsletters, district community newsletters, the district and school websites, the district's phone and email communication system, Twitter, Facebook, and yard signs are all utilized to communicate school, classroom, and district events throughout the school year and summer.
 - Local area organizations such as the Worth Township, Alsip and Oak Lawn Libraries, etc. are promoted and utilized.
5. Create an alumni group.
 - No update to report
6. Review collaboration (educational and extracurricular) between district 218 and district 126 and seek out additional opportunities for relationships.
 - District 126 collaborates with District 218 regularly including department curriculum meetings, intervention meetings, transition meetings for our 8th grade students, and special education meetings.

- District 126 band and chorus students have opportunities throughout the school year to visit and gain instruction from the District 218 band and chorus directors.
- District 126 junior high students attend plays, concerts, ect at District 218.
- Through the Metro Chicago Math Initiative, District 126 and District 218 have had numerous opportunities for mathematics collaboration regarding curriculum, instruction, and assessments.
- District 126 provides student assessment data to assist in the placement of freshmen courses for graduating 8th grade students.

7. Investigate parental education programs including parental support for technology and curriculum.

- The district has provided various in-person district wide parent sessions on technology usage when transitioning to the Google for Education platform.
- Google for Education tutorials are provided to families and are also found on the district's website.
- To support parents' usage of the Family Access online platform, the district provides step-by-step directions as well as recorded demonstration videos, which can be found on the district's website.
- An electronic Help Desk and Incident Ticketing System is available for district parents and students to use when experiencing tech issues at home with the district issued electronic device.
- The creation of a district and school interactive boundary map allows for moving families to see what school their children would attend which is located on the district's website.
- District 126 provides school-based and district wide parent informational sessions on new curriculum adoptions, social-emotional learning, child technology usage outside of school, and various other parent/child sessions such as Family Literacy Nights, Math Madness Nights, etc.
- During the COVID-19 Pandemic and school closures, District 126 provided families with various online supports as well as WIFI Hot-Spots for families in need of internet access at home.
- Parents of students in the district's Two-Way Immersion (TWI) program are invited to attend the annual state-wide Bilingual Parent Summit.

8. Investigate current social media and revise the website to provide up to date information.

- District 126 has updated its district and school websites over the years, with the latest being April 2022.
- District 126 and all district schools have Twitter and schools have Facebook accounts.

9. Encourage more face-to-face time between teachers and parents including volunteering and attending events hosted within and outside of the school day.

- Parents are encouraged to volunteer, especially at the primary

	<p>grade levels.</p> <ul style="list-style-type: none"> ● Parents are expected to volunteer as part of the program if their child is enrolled in the district's Early Childhood Center. ● Parent and teacher face-to-face time had increased as a direct result of the COVID-19 Pandemic when students were learning from home. ● Besides parent conferences and scheduled individual parent meetings, teachers and parents have face-to-face time at various district and school-based events, such as band concerts, sporting events, chorus concerts, plays, fine arts nights, curriculum nights, PFO events, talent shows, etc.
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Strategic Actions taken, but not addressed in the Strategic Plan

Finance

- In 2018 District 126 paid off all remaining outstanding bonds of the district.
- District 126 has abated the property tax recapture levy for 2022.

Safety & Security

- District 126 has updated all facility safety including safety vestibules at each school, cameras inside and outside of each building, updated 911 system, a locking door system, utilization of the Raptor Visitor Identification Software, and a staff ID and keycard door access system.
- District 126 has updated its crisis protocols and provides annual crisis training, including active shooter training, in which all staff participate.
- District 126 has implemented an online student safety monitoring software which supports a safe and effective digital learning environment in class, as well as a 24/7 student safety identifying online activity that indicates bullying and at-risk of suicide, self-harm, or possible harm to others.
- To ensure all required annual professional development mandated trainings are conducted, District 126 has implemented an online compliance training platform for all staff.

Instruction

- District 126 implemented a Two-Way Immersion (TWI) Spanish Program for district families beginning with the first cohort of kindergarten students in the 2012-2013 school year. In 2021, this first kindergarten cohort became the first graduating class of 8th grade TWI students.
- In 2019, District 126 built an Early Childhood Center to expand the preschool program in order to service more at-risk students living within the district boundaries.
- District 126 has hired a Literacy Coach to provide on-going staff support throughout the school year focused on up-to-date literacy instructional strategies, planning, and intervention.
- A Fitness Center with up-to-date equipment was created at Prairie Jr. High School and is integrated as part of the physical education classes for all students.
- The incorporation of STEM learning opportunities after school and during the school year have been established.
- District 126 has transitioned to a standards-based reporting system for all students K-8.
- District 126 has hired a full time administrative Bilingual Director to address the growing increase in bilingual educational support for our students. The director coordinates student services, supports bilingual families across the district, and supervises the bilingual department.

- During the COVID-19 Pandemic when remote learning was an option for families, all classrooms across the district were provided with cameras or televisions allowing for students to remote in live to their classes and be an active participant in the classroom learning environment throughout the school day.