STRATEGIC PLANNING IMPLEMENTATION SCHEDULE	Responsibility of:	Start Date	Complete Date
PHASE I STRATEGIC PLANNING			
General stipulation that consistency, while allowing school individuality, is a required element of program implementation. **General clarification that the district will comply with state and federal regulations and legal requirements**			
STRATEGY I. We will ensure the highest academic achievement for each student.			
1.2 Implement a positive behavior intervention program across the district. (I) 1.	Tom Sindelar	9/07	6/09
1.3 Adapt instruction to meet the needs of different academic abilities and learning styles. (I) **Stipulations:** • **heterogeneous grouping** • **adapt instruction to ensure challenge for all students** • **clear communication on district philosophy, research back-up, model to community**	Kelly Baird	9/07	6/09
1.4 Redefine the role of the current GTD teachers to meet the needs of students with different academic needs and learning styles. (I) **Stipulations:** • **heterogeneous grouping** • **adapt instruction to ensure challenge for all students** • **clear communication on district philosophy, research back-up, model to community**	Kelly Baird	9/07	6/08
2. 1.5 Increase middle school instruction time in core subjects (science, math, social studies, language arts) to no less than 50-60 minutes per day on average. (I)	Kevin Anderson	1/08	
1.6 Ensure elementary school instruction time in core subjects (science, math, social studies, language arts) is not less than 50-60 minutes per day on average. (I) 3.	Kevin Anderson	1/08	
1.8 Replace the current teacher evaluation model with a professional growth model focused on practices that promote student achievement. (I)	Trish Carlson	9/07	6/08
1.10 Develop a program to promote a positive classroom and school environment where children feel safe and welcome, i.e. which promotes psychological safety of all students. (I)	Jonathan Ellwanger	9/07	6/09
1.11 Determine whether to continue, discontinue, or modify academic programs based on data. (I)	Kevin Anderson	9/07	Ongoing annually
1.12 Increase the number of District 97 students in each disaggregated subgroup entering high school taking at least three honors courses. (I)	Kevin Anderson	9/07	6/09
STRATEGY II. We will make each student the active agent of his/her educational experience.			
2.2 Adopt decision making practices that incorporate all staff's professional input. (I) **CR 6.9, 7.7**	Connie Collins	9/07	6/08
2.3 Provide a variety of instructional grouping options in every school. (I) **Stipulations:** • **heterogeneous grouping** • **adapt instruction to ensure challenge for all students** • **clear communication on district philosophy, research back-up, model to community**	Cathy Hamilton	9/07	6/09
2.5 Increase collaboration among specialists, support staff, and classroom teachers. (I)	Julian AP	9/07	6/09
2.7 Establish a language arts program that includes authentic literary experiences. (I)	Carol Theesfeld	9/07	6/08
2.10 Implement student self-reflections and self-evaluations in all curricular areas at all grade levels. (I)	Nimisha	9/07	8/08

	Kumar		
STRATEGY III. We will establish a culture of inclusion that respects and promotes diversity.			
3.2 Create a diversity leadership network. (I)	Lynn Allen	9/07	6/08
3.3 Establish district-wide diversity goals. (I)	Lynn Allen		
3.5 Develop a highly qualified staff that reflects broad diversity with an emphasis on the demographics of the district. (I)	Trish Carlson	9/07 in progress	8/08
3.9 Ensure that identification of students with special needs is fair and equitable. (I)	Steve Castle	9/07	6/08
STRATEGY IV. We will ensure learning experiences that develop the whole child to accomplish our mission and objectives.			
4.2 Incorporate multiple intelligences practices into the curriculum. (I)	Kevin Anderson	9/07	6/09
4.5 Provide a wide variety of after-school enrichment programs at all schools. (I) **Stipulation: that all programs are balanced for all learning levels**	Carol Young	9/07	6/09
4.8 Provide each child with the models and techniques through which to develop self-discipline. (I) **CR 1.2**	Tom Sindelar	9/07	6/09
STRATEGY V. We will guarantee that all necessary resources, including financial, will be available and aligned with our mission and objectives.			
5.2 Demonstrate operating efficiencies to the community. (I) **Stipulations:** • **that efficiencies be demonstrated through the consistent use of best practices, educational models, staff performance** • **that communication briefs are developed and distributed to board during discussions, and to community when appropriate, before implementation**	Don Robinson	9/07	6/08
5.3 Ensure collaboration with all local taxing agencies regarding resources. (I)	Don Robinson	9/07	6/08
5.5 Ensure necessary and sufficient staffing levels. (I)	Trish Carlson	9/07	6/09
5.6 Ensure 99% uptime for every day technology needs. (I) **CR 7.6**	Gary Sawtelle	9/07	6/08
STRATEGY VI. We will ensure the highest caliber staff who will lead the district in its mission and objectives.			
6.3 Ensure the human resource process facilitates the recruitment of high-caliber staff. (I)	Trish Carlson	9/07	8/08
6.4 Ensure that the human resource process facilitates the hiring of high-caliber staff. (I)	Trish Carlson	9/07	8/08
6.6 Enroll all new-to-the-district teachers in a mentoring/support system. (I)	Carol Theesfeld	9/07	8/08
6.7 Enroll all new hires in orientation/training sessions. (I)	Trish Carlson	8/08	6/09
6.9 Implement a formal district-wide leadership model that emphasizes collaboration over bureaucracy. (I) **C.R 2.2, 7.7**	Connie Collins		
STRATEGY VII. We will constructively communicate internally and externally. **General stipulation that we are seeking input from community members as we are developing and implementing Strategy VII plans**			
7.1 Ensure effective and timely communication by all employees. (I)	Gail Crantz	9/07	6/08
7.2 Improve intercultural communication skills of teachers, principals, and administrators. (I)	Lynn Allen	9/07	6/08
7.3 Reduce communication overload experiences by the Board of Education and D97 staff. (I)	Gail Crantz	9/07	6/08

7.4 Reduce packet-fatigue for parents. (I)	Gail Crantz	9/07	6/08
7.5 Create a vibrant, current, consistent and easily navigated web presence throughout the district. (I)	Kevin Anderson	9/07	6/08
7.6 Ensure current, cohesive and extensible technological systems and support for communication across the district. (I) **CR 5.6**	Gary Sawtelle	9/07	9/07
7.7 Adopt a participatory approach to decision-making and management. (I) **CR 2.2, 6.9**	Connie Collins	9/07	6/08
7.8 Implement a staff morale improvement plan for all the employees of D97. (I)	Gail Crantz	9/07	9/08
7.9 Communicate the value of a strong D97 to taxpayers and other key stakeholder groups (Park District, legislators, press, etc.) via a structured and achievable public relations campaign plan and process. (I)	Gail Crantz	9/07	9/09
PHASE TWO STRATEGIC PLANNING			
STRATEGY I. We will ensure the highest academic achievement for each student.			
1.7 Implement professional development programs designed to improve student achievement. (II)	Kevin Anderson	1/08	6/10
1.9 Establish an Office of Parent Ombudsman at the district office. (II) **CR 3.12**	Gail Crantz	9/09	6/10
STRATEGY II. We will make each student the active agent of his/her educational experience.			
2.4 Establish multi-age, multi-year advisories in the middle schools. (I)	Vicki Sharts	9/09	6/11
2.6 Implement integrated, project-based learning and assessment practices at all grade levels in all schools. (II)	Kevin Anderson	9/08	6/11
2.8 Institute a conferencing structure where all students actively participate in setting specific goals with teachers and parents. (II)	Carol Theesfeld	9/09	6/10
2.9 Implement a process for students and teachers to compile and utilize portfolios that document the progress and development of the student over time. (II) **CR 2.10**	Nimisha Kumar	9/09	6/10
2.11 Foster classroom cultures that encourage student choice and voice throughout the day (R I, I II)	Jonathan Ellwanger	9/07	6/09
STRATEGY III. We will establish a culture of inclusion that respects and promotes diversity.			
3.1 Establish an environment that celebrates differences. (II)	Lynn Allen	9/09	6/11
3.4 Substantially increase use of the Multicultural Resource Center. (II) **Clarification: That increased use of the Multicultural Center is accomplished through highlighting to all its relevance to the district's mission and beliefs and through developing it to best serve the needs of our students, teachers, staff, and community in understanding, discussing, and addressing issues of a multicultural education and a multicultural community.**	Lynn Allen	9/09	6/11
3.6 Reflect broad diversity throughout the curriculum. (II)	Kevin Anderson	9/09	9/11
3.8 Maximize interaction between special education and general education. (II)	Steve Castle	9/09	9/11
3.11 Actively engage parents and guardians in their students' educational program (II) **Stipulation: that the district actively seeks and engages parents**	Gail Crantz	9/09	9/11
3.12 Offer individualized support to potential and current special education students and their families through an advocacy program. (II) **CR 1.9**	Steve Castle	9/09	9/11
3.13 Offer parents and students individualized support, as needed, through mentoring programs. (II)	Vicki Sharts	9/09	9/11

STRATEGY IV. We will ensure learning experiences that develop the whole child to accomplish our mission and objectives.			
4.1 Increase interdisciplinary projects (involving media specialists, classroom, music, art, and PE teachers) to at least three per year in all D97 classrooms. (II)	Kevin Anderson	9/09	6/11
4.3 Increase the number of non-traditional class configurations across the district (e.g. multiage, looping, world language immersion).	Kevin Anderson	9/09	6/11
4.4 Integrate progressive education philosophy into learning activities (e.g. through experiential learning, teacher as guide, student collaboration, and opportunities for choice). (II) **CR 4.1**	Kevin Anderson	9/09	6/11
4.6 Minimize routine homework in favor of providing enrichment opportunities on an as-needed basis. (II)	Kevin Anderson	9/09	6/11
4.7 Increase multidisciplinary projects (taught by individual classroom teachers) to at least 3 per year in all D97 classrooms. (II)	Kevin Anderson	9/09	6/11
Strategy V. We will guarantee that all necessary resources, including financial, will be available and aligned with our mission and objectives.			
5.4 Establish efficient and safe facility utilization guidelines. (II)	Don Robinson	9/09	6/10
Strategy VI. We will ensure the highest caliber staff who will lead the district in its mission and objectives.			
6.1 Create professional development goals and opportunities for all district employees based on the needs, desires, experiences, and goals of the district, school, and individual. (II)	Trish Carlson	9/09	6/11
6.2 Increase the diversity of D97 employees to reflect the diversity of the community. (II)	Trish Carlson	9/09	6/11
6.5 Maintain a high-caliber staff, at each school and across the district, that is well balanced in terms of subject matter expertise, differentiation of instruction, racial and ethnic diversity, experience, leadership skills, energy, and creativity. (II)	Trish Carlson	9/09	6/11
6.8 Ensure that staff evaluations are effectively conducted to facilitate the retention of high-caliber staff. (II)	Trish Carlson	8/09	6/10
PHASE THREE STRATEGIC PLANNING			
STRATEGY I. We will ensure the highest academic achievement for each student.			
5. 1.5 Increase middle school instruction time in core subjects (science, math, social studies, language arts) to no less than 50-60 minutes per day on average. (RI, PII, I III)	Tom Sindelar	10/07	6/12
STRATEGY II. We will make each student the active agent of his/her educational experience.			
2.1 Expand peer mediation programs to all schools and all age levels. (III)	Suzie Hackmiller	9/11	6/12
2.12 Institute community-service learning programs at all schools. (III)	John Hodge	9/11	6/12
STRATEGY III. We will establish a culture of inclusion that respects and promotes diversity.			
3.7 Provide diversity training for all students. (R I, P II, I III)	Lynn Allen	9/07	6/12
3.10 Bring all D97 facilities into compliance with the Americans with Disabilities Act. (III)	Don Robinson	9/07	6/12
STRATEGY IV. We will ensure learning experiences that develop the whole child to accomplish our mission and objectives.			
4.9 Expand age-appropriate opportunities for all students to participate in art, music, drama, dance, World Languages, and physical education activities. (III)	Kevin Anderson	9/08	6/12

IMPLEMENTATION SCHEDULE TO BE DETERMINED **This means that the implementation date has not yet been determined, but the start date indicates when the administration will begin to work on this strategy. The implementation dates will be set after further research is done.**			
STRATEGY I. We will ensure the highest academic achievement for each student.			
1.1 Increase the numbers of students entering first grade who have the skill sets needed to succeed in school by establishing an all-day Kindergarten for all children. (RI, PII, I III) **CR 3.14, 3.15** **Stipulation: that the estimate for state funding for full-day-K be correct and vetted.**	Kevin Anderson	1/08	TBD
STRATEGY III. We will establish a culture of inclusion that respects and promotes diversity.			
3.14 Provide full day kindergarten at all elementary schools in the district. (III) **CR 1.1**	Kevin Anderson	1/08	TBD
3.15 Provide a full day pre-school option within the district for all children. (III) **CR1.1** **Stipulation: that the district will seek internal and external resources**	Carol Theesfeld	2/08	TBD
STRATEGY V. We will guarantee that all necessary resources, including financial, will be available and aligned with our mission and objectives.			
5.1 Pass an operating tax referendum. (RI, P II, I III)	Don Robinson	11/7	TBD