

Edwardsville Community Unit School District 7

Strategic Plan 2020-2023

Strategic Focus Area: Academic Success

<p>Goal 1: The District will provide a strong vertical and horizontally aligned curriculum to ensure consistency in Federal and State learning standards across all buildings. This curriculum will yield competitive academic results and student success.</p>				
<p>Rationale for the Goal: District 7 is responsible for developing the skill sets and providing all ECUSD7 students experiences to prepare them for post-secondary opportunities.</p>				
Objective	Tactics to Achieve Goal	Completion Criteria	Targeted Completion Date	Personnel Responsible for Implementation
Curriculum Review Cycle	<ul style="list-style-type: none"> ● Use the Professional Learning Community (PLC) process to create ongoing curriculum review cycle and establish timelines for purchase of new materials and curriculum supplements. <ul style="list-style-type: none"> ○ Social Science ○ English/Language Arts ○ Business and Applied Technology ○ K-12 Health/Social Emotional ○ World Languages ○ Physical Education ○ Fine & Performing Arts 	<p>Establish PLC goals, objectives, and timelines per grade level</p> <p>Create subgroups of PLC to target content areas</p>	Ongoing-Fall 2021 for Social Science/ELA	Director of Curriculum and Instruction/ Curriculum Coordinators/ Building Administrators
Student Achievement	<ul style="list-style-type: none"> ● Improve student state assessment scores for all subgroups <ul style="list-style-type: none"> ○ Use the PLC process to identify students in need of supports and develop building-based subgroup interventions ○ Use prior years data to determine necessary adjustments and identify additional training and supplemental materials ○ Develop ongoing ACT and SAT Prep series for high school students 	<p>Data analysis (no data Spring, 2020)</p> <p>Evaluation of current prep work</p>	<p>Dependent upon state testing guidelines</p> <p>Fall 2021</p>	Director of Curriculum and Instruction/ Curriculum Coordinators/ Special Education Coordinators/ Building Administrators EHS Counselors

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	<ul style="list-style-type: none"> • Increase student performance across content areas <ul style="list-style-type: none"> ○ Develop a District-wide K-12 Math RtI Plan ○ Reduce the number of primary students moving from Tier 1 to Tier 2 RtI services by improving the core curriculum using research based Science of Reading structured curriculum. ○ Reinstate Middle School Reading Seminar ○ Implement MTSS Dashboard for Teacher Access Center 	<p>Analyze current interventions and establish goals</p> <p>Professional Development on SoR and purchase of materials</p> <p>Analyze structure of middle school schedule</p> <p>Training in use of dashboard</p>	<p>Spring 2022</p> <p>Fall 2021 implementation, Fall 2022 completion of reduction of students</p> <p>Fall 2021</p> <p>Fall 2021</p>	<p>Director of Curriculum and Instruction/ Curriculum Coordinators/ Special Education Coordinators</p>
<p>College & Career Readiness</p>	<ul style="list-style-type: none"> • Improve District 7's high school graduation rate <ul style="list-style-type: none"> ○ Continue to grow external partnership programs (Creating Entrepreneurial Opportunities, Laborer's Union Apprenticeship Program) ○ Continue to increase enrollment in CTE offerings (Collinsville Area Vocational Center) ○ Offer FAFSA workshops for parents and students ○ Offer NCAA workshops for parents and students 	<p>Monitor percentages</p>	<p>Ongoing</p>	<p>Curriculum Coordinators/ Special Education Coordinators/ Building Administrators/ EHS Counselors</p>

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Goal 2: Invest in professional development to provide teachers with high quality professional learning that is accessible, relevant and tailored to staff needs.

Rationale for the Goal: Staff requires high quality targeted professional learning that empowers them to meet student needs.

Objective	Tactics to Achieve Goal	Completion Criteria	Targeted Completion Date	Personnel Responsible for Implementation
Professional Learning Communities	<ul style="list-style-type: none">• Develop a PLC system that makes ongoing professional development more accessible to teachers	Implementation of PLC structure	Fall 2021	Curriculum, Special Education, Human Resources Departments
Professional Development	<ul style="list-style-type: none">• Offer multiple ways for teachers to access professional development required for state licensure<ul style="list-style-type: none">○ Develop a more robust program for coaching and mentoring new teachers○ Design professional development opportunities that staff can complete on their own time○ Provide professional learning opportunities that allow for teachers to work more closely with their peers• Develop professional development for administrators	PD Offerings PD Offerings	Fall 2021	Curriculum, Special Education, Human Resources Departments

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Goal 3: District 7 will provide and maintain a technology/computing platform to support students reaching full academic potential and enhance student’s capacity for learning.				
Rationale for the Goal: Students should be able to think critically, problem solve, and be digitally literate to thrive in today’s ever-changing world.				
Objective	Tactics to Achieve Goal	Completion Criteria	Targeted Completion Date	Personnel Responsible for Implementation
Teacher Technology Training	<ul style="list-style-type: none"> • Continue to use technology coaches to support integration of technology aligned to the curriculum • Provide ongoing professional development to teachers regarding technology used to support classroom instruction 	Train newly hired middle school tech coaches	Fall 2021	Curriculum, Technology Departments
Technology Curriculum	<ul style="list-style-type: none"> • Implement a more robust technology curriculum at the elementary level • Reassess the technology curriculum at 6-12 	Updates to elementary technology curriculum	Fall, 2023	SPED, Curriculum, Technology Departments
Technology Maintenance Plan	<ul style="list-style-type: none"> • Update technology devices and systems • Implement a technology review cycle to support and maintain both student devices and district/network needs <ul style="list-style-type: none"> ○ Implementation of 1:1 at middle school level 	Review available devices for functionality	Fall, 2021	SPED, Curriculum, Technology Departments

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Strategic Focus Area: Organizational Excellence

Goal 1: The District will develop a staff that is highly trained and innovative to meet changing student needs.				
Rationale for the Goal: Having trained teachers that are current in educational trends will allow us to serve students better and be more effective in our mission.				
Objective	Tactics to achieve goal	Completion Criteria	Targeted Completion Date	Personnel Responsible for Implementation
Development	<ul style="list-style-type: none"> • Survey all first and second year teachers from the 19-20 school year to determine suggested improvements to the new teacher training. 	<ul style="list-style-type: none"> • Implementation of approved revisions to new teacher training. 	Summer 2021	Director of Curriculum and Instruction & Director of Human Resources
Job descriptions	<ul style="list-style-type: none"> • Refine job descriptions that match current district priorities • Finalize revised job descriptions with collective bargaining units 	<ul style="list-style-type: none"> • Revised job descriptions 	Summer 2021	Assistant Superintendent of Personnel and Student Services
Development	<ul style="list-style-type: none"> • Review existing teacher leadership programs in other districts • Survey staff regarding needs • Develop teacher leadership modules 	<ul style="list-style-type: none"> • Development and implementation of teacher leadership program modules 	Summer 2023	Assistant Superintendent of Personnel and Student Services
Training	<ul style="list-style-type: none"> • Develop mentorship program for principals <ul style="list-style-type: none"> ○ Meet with current and veteran administrators to determine mentors ○ Establish a mentor training program. 	<ul style="list-style-type: none"> • Evaluation of growth and impact of mentoring 	Fall 2021	Superintendent and Assistant Superintendent of Personnel

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	<ul style="list-style-type: none">○ Assign mentors to new administrators and develop a schedule for on-going support for all new administrators.	program for new administrators		
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Goal 2: The District will utilize technology to improve recruitment, retention, and staff training.				
Rationale for the Goal: The staffing environment is changing rapidly, it is crucial for District 7 to remain competitive in attracting and retaining talent.				
Objective	Tactics to achieve goal	Completion Criteria	Targeted Completion Date	Personnel Responsible for Implementation
Recruiting and staffing	<ul style="list-style-type: none"> Research and select a recruiting platform that incorporates online interviews, scheduling, and screening 	<ul style="list-style-type: none"> Implementation of new HR system 	Spring 2021	Assistant Superintendent Personnel and Student Services
Recruiting and staffing	<ul style="list-style-type: none"> Research and select a job database and online platforms to post positions (e.g. social media and websites) 	<ul style="list-style-type: none"> Implementation of job posting databases 	Spring 2021	Director of Human Resources
Communication	<ul style="list-style-type: none"> Develop a communication plan that includes multiple avenues for communication with staff and for staff to communicate with one another. 	<ul style="list-style-type: none"> Implementation of a Communication Plan 	Fall 2021	Assistant Superintendent Personnel and Student Services
Recruiting and staffing	<ul style="list-style-type: none"> Participate in education job fairs Advertise on selected websites Develop District marketing tools Prioritize the recruitment, retention, and mentorship of diverse employees 	<ul style="list-style-type: none"> Recruitment and retention of high quality staff 	Ongoing	Assistant Superintendent Personnel and Student Services and Director of Human Resources and Student Services

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Goal 3: The District will work collaboratively with all stakeholders in order to continually improve the environment to ensure an equitable experience.

Rationale for the Goal: In order to have a fully invested staff, District 7 must ensure that the work environment facilitates engagement.

Objective	Tactics to achieve goal	Completion Criteria	Targeted Completion Date	Personnel Responsible for Implementation
Employee collaboration	<ul style="list-style-type: none"> • Empower teachers to share expertise by providing opportunities for collaboration through the implementation of professional learning communities 	<ul style="list-style-type: none"> • Implementation of professional learning 	Spring 2022	Director of Curriculum and Instruction
Employee Wellness	<ul style="list-style-type: none"> • Continue to improve employee recognition and staff appreciation efforts from the central office and at each school • Develop an employee assistance program and staff portal to access resources to support employee wellness 	<ul style="list-style-type: none"> • Implementation of an employee wellness program 	Spring 2021	Director of Human Resources and Student Services
Equity	<ul style="list-style-type: none"> • Research, practice and promote strategies to increase staff knowledge of equity and inclusion within the educational environment <ul style="list-style-type: none"> ○ Professional development sessions on implicit bias, creating an inclusive school community, and additional topics to improve equity and inclusion ○ Review the need for a Diversity, Equity, and Inclusion Coordinator with the Board of Education ○ On-going utilization of the Equity and Diversity Advisory Council 	<ul style="list-style-type: none"> • Implementation of equity and inclusion professional development and continued staff growth 	Spring 2022	Assistant Superintendent of Personnel and Student Services and Director of Curriculum

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Strategic Focus Area: Operational Integrity and Transparency

Smart Goal 1: Provide the financial resources necessary to continue addressing building maintenance deficiencies as identified in the District’s Ten-Year Health, Life Safety survey and/or by building administration.				
Rationale for the Goal: To provide for the delivery of student instruction in a safe and healthy learning environment				
Objective	Strategies to Accomplish Goal	Evaluation	Targeted Completion Date	Personnel Responsible for Implementation
Safe and Healthy Learning Environment	<ul style="list-style-type: none"> Analysis of building deficiencies identified in the 10 year Health, Life, Safety (HLS) survey 	<ul style="list-style-type: none"> Yearly needs assessment with analysis to determine added value of requested maintenance and available funds. 	Annually at the end of each Semester	Assistant Superintendent Business/Building Administration
Safe and Healthy Learning Environment	<ul style="list-style-type: none"> Review of other building needs not identified in the HLS survey with building administration 	<ul style="list-style-type: none"> Yearly needs assessment with analysis to determine added value of requested maintenance and available funds. 	Annually at the end of each Semester	Assistant Superintendent Business /Building Administration

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Smart Goal 2: Maintain a balanced budget and continue the restoration of working cash reserves while allocating additional financial resources to improve the delivery of student instruction through improvements in technology and digital curriculum resources.				
Rationale for the Goal: Student instruction resource enhancements are needed but must be within budget.				
Objective	Strategies to Accomplish Goal	Evaluation	Targeted Completion Date	Personnel Responsible for Implementation
Resources for Student Achievement	<ul style="list-style-type: none"> Continue to provide teachers and students the necessary resources to be successful 	<ul style="list-style-type: none"> Yearly staff needs assessment with analysis by administration to determine added value of requested resources and available funds 	Annually each Spring for the upcoming school year	Central Office, Curriculum and Technology Departments

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Smart Goal 3: Review the District’s building and space needs to allow for the delivery of student instruction in a safe and healthy learning environment.				
Rationale for the Goal: A safe and healthy learning environment is necessary for all students and staff in District 7.				
Objective	Strategies to Accomplish Goal	Evaluation	Targeted Completion Date	Personnel Responsible for Implementation
Safe and Healthy Learning Environment	<ul style="list-style-type: none"> Analyze District school enrollment boundaries to ensure appropriate balance, where possible, between buildings and classroom sizes 	<ul style="list-style-type: none"> Plot student enrollment data and future trends using GIS to determine if boundary changes are necessary Implementation of boundary changes as deemed necessary based upon data analysis 	Spring 2022	Assistant Superintendent Business in partnership with SIU Edwardsville and First Student
Facilities Usage	<ul style="list-style-type: none"> Determine the future need or use of the N.O. Nelson campus by the high school 	<ul style="list-style-type: none"> Plot and trend EHS student enrollment and current and future EHS classroom capacities Review the District’s current lease agreement with Lewis and Clark Community College for use of the N.O. Nelson Complex for EHS students Analyze data and make recommendations for facility usage 	June 2022	Assistant Superintendent Business and EHS administration