

**BROOKWOOD SCHOOL DISTRICT 167  
STRATEGIC ACTION PLAN GOALS AND OBJECTIVES  
2012-2014**

**Mission Statement: Brookwood School District 167, in partnership with parents and community, will create a learning environment in which all students excel at becoming lifelong learners and decision makers.**

**GOAL 1: To develop and implement structures, strategies, and tools to meet the diverse learning needs of our students, in order to improve student achievement.**

Objective	10-11	11-12	12-13	13-14	Primary Resource
1.1 Continue to foster reading and mathematical literacy to promote Best Practice and the use of a variety of instructional approaches in order to address the needs of diverse learners					
a. Continue to refine the scope and sequence for mathematics instruction in line with the Common Core Standards	X	X	X	X	Supt/Curric Director
b. Continue to provide staff development opportunities regarding Best Practice in reading and mathematics	X	X	X	X	Supt/Curric Director
c. Continue to create and promote leadership opportunities for teachers in the area of mathematics and reading	X	X	X	X	Supt/Curric Director
d. Continue to articulate with the high school regarding curriculum and academic expectations	X	X	X	X	Superintendent/Admin/Staff
e. Review, evaluate, and adopt if needed new reading/language arts instructional materials in line with the Common Core Standards		X	X	X	Supt/Curric Director
f. Review, evaluate, and adopt if needed new mathematics instructional materials in line with the Common Core Standards		X	X	X	Supt/Curric Director
g. Continue to provide ongoing staff development in reading instruction for teachers in grades K-8	X	X	X	X	Supt/Curric Director
h. Continue to increase the number of high interest books in the middle school and junior high learning centers	X	X	X	X	Superintendent/Principals
i. Evaluate, revise, and implement the science curriculum			X	X	Supt/Curric Director

j. Evaluate, revise, and implement a new social studies curriculum		X	X	X	Supt/Curric Director
k. Use the Literacy Coach to support reading instruction across the district	X	X	X	X	Superintendent/Principals
l. Review, revise, and implement a new student health/wellness curriculum	X	X	X	X	Supt/Curric Director/Assistant Supt
1.2. Evaluate and revise the bilingual program in accordance with state and federal guidelines					
a. Continue to implement, evaluate, and revise the bilingual program	X	X	X	X	Supt/Director Student Services
b. Continue to implement and support a Bilingual Parent Advisory Council	X	X	X	X	Superintendent

Objective	10-11	11-12	12-13	13-14	Primary Resource
1.3 Continue to develop a professional learning community among the professional staff to promote high academic expectations and increased achievement for all students					
a. Continue to develop a structure for curriculum review	X	X	X	X	Supt/Curric Director
b. Continue to participate in summer institutes with the Admin Team on learning communities and leadership	X	X			Superintendent/Admin
c. Continue to use data to drive the decision making process in regard to the improvement of student achievement and the school learning environment	X	X	X	X	Superintendent/Principals
d. Review, revise and implement new academic assessments aligned to RtI and the Common Core Learning Standards	X	X	X	X	Superintendent/Principals
1.4 Continue to expand the world language program for grades 5-8	X	X	X	X	Supt/Curric Director
1.5 Investigate a world language program for grades K-4			X	X	Superintendent/Principals
1.6 Develop with the Personnel Committee human resource strategies to attract and retain highly qualified staff		X	X	X	Superintendent/Board
1.7 Continue to revise and expand the delivery model for gifted education	X	X	X	X	Supt/ Dir of Spec Serv
1.8 Continue to implement the Response to Intervention (RTI) model by providing interventions for all students.	X	X	X	X	Director of Special Services
1.9 Continue to articulate with area high schools regarding curriculum and academic expectations	X	X	X	X	Superintendent/Admin
1.10 Review/revise/implement the P.E./music/art curricula.		X	X	X	Superintendent/Principals
1.11 Employ a Director for Curriculum and Instruction		X	X	X	Superintendent
1.12 Continue to work with Rising Star to improve academic achievement		X	X	X	Superintendent/Principals

1.13 Create a consistent homework policy for the District		X	X	X	Supt/Principals/Board
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**GOAL 2: To expand positive communication within the community.**

Objective	10-11	11-12	12-13	13-14	Primary Resource
2.1 Expand school/parent communication					
a. Continue to distribute a monthly school newsletter	X	X	X	X	Principals
b. Provide parent education workshops	X	X	X	X	Principals
c. Continue to promote parent involvement activities at the school level to foster parent/school relationships	X	X	X	X	Principals/Teachers
d. Distribute a monthly newsletter called “Board Briefs” to provide ongoing communication with the community and school board	X	X	X	X	Superintendent/Board President
e. Implement/support a Male Parent Advisory Committee	X	X	X	X	Superintendent/Board
f. Provide information to parents on an ongoing basis regarding the assessment schedule.		X	X	X	Curriculum Director/Principals
g. Provide information to parents at Parent/Teacher Conferences regarding their child’s personal assessment information and ways to provide at-home assistance.		X	X	X	Curriculum Director/Principals/Teachers
2.2 Hold/attend district-wide Parent Advisory Council meetings to foster community input	X	X	X	X	Supt/Principals
2.3 Assess community support for facility improvements					Superintendent/Board of Education
a. Conduct a community survey		X			Superintendent/Board of Education

b. Hold Town Hall meetings		X	X	X	Superintendent/Board of Education
2.4 Update the Board Policy Handbook		X			Superintendent/Board
2.5 Employ a Communications Coordinator		X	X	X	Superintendent
2.6 Improve the breakfast/lunch program		X			Superintendent/Business Manager

**GOAL 3: To build mutual understanding between the school district and its community of stakeholders.**

Objective	10-11	11-12	12-13	13-14	Primary Resource
3.1 Continue to update the district and building crisis plans					
a. Continue to work with the Critical Response Team	X	X	X	X	Supt/Assistant Principal
b. Create and implement practice lockdown drills with different emergency scenarios	X	X	X	X	Supt/Assistant Principal
c. Continue to review and revise district and building crisis plans	X	X	X	X	Supt/Assistant Principal
d. Revise crisis plans annually in accordance with new laws	X	X	X	X	Supt/Assistant Principal
e. Continue to provide CPR/AED training for staff	X	X	X	X	Supt/Assistant Principal
3.2 Reinforce intergovernmental support and communication					
a. Continue to include representatives from the police and fire department on the Critical Response Team	X	X	X	X	Supt/Assistant Principal
b. Continue to investigate residency issues	X	X	X	X	Supt/Dir of Spec Serv
c. Continue to stay abreast of current political issues through IASA, FedEd and SCOPE	X	X	X	X	Superintendent/Board
d. Meet regularly with representatives from the Village of Glenwood	X	X	X	X	Superintendent/Board
e. Create and implement an impact fee ordinance			X	X	Superintendent/Board
f. Create/implement an intergovernmental agreement with the Village of Glenwood to share facilities/resources			X	X	Superintendent/Board

3.3 Strengthen the relationship between the schools and PTA					
a. Continue to actively support PTA sponsored events	X	X	X	X	Superintendent/Principals
b. Serve as a liaison between the schools and PTA	X	X	X	X	Principals
3.4 Continue to work with community outreach agencies to support families and encourage parent involvement	X	X	X	X	Supt/ Dir of Spec Serv

**GOAL 4: To continue our commitment to technology to improve instruction and to providing teachers and students with opportunities to develop necessary technology skills.**

Objective	10-11	11-12	12-13	13-14	Primary Resource
4.1 Integrate the use of technology into the curriculum					
a. Investigate the use and effectiveness of educational technology resources for grades K-8.	X	X	X	X	Supt/Tech Team
b. Continue to provide collaboration time for teachers to plan integrated lessons	X	X	X	X	Superintendent/Principals
c. Provide staff development for the tech team and staff regarding Best Practice in the use of technology in the classroom	X	X	X	X	Superintendent/Principals
d. Continue to explore new uses of technology as a tool to enhance student learning and achievement	X	X	X	X	Supt/Director of Tech
e. Continue to implement and evaluate Illinois Technology expectations for teachers	X	X	X	X	Superintendent
f. Provide staff development on interpreting the data generated from the technology based assessment system		X	X	X	Superintendent/Principals
g. Continue to implement and evaluate Illinois Technology expectations and standards for students	X	X	X	X	Supt/Tech Director
h. Continue to research additional ways to use the student database	X	X	X	X	Supt/Tech Director
i. Create and implement a technology based social studies		X	X	X	Supt/Staff

curriculum					
j. Create and implement an electronic K-8 report card			X	X	Supt/Staff/Tech Director
k. Develop and implement a plan to “go paperless” across the district		X	X	X	Supt/Admin/Tech Director
4.2 Update, expand, and maintain the district’s website					
a. Continue to update and maintain the website	X	X	X	X	Supt/Webmaster
b. Continue to create and implement teacher web pages	X	X	X	X	Webmaster/Staff
4.3 Use technology to expand communication with the community and parents					
a. Expand the use of Google applications	X	X	X	X	District staff
b. Investigate online subscription services and e-learning	X	X	X	X	Superintendent
c. Expand online information available to parents and students	X	X	X	X	District staff
d. Implement a program for parents to access their child’s academic progress information online for grades K-8		X	X	X	Supt/Tech Director
4.4 Increase the use of technology as an instructional and organizational tool					
a. Continue to provide staff development in integrating the use of technology into the curricular areas	X	X	X	X	Superintendent
b. Investigate, evaluate and implement a new student database	X	X	X	X	Superintendent
c. Expand the use of technology to analyze data to make data driven decisions	X	X	X		Superintendent/Principals
4.5 Update technology resources as necessary					
a. Replace switches, hubs, and routers at BJH, BMS, and district office		X	X		Tech Team
b. Investigate replacement of switches, hubs, and routers at LW /HB	X		X		Tech Team
c. Develop and implement a deployment plan for technology at BMS	X	X		X	Supt/BJHS Principal



d. Replace computers at BJHS as needed		X	X	X	Supt/Tech Director
e. Replace computers as necessary at LW/HB		X	X	X	Supt/Tech Director
f. Investigate network structures and organization to maximize our network efficiency	X	X	X	X	Supt/Bus Manager/ Tech Director

**GOAL 5: To design and clearly communicate a financial plan to meet all of the district’s current and future resource requirements.**

Objective	10-11	11-12	12-13	13-14	Primary Resource
5.1 Continue to develop and revise the five year financial forecast	X	X	X	X	Supt/Bus Manager
5.2 Review and revise the timeline for capital projects as needed	X	X	X	X	Supt/Bus Manager
5.3 Continue to support a District Finance Committee		X	X	X	Superintendent/Board
5.4 Ascertain community support for a building referendum			X		Superintendent/Board
a. Develop and administer a statistically valid survey to develop a building referendum question for the November 2012 election with George K. Baum and Associates		X			Superintendent/Board
b. Develop public relations materials to inform the public about the referendum question should the board decide to go to referendum with George K. Baum and Associates		X	X		Superintendent/Board
5.5 Create and implement a plan with input from the Buildings and Grounds Committee to add an addition to BJHS depending on the outcome of the community surveys					
a. Develop the architectural plan/timeline for the addition to BJHS	X	X	X		Supt/Bus Manager
b. Develop a moving plan for the district	X			X	Supt/Bus Manager
c. Develop a demolition or management plan for BMS	X			X	Supt/Bus Manager
d. Plan the dedication ceremony for the new addition	X			X	Supt/Bus Manager
e. Plan a Brookwood Middle School reunion/farewell	X			X	Supt/Staff
5.6 Create and implement a plan with input from the Buildings and					

Grounds Committee to build a new middle school depending on the outcome of the community surveys					
a. Develop the architectural plan/timeline for a new middle school		X	X		Supt/Bus Manager
b. Develop a moving plan for the district				X	Supt/Bus Manager
c. Develop a demolition or management plan for BMS				X	Supt/Bus Manager
d. Plan the dedication ceremony for the new school				X	Supt/Bus Manager
e. Plan a Brookwood Middle School reunion/farewell				X	Supt/Staff
<b>5.7 Engage in contract negotiations</b>					
a. Engage in contract negotiations with Glenwood Education Association using Interest Based Bargaining		X		X	Supt/Board of Ed/Staff
b. Engage in contract negotiations with Unified Staff Association		X		X	Supt/Board of Ed/Staff
c. Continue to meet with GEA and USA monthly as needed	X	X	X	X	Superintendent
<b>5.8 Maintain an employee wellness plan</b>					
a. Maintain annual employee health screenings	X	X	X	X	Supt/Bus Manager
b. Maintain participation in the Virgin Health Miles Wellness Program	X	X	X		Supt/Bus Manager
<b>5.9 Plan for the transition to a new superintendent</b>					
a. Assist the Board in setting up community focus groups			X		Board/Superintendent
b. Assist the Board/IASA in setting up interview sessions			X		Board/Superintendent
c. Set up transition meetings with the new superintendent			X		Superintendent
<b>5.10 Review/revise if necessary traffic patterns at all four schools</b>					
			X		Supt/Bus Manager