

**Kankakee School
District #111**

**Strategic Plan
2005—2010**





Kankakee School District #111

Mission Statement

The Kankakee School District is totally committed to providing quality educational opportunities designed to meet the diverse academic, physical, and vocational needs of all our students. We strive to establish a supportive learning environment in which students acquire knowledge and skills necessary for a productive life in the 21st Century, develop a healthy self-image and positive social behaviors, and appreciate ethnic and cultural differences. To achieve this purpose, teachers and administrators, the Board of Education, parents, and students must work together to build an educational program which matches community expectations and available resources with the responsibility for developing enthusiastic life-long learners capable of meeting and solving society's problems.



Belief Statements

- Every student has a right to equal and equitable educational opportunities.
- Every student is unique, intrinsically valuable, and deserves respect.
- Our teachers value diversity and affirm the uniqueness of every learner.
- Every student deserves a safe, orderly and nurturing learning environment.
- Learning is a life-long process.
- The school system must foster the development of values and ethics reflective of the community, such as responsibility, respect, citizenship, caring, fairness and trustworthiness.
- The environment of the school is crucial in fostering the dignity and self-esteem of students, parents and staff.
- We should prepare students to become contributing citizens in our global society.
- Public education is a cornerstone of our democratic society.



Goal #1
Student Achievement

By 2010, all district schools will be identified as high performing.

Outcomes

- By 2010, 90% of our students will meet or exceed state learning standards as measured on the ISAT, PSAE and local assessments.
- By 2010, all students will read at a level that demonstrates their individual potential.
- By 2010, all courses will be aligned to the state standards.

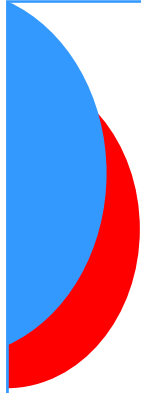
Strategies

- We will offer rigorous college preparation courses in our secondary schools.
- We will have high expectations for all students.
- Remediation and support for all students when necessary
- Set realistic targets for student growth
- Extend learning time through homework centers/enrichment programs
- Use a variety of learning strategies to help students develop the ability to access information, think critically and problem solve
- We will use data to drive instruction.
- Use multiple and ongoing standards aligned assessments to measure student achievement and progress



Strategies cont.

- Provide appropriate training in differentiated instruction
- Use pre and post testing to measure student progress.
- Principals and teachers will be trained in the use of data.
- We will provide appropriate staff development in order to ensure high teacher competency in every classroom.
- Provide training in best practices with emphasis in language/literacy
- Encourage and provide opportunities for grade level communication among teachers as well as peer communication, mentoring and assistance
- We will aggressively seek grants to enhance student and program growth.
- We will reallocate existing funds to areas of greatest need.
- We will provide systematic recognition of student achievement and accomplishments.



Goal #2

Curriculum and Instruction

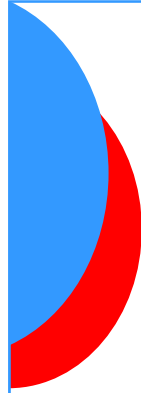
Implement a vision-driven curriculum that will achieve our Graduate Profile and District Vision

Outcomes

- By 2010, all staff will be proficient in delivery of standards-based instruction.
- By 2010, there will be a shared leadership for the improvement of teaching and learning throughout our schools and the district.
- By 2010, 90% of our students will graduate with the skills to succeed in post-secondary, career, military, etc

Strategies

- We will implement a well-articulated K – 8 literacy program.
- We will develop and implement a comprehensive plan to address the needs of our increasing English-language learner population.
- We will reevaluate the purpose, effectiveness and curriculum of the magnet programs.
- We will expose our students to the use of multiple technologies to expand and enrich learning opportunities.
- We will use multiple and frequent measures of assessment to drive instruction and to reflect student achievement.
- We will implement a curriculum review cycle to update district curricula.
- We will develop and implement age appropriate district-wide Service Learning opportunities for all students.



Goal #3

Parents, Family and Community

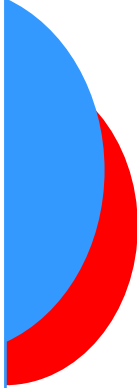
Develop programs to maximize partnerships with parents and our community in order to gain their support in the educational process.

Outcomes

- By 2010, extensive business and community partnerships will exist to support student learning.
- By 2010, we will have 100% participation at parent-teacher conferences at all schools.
- By 2010, all parents will sign a Parent Compact with District #111 outlining their responsibilities with regard to their child's education.

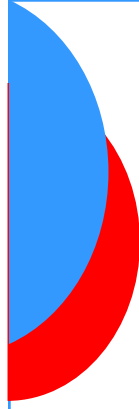
Strategies

- We will communicate with parents prior to their entering the school system.
- We will develop a comprehensive internal/external, two-way communication plan.
- We will provide multiple opportunities for parent involvement.
- Parent Orientation programs at each transition level (or at all grade levels).
- We will increase home-school communication.
- We will hold regular community forums addressing racial and ethnic differences and similarities.
- We will develop community and business partnerships.
- We will establish and utilize a network of community groups, faith-based organizations, and social and mental health service providers who will serve as partners in the educational process.



Strategies—Goal 3 cont.

- We will provide staff development in effective communication and public relations.
- We will provide orientation, training and recognition of community partners.
- We will develop parent training seminars to assist all parents in nourishing, supporting and advocating for their children.
- We will establish a Kankakee School District #111 Foundation.
- We will develop and implement an accountability program for our community stakeholders.



Goal #4

Results oriented recruitment, hiring and development.

It is essential to recruit, hire, develop and retain high quality administrators, teachers, and staff in order to provide the best education for all children.

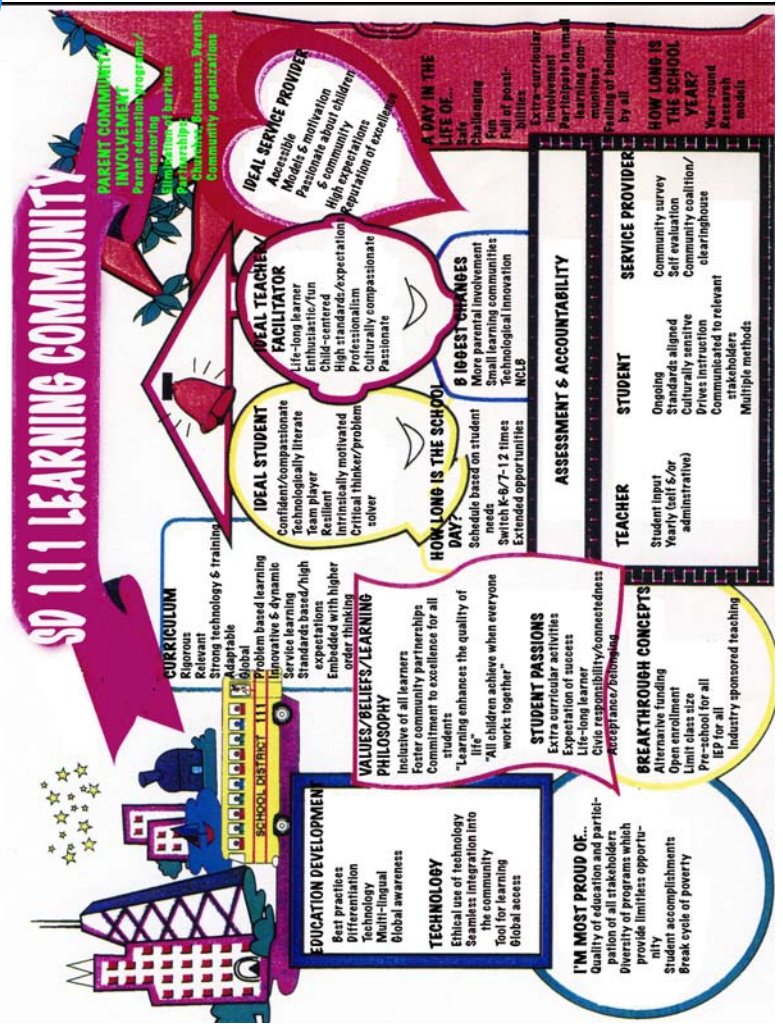
Outcomes

- All staff will be considered highly qualified for the positions they hold.
- Strive to develop a workforce reflective of our community and student population.
- Minimize employee turnover

Strategies

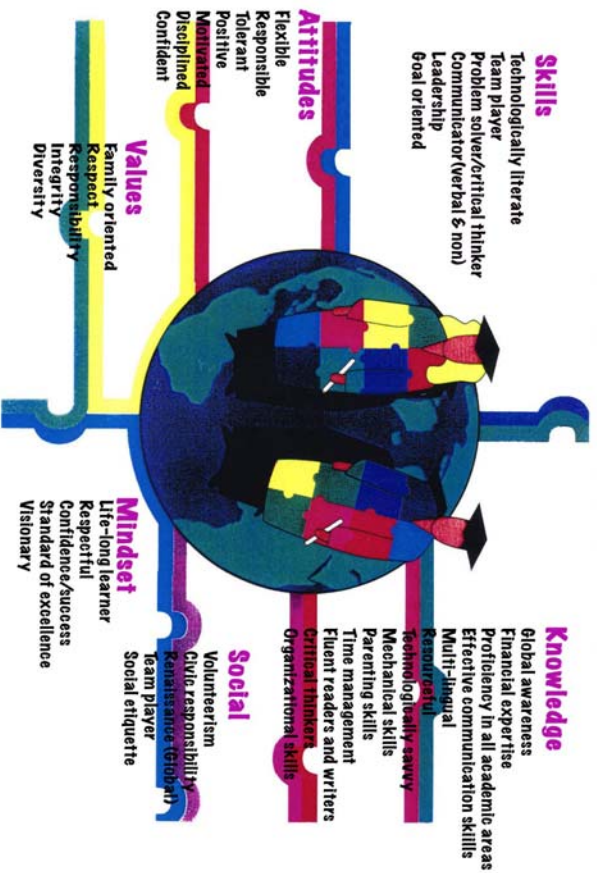
- We will develop a communication network among school districts, with similar demographics, and with universities to help identify potential candidates for administrative and teaching positions.
- We will reevaluate our New Teacher Orientation Program.
- We will develop an exit interview process for the purpose of providing retention solutions for current and future employees.
- We will develop and implement an orientation and mentoring program for all new administrators.
- We will develop and implement an orientation and mentoring program for all new support staff.

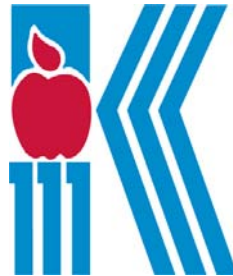
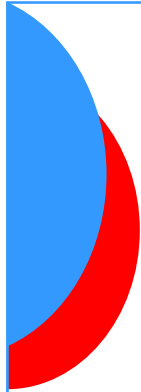
District Vision



District Profile

Kankakee Graduate Profile





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