
District 86 Vision and Strategic Planning Initiatives End of the Year Report

*Meeting of the Board of Education
June 15, 2009*

MISSION STATEMENT

Hinsdale Township High School District 86 is a community of learners committed to education in an environment that promotes excellence, respect, and responsibility. We believe

- *Learning is a lifelong process*
- *All students are capable of learning*
- *Respect for diversity is an integral part of education*
- *Students learn best in a safe and supportive environment*
- *Education is a shared responsibility among students, parents, the school, and the community*

Focus Area: Student Centered

Establish a vision to ensure that the best interests of District 86 students are at the center of all decisions made. The curricular and co-curricular programming as well as secure learning environment in District 86, must take into consideration the diverse needs of the student population and the individual needs of each student.

Strategy Area: Standards and Alignment

Increase academic standards and improve and align the curriculum and instructional program to ensure that all students of all ability levels at both schools are challenged to their maximum academic potential.

Focus Area: Faculty/Staff

Attract and retain quality educators and staff through an environment that emphasizes professional development and excellent working relationships, and ensures a high degree of employee satisfaction.

Focus Area: Facilities/Green Initiatives

Create an environment within each school that is modern, environmentally friendly (green initiatives, energy conservation), clean and secure, recognizes the unique needs of a diverse population of students, and promotes optimal learning for all students.

Focus Area: Finance

Develop a financial plan to implement the tactics in the Vision and Strategic Plan that ensures fiscal responsibility, equity in resource distribution between the schools in District 86, and transparent communication about the District's finances.



Focus Area: Communication

Develop and implement protocols as part of a comprehensive District communication plan to brand District 86 high schools as the choice schools in the region, as well as ensure transparent communication between and among all stakeholder groups.

Strategy Area: Research and Information

Become a leader in effectively using information to make decisions that will ensure success for District 86 in the years to come.

Focus Area: Student Centered

Actions taken during the 2008-2009 school year to support this Focus Area:

- Process established for selecting a new District Architect/Engineer.
- Professional Development focused on classroom strategies & “Classroom of Tomorrow.”
- The District Improvement Plan with the required RtI component neared completion. Nearly 40 faculty, staff, and parents have been involved in the planning effort.
- Transition planning for special education students has been coordinated across District 86, LADSE, and other school districts.
- District special education services & programs were analyzed for improvement.
- A review of current processes for private placement, alternative placements, and home bound services, have begun to make them more effective and efficient.
- Activity and Athletic program data is being collected to find ways to improve student experiences in both areas.
- District Administration planned three major Parent Education Opportunities.

Focus Area: Student Centered (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- The 2008-2010 District Improvement Plan including the Response to Intervention (RtI) component was completed, approved by the Board and submitted to the State.
- Both schools continued work on RtI plans involving students, parents, and staff on committees that focused on Reading, Mathematics, and Behavior.
- In conjunction with the PTO, the Hinsdale Central Guidance Department conducted training for students in college admissions interviewing. The Guidance Department also held a seminar for parents of Special Education students on the admissions process.
- Hinsdale South continued to improve its Transfer Student Program. Faculty involved in the program were invited to showcase their program at the ROE (Regional Office of Education) Equity & Excellence Conference in January.
- District procedures for Homebound instruction, private placements, and alternative placements were reviewed and revised.
- At its February meeting, the District honored 26 National Merit Finalists for 2009.

Focus Area: Student Centered (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- Faculty was provided opportunities for professional development in technology, autism spectrum, cooperative learning, and co-teaching.
- Hiring was begun with the purpose of discerning persons who were knowledgeable and student-centered.
- Both buildings educated their students about the importance of the PSAE test. Efforts included motivational presentations and strategies for test taking.
- Plans for implementation of RtI continued with Hinsdale Central adding blocked English and Math classes to its master schedule for next year. Both schools' Behavior Committees continued development of specific target goals for 2009-2010. The Student Success Planner, a function of our student management system, was reviewed as a tool to support RtI efforts.
- Parent opportunities included presentations on how to complete college application essays, the continuation of the HCHS Guidance Advisory Committee, the HCHS Special Education Parent Support Network, and the third quarter District Parent Education Workshop (Understanding your Teenager).

Focus Area: Student Centered (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- In Board of Education actions the Summer School 2009 plan was approved. In addition, the Board approved revisions to Board Policy 6:310 that updated credit for alternative courses and programs.
- The Longitudinal Student Data Report was presented to the Board of Education in February.
- District Administration presented the End-of-the-Year Report/Quality Dashboard which included student achievement and district resource metrics.
- On May 4th, a new Board of Education was seated and new officers were elected.

Focus Area: Faculty/Staff

Actions taken during the 2008-2009 school year to support this Focus Area:

- A Professional Development calendar for all non-tenured teachers was created for the 2008-2009 school year. Areas of focus included: classroom management, cooperative learning, and instructional technology.
- Hiring and Staffing timelines were created including administrative procedures.
- Reservations for key teacher recruiting fairs were made.
- District Administration has posted all open positions and is updating all job descriptions.
- District Administration has identified all Job Fairs to participate in as recruiting begins for the 2009-2010 school year.
- The Board of Education approved a contract with Blue Cross/Blue Shield of Illinois as the District's Third Party Administrator. This action will provide enhanced services to District employees and substantial cost savings for both employees and the District.
- The Board of Education approved a contract with a new Employee Assistance Program provider who will offer more robust and comprehensive wellness programs to our employees.

Focus Area: Faculty/Staff (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- The Board of Education approved a new 403(b) Plan document for District staff.
- Technology staff worked collaboratively with Assistant Principals and teachers to fine-tune the new version of the “grade book” called the Teacher Access Center.
- Job Fairs were attended by the Director for Human Resources and/or the Assistant Superintendent for Instruction to recruit highly qualified candidates for District vacancies.
- Vacancies for both certified and support staff were filled in a timely and thoughtful process.
- The Hinsdale High School Teachers Association and Board of Education entered into a Memorandum of Agreement to retain the current extra-curricular indices for 2009-2010.
- District Administration conducted a comprehensive Principal Search for Hinsdale Central, which involved students, faculty, staff, and community members.
- The Board of Education approved summer school staffing.
- The Board of Education approved the appointment of a new Director of Student Services.

Focus Area: Facilities/Green Initiatives

Actions taken during the 2008-2009 school year to support this Focus Area:

- The Board of Education and District Administration transitioned to an Electronic Board Book.
- The Board Policy Subcommittee has drafted a District Environmental Responsibility and Conservation Policy.
- Electronic media including SharePoint sites, Word Documents, pdf formatting, and email used to replace paper agendas and other correspondence.
- Waste management contracts are currently being reviewed to determine a bidding timeline.
- Adopted and implemented web-based on-line Individualized Education Plan (IEP).
- At the building level “green” initiatives have increased recycling efforts and reduced paper usage.
- The District adopted web-based software to allow for electronic writing and storage of student IEP’s.

Focus Area: Facilities/Green Initiatives (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- SharePoint is now being used to provide agendas and as a document library following teacher training. Resource materials from faculty presenters are posted following Induction/Training sessions.
- The Instructional Improvement Task Force and the Parent Community Technology Advisory Committee have become totally paperless.
- Hinsdale Central's Red Goes Green Committee continues to work toward the enhancement of recycling efforts at Central. It is estimated that the amount of recycling at Central alone has tripled since last year.
- District Administration continued their research regarding waste disposal and recycling companies and are preparing to take this service out to bid in the Spring.
- District Administration is converting triplicate forms to "writable" or on-line forms for surveys, registrations, and submission of information to the Administrative Center.
- The District's Technology Department has researched vendors that will ship quantities of computers using a "green system" which minimizes packaging and, subsequently, reduces cost of waste disposal, shipping, and staff time.

Focus Area: Facilities/Green Initiatives (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- The Board of Education adopted an Environmental Responsibility and Conservation Policy, which demonstrates the District's commitment to reducing the environmental impact of its day-to-day activities while providing high quality education and teaching students to be good stewards of the Earth. The focus of the policy is to be cost efficient and to engage in sustainable resource.
- Both campuses have used a recycling company which collects outdated computer equipment, transports them off-site, and recycles them responsibly.
- The Board approved a contract with Perkins + Will Architects.
- The architect (Perkins + Will) will be presenting a Master Facility Planning Process to the Board in February for consideration.
- SharePoint continues to be leveraged as a practical tool for communication and for collaborative work, thereby reducing paper usage. An example is the draft for the new evaluation handbook. The handbook and all forms have been generated electronically for review and further adoption.

Focus Area: Facilities/Green Initiatives (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- Surveys, workshop registrations, and agendas are being distributed and collected in an electronic format.
- Both buildings continued to pursue “green initiatives” through faculty and student-based committees and clubs/activities.
- In the area of technology, all hardware purchased for the 2009-2010 school year will be energy efficient.
- In January, District architects presented for Board review product specifications for the turf project. In addition, the architects presented a Master Facility Plan Report for Board consideration.
- Summer 2009 Operations and Maintenance projects were approved by the Board and a bid on the District-wide Indoor Air Quality Assessment bid was accepted.
- The turf timeline was presented to the Board of Education by District architects.
- The Board of Education approved the Master Facility Planning Process.



Focus Area: Facilities/Green Initiatives (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- The Board of Education approved an Energy Savings Contract which launched a partnership with Energy Education to conserve energy and District resources.
- The Board of Education accepted bids for the Summer 2009 Projects.

Focus Area: Finance

Actions taken during the 2008-2009 school year to support this Focus Area:

- District Administration is researching software companies that can provide a software package that can meet the needs of both the Business Office and Human Resources Department.
- The District Administration continues to research software which will meet the needs of both the Business Office and Human Resources Department. Administration is benchmarking other school districts.
- PMA Financial Services made a presentation to the Board of Education related to the District's financial projections.
- Virchow and Krause made a presentation to the Board of Education regarding the FY08 Audit.
- William Blair and Company made presentations to the Board of Education regarding the bond market, working cash bond issuance, and financing options for District projects.
- The Board approved the sale of \$4 million in working cash bonds for artificial turf fields and school entrance renovation at both campuses.

Focus Area: Finance (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- The Board approved the issuance of \$10 million in working cash bonds for facility enhancements in the District.
- Work on the 2009-2010 preliminary budget was begun.
- District Administration and PMA presented financial projections reports to the Board of Education in January.
- The Finance Committee of the Board of Education and District Administration worked to develop Expenditure Containment/Revenue Enhancement options for District 86. Monthly presentations by Administration were made to the Board as plans were developed and options adopted for FY 2010.
- The Board of Education approved the Instructional Technology Maintenance and Capital Budget for 2009-10 as a part of the Expenditure Containment options for FY 2010.
- The Board approved Driver Education fees for FY 2010, which will include the assessment of Driver Education fees during the school year, as well as the summer.

Focus Area: Finance (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- District Administration developed a plan and submitted an application for the use of federal stimulus funds. Discussions regarding potential projects were held with the Vision/Strategic Planning Committee and reports were made to the Board on this topic.
- The Board of Education approved a \$1.6 million Expenditure Containment/Revenue Enhancement Plan for the 2009-2010 school year and beyond.
- The Board of Education approved the Abatement of the Working Cash Fund to the Education Fund and the creation of a Capital Projects Fund. It then approved the Transfer of Funds to the newly-created Capital Projects Fund for the purpose of the turf project and front entrance projects at both campuses.

Focus Area: Communication

Actions taken during the 2008-2009 school year to support this Focus Area:

- An electronic calendar is utilized District-wide by most staff, which enables more efficient and timely communication regarding meeting and event scheduling.
- E-mail communications regarding Central and South High School news continue to be disseminated to subscribers.
- Principal Pobst sends a weekly e-mail to all Central students regarding school events.
- Principal Waterman sends a weekly internal newsletter, *The Hornet Herald*, to all South staff.
- Both building principals use electronic media to communicate on a regular basis with students, staff, and parents.
- Monthly meetings of the Parent Community Technology Advisory Committee provide an effective forum for communication between District Administration and District constituents as they work toward common goals.
- Both building principals continued to use electronic media to communicate with their constituents.

Focus Area: Communication (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- Hinsdale Central held an “open forum” for parents, students, and staff to discuss the issue of teenage alcohol consumption. Participants identified current student behaviors and discussed the school’s role in responding to this issue.
- District seniors were trained to present Internet Safety curriculum to grade school students.
- District Administration has researched and taken to bid a two-way radio system which will enable District-wide communication when needed/particularly during crisis response incidents.
- The District hosted a Parent Education Opportunity with one of the nation’s premiere ethicists, Michael Josephson, founder of the Character Counts Program. The presentation, which focused on how to build character in your teens, was well received by the District community. Mr. Josephson also spent the day at Hinsdale Central High School, the 2007 National Character Counts Award winner.
- A partnership was established between our District and LADSE through the Key Communicator network.

Focus Area: Communication (continued)

Actions taken during the 2008-2009 school year to support this Focus Area:

- Committee, team, and task force structures in conjunction with electronic media continued to be used as effective ways to involve and communicate with district stakeholders.
- Building principals used a variety of communication tools including student advisory groups, listserv emails, parent and community organizations and advisory groups, and feeder school articulation.
- In February, the Board of Education approved a bid for two-way radio infrastructure and equipment with anticipated implementation in the spring.

