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# District 86 Vision and Strategic Planning Initiatives First Quarter Goals Report

*Meeting of the Board of Education  
November 16, 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*

**Improve overall satisfaction of all students and graduates with their educational experience in District 86.**



**Focus Area: Facilities/Sustainability**

**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: Facilities/Master Facility Plan**

**Conduct a comprehensive facilities renovation study to ascertain the needs of the District to bring facilities up-to-date. The facilities study should address the facility needs of the curriculum and instructional programs, as well as extracurricular programming.**

*Focus Area: Faculty/Staff*

**The Board of Education should develop protocols and procedures to improve faculty/board relations and communication.**



***Focus Area: Student Centered***

**Actions to be taken during the 2009-10 school year to support this Focus Area:**

- Organize, oversee, and provide support for professional development opportunities for teachers, as part of the Induction Program, the Hinsdale Academy, leadership training, and RtI training.
- Assistant Superintendent for Instruction and Director of Students Services will work together to plan training in the area of Special Education, including teachers, related service providers, and para-professionals.
- Coordinate Student Services activities with outside consultants to enhance programming and service delivery.
- Where appropriate, delegate planning and presenting of in-house workshops to teacher leaders.
- Leverage all fiscal resources to maximize professional development opportunities.
- Hinsdale South will implement the RISE (Recruit and Identify, Support, and Educate) Program, beginning with the Class of 2013, to identify non-traditional honors students for enrollment in reading intensive AP-level courses and to provide the support needed for success.

***Focus Area: Student Centered (continued)***

**Actions to be taken during the 2009-10 school year to support this Focus Area:**

- Identify and select highly qualified personnel who reflect the District's diversity for positions needing to be filled for the 2010-11 school year. This will be accomplished by participating in key Job Fairs. Special attention will be given to finding candidates with a student centered attitude and focus.
- Identify and communicate with vendor regarding on-line application system enhancements needed in order to improve new employee selection and streamline functions.
- Work with teachers who have release time for technology integration to make the best use of existing resources and help them plan for future technology.
- Hire a Community Liaison who will oversee one or two parents who will facilitate open lines of communication with families living in low-income areas within Hinsdale South attendance boundaries.

***Focus Area: Facilities/Sustainability***

**Actions to be taken during the 2009-10 school year to support this Focus Area:**

- Minimize use of paper and maximize use of technology by seamlessly integrating it into processes and procedures.
- Refocus the Hinsdale South Buildings and Grounds Department in order to increase the quality of services provided to staff and students.
- Business Manager will work with Energy Education Specialist in program implementation, by providing relevant monthly billing information for input into computer software program for analysis, and reviewing current HVAC/Electrical/Water systems with building staff to gain a better understanding of how buildings operate.
- Review current facility rental process and explore vendor options for an online scheduling tool.
- Continue reviewing forms used by District employees in order to move to a paperless system for the submission of all requests from both campuses.

***Focus Area: Facilities/Sustainability (continued)***

**Actions to be taken during the 2009-10 school year to support this Focus Area:**

- Evaluate implementation of the new on-line substitute placement system, Aesop, to eliminate physical paper flow for absences.
- Explore the possibility of connecting Aesop into an Human Resources/Business System to automate the input of staff absences and payroll for substitutes.
- Implement technology that reduces the number of servers.
- Work with Energy Education Specialist to reduce power used by existing computers.

***Focus Area: Facilities/Master Facility Plan***

**Actions to be taken during the 2009-10 school year to support this Focus Area:**

- Work with District Architects, Perkins+Will, to create a comprehensive Master Facility Plan, which involves participation and input from District stakeholders (i.e., Board members, administration, faculty, staff, students, parents, and the community).
- Coordinate process for the proposal of a Community-Based Program for Transition Students (ages 18-22<sup>nd</sup> birthday), including identifying property and budgetary needs. Collaborate with parents of students to identify needs for the program.
- Review and assist in the technological aspects of the Master Facility Plan. This includes, but is not limited to, technology needs for computer labs, core subject computer applications, classroom computer/video instruction, science labs, instructional television support, computer networking, media center technology, business education technology, vocational program, and adult continuing education.

## ***Focus Area: Faculty/Staff***

### **Actions to be taken during the 2009-10 school year to support this Focus Area:**

- Administer the Developmental Assets Survey and review the resulting data summary.
- Administration and HHSTA Executive Board will meet frequently in order to improve communication and build positive working relationships.
- Assess employee satisfaction with a survey distributed to special education staff.
- Investigate and recommend a new comprehensive Human Resources/Business System to replace current antiquated system. Outline an implementation schedule for the software transition process.
- Investigate feature of Aesop substitute call system for implementation in 2010-11.
- Participate in Collective Bargaining.
- Continue quarterly meetings of the District Round Table, District Insurance Committee, and ESP Round Table.
- Conduct staff development for special education staff on goal writing and the use of “Easy IEP.”
- Review and evaluate existing Job Descriptions and rewrite as necessary.

