



Rockton School District #140

Strategic Plan

2014-2018

2013 Strategic Planning - Task Force Members

Lucinda Balandis

Laura Benkovich

Milana Bergstrom

Lindy Daniels

Stori Dimke

Tammi Gaziano

Lynn Gibson

Jen Graves

Mike Greenlee

John Keller

Chuck Kleeberger

Diane LaForge

Kim Moore

Shaun Newmes

John Peterson

Erin Pospischil

Robb Provost

Linda Rivers

Annie Rohrer

Larry Schubert

Kathy Sipe

Glenn Terry

Brenda Warren

Laura Zimmerman

Facilitator: Linell Monson-Lasswell

Secretary: Tammy Welcher

Mission Statement

To work together with families and the community to inspire each child and to provide an outstanding educational foundation.

Vision Statement

Rockton School District develops productive, compassionate, responsible, innovative, and well-prepared global citizens.

Communication

Objective: Increasing parent involvement, collaboration and communication with all stakeholders.

Strategies:

1. Develop and implement a plan to sustain and increase school involvement.
2. Identify and implement multiple ways to communicate internally and externally.
3. Develop a plan to work more collaboratively with stakeholders.

Curriculum

Objective: Improve the programs to offer the students.

Strategies:

1. Expand the educational offerings to our students during and after the school day.
2. Investigate and expand programs that meet the social and emotional needs of our students.
3. Identify and implement teaching strategies to maintain quality instruction.
4. Investigate and acquire resources aligned to Common Core standards and PARCC assessment.
5. Develop and implement a consistent technology plan to integrate into instruction.

Technology

Objective: To move to one-to-one computing to enhance instruction and student engagement.

Strategies:

1. What are the product options? What is the best product to purchase to position us for future growth?
2. Investigate and develop a plan to overcome internal and external barriers for moving to one-to-one computing.
3. Establish policies and implement security safeguards for technology use.
4. Investigate and develop a plan to fund technology.
5. Study and develop plans to move forward to one-to-one computing.

Finance and Resources

Objective: Maximize resources and maintain fiscal responsibility.

Strategies:

1. Identify potential funding sources inside and outside district.
2. Develop a plan to maximize volunteer resources.
3. Establish district priorities related to staffing (class size programming, support staff...)
4. Create a long range plan for infrastructure improvements based on available resources.

WEAKNESS**STRENGTHS**

Funding	Good reputation
Changing demographics	Good facilities
Technology infrastructure	High family /community involvement
Class sizes	Administrative support
Diverse support services	Technology resources
Training	Training
Unstable state funding	Great/committed teachers and staff
Less money for training/conferences	Good classroom environment
Staff reduction	Strong parent and community support
Updated technology	SMART Boards
Unwilling to change (staff)	Staff stability
Budget	Condition of our schools
The State	Close community
The lunch menu	Opportunities for kids
Maintain top staff with financial worries	People want to be a part of our schools
Keeping tradition but still moving forward	We teach each other's children
Parent attitude	Nice facilities
	Character education
	Community activities
	Involved families
	Good relationship with high school
	High expectations
	Communications
	Legacy
	Planning Committees
	Collaboration between districts

2013-14 Strategic Planning

Communication Action Team Member Members

Sharon Crowley

Rebecca Cutler

Stori Dimke

Sherril Erickson

Gail Johnson

Laura Neece

Cheryl Shedd

Kathy Sipe

Cori Taylor

Laura Zimmerman

Mike Greenlee (Leader)

Communication Action Plan – 1A

Objective: Increasing parental involvement, collaboration and communication with all stakeholders

Strategy: Develop and implement a plan to sustain and increase school involvement

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
Send invitations for large school events to Rockton business owners	PR Volunteers or staff members/ Administration having the event	08/ 2014	On-going	
Have staff increase community projects (clean ups, collections, etc) and get the information in the paper	NJHS/Staff/Administration/ PR Volunteers	08/ 2014	On-going	
Develop a form for parents/ people in the community to share how they would like to get involved	PR Volunteers/ PTO/Administration	08/ 2014	on-going	

Communication Action Plan -2A

Objective: Increasing parental involvement, collaboration and communication with all stakeholders

Strategy: Identify and implement multiple ways to communicate internally and externally

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
Create a bi-annual district newsletter that informs district parents, taxpayers, and various stakeholders of the activities, programs and state of the district.	Administration /PR Volunteers	08/14	On-going	
Mail/distribute copies of the bi-annual district newsletter to all stakeholders, including parents, taxpayers and key public buildings and businesses.	Administration /PR Volunteers	08/14	On-going	
Hold public meetings “Casual Conversation” to discuss planned topics.	Administration Superintendent Principals Teacher Representative for each grade level	08/14	Quarterly	
Investigate unified methods for all buildings to communicate with	Administration /	08/14Plan		

stakeholders using social media.	Technology Department/PR Volunteers			
Create and implement above social media communication.	Administration Technology Teachers	08/15	On-going	
Investigate the possibility of having a part-time public relations coordinator position to be shared with area feeder schools	Administration	08/14		
Hire part-time public relations coordinator to oversee all methods of communication with stakeholders about district happenings and events.	Administration	08/15		

Communication Action Plan - 3A

Objective: Increasing parental involvement, collaboration and communication with all stakeholders

Strategy: Develop a plan to work more collaboratively with stakeholders

Action Step	Assigned to:	Starting Date:	Completed Date:
1. Monthly Superintendent Meetings with Hononegah and the Feeder Schools (Including South Beloit)	Superintendent	Immediately	Ongoing
2. Have a District representative at the Village board Meetings and Chamber of Commerce Meetings	Superintendent and Administration	August 2014	Ongoing
3. Form a Stake holders Committee that meets quarterly.	Superintendent /PR coordinator	August 2015	2018

2013-14 Strategic Planning
Curriculum Action Team Member Members

Cari Benkovich

Amy Bigwood

Kelly Cleaveland

Joanne Fitzgerald

Matt Hammes

Robin Hardyman

Diana Kelly

Ruth King

Andrea Leitner

Bill Midgett

Theresa O'Hea

Debbie Roberson

Jessica Sieja

Kim Suedbeck

Kim Ward

Kindyl Etnyre (Leader)

Lindy Daniels (Leader)

Curriculum Action Plan – 1A

Objective: Improve the programs to offer the students

Strategy: Expand the educational offerings to our student during and after the school day

Specific Result: Develop an enrichment program at the early elementary level

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Develop criteria for teachers and staff to consider when identifying students for enrichment program at RGS.	RGS Teachers, Curriculum Coordinator & RGS Principal	Spring 2016	Spring 2016	
2. Explore and develop a service model to deliver the enrichment services to grades K-2.	RGS Teachers, Curriculum Coordinator & RGS Principal	Spring 2016	Fall 2017	
3. Identify service model components which include: time of day, length of service, instructor of services, how services are aligned to the classroom instruction/Common Core; and, how enrichment services are articulated to the next grade level.	RGS Teachers, Curriculum Coordinator & RGS Principal	Spring 2016	Fall 2017	

Curriculum Action Plan – 1B

Objective: Improve the programs to offer the students

Strategy: Expand the educational offerings to our student during and after the school day

Specific Result: Expand RtI services in all grade levels

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Develop criteria for teachers and staff to consider when identifying students for language RtI.	Teachers, Curriculum Coordinator & Principals	Fall 2016	Fall 2016	
2. Explore and develop a service model to deliver math and language RtI services to grades K-2.	RGS Teachers, Curriculum Coordinator & RGS Principal	Fall 2016	Fall 2016	
3. Identify service model components which include: language RtI at K-8 levels, math RtI at K-2 levels, who provides services; and, time of day services are provided.	Teachers, Curriculum Coordinator & Principals	Fall 2016	Spring 2017	
4. Add writing component to the language RtI grades K-8. Develop criteria for teachers and staff to consider when identifying students for writing.	Teachers, Curriculum Coordinator & Principals	Fall 2016	Spring 2017	

Curriculum Action Plan – 2A

Objective: Improve the programs to offer the students

Strategy: Investigate and expand the programs that meet the social and emotional needs of our students

Specific Result: Expand current social work services within Rockton School District #140

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Identify social work services currently in place.	Social Workers & Principals	Fall 2014	Fall 2014	
2. Develop an assessment to identify unmet social work needs at the primary, intermediate, and middle school levels.	Social Workers (May seek WCSEC support.)	Spring 2015	Spring 2015	
3. Expand social work services based on assessment results.	Principals, Superintendent & BOE	Spring 2015	Fall 2015	

Objective: Improve the programs to offer the students

Strategy: Identify and implement teaching strategies to maintain quality instruction

Specific Result: Develop common assessments at each grade level

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Develop a survey to determine what assessments are currently used.	Teachers, Curriculum Coordinator & Principals	Fall 2014	Fall 2014	
2. Determine what is important to assess in order to achieve and maintain alignment with Common Core.	Teachers, Curriculum Coordinator & Principals	Fall 2014	Fall 2014	
3. Create/compile common assessments.	Curriculum Coordinator & Principals	Fall 2014	Spring 2015	
4. Train staff on use of new common assessments.	Teachers, Curriculum Coordinator & Principals	Spring 2015	Ongoing	

Objective: Improve the programs to offer the students

Strategy: Identify and implement teaching strategies to maintain quality instruction

Specific Result: Investigate options to create additional sharing times and professional development/training opportunities

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Investigate how other districts create time within the school day to collaborate/participate in training.	PARCC/CC Committee	Fall 2014	Spring 2015	
2. Investigate the logistics of having early release days and how to coordinate with area schools.	PARCC/CC Committee, Principals & Superintendent	Fall 2014	Spring 2015	
3. Investigate the use of substitutes for more time to collaborate/participate in training.	PARCC/CC Committee, Principals & Superintendent	Fall 2014	Spring 2015	

Objective: Improve the programs to offer the students

Strategy: Identify and implement teaching strategies to maintain quality instruction

Specific Result: Investigate opportunities to ensure consistency and increase communication across grade levels (articulation meetings)

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Investigate how other districts utilize and schedule articulation.	PARCC/CC Committee	Fall 2014	Fall 2014	
2. Create multiple opportunities for articulation of ascending and descending grade levels within the school day.	PARCC/CC Committee, Principals & Superintendent	Spring 2015	Ongoing	
3. Create multiple opportunities for articulation between all grade levels in each building within the school day.	PARCC/CC Committee, Principals & Superintendent	Spring 2015	Ongoing	

Objective: Improve the programs to offer the students

Strategy: Investigate and acquire resources aligned to Common Core standards and PARCC assessment

Specific Result: Find additional professional development opportunities specific to Common Core and PARCC

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Research professional development opportunities regarding Common Core/PARCC.	Teachers, Curriculum Coordinator & Principals	Spring 2014	Ongoing	
2. Investigate grant opportunities to fund professional development.	Principals, Curriculum Coordinator & Superintendent	Spring 2014	Ongoing	

Objective: Improve the programs to offer the students

Strategy: Investigate and acquire resources aligned to Common Core standards and PARCC assessment

Specific Result: Acquire new resources aligned to Common Core and PARCC in all subject areas

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Identify the academic priority (subject area) that needs its resources to be aligned to the Common Core/PARCC.	Teachers, Curriculum Coordinator & Principals	Spring 2014	Spring 2014	
2. Develop a building rotation schedule for ongoing implementation of newly aligned resources for all subject areas (K-2, 3-5, 6-8).	PARCC/CC Committee	Spring 2014	Spring 2014	
3. Develop a committee to investigate instructional materials/resources that are aligned to the Common Core/PARCC.	Teachers, Curriculum Coordinator & Principals	Spring 2014	Spring 2014	
4. Compile data to make a recommendation regarding materials/resources that align to the Common Core/PARCC.	PARCC/CC Committee	Spring 2014	Spring 2015	

Objective: Improve the programs to offer the students

Strategy: Investigate and acquire resources aligned to Common Core standards and PARCC assessment

Specific Result: Create additional collaboration time among grade levels for the purpose of communication regarding Common Core and PARCC

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Investigate adding an additional team planning day specific to Common Core collaboration	PARCC/CC Committee	Fall 2014	Spring 2015	
2. Explore the possibility of common team preparatory time for teachers of grades K-5 for the purpose of collaboration regarding Common Core.	PARCC/CC Committee, Principals & Superintendent	Fall 2014	Spring 2015	
3. Research how other districts are creating additional collaboration times among grade levels.	PARCC/CC Committee, Principals & Superintendent	Fall 2014	Spring 2015	

Objective: Improve the programs to offer the students

Strategy: Develop and implement a consistent technology plan to integrate instruction.

Specific Result: Increase technology integration into the curriculum

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Form a district technology integration committee with teachers from each grade level.	Technology Coordinator(s) & Principals	Spring 2014	Spring 2014	
2. District technology committee members will update annually the technological skills and vocabulary to be taught at each grade level aligned to Common Core.	Technology Committee & Curriculum Coordinator	Fall 2016	Ongoing	
3. District technology committee will investigate best practices and current resources regarding technology integration to share with staff at each grade level.	Technology Committee	Spring 2017	Ongoing	
4. Determine a time line for professional development and articulation for all new technology integration.	Technology Committee, Technology Coordinator(s) & Principals	Spring 2017	Ongoing	

Objective: Improve the programs to offer the students

Strategy: Develop and implement a consistent technology plan to integrate instruction.

Specific Result: To improve keyboarding skills K-5

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Determine staff expectations for a keyboarding program (survey).	Technology Coordinator(s)	Spring 2014	Spring 2014	
2. Research keyboarding programs/websites. Investigate programs used by other districts.	Technology Committee	Fall 2014	Fall 2014	
3. Provide professional development for new program.	Technology Coordinator(s)	Fall 2014	Fall 2014	
4. Set and create a document with grade level keyboarding outcomes for K-5 students.	Technology Committee	Fall 2014	Fall 2014	

Objective: Improve the programs to offer the students

Strategy: Develop and implement a consistent technology plan to integrate instruction.

Specific Result: Establish a certified staff position for a technology instructor/specialist

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
1. Research current technology instructor/specialist positions within other districts.	Technology Committee	Spring 2017	Spring 2017	
2. Create a job description and schedule that meets the needs of Rockton students and staff.	Technology Committee, Principals, Superintendent & BOE	Fall 2017	Fall 2017	
3. Analyze budget and optional grants to fund position.	Technology Committee, Principals & Superintendent	Spring 2018	Spring 2018	

Technology Action Team Member Members

Michelle Anderson

Laura Benkovich

Scott Carlson

Bryan Collins

Dan Enderle

Ann Hart

Beth Johnston

Chuck Kleeberger

Amy Meier

Larry Schubert

Tom Shook

Amy Stevens

Lance Tuula

Monica Way

Shaun Newmes (Leader)

James Hall (Leader)

Objective: To move to one-to-one computing to enhance instruction and student engagement

Strategy: Study and develop plans to move forward to one-to-one computing

Action Step	Assigned to:	Startin g Date:	Due Date:	Completed Date:
Form Technology Committee in each building to explore 1:1 options. Involve staff from each grade level and parents.	Administration/ Teachers/ Parents	Spring 14'	Fall 14'	
Familiarize staff with what 1:1 is and how it can be utilized in the classroom.	Technology Staff/ Administration	Fall 14'	Spring 15'	
Technology committee will visit other districts to examine their 1:1 deployment.	Technology Committee	Fall 14'	Fall 15'	
Technology staff will audit infrastructure to determine what upgrades need to be performed.	Technology Staff	Spring 15'	Fall 15'	
Cost analysis of infrastructure audit.	Technology Staff/ Administration	Spring 15'	Fall 15'	
Form a teacher committee to investigate devices.	Administration/ Teachers	Fall 15'	Fall 16'	
Get devices in teachers' hands, and implement professional development for device. Also, develop interest with device to make sure they will be utilized.	Technology Staff/Teachers/ Curriculum Coordinator	Spring 16'	Fall 16'	

Objective: To move to one-to-one computing to enhance instruction and student engagement

Strategy: Establish policies and implement security safeguards for technology use

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
Investigate different wireless options and compare built-in safe guards.	Technology Staff	Fall 14'/ Spring 15'	Fall 15'/ Spring 16'	
Audit current web-filter and possibly upgrade to accommodate increased traffic.	Technology Staff	Fall 14'/ Spring 15'	Fall 15'/ Spring 16'	
Update student policy to include 1:1 and BYOD.	Parent Advisory Committee	Spring 15'	Fall 15'	

Objective: To move to one-to-one computing to enhance instruction and student engagement

Strategy: Investigate and develop a plan to fund technology

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
Technology committee will work with administration to budget for 1:1 upgrades	Technology Committee	Fall 14'	Fall 15'	
Committee will investigate grants and will contact local businesses for donations.	Technology Committee	Fall 14'	Fall 15'	
Investigate sharing cost of a grant writer with other districts.	Administration	Fall 14'	Fall 15'	
Survey parents and community members for funding ideas and possible donations.	Technology Committee/ Administration	Spring 15'	Fall 16'	
Investigate possible fundraisers/alternative funding options	Technology Committee/ Administration	Fall 15'	Fall 17'	

Finance Action Team Member Members

Betsy Atkins

Leah Carter

Eric Eiss

Wendy Enos

Kevin Finnegan

Wes Heier

Erin Salberg

Julia Saunders

Mark Schroeder

Gina Tuula

Brenda Warren

Glenn Terry (Leader)

Scott Rollinson (Leader)

Objective: Maximize resources and maintain fiscal responsibility

Strategy: Create a long-range plan for infrastructure improvements based on available resources.

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
<p>Regularly review 10-yr life safety plan.</p> <ul style="list-style-type: none"> Determine what can be done by staff and what needs to be outsourced. 	<p>Main. Director/Supt/ BOE Building Comm</p>	<p>Immediately</p>	<p>Ongoing</p>	
<p>Create a list of repairs/improvements that don't fall under life safety repairs/improvements.</p> <ul style="list-style-type: none"> Regularly solicit input from staff about what aspects of infrastructure need improvement. Determine what can be done by staff and what needs to be outsourced. 	<p>Main. Director/Supt/ BOE Building Comm/ Administration</p>	<p>Fall 2015</p>	<p>Ongoing</p>	
<p>Enhance infrastructure so it will be able to support current/future technologies.</p>	<p>Supt/Tech Director</p>	<p>As needed/When financially feasible.</p>	<p>Ongoing</p>	

Objective: Maximize resources and maintain fiscal responsibility

Strategy: Identify potential funding sources inside and outside the district.

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
Investigate potential health plan savings with the district and the teachers' union. <ul style="list-style-type: none"> • Fully funded vs. self insured • Deductible change with employee rebate • Possible plan design changes 	Business manager, school board members, superintendent and RTA members	February 2014	April 2014	
Improve school attendance for September, October, April and May through increased awareness and possible student incentives.	Administrators and teachers	February 2014	June 2014	
Investigate student, technology and athletic fee increases	Superintendent	February 2014	March 2014	
Investigate untapped grant resources <ul style="list-style-type: none"> • Create a list of websites • Explore the cost benefit to hiring a grant writer • Establish an alternative process to carrying this out if hiring a grant writer is not cost effective • Contact grant writers in surrounding districts 	Superintendent, Curriculum Coordinator, and Administrators	October 2015	Ongoing	
Explore community resources <ul style="list-style-type: none"> • Create a database of: <ul style="list-style-type: none"> ○ available community resources ○ company contests ○ list of potential contributors • Poll the public 	BOE Finance Committee and Superintendent	Fall 2014	Ongoing	
Increase enrollment by promoting our school district <ul style="list-style-type: none"> • Create a pamphlet and an online component highlighting district strengths <ul style="list-style-type: none"> ○ Golden Apple Teachers 	PR Volunteers/ Administration	Fall 2014	Ongoing	

<ul style="list-style-type: none"> ○ Special Programs ○ Opportunities for Involvement • Provide pamphlet to area realtors Promote this information at Ro-Ro Expo				
Investigate the possibility of a referendum	BOE	Fall 2015	Ongoing	
Create a cost benefit analysis of the sale of the property behind SMMS	Superintendent and BOE Finance Committee	Fall 2015	Spring 2016 and Ongoing	

Objective: Maximize resources and maintain fiscal responsibility

Strategy: Develop a plan to maximize volunteer resources.

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
Research how other districts utilize volunteer resources.	Curriculum Coor. Administrators and PTO	Spring 2014	June 2014	
Research the feasibility of hiring a coordinator of volunteer services or designate a volunteer coordinator/team.	Superintendent	Spring 2016	June 2016	
Create a list of desired volunteer services and narrow the focus of volunteer opportunities.	Superintendent Administrators Director of Maintenance, Teachers, Athletic Director, Volunteer Coordinator/ Team	Fall 2016	Annually	
Market our needs to the community. <ul style="list-style-type: none"> • Create a volunteer form to distribute at the beginning of the school year. • Develop a volunteer page on district website with help of Technology Coordinator. • Create events that bring the community into our schools. • Coordinate volunteer efforts with existing school organizations. 	Volunteer Coordinator/ Team and PTO/Boosters	Spring 2017	Annually by fall orientations.	
Analyze responses from survey to identify and schedule volunteers and/or organizations/businesses that will provide services.	Volunteer Coordinator/ Team	Spring 2017	Spring 2017	

Objective: Maximize resources and maintain fiscal responsibility

Strategy: Establish district priorities related to staffing (class size, programming, support staff, ...)

Action Step	Assigned to:	Starting Date:	Due Date:	Completed Date:
Recommend that the BOE establish a monetary threshold for re-establishing programming and staffing	BOE and Superintendent	Spring 2014	Fall 2014 and ongoing	
Administration meet/survey staff, parents and community to establish priorities based on available funding <ul style="list-style-type: none"> Review what the other action team committees have prioritized as they relate to programming, staffing, etc. 	Administration and staff	Annually in the spring	Annually in the summer	
Form a district committee with representatives from each building to help guide the process and make a recommendation to the superintendent, who will review and make a recommendation to the board. Administration communicates decision(s) to staff.	Administration and staff	Annually in the spring	Annually in the summer	