



# **FUTURE FORWARD**

2019 STRATEGIC PLAN

## **4-YEAR STRATEGIC PLAN**

*Presented for approval to*

**CRETE-MONEE BOARD OF EDUCATION**

**Nelson Albrecht, President | Cheryl Roop, Vice President | Jeanine Galbraith, Secretary  
Maurice Brown, Member | Dr. Nakia Hall, Member | William Sawallisch, Member  
Sandy Walters, Member**

***Dr. Kara Coglianesse, Superintendent of Schools***

A map of a city street grid with a red location pin and a blue river. The map shows a network of white streets, a prominent yellow road, and a blue river winding through the area. A large red location pin is placed on the map, pointing to a specific location. The title 'Where are we headed?' is overlaid on the top right of the map area.

# Where are we headed?

This Spring, Crete-Monee Board of Education began a strategic planning initiative entitled *Future Forward*. This involved gathering feedback from our stakeholders which helped us understand their perceptions, hopes, ideas, and needs, via surveys and the process of planning and collaboration of all groups. The result is a Four-Year Strategic Plan that will serve as a roadmap to outline a clear mission and shared vision for the future of our schools!





# YOU ARE HERE.

## EXECUTIVE SUMMARY

The following District Strategic Plan is comprised of the **mission, vision, core values, goals & strategies** as determined by the 72-Person Strategic Planning Committee.

The plan is a dynamic, active document that will guide decision-making at both school and district levels. The goals of the plan provide the framework to fulfill the district's mission.

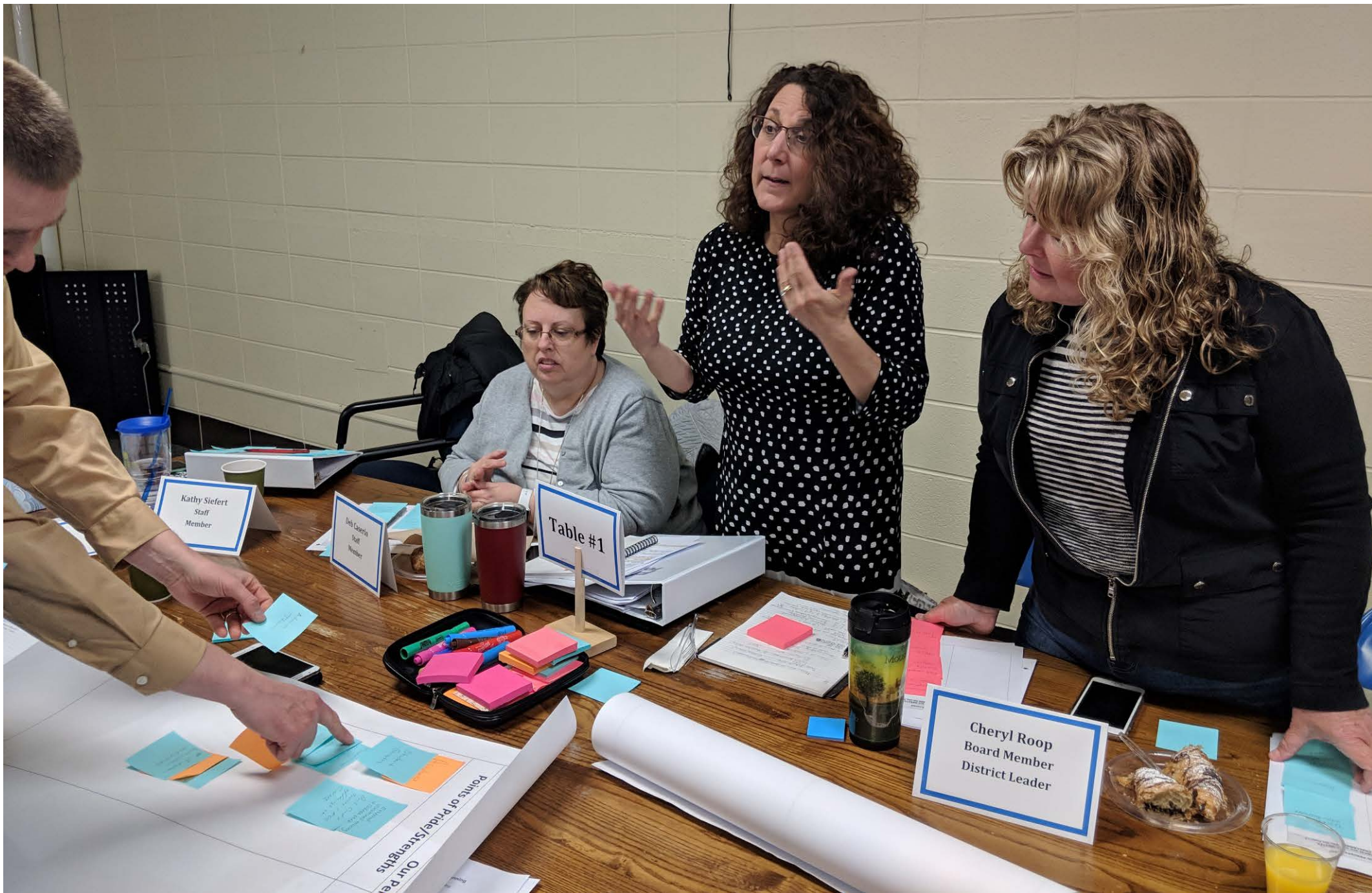
Tonight, the school board will review and discuss this framework and then vote to accept the recommendation of the Committee.











Kathy Siefert  
Staff  
Member

Deb Garcia  
Staff  
Member

Table #1

Cheryl Roop  
Board Member  
District Leader

Our per  
Points of Pride/Strengths

# Collection of Feedback

In an effort to understand the needs and concerns of our communities, the district conducted an online survey in March 2019. The survey was posted to all district social media platforms, district website and available in print versions distributed to all schools. We received approximately 250 responses from our communities, and a collective total of over 2,100 from our students and staff!

<b>High School</b>	<b>921 RESPONSES COLLECTED</b>
<b>Middle School</b>	<b>825 RESPONSES COLLECTED</b>
<b>Elementary Schools</b>	<b>355 RESPONSES COLLECTED</b>

**Total survey responses = 2,351**







# Creation of Committees

## **STRATEGIC PLANNING COMMITTEE – TEAM 1**

Team One will join the District in working with Consortium for Educational Change (CEC), our strategic planning partner, to gather feedback that allows us to understand the current state of the District and the perceptions, hopes, ideas, and needs of all stakeholders.

## **STRATEGIC PLANNING COMMITTEE – TEAM 2**

Team Two will join the District in working with the Consortium for Educational Change (CEC), our strategic partner, to gather feedback, analyze data, and review future planning.

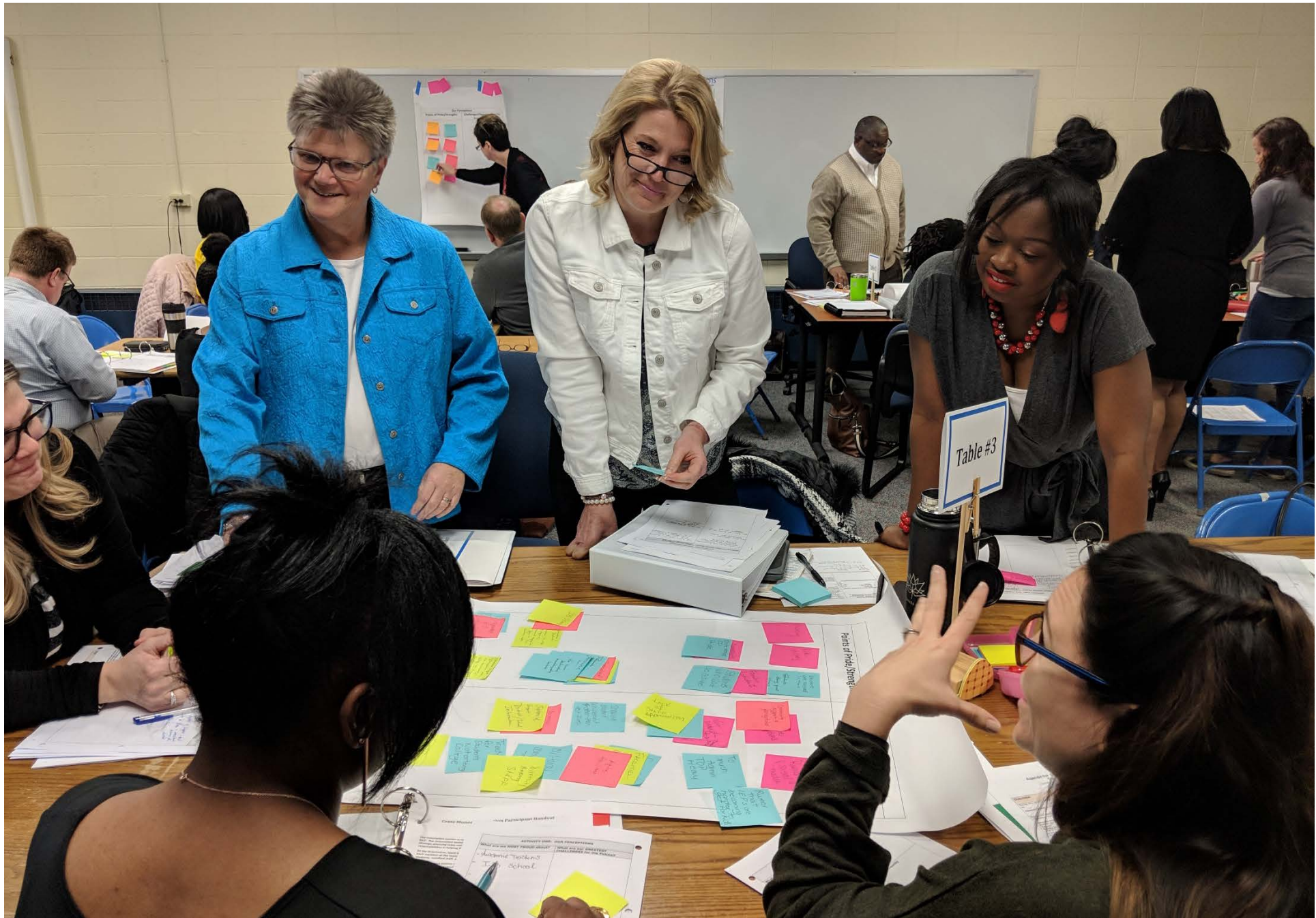


# PROJECT TIMELINE



Strategic Planning Page is found on our District website.

[WWW.CM201U.ORG](http://WWW.CM201U.ORG)







JoAnn Jones  
Principal  
District Leader

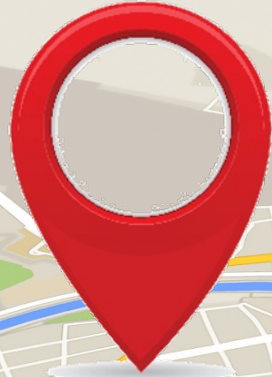
James Hunt  
Community  
Member

Farquhar  
Community  
Member

Table #5

Linda Greenwood  
Staff  
Member





# **MISSION STATEMENT**

**Empower each student to positively impact the world for a bright new future.**





# VISION STATEMENTS

mission

Ethical and caring citizen of a diverse world

Self-directed, self-determined life-long learner

Critical and creative thinker

Prepared for career pathways and life success

Innovative & resourceful problem-solver

Respectful of individual differences





# CORE VALUES

- Diversity
- Dignity
- Equity
- Inclusion
- Respect
- Ethics
- Accountability
- Support
- Collaboration
- Innovation



Goal ONE	Goal TWO	Goal THREE	Goal FOUR	Goal FIVE	Goal SIX
Provide a challenging and equitable education for all students to promote a pathway for life success.	Nurture a safe, respectful, and inclusive learning environment to instill learner confidence, growth and success.	Cultivate a high quality, diverse staff who will foster an inclusive work environment of innovation, collaboration, high expectations & accountability.	Create sustainable partnership with family and community stakeholders to build a <i>unified</i> network of support for our students.	Provide our students with equitable, safe, and well-maintained facilities.	Prioritize our financial resources to meet our short and long-term goals.

**For each of the six goals, the district will identify indicators, and measures to set improvement targets, monitor progress, and report performance**

Goal One Strategies	Goal Two Strategies	Goal Three Strategies	Goal Four Strategies	Goal Five Strategies	Goal Six Strategies
<p><b><u>Strategy A:</u></b> Improve student academic performance for all students while closing achievement gaps.</p> <p><b><u>Strategy B:</u></b> Deliver instruction using researched-based strategies and methods that are equitable and engage students in the application of learning.</p> <p><b><u>Strategy C:</u></b> Utilize a balanced assessment system PK-12 to measure proficiency, growth, and readiness.</p> <p><b><u>Strategy D:</u></b> Cultivate a growth mindset for both students and staff.</p> <p><b><u>Strategy E:</u></b> Ensure a vertically aligned curriculum that reflects high academic standards.</p>	<p><b><u>Strategy F:</u></b> Foster awareness and respect for individual and cultural differences to enhance relationships among and between students and staff.</p> <p><b><u>Strategy G:</u></b> Address social, emotional, and other personal needs to help students achieve school and life success.</p> <p><b><u>Strategy H:</u></b> Establish a system of academic and behavioral supports to meet the needs of all learners.</p> <p><b><u>Strategy I:</u></b> Provide a safe and secure learning environment for all students and staff.</p>	<p><b><u>Strategy J:</u></b> Attract and retain a workforce varying in experience, background, characteristics, and abilities.</p> <p><b><u>Strategy K:</u></b> Provide meaningful professional development to align practices with expectations and initiatives, including follow-up and support to verify implementation with integrity and fidelity.</p> <p><b><u>Strategy L:</u></b> Establish and communicate expectations through policies, procedures, and practices.</p> <p><b><u>Strategy M:</u></b> Empower staff to make decisions and report performance through a user-friendly, accessible, and timely data management system.</p>	<p><b><u>Strategy N:</u></b> Build partnerships with families to foster communication, collaboration, satisfaction and a support network for cultural differences.</p> <p><b><u>Strategy O:</u></b> Build partnerships with the community to foster cohesiveness, unity, satisfaction and a support network for cultural differences.</p>	<p><b><u>Strategy P:</u></b> Create or enhance facilities that are equitable, safe, and well-maintained to meet the educational needs of our students.</p>	<p><b><u>Strategy Q:</u></b> Plan for financial stability, efficiency, effectiveness and sufficiency.</p>



# SIX GOALS

## Goal ONE

Provide a challenging and equitable education for all students to promote a pathway for life success.





# SIX GOALS

## Goal TWO

Nurture a safe, respectful, and inclusive learning environment to instill learner confidence, growth and success.





# SIX GOALS

## Goal THREE

Cultivate a high quality, diverse staff who will foster an inclusive work environment of innovation, collaboration, high expectations & accountability.





# SIX GOALS

## Goal FOUR

Create sustainable partnership with family and community stakeholders to build a *unified* network of support for our students.





# SIX GOALS

## Goal FIVE

Provide our students with equitable, safe, and well-maintained facilities.





# SIX GOALS

## Goal SIX

Prioritize our financial resources to meet our short and long-term goals.

# IMPLEMENTATION: PHASE I

## Communication & Infrastructure

- |              |  |
|--------------|--|
| August 13    | Presented and Approval at Special Board Meeting                    |
| August 16    | Strategic Plan posted in every building                            |
| August 19    | Present to District Staff at Opening Day                           |
| August -Dec. | Buildings reviewing goals and strategies for future implementation |
| August- Oct. | Build Dashboard with accountability strands                        |
| September    | Convene Goal Action Committees                                     |
| October      | Committee of the Whole- Share Dashboard Construction               |
| October      | Strategic Plan shared with all villages and community members      |
| Nov. - Dec.  | Select and train District Leadership Team                          |



# IMPLEMENTATION: PHASE II

## Living the Plan (2020 – 2022)

January - February  
February

DLT meeting creates priority plan for Goal completion  
Timeline published & communicated through SLT (School Leadership Teams)

March, 2020-2022

Working the Plan

April, 2020, 2021, 2022

Board Updates on Strategic Plan Completion



# IMPLEMENTATION: PHASE III

## Evaluating and Adjusting Plan Priorities

2022 – 2023    Review and evaluate plan completion

2023 – 2024    Begin next Strategic Planning Process for (2024-2028)



# 2019 STRATEGIC PLANNING COMMITTEE

Ellen Belotti, CM Administration	Pertrice Lewis, CM Staff
Nedra Berkley, Community Member	Bryon Mane, CM Administration
Neil Boot, Community Member	Karen Marcinek, CM Staff
Shannon Bruns, CM Staff	John Vanderbilt, Community Member
Chantell Butler, Community Member	Carol Millsap, Community Member
Deb Caserio, CM Staff	Brenda Mitchell, Community Member
Kelly Chesta, CM Administration	William Morgan, Community Member
Kokona Chrisos, CM Administration	Natalie Nash, MSC, CM Administration
Dr. Rochelle Clark, CM Administration	Ashlee Navas, CM Staff
Christina Cobbins, CM Staff	Lyle Neal, CM Administration
Dr. Kara Coglianesi, CM Administration	Jacque Olson, CM Staff
Keisha Cowen, Community Member	Dezaree Pearson, Community Member
Diane Dalton, Community Member	Danille Perez, Community Member
Kevin DeVries, Community Member	Wanda Perkins, CM Staff
Donna Dilworth, Community Member	Ghantel Perkins, CM Administration
Amanda Doumas, CM Staff	Rob Ratliff, CM Staff
Mike Einhorn, Community Member	Michelle Robinson, CM Staff
Dr. Kristin Elliott, CM Administration	Cheryl Roop, CM Board Member
Jay Farquhar, Community Member	Bill Sawallisch, CM Board Member
Marcel Fears, Community Member	Taurus Scurlock, CM Staff
Laura Ferrell, Community Member	Katrina Seifert, Community Member
Kelly Gilliard, Community Member	David Sevier, Community Member
Leshem Graham, Community Member	Bonnie Seymour, Community Member
Linda Greenwood, CM Staff	Kathy Siefert, CM Staff
David Hall, CM Staff	Konya Sledge, Community Member
Dr. Nakia Hall, CM Board Member	Myriam Souffrant, CM Staff
Jamie Healy, Community Member	Ken Surma, CM Administration
Rob Healy, Community Member	Robbin Tedeschi, CM Staff
Laura Hirsch, CM Administration	Marjorie Triche, CM Administration
Cynthia Hudson, Community Member	Wannika Vance, Community Member
Dr. James Hunt, Community Member	Sandy Walters, CM Board Member
JoAnn Jones, CM Administration	Brianne Werry, Community Member
Catherine Kennedy, CM Staff	Brian Wortel, CM Administration
Nicole Kovach, CM Staff	Audrey Wright, Community Member
William Kuban, CM Staff	Khaliah Young, Community Member
Erin Lane, CM Administration	James Young, Community Member