



***CRYSTAL LAKE ELEMENTARY  
DISTRICT #47 STRATEGIC PLAN***

***2014-2017***

**MISSION**

Educational excellence for all students is our  
passion and commitment.

**Board of Education**

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Rob Fetzner- Vice President  
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Should you have any questions regarding this document, please feel free to contact Dr. Kathy J. Hinz, Superintendent of Schools at 815-788-5012 or [khinz@d47.org](mailto:khinz@d47.org)

# VISION

## CURRICULUM, INSTRUCTION, AND ASSESSMENT

An exemplary school district challenges students to meet high standards and goals. Curriculum, instruction, and assessment are designed to recognize individual learning differences and support the belief that all children can learn. The district will clearly state the expectations it has for all students and regularly monitor each student's progress using a variety of methods. District 47 will:

- Differentiate instruction based on student needs and interests
- Provide ongoing and high quality professional development that ensures educators are knowledgeable about and use best practices for instruction and assessment
- Provide current, varied, and engaging instructional material which supports the District curriculum
- Monitor learning on a regular basis at classroom, school, and District levels using a variety of measures including performance, portfolio, formative, summative, and established common assessments
- Support students not making expected growth toward District learning goals through regular and timely interventions within and outside of the school day
- Employ data driven decision making for instructional planning and curriculum design
- Promote cultural awareness and appreciation
- Incorporate the instructional use of technology as a necessary and powerful tool for teaching, learning, and communicating
- Provide a common core curriculum delivered with commitment to established learning outcomes as well as flexibility in acknowledgement of the individuality of every learner
- Form effective partnerships with pre-K programs and District 155 for the purpose of exchanging data on curriculum and student learning

## COMMUNITY PARTNERSHIPS

Quality education requires community support and shared responsibility. District 47 will:

- Expect parents to play an active role in the education of their children and work collaboratively and positively with staff
- Use various forms of communication to exchange information
- Provide opportunities for students to serve and participate within the extended community
- Seek, utilize, and support volunteers in a variety of opportunities
- Welcome the community to utilize school resources and facilities
- Seek effective partnerships with community organizations and other educational institutions (preschools, parochial schools, D155, MCC, and universities) to foster student success

## ENVIRONMENT

District 47 believes that a positive learning and working environment is essential to the success of all. Therefore, the District will:

- Provide a supportive, warm, and welcoming climate with clear and consistent behavior expectations whose members treat each other with mutual respect, consideration, and acceptance through open communication
- Promote, recognize, and celebrate individual and collaborative efforts
- Commit to well-maintained, environmentally responsible physical facilities, which meet the needs of all members of the community, reflect pride in the District, and are safe and secure
- Provide multiple opportunities for student, staff, and community growth through curricular and extracurricular activities
- Utilize a variety of common tools to inform and engage the community with the District

## **FISCAL RESPONSIBILITY**

An exemplary school district recognizes its accountability to the taxpayers and responsibility to steward the resources of District 47. In allocating these resources, the diversity and variety that exists within our district will be considered. District 47 will achieve this by:

- Maintaining a balanced budget
- Maintaining adequate cash reserves
- Assuring that resources are aligned to the priority of student learning and the District vision
- Establishing a series of checks and balances in the budget process
- Communicating with stakeholders

## **PROFESSIONAL LEARNING COMMUNITY**

A professional learning community includes all employees working on a variety of collaborative teams for the benefit of all students. In District 47, professional learning communities will:

- Plan instruction, analyze data, and develop interventions within collaborative teams, across grade levels, and between buildings
- Hold high standards and expectations for student success and academic growth
- Maintain a climate of mutual support and trust among members of the learning communities
- Actively promote and honor the District's vision, values, and goals
- Provide time for interventions, extensions, and enrichment during the school day

## **STAFF**

An exemplary school district is built on a foundation of respect and professionalism. Every person employed will share a commitment to ensure all students are successful. In District 47 all employees will:

- Be highly skilled in their area or assignment
- Communicate in an honest, open, and purposeful manner sharing information within the constraints of confidentiality
- Respect and value everyone's contribution
- Recognize and celebrate efforts and accomplishments that cultivate a positive working and learning environment
- Be afforded the opportunity to pursue personal goal achievement and professional satisfaction
- Experience professional development that is continued and ongoing with access to leading edge training methods and leadership opportunities

## **STUDENT LEARNING**

Student learning and well-being are at the core of the mission of District 47. All District resources are directed toward promoting the development of students as learners and citizens. District 47 will:

- Expect that every student will meet or exceed grade level standards in all content areas
- Set clearly defined learning goals
- Celebrate student progress
- Provide opportunities for students to develop leadership skills.
- Foster ethical, respectful, and responsible behavior.
- Provide opportunities for the development of communication skills
- Provide students with learning experiences which will prepare them for success in a global society
- Encourage students to take responsibility for their learning
- Foster lifelong critical thinkers

# COLLECTIVE COMMITMENTS

## TO THE MISSION AND VISION

### Board of Education

The Community Consolidated School District 47 Board of Education will support the District's Vision by our commitment to:

- Hold the District's leadership and staff accountable for high levels of student learning
- Steward the District's resources in a fiscally responsible manner to ensure high levels of student learning for current and future generations
- Develop and monitor policies which support the growth of students as learners and individuals
- Foster and support positive relationships with all District 47 employees
- Ensure safe and caring learning environments
- Utilize data to continuously review and evaluate the effectiveness of District programs
- Engage all segments of the District 47 and the community of Crystal Lake through frequent, open and positive communication, partnerships, involvement and sharing of resources (i.e., district buildings, fields, etc)

### Leadership Team

The Community Consolidated School District 47 Leadership Team will support the District's Vision by our commitment to:

- Provide a supportive atmosphere within the District where everyone feels emotionally, physically, and intellectually safe while acting with integrity, respect, and honesty
- Work collaboratively, supporting District decisions, as high performing, interdependent teams across and within departments and individual schools
- Make decisions based on need balancing adequacy and equity while demonstrating fiscal responsibility
- Recognize and celebrate the individual and collective efforts and achievements of our District community
- Define District success as that point at which the attainment of District goals has collectively been achieved
- Ensure the implementation of a guaranteed viable curriculum across the District
- Model behaviors set forth in our Mission and Vision and challenge behavior not supported by our Mission and Vision
- Recruit, hire and retain highly qualified employees who reflect the diversity of our community and embrace our Mission and Vision
- Use a data-driven decision making process to systematically, fiscally and instructionally assess, review and revise our curricular and co-curricular programs
- Systematically monitor student, school, and District-wide achievement using multiple measures of assessment

DISTRICT

### **Certified Staff**

As certified staff, we will support the District 47 Mission of “Educational excellence for all students is our passion and commitment” by our commitment to:

- Hold high expectations for student achievement
- Ensure all students develop the academic and life skills necessary to make responsible choices, develop independence, and act in a respectful and collaborative manner
- Use the District benchmarks to guide instruction and assessment by
  - Utilizing a variety of formal and informal assessments
  - Monitoring student progress
  - Providing differentiated instruction
- Value teacher creativity and individuality within the District curriculum
- Engage in lifelong learning and ongoing professional development
- Share relevant information across the grade levels, buildings, and districts to facilitate smooth transitions
- Provide a supportive and collaborative atmosphere where everyone feels emotionally, physically, and intellectually safe while acting with integrity, respect, and honesty
- Actively involve parents and students in an educational partnership by communicating student progress and educational strategies

### **Support Staff**

As members of the support staff, we are committed to helping achieve the Vision of District 47. In fulfilling our diverse roles and responsibilities, we share these common commitments. We will:

- Create an environment that is:
  - Helpful and positive
  - Courteous and welcoming
  - Professional
  - Safe and nurturing with a student-centered focus
  - Open-minded in our willingness to consider all opinions and ideas concentrating on active listening and teamwork
- Demonstrate professionalism through:
  - Knowledge and performance of job responsibilities
  - Respect, awareness and appreciation of cultural diversity
  - Personal appearance and presentation
  - A commitment to continuous professional development and lifelong learning
  - Support, pride and ownership of our district and its facilities
- Participate in effective and respectful communication while recognizing and honoring the need for confidentiality
- Be responsive to the needs of students, staff, parents and community in a timely manner
- Continually develop two-way communication and positive relationships with administrators, colleagues, students and our community

## Parents

As parents, we recognize that we have the most significant role in shaping the lives of our children. We can contribute to their success and support the District 47 Vision by our commitment to:

- Create a supportive environment for learning in our homes by:
  - Modeling the importance of lifelong learning
  - Requiring preparation for school and good attendance
  - Starting their day off by getting them to school on time, with a positive mindset
  - Providing a quiet time and place for study
  - Providing proper supplies needed to complete assignments
  - Ensuring all assigned school work is completed
  - Expecting achievement and offering encouragement and praise
- Help our children become responsible, self-reliant members of the school community by:
  - Insisting they observe the rules of the school
  - Teaching them to accept responsibility for their own learning, decisions, and behavior
  - Demonstrating manners, respect, consideration, and cooperation in dealing with others and expecting them to do the same
  - Modeling and supporting responsible and healthy lifestyle choices
  - Helping them to understand that class participation and making mistakes is a valuable part of the learning process
- Work collaboratively with school personnel by:
  - Becoming familiar with the District Vision and Commitments
  - Becoming informed and knowledgeable about curricular, extra-curricular and support programs available to students and families by utilizing all resources available, such as newsletters and websites
  - Advising school personnel of any special circumstances or needs of our children
  - Being proactive in asking questions, expressing concerns, seeking information, and engaging in open and timely communication
  - Learning about student goals and expectations within the classroom
  - Attending parent-teacher conferences and open houses
  - Volunteering at least once during the school year
  - Understanding that we are our child's biggest advocate
- Support each other as parents by:
  - Attending and participating in parent informational programs sponsored by the school
  - Respecting the academic privacy of each child among parents
  - Becoming knowledgeable and supporting the school's parent group

## Students

As students of Crystal Lake School District 47, we understand the importance of having an excellent school district. To have an outstanding school district, we will commit to fulfilling the following:

- Respect
  - Staff and peers the same way you would like to be respected
  - School property as if it were your own
- Role Model
  - Be a positive leader
  - Encourage and motivate yourself and others
  - Be willing to assist and support others
  - Demonstrate good work habits
  - Participate in school activities
  - Act your age and dress appropriately
- Effort
  - Stay focused during class
  - Take pride in your work
  - Set goals and plans to achieve them
  - Persevere in everything you do
- Responsibility
  - Be prepared for class
  - Accept credit and consequences for your actions
  - Education comes first
  - Ask for help when needed
  - Maintain a positive attitude
  - When given a choice make the right decision

# Goals

District 47 Goals and Projects are designed to identify priorities, provide focus and support our Mission of *Educational Excellence for All Students*. The Goals and Projects affirm our long-standing commitment to continually improve and enhance the learning opportunities that we provide our students.

- By spring 2017, District 47 will perform at or above the 90<sup>th</sup> percentile (top 10% nationally) at each grade level in reading and mathematics as measured by Measures of Academic Progress (MAP).
- By 2017, District 47 will be the top performing school district in McHenry County in reading and mathematics as measured by State assessments.

## Projects for 2014-2015

- Implement, evaluate and refine the kindergarten through eighth grade Illinois Learning Standards aligned literacy scope and sequence and curriculum.
- Develop a kindergarten through eighth grade Illinois Learning Standards aligned mathematics scope and sequence and curriculum.
- Implement the new Science, Technology, Engineering and Mathematics (STEM) Encore in each elementary school.
- Implement the Measures of Academics (MAP) assessment three times per year for all students in kindergarten through eighth grade.
- Initiate a Student Behavior Committee to research current best practices for teaching and promoting positive behavior.
- Implement the Technology Integration Coach model in each elementary school.
- Implement the new teacher evaluation process including TeachScape, which houses the process and all documents.
- Implement and evaluate the new Department of Student Learning and the reorganized Department of Technology support structures.
- Develop and implement a comprehensive communication plan for the district and school community.
- Design and launch a revised District website.
- Ensure that each school has the necessary training, technology and infrastructure requirements to effectively administer the Partnership for Assessment of Readiness for College and Careers (PARCC).
- Analyze the Dual Language Program in regards to maximizing staff allocations and school locations
- Research the use of technology in curriculum delivery
- Develop district-wide building entry way security plan that enhances staff/student safety (2015 summer project) utilizing IEMA grant and working cash funding.

## Projects for 2015-2016

- Upgrade bandwidth and wireless infrastructure throughout the district.
- Implement Food Service POS and Online Payment System (If approved)
- Fully implement Synergy SE (Special Education) module
- Fully implement web based MAP testing
- Implement new progress report at the elementary level and research best middle school grading and reporting practices
- Align elementary math curriculum with CCSS
- Align middle school science curriculum with the NGSS
- Rollout PBIS (Positive Behavior Intervention System)
- Implement a new IEP parent survey
- Continue reviewing and revising K-8 units of study/modify for special groups (including EC)/begin collecting assessment data
- Identify and seek out competitive and non-competitive grants to support district initiatives
- Create a handbook and initiate the pilot of the Student Growth initiative. The purpose of a pilot for 15-16 is to obtain feedback from constituents prior to full implementation in the 16-17 school year
- Gather communication benchmark data about district by surveying parents, community and staff
- Launch Parent University in fall

## CONTRIBUTING STAKEHOLDERS

Over eight months during the 08/09 school year, approximately 60 stakeholders provided their time, insight and energy to create the Crystal Lake Elementary District #47 Strategic Plan. It was through their collective effort that the development of this plan was possible.

### Participant

Kathy Barklow  
Barb Berens  
Mickey Breutzman  
Mary Cabay  
Kristen Cannon  
Sandi Correa  
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Lori Parrish  
Annette Rafferty  
Gary Reece  
Michele Rogers  
Dave Schuh  
Ruth Scifo  
Jessica Smith

### Affiliation

Teacher  
Support Staff  
Teacher  
Parent  
Teacher  
Administrator  
Administrator  
Administrator  
Administrator  
Teacher  
Support Staff  
Parent  
Parent  
Board Member  
CLETA-Co President  
Parent  
Support Staff  
Administrator  
Administrator  
Administrator  
Support Staff  
Board Member  
Teacher  
Administrator  
Board Member  
Parent  
Administrator  
Administrator  
Parent  
Teacher  
Administrator  
Teacher  
Teacher  
Teacher  
Parent  
Administrator  
CLETA Co-President  
Community  
Teacher  
Administrator  
Board Member  
Teacher

Kathy Smith  
Sean Smith  
Heather Cervantes  
Bev Stotz  
Janet Taylor  
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Kelly Vito  
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Kristina Belvill

Administrator  
Support Staff  
Teacher  
Parent  
Teacher  
Parent  
Parent  
Parent  
Student  
Student

