Strategic Plan
2018-2021

Updated June, 2018

www.ridgeland122.com
#rsd122cares
CORE BELIEF STATEMENT

Knowing that all children can learn, we strive each day to provide an environment that contributes to positive attitudes and personal success for learners.

We Believe:

Every child can learn.
Every child is unique and deserves respect.
Learning needs to be the focus of every classroom.
The school environment needs to foster self-worth and a positive relationship among students, staff, parents, community, and the Board of Education.
Our community will benefit from schools with a challenging curriculum that is developmentally appropriate.
Therefore, we can build an educational foundation to serve children not only in further educational endeavors buy in life as well.

VISION STATEMENT

Education for today . . . . with a vision for the future!

MISSION STATEMENT

The mission of Ridgeland School District 122 is to nurture independence and responsibility in students, empowering them with knowledge, skills and core values that contribute to becoming life-long learners, and active citizens while striving to achieve their true potential. We will accomplish our mission by fostering a partnership among children, parents, community, staff and the Board of Education constantly striving to improve student performance.

MOTTO

Challenge + Care = Success
Goal Area #1

Student / Teacher Opportunities

Ridgeland School District 122 will provide services, curricula, and professional development to meet the academic and social emotional needs of the whole child.

### ACTION PLAN 1

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implement Full day Kindergarten</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Assistant Superintendent of Finance</td>
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<tr>
<td></td>
<td>Director of Teaching and Learning</td>
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<tr>
<td></td>
<td>Building Principals</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Full Day Kindergarten Programming (Informing Community, Modifying Curriculum for Kindergarten for full day, scheduling)
- **2018-2019**—Modify and monitor Building Schedules (PE, Lunch, Common Plan Time)

### ACTION PLAN 2

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expand Art and Music for students grades K-5</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Assistant Superintendent of Finance</td>
</tr>
<tr>
<td></td>
<td>Director of Teaching and Learning</td>
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<td>Building Principals</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Art and Music - Full time positions (½ year in each building)
- **2018-2021**—Modify and monitor Building Schedules (PE, Lunch, Common Plan Time)
- **2019-2020**—Investigate expansion of fine arts in K-5 Buildings (Full year of art and music for all students) including researching fine arts grants
- **2020-2021**—Full year of art and music for all students in K-5.

Strategic Plan 2018-2021
**Goal Area #1**

**Student / Teacher Opportunities**

Ridgeland School District 122 will provide services, curricula, and professional development to meet the academic and social emotional needs of the whole child.

### ACTION PLAN 3

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Build trauma sensitive schools including focusing on social emotional learning needs for all students.</td>
<td>Superintendent Assistant Superintendent of Finance Director of Teaching and Learning Building Principals</td>
</tr>
</tbody>
</table>

**Targeted Completion Date(s)**

- **2018-2019**—Professional Development on embedding trauma informed practices and social emotional learning into the classroom
- **2018-2019**—Explore community connections for student programs outside the school district (Healthy Communities Grant)
- **2018-2021**—Research professional development to meet teacher needs based on evaluation and survey data
- **2018-2021**—Recruit and Continue National Board Certification Cohort

### ACTION PLAN 4

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue meeting the academic needs of all students. Assistant Superintendent of Finance</td>
<td>Superintendent Assistant Superintendent of Finance Director of Teaching and Learning EL Coordinator Building Principals</td>
</tr>
</tbody>
</table>

**Targeted Completion Date(s)**

- **2018-2019**—Explore community connections for student programs outside the school district
- **2018-2019**—Investigate and plan for K-5 and Middle School Math Interventionists and Interventions
- **2018-2019**—Expand SPARC Program to include Acceleration Act
- **2018-2021**—Plan for EL Cohort onsite for staff
- **2019-2020**—Math Interventionists Program (Pilot)
- **2018-2021**—Research professional development to meet teacher needs based on evaluation and survey data
- **2018-2021**—Recruit and Continue National Board Certification Cohort

Strategic Plan 2018-2021
**Goal Area #2**

**Finance / Buildings and Grounds**

Ridgeland School District 122 will sustain an educational environment where all students and staff have equal opportunities to grow and learn.

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<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintain Fiscal Responsibility</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Asst. Supt. of Finance and Business</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2021**—Limit operating expenditures to current year’s revenue for maintaining fiscal responsibility
- **2018-2019**—Evaluate bonding capacity for capital projects and working cash reserves

### ACTION PLAN 2

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuously monitor class size in grades K-8</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Assistant Superintendent of Finance</td>
</tr>
<tr>
<td></td>
<td>Building Principals</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2021**—Monitor class size and its effect on the operating budget
- **2018-2021**—Evaluate the effect of Full Day Kindergarten on building capacity
Ridgeland School District 122 will sustain an educational environment where all students and staff have equal opportunities to grow and learn.

**ACTION PLAN 3**

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator(s)</th>
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</thead>
</table>
| Create a balanced and temperature controlled learning environment.| Superintendent  
|                                                                  | Assistant Superintendent of Finance                 |

**Targeted Completion Date(s)**

- **2019-2020**—Evaluate the current use and adequacy of building automation systems (BAS) to insure comfortable learning environment
- **2020-2021**—Upgrade or optimize the existing building automation systems (BAS) to insure comfortable learning environment
Goal Area #3

Safety

Ridgeland School District 122 will nurture a safe, secure, and respectful environment for all students and staff.

### ACTION PLAN 1

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator(s)</th>
</tr>
</thead>
</table>
| Facilitating training for all staff on the use of the AED, CPR, Concussion protocol, and bleed kits. | Superintendent  
Assistant Superintendent of Finance  
Director of Teaching and Learning  
Building Principals |

<table>
<thead>
<tr>
<th>Targeted Completion Date(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-2020—Facilitate training for all staff on the use of AED/CPR, Concussion Protocol and Bleed Kits</td>
</tr>
<tr>
<td>2018-2019—Reconvene Concussion Protocol Team to discuss policy and procedures</td>
</tr>
<tr>
<td>2018-2019—CPR/AED training working with community fire departments</td>
</tr>
<tr>
<td>2018-2019—Bleed kit training for all staff completed by school nurses during inservice</td>
</tr>
<tr>
<td>2018-2019—GCN Video to be completed by November on Concussions Protocol.</td>
</tr>
<tr>
<td>2019-2020—Continue training all new staff on safety protocols including AED/CPR, Concussion, and Bleed Kits</td>
</tr>
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### ACTION PLAN 2

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator(s)</th>
</tr>
</thead>
</table>
| Evaluator the use of a visitor ID scanning system | Superintendent  
Assistant Superintendent of Finance  
Building Principals |

<table>
<thead>
<tr>
<th>Targeted Completion Date(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-2019—Begin Fall 18-19 research and survey area vendors and districts using visitor ID scanning systems.</td>
</tr>
<tr>
<td>2019-2020—Fall 2019-Pilot visitor ID scanning system</td>
</tr>
<tr>
<td>2020-2021—Possible implementation of visitor ID scanning system</td>
</tr>
</tbody>
</table>

Strategic Plan 2018-2021
Goal Area #3

Safety

Ridgeland School District 122 will nurture a safe, secure, and respectful environment for all students and staff.

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<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
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</thead>
<tbody>
<tr>
<td>Explore the use of an onsite safety officer</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Assistant Superintendent of Finance</td>
</tr>
<tr>
<td></td>
<td>Building Principals</td>
</tr>
</tbody>
</table>

Targeted Completion Date (s)

- **2018-2019**—Research cost, models, staffing and grant opportunities of the use of an onsite safety officer. Collaborate with Bridgeview, Chicago Ridge and Oak Lawn municipalities and consult private security firms.
- **2019-2020**—Pilot models for using onsite safety officer
- **2020-2021**—Implement use of onsite safety officer for the District
Goal Area #4

Technology

Ridgeland School District 122 will provide opportunities for students to critically think, communicate, collaborate, and create in order to develop skills needed to compete in the 21st Century.

ACTION PLAN 1

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop a long term technology plan</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Director of Teaching and Learning</td>
</tr>
<tr>
<td></td>
<td>Technology Coordinator</td>
</tr>
<tr>
<td></td>
<td>Instructional Technology Coordinator</td>
</tr>
<tr>
<td></td>
<td>Building Principals</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Investigate and implement software to collect and analyze data in regards to the use of technology in the classroom.
- **2018-2019**—Include parents in the Technology District Leadership team to help create a long term instructional technology plan
- **2019-2020**—Utilize collected data to improve the use of instructional technology in the classroom
- **2019-2020**—Conduct ongoing meetings with the Technology District Leadership Team to continuously evaluate instructional technology and materials
- **2020-2021**—Continue discussion, evaluation and adjustment of the instructional technology plan with Technology District Leadership Team

ACTION PLAN 2

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facilitate STEM opportunities for students in grades K-5</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Director of Teaching and Learning</td>
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<tr>
<td></td>
<td>Instructional Technology Coordinator</td>
</tr>
<tr>
<td></td>
<td>Building Principals</td>
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</table>

**Targeted Completion Date (s)**

- **2018-2019**—Research different opportunities for K-5 students to experience different STEM in the classroom
- **2019-2020**—Develop a curriculum map to align STEM with the current curriculum and Common Core Standards
- **2019-2020**—Pilot STEM curriculum in a K-5 building
- **2020-2021**—Implement a STEM program in all K-5 classrooms

Strategic Plan 2018-2021
Goal Area #4

Technology

Ridgeland School District 122 will provide opportunities for students to critically think, communicate, collaborate, and create in order to develop skills needed to compete in the 21st Century.

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<tr>
<th>Description</th>
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<tbody>
<tr>
<td>Ensure a balance of technology and textbook usage in classroom</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>Director of Teaching and Learning</td>
</tr>
<tr>
<td></td>
<td>Instructional Technology Coordinator</td>
</tr>
<tr>
<td></td>
<td>Building Principals</td>
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</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2020**—Provide professional development opportunities for teachers and administrators to enhance knowledge and application of technology in the 21st Century classroom
- **2019-2020**—Provide community learning opportunities to understand the role of technology in the 21st Century classroom
- **2021-2020**—Continue to offer opportunities for teachers, administration and community members to discuss and learn about technology in the 21st Century classroom
Goal Area #5

**Communication**

Ridgeland School District 122 will engage the Oak Lawn, Chicago Ridge, and Bridgeview communities through effective communication and collaboration.

### ACTION PLAN 1

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
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<tbody>
<tr>
<td>Increase positive press</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>District and Building Level Administration</td>
</tr>
<tr>
<td></td>
<td>District Leadership Team</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Develop Facebook pages per school
- **2018-2019**—Continue use of Twitter and expand to all staff
- **2018-2019**—Continue to establish relationships with media outlets
- **2019-2020**—PD for staff on proper use and expectations for Facebook, Twitter and other social media outlets
- **2019-2020**—Increase Facebook pages or content per school (posts, pictures, etc.)
- **2019-2021**—Increase positive posts with a goal of two press releases per trimester per school
- **2020-2021**—Increase positive posts with a goal of 3 positive social media posts by each staff member

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<table>
<thead>
<tr>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Participate in the community</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>District and Building Level Administration</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Increase involvement in large community events, such as Rotary Club, Chamber of Commerce, Moraine Community College, Public Libraries, Arab American Family Services, Knights of Columbus, Lions Club, Advocate Hospital, Chicago Ridge Mall, etc. including PTA/PTO parents
- **2019-2021**—Explore opportunities for the Band to participate in local events
- **2020-2021**—Explore opportunities for the District to participate in local events

Strategic Plan 2018-2021
Goal Area #5

**Communication**

Ridgeland School District 122 will engage the Oak Lawn, Chicago Ridge, and Bridgeview communities through effective communication and collaboration.

**ACTION PLAN 3**

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
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</thead>
<tbody>
<tr>
<td>Provide networking opportunities for parents</td>
<td>Superintendent</td>
</tr>
<tr>
<td></td>
<td>District and Building Level Administration</td>
</tr>
<tr>
<td></td>
<td>District Leadership Team</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Provide communications in multiple languages (find company to do them)
- **2018-2019**—Provide translators for PTA, School Night events
- **2018-2019**—Increase the use of Gateway Language Service from staff
- **2018-2019**—Introduce use of Blackboard connect to administration and staff
- **2018-2019**—Develop a “welcome” program for parents new to the American school system
- **2019-2020**—Provide professional development for parents on the availability of Gateway Languages Services
- **2019-2020**—Increase positive parent communication by staff with or without use of Gateway Language Services
- **2019-2020**—Implement and increase usage of parent communication tool (Blackboard Connect)
- **2020-2021**—Develop iPads with google translate to office personnel to use with parents
- **2020-2021**—Create videos stored on iPads with explanation of the most important forms parents sign during registration
Goal Area #6

**Parent Opportunities**

Ridgeland School District 122 will develop and maintain relationships with parents as educational partners in their child’s learning.

### ACTION PLAN 1

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facilitate opportunities for parental involvement in the academic and classroom activities.</td>
<td>Superintendent District and Building Level Administration</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Expand on parent leadership opportunities in all district school buildings.
  - Utilize Partnership for Resilience to create parent leadership teams
  - Train parents on their roles in their respective buildings
  - Create a system where trained parents volunteer and work in the schools
- **2019-2021**—Continue and Monitor Parent Leadership Team

### ACTION PLAN 2

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
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</thead>
<tbody>
<tr>
<td>Provide English Language Learning classes for parents.</td>
<td>Superintendent District and Building Level Administration EL Coordinator</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2021**—Partner with private agencies or higher education institutions (GSU / Partnership for Resilience) to provide ESL classes for parents at multiple levels of English Language Learning and other parent needs.
Goal Area #6

**Parent Opportunities**

Ridgeland School District 122 will develop and maintain relationships with parents as educational partners in their child's learning.

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<tr>
<th>Description</th>
<th>Facilitator (s)</th>
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</thead>
<tbody>
<tr>
<td>Create parent leadership opportunities and seek out parent input in the district and school decision making process.</td>
<td>Superintendent District and Building Level Administration</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Expand on parent leadership opportunities in all district school buildings.
  - Utilize Partnership for Resilience to create parent leadership teams
  - Train parents on their roles in their respective buildings
  - Create a system where trained parents volunteer and work in the schools
- **2018-2019**—Invite parents to participate in the District Leadership Teams
- **2019-2020**—Facilitate parent leadership teams in each school building and assist with development of annual goals and projects

### ACTION PLAN 4

<table>
<thead>
<tr>
<th>Description</th>
<th>Facilitator (s)</th>
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</thead>
<tbody>
<tr>
<td>Training for parents to support students with academic and social emotional needs at home</td>
<td>Superintendent District and Building Level Administration</td>
</tr>
</tbody>
</table>

**Targeted Completion Date (s)**

- **2018-2019**—Expand Triple P opportunities for parent training in areas such as behavioral management and skill development including special education in Kindergarten
- **2019-2020**—Expand Triple P opportunities for parent training in areas such as behavioral management and skill development including special education for grades 1-2
- **2020-2021**—Expand Triple P opportunities for parent training in areas such as behavioral management and skill development including special education for grades 3-5

Strategic Plan 2018-2021
Ridgeland School District 122 would like to thank the following participants who assisted in developing the strategic plan for the 2018-2021 school years. This plan was developed with input from students, parents, staff, community members, and the Ridgeland 122 Board of Education. Input was collected via focus groups, surveys, and the strategic planning collaboration.

Amani Abassi, Simmons Middle School Parent
Nevien Abuzir, Simmons and Kolb School Parent
Malik, Adi, Simmons Middle School Student
Jennifer Aguiar, Columbus Manor Teacher
Abdallah Alsadeq, Simmons Middle School Student
Arley Alvarez, Simmons Middle School Student
Sayida Baste, Harnew School Speech Pathologist
Kristen Batkiewicz, Simmons Middle School Teacher
Anissa Beckon, Assistant to the Superintendent
Elizabeth Cain, Columbus Manor Teacher
Rebecca Chagnon, Simmons Middle School Teacher
Nabila Dahleh, Columbus Manor Teacher
Crystal DiFoggio, Columbus Manor Parent
Meghan Dougherty, Columbus Manor Principal
Kimberly Dykema, Lieb School Teacher
Shelby Dykstra, Simmons Middle School Student
Walla Eldosh, Simmons Middle School Student
Dominika Firek, Simmons Middle School Student
Susan Finn, Lieb School Teacher and Union President
Tracy Flood, Simmons Middle School Principal
Ann Francis, Simmons Middle School Teacher
Ashish Gandhi, Technology Coordinator
Anthony Gill, Harnew School Principal
Samantha Guerrero, Simmons Middle School Student
Mouna Haddad, Harnew School Parent
Emeen Hamad, Simmons Middle School Student
Nancy Havlin, Instructional Coach
Ashley Holland, Inst. Technology Coordinator
Diane Kelly, Kolb School Nurse
Amber Kenis, Band Director
Tina Kiziak, Columbus Manor Teacher
Rhonda Kulig, Lieb School Assistant Principal
Cathy Lattz, Director of Student Services

David Lis, Board of Education President
Sheri Maher, Director of Teaching and Learning
Thomas March, Board Member
Joseph Matise, Incoming Superintendent
Daniel McDermott, Kolb School Principal
Members of the Oak Lawn Community Partnership
Randa Mustafa, Simmons Middle School Student
Erin Neylon, Kolb School Teacher
Lorenzo Nevarez, EL Coordinator
Angelica Nieto, Simmons Middle School Student
Steve Niceforo, Board Member
Sherri O’Brien, Harnew School Parent
Douglass Ogarek, Assistant Superintendent of Finance
Alexandria Phillips-Burke, Lieb School Parent
Gregory Porod, Lieb School Principal
Pat Pulver, Board Member
Jeannie Reising, Board Member
Kimberly Russell, Harnew School
Diana Salihar, Lieb School Nurse
Adda Samhan, Parent
Esmeralda Serna, Simmons Middle School Student
Hunter Sheldon, Simmons Middle School Student
Natalie Sheldon, Lieb School Parent
Julie Shellberg, Superintendent
Kristen Stenzel, Kolb School Teacher
Kelly Szrajkowski, Harnew School Teacher
Ken Tesinsky, Simmons Middle School Parent
Terry Thibedeau, Columbus Manor Parent
Linda Wagner, Instructional Coach
Christine Wendt, Board of Education Vice President
Mia Wendt, Simmons Middle School Student
Norma Jean Werner, Board of Education Secretary
Ann Wessel, Simmons Middle School Parent
Ruan Wieszgac, Simmons Middle School Student