

# RIDGELAND SCHOOL DISTRICT



CHALLENGE  
+ CARE  
SUCCESS

## Strategic Plan 2018-2021

Board of Education Goals Staff **KOLB ALLSTARS**  
Communication Language Oak Lawn Future Empower  
**COLUMBUS MANOR MUSTANGS**  
Enrich Believe Encourage Support Learn Faculty  
Understanding Respect **LIEB EAGLES**  
Chicago Ridge Education Bridgeview Excel Parents  
**SIMMONS KNIGHTS** Learning  
Focus Share Curriculum Sense Trust Community  
Motivate Students **HARNEW HAWKS**

[www.ridgeland122.com](http://www.ridgeland122.com)

[#rsd122cares](https://twitter.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 but 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**

#### **Description**

#### **Facilitator (s)**

Implement Full day Kindergarten

Superintendent  
Assistant Superintendent of Finance  
Director of Teaching and Learning  
Building Principals

#### **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**

#### **Description**

#### **Facilitator (s)**

Expand Art and Music for students grades K-5

Superintendent  
Assistant Superintendent of Finance  
Director of Teaching and Learning  
Building Principals

#### **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 re-searching fine arts grants
- ◆ **2020-2021**—Full year of art and music for all students in K-5.

# 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**

#### **Description**

Build trauma sensitive schools including focusing on social emotional learning needs for all students.

#### **Facilitator (s)**

Superintendent  
Assistant Superintendent of Finance  
Director of Teaching and Learning  
Building Principals

#### **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**

#### **Description**

Continue meeting the academic needs of all students.  
Assistant Superintendent of Finance

#### **Facilitator (s)**

Superintendent  
Assistant Superintendent of Finance  
Director of Teaching and Learning  
EL Coordinator  
Building Principals

#### **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

# 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.

### **ACTION PLAN 1**

Description

Facilitator (s)

Maintain Fiscal Responsibility

Superintendent  
Asst. Supt. of Finance and Business

#### **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**

Description

Facilitator (s)

Continuously monitor class size in grades K-8

Superintendent  
Assistant Superintendent of Finance  
Building Principals

#### **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

# 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.

### **ACTION PLAN 3**

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#### Description

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#### Facilitator (s)

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Create a balanced and temperature controlled learning environment.

Superintendent  
Assistant Superintendent of Finance

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#### **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

#### Description

Facilitating training for all staff on the use of the AED, CPR, Concussion protocol, and bleed kits.

#### Facilitator (s)

Superintendent  
Assistant Superintendent of Finance  
Director of Teaching and Learning  
Building Principals

#### Targeted Completion Date (s)

- ◆ **2018-2020**—Facilitate training for all staff on the use of AED/CPR, Concussion Protocol and Bleed Kits
- ◆ **2018-2019**—Reconvene Concussion Protocol Team to discuss policy and procedures
- ◆ **2018-2019**—CPR/AED training working with community fire departments
- **2018-2019**—Bleed kit training for all staff completed by school nurses during inservice
- **2018-2019**—GCN Video to be completed by November on Concussions Protocol.
- **2019-2020**—Continue training all new staff on safety protocols including AED/CPR, Concussion, and Bleed Kits

### ACTION PLAN 2

#### Description

Evaluating the use of a visitor ID scanning system

#### Facilitator (s)

Superintendent  
Assistant Superintendent of Finance  
Building Principals

#### Targeted Completion Date (s)

- ◆ **2018-2019**—Begin Fall 18-19 research and survey area vendors and districts using visitor ID scanning systems.
- ◆ **2019-2020**—Fall 2019-Pilot visitor ID scanning system
- ◆ **2020-2021**—Possible implementation of visitor ID scanning system

# Goal Area #3



## Safety

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

### ACTION PLAN 3

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#### Description

#### Facilitator (s)

Explore the use of an onsite safety officer

Superintendent  
Assistant Superintendent of Finance  
Building Principals

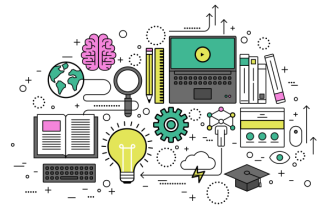
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#### Targeted Completion Date (s)

- ◆ **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
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# 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

| Description                         | Facilitator (s)  |
|-------------------------------------|--|
| Develop a long term technology plan | Superintendent<br>Director of Teaching and Learning<br>Technology Coordinator<br>Instructional Technology Coordinator<br>Building Principals |

#### 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

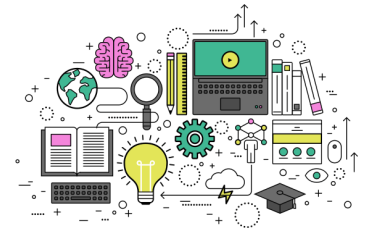
| Description  | Facilitator (s)  |
|--|--|
| Facilitate STEM opportunities for students in grades K-5 | Superintendent<br>Director of Teaching and Learning<br>Instructional Technology Coordinator<br>Building Principals |

#### 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

# 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 3

#### Description

Ensure a balance of technology and textbook usage in classroom

#### Facilitator (s)

Superintendent  
Director of Teaching and Learning  
Instructional Technology Coordinator  
Building Principals

#### 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

| Description             | Facilitator (s)  |
|-------------------------|--|
| Increase positive press | Superintendent<br>District and Building Level Administration<br>District Leadership Team |

#### 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

### ACTION PLAN 2

| Description                  | Facilitator (s)  |
|------------------------------|--|
| Participate in the community | Superintendent<br>District and Building Level Administration |

#### 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

# 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**

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#### Description

#### Facilitator (s)

Provide networking opportunities for parents

Superintendent  
District and Building Level Administration  
District Leadership Team

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#### **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

#### Description

#### Facilitator (s)

Facilitate opportunities for parental involvement in the academic and classroom activities.

Superintendent  
District and Building Level Administration

#### 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

#### Description

#### Facilitator (s)

Provide English Language Learning classes for parents.

Superintendent  
District and Building Level Administration  
EL Coordinator

#### 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.

### ACTION PLAN 3

#### Description

#### Facilitator (s)

Create parent leadership opportunities and seek out parent input in the district and school decision making process.

Superintendent  
District and Building Level Administration

#### 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

#### Description

#### Facilitator (s)

Training for parents to support students with academic and social emotional needs at home

Superintendent  
District and Building Level Administration

#### 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 of such as behavioral management and skill development including special education for grades 3-5

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  
**Douglas 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 Swajkowski**, 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