



West Northfield School District 31
Strategic Plan ACTION PLAN - FY22
FY22-FY26

MID YEAR UPDATE

KEY: On Track Status Pending Behind Schedule At Risk Discontinued Completed

Goal 2: SUPPORTIVE LEARNING ENVIRONMENT District 31 will foster a healthy climate and culture that creates an environment where rigorous, relevant, engaging and equitable learning experiences meet the needs of all learners.

Strategy 4 Leader: Asst. Supt. of C&I/ Assistant Principals	We will implement specific district-wide structures, processes, monitoring tools, and expectations for student goal setting. - Action 1: Gather baseline data to determine goal setting, processes and tools already being utilized in District 31. Aligned with SPED, Curriculum and Equity Audit. Sept Jan End - Deliverables/Indicators: Summary data, recommendations for next steps and pilot possibilities	Strategy Team Members: Coordinators, General Education and Special Education Teachers Update: January/June
Strategy 4 January Update	After a review of best practices with student goal setting with elementary and middle school-aged students was conducted, a staff survey was developed to gauge current implementation of goal setting. Staff will take the survey during the January 24 staff meeting. The survey data will then be analyzed and used to develop recommendations for next steps.	
Strategy 4 Summer Update		
Strategy 5 Leader: Asst. Supt. of C&I/ Principals	We will create innovative opportunities for student-centered learning that ensures engagement and agency (student voice and choice) through exploration of their passions and interactions with problem-based, real-world applications. - Action 1: An age appropriate student advocacy and advisory group will be developed in each building (focus on learning, school environment, equity). Aligned with SPED, Curriculum and Equity Audit. Sept Jan End - Deliverables/Indicators: Student feedback, agendas/meeting schedules, group charters	Strategy Team Members: SLT and Staff Update: January/June
Strategy 5 January Update	At Field, Dr. Miller and Mr. Cooper met with Mrs. Jill Engel of the CEC on December 16 to discuss the creation of a Field Student Advisory Committee. The charter outline includes, purpose statement, number of student representatives, member roles and responsibilities, application process, and regular and annual agenda items. This charter will be finalized on March 1, with a presentation to the current 6th and 7th grade students in April and a presentation to incoming 6th grade students in May. At Winkelman, Mrs. Wolverton met with Erin Kranz in January to brainstorm around the idea of organizing an inclusion club at Winkelman. The idea would include student leaders being trained to use inclusionary strategies with others, build authentic friendships through team building activities. The goal would be to include students who feel left out or like they don't have friends. They would also focus on students who feel excluded and students with disabilities, new students and EL students.	
Strategy 5 Summer Update		



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Strategy 6 Leader: Asst. Supt. of Std Svcs/ Principals	We will foster a sense of belonging to address diversity, equity and inclusion across all settings. - Action 1: Provide foundational and systematic professional development on equity and inclusion. Aligned with Equity Audit and SPED audit. Sept Jan End - Indicators/Deliverables: Monthly inclusion videos emailed and housed on Student Supports website, agendas, professional development schedule with opportunities for stakeholders - Action 2: Creation of an equity leadership committee composed of staff and parents with an initial goal of developing an actionable equity plan for FY23 and to monitor equity audit. Aligned with Equity Audit. Sept Jan End - Indicators/Deliverables: Agendas, action plan - Action 3: Build connections between curriculum/instruction and college and careers. Aligned with SPED and Equity Audit. Sept Jan End - Deliverables/Indicators: Environmental artifacts that reinforce college and career readiness such as staff involvement in advocating for college/careers, bulletin boards, etc., development of a focused long term plan	Strategy Team Members: EL Coordinator, TrueNorth Instructional Coach, Grade level teams Update: January/June
Strategy 6 January Update	Action 1 and Action 2 Various administrators have reached out to and/or met with ten different organizations throughout the summer and fall that were referred to us as individuals that could support equity work in schools. The purpose in reaching out to these individuals or organizations was to seek a partnership to support implementation of the findings of the equity audit, including professional development and creation of an equity leadership team. In some cases the organization was not able to support districts this school year or were not able to provide local support. In other instances, they provided a multi-year proposal which may not allow the district the flexibility to meet oncoming needs. Even though we did not find a supporting organization to assist District 31 this year, the intent is still to gather a committee of parents and staff to begin discussions about needs and next steps to build a longer term plan. The August professional development featured Dr. Alex McNeece, who discussed “Equity through Culture.” The March institute day will feature keynote speaker Mr. Larry Bell who will work with staff to establish a common definition of equity and identify ways it translates into teaching and learning practices. In December an equity book study cohort was launched for interested staff. In addition, an inclusion focus was added to our parent and staff professional development with weekly emails and/or videos to highlight strategies to be more inclusive. Action 3 At Field, a career interests bulletin board in a visible location was developed to inform students about possible career opportunities in different fields of study. Students in ELA classes are updating the bulletin board on a monthly basis with job descriptions and other important information about each field of study. In addition, la Kahoot summarizing the bulletin board is played the last Friday of the month during all lunch periods. In addition, Mr. Cooper met with a committee of teachers on 11/29 to create a bell schedule and format for a Career Day that will take place after IAR testing. More follow up meetings are scheduled over the next 3 months At Winkelman, our school leadership team recently purchased the book, <u>NEU Bootcamp</u> by Damon Lopez and <u>College Conversations</u> by Emily M. Devor and Sarah O’Connor. Both books will be used as a resource to support our college and career planning goals. Both of these books support our building goals	



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	in the areas of intervention, data management, collaboration, assessments, and college and career readiness. During the February school leadership team meeting, we will develop an action plan to begin this work. Our brainstorming session during the January SLT meeting included a discussion about organizing a “growth parade” for students at the conclusion of the second and third trimesters.
Strategy 6 Summer Update	

Goal 4: FAMILY AND COMMUNITY PARTNERSHIPS District 31 will build strong relationships and collaborate with families and the community to support the education, well-being, growth and development of the whole child.

Strategy 9 Leader: Superintendent/ Asst. Supt. of Std Svcs	We will empower families as active partners in supporting and improving student learning in meaningful ways. - Action 1: Develop a parent/staff action committee to gather feedback and plan for partnership opportunities. Aligned with EL, SPED and Equity Audit. Sept Jan End - Deliverables/Indicators: Agendas, minutes, survey results, FY23 plan	Strategy Team Members: Manager of Communications, PTO leader, BPAC and Special Ed Advisory Leader, and other staff and parents Update: January/June
Strategy 9 January Update	The goal for this year was to establish a parent/staff action committee by the end of the year to gather feedback and plan for action opportunities. The plan was geared to start after winter break. The intent is to begin advertising for committee members at the end of January/beginning of February and begin meeting in February/March in order to begin brainstorming and organizing for summer/FY23.	
Strategy 9 Summer Update		
Strategy 10 Leader: Superintendent/ Asst. Supt. of Std Svcs	We will develop reciprocal partnerships by sharing resources, engaging all families, collecting feedback, and providing professional learning. - Action 1: Develop parent education series and enhanced online resource library in collaboration with community partners. Aligned with EL, SPED, and Equity Audit Sept Jan End - Deliverable/Indicators: Calendar of events, community partner archive - Action 2: Improve communication with parents via an updated website Sept Jan End - Deliverables/Indicators: launched website, feedback loops (ex surveys, focus groups)	Strategy Team Members: Manager of Communications, PTO leader, BPAC and Special Ed Advisory Leader Update: January/June
Strategy 10 January Update	Action 1: The goal for this school year was to develop a parent education series and enhanced online resource library in collaboration with community partners. We have worked with our neighboring school districts, as well as CATCH for some of our parent seduction opportunities. In addition, we developed	



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	a calendar of activities in the fall of live (and recordings posted” activities for parents. Unfortunately, attendance was low and most of these education opportunities and we have moved to a registration system to ensure that there is an audience. However, a parent education professional development calendar was developed and distributed and the library of virtual resources. An inclusion video series was established with one of our True North partners. The Educator video series has had 154 total views, while our parent series has had 78 total views. The most viewed videos were about services in the district, Executive Functioning, and ADHD. You can view our parent education resources here. Our current active community partner list is here. Action 2: Our goal has been to launch a new website for the start of the next school year. We currently have a contract with our current provider and we could upgrade with them. However, our current provider does not have the robust language capabilities in our target language that another website provider has. The actual look of the website could be fine with either company. However, given our population, we would like to upgrade with a company that can translate in our target languages. We have been going back and forth for the last 8 weeks to determine if there is any way we could get out of our contract with minimal penalties so we can make sure we are using the most robust translation services available for our families.
Strategy 10 Summer Update	