

# **Oakwood CUSD #76 Strategic Plan**

**School Years 2007 – 2012**

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## **School Years 2007 – 2012**

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The purpose of creating the strategic plan was to:

- Serve as a blueprint for the district for the next five years.
- Provide tangible short- and long-term goals for the school district.
- Give the board of education a sense of what staff, administration, and the community see as the needs of our school district.

The board began holding an annual planning retreat in 2004. From these retreats, they recognized the need for district-wide goals for planning and decision-making. They began work in 2005 to start on the process of setting those goals and began the strategic planning process in the fall of 2006.

The board identified major areas of concern and committees were developed for each area. It was the responsibility of the committees to develop objectives, action plans, timelines and identify responsible individuals. The board finalized and adopted the plan at the September meeting.

There were four areas of concern identified in the strategic plan. They were:

- Facilities and Grounds
- Curriculum and Instruction
- Staffing
- Technology

The committee co-chairs and members were:

- Facilities and Grounds - Tim Lee and Dale Wise
  - Members: Tom Durbin, Darrin Fletcher, Kim Rutledge, Chad Sprague, Tom Turner, Terri Wells, and Ray Wittmann
- Curriculum and Instruction - Michelle Kimbro, Kammie Richter, and Betsy Vacketta
  - Members: Kim Huchel, Brenda Ludwig, Brandi Norton, Vicki Trask, Terri White, and Greg Wolfe
- Staffing - William Taylor and Alan Miller
  - Members: Terri Childress, Debbie Clow, LuAnn Grimm, Suzie Kitchens, and Mary Reik
- Technology - Sterling Montgomery and David Calkins
  - Members: Denise Barr, Karen Grove, Wesley Miller, and Brad Trankina

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Facilities Committee

**AREA OF CONCERN: Appearance of buildings**

**GOAL: Give the visitors/users a more inviting facility**

Priority	Objective	Action Plans	Timeline	
1	General appearance maintenance – all buildings (especially Oakwood Junior High School)	• Determine why some general maintenance is not being completed	2007-08 <b>Accomplished</b>	Prin
		• Study custodial staffing needs	2007-08 <b>in progress</b>	Adm
2	Upgrade paint-Oakwood Junior High School	• Paint classrooms similar to southeast classroom which has some color (purple)	2009-2010 <b>in Progress</b>	Prin
3	Formation of long-range facilities planning committee	• Identify individuals who will serve on committee	March 2008	Sup
		• Establish time table/committee objectives	August 2008	Com
		• Committee meets regularly and reports annually to the Board	Begin Sept. 2008	Com Adm

### BENEFITS:

- Buildings will not need major repairs due to lack of continual maintenance
- Students and teachers will have a better facility to learn and educate

**PROJECTED COST: \$5,000 to \$50,000**

<p align="center"><b>OAKWOOD CUSD #76 STRATEGIC PLAN</b></p> <p align="center"><b>Facilities Committee</b></p>
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**AREA OF CONCERN: Learning environment in the classroom**

**GOAL: Upgrade classroom technologies**

Priority	Objective	Action Plans	Time
1	Allow an entire class to use the computers at Oakwood Junior High School	<ul style="list-style-type: none"> <li>Study layout of library and devise a plan for remodeling that will increase computer space</li> </ul>	2007-0 Accomp Sept. 20
2	H/C access to Home Ec. Area and storage at Oakwood High School	<ul style="list-style-type: none"> <li>Enclose courtyard to add two classrooms &amp; general storage</li> </ul>	2009-1
3	Computer and Science room upgrades/Oakwood High School	<ul style="list-style-type: none"> <li>Revise existing rooms for safety and technology</li> </ul>	2009-1
4	Involve District Architect in upgrade process	<ul style="list-style-type: none"> <li>Architect develops schematics and recommendations of how to proceed</li> </ul>	January 2008 In progr

**BENEFITS:**

- Better use of limited facility space
- Safer facility and upgrading for today's technology

**PROJECTED COST: \$12,000 to \$355,000**

<p align="center"><b>OAKWOOD CUSD #76 STRATEGIC PLAN</b></p> <p align="center"><b>Facilities Committee</b></p>
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**AREA OF CONCERN: Building safety & security**

**GOAL: To make each building a secure learning environment**

Priority	Objective	Action Plans	Timeline
1	Secure doors during a lockdown at Oakwood Junior High School, Oakwood High School, and Oakwood Grade School	<ul style="list-style-type: none"> <li>Add exterior and interior locksets on doors</li> <li>Magnetic Lock/Entry System at all 3 schools</li> </ul>	July 2020
2	Kitchen safety at Oakwood High School	<ul style="list-style-type: none"> <li>Upgrade kitchen equipment and ventilation</li> </ul>	2020-2021
3	Window replacement at Oakwood Junior High School and Oakwood High School	<ul style="list-style-type: none"> <li>Replace/remodel window openings for security and energy usage</li> </ul>	2021-2022

**BENEFITS:**

- Safety and security for our students
- Safety and new equipment for our employees
- Lower energy usage

**PROJECTED COST: \$25,000 to \$400,000**

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Facilities Committee

**AREA OF CONCERN:** General building changes due to age of facility

**GOAL:** Upgrade facility to stay ahead of future maintenance

Priority	Objective	Action Plans	T
1	Electrical upgrade at Oakwood High School	<ul style="list-style-type: none"> <li>Add outlets/upgrade power feeds throughout entire building</li> </ul>	20 In
2	Plumbing upgrades at Oakwood Grade School	<ul style="list-style-type: none"> <li>Modernize restrooms in older areas</li> <li>Add / replace water fountains in older areas</li> </ul>	20 20
3	Electrical upgrade at Oakwood Grade School	<ul style="list-style-type: none"> <li>Add outlets in older areas</li> </ul>	20
4	Create more storage at Oakwood Grade School/Oakwood High School	<ul style="list-style-type: none"> <li>Add storage closets in older classrooms</li> </ul>	20

### BENEFITS:

- Convenient and safer power supply
- More accessible and modern restrooms
- More storage for teachers

**PROJECTED COST:** \$10,000 to \$200,000

<b>OAKWOOD CUSD #76 STRATEGIC PLAN</b> <b>Facilities Committee</b>
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**AREA OF CONCERN: Athletic facilities**

**GOAL: Provide fields & support facilities with current locations**

Priority	Objective	Action Plans	Timeline
1	Upgrade restrooms at Oakwood High School football field	• Add H/C restrooms to concession stand	2008
2	Maintain gym floor at Oakwood High School	• Refinish surface of Oakwood High School gym floor	2008 Accomplished
3	Centralize athletic facilities	• Acquire more land	2010

**BENEFITS:**

- Cleaner and better restrooms for football games
- Better athletic facilities for student athletes and spectators

**PROJECTED COST: \$5,000 to \$300,000**

<p align="center"><b>OAKWOOD CUSD #76 STRATEGIC PLAN</b></p> <p align="center"><b>Facilities Committee</b></p>
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**AREA OF CONCERN:** Facility age & near future upgrades needed

**GOAL:** Provide new centralized with athletic facilities

Priority	Objective	Action Plans	T
1	Land acquisition	<ul style="list-style-type: none"> <li>Create a committee to research location &amp; feasibility</li> </ul>	20
2	Build a 6-12 facility	<ul style="list-style-type: none"> <li>Hire an architect to assist in cost estimate &amp; feasibility study, gain community support, &amp; build for the future</li> </ul>	20

**BENEFITS:**

- Secure future of our district and better opportunities for our children
- Possible growth potential of our community

**PROJECTED COST:** \$15,000,000 to \$30,000,000



# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** Lack of teachers attending conferences

**GOAL:** All teachers should be required to attend at least one conference in their teaching area.

Priority	Objective	Action Plans	Timeline
1	Get more teachers to conferences in their academic area.	<ul style="list-style-type: none"> <li>Give teachers choices about some of the different conferences that are out there.</li> <li>Watch for workshops from ROE</li> <li>Principals need to select teams of teachers to attend conferences that can directly impact the quality of education in their building.</li> </ul>	Fall Acc On- Initi
2	Staff Development will be a District priority.	<ul style="list-style-type: none"> <li>Encourage administrators to send teams to worthwhile conferences</li> <li>Encourage teachers to share their ideas with other teachers in the building/district.</li> </ul>	Fall Acc In-I

### BENEFITS:

- Teachers will be informed of new teaching methods.
- Teachers will be able to network with other teachers.
- Teachers will be rejuvenated when they attend conferences excited about ways to improve education.

**PROJECTED COST:** Additional Funds will be allocated as determined to be necessary.

## OAKWOOD CUSD #76 STRATEGIC PLAN

### Curriculum & Instruction

**AREA OF CONCERN:** The district lacks personnel to see that curriculum & instruction, grant writing, staff development, and testing are a priority.

**GOAL:** Hire a person that will coordinate the curriculum, write grants, find conferences for teachers, and be responsible for testing and analyzing scores.

Priority	Objective	Action Plans	Timeline
1	Create a new position that would coordinate curriculum, serve as district grant writer, oversee staff development, and act as director of testing, as well as additional administrative duties.  <u>Accomplished</u>	● Research compensation and job description of similar positions in similar-sized districts	Sept 2007 Janu
		● Establish job description and compensation package for new position	Janu
		● Post position on job sites and in-district	Janu
		● Screen applicants and conduct interviews	Jan-I
		● Board approves employment of person to fill new position	Mar
		● Curriculum Coordinator begins work	July In Pr

#### **BENEFITS:**

- The curriculum will be aligned.
- Teachers will be assisted with their curriculum problems.
- Grade level teachers will have someone to unify their curriculum.
- The district will have the opportunity to gain new monies through grants.
- Teachers will be informed about area conferences.
- Principals will be assisted in providing staff development (conferences, workshops, speakers, in-house training, etc.) to the teachers and staff.

## **OAKWOOD CUSD #76 STRATEGIC PLAN**

### **Curriculum & Instruction**

**AREA OF CONCERN:** The district lacks personnel to see that curriculum & instruction, grant writing, staff development, and testing are a priority.

**GOAL:** Hire a person that will coordinate the curriculum, write grants, find conferences for teachers, and be responsible for testing and analyzing scores.

#### **Benefits (Continued)**

- Principals will have someone to coordinate testing throughout the district
- Testing results will be analyzed throughout the entire district
- Principals will have assistance with teacher evaluations

**PROJECTED COST: \$45,000 - \$55,000 (10 month Contract) Actual: \$57,500 for 10 months**

- Applicant must have a Master's Degree and Type 75 Certificate.

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN: Lack of resources available for classrooms**

**GOAL: Have funds available for teachers throughout the year to aid them in the classrooms**

Priority	Objective	Action Plans	Timeline
1	Best use of financial resources for instructional supplies	<ul style="list-style-type: none"> <li>Apply for grants to be used for educational materials.</li> <li>Set up guidelines on how to go about ordering needed instructional supplies.</li> </ul>	Fall In Progress In Progress

### **BENEFITS:**

- Teachers will be able to enhance their lesson with supplemental items.
- Students who are having trouble comprehending a concept will benefit from additional resources.
- Teachers will be able to purchase items that they need throughout the school year instead of before summer break.

### **PROJECTED COST: ?**

- Teachers will have to fill out a purchase order and rationale for the item(s).
- Principals would need to sign off on all purchases.
- Principals will communicate with each staff member in the Spring about their anticipated supply needs for the upcoming Fall, in advance of developing the budget.
- Principals will communicate accurately to staff as to the district resources that are available during the school year.

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** Not enough Saxon Math books

**GOAL:** Saxon Math should be purchased for grades K-2

Priority	Objective	Action Plans	Timeline
1	Attention to improving math skills at the K-2 Level  <b>Accomplished 2007-2008</b>	• Research cost of textbooks	Fall Acc
		• Meet with grade level to see what manipulatives need to be purchased	Fall Acc
		• Research cost of manipulatives	Fall Acc
		• Make a proposal and submit it to the principal and school board.	Acc Fall
		• Purchase textbooks and manipulatives	Spr Acc
		• If cost is not in the budget, add one grade level per year.	Spr Acc

### BENEFITS:

- Saxon provides hands-on activities.
- Saxon uses repetition to reinforce concepts.
- Current math textbooks are outdated.
- Old series is too repetitive.
- Saxon comes with ready-made lesson – no photocopying required.
- Saxon provides a stable foundation in math.

**PROJECTED COST:** \$11,640 (See next page for detailed list)

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** Not enough Saxon Math books

**GOAL:** Saxon Math should be purchased for grades K-2

ty	Title	ISBN	Cost Per Item	Total Cost
	Saxon Math K 2nd Edition 24 Student Kit	1591412935	\$620	\$1,860
	Saxon Math K 2nd Edition 24 Student Refill	1591412951	\$314	\$314
	Saxon Math K 2nd Edition Manipulative Kit	1591413125	\$410	\$1,640
			<b>TOTAL</b>	<b>\$3,814</b>
	Saxon Math 1 - 2nd Edition: 24 Student Kit	1565770927	\$676	\$2,028
	Saxon Math 1 2nd Edition 24 Student Refill	1565770943	\$564	\$564
	Saxon Math 1 2nd Edition Manipulative Kit	1565772865	\$440	\$1,760
			<b>TOTAL</b>	<b>\$4,352</b>
	Saxon Math 2 2nd Edition 24 Student Kit	156577096X	\$698	\$2,094
	Saxon Math 2 2nd Edition 24 Student Refill	1565770986	\$564	\$564
	Saxon Math 2 2nd Edition Overhead Transparencies & Manipulatives	156577132X	\$204	\$816
			<b>TOTAL</b>	<b>\$3,474</b>
				<b>\$11,640</b>

**\* These materials can be purchased in phases or all at once. Accomplished  
Fall 2007**

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** Different textbooks series throughout the district

**GOAL:** More consistency in textbooks in English, Math, Science, and Social Studies

Priority	Objective	Action Plans	Timeline
1	Textbooks need to be selected with more thought	<ul style="list-style-type: none"> <li>A textbook committee needs to be formed for each core curriculum area</li> </ul>	Fall In Progress
		<ul style="list-style-type: none"> <li>Many sample textbooks need to be acquired and reviewed by the committees</li> </ul>	Spring In Progress some
		<ul style="list-style-type: none"> <li>Make sure textbooks meet the requirements for each grade level and coincide with the Illinois Learning Standards</li> </ul>	Spring In Progress on-going
		<ul style="list-style-type: none"> <li>Teachers will work together to find the best textbook for our district</li> </ul>	Fall in-progress on-going
2	Textbooks need to be purchased <b>Initiated and on-going</b>	<ul style="list-style-type: none"> <li>Research cost of textbooks and accessories</li> </ul>	Spring
		<ul style="list-style-type: none"> <li>Do a few grades/subjects each year</li> </ul>	Spring

### BENEFITS:

- By purchasing textbooks with the same publisher, there will be less repetition at each grade level.
- Students will have the same basic textbook style year after year which will offer a sense of continuity.

**PROJECTED COST:** None

## OAKWOOD CUSD #76 STRATEGIC PLAN

### Curriculum & Instruction

**AREA OF CONCERN:** Kindergarteners not ready for 1<sup>st</sup> Grade

**GOAL:** Transitional 1<sup>st</sup> Grade Program

Priority	Objective	Action Plans	Timeline
1	To have a class for K students who are not low enough to repeat K, but have not successfully met the 1 <sup>st</sup> grade requirements	<ul style="list-style-type: none"> <li>Allow 1<sup>st</sup> grade, K teachers and administrators to meet so there is a guideline of skills that the 1<sup>st</sup> grade teachers feel the K students need to have to make a successful transition</li> </ul>	Fall 2018
		<ul style="list-style-type: none"> <li>Collect data from other schools who offer a similar program</li> </ul>	Fall 2018
		<ul style="list-style-type: none"> <li>K-1<sup>st</sup> grade teachers time to meet to discuss impact of such a program.</li> </ul>	Fall 2018
		<ul style="list-style-type: none"> <li>Classroom needs to be made available for the Transition 1<sup>st</sup> grade class.</li> </ul>	Fall 2018
		<ul style="list-style-type: none"> <li>Extra Teacher may be hired, depending on class size</li> </ul>	Fall 2018
		<ul style="list-style-type: none"> <li>Consider hiring and aide to help with the class</li> </ul>	Fall 2018
		<ul style="list-style-type: none"> <li>Create an assessment that would evaluate the transitional 1<sup>st</sup> graders to see if they are ready for 2<sup>nd</sup> grade or need to go through regular 1<sup>st</sup> grade</li> </ul>	Spring 2019

#### **BENEFITS:**

- Students will be better prepared for school with a solid foundation.
- Students will the help they need in order to succeed.
- Students will not fall behind when they get to 2<sup>nd</sup> and 3<sup>rd</sup> grade.
- Students will achieve more with that extra help.

## OAKWOOD CUSD #76 STRATEGIC PLAN

### Curriculum & Instruction

**AREA OF CONCERN:** Kindergarteners not ready for 1<sup>st</sup> Grade

**GOAL:** Transitional 1<sup>st</sup> Grade Program

#### **PROJECTED COST:**



- If enrollment is under 75 students at the 1<sup>st</sup> grade level, none.
- If enrollment is over 75 students at the 1<sup>st</sup> grade level, the personnel cost for a full-time teacher and classroom assistant.
- The class size for a Transitional 1<sup>st</sup> Grade class should not be over 12 students. This will allow for more individualized instruction.
- The three remaining classes should not exceed 24 students in each.

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** We do not know the weak areas in our curriculum.

**GOAL:** Find ways to identify our weak areas so that changes can be implemented.

Priority	Objective	Action Plans	Time
1	Identify weaknesses through curriculum mapping	<ul style="list-style-type: none"> <li>Teachers must complete their curriculum guides.</li> </ul>	Spring In Progress
		<ul style="list-style-type: none"> <li>Teachers must complete the curriculum mapping for English, Math, Science, and Social Studies</li> </ul>	Spring In Progress
		<ul style="list-style-type: none"> <li>All curriculum mapping portfolios should be collected and analyzed to find gaps</li> </ul>	Spring In Progress
		<ul style="list-style-type: none"> <li>Someone needs to be appointed (and compensated) for the analysis of data</li> </ul>	Spring
2	Identify weaknesses through standardized test scores	<ul style="list-style-type: none"> <li>When test results are returned, the information needs to be examined to determine where improvement needs to be made</li> </ul>	Fall 20 In Progress
		<ul style="list-style-type: none"> <li>Changes need to be implemented to improve test scores for the following year</li> </ul>	Fall 20 In Progress
3	Identify weaknesses through classroom assessment	<ul style="list-style-type: none"> <li>Teachers should test frequently to assess student achievement</li> </ul>	Fall 20 In Progress
		<ul style="list-style-type: none"> <li>Teachers should re-teach information that students do not fully understand</li> </ul>	Fall 20 In Progress
4	Identify weakness through communication between grade level/subject area teachers	<ul style="list-style-type: none"> <li>Teachers need time to meet with other teachers to discuss what is being taught the grade level before and after.</li> </ul>	Spring In Progress
		<ul style="list-style-type: none"> <li>Teachers need to meet to identify weak areas they are seeing in their classrooms.</li> </ul>	Spring In Progress

<p style="text-align: center;"><b>OAKWOOD CUSD #76 STRATEGIC PLAN</b> <b>Curriculum &amp; Instruction</b></p>
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**AREA OF CONCERN:** We do not know the weak areas in our curriculum.

**GOAL:** Find ways to identify our weak areas so that changes can be implemented.

**BENEFITS:**

- Students will achieve higher test scores.
- Students will receive a better education.
- Teachers can work to close the gaps.
- Teachers can work in teams to develop strategies to eliminate weak areas.

**PROJECTED COST:** None

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** Lack of writing at each grade level.

**GOAL:** More writing at all subject areas/grade levels.

Priority	Objective	Action Plans	Timeline
1	Teachers at all grade levels should incorporate writing into their curriculum	<ul style="list-style-type: none"> <li>Teachers need to attend writing workshops to help with the implementation and return to share results with other colleagues.</li> </ul>	Fall 2018 In Progress
		<ul style="list-style-type: none"> <li>Daily writing assignments across the curriculum need to be added.</li> </ul>	Fall 2018 In Progress
		<ul style="list-style-type: none"> <li>A variety of writing methods need to be taught in Language Arts/English classes.</li> </ul>	Fall 2018 In Progress
		<ul style="list-style-type: none"> <li>Frequent practice for students.</li> </ul>	Fall 2018 In Progress
		<ul style="list-style-type: none"> <li>Implement a consistent method of teaching throughout the district.</li> </ul>	Spring 2019
		<ul style="list-style-type: none"> <li>Set aside a block of time for writing.</li> </ul>	Fall 2018
		<ul style="list-style-type: none"> <li>Implement student writing portfolios across the grade levels, that will accompany each student through their years in the Oakwood CUSD #76</li> </ul>	Fall 2018

### BENEFITS:

- Students will take what they have learned and apply it to the writing section of standardized tests.
- Students will do better on writing assignments for all classes.
- Students will be able to function well in the future (college, workplace, etc.)
- Test scores will improve.

**PROJECTED COST:** None

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** Lack of communication between grade level and subject matter teachers

**GOAL:** Increase communication at all levels

Priority	Objective	Action Plans	Timeline
1	Schedule time for teachers to meet during workshop/11:30 dismissal days	<ul style="list-style-type: none"> <li>Allot a specific time for teachers to meet in subject areas/grade levels</li> </ul>	Spring Accomplished
		<ul style="list-style-type: none"> <li>Create an agenda for teachers to discuss during their allotted time</li> </ul>	Spring Accomplished
2	Team leaders needed for grade levels/subject areas are appointed and rotated yearly	<ul style="list-style-type: none"> <li>One person should be responsible for taking notes, gathering information, and running the meeting</li> </ul>	Fall
3	Align goals and objectives as a team in order to have a structured flow K-12	<ul style="list-style-type: none"> <li>Teachers need to use this time to finish the curriculum guides and curriculum mapping</li> </ul>	Spring In Progress
		<ul style="list-style-type: none"> <li>Teachers also need to meet with other teachers in the grade levels above and below to make sure there is a smooth transition between levels</li> </ul>	Fall in progress

### BENEFITS:

- Teachers will be able to share new ideas.
- Teachers will be able to discuss what is working and not working in the classroom.
- Teachers can plan lessons together.

**PROJECTED COST:** None

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN:** Lack of curriculum guides throughout the district

**GOAL:** All curriculum guides should be completed and updated yearly

Priority	Objective	Action Plans	Timeline
1	All teachers need to complete the curriculum guides	<ul style="list-style-type: none"> <li>All teachers at each grade level will be give release time to meet to finish curriculum guides.</li> </ul>	Spring
		<ul style="list-style-type: none"> <li>Teachers at each grade level will meet together in the Oakwood Grade School Conference Room or Oakwood Library Meeting Room to work on the curriculum guides/mapping.</li> </ul>	Spring
		<ul style="list-style-type: none"> <li>Subs will be hired to give these teachers the release time they need.</li> </ul>	Spring
		<ul style="list-style-type: none"> <li>Guides should be printed, labeled, and stored in the individual classrooms and school library</li> </ul>	Spring

### BENEFITS:

- These guides will aid in completing the curriculum mapping for the district.
- New teachers will use these guides to help as a roadmap.
- Guides will be used to collect information to help improve test scores.

### PROJECTED COST: Up to \$2,500

- Release time of one day for up to 28 teachers plus \$400 to cover the cost of an additional ½ day/full day for some teachers

# OAKWOOD CUSD #76 STRATEGIC PLAN

## Curriculum & Instruction

**AREA OF CONCERN: Lack of Parent Involvement**

**GOAL: Increase Communication between School and Parents**

Priority	Objective	Action Plans	Timeline
1	Make parents feel welcome in the schools	• Incorporate Student-Led Conferences at Oakwood Grade School	Spring
		• Invite parents to the classroom to assist with Accelerated Reader program	Fall In Progress
		• Continue programs like SWAP (Students With Active Parents) Day at the high school and Open House at the junior high	Fall In Progress
		• Make Open House more interactive with the parents – presentation of what is expected	Fall
2	Keep parents informed	• Send home newsletters	Fall In Progress
		• Update website with current happenings in each building	Fall On Track
3	Give parents a voice	• Invite parents to serve on committees	Fall accomplished
		• Utilize the expertise of parents in the community (art classes, careers, writers, etc.)	Fall accomplished

### BENEFITS:

- Parents will feel more comfortable in the school buildings.
- Parents will see the importance of education.
- Parents will become more involved in their students' education.
- Open House at the grade school will have better attendance if students feel that they are missing
- football/cheerleading practice.

<p style="text-align: center;"><b>OAKWOOD CUSD #76 STRATEGIC PLAN</b> <b>Curriculum &amp; Instruction</b></p>
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**AREA OF CONCERN: Lack of Parent Involvement**

**GOAL: Increase Communication between School and Parents**

**PROJECTED COST: \$1,000**

- \$25 per classroom including nurse, social working, special education, etc.
- This money will be used by teachers to make their classrooms more inviting for the parents during Open House. They may use it on cookies, punch, clipboards for student lead conferences, programs, banners, etc.
- Teachers will be required to turn in receipts and be reimbursed up to \$25.



# OAKWOOD CUSD #76 STRATEGIC PLAN

## Staffing

### AREA OF CONCERN: Staffing

**GOAL: To identify, recruit, hire, and retain effective highly qualified teachers in every grade level**

Objective	Action Plans	Timeline	Responsibility
Improve recruitment of new members	<ul style="list-style-type: none"> <li>Unit #76 will contact various universities to request the opportunity to have a booth for the universities' job fairs.</li> </ul>	Beginning Fall '07 <b>In Progress</b>	District and Building administrators
	<ul style="list-style-type: none"> <li>Committee members will create a brochure (similar to Oakwood Community Education Foundation's) showcasing Unit #76 as well as a video.</li> </ul>	Fall '07	
	<ul style="list-style-type: none"> <li>A team, or teams, of administrators, teachers, and possibly ESP personnel will be created to attend the job fairs. At the fairs, the team will invite those teachers which have been identified as desirable to interview for openings at Unit 76.</li> </ul>	Late Fall '07/Early 2008 <b>Accomplished</b>	
	<ul style="list-style-type: none"> <li>All travel plans will be coordinated to facilitate travel to the universities.</li> </ul>	Each spring beginning with Spring 2008 acc.	
Establish a committee to look ways to improve academic performance of students who appear to be under-achieving	<ul style="list-style-type: none"> <li>The Committee will study a number of options operating in different districts that target the reluctant learner in the elementary grade levels. This can include, but is not limited to, establishing an after-school program, a before-school program, or some other program intended to strengthen student academic skills. The Committee will report its findings and recommendation(s) to the Board.</li> </ul>	May 2008	Allen Miller
Establish a Volunteer Program	<ul style="list-style-type: none"> <li>Develop a program that will recruit and match classroom volunteers to classrooms and teachers who express a need for additional assistance.</li> </ul>	Fall 2008	Building Principals

# **OAKWOOD CUSD #76 STRATEGIC PLAN**

## **Staffing**

### **AREA OF CONCERN: Staffing**

**GOAL: To identify, recruit, hire, and retain effective highly qualified teachers in every grade level**

### **Background**

The Staffing Committee met several times during the 2006-2007 school year. It was determined that, over the next several years, enrollment will either remain similar to its current numbers or increase somewhat. It was also figured that over the next five years there will be a significant number of retirements of teachers at Oakwood CUSD #76. This number could reach as many as 8-10 certified staff. Keeping in mind budgetary issues that face every school district, it was decided that the committee's focus would be on replacing retired teachers with highly qualified beginning teachers.

These are the changes as well as the opportunities that we face in the area of staffing in the Oakwood School District:

1. We will need to fill the positions of approximately 17 full-time teachers throughout the district, solely due to anticipated retirements.
2. Over the next five years, we anticipate that we will need to fill 3-4 full-time positions at Oakwood High School.
3. Over the next five years, we anticipate that we will need to fill 3 full-time positions at Oakwood JHS.
4. Over the next five years, we anticipate that we will need to fill 11 positions, including the addition of another Early Childhood/Special Education position at Oakwood Grade School.
5. In addition, over the next five to eight years, we project the need to hire new administrators at both Oakwood High School and Oakwood Junior High School.

# OAKWOOD CUSD #76 STRATEGIC PLAN

## District Technology

### AREA OF CONCERN: Current Equipment

**GOAL: To maintain and stay current with changing technology**

Objectives	Action Plans	Timeline	Responsibility
Provide staff with a means of recording class projects and communicating class activities to different community stakeholders.	<ul style="list-style-type: none"> <li>Purchase a digital camera for each grade level in the grade school.</li> </ul>	August 2007 <b>In Progress</b>	Technology Coordinator Technology Administrator
Provide a means for staff and students to have additional access to technology in the classroom setting	<ul style="list-style-type: none"> <li>Acquire at least one portable lab per building with appropriate Wi-Fi capabilities</li> </ul>	2008-09 school year	Technology Coordinator Technology Administrator
Maintain current equipment and upgrade as necessary.	<ul style="list-style-type: none"> <li>Replace computers, servers, and infrastructure to upgrade to newer systems, such as wireless equipment and laser printers, on continual basis.</li> </ul>	Ongoing <b>In Progress</b>	Technology Coordinator, Technology Administrator

### PROJECTED COST: \$31,500

- Digital cameras - \$600
- Laptop cart for 30 computers - \$2,000
- 30 laptop computers - \$22,500

# OAKWOOD CUSD #76 STRATEGIC PLAN

## District Technology

### AREA OF CONCERN: Technology Staff Development

**GOAL: Staff of Oakwood CUSD #76 will continue to expand its knowledge of technology**

Objectives	Action Plans	Timeline	Responsibility
Initiate staff development in the use of the new district website.	<ul style="list-style-type: none"> <li>Train staff in the use of the SOCS website</li> </ul>	Beginning in the 2006-07 school year. <b>Accomplished</b>	Technology Administrator, Technology Coordinator
Provide a consistent level of service for district technology needs.	<ul style="list-style-type: none"> <li>Create a full time Director of Technology Education position in Oakwood CUSD #76</li> </ul>	2009-2010 school year	Superintendent, Board of Education.
Maintain and improve current knowledge of district software.	<ul style="list-style-type: none"> <li>Continue to train staff in the use of software that is currently being used in the district.</li> </ul>	Ongoing <b>In Progress</b>	Technology Coordinator, Administration
Provide a means to align curriculum to learning standards through the use of technology.	<ul style="list-style-type: none"> <li>Develop grade level technology centers, gradually incorporating all classes at all grade levels.</li> </ul>	2008-09 school year	Superintendent, Board of Education, Administrators.

### PROJECTED COST: \$40,000

- Technology Coordinator salary - \$35,000/yr minimum
- 6 computers, printer, and tables - \$5,000

# OAKWOOD CUSD #76 STRATEGIC PLAN

## District Technology

### AREA OF CONCERN: Equipment and Software

**GOAL: Provide the district with access to up-to-date equipment and software**

Objectives	Action Plans	Timeline	Responsibility
Continue updating existing software to keep current with changes and advances.	<ul style="list-style-type: none"> <li>Continue to examine upgrades for current software, and acquire new software programs that may be of use to the district.</li> </ul>	Ongoing In Progress	Technology Coordinator Technology Administrator
Examine the Wi-Fi capabilities of the district	<ul style="list-style-type: none"> <li>Initiate a site survey for the district to examine Wi-Fi feasibility.</li> </ul>	Fall 2008	Technology Coordinator Technology Administrator
Ensure electrical capabilities and capacity is sufficient for current and future acquisitions.	<ul style="list-style-type: none"> <li>Examine current electrical capabilities for purposes of expanding services.</li> </ul>	2007-08 school year In Progress	District Architect, Superintendent

### PROJECTED COST: \$4,000

- Site survey for Wi-Fi feasibility - \$4,000 minimum

# OAKWOOD CUSD #76 STRATEGIC PLAN

## District Technology

### AREA OF CONCERN: Technology and Curriculum

**GOAL: To devise an up-to-date curriculum aligned with current technology standards**

Objectives	Action Plans	Timeline	Responsibility
Examine current technology curriculum and identify strengths and weaknesses.	<ul style="list-style-type: none"> <li>Review current technology curriculum across grade levels</li> </ul>	Spring 2008 <b>In Progress</b>	Committee of Stakeholders and Administrators
Create and align a technology curriculum to National Educational Technology Standards, as put forth by the International Society for Technology in Education	<ul style="list-style-type: none"> <li>Work collaboratively with stakeholders to devise a new technology curriculum for Oakwood CUSD #76. Included in this would be the possibility of release time and financial support for a committee.</li> </ul>	Start Sept. 2008 to coincide with curriculum mapping.	Committee of Stakeholders and Administrators

**PROJECTED COST: None**

# OAKWOOD CUSD #76 STRATEGIC PLAN

## District Technology

### AREA OF CONCERN: Financial Resources

### GOAL: To procure funding for technology initiatives

Objectives	Action Plans	Timeline	Who is Responsible
Determine areas of funding for current and future needs of technology program	<ul style="list-style-type: none"> <li>Research potential grants and other funding sources for technology upgrades</li> </ul>	Ongoing <b>In Progress</b>	Technology Coordinator Technology Administrator
Maintain existing sources of funding	<ul style="list-style-type: none"> <li>Continue applying for E-Rate funding, as long as the program is in existence.</li> <li>Continue applying for Title II-D funding as long as the program is in existence</li> </ul>	Ongoing <b>On-going</b>  <b>on-going</b>	Technology Coordinator Technology Administrator
Continue financial support at the district level for technology	<ul style="list-style-type: none"> <li>Insure an appropriate level of monetary resources is committed to technology and training for the district budget</li> </ul>	Ongoing <b>In Progress</b>	Board of Education, Superintendent

### Overall Cost Summary

Digital Cameras for Classrooms	\$ 600
Portable Laptop Lab	24,500
Full-time Technology Director	35,000
Grade Level Technology Center	5,000
Site Survey for WiFi Capability	4,000
<b>Total Cost to Implement Plan</b>	<b>\$69,150</b>