



**EASTLAND COMMUNITY UNIT SCHOOL DISTRICT #308**

# STRATEGIC ACTION PLAN

**3-Year Review: January, 2009**

Goal	Objective	Incomplete	Complete /Ongoing	Evaluation Instrument
<i>To provide curriculum/instruction that support the competencies</i>				
	<i>Ongoing staff development in reading instructional strategies</i>		✓	<i>Formative – AIMSWeb Summative – ITBS, ISAT, PSAE</i>
	<b>Curriculum initiatives approved and implemented</b>			
	<i>Two (2) web-page design courses</i>		✓	
	<i>Advanced P.E. course at EHS</i>		✓	<i>Board report – fitness measures (May); Dual-math enrollments</i>
	<i>10<sup>th</sup> grade dual-math enrollment</i>		✓	<i>Report on ACT/PSAE Math (June)</i>
	<i>District Social Worker and Character Ed</i>		✓	<i>Report (January)</i>
	<i>Elementary Spanish</i>		✓	
	<i>Added a section of Early Step Pre-School; moved Bi-County Pre-School to EES</i>		✓	
	<i>4<sup>th</sup>-5<sup>th</sup> grade keyboarding</i>		✓	
	<i>Response to Intervention (RTI) for K-8 Reading</i>		✓	
	<b>Curriculum initiatives researched and rejected</b>			
	<i>Employment of a full-time Curriculum Director</i>			
	<i>On-line course requirement for h.s. graduation</i>			
	<i>8<sup>th</sup> grade Algebra I</i>			
	<i>Middle School Concept</i>			
	<i>Year-round; summer school; balanced calendar</i>			
<i>To develop Co- and Extra- activities that complement, enrich, and reinforce the competencies</i>				
	<i>Developed and implemented an evaluation instrument for head coaches</i>		✓	<i>Completed at the end of each season; to include high school head coaches' input</i>
	<i>Researched costs, advantages, and disadvantages of employing a full-time Athletic or Activities Director</i>		✓	<i>Resolved as unnecessary in a District of our size, with facilities that limit hosting of events</i>
	<i>Evaluated the number, variety, and types of extra-curricular activities with regard to District vision and student interests</i>		✓	<i>Student interest survey results shared with Board: future goal will be to sustain viability by increasing the % of students participating</i>

	<i>Developed cooperative agreements that improved program oversight and effectiveness</i>		✓	
<i>To provide safe and efficient transportation</i>				
	<i>Employed part-time bus aides to supervise students riding the 7th and 8th grade shuttle buses from Lanark to Shannon</i>	✓		<i>Briefly employed part-time aides on shuttle buses; unable to keep positions filled.</i>
	<i>Explored options for reducing student time on buses</i>		✓	<i>Have twice reported on dual route transportation system; the complicating factor is 3 attendance centers</i>
	<i>Reviewed and evaluated the bus fleet purchase cycle</i>		✓	<i>Some discussion at December meeting regarding life cycle of buses prior to trade-in.</i>
	<i>Modernized the maintenance schedules, inventories, and recording-keeping</i>	✓		
	<i>Reviewed and revised the job description, explore options, post, interview, and hire to fill the Transportation Director vacancy taking effect in January, 2007</i>		✓	<i>Hired John Lindsay as full-time Transportation Director</i>
	<i>Explored the use of alternative fuels</i>		✓	<i>Last report in April, 2007</i>

<i>To provide safe and effective learning facilities for all students</i>				
	<i>Completed construction of the cafeteria addition and re-modeling project at EHS</i>		✓	
	<i>Bid, scheduled, and completed \$610,000 in immediate and necessary facility repairs and improvements at Eastland Middle School (Shannon) and Eastland High School (Lanark)</i>		✓	
	<i>Moved 3<sup>rd</sup> Grade from Lanark to Shannon; moved Art, Speech, and Bi-County pre-school rooms to main floor of EES</i>		✓	
	<i>Evaluated and categorize the immediate needs for building improvements at Eastland Elementary, develop a schedule, and elicit Board approval to bid and complete this work</i>	✓		
	<i>Developed and approved a Future Facility Plan for the District that represents a consensus among B.O.E., staff, and CAC</i>	✓		
<i>To manage finances responsibly</i>				
	<i>Identified areas to improve efficiencies</i>		✓	<i>Ongoing.</i>
	<i>Improved efficiencies through:</i>			
	<i>staffing practices</i>		✓	<i>Net reduction in FTE since 2005.</i>
	<i>sharing services with neighboring districts</i>		✓	<i>Some, but no cost savings</i>
	<i>improving energy efficiencies</i>	✓		<i>Have installed dual acting thermostats, but no measurable improvement in usage to date</i>
	<i>centralizing the purchasing program</i>		✓	
	<i>Maintained total fund balances in all operating funds of 40%-50% of the district's Annual Operating expenditures</i>		✓	<i>ISBE Financial Profile: 4.0/4.0</i>
	<i>Sought additional revenue opportunities such as state incentives and grants</i>	✓		

<i>To engage all stakeholders for informed input</i>				
	<b>Strengthened working relationships with neighboring districts</b>			
	<i>Shared network technician, golf, track with Milledgeville</i>		✓	
	<i>Shared football, junior high football, speech, drama, and Industrial Arts with P. City</i>		✓	
	<i>Shared wrestling with Polo</i>		✓	
	<b>Appointed district liaisons to work with community and support groups</b>		✓	
	<b>Promoted the school district and its communities</b>			
	<i>Published two (2) promotional pamphlets and distributed to realtors, visitors' centers, community</i>		✓	
	<i>Published annual Strategic Plan reports and speak to community groups</i>		✓	
	<i>Published annual financial plan and levy rationale</i>		✓	
	<i>Upgraded and updated the District website</i>		✓	
	<i>Added parent-connect software so that parents can view student attendance/academic progress</i>		✓	
	<b>Involved staff as stakeholders in the school improvement process</b>			
	<i>Surveyed staff annually for input into the Strategic Plan</i>		✓	
	<i>Surveyed staff annually for input into the Supt. evaluation</i>		✓	
	<i>With all certified staff, developed an academic vision for a Future Facility Plan</i>		✓	
	<i>Settled a Collective Bargaining Contract with teachers through 2011</i>		✓	
	<i>Developed a 403(b) plan for all employees</i>		✓	
	<i>Extended eligibility for health insurance coverage to 9-month, non-certified employees</i>		✓	