Strategy #1
Plan No. 4
Date: June 8, 2015

ACTION PLAN

TITLE: **Government and Finances**

SPECIFIC OBJECTIVE: **We will have a continual awareness of the state and federal mandates that are created so we know the requirements and timelines that exist. We will also have an ongoing knowledge of available local, state, and federal funding sources and maximize those dollars, as well as research new financial opportunities.**

Step No.	Action Step	Assigned To	Start Date	Projected Due Date	Date Completed
1	Institute ISBE's new initial requirements for teacher evaluation tool. Research, design, and implement a teacher evaluation tool based on the Danielson model. Meet with union representatives informally and formally regarding the adoption of a new tool and the required student growth component.	Administration Teacher Union Reps	Review ISBE tool in SY15/16	Required by start of SY16/17	Aug 2012 - Specific regs for 12/13 14/15 - ECRA workshop for admin/union reps, admin/union informal mtgs, & tool research 15/16 - final decisions
2	Undertake ISBE's new training requirements for Board Members: 1) Open Meetings Act (a) current board members required by end of 2012 (b) future elected/appointed members required within 90 days 2) Four hours of training - within 1 year of election (post 6/2011)	Board Members Superintendent	Summer 2012	Required once for each board member	1) Summer 2012 2) Spring 2014 3) As needed for any board members new to the board
3	Increase grant opportunities through federal, state, & private sources: -expand & maximize current Title grant opportunities -expand & maximize current state grant opportunities -pursue state and private building-related grant opportunities	Superintendent Building Director Program directors	SY11/12	Review annually	2012, 2013, & 2014 - ISBE Maintenance Grants received Spring 2014 - State

					Security grant received
4	Track legislative bills that seek to transfer all or part of the state's Teacher Retirement System (TRS) pension responsibility to school districts, follow bills which would halt taxing bodies from increasing tax levies when property tax values do not rise, monitor SB16 which would negatively affect the district's GSA, and continue to plan for late and prorated general state aid and grant payments from the state.	Superintendent Business Manager	SY11/12	Review annually	11/12, 12/13, 13/14, 14/15
5	Contact and meet with the local state representatives and senator to discuss potential legislation that positively or negatively have an effect on school districts. Plan ongoing meetings with West Cook area superintendents and mayors to discuss legislative and local issues.	Superintendent Business Manager	SY11/12	Review annually	11/12 - Phone calls & mtg w/ state legislators 12/13 -State legislators invited to local mtg 13/14 -Contacted state legislators about bills 14/15 -State legislators invited to local mtg; mayor-supt group mtg
6	Maximize the federal grants by minimizing the federal TRS-related additional 35% required for teacher related salary costs in grants. TRS board changed it to 7% for FY15 but state legislators did not approve/fund the change.	Superintendent	SY11/12	Review annually	11/12, 12/13, 13/14
7	Implement the state's mandated Illinois 5Essentials Survey (focuses on Effective Leaders, Collaborative Teachers, Involved Families, Supportive Environment, & Ambitious Instruction) and implement the related ongoing requirements.	Administration Teachers	SY12/13	Review annually	12/13 - Teachers and 6-8 grade students 14/15 - Teachers and 6-8 grade students
8	Begin the use of ISBE's Rising Star as needed.	Administration District Leadership Team (DLT)	SY12/13	Review annually	12/13 - Submitted AMAO required items 13/14 - Updated info
9	Implement additional registration information regarding residency fraud and criminal/financial repercussions.	Residency Secretary Superintendent	SY15/16	SY15/16	

10	Continually analyze and adjust property tax levy extensions to account for funds' rate ceiling being met.	Superintendent Business Manager	SY14/15	Review annually	

COMPLETED ACTION PLAN ITEMS

	Institute system for residency verification/checks that can be done through online databases the district can access rather than relying on an investigation firm to complete this initial step.	Superintendent	SY14/15	SY 14/15	Fall 2014 - Completed training and system in use
	Institute ISBE's new requirements for principal and assistant principal evaluation tool. Adopt the new tool for the evaluations.	Superintendent	Summer 2012	Required for SY12/13	Aug 2012 - Completed
	Undertake ISBE's new training requirements for administrators who evaluate teachers and principals/assistant principals (32 and 20 hours respectively); required for current and future evaluators.	Administration	Summer 2012	Required by start of SY12/13	Aug 2012 - Completed
	Implement ISBE's new requirement for Reduction in Force (RIF) lists organized by summative evaluation rankings.	Superintendent	SY11/12	Required by end of SY11/12	12/13 and annually - Template created and updated annually
	Update teacher job description as it relates to the RIF list requirement.	Superintendent	SY11/12	Required by end of SY11/12	11/12 - Completed
	Undertake negotiations for teacher contract renewal.	Board of Education Teacher Union Superintendent Business Manager	SY12/13	Needed by start of SY13/14	Spring 2013 - Completed
	Allocate money from reserves to fund a multimillion dollar building renovation and asbestos abatement project rather than pursuing a referendum that would raise property taxes.	Superintendent	SY13/14	Summer 2014	Summer of 2014 - Completed

	Investigate food service vendors which offer prepared meals that are meeting the new requirements of the federal National School Lunch program, appetizing to the students, and fiscally viable options for the district.	Food Service Dir.	SY12/13	Fall 2014	12/13 - Site visits for other vended programs 13/14 - Finalist picked 14/15 - New vendor

Strategy #2
Plan No. 4
Date: June 8, 2015

ACTION PLAN

TITLE: **Physical Space and Time**

SPECIFIC OBJECTIVE: **We will maximize available physical space within and outside of the building, while continually maintaining the building and property to meet the educational needs of students and safety of everyone.**

Step No.	Action Step	Assigned To	Start Date	Projected Due Date	Date Completed
1	Continually monitor student class sizes to see if additional sections are needed.	Administration	SY11/12	Review annually	12/13 - added sections 13/14 - added sections 14/15 - added sections
2	Reconfigure and maximize current available building space when classrooms are needed. Also move grade levels to address hallway traffic and flow issues.	Building Director Administration	SY11/12	Review annually	12/13 - Room moves 13/14 - Room moves 14/15 - Room moves
3	Should permanent classroom space exist, explore possibilities of housing the special education preschool program that is currently located in four different districts for Rhodes students. Also investigate possibility of tuitioning available spots to other local Leyden Area Special Education Cooperative (LASEC) schools.	Administration	SY12/13	Review annually	
4	Finish the abatement of all remaining asbestos in flooring and installation.	Building Director	Summer 2014	Summer 2014	Summer 2014 - Vast majority of remaining asbestos removed
5	Continue discussions with Center Point Properties who owns the	Superintendent	SY11/12	Spring	13/14 - Agreement

	leased property that Follett has contracted through spring of 2014 & is currently where Rhodes busses are parked; if the busses can no longer be parked there an alternative plan will be created.	Building Director		2014 & review as needed	w/ Center Point; 14/15 - Pursuing land swap or purchase & met with RG officials
6	Investigate the cost to fix drainage problems that occur outside (blacktop, ball fields, and playground) when major rainfall events occur.	Building Director	SY12/13	Summer 2015	
7	Investigate the cost to renovate classrooms in the basement level.	Building Director	SY12/13	Review annually	
10	Fix existing and ongoing roof leaks through the best available options. Begin an ongoing maintenance approach to preserving and extending the lives of the roofs.	Building Director Superintendent	SY12/13	Review annually	Summer 2013 - Roof tear offs and recoating Summer 2015 - Roof recoating underway
11	Investigate upgrades to air conditioning system in the library and computer labs.	Building Director	SY13/14	Summer 2014	Summer 2014 - Major renovations done Summer 2015 - Roof unit work underway
12	Investigate renovations for identified classroom and hallways		SY13/14	Summer 2014	Summer 2014 - Major renovations completed
13	Implement the recommendations that come from the architect's Health Life Safety Ten-Year building inspection and report.	Building Director	2014	2015 to 2024; tied to HLS report	Summer 2015 - Work underway
14	Make minor renovations to the former consumer science room to better accommodate general classroom use by teachers and students.	Building Director	Summer 2015		Summer 2015 - Work underway

COMPLETED ACTION PLAN ITEMS

	Should permanent classroom space exist, establish a committee to investigate the most current research on full day versus half-day preschool and kindergarten programs, as well as investigate the programs' costs.	Administration	SY12/13	Review annually	13/14 - Ed & Tech Committee recomm. 14/15 - Full day kindergarten started
	Remove/replace the hallway carpet that is worn out.	Building Director	Summer 2013	Summer 2014	Summer 2014 - Renovation project completed
	Work with village to get improvements made to deal with the traffic intersections and crosswalks near the school and driver's awareness of the stop signs	Building Director Superintendent	SY13/14	SY14/15	Summer 2014 - Completed
	Improve our message sign by installing an electronic board that provides for better updates and real time information.	Building Director Superintendent Asst Principal	SY13/14	SY14/15	Summer 2014 - Completed
	Fix the roof draining issues and subsequent internal building problems that arise when major rainfall events occur.	Building Director	SY11/12	Summer 2012	Fall 2012 - Completed
	Implement a lunch account electronic system that provides for a more efficient and fluid process in the cafeteria for the NSL and ala carte programs during breakfast and lunch times	Food Service Dir. Superintendent Technology Director	SY12/13	Summer 2013	Summer 2013 - Completed
	Research, interview, and hire an architecture firm.		SY13/14	Spring 2014	Fall/Winter 2013 - Completed
	Should permanent classroom space exist, establish a committee to investigate the most current research on full day versus half-day	Administration	SY12/13	Review annually	14/15 - Full day kindergarten started

	preschool and kindergarten programs, as well as investigate the programs' costs.				

Strategy #3
Plan No. 4
Date: June 8, 2015

ACTION PLAN

TITLE: **Curriculum**

SPECIFIC OBJECTIVE: **We will provide quality, research based curriculum and instruction.**
We will evaluate current practices and provide positive educational experiences.

Step No.	Action Step	Assigned To	Start Date	Projected Due Date	Date Completed
1	Implement the change from the Illinois Learning Standards to the Common Core Standards starting with the first available areas of English Language Arts (ELA) and Math. Implement new Science (NSGG) and Writing Standards for CCSS.	Administration Teachers	SY12/13	August 2016	12/13 - Initial stages 13/14 - Systematic implementation began 14/15 - Assessment develop. beginning
2	Explore better and expanded use of before and after school programs, this includes Project Teach, Title One and ELL.	Staff Administration	August 2012	August 2014	13/14 - After school and summer enrichment clubs started
3	Explore a second language curriculum for all grade levels.	Staff ELL Administration	August 2013	August 2015	13/14 - Discussions began among admin and board 15/16 -began 7th & 8th gr Trad. & Heritage Spanish
4	Continually monitor new state mandates so that our Early Childhood	Administration	August	Review	11/12, 12/13,

	program and grant remain in compliance at all times.	Early Child. Staff	2012	annually	13/14 - Cycle year of ISBE compl. visit 14/15- PIP sent to ISBE
5	Monitor the instruction of RtI groups through periodic fidelity checks.	Administration Title/RtI/Read Dir.	SY12/13	Review annually	12/13 - Phonics, reading comp & vocab 14/15 - Checks by AP,Psych, RtI Director
6	Prepare for the state's new PARCC tests which will replace ISAT tests; the testing change is scheduled for SY14/15.	Administration Teachers	SY12/13	August 2014	13/14 -PARCC pilot weekly team mtgs, & Study Island used 14/15 - PARCC test
7	Investigate opportunity for student volunteers from local college to assist students with after-school homework help.	Admin Director	SY13/14	Review annually	Winter 13/14 - Dominican students helping after school
8	Investigate additional STEM (Science Technology Engineering Math) curriculum for 7th grade in Year Two of the STEM implementation.	Teachers Administration	August 2014	August 2015	14/15 - team mtgs, research, & site visits 15/16 - 7th gr Electrons/ Electricity 7th gr course
9	Investigate heritage Spanish programming and traditional foreign language at the upper grade levels.	Teachers Administration	August 2014	August 2015	14/15 - team mtgs, research, site visits, & student/parent mtgs 15/16 - start courses
10	Evaluate and consider changes to the current junior high music and art scheduling.	Teachers Administration	August 2014	August 2015	14/15 - team mtgs 15/16 - implement scheduling changes
11	Investigate standards based report cards.	Teachers Administration Curriculum Consult.	SY14/15	SY16/17	14/15 - team mtgs & initial research began
12	Investigate trimester scheduling and report cards	Teachers Administration	SY14/15	SY16/17	14/15 - team mtgs & initial research began

		Curriculum Consult.			
13	Investigate NWEA's Measures of Academic Progress (MAP) online testing for kindergarten through 8th grade.	Teachers Administration Curriculum Consult.	SY14/15	SY15/16	14/15 - staff prof. develop, vendor mtgs, & team mtgs 15/16 - start MAP

COMPLETED ACTION PLAN ITEMS

	Investigate the STEM (Science Technology Engineering and Math) curriculum.	Staff Administration	August 2013	August 2014	13/14 - Ed & Tech Committee research, site visits, & recomm. 14/15 - Began two courses in 6th-8th grs
	Explore scheduling for band, chorus, and Spanish to allow more students to participate.	Principal Teachers Directors	Summer 2012	August 2012	12/13 - Expanded schedules completed
	Clarify the technology in science unit that is part of the kindergarten through 4th grade science curriculum.	Staff Administration	August 2012	Review annually	12/13 - Completed
	Establish set RtI curriculum resources for all grade levels and domains of reading and math.	Assistant Principal Title/RtI/Read Dir.	Summer 2012	Summer 2014	12/13 - Completed
	Establish committee that will meet to consider teacher proposals for after/before-school mini clubs for students.	Building Admin Teachers	SY13/14	SY13/14	SY13/14 - Review committee created
	Explore enrichment opportunities, after school & during the summer. Coordinate consistent procedural practices for after school groups.	Staff Administration	August 2012	Review annually	13/14 - After-school clubs started Summer 2014 - Summer clubs started

Strategy #4
Plan No. 4
Date: June 8, 2015

ACTION PLAN

TITLE: **ELL and Bilingual**

SPECIFIC OBJECTIVE: **We will strive to meet state ELL and Bilingual mandates by providing the highest quality of instruction and using best practices, while meeting the needs of our changing demographics.**

Step No.	Action Step	Assigned To	Start Date	Projected Due Date	Date Completed
1	Observe and investigate other district models of delivery.	Bilingual Director	SY12/13	Review annually	12/13, 13/14 -Director visited other districts 14/15 - Programming initial changes starting
2	Work with Triton to establish ESL parent classes at Rhodes. Establish program that strengthens parents opportunities for involvement in their children's education.	Bilingual Director	SY13/14	SY12/13 & 13/14	13/14 - Triton classes started at Rhodes 14/15 - Parents as Ed Partners program

COMPLETED ACTION PLAN ITEMS

	Implement ISBE's new requirements for bilingual education for preschool programs with 20+ students from the same qualifying language.	Bilingual Director Administration	Spring 2012	Required by start of SY14/15	Summer 2012 - Biling. PK/K Teacher position created (Completed)
	Implement ISBE's new requirements for bilingual program directors with 200+ program with students from the same qualifying language.	Superintendent Principal	Spring 2012	Required by start of SY14/15	Summer 2012 & 2013 - Bilingual Director and Admin Director jobs created respectively

	Implement a more consistent curriculum providing for transitions.	Bilingual Director Bilingual/ELL Staff Title/RtI/Read Dir.	SY12/13	Review annually	12/13 - Lower grade transition process created (Completed)
	Create a bilingual/ELL committee.	Board Reps Administration Bilingual Director	SY13/14	SY13/14 meetings	13/14 - Committee created

Strategy #5
Plan No. 4
Date: June 8, 2015

ACTION PLAN

TITLE: **Technology**

SPECIFIC OBJECTIVE: **We will focus on staying current with the technology educational needs of the students and equip the school with the appropriate technology staff, software, and equipment to do so.**

Step No.	Action Step	Assigned To	Start Date	Projected Due Date	Date Completed
1	Explore technology curriculum updates and scheduling.	Computer Teacher/ Technology Coach Principal	SY12/13	Summer 2014	12/13 - Computer Teacher/Tech. Coach updated curriculum 13/14 - updated tech curr, focus on PARCC related keyboarding 14/15 - implemented keyboarding 1st-8th gr
2	Implement ongoing group and one-on-one technology training for teaching staff.	Computer Teacher/ Technology Coach Assistant Principal	SY12/13	Review annually	12/13 - Comp Teacher/ Tech. Coach coaching 14/15 - Tech. coaching times, Google staff PD
3	Increase the number of Google Chrome mobile labs.	Technology Dept	SY13/14	Review annually	Summer 2013 - Added two more mobile labs Summer 2015 - Added five more mobile labs
9	Purchase SmartBoards for classrooms as a piloting activity with	Technology Dept	SY13/14	Review	Summer 2013 -Bought

	consideration of purchasing more if the pilot is successful.	Administration Teachers		annually	6 SmartBoards 2014/15 -Additional SmartBoards ordered
10	Research a 1:1 Google Chrome at-school initiative for 3rd-5th grade students.	Technology Dept Teachers Administration	SY14/15	Review annually	

COMPLETED ACTION PLAN ITEMS

	Hire a computer teacher/technology coach, and reconfigure the Technology Director role so there is more time available for the instructional technology (IT) system responsibilities.	Technology Director Administration	Spring 2012	SY12/13	Summer 2012 - Comp. Teacher/Tech. Coach hired
	Study Leyden High School District's SY12/13 implementation of the Google Chrome in their everyday curriculum to determine feasibility of establishing a 30-Google Chrome mobile lab to support our curriculum.	Technology Director Computer Teacher Principal Superintendent	SY12/13	Summer 2012	Fall 2012 - High school visits & discussions Dec 2012 - Laptops purchased
	Investigate, and if possible, utilize the Google Chrome applications in classrooms of volunteering teachers.	Superintendent	SY12/13	Summer 2013	12/13 2nd Semester - Teacher and student training on Chromes
	Relocate LCD projectors from the carts to ceiling mounts	Building Director Technology Director	SY12/13	Summer 2013	Summer of 2013 - Completed
	Incorporate food program software and hardware to create a more efficient and effective process for the collection of money and serving of meals to students.	Food Service Dir. Technology Director	SY12/13	Aug 2013	Summer of 2013 - Completed
	Continue, if financially possible, the current 7-year cycle for needed technology and software.	Technology Director	Already occurring	Review annually	14/15 -New desktops in all labs/classrooms

	Create a committee that includes a focus on educational technology.	Board Reps Administration Technology Dept Teachers	SY12/13	Biannual Meetings	Summer 2013 - created the Education and Technology Comm.
	Research a 1:1 Google Chrome at-school initiative for 8th grade students.	Technology Dept 8th Grade Teachers Administration	SY13/14	Spring 2014	14/15 - Chromes in all 6-8 grade classrooms

Strategy #6
Plan No. 4
Date: June 8, 2015

ACTION PLAN

TITLE: **Diversity and SEL**

SPECIFIC OBJECTIVE: **We will create a safe, caring, well-managed and participatory learning environment, which will provide social and emotional competency instruction.**

Step No.	Action Step	Assigned To	Start Date	Projected Due Date	Date Completed
1	Establish a SEL committee comprised of various stakeholders within the Rhodes School community.	Administration Staff	Summer 2012	Review annually	12/13 - Team creation 13/14 - quarterly mtgs 14/15 - SW/AP/ Psych meetings
2	The SEL committee will research successful SEL curriculums from other districts that have similarities to Rhodes students' demographic and behavioral characteristics. Decide upon a set curriculum for SY2014/15.	SEL Committee Administration	Fall 2012	Spring 2014	13/14 - SW teaching of SEL curriculum 14/15 - Monthly SEL lessons in classrooms & SW work in K classes
3	Committee will begin to discuss the focus word "respect" and how staff can incorporate the word into lessons and throughout the building facility.	Administration SEL Committee Staff	Fall 2012	Review annually	Ongoing - student yearly trainings 12/13 - Char Ed began 13/14 - social workers monthly class visits 14/15 - SW visits cont, SEL Proj Teach group, &

					new groups as needed
4	The SEL committee will reconvene with their respective teams presenting the top curriculum possibilities to generate collaboration and buy in from all staff. Investigate creating a part time character ed teaching position.	Administration Staff	Winter 2012	Spring 2014	12/13 - Monthly grade level meetings; lower grade char ed teacher 13/14 - hired add. SW 14/15 - SW monthly lesson info to teachers
5	Additional training for all staff to refresh and review goals and effective strategies for successful implementation of the new curriculum.	Administration	Summer 2013	Review annually	13/14 - In-service mtg reviews 14/15 - Trained Level 2 & 3 mentors
6	SEL committee will meet quarterly to discuss the strengths and weaknesses of the program.	Committee Chair SEL Committee	Fall 2013	Spring 2014	13/14 -Quarterly mtgs 14/15 - Quarterly mtgs & DLT mtg discussions on discpl. Data/mentor.

COMPLETED ACTION PLAN ITEMS

	Train all staff on new SEL curriculum.	Administration	Spring 2013	End of SY13/14	August 2012

Strategy #7
Plan No. 4
Date: June 8, 2015

ACTION PLAN

TITLE: **Parent Involvement and Support**

SPECIFIC OBJECTIVE: **Create opportunities that help promote Family and Community Involvement.**

Step No.	Action Step	Assigned To	Start Date	Projected Due Date	Date Completed
1	Research implementing parent presentation to be administered prior to the registration days. Representatives from several groups, PTA, Music, Sports, etc would be invited to highlight all that Rhodes has to offer.	Administration Parent Groups (PTA Music, Gift/Enrich, Bilingual/ELL, etc)	SY12/13	Review annually	14/15 - PTA & local library at the back-to-school nights
2	In conjunction with Step 1, investigate the creation of a parent groups' handbook, flyer/handout, etc that includes a parent checklist highlighting how parents can support their child in education (at Rhodes and in general as well).	Parent Groups (PTA Music, Gift/Enrich, Bilingual/ELL, etc)	SY13/14	Review annually	
3	Recruit bilingual ambassadors to help better connect Rhodes with limited English-speaking parents and community members.	PTA Bilingual Staff	SY12/13	Review annually	12/13 - Added Polish trans to newsletters 14/15 - Parent night w/ bilingual police & social worker
4	Implement a new student and family orientation.	Administration PTA Music	SY13/14	Review annually	Summer 2012 - Info night for registration 14/15 - new student

		Sports			SEL groups by SW's
5	Increase the use the of parent notification phone system for specific groups (sports team, grade level, etc) as reminders/updates and notifications. Set up specific small student groups in the phone system (i.e. Student Council, Project Teach, etc).	Assistant Principal Teachers/Coaches Technology Director	SY12/13	Review annually	12/13, 13/14, 14/15 14/15 - Twitter and ConnectEd used reg.
6	Partner with local villages i.e. Libraries, Recreation, etc. to help promote community involvement.	Parent Groups (PTA Music, Gift/Enrich, Bilingual/ELL, etc)	SY12/13	Review annually	13/14 & 14/15 - Library rep at parent nights & provide kids w/ village event flyers
7	Work with parents as situations dictate for minor modifications in bus routes for students in the half day programs (at-risk and special education preschool and regular and special education kindergarten).	Administration Trans. Directors	SY12/13	Review annually	11/12, 12/13
8	Provide administrative meeting opportunities with the community.	Administration	SY13/14	Review annually	13/14 - Parent-Admin meetings 15/16 -Welcome event for new administrators

COMPLETED ACTION PLAN ITEMS

	Hire an additional social worker who is bilingual and can expand our outreach program to assist students and family. Utilize social work department for a proactive approach to student attendance issues.	Social Work Dept Building Admin.	SY13/14	SY13/14	13/14- Hired additional social worker who is bilingual
	Update the school's phone system to increase and improve the the teachers ability to call parents at home or work.	Building Director Technology Director Superintendent	SY12/13	Winter 2013	Winter of 12/13
	Update the school's voice mail system to increase and improve the teachers ability to receive messages from parents. Also streamline phone system for incoming phone calls (attendance line, school office, district office, etc).	Building Director Technology Director Superintendent	SY12/13	Winter 2013	Winter of 12/13
	Utilize returned report cards for parents to update changes to phone numbers (cell, home, and work) so that the information can be	Office Staff Teachers	SY12/13	Review annually	12/13 - Redesign of report card envelope

	updated in district's database system.				to collect updated info

Mission Statement

The Rhodes School community shall provide students with positive educational experiences within a safe and supportive environment.

Vision Statement

Rhodes School shall empower students to develop to their full potential and become life-long learners. Our entire learning community will promote positive self-esteem and respect for themselves and others. As a result of their learning experiences, students will become caring and contributing citizens in a diverse society.