



Butler School District 53

Strategic Plan 2018-2021

DRAFT



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(From left to right) Mr. Lou Paskalides, Vice President Dr. Sally Beatty, Mr. Cabin Kim, President Dr. Elizabeth Chun, Mr. Christopher Edmonds, Mr. James Chow, Secretary Mr. Ahmad Sulaiman.

Purpose of the Plan

School Program. Butler District 53 is a learning community committed to providing high quality instruction and rigor in the classroom while ensuring a balanced approach to education in an effort to nurture the “whole child. “ Rich in diversity, the District promotes a family atmosphere among the staff, students, parents and community. District 53 boasts unique parent involvement, a highly involved PTO, excellent teachers who really know our students and families, and children who thrive through that support. The District has received awards and honors that place it among the top schools in the state including the coveted National Blue Ribbon Award, given to both Brook Forest (2014) and Butler Junior High (2006 and 2015) by the federal Department of Education; the Bright Red Apple Award, School Search Bright A+ Award and Chicago Magazine’s “Number One” ranking of all schools in DuPage County. The school community prides itself on nurturing and challenging each child in his or her academic and personal development. The school community strives to provide enriching and engaging educational experiences that propel each and every student to new heights every day.

Butler School District 53 is home to approximately 500 students at Brook Forest (grades K-5) and Butler Junior High (grades 6-8) and also operates a pre-school for students aged 3-5 with identified disabilities in partnership with the Oak Brook Park District Pre-





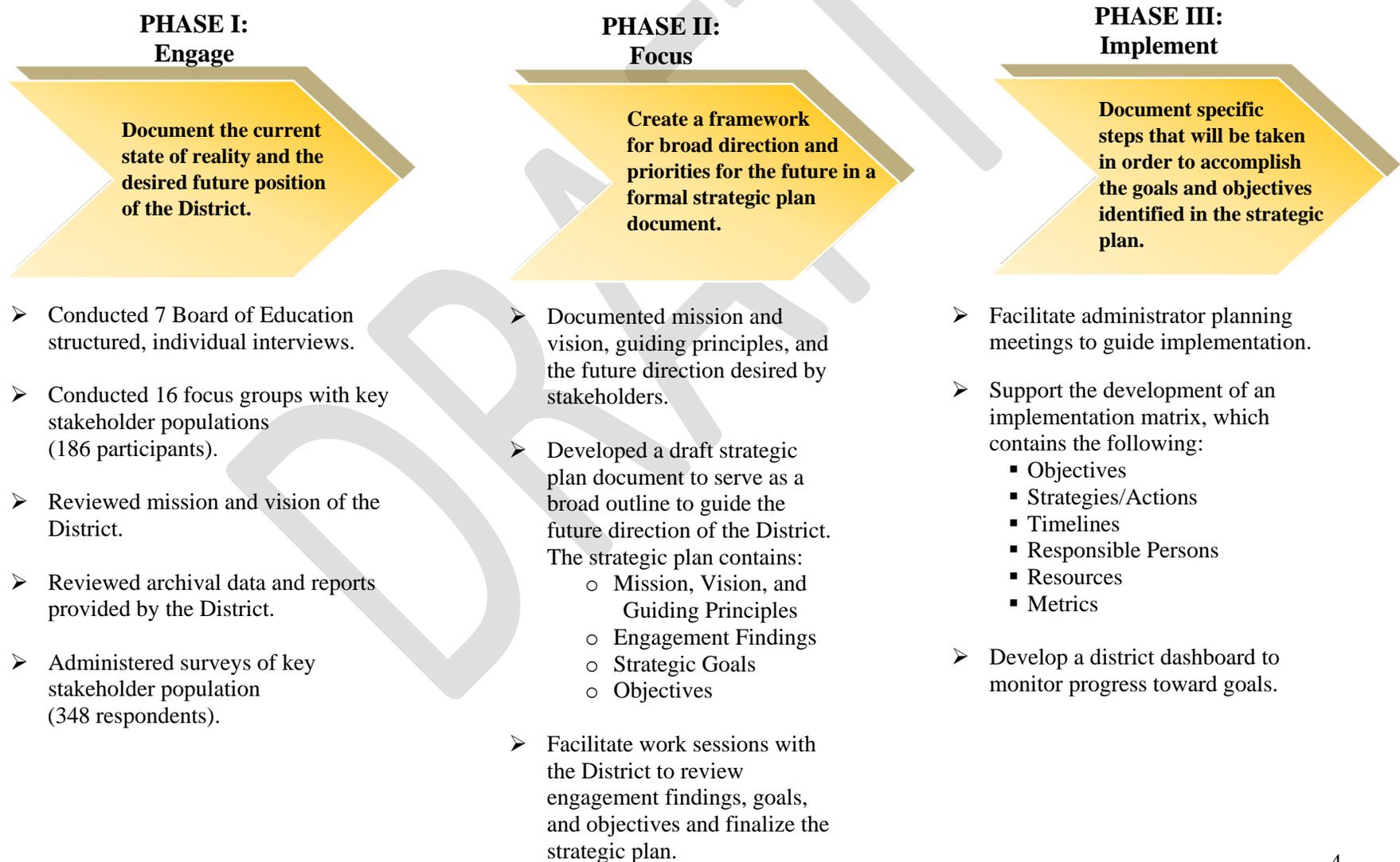
Butler District 53 Strategic Plan 2018-2021

A Strategic Plan is a document that articulates the organization's mission and vision as well as the goals and objectives needed to achieve the vision. It provides the framework and guidance for an organization to fulfill its mission with optimal impact and efficiency. It is also an opportunity for an organization to obtain participatory involvement from internal and external stakeholders and from quantitative and qualitative information. Regularly engaging in a Strategic Plan and examining the mission and vision, assessing its current state, setting goals and action plans and measuring progress has become a characteristic of successful schools. A Strategic Plan provides a foundation from which progress can be measured, priorities established, resources allocated and communications improved among all stakeholders. In short, it creates a more relevant and responsive school system by articulating goals to improve performance.

The strategic planning process in Butler School District 53 was designed to authentically engage stakeholders – including students, parents, teachers, administrators, staff, and community leaders in articulating District success, values, and priorities for the future. By engaging in this process the District developed goals, objectives, and benchmarks to move Butler School District 53 forward to better serve students and parents. This Strategic Plan presents the findings of the focus groups, individual interviews, and online survey conducted by Hazard, Young, Attea & Associates (HYA) in January 2018 for the District. The data were obtained from input the HYA consultants received when they met with individuals and groups and from the results of the online survey completed by stakeholders. The surveys, interviews, and focus group meetings were structured to gather input regarding the strengths, growth areas, and future direction of the school district to determine district priorities for the next three to five years.

Strategic Planning Process

The figure below is a visual representation of the strategic planning process. Each phase identifies the level of engagement involved in the development of various components of the strategic plan.



Engagement Findings

The strategic planning process engaged stakeholders from the classroom to the community, providing an opportunity to learn what works well in the District and identifying areas of challenge for the future.

Three goals for the Strategic Planning Project were developed in October 2017 and are listed below.

- Goal 1: To build consensus and support from stakeholders for the Strategic Plan by conducting community engagement sessions and an online survey.
- Goal 2: To collect information from stakeholders regarding District strengths and challenges.
- Goal 3: To present a new 3-5 year strategic plan to the Board of Education for adoption in February 2017.

Participation

The high level of survey responses, along with the participation in the interviews and the focus groups, are strong indicators of the support that the community, parents and staff demonstrate for the school district.

The numbers of participants, by stakeholder group, in the two methods of data gathering are listed below:

Group	Group Participants	Online Survey
Board of Education	7	NA
Administrator	7	3
Teacher	59	50
Community Member	9	73
Parent	27	204
Support Staff	19	13
Student	58	5
Total	186	348

Note: The “community member” group was composed of business leaders, representatives of local government, and community leaders. School Board members were interviewed as individuals for the purpose of gathering their comments and did not convene as a group during this process. Students in grades 4-8 as well as former Butler School District 53 students were interviewed in groups.

Engagement Findings (continued)

Strategic Plan Characteristics:

There was a strong belief that the plan focus on the next generation of students and define how a Butler District 53 education prepares students for success, inspires and challenges them and produces students that are engaged lifelong learners prepared to be global citizens. The plan should be a vision for the future in the next 3-5 years and not a look backward. It should focus on key initiatives rather than outlining a plethora of initiatives. The plan should include strategies that examine, identify and align the core offerings. Finally, the plan should embrace the passion about educating our students and induce excitement and buy-in from the greater community. It should also provide the foundation for articulating the vision and the benefits of a District 53 education to the entire school community.

Suggestions Regarding Characteristics of the Strategic Plan:

- Articulate the vision to better communicate who we are as a school district and what the district provides
- Avoid initiative overload
- Brand the plan to build excitement, motivation, and buy-in
- Develop a 3-5 year “look forward “ plan; not “look backward”
- Include a strategy that examines and identifies/aligns the core offerings
- Outline an inspiring plan for the future to provide an education that 1. Prepares students for success; 2. Inspires; 3. Challenges; and 4. Produces students that are engaged, global citizens and lifelong learners.
- Plan ahead for next generation of students attending Butler School District 53
- Revise the mission to reflect 21st century needs

Common Themes

Strengths of the District

Butler School District 53 is a premier school district that has a history of excellence. It is consistently noted for high performance in every area, from test scores and student achievement to teaching strategies, curriculum, technology, professional development and preparing students for high school. Additionally, Butler 53 is known for its high standards in operations and finances and its low tax rate. Teachers personalize learning to meet the needs of students and there is academic support available for every student. The schools each have a sense of community, and the care and concern for every child is abundantly evident from the custodians, to the secretaries and classroom assistants, to the teachers and administrators. Moreover, parents and community leaders actively support the school. Participants also noted that communication with parents is generally strong and technology is accessible to all students. Despite all of these achievements, the schools and staff maintain high expectations and continue to find ways to improve the program and themselves.

Summary of the Strengths of the District

- Academic support is available to all students
- Actively engaged parents and community
- Communication with parents is generally good
- Dedicated and caring staff
- District employs effective, teachers, administrators and support staff in its schools
- District staff is responsive to the needs of all students and families
- Emphasis on student directed service projects in the community

Summary of the Strengths of the District (continued)

- Excellent music program
- Facilities are well maintained
- Heritage of excellence and success
- High academic standards and expectations for all students
- High school preparation
- Nationally recognized Blue Ribbon school district
- Parents and community leaders actively support the school
- Professional development for teachers and paraprofessionals is encouraged
- Recognition for academic excellence
- Respectful student population
- Rich opportunities for extra-curricular participation
- Safe school environment for students
- Sense of caring for children and a sense of community in the school are evident
- Strong foundation of excellence
- Strong mathematics curriculum and instruction
- Students on track to be college and career ready
- Teachers personalize learning to address individual needs of students
- Technology is accessible to all students and integrated into the curriculum
- Welcoming, secure environment – “District 53 cares about kids.”

Engagement Findings (continued)

District Opportunities for Future Focus

Participants addressed some challenges for the District: Communicate more with stakeholders, especially those who have no children in the school as well as provide more information about the curriculum and academic expectations for parents. Other areas for growth are to continue efforts to meet the needs of the whole child and grow the social emotional program so that students continue to have a well-rounded experience. Also, participants suggested broadening current programs and implementing others so students have more of a more expansive choice in courses. Related to that was continuing to grow partnerships with the high school and other organizations in order to provide more class choice for students. Participants also noted a challenge to expand the transition program for the high school. Keeping class size small, continuing professional development for technology and new instructional practices, and continuing to fine-tune and strengthen the language arts curriculum were also identified as challenges.

Summary of District Opportunities for Future Focus

- Communicating with stakeholders.
- Developing common expectations regarding the rigor of the curriculum.
- Ensuring a well-rounded experience for every student
- Expanding and increasing transition experiences to the high school.
- Growing the social emotional curriculum.
- Growing current programs and implementing new programs in order to provide more opportunities and choice for all students.

Engagement Findings (continued)

Summary of District Opportunities for Future Focus

- Improving the accessibility of information about the curriculum, and academic expectations to parents.
- Maintaining small class size.
- Partnering with the high school district and other community organizations to provide more student choice.
- Providing professional development regarding technology and innovative instructional practices.
- Strengthening the language arts curriculum.



Mission, Vision, and Core Values

MISSION STATEMENT

A **mission statement is a statement of the overall purpose of an organization.** The mission should say what you do, for whom you do it, and the benefit. A revised mission statement that aligns with stakeholder feedback is proposed.

Mission Statement

To provide the best educational opportunities for each student to achieve academic excellence, to develop curiosity for life-long learning, and to demonstrate personal and social integrity.

VISION STATEMENT

A **vision statement reflects the District's preferred future.** Vision statements describe how the future will look if the organization achieves its ultimate aims. A revised vision statement that aligns with stakeholder feedback is proposed.

Vision Statement

Education is a partnership in a journey of excellence preparing children to learn and succeed in an evolving world.

Mission, Vision, Core Values (Continued)

PURPOSE

We commit to do everything in our power to stand with and inspire our children to achieve a personal best for themselves and their community, every day.

INSTRUCTIONAL BLUEPRINT

We are committed to the ongoing development of learning environments, curriculum, instruction, and assessments that directly impact each student's growth toward becoming prepared graduates.



Mission, Vision, Core Values (Continued)

CORE VALUES

Core values are the values that set the foundation for how an organization will operate. The principles are accepted guidelines that capture the District's values and priorities and provide direction for employees as they go about their daily work.

Core Values - We hold dear:

- *Providing for the highest academic achievement.*
- *Empowering every child to soar beyond established standards.*
- *Ensuring a child-centric approach to educational decision-making.*
- *Creating a holistic pursuit of academic, social and emotional growth.*
- *Facilitating and enriching student-driven learning.*
- *Fostering a collaborative, team-based learning environment.*
- *Exemplifying state-of-the-art educational best practices.*
- *Engaging teaching professionals in continuous learning.*
- *Investing in the success of every member of Butler 53.*
- *Developing partnerships with members of the Oak Brook community.*

Strategic Goals and Objectives

The strategic goals are organized in three broad areas: Goal 1, 2, and 3. The proposed objectives under each goal area are based on the engagement and survey findings and are in alignment with the District's mission and vision.

Goal 1

Strengthen Exemplary Teaching & Learning:

Ensure students are well-rounded and emotionally and academically prepared for success in high school in an engaging culture for learning

Goal 2

Promote Community Engagement: Engage and communicate with families and the broader community to advance partnerships and bridge understanding among all stakeholders.

Goal 3

Create Value: Leverage effective use of resources for the benefit of student learning to ensure community value.

Strategic Goals with Objectives

Goal 1 - Strengthen Exemplary Teaching & Learning: Ensure students are emotionally and academically prepared for success in high school, receive a well-rounded education, and engage in a culture of learning.

1.1 Teaching

- Establish an instructional and curricular framework
 - Align standards, instruction, assessment and professional development
 - ◆ Examine the language arts curriculum for alignment across grades, emphasizing fundamental communication skills
- Define high expectations for academic performance and “readiness” for the next level of learning

1.2 Learning

- Develop a framework for social-emotional learning
- Implement instructional programs that personalize student learning, advance rigor, promote creativity, and provide differentiated learning
- Enrich extracurricular and exploratory opportunities for a well-rounded experience
- Continue to integrate digital learning tools and support technology infrastructure



Strategic Goals with Objectives

Goal 2 - Promote Community Engagement: Engage and communicate with families and the broader community to advance partnerships and bridge understanding among all stakeholder.

2.1 Communication

- Establish a process for conflict resolution and communication of concerns
- Develop a transparent process for student placement
- Use relevant, on-going communication tools and methods to engage parents and community
- Utilize community outreach efforts for input and planning

2.2 Community Partnerships

- Build active community partnerships
- Engage non-parent community base
- Sustain family and community satisfaction over time



Strategic Goals with Objectives

Goal 3 - Create Value: Leverage effective use of resources for the benefit of student learning to ensure community value.

3.1 Finance

- Commit to fiscally sound practices
 - Achieve no significant findings in the annual audit
 - Benchmark cash reserves
 - Compare the operating expense per student with benchmark districts
 - Maintain a balanced budget
 - Utilize cost-saving consortiums
- Explore new revenue streams

3.2 Human Capital – Professional and Support Staff

- Invest in professional learning to grow teacher excellence
- Balance staffing ratios with district standards and educational programs
- Compare compensation and benefits with benchmark districts
- Establish staff wellness opportunities
- Strengthen staff and leader satisfaction over time

3.3 Facilities

- Prioritize long-term facility assessment and improvement plans
- Maintain safe, clean and learner-ready facilities