

Alden Hebron Community Consolidated School District #19



2018-2019 Board of Education Goals

Strategic Management Plan

Strategic Management Plan

This strategic management plan is the result of the work done collaboratively between the Board of Education of Alden Hebron Community Consolidated School District 19 and the District's Administrative Team.

A strategic management plan is a document used to communicate with the organization the organization's goals, the actions needed to achieve those goals and all of the other critical elements developed during the planning exercise.

A strategic management plan is crucial for an organization to plan, set priorities, focus energy and resources, strengthen operations, ensure that employees and other stakeholders are working toward common goals, establish agreement around intended outcomes/results, and assess and adjust the organization's direction in response to a changing environment. It is a disciplined effort that produces fundamental decisions and actions that shape and guide what an organization is, who it serves, what it does, and why it does it, with a focus on the future. Effective strategic planning articulates not only where an organization is going and the actions needed to make progress, but also how it will know if it is successful.

Strategic management is the comprehensive collection of ongoing activities and processes that organizations use to systematically coordinate and align resources and actions with mission, vision and strategy throughout an organization. Strategic management activities transform the static plan into a system that provides strategic performance feedback to decision making and enables the plan to evolve and grow as requirements and other circumstances change.

The Board of Education worked on this plan for the benefit of the 2018-19 school year. The Board began goal setting sessions facilitated by the Illinois Association of School Administrators during the 2014-15 and 2015-16 school years. As part of this process, the District's Vision, Mission and Beliefs were reviewed. A Strengths, Weaknesses, Opportunities, Threats (S.W.O.T) exercise was completed. The Board of Education has continued to set goals on a yearly basis. The superintendent provided insights and professional opinions during the process. After the Board set its goals, the administrative team developed the action plans.

ALDEN HEBRON COMMUNITY CONSOLIDATED SCHOOL DISTRICT

“Strive for Excellence”

MISSION STATEMENT

Alden Hebron School District #19, in partnership with our community, will educate and inspire our students to reach their individual potential enabling them to be responsible members of society.



BELIEFS

- Encourage students—meet or exceed guidelines and provide diversified programs.
- Encourage community interaction.
- Encourage students to be productive, responsible members of society, while promoting individual potential.
- Create an atmosphere of mutual respect and cooperation.
- Strive to provide a safe learning environment.
- Encourage lifelong learning

Goal 1:

By May 2019 each building will provide an environment that is supporting the whole child and well-being of all students and personnel, contributing to an engaging and inclusive learning community.

Objective	Measurement	Person Responsible	Target Date
Additional Social Worker	<ul style="list-style-type: none"> Number of students seen by social worker 	<ul style="list-style-type: none"> Debbie Ehlenburg Tiffany Elswick Tim Hayunga Board of Education 	July 2018
Selection of social emotional curriculum.	<ul style="list-style-type: none"> Curriculum in place Pre-K through 12th grade 	<ul style="list-style-type: none"> Tiffany Elswick Tim Hayunga Social Workers 	August 2018
Scheduling of social emotional lessons.	<ul style="list-style-type: none"> Schedule with all classes receiving weekly SEL lessons 	<ul style="list-style-type: none"> Tiffany Elswick Tim Hayunga Social Workers 	August 2018
Observation of social emotional lessons.	<ul style="list-style-type: none"> Student engagement as observed by walk throughs/observation 	<ul style="list-style-type: none"> Tiffany Elswick Tim Hayunga 	May 2019
Data Review Teams	<ul style="list-style-type: none"> Spreadsheet Power Rtl records 	<ul style="list-style-type: none"> Tiffany Elswick Tim Hayunga 	Ongoing May 2019
SAEBRS data collected and analyzed	<ul style="list-style-type: none"> Records/data from SAEBRS Student discipline records 	<ul style="list-style-type: none"> Data Review Teams 	Ongoing May 2019

Goal 2:

By January 2019, data regarding the climate/culture of district stakeholders will be collected and recommendations/targets for increasing/improving stakeholder involvement will be set.

Objective	Measurement	Person Responsible	Target Date
Conduct staff surveys	<ul style="list-style-type: none"> Survey results 	<ul style="list-style-type: none"> Debbie Ehlenburg Tiffany Elswick Tim Hayunga 	October 2018
Review climate/culture data	<ul style="list-style-type: none"> Summary of survey results 	<ul style="list-style-type: none"> Debbie Ehlenburg 	December 2018
Board review report and set targets for 2019-20 school year	<ul style="list-style-type: none"> Board Targets 	<ul style="list-style-type: none"> Board of Education Debbie Ehlenburg 	January 2019

Goal 3:

By December 2018, decide on a solution to provide a high-quality learning environment for Middle School/High School students.

Objective	Measurement	Person Responsible	Target Date
Gather feedback from community members on district facilities	<ul style="list-style-type: none"> District Facilities Committee Meeting Minutes 	<ul style="list-style-type: none"> Debbie Ehlenburg Board of Education 	May 2018 – July 2018
Share information with community with Frequently Asked Questions regarding district facilities	<ul style="list-style-type: none"> Frequently Asked Questions regarding district facilities distributed 	<ul style="list-style-type: none"> Debbie Ehlenburg 	September 2018
Community Forum to share options for district facilities	<ul style="list-style-type: none"> Invitation for Community Forum distributed and posted 	<ul style="list-style-type: none"> Debbie Ehlenburg Board of Education 	September 2018
Board determines direction for district facilities	<ul style="list-style-type: none"> Board of Education Minutes 	<ul style="list-style-type: none"> Board of Education 	October 2018
If Board determines to place a referendum question on the ballot, Board adopts resolution placing question on the April 2, 2019 ballot	<ul style="list-style-type: none"> Possible Board Resolution 	<ul style="list-style-type: none"> Board of Education 	December 2018

Board of Education

Mike Norton, President
 Ken Winkelman, Vice-President
 Shannon Combs, Secretary
 Johnny Eskridge
 Andy Madsen
 Penny Smith
 Joel Stauss

Administrative Team

Dr. Debbie Ehlenburg, Superintendent
 Tim Hayunga, Middle/High School Principal
 Tiffany Elswick, Elementary School Principal