

FY17 District 105 Goals and Annual Targets

August 22, 2016

GOAL SETTING

The district leadership team reviews year-end data at its retreat and identifies target areas for improvement. These areas are priorities and linked with one or two major changes in strategies/actions. There are other goal areas that are identified as successes. These goal areas (i.e. finances; supportive and healthy learning environments) remain important, but we do not target improvements or major changes in strategies/actions.

All students will demonstrate continuous growth and **achieve college and career readiness standards.**

- _____% of students will achieve at or above the 50th percentile in math.
- _____% of students will achieve at or above the 50th percentile in reading.
 - Schools, grade level teams, and classroom teachers set achievement targets for their students based on spring MAP results. The district summarizes these targets to set district-wide achievement targets.

All students will demonstrate continuous growth and **achieve college and career readiness standards.**

- As we receive achievement targets from schools, grade levels, and classrooms, we are planning to work with RIT data to establish a district percentile ranking goal based on mean RIT scores.

Improved Achievement: Actions/Strategies

- Improved integration/alignment of MAP skills within instructional units. Winter MAP testing.
- Formation of District Leadership Team
- Continued:
 - Focus on unit work
 - Focus on the achievement gap

All students will demonstrate continuous growth and achieve college and career readiness standards.

- District 105 will rank at the 90th percentile or above based on the percentage of students that achieve their spring to spring growth targets in math and reading.
 - In the past we set fall to spring targets for growth in math and reading. This process has not accounted for summer regression and at times has resulted in overall reduced expectations for growth.
 - In the past we set annual targets based on the percentage of students achieving their fall to spring growth targets. This target was always based on the district ranking at the 90th percentile based on student growth.

Improved Progress: Actions/Strategies

- Improved integration/alignment of MAP skills within instructional units. Winter MAP testing.
- Formation of District Leadership Team
- Continued:
 - Focus on unit work
 - Focus on the progress of highest achieving students

District 105 will recruit, retain and develop a high quality, collaborative staff.

- 90% of staff will provide positive responses to survey items about district climate, trust, communication, programming, and involvement.
- Overall, our staff survey responses indicate very positive, trusting relationships centered around high expectations for student learning. However, staff responses to some areas related to climate and programming reflect some ongoing tension/stress that was not evident in previous years.

Improved Staff Satisfaction: Actions/Strategies

- Formation of District Leadership Team
- Staff forums in each school to discuss responses. The District Leadership Team will problem solve and develop actions based on these conversations.
- Continued:
 - Staff involvement in all key decision making processes
 - High visibility of administrative team
 - Regular communication in a variety of formats.