

**Short and Long Term Planning Committee**  
**Final Goals**  
**Updated July 2022**

Facilities:

- Create long and short term plans which will enhance the appearance of our buildings and grounds, along with making them improved.
  - The District has established a 3-5 year facilities improvement plan to address renovations and regular maintenance.
- Establish a committee with community stakeholders to find “a path” to generate revenue to support athletic facility improvements and expansion.
  - The District has partnered with the Collinsville Area Community Foundation to expand funding options for student scholarships and facility enhancements.
- Consider plans to project a unified mascot and district colors for all district schools and teams.

Communication:

- Given multiple modes of communication (print, social media, branding), CUSD #10 will collaborate with all government bodies within the CUSD #10 boundaries to promote Kahok Nation across all settings and expand collaboration with businesses, corporate entities and alumni in Collinsville, Maryville, Caseyville and Fairmont City.
  - Social media, videos, letters, newspapers, and bilingual communication are used regularly to communicate with stakeholders.
  - Regular communication is provided by the Central Office and building level administrators to the community, parents, staff, students and the media on a weekly, bi-weekly and annual basis.
  - Creation of the CUSD #10 Hall of Fame to celebrate the accomplishments of Alumni, Staff and Community Members.

Professional Development:

- Establish district-wide Professional Development Plan aligned to data-driven district long and short-term student growth goals.
  - PLC structure includes planning, data analysis, trainings and addressing building needs throughout the school year.
  - Professional Development includes self-care, professional growth and peer to peer training with instructional coaches throughout the district. Professional Development plans are being created based on the feedback and input from central office staff, principals, teachers, students and current trends in education.
- Develop and implement a system wherein teachers and administrators use classroom data to create individual professional development goals/plans.

- Data analysis and guiding documents have been created for principals and teachers to utilize throughout the school year and drive instructional decision.
- Adopted STAR Reading and Math to guide classroom instruction. Students are assessed three times per year and data shows mastery of skills.
- Create an ongoing professional development series to teach educators how to use, disaggregate, and analyze student data then identify and implement strategies to measure impact.
  - K-6 progress monitoring programs provide data related to content standards as students are assessed. Four instructional coaches have been added for K-1, 3-6, and 7-8 and the district PBIS initiative.
  - A focus has been placed on instructional practices, technology integration and social emotional support.
  - Monthly PLC In-Service days have been established for peer to peer training.
- Identify and utilize our model classrooms to provide support and professional development for teachers and/or their educational assistants.
  - Instructional Coaches and Pilot Teachers are being utilized to enhance Tier 1 instruction and provide Peer to Peer Training.

#### Technology:

- Continue to maintain a needs-based replacement schedule for updated technology for the district, while still remaining a leader in the field.
  - A device rotation has been established for students in K-12.
- Work towards providing equitable distribution of technology hardware and connectivity district-wide to all students.
  - A private LTE Tower was constructed to provide connectivity for students in Fairmont City and State Park. Furthermore, hot spots are being utilized to fill in gaps in connectivity throughout the rest of the District.
  - Periodic connection activities will be conducted throughout the school year to determine students' access to the internet.
- Continuation of ongoing, embedded PD of newest technologies and how it fits and enhances instruction for existing and new staff.
  - Promethean boards have been replaced district-wide and teachers are receiving new devices to begin this 2020-21 school year.
  - On-going training includes promethean boards, Google updates, GoGuardian, Using QR codes, password management, podcasting, and YouTube channel creation.

#### Finance:

- Utilize current funding and additional resources to meet the social and emotional needs of our students and consistently improve the quality of educational opportunities offered as outlined in district goals.
  - The CHS Success Center and Trailblazer Academy have been created to address the academic and social emotional needs of our students in grades 7-12.

- Expand recruitment of highly qualified candidates at every level of district employment.
  - A strong effort has been made by Human Resources to hire a more diverse group of employees.
- Explore additional funding avenues for Vocational Programs.

#### Curriculum:

- Develop and implement a plan to increase and diversify program options at the CAVC.
  - Cyber Security has been added to the CAVC course list for the 2021-22 school year.
  - Additional welding slots have been created for the 2022-23 school year.
- Develop and implement a comprehensive program to address the social emotional needs of learners.
  - Tier 1 PBIS is in place in grades K-12.
- Continue to review and revise standards-based rubrics.
- Conduct an ongoing curriculum review to determine effectiveness, needs, and alignment to standards to ensure learning is occurring at a rate that demonstrates mastery, academic success and cultural awareness.
  - K-6 ELA Curriculum has been updated for the 2022-23 school year to align district resources with the learning standards to improve student mastery and provide cultural diversity.

#### Programs/Extra Curriculars:

- Develop a recruitment strategy and plan which includes economic and community benefits, job fairs and digital resources to target bilingual and diverse candidates.
  - Diversity & Equity scholarships have been created and awarded for the 2021-22 school year to students pursuing education and CTE careers.
  - Minority and bilingual staff employment continues to increase each school year.
- Collaborate with local libraries to provide library cards, summer and winter camps with transportation to expand.
  - Library cards will be provided to all registered students for the 2021-22 school year.
- Develop a stipend/incentive program to encourage professional development by staff for difficult to fill positions in order to find suitable candidates.

#### Other:

- Maintain and expand partnerships with area groups, agencies & fraternal organizations to help ensure the “Tote Me Home” program has adequate funding and resources.

- The district shall provide regular program training and goals to assist employee growth and performance annually.