



Community High School District 94  
5 Year Renewal Plan  
2011-2012: Year 2



Community Forum  
April 27, 2011



# 5 Year Renewal Plan: The Context

1. Understand who we are as an organization
2. Identify and articulate our goals and mission
3. Define our needs



# 5 Year Renewal Plan: The Context

1. Understand who we are as an organization
  - a. Dynamically changing

Student Demographics			
Year	White	Minority	Low Income
2004-2005	<b>56.7%</b>	43.3%	21.1%
2009-2010	45.2%	<b>54.8%</b>	23.9%



# 5 Year Renewal Plan: The Context

1. Understand who we are as an organization
  - a. Dynamically changing
    - ~ 50% of *current* faculty were not tenured 5 years ago.
    - ~ 30% of *current* faculty are not tenured.



# 5 Year Renewal Plan: The Context

1. Understand who we are as an organization
  - b. Diverse representation of student needs and experiences
    - Cultural
    - Socio-economic
    - Educational backgroundExample - World Relief



# 5 Year Renewal Plan: The Context

1. Understand who we are as an organization
2. Identify and articulate our goals and mission
3. Define our needs

# 5 Year Renewal Plan: The Context

2. Identify and articulate our goals and mission
  - Living – Learning – Leading





# 5 Year Renewal Plan: The Context

1. Understand who we are as an organization
2. Identify and articulate our goals and mission
3. Define our needs



# 5 Year Renewal Plan: The Context

3. Define our needs
  - a. **Common** understanding of instructional practices and curricular expectations among all teachers in all departments.
  - b. **Common** belief about professional expectations and our relationship with students.
  - c. **Common** articulated goal for our students.



# 5 Year Renewal Plan

## Year 1 – Building the Rising Tide

- Focus on **common understandings** in key instructional and curricular topics.
- Focus on **collaboration**
- Focus on the **use of data**
- Focus on **student intervention**



# 5 Year Renewal Plan

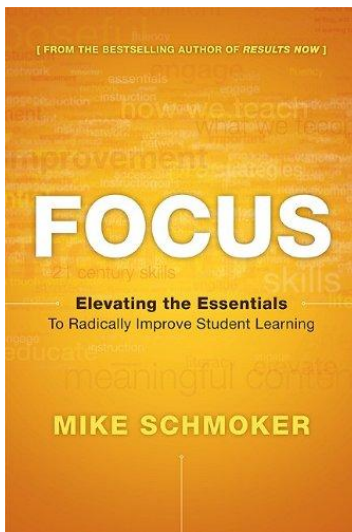
## Year 1 – Building the Rising Tide

- Staff Development (**Late Starts**)
  - Ubd, DI, SIOP, CRISS, Assessment, Tech
- Team work (**Half Days/ “Film” Days**)
  - Meet in Course Teams
  - Analyze all available data (standardized and local data)
  - Utilize Curriculum Maps
  - Share, collaborate, and intervene

# 5 Year Renewal Plan

**Year 2** – Continue the progress of Year 1

○ Mike Schmoker



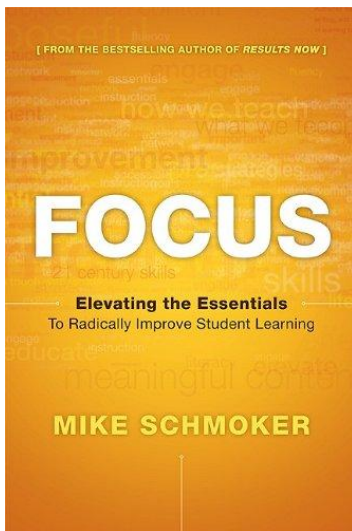
*“...the key to success is not innovation; it is ‘simplicity and diligence’ applied with fierce devotion to our highest priorities.”  
(Collins, 2001b, p. 104)*

# 5 Year Renewal Plan

## Year 2 – Continue the progress of Year 1

- Mike Schmoker

*“It is worth emphasizing here that implementation of the above elements [authentic literacy] will benefit immeasurable when teachers work in teams...where curriculum and lessons are continuously developed, tested, and refined on the basis of assessment results.” (DuFour, DuFour, Eaker, & Many, 2006; Schmoker, 2006).*





# 5 Year Renewal Plan

**Year 2** – Galvanize our beliefs in who we are and what we do.

- **We** = faculty, staff, students and the community (parents, stakeholders, and other constituents).
- Beliefs need to be defined, communicated, shared, and reviewed.



# 5 Year Renewal Plan

**Year 2** – Galvanize our beliefs in who we are and what we do.

- Pre-employment readings and understandings.
- Begin a media and communication framework.
  - Print materials
  - Electronic materials
  - Opportunities for communication



# 5 Year Renewal Plan

**Year 2** – Galvanize our beliefs in who we are and what we do.

- Begin faculty discussions regarding critical issues such as grading, assessment, and mastery.
- Formalize our beliefs – *This We Believe*
  - Define it, communicate it, share it, review it

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# 5 Year Renewal Plan



# 5 Year Renewal Plan

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A time of opportunity;



# 5 Year Renewal Plan

**Year 2** – Galvanize our beliefs in who we are and what we do.

- Begin faculty discussions regarding critical issues such as grading, assessment, and mastery.
- Formalize our beliefs – *This We Believe*



# Success at CHS

- Instill Hope
- Dare to Dream
- Embrace Risk
- Model Acceptance
- Pursue Growth
- Invest in Each Other
- Believe in Us



# 5 Year Renewal Plan

**CH1S**

**District 94**

**One School • One Goal**



