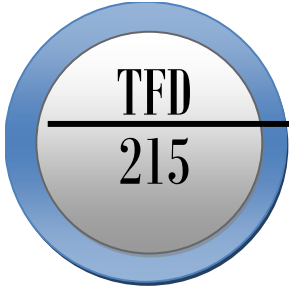


THORNTON FRACTIONAL TWP. HIGH SCHOOL

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Burnham • Calumet City • Lansing • Lynwood

# Strategic Plan 2012 – 2015



THORNTON FRACTIONAL TWP. HIGH SCHOOL

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Burnham • Calumet City • Lansing • Lynwood

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# THE BOARD OF EDUCATION



Richard Dust, President



LeeAnn Revis  
Vice President



Sheryl Black  
Secretary

In its continuing effort

to maintain open

communication, the

Board of Education

supports this strategic plan

as a vital tool in order to

share the District's road map

for improvement, direction,

timeframes and measurement

of success and evaluation

of goals and activities.



Michael Bolz  
Member



Rita Oberman  
Member



Donald Swibes  
Member



Roger Yochem  
Member

MESSAGE FROM THE SUPERINTENDENT  
DR. CREG E. WILLIAMS  
THORNTON FRACTIONAL TOWNSHIP  
HIGH SCHOOL DISTRICT 215



Dear Partners:

We are elated to share with you the strategic plan for Thornton Fractional High School District 215. This plan will guide the District over the next several years as we strive to reach our educational and operational goals. At the heart of the strategic plan is the Commitment of the Board of Education. This Commitment sets forth the District's Mission, Vision, and a series of goals that lay the foundation which we build and achieve upon. Each initiative in this strategic plan was created to align with district goals which focus on six factors:

Academic Achievement  
Safe & Orderly Environment,  
Parent Community Partnership  
Professional Learning Community,  
Enhanced Technology  
Finance/Support Operations.

As we move forward with implementation of the plan, we will modify it to reflect variations in resources and specific needs. Making this plan a dynamic document will allow us to continue dialogue with you, our partners in education.

Sincerely,

Creg E. Williams, Ed.D.

BOARD OF EDUCATION

Richard Dust, President

LeeAnn Revis, Vice President

Sheryl Black, Secretary

Michael Bolz, Member

Rita Oberman, Member

Donald Swibes, Member

Roger Yochem, Member

EXECUTIVE LEADERSHIP TEAM

Superintendent of Schools

Creg. E. Williams, Ed.D.

Charles DiMartino, Finance Director

Mike Fies, Director of Curriculum

Wale Ade, Director of IT

Rena Cureton, Director of Student Services

Jason Johnson, Asst. Director Student Services

April Jerger, Director of H.R.

# STRATEGIC PLANNING PROCESS

The District 215 Board of Education decreed the renewal of the District Mission & Vision.

- In 2008 collaborative teams of community members, parents, teachers, and students were commissioned to serve on the development team.
- Materials from the National Education Trust Conference which addressed common characteristics of high performing high schools served as template for strategic discussions.
- The effort centered on the revision of the District mission, vision and the development of a statement of commitment from the Board of Education.
- The process involved multiple strategic retreat format meetings.
- Districts 215 Board finalized its broad goals centered around six areas of focus.

The District 215 Board and executive administrative team kicked off long range strategic planning process.

- In 2010 a strategic steering committee was commissioned.
- Large group collaborative discussions were conducted resulting in smaller group breakout session being held to facilitate more detailed and specific discussion of strategic activities.
- Internal staff input was solicited, which provided additional stakeholder expression and support.
- Sub goals, activities and time frames were developed.

# HISTORY: DISTRICT 215 THORNTON FRACTIONAL TOWNSHIP HIGH SCHOOL

High School education in Calumet City, Lansing and Burnham dates back to 1917 when Wentworth High School was organized. Thornton Fractional school district was organized in 1924. The school was still called Wentworth until 1926 when a new building was finished. The school then changed its name to Thornton Fractional Township High School, since its district was a fraction of Thornton Township, not the normal 36 square mile area. Over the years, portions of Bloom Fractional Township to the south and Thornton Township to the west have been annexed to add more area to the district.

In December of 1933 the high school was destroyed by fire. The new school was finished in 1936. Only the swimming pool remains from the original structure. Today, that section is the main part of T. F. North. Many additions have been added through the years to meet the increasing needs of the community. It now serves approximately 1,700 students from Calumet City and Burnham.

Thornton Fractional South was built because of the great increase in student population within the district following World War II. The school opened the second semester of 1958 and served students living south of 159<sup>th</sup> Street. When it opened it had approximately 1,000 students; it now serves approximately 2,000 students from Lansing and Lynwood. Many additions have been built over the years. The boundary line between the schools was changed in 1960 from 159<sup>th</sup> Street to the Little Calumet River.

In 1971 the school district bought a building in Calumet City and converted it into an administration center. It opened in 1972. The center has been renovated numerous times over the years to meet the changing administrative needs of the district.

In the late 1970's, the school district decided to build a vocational center to house vocational programs that could serve both high schools. It was opened in 1978 on land between the administration center and the Little Calumet River. Over the years, the facility has been expanded and reorganized to be used for more than vocational education. It serves students from both high schools. It is currently called The Center for Academics and Technology.

# Thornton Fractional Township High School District 215

## AT A GLANCE

2011-2012

### Introduction

Thornton Fractional Township High School District 215 is located in the southwestern corner of Cook County approximately 25 miles south of central Chicago and serves the communities of Burnham, Calumet City, Lansing and Lynwood, Illinois.

### Schools

#### ***Thornton Fractional North***

Dwayne Evans, Principal  
755 Pulaski Road  
Calumet City, IL. 60409  
708-585-1001

#### ***Thornton Fractional South***

Judy Whalen, Principal  
18500 Burnham Avenue  
Lansing, IL. 60438  
708-585-2008

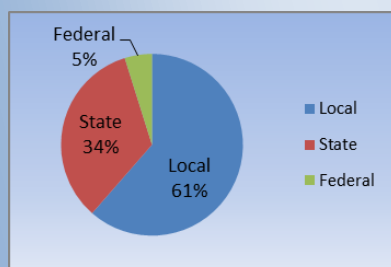
#### ***Center for Academics and Technology***

Kent Farlow, Principal  
1605 Wentworth Avenue  
Calumet City, IL. 60409  
708-585-2353

### Operating Budget

Local Sources: \$31,545,331  
State Sources: \$17,320,074  
Federal Sources: \$2,487,749

Per Pupil Expenditure - \$13,808



### Students

**Total Enrollment 3,719**

Thornton Fractional Center 138  
Thornton Fractional North 1,590  
Thornton Fractional South 1,991

#### ***Student Information***

Low-Income Families 53.2%  
Attendance Rate 89.0%  
Graduation Rate 90.1%  
Male 85.3%  
Female 94.9%

Special Needs 15.8%  
English Language Learners 0.7%

Racial/Ethnic Demographics  
African-American 66.1%  
White 13.1%  
Latino 16.1%  
Multi-Racial 3.1%  
Asian/Pacific Islander 0.4%  
Native American 0.1%  
Others 1.1%

Student/Teacher Ratio 17:1

### Staff

**Total Staff 381**

Administrators 20  
Teachers 216  
Aides 19  
Support Staff 98  
Secretaries 28

#### ***Teacher Racial/Ethnic Demographics***

African-American 17.1%  
White 77.3%  
Latino 4.2%  
Asian/Pacific Islander 1.4%

#### ***Administrator Racial/Ethnic Demographics:***

African-American 40%  
White 60%

### For More Information

#### **Thornton Fractional Township High School District 215**

1601 Wentworth Avenue  
Calumet City, IL. 60409  
708-585-2300

[www.tfd215.org](http://www.tfd215.org)

### Board of Education

*Thornton Fractional Township High School District 215 is governed by a 7-member Board of Education. Board members are elected to serve terms of four years.*

Richard Dust  
**President**

LeeAnn Revis  
**Vice President**

Sheryl Black  
**Secretary**

Michael Bolz  
Rita Oberman  
Donald Swibes  
Roger Yochem  
**Members**

### District Administration

**Creg E. Williams, Ed.D.**  
*Superintendent*

Wale Ade  
*Director of Information Technology*

Rena Cureton  
*Director of Student Services*

Charles DiMartino  
*Director of Finance*

Michael Fies  
*Executive Director of Curriculum, Instruction and Professional Development*

April Jerger  
*Director of Human Resources*

# DISTRICT 215

## **Our Mission**

To provide diverse learning opportunities that inspire all students to become life-long learners who contribute to their community.

## **Our Vision**

To become a premier district with state of the art resources and innovative programs which develops a community of caring, ethical and global learners.

## **Our Commitment**

District 215 is committed to providing a safe, collaborative and dynamic learning community that challenges and empowers our students to maximize their potential as learners and global citizens.

# DISTRICT 215 GOALS

## ACADEMIC ACHIEVEMENT

District 215 will ensure our students meet or exceed academic standards.

## PROFESSIONAL LEARNING COMMUNITY

District 215 will provide an environment that attracts and retains quality faculty and staff

## SAFE AND ORDERLY ENVIRONMENT

District 215 will provide a safe and orderly learning environment which enhances student academic opportunities.

## PARENT COMMUNITY PARTNERSHIP

District 215 will engage parents and the community to invest, support and reinforce the educational process.

## ENHANCED TECHNOLOGY

District 215 will enhance its use of technology and associated resources to effectively support the school community.

## FINANCE / SUPPORT OPERATIONS

District 215 will achieve a long range, balanced budget that provides effective and efficient educational and operational processes.

# ACADEMIC ACHIEVEMENT

DISTRICT 215 WILL ENSURE OUR STUDENTS MEET OR EXCEED ACADEMIC STANDARDS.

SUB GOAL	ACTIVITY
<p>We will develop and implement common academic expectations to increase the percent of 9<sup>th</sup> grade students earning the minimum 5 credits for promotion in their first year of high school.</p>	<p>Utilize Division Leaders to ensure that staff members communicate and promote 9<sup>th</sup> grade common academic expectations with their students</p> <p>Provide specific professional development opportunities to train teachers to align curriculum to the new Common Core</p> <p>Revise and align curriculum to the Common Core</p> <p>Implement curriculum revisions</p>
<p>We will create and implement a consistent writing standard and model at all grade levels and across all content areas.</p>	<p>Utilize Division Leaders to assist with the investigation of current writing models and define the specific qualities /expectations/ characteristics of good writing</p> <p>Provide professional development for all faculty members on the new writing model</p>
<p>We will develop and implement a student growth model based on school-wide targets that will allow for the analysis of academic progress, growth, and promotion.</p>	<p>Utilize Division Leaders to assist with the development of district wide common assessments for all courses</p> <p>Implement common assessments</p> <p>Analyze data from common assessments based on the adopted growth model</p>
<p>We will expand our developmental guidance services to enhance the academic success of our students as they become productive, caring, and ethical citizens.</p>	<p>Utilize outside agencies for service resources</p> <p>Provide specific professional development sessions which promote college acceptance procedures, career awareness programs and best-practices in counseling services</p> <p>Provide on-going District articulation meetings for guidance department members</p>

# PROFESSIONAL LEARNING COMMUNITY

DISTRICT 215 WILL PROVIDE AN ENVIRONMENT THAT ATTRACTS AND RETAINS QUALITY FACULTY AND STAFF.

SUB GOAL	ACTIVITY
<p>We will provide yearly professional development opportunities focusing on academic achievement, academic expectations and data analysis for all faculty and staff.</p>	<p>Central administration will provide monthly professional development sessions on data analysis, target goals, PSAE results, and academic initiatives</p>
<p>We will develop a plan focusing on recruitment, retention, cross training, and the development of all employees through continuing professional development and coaching.</p>	<p>Refine recruitment procedures within the District to expedite our hiring process</p> <p>Create a procedural manual for each department</p> <p>Schedule cross training sessions for support staff</p> <p>Promote use of tuition reimbursement program for work related courses among support staff</p>
<p>We will develop and implement a comprehensive marketing plan incorporating the vision, mission and the Board of Education’s established written goals.</p>	<p>Establish community relationships that foster partnerships</p> <p>Create collateral materials that will highlight the district brand/identity</p> <p>Implement a communication process plan to promote district brand/identity</p>

# SAFE AND ORDERLY ENVIRONMENT

PROVIDE A SAFE AND ORDERLY LEARNING ENVIRONMENT WHICH ENHANCES STUDENT ACADEMIC OPPORTUNITIES.

SUB GOAL	ACTIVITY
<p>We will provide ongoing in-service training for school safety, bullying, harassment, conflict resolution, and cultural tolerance for all members of the school community.</p>	<p>Host student assemblies and developmental guidance sessions</p> <p>Solicit student/community participation in social justice awareness programs</p> <p>Utilize each school’s public service system to create videos and announcements to improve awareness on school safety issues</p> <p>Host professional development training sessions for parents and community members on such topics as Bullying, Facebook and Safety</p>
<p>We will incorporate additional security features to ensure safe and orderly learning environment for both students and staff.</p>	<p>Provide on-going professional development for deans’ assistants on conflict resolution, de-escalation and mediation</p> <p>Transition existing security equipment to updated technological devices</p> <p>Continue to further develop our partnerships with local law enforcement agencies</p>
<p>We will evaluate and update our comprehensive crisis plan on a yearly basis.</p>	<p>Provide on-going safety training sessions/updates for staff members</p> <p>Train staff and students on emergency procedures</p>

# PARENT COMMUNITY PARTNERSHIP

215 WILL ENGAGE PARENTS AND COMMUNITY TO INVEST, SUPPORT AND REINFORCE THE EDUCATIONAL PROCESS.

## SUB GOAL

## ACTIVITY

<p>We will plan educational and social events that will promote the engagement between the district, schools, parents and the community</p>	<p>Annually, each school will identify a core planning team</p> <p>Annually, each school will develop a calendar with its parents group to identify parent engagement activities</p>
<p>We will ensure schools have active organizations to support fund raising and links to the larger community</p>	<p>Schools will identify sources for potential fundraising partnerships</p> <p>School organization will solicit Booster Club memberships</p>
<p>Parent Advisory Boards will review participation data as a basis for the development of future parent involvement programs</p>	<p>Develop instruments for data collection (surveys, sign-in sheets)</p> <p>Annual Parent Partnership report will be shared with community</p> <p>Encourage parents to participate/attend local community meetings (city hall, alderman, park board)</p>

# ENHANCED TECHNOLOGY

215 WILL ENHANCE IT'S USE OF TECHNOLOGY AND ASSOCIATED RESOURCES TO EFFECTIVELY SUPPORT THE SCHOOL COMMUNITY.

SUB GOAL	ACTIVITY
<p>We will ensure all staff, students and parent demonstrate an understanding of the National Education Technology Standards (NETS). <a href="http://www.iste.org/standards.org">http://www.iste.org/standards.org</a></p>	<p>Adopt policy stating NETS is the 215 standard</p> <p>Promote in handbooks, posters, web page</p> <p>Include in parent / student orientations</p>
<p>We will maximize the use of technology for student management systems, digital age work learning experiences and assessments.</p>	<p>Provide on-going professional development training on current technological resources (PowerSchool, iPad, On-line registration)</p> <p>Incorporate the use of other digital resources to enhance student learning in the classroom</p>
<p>We will implement a data dashboard and data management strategy.</p>	<p>Buy or design data dashboard.</p> <p>Install document imaging system.</p> <p>Install online registration and electronic transcript system.</p> <p>Investigate comprehensive accounting and human resources system / software package.</p>

# FINANCE/SUPPORT OPERATIONS

ACHIEVE A LONG RANGE, BALANCED BUDGET THAT PROVIDES EFFECTIVE AND EFFICIENT EDUCATIONAL AND OPERATIONAL PROCESSES.

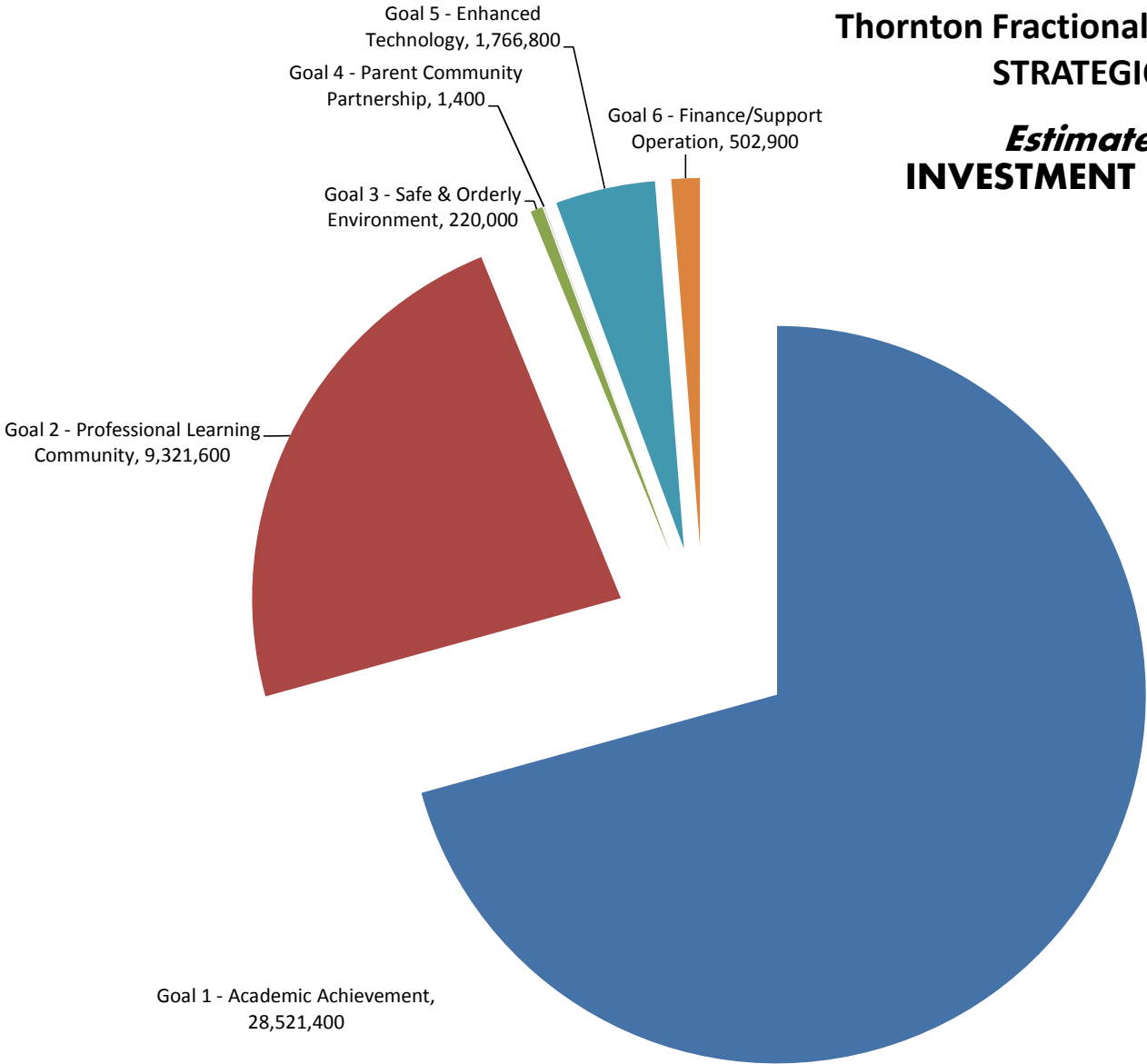
## SUB GOAL

## ACTIVITY

<p>We will research, develop, and implement best practices to include electronic processes.</p>	<p>Purchase and install a document server. Implement online transcript request system.</p> <p>Purchase electronic paystub software/system.</p> <p>Encourage direct deposit for all employees.</p> <p>Setup direct deposit/electronic funds transfer for all vendors.</p> <p>Investigate comprehensive accounting and human resources systems/software packages.</p>
<p>We will enhance the ability of the maintenance and custodian department to provide effective and efficient operational services.</p>	<p>Use competitive bids to purchase when purchasing supplies and hire outside contractors.</p> <p>Replace outdated and inefficient HVAC equipment.</p> <p>Research grant availability to help fund "green" initiatives.</p> <p>Mandate and provide safety awareness training to minimize injuries and financial liabilities.</p>
<p>We will allocate resources to support all components of the strategic plan while achieving financial sustainability.</p>	<p>Utilize staff input to build the annual budget</p> <p>Create a plan to project future revenues through the analysis of historical data</p> <p>Develop a five-year balanced budget aligned to the strategic plan</p>

# Thornton Fractional Twp District 215 STRATEGIC PLAN

## *Estimated Annual* INVESTMENT IN EDUCATION



# STRATEGIC PLANNING COMMITTEE

Wale Ade	Administrator	DeVonte Marshall	Student
Jennifer Anderson	Counselor	Therese McLaughlin	Administrator
Robin Beymer	Board Member	Debbie Murtaugh	Faculty
Wendy Bivens	Faculty	Natalie Owen	Board Member
Lisa Boersma	Faculty	Marcia Pavich	Board Member
Marc Brewe	Administrator	Dale Pietranczyk	Administrator
Mozella Brown	Teacher	Dan Podgorski	Village Government
John Bryk	Administrator	LeeAnn Revis	Board Member
Lisa Bouler-Daniels	Administrator	John Robinzine	Faculty
Deidre Danielson	Student	Artie Rogers	Faculty
Ryan Darrah	Teacher	Belkis Santos	Administrator
Tony Delaurentis	Village Government	Don Sciackitano	Parent
Chris Dodd	Teacher	Sandra Shaughnessy	Teacher
Charles DiMartino	Administrator	Renita Street	Teacher
Dwayne Evans	Administrator	Donald Swibes	Board Member
Kent Farlow	Administrator	Mary Swibes	Parent
Mike Fies	Administrator	Becky Szuba	Administrator
James Gigliotti	Board Member	Laura Szubka	Teacher
Jake Gourley	Teacher	Regina Titsworth	Parent
Gloria Greppi	Teacher	Julie Venem	Secretary
John Hallberg	Administrator	Jan Vinson	Teacher
Carol Horak	Teacher	Bob Wasek	Parent
April Jerger	Administrator	Debbie Waitekus	Board Member
Barbara Kell	Community	Judy Whalen	Administrator
Julie Kelly	Teacher	Creg E. Williams	Superintendent
Kathy Manno	Board Member	Ray Williams	Administrator
Chas Maricich	Board Member	Beverly Wilson	Administrator