

**District Initiatives 2011-2012**  
**Curriculum Related**

<b>Goals/Outcome</b>	<b>Initiative(s)</b>	<b>Task</b>	<b>Start Date</b>	<b>Project Completion</b>	<b>Administrative Team Members Responsible</b>	<b>Status</b>
Raise the level of student engagement.	Establish and collect baseline measures of student engagement.	a. Develop and pilot a system for collecting information on student engagement and instructional trends.	9/1/11	6/1/12	Dr. Williamson, Ms. Frandson, Mr. Muir	
		b. Administer a follow-up survey to the HSSSE survey.	9/1/11	6/1/12	Dr. Williamson, Ms. Frandson, Mr. Muir	

**District Initiatives 2011-2012**  
**Employee Relations**

**DRAFT**  
**8/8/11**

<b>Goals/Outcome</b>	<b>Initiative(s)</b>	<b>Task</b>	<b>Start Date</b>	<b>Project Completion</b>	<b>Administrative Team Members Responsible</b>	<b>Status</b>
Raise the level of employee engagement.	Establish and collect baseline measures of certificated staff engagement.	a. Collect, organize and analyze demographic data currently available.	9/1/11	6/1/12	Dr. Riggle, Dr. Caliendo	
		b. Develop an engagement survey for certificated staff to be administered during the second semester.	9/1/11	12/1/11	Dr. Riggle, Dr. Caliendo	

**District Initiatives 2011-2012**  
**Environmental**

**DRAFT**  
9/6/11

<b>Goals/Outcome</b>	<b>Initiative(s)</b>	<b>Task</b>	<b>Start Date</b>	<b>Project Completion</b>	<b>Administrative Team Members Responsible</b>	<b>Status</b>
Reduce overall energy consumption.	Establish a plan to reduce overall energy consumption by 10% during FY 2012.	<p>a. Analyze and share energy conservation efforts for FY2011 with all segments of the school community.</p>	9/1/11	6/1/12	Dr. Riggle, Mr. Wegley, Mr. Pryma, Dr. Ptak, Mr. Freund, Mr. Finan	
		<p>b. Develop a brief list of behaviors for saving energy that can be shared with staff and students.</p>	9/1/11	10/1/11	Dr. Riggle, Mr. Wegley, Mr. Pryma, Dr. Ptak, Mr. Freund, Mr. Finan	
		<p>c. Identify and implement building procedures that will result in additional energy savings.</p>	9/1/11	12/1/11	Dr. Riggle, Mr. Wegley, Mr. Pryma, Dr. Ptak, Mr. Freund, Mr. Finan	
Reduce paper use, print volume and mailings.	Establish a plan to reduce paper use, print volume and mailings by 10% during FY2012.	<p>a. Collect and analyze data on paper consumption, printing practices and the volume and frequency of mailings across the district.</p> <p>b. Establish a short list of strategies that can be followed by staff and students.</p>	9/1/11	11/1/11	Dr. Riggle, Mr. Wegley, Mr. Pryma, Dr. Ptak, Mr. Freund, Mr. Finan	
			9/1/11	12/1/11	Dr. Riggle, Mr. Wegley, Mr. Pryma, Dr. Ptak, Mr. Freund, Mr. Finan	

District Initiatives 2011-2012

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8/8/11

Financial

<b>Goals/Outcome</b>	<b>Initiative(s)</b>	<b>Task</b>	<b>Start Date</b>	<b>Project Completion</b>	<b>Administrative Team Members Responsible</b>	<b>Status</b>
Reduce ongoing district expenditures.	Develop a strategy for reducing ongoing expenditures by \$500,000 for FY2013 as established in the district financial projections.	a. Administrative team will work with staff to identify areas for cost reduction.	9/1/11	12/1/11	Dr. Riggie, Ms. Siena, Dr. Calliendo, Dr. Ptak, Ms. Bezanos, Mr. Wegley, Mr. Pyma, Mr. Freund, Mr. Finan	

**District Initiatives 2011-2012**  
**Organizational Planning**

**DRAFT**  
**8/17/11**

<b>Goals/Outcome</b>	<b>Initiative(s)</b>	<b>Task</b>	<b>Start Date</b>	<b>Project Completion</b>	<b>Administrative Team Members Responsible</b>	<b>Status</b>
Evaluate administrators based on professional standards that promote professional growth and improvement.	Develop a new evaluation system for administrators to be implemented during the 2012-2013 school year.	a. Identify a representative team of administrators to develop the evaluation instrument.	9/1/11	10/1/11	Dr. Callendo, Dr. Williamson, Mr. Pryma, Mr. Wegley	
		b. Produce a rough draft of the evaluation system and associated instruments for discussion with administrators and Board of Education	9/1/11	12/1/11	Development Team	
		c. Revise system and associated instruments based on feedback.	2/1/12	4/1/12	Development Team	
		d. Present evaluation system to Board of Education for approval.	4/1/12	6/1/12	Development Team	
		e. Provide staff development for administrators on new evaluation system.	6/1/12	9/1/12	Development Team	

**District Initiatives 2011-2012**  
**PR and Communications**

**DRAFT**  
**8/17/11**

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1. Increase awareness of the district.	1. Website Redesign	a. Automate school and district calendars.	6/1/11	2/1/12	Dr. Riggle, Ms. Geddeis, Ms. Giorgas, Mr. Thimm, Mr. Bretag	
		b. Development of website design and navigation.	6/1/11	12/1/11	Ms. Geddeis, Ms. Giorgas, Mr. Bretag, Mr. Jakes, Mr. Thimm	
		c. Programming of new website.	9/1/11	1/1/12	Ms. Geddeis, Ms. Giorgas, Mr. Bretag, Mr. Jakes, Mr. Thimm	
		d. Launch of new district and school home pages.	1/1/12	2/1/12	Ms. Geddeis, Ms. Giorgas, Mr. Bretag, Mr. Jakes, Mr. Thimm	
		e. Further develop and implement new website through the department level.	2/1/12	6/1/12	Ms. Geddeis, Ms. Giorgas, Mr. Bretag, Mr. Jakes, Mr. Thimm, ATM	

**District Initiatives 2011-2012**  
**PR and Communications**

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**8/17/11**

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	2. Implement e-newsletters.	a. Select and procure e-newsletter system.	7/1/11	8/1/11	Ms. Geddeis	
		b. Design templates and import user contacts.	8/1/11	10/1/11	Ms. Geddeis	
		c. Launch e-newsletters externally and internally.	9/1/11	11/1/11	Ms. Geddeis	
	3. Implement a district branding campaign.	a. Revise current district logo.	6/1/11	1/1/12	Ms. Geddeis, ATM	

**District Initiatives 2011-2012**  
**PR and Communications**

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**8/17/11**

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		b. Develop key messages for communications by the district for review and approval by the school board.	9/1/11	12/1/11	Executive Cabinet	
		c. Development of communications and style guidelines.	9/1/11	6/1/12	Ms. Geddeis, ATM	
	4. Develop a district policy for communications.	a. Draft a policy based on PRESS policy and examples from other districts.	8/1/11	10/1/11	Ms. Geddeis, Dr. Riggle, Mr. Pryma, Mr. Wegley	
		b. Review the draft with administrative teams and revise.	8/1/11	10/1/11	Ms. Geddeis, Dr. Riggle, Mr. Pryma, Mr. Wegley	



**District Initiatives 2011-2012**  
**PR and Communications**

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8/17/11

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		c. Submit to the Policy Committee and Board of Education for review and approval.	8/22/11	10/1/11	Ms. Geddeis, Dr. Riggle, Mr. Pryma, Mr. Wegley	
2. Improve official District communications with students and parents.	1. Establish social media systems for the district and schools.	a. Develop and implement guidelines for the use of social media by staff and students.	7/1/11	10/1/11	Ms. Geddeis, Mr. Bretag, Mr. Jakes	
		b. Embed social media systems in district and school websites	7/1/11	10/1/11	Ms. Geddeis, Ms. Giorgas	
	2. Collaborate with student media sources.	a. Work with school media sponsors to develop a plan for working effectively with school media services.	9/1/11	12/1/11	Ms. Geddeis	

**District Initiatives 2011-2012**  
**PR and Communications**

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**8/17/11**

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		b. Begin collaboration with student media sources.	2/1/12	6/1/12	Ms. Geddeis, ATM	
3. Improve internal communications.	1. Revise crisis communications procedures.	a. Review current building crisis plans.	9/1/11	11/1/11	Ms. Geddeis, Dr. Riggle, Mr. Pryma, Mr. Wegley	
		b. Draft communications component to be incorporated in building crisis plans.	11/1/11	1/1/12	Ms. Geddeis, Dr. Riggle, Mr. Pryma, Mr. Wegley	
		c. Review and revise communications component.	1/1/12	4/1/12	Ms. Geddeis, Dr. Riggle, Mr. Pryma, Mr. Wegley	

**District Initiatives 2011-2012**  
**Strategic Vision**

**DRAFT**  
8/11/11

<b>Goals/Outcome</b>	<b>Initiative(s)</b>	<b>Task</b>	<b>Start Date</b>	<b>Project Completion</b>	<b>Administrative Team Members Responsible</b>	<b>Status</b>
1. A strategic vision for Glenbrook High School District 225.	Review the Glenbrook High School District 225 Strategic Vision for the Year 2010.	a. Identify key stakeholders to participate in a review of the strategic vision.	9/1/11	10/1/11	Dr. Riggle, Executive Cabinet	
		b. Identify a process and timeline for the review.	9/1/11	10/1/11	Dr. Riggle, Executive Cabinet	
		c. Conduct the review and analyze the data collected during the process.	10/1/11	2/1/12	Dr. Riggle, Executive Cabinet	
		d. Identify key financial elements of the current strategic vision for discussion.	2/1/12	4/1/12	Dr. Riggle, Executive Cabinet	

**District Initiatives 2011-2012**  
**Technology**

**DRAFT**  
**8/11/11**

<b>Goals/Outcome</b>	<b>Initiative(s)</b>	<b>Task</b>	<b>Start Date</b>	<b>Project Completion</b>	<b>Administrative Team Members Responsible</b>	<b>Status</b>
1. Increase the consistency and predictability of technology resources.	Develop a long-range plan for the refresh of district-supported technology to be implemented in FY2013.	a. Identify all technology resources supported by the district along with their expected replacement timeline.  b. Draft a timeline to refresh identified district-supported resources.	9/1/11	11/1/11	Mr. Thimm, Mr. Bretag, Mr. Jakes	
		c. Review of timeline by administration	12/1/11	2/1/12	Executive Cabinet	
2. Ensure the successful operation of technology systems during disaster and crisis situations.	Develop a disaster recovery plan for district technology systems.	a. Identify elements of a disaster recovery plan for District 225.	9/1/11	12/1/12	Mr. Thimm, Technology Committee	
		b. Develop comprehensive budget for the implementation of a disaster recovery plan.	12/1/11	2/1/12	Mr. Thimm, Technology Committee	