

Curriculum, Programming, and Scheduling

| # | Action | Personnel Responsible | Start Date (Projected) | Due Date (Projected) | Date Completed / Activities |
|---|---|--|------------------------|----------------------|---|
| 1 | Pilot a one-on-one Google Chromebook take-home program for 7 th and 8 th grade, and consider future lower grade levels. | I.T. Director, Admin, and Teachers | Start of SY 2019/20 | TBD | ·SY19/20:7 th & 8 th grades |
| 2 | Create school-generated emails for students in Grades 6-8. | I.T. Department | SY 2019/20 | SY 2020/21 | ·SY19/20:7 th & 8 th grades done during 1 st semester |
| 3 | Establish student access for online gradebook in Grades 6-8. | I.T. Department | SY 2019/20 | SY 2020/21 | ·Fall 2019: 7 th & 8 th grade |
| 4 | Replace Chromebooks no longer supported by Google beginning with the first 300+; purchase Chromebooks with touch screens to provide more versatility/uses. | I.T. Director, Teachers, and Superintendent | Summer 2019 | Review annually | ·SY19/20: 250+ Chromes |
| 5 | Research and update the science and social studies curriculum and mapping starting with Grades 6-8. | Teachers and Administration | Spring 2019 | SY 2020/21 | ·SY19/20: StemScopes pilot in 6 th -8 th grade ·SY20/21: StemScopes adoption in 6 th -8 th grade |
| 6 | Implement the Ready Gen writing component in the kindergarten through 5 th grade levels in conjunction with and/or in place of the Lucy Calkins approach/strategy. | Teachers and Administration | SY 2019/20 | Start of SY 2020/21 | ·SY19/20: Implemented in K-5 th grades |
| 7 | Research and decide on the establishment of an Early Childhood Special Education (ECSE) program here and lessen the dependency on the equivalent special education programming through the LASEC special education co-op. | PreK Team and Administration with support from LASEC | Winter/Spring 2019 | Start of SY 2019/20 | ·SY19/20: ECSE-dedicated room in place |
| 8 | Switch from Transitional Bilingual Education (TBE) programming in kindergarten through 2 nd grade to Biliteracy (Spanish) programming and extend it through 4 th Grade. | Bilingual Ed Team & Director, Admin | Start of SY 2019/20 | Start of SY 2021/22 | ·SY19/20: 3 rd grade room ·SY20/21: 4 th grade room |
| 9 | Continue high quality bilingual education training for educational staff members. | Bilingual Ed. Director and Teachers | Winter/Spring 2019 | Ongoing | ·Summer 2019: Adelante on-site trainings ·SY19/20: Sheltered Instruction Observation Protocol (SIOP) training & annual ISBE Bilingual Education conference |

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| 10 | Investigate modifying the Enrichment pull-out program to address the needs for Spanish-speaking students. | Bilingual Ed Director | SY 2019/20 | TBD | -SY21/22: posted an open position for SY22/23 as having a preference for bilingual candidates but no qualified individuals applied |
| 11 | Investigate the possibility of extending Grades 6-7 STEM, Art, and Computer classes beyond the current nine-week (quarter) format | Administration and STEM dept | SY 2019/20 | TBD | ·SY19/20: Researched and created a SY20/21 trimester schedule but the change was not adopted |
| 12 | Design a mentoring/advisory-type Social Emotional Learning (SEL) school-wide “Families” initiative. | Rhodes’s Menta Team | Summer 2019 | Start of SY 2019/20 | ·Summer 2019:SEL Team met & created 5-yr plan ·SY19/20: full staff mtg and a kickoff assembly -SY21/22: first full year of “family” activities |
| 13 | Research implementing standards based report cards beyond 2 nd grade into 3 rd , 4 th , and 5 th grades. | 3rd-5th Grade Teachers & Administration | Fall 2019 | TBD | ·SY19/20: Admin & 3 rd gr planning meeting(s) |
| 14 | Create a student input and feedback group that meets periodically with administration. | Principal and Students | Fall 2019 | Ongoing | ·SY19/20: Student reps identified and meetings begun |
| 15 | Add school board members and parents to the curriculum review/adoption recommendation committees. | Admin | SY 2019/20 | Ongoing | ·SY19/20: Parent reps invited to be on math and reading committees |
| 16 | Design and implement a Rhodes climate and culture ad hoc committee. | Board, Admin, Teacher Reps, & Parents | Fall 2019 | TBD | ·SY19/20: Teachers, board members, admin, and parents reps invited and four mtgs planned SY21/22: Meetings restarted |
| 17 | Plan for four sections at 7 th grade for SY2020/21 and four sections of 8 th grade for SY2021/22. | Teachers and Administration | Fall 2019 | SY2020/21 | -SY19/20: Admin and Union leadership decided to go with three sections of 8 th grade not four in SY20/21; new section assignment format created for 7 th grade |

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| | | | | | -SY21/22: Schedules for four sections of 8 th grade and three in 7 th grade were implemented |
| 18 | Provide additional ReadyGen reading curriculum training. | Teachers and Administration | SY 2019/20 | TBD | ·SY19/20: Summer and institute day trainings |
| 19 | Train appropriate staff in student crisis prevention, de-escalation, and maintenance. | Teachers and Administrators | SY 2019/20 | Ongoing as needed | ·SY19/20: Training on teacher institute day -SY21/22: CPI training of staff |
| 20 | Establish a Science/STEM Innovation Fair at one of the middle school grade levels. | Board, Teachers, and Administrators | SY 2019/20 | SY 2020/21 | ·SY19/20: Board-admin discussions, meetings with science/STEM teachers; final decision of a club approach for SY19/20 and investigate it being part of the new science curriculum after that -SY20/21 and SY21/22: COVID-19 pandemic issues delayed implementation |
| 21 | Plan for the addition of a Math Intervention Teacher to work with struggling K-5 th grade students during the school day as well advise teachers on proven math remediation models and strategies. | Board, Teachers, and Administrators | SY 2019/20 | SY2020/21 | SY19/20: Admin, Board, and Teacher discussions; job description and scheduling Summer 2020: Hired teacher |
| 22 | When Bilingual Education candidates are not available for openings, continue the process started last decade of hiring Foreign/World Language (Spanish) candidates who can quickly get their Bilingual Education temporary endorsement and get a permanent Bilingual endorsement; also continue the same consideration for Rhodes bilingual teacher aides who have college degrees and thus can get the temporary license. Additionally and as needed, recruit retired bilingual education teachers under ISBE’s “Retiree Return to Work” option for areas of candidate shortage and participate in ISBE’s Spain teacher exchange program (online interviews). | Administration | SY 2020/21 | Ongoing | ·SY20/21: As/if needed, hire retired teachers via the teacher shortage law allowance (extended to 6/2023); Consider the ISBE-teacher exchange program with Spain |

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| | When bilingual candidates are not available, recruit ESL (ELL) teachers. | | | | |
| 23 | Work with the Leyden Area Special Education Cooperative (LASEC) to investigate starting a regular education summer school/extended year program starting in 2021 to address significant achievement gaps identified for certain students. | Superintendent | SY 2021/22 | Ongoing | |
| 24 | Create a Curriculum Director position to focus on strengthening the curriculum, improving student test scores on local, state, and national tests, and provide curriculum-related night events for parents and students. | Administration | SY 2020/21 | SY 2021/22 | -SY20/21: Create a job description and interview candidates for a SY21/22 hire -SY21/22: Curriculum Director position in place |
| 25 | Add 15 additional school days to the beginning of SY21/22 to help address learning loss related to the COVID-19 pandemic. Also, hire an additional social worker to address the SEL needs of students and families that also have occurred due to the pandemic. Utilize the temporary ESSER Grant funding for both items. | Teacher Union and Administration | SY 2020/21 | SY 2021/22 | -SY20/21: Teacher contract negotiations item; interview social worker candidates -SY21/22: Implemented 15 additional days for the one year and hired additional social worker |
| 26 | Address shortage of substitute teachers by utilizing internal subbing on a period-by-period basis and restarting the permanent substitute teacher position. | Teachers and Administration | SY 2021/22 | Ongoing | -SY21/22: Utilize a Google Doc to advertise daily class period needs so teachers can get paid to fill assignments during their prep periods and lunchtime. -Summer 2022: interview permanent substitute teacher candidates for the position that became vacant during the COVID pandemic |
| 27 | Conduct Easter Seals autism-related training and retraining of staff. | Teachers and Administrators | SY 2021/22 | Ongoing | -SY21/22: November 2021 on-site training and consultation |

Extracurricular, Supplemental, and Community Programming

| # | Action | Personnel Responsible | Start Date (Projected) | Due Date (Projected) | Date Completed / Activities |
|---|---|--|------------------------|----------------------|--|
| 1 | Add a second Summer Club opportunity for students beyond the summer clubs that occur simultaneously with Summer School. | Administration and Teachers | Summer 2019 | Ongoing | ·Summer 2019: June and August sessions |
| 2 | Create after-school intramurals/skills training for students at the 3 rd through 5 th grade levels. | Principal and Teachers | SY 2019/20 | Ongoing | ·SY19/20: Communications to staff on sponsor/coach interest |
| 3 | Implement a performance arts experience for students for second semester in addition to the current musical occurring during first semester. | Administration and Teachers | SY 2020/21 | Ongoing | -SY20/21 and SY21/22: Delayed because of COVID-19 |
| 4 | Continue providing educational events as often as feasible for parents and students such as the Biliteracy/Cultural night event that occurred in SY 2018/19. | Building Administration and Teachers | SY 2019/20 | Ongoing | ·SY19/20: PTA Back-to-School Social event and Diversity in Literacy Fair -SY21/22: BPAC Multicultural after-school event |
| 5 | Expand the bussing for events to include family nights for school, RMPA, and PTA special events. | Admin and Transportation Director | SY 2019/20 | Ongoing | ·SY19/20: PTA Back-to-School Social, Rhodes Fest -SY21/22: Restarted events and bussing |
| 6 | Schedule some of the RMPA and PTA meetings in Melrose Park to encourage and increase parent participation. | RMPA, PTA, and Administration | SY 2019/20 | Review annually | ·SY19/20: Discussed with RMPA and PTA leaders |
| 7 | Create an expanded outreach program for students and parents with input and ongoing assistance from the school social workers in conjunction with the administration and school board representatives. This would include hiring an additional social worker as well as designating a Community Engagement Officer. | Administration, School Board, and Social Workers | SY 2021/22 | Ongoing | SY21/22: Additional social worker hired and outreach/parent education nights started; Board member appointed as the Community Engagement Officer |
| 8 | If a small to medium sized property in Melrose Park with a parking lot (most likely a commercial building) is listed for lease or sale, explore the possibility of renting or purchasing it to establish a presence in northern Melrose Park where | Superintendent and School Board | SY 2020/21 | Ongoing | |

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| | over 60% of our students reside. The following activities could be held there in addition to at Rhodes: PreK screenings, BPAC, PTA, RMPA, and school board meetings, parent-teacher conferences, literacy nights, PTA-sponsored events, parent education nights, parent socials, student physicals and dental exam days by local non-profits, parent outreach night programs such as English as a second language through local colleges, Leyden family support services, etc. | | | | -SY20/21: School board discussions and initial research SY21/22: Researched a property for sale as well as a different location for lease |
| 9 | Actively encourage parents to take ISBE's 5Essentials survey by direct emails and having Chromes during parent-teacher conferences with signs requesting parents take the online survey on-site before leaving after their child's conference. | Administration | SY 2019/20 | Review annually | -SY19/20: Chromes and information at the P/T conferences |
| 10 | Participate in the West 40 Family Advocacy group monthly informational and networking meetings. | Social Workers | SY 2021/22 | Ongoing | |
| 11 | In conjunction with the Rhodes Educational Association, plan an annual back-to-school event for the staff. | Teacher Union and Administration | SY 2021/22 | Ongoing | -SY20/21: Discussions between the Union and Administration |

School District and Building Operations

| # | Action | Personnel Responsible | Start Date (Projected) | Due Date (Projected) | Date Completed / Activities |
|---|--|--|------------------------|----------------------|---|
| 1 | Redesign the school website to have relevant updates and be more user-friendly. Create links to teacher's active websites and update links for students. | I.T. Director and Administration | Summer 2019 | During SY 2019/20 | ·Summer 2019: Website updates & streamlining |
| 2 | Continue focus on recruiting substitute staff: teachers, bus drivers, custodians, etc. | Administration | Ongoing | Review annually | ·SY19/20: 3 drivers trained & hired |
| 3 | Update phone system to a supported newer Microsoft operating system. | Maintenance & I.T. Directors | Summer 2019 | Summer 2019 | ·SY19/20: New phone install throughout school |
| 4 | Update security system to a supported newer Microsoft operating system and improve internal security measures. | Main. and I.T. Directors & Administration | Summer 2019 | Summer 2019 | ·SY19/20: System upgraded and staff training during 1 st sem. |
| 5 | Replace older building equipment/areas: bleachers, wheelchair lifts, inefficient/aging lighting, courtyard sidewalk, etc.; Repaint K-2 hallway lockers and have flame resistant material reapplied to the stage curtain. | Maintenance Director and Superintendent | Summer 2019 | Summer 2019 | ·SY19/20: New bleachers, lifts, locker paint, and curtain coating |
| 6 | Continue with roof maintenance/resaturation plan schedule and replace old gravel-and-tar material with rolled membrane roofing. | Maintenance Director | Ongoing | Review annually | ·Summer 2019: Replaced 2 nd story roof from 1993 |
| 7 | Investigate the feasibility of the addition of a performance arts theater building with a stage and multipurpose space/retractable chair seating for 600+, a band classroom, and a chorus/general music classroom, as well as do renovations to former band room to create new classrooms. | Board, Maintenance Director & Administration | Spring 2019 | TBD | ·SY19/20: Architect research on plan ideas and estimates |
| 8 | Continue replacing the oldest busses in our aging fleet. | Superintendent & Bus Mechanic | Spring 2019 | Review annually | ·SY19/20: wheelchair accessible bus bought to replace our 1990 one |
| 9 | Investigate the feasibility of fixing the drainage problems that occur on the blacktop playground when heavy rainfall occurs. | Maintenance Director | Spring 2019 | TBD | ·SY19/20: Look into a drainage solution research investigation cost & work estimate ·SY21/22: Work with architect and engineering firm to develop a plan |

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| 10 | Improve and strengthen the registration waiver verification process. | District Office | Spring 2019 | Summer 2019 | -Summer 2019: Started requiring financial doc's |
| 11 | Based on feedback from school board members, research a building addition for classrooms, a renovation of the cafeteria, etc. Also, based on building needs feedback received by the teaching staff through a staff forum held on March 2020 and a subsequent Building Space Needs advisory committee meeting in June 2020, investigate renovating and/or building classrooms for centrally located medium-sized rooms for special education, bilingual education, and academic remediation teachers who all work with small to medium-sized groups of students. | Administration, School Board, & Teachers | Summer 2020 | Summer 2022 | -Summer 2020: Architect created sketches of different options -SY21/22: Adopted a plan for a new addition consisting of 8 classrooms with 4 small shared rooms within them, 3 intervention rooms, a second LLC, a nature-scape courtyard, additional staff restrooms, and renovations in various areas of the existing building; conducted a community open house in April and a ground-breaking ceremony in May |
| 12 | As the “Great Resignation” continues nationally among the labor force, recruit the best administrators available with a focus on supporting those new administrators with mentoring internally as well as utilizing external resources as available. | Administration | Ongoing | Ongoing | -SY21/22: recruit a new Assistant Principal/Bilingual Education Director and a new School Business Manager/CSBO |

Government/Illinois State Board of Education (ISBE) and Grants/Finances

| # | Action | Personnel Responsible | Start Date (Projected) | Due Date (Projected) | Date Completed / Activities |
|---|--|--|---------------------------|-------------------------------|---|
| 1 | Research and implement the <i>Community Eligibility Provision</i> (CEP), which provides free breakfast and lunch to all our students. | District Office | Winter/ Spring 2019 | Start of SY 2019/20 | SY19/20: CEP began |
| 2 | Per ISBE's rules beginning in SY 2019/20, create and update the <i>Consolidated School Plan</i> for all federal grants: Title I, II, III, IV and IDEA Flow-Through and IDEA Preschool. | Superintendent and Program Directors | Spring 2019 | SY19/20 (review as needed) | -SY19/20: Plan submitted & approved -SY20/21+: Resubmit annually |
| 3 | Continue planning for and collecting documents for the West 40 ISC's <i>Comprehensive Compliance Visit</i> every four years. | Superintendent and Building Administration | Fall 2020 | Spring 2021 | -SY20/21: 4-Year Audit completed |
| 4 | Apply for additional state grants that become available on a non-annual/scheduled basis (i.e. Maintenance, HLS, Security, additional funding from scheduled grants, etc.) | Superintendent | Spring 2019 | Review annually | -SY19/20: Contacted ISBE regarding Rebuild Illinois grant applications -SY20/21: Submitted COVID-19 related grants (ESSER I and II grants) -SY21/22: Submitted more COVID-19 related grants (ESSER III, ESSER IDEA, and ESSER McKinney-Vento) |
| 5 | Implement new state laws relating to social studies curriculum in the areas of Civics education, LGBTQ+, etc. | Social Studies Teachers & Administration | SY 2019/20 | SY2020/21 | -SY19/20: Social studies reps & admin planning -SY20/21: Implementation of related curriculum |
| 6 | Implement new state laws on police-related student interviews. | Administration and Liaison Officers | SY 2019/20 | SY2019/20 | -SY19/20: Admin and local police discussions on new protocols |
| 7 | Implement new state laws relating to teacher summative evaluation rankings. | Teachers and Administration | SY 2019/20 | SY2019/20 | -SY19/20: Meetings with the Joint Committee |

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| 8 | Implement new state laws relating to 1) special education Individual Education Plan (IEP) preliminary information sharing with parents and 2) Section 504 Plan consideration | Special Education Dept and LASEC | SY 2019/20 | SY2019/20 | ·SY19/20: Process started for sharing info & 504 info on website & planned for handbooks |
| 9 | Apply for one to two additional “Preschool for All” grant funded class sections, with one being TBE/Biliteracy focused, when the next ISBE 5-year application cycle opens. | Preschool Teachers and Administration | SY 2022/23 | SY2023/24 | |