

School District Organization

School District Philosophy

Mission:

Pekin Public Schools, a visionary, innovative elementary district is committed to preparing responsible, productive, life-long learners by fostering active partnerships among schools, students, families and community.

Vision:

School is a place where learners develop and apply skills, knowledge and habits necessary to be successful in a changing society. Students, teachers, parents and the community share a responsibility for individual achievement. Learning activities are organized by a clear vision of standards for excellence aligned across schools and grades. By using a variety of assessment strategies, students and adults continually evaluate progress to guide the next steps for learning. Learning activities are based on strategies that research and experience indicate promote each individual's best performance. In such schools, learners actively direct their own education. They work in an environment that values intellectual skills, social skills, confidence and active involvement in the school, community, and a changing society.

Teaching and learning are enhanced in a collaborative culture that effectively communicates among flourishing partnerships. This culture is characterized by teamwork and clear communication that support continuous improvement and the search for new and better ways to enhance learning. Individuals in this culture share responsibility for leadership, decision-making and communication. This responsibility maintains and develops partnerships among students, families, schools and communities. All members of this culture demonstrate mutual respect, positive attitudes, flexibility and open-mindedness. This culture is sustained through shared vision, values and resources that guide daily decisions. These cultural values endure changes in leadership among all partners.

Teaching and learning are enhanced when adequate human and fiscal resources are secured to promote best practices that fulfill the mission of the district. The district secures revenues that exceed expenditures from a variety of traditional and non-traditional resources. Quality human resources are secured and retained through recruitment, development, compensation, recognition, and rewards. Infrastructure resources are secured, maintained, and enhanced through investment, partnership, and collaboration. These human, financial and material resources are allocated to support the district mission. The use of resources is continually assessed and the results inform future decision. District resources are allocated effectively and efficiently. Quality and accountable resources are allocated to respond to the changing needs of the district.

Teaching and learning are enhanced by a variety of programs and services that meet the individual and collective strengths and challenges of the learning community. These programs and services provide diverse learning experiences, opportunities to set high expectations, monitor achievement, and freedom to develop social skills to be successful in a variety of settings. They include opportunities for learning beyond the traditional day and year. A variety of students centered learning opportunities are provided. The challenge to experiment and explore innovative practices encourages instruction and assessment

strategies that continually improve teaching and learning. Parents, staff, community and business partners experience and support productive, challenging learning activities.

Teaching and learning improve in a safe, respectful and inviting learning environment. This learning environment is characterized by a well-maintained facility in which students and staff are safe and secure. The learning environment nurtures each student's unique needs and abilities. Learners are actively engaged in purposeful, motivating experiences. Continuous growth is encouraged through meaningful feedback and self-reflection. Each individual is treated with dignity and respect. Clear expectations for behavior are established and consequences are administered fairly.

Values

- We will teach the district curriculum and use the evidence of our results to continuously improve.
- We will work in teams with families and community partners to accomplish common goals and advance the vision of the district.
- We will use a variety of means to enhance communication among students, schools, families, and community.
- We will make the best use of human and fiscal resources to achieve individual and organizational excellence.
- We will create, use and evaluate diverse learning programs and services to assist all students to be successful.
- We will model clear expectations and provide fair consequence to assure a safe, respectful, inviting learning environment.

Goals

- We will increase student performance through the school improvement.
- We will increase collaboration and communication among students, schools, families, and community to facilitate an exchange of human and other resources.
- We will secure adequate human and fiscal resources and allocate them to fulfill our mission.
- We will provide an innovative, comprehensive educational program that realizes each student's potential
- We will provide a safe, respectful, inviting learning environment.

Long Range Planning

The district conducts a broad-based planning process on a 3-5 year basis to review its mission, vision, values and goals. As a part of that process the district produces yearly monitoring reports to document what has been accomplished, what is in progress and what are the focus areas for the future. In addition, the district reviews performance results and seeks feedback from all stakeholder groups relating to strengths and opportunities.

Annual Targets

The Superintendent presents an annual report to the board and recommends targets to set annual directions based on the long-range plan. The board decided on the targets and takes action to assign these to central office administrators as part of their job accountabilities. The targets are set in each goal area.

Action Plans

Administration involves stakeholders in the development of action plans to accomplish the target

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Performance Results

Action planning includes the analysis of results. Each central office administrator provides documentation to serve as evidence of results for targets in their job accountability area. Results are posted on the district website.

Adopted by the Board of Education September 2001