

Goals by Strategic Plan

Staffing – Significantly increase and enhance staffing and supports to students

1. By June of each school year the District will have a 7-12% decrease in staff members across the district, leaving to work at another location.
2. Within two weeks after submitting their resignation, the staff member will have an in-person meeting with the Superintendent or a designee to discuss the reasoning for resignation.
3. During the spring of each school year, school representatives will sign up and attend a minimum of three local job fairs in the area, including those from colleges, businesses, or community organizations. In the event we cannot hit three of these, North Boone will have their own.
4. North Boone will take steps to improve staff retention and reduce turnover and recognize the investment in the community.
5. Develop an incentives plan for substitutes based on loyalty to district.
6. Develop and implement a plan to ensure adequate support inclusive but not exclusive to specials.
7. Benchmark staff retention/hires/recognition as well as document exits with surveys and interviews.
8. Establish a procedure to identify hiring risks.
9. Establish a culture of collaboration/innovation/success.
10. Research and implement an efficient and effective method of improving collaboration across the district.
11. Examine and implement strategies/incentives that attract and retain staff to grow all areas of staffing.
12. Research and implement mentoring and professional development programs that increase staff retention.

Curriculum - Review the current curriculum model and strive to improve articulation PreK – 12 to provide a rigorous educational experience that prepares students for college and career readiness

1. By the beginning of each school year, institute days will have a theme for each one, with a focus on student achievement and cross-district grade level collaboration time.
2. With the assistance of the School Board, building Principals will implement a tutoring program run by staff to assist students by the beginning of October 1st of each school year.
3. The District will create a Homework Task Force comprised of teacher representatives from each school and grade level to discuss homework policies and procedures that are aligned to each school and grade level. This task force will meet four times a school year starting in April of the previous school year.
4. Create a process and Time Frame to facilitate the curriculum alignment. (Paid Time/stipends and support).
5. Research a school wide assessment plan that allows for across the board sharing and analyzation of testing data.
6. Investigate the rigor of coursework and promote a culture that that encourages teachers to challenge.
7. Data Based Decision Making; Improve Programs; Tell stories; Understanding Key Indicators of College and career Readiness; Assessment Protocols; Reviewing ore Classes, Instructional Implementation and Interventions.
8. Improve Student Involvement in sports/clubs/extra-curriculars.
9. Expand academic opportunities in a fiscally responsible manner.

Parent Involvement and Communication - Significantly increase and enhance community relationships and external communication.

- Significantly increase and improve District-wide relationships and internal communication.
1. With collaboration of all staff, and by September of the school year, each school will create and implement a program that will focus on student achievement and effort.
 2. Each school will have a minimum of six newsletters throughout the school year, and four from the District office, that will relay communication about school happenings and successes.
 3. By October of each school year, schools will hold a parent informational session regarding the standardized tests that are given to their students throughout the year. This will include test prep, effort, and analyzing results.
 4. District 200 will foster better two way communication and relationships with all stakeholders in our diverse community.
 5. Inform/Educate/reinforce to parents the high expectations of the district.
 6. Tell our story through communication topics and recognition (Student and Staff Achievements)
 7. Craft a message or district theme that is delivered to the community in multiple medias and is on task over a long period of time.
 8. Develop a Communication Committee to provide a culture that fosters two way communication on key issues that are relevant to stakeholders.
 9. Create a stipend to lead the communication effort.

Facilities - We will provide clean, well-maintained, up to date facilities that are safe and conducive to learning.

1. By July 2017, the Upper Elementary school will create a schedule and have the necessary materials that will allow lunch to be served to students in grades 5-6 in their own cafeteria during standard lunch times.
2. By August, the UE and MS will add 2-3 wall unit air conditioners to each classroom to cool them down during the summer months. This will better the school environment for students and staff.
3. By July 2017, the District, led by the Director of Special Education will work with the ROE to identify areas where we are lacking compliance for students with special needs.
4. Investigate the possibility of re-opening the UE kitchen.
5. Examine ADA needs of all buildings for compliance.
6. Examine the research and relationship between facility renovation and student achievement. Explore ways to implement.
7. Continue to upgrade and improve facilities in a fiscally responsive way.
8. Develop a long term funding plan that will include the renovation/expansion of athletic fields.