



**North Boone Community
Unit School District 200
Living the Strategic Plan**



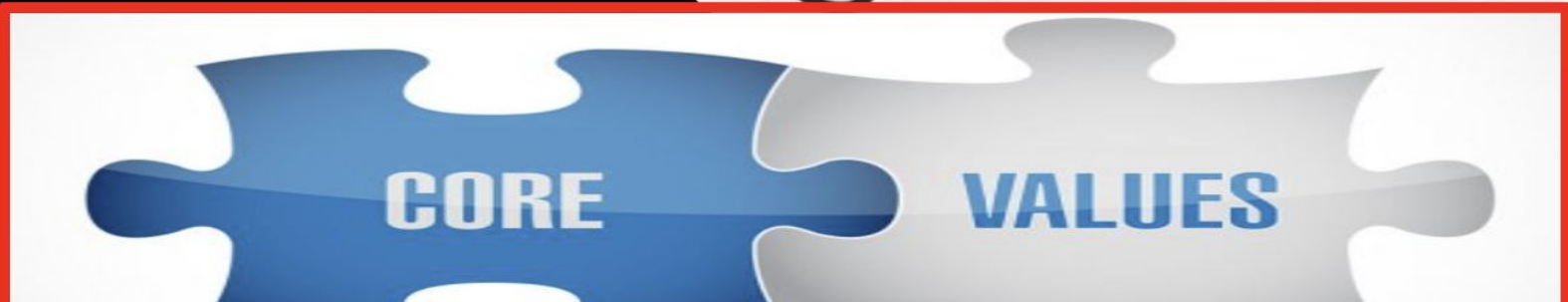
North Boone School District 200

2022-2027 Strategic Plan

Living the plan ensures a return
on the investment of having a
strategic plan.



The foundation of **CONTINUOUS IMPROVEMENT** rests upon the pillars of **Mission, Vision, and Goals**. Each of these pillars asks a different question of stakeholders within the system. The pillars rest on **Core Values**.





FOUNDATION OF CONTINUOUS IMPROVEMENT

| Pillars | Guiding Question |
|----------------|--|
| MISSION | <i>What is our fundamental purpose; why do we exist?</i> |
| VISION | <i>What must we become in order to accomplish our fundamental purpose?</i> |
| GOALS | <i>How will we know if we are making a difference?</i> |
| VALUES | <i>How must we behave to achieve our mission, vision and goals?</i> |



Strategic Planning Process





**WHERE DO WE WANT
TO BE?**

**HOW DO WE GET FROM
WHERE WE ARE TO
WHERE WE WANT TO BE?**

WHERE ARE WE NOW?

It is good to
have an end to
journey toward;

but it is the
journey that
matters in the
end.

Ursula K. LeGuin 1999

CONTINUOUS IMPROVEMENT



North Boone School District 200

2022-2027 Strategic Plan

Living the Plan

continuous
improvement

- Clarity and Understanding of Mission, Vision, Values, Goals and Strategies
- Trust, Respect, Teamwork, Collaboration & Communication
- Annual Action Plans
- Data Dashboard System
- Cycle Progress Monitoring
- Cycle Performance Reporting
- Alignment with Budget
- Alignment with School Improvement Planning
- Alignment with Leaders' Evaluation





FUTURE

It is not about the
plan; it is all about the
execution of the plan
that counts!



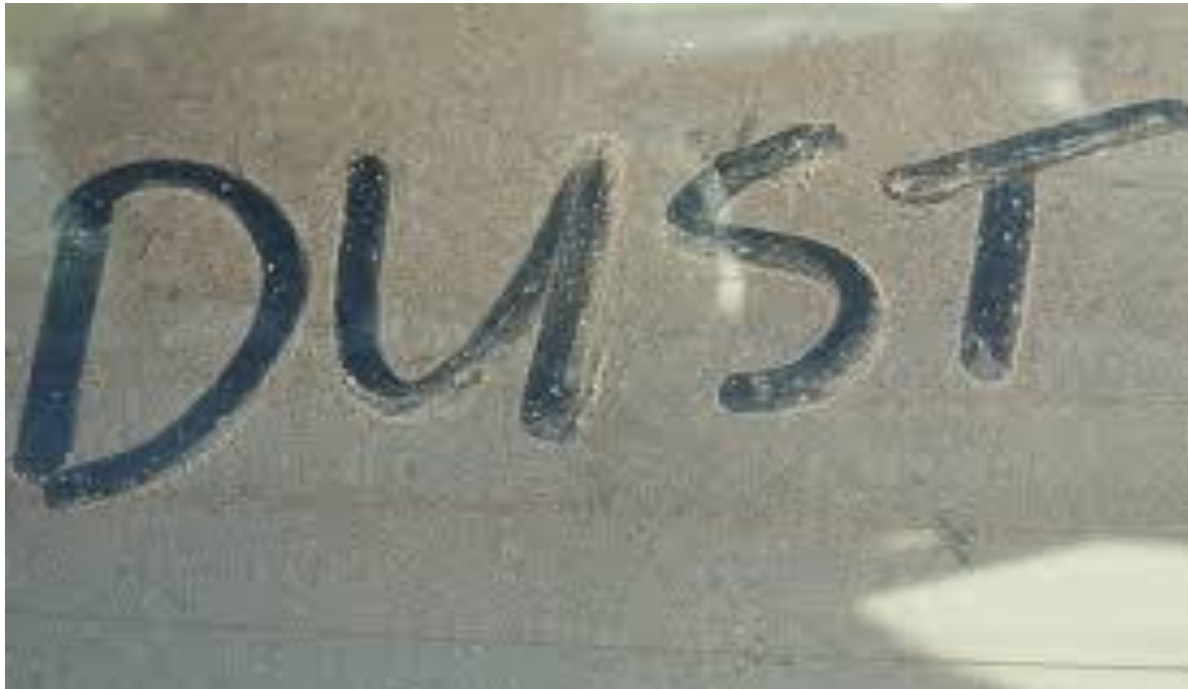
North Boone School District 200


2022-2027 Strategic Plan

TOP TEN Reasons Strategic Plans FAIL

- 1.** A non-representative planning group
- 2.** Lack of stakeholder input and feedback
- 3.** Partial commitment/ little ownership or buy-in
- 4.** Ignoring marketplace reality, facts and assumptions/out of sync with trends and needs
- 5.** Focused on insufficient data and information
- 6.** Too many goals and strategies/overly complex
- 7.** Writing the plan and putting it on the shelf
- 8.** No accountability or follow through/ lack of measures
- 9.** Lack of resources or alignment with budget
- 10.** Activities with no progress monitoring and reporting

Keep it alive- not sitting
on the shelf collecting





**Break Through -
Make a Difference
Know Thy Impact!**

The FOUR Pillars of a Strategic Plan

Mission

Who we are?
Why do we exist?

Vision

What must we become?

Values

How must we behave?

Goals and Strategies

How we gauge our success?



Data Retreat



North Boone School District 200

2022-2027 Strategic Plan





SWOT

NORTH BOONE SWOT ANALYSIS FINAL

STRENGTHS: What are we most proud of? What do we consider to be our results of our best work? What advantages do we have? What do others say about us in positive ways

- Staff Dedication & Retention
- Financial Health & Stewardship
- Student-Teacher Relationships

OPPORTUNITIES: What opportunities Do we know about, but have not addressed? Where with a little work could we change a weakness into a strength? What are we not doing currently that might be the opportunity for us to improve?

- Parental Engagement & Involvement
- Retention of Classified Staff (Paraprofessionals)
- Student SEL Supports
- Focus on a Small Number of Impactful Goals
- Maintain Current Facilities

WEAKNESSES: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?

- Collaborative Structures and Processes
- Declining Student Achievement
- Achievement Gaps (subgroups IEP/EL/SPED)

THREATS: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress? What do we have little control over that might impact our resources?

- Low/Declining Enrollment
- Increased SEL Needs
- Limited Tax Base





Vision Retreat



North Boone School District 200

2022-2027 Strategic Plan

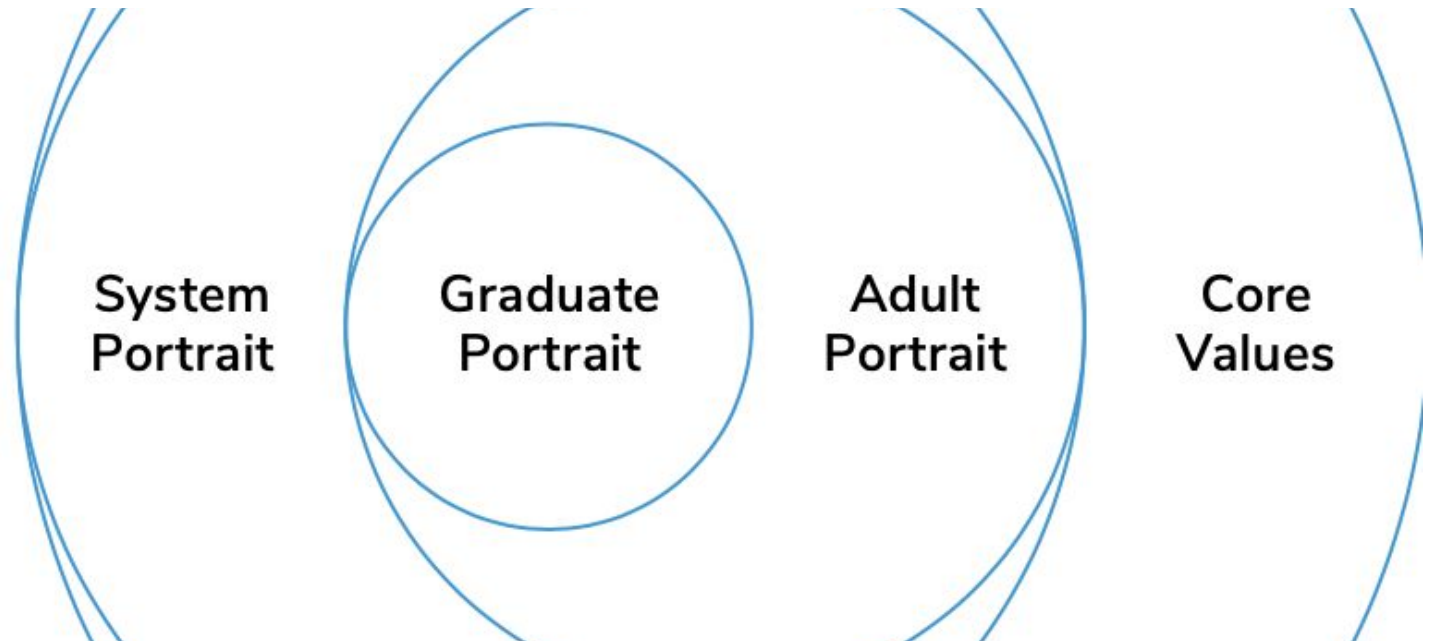


LTHS 204

North Star

A “vision” is a bold leap into the future, painting a vivid picture of a destination—a “north star” that guides collective action and shapes the strategies to make it a reality.





Vision 2030

Thanks to the Santa Clara Unified School District and their Vision 2035 process



North Boone School District 200

2022-2027 Strategic Plan



Mission and Motto



Graduate Portrait



Adult Portrait



System Portrait



Core Values


- Feedback from staff and students to engage interests, support, and ownership.
- Strategic Plan Team Activities to arrive at synthesis and a shared product.



North Boone School District 200

2022-2027 Strategic Plan

North Boone Preferred Future Statement

| | | |
|--|---|---|
| Mission |  | Core Values |
| <p><i>Provide a safe and all-inclusive learning environment that prepares confident students to be resilient for a future that is ever-changing.</i></p> | | <p>Clear Purpose and Focus Empathy and personal responsibility Respect for self and all Responsive and inclusive culture Student Agency Ethical and Trusting Relationships</p> |
| Motto | | Vision |
| <p><i>Viking Vision!</i></p> | | <p><i>Ensure student success in college, career, and life</i></p> |
| Graduate Portrait | Adult Portrait | System Portrait |
| <p>A North Boone Graduate is:</p> <ul style="list-style-type: none"> Passionate and Empathetic Problem Solver Skilled Communicator Personally Responsible Growth Mindset College and Career Ready Adaptive and Resilient Learner Confident and Secure Team Player Empowered and Self-Sufficient | <p>A North Boone Employee is:</p> <ul style="list-style-type: none"> Respectful of Students and Parents Passionate and Empathetic Love of Teaching and Learning Personally and Collectively Responsible Engaged Collaborator Growth Mindset Team Player Adaptable and Resilient Learner Culturally Aware Ethical and Trusting Behavior | <p>North Boone School District:</p> <ul style="list-style-type: none"> Promotes Continuous Improvement through Innovation and Risk-Taking Has a Clear, Focused Purpose Develops a Sense of Community and Belonging Ensures Consistency around Policy and Procedures Is Respectful of Students, Parents, and Staff Fosters Clear Communication and Collaboration Values Staff Values Diversity Has a Growth Mindset Values Ethical and Trusting Relationships |





Setting Direction Retreat



North Boone School District 200

2022-2027 Strategic Plan



North Boone Community Unit School District 200



OUR GOALS AND STRATEGIES

What we will achieve

What is our priority work

| Goal One Student Achievement | Goal Two Learning Conditions | Goal Three Workforce | Goal Four Partnerships | Goal Five Finance, Facilities & Operations |
|--|---|--|---|---|
| <p>Provide a comprehensive, innovative education focusing on the whole child to promote life, career, and post-secondary success.</p> | <p>Ensure an inclusive culture of learning that allows each learner to define their pathway to success.</p> | <p>Attract, develop, and retain quality and diverse staff who are committed to creating a culture of learning that engages students in their journey towards career, college, and life readiness.</p> | <p>Cultivate partnerships with families and the community to support and expand social and learning opportunities for all students.</p> | <p>Align resources and infrastructure to ensure integrity and equity in resource planning and allocation.</p> |
| <p>Key Performance Indicators</p> <ul style="list-style-type: none"> IAR Comparison Data PSAT/SAT ELA and Math Scores Graduation Rate Post-Secondary Enrollment SEL Screener Comparisons CTE Pathway Kindergarten Readiness ACCESS Scores (K-12) | <p>Key Performance Indicators</p> <ul style="list-style-type: none"> Student attendance Student: teacher ratio Student behavior referrals 5 Essentials – Student Data SEL Screener Data Access to Tier 1 Curriculum | <p>Key Performance Indicators</p> <ul style="list-style-type: none"> Teacher/Staff Diversity Teacher/Staff Retention Salaries, Benefits and Incentives for all staff Professional Development Opportunities for all staff Teacher/Staff Engagement Teacher/Staff Education | <p>Key Performance Indicators</p> <ul style="list-style-type: none"> Parent Engagement Service-learning opportunities Volunteerism Internships Career education opportunities (pathways) | <p>Key Performance Indicators</p> <ul style="list-style-type: none"> Annual grant findings Grant/other resources Facilities survey Technology survey |
| <p>Strategies for Student Achievement</p> | <p>Strategies for Learning Conditions</p> | <p>Strategies for Workforce</p> | <p>Strategies for Partnerships</p> | <p>Strategies for Finance, Facilities & Operations</p> |
| <p>1. Build and implement an aligned, comprehensive Multiple Tier System of Support (MTSS) to improve overall student achievement while reducing current achievement gaps among subgroup student populations.</p> | <p>4. Provide rigorous, engaging, and equitable learning experiences for all students.</p> <p>5. Build confidence, self-sufficiency, and wellness in students by enhancing students' social and</p> | <p>6. Attract and hire quality and diverse staff.</p> <p>7. Training/Professional Development that is appropriate and benefits the staff's specific roles.</p> | <p>10. Provide parent education sessions to increase family understanding of and support for the district efforts.</p> <p>11. Increase district marketing to increase community understanding</p> | <p>13. Work with community partners to secure additional funding.</p> <p>14. Review and refine the master facilities plan to ensure a cycle of review and prioritization of facilities maintenance.</p> |



OUR STRATEGIES

OUR MOST URGENT WORK

STUDENT ACHIEVEMENT

- *Build and implement an aligned, comprehensive Multiple Tier System of Support (MTSS) to improve overall student achievement while reducing current achievement gaps among subgroup student populations.*
- *Utilize Effective Teams processes with fidelity to enhance the adult collaboration efforts to improve student outcomes.*
- *Implement an Aligned, Articulated Curriculum and Assessment system to ensure a Guaranteed and Viable Learning experience for all students.*

LEARNING CONDITIONS

- *Provide rigorous, engaging, and equitable learning experiences for all students.*
- *Build confidence, self-sufficiency, and wellness in students by enhancing students' social and emotional needs.*

WORKFORCE

- *Attract and hire quality and diverse staff.*
- *Training/Professional Development that is appropriate and benefits the staff's specific roles.*
- *New Hire Orientation for all staff, specific to their roles and responsibilities.*
- *Building meeting and collaboration schedules that maximize all staff collaboration and connection.*

PARTNERSHIPS

- *Provide parent education sessions to increase family understanding of and support for the district efforts.*
- *Increase district marketing to increase community understanding of and financial support for the district efforts.*
- *Partnerships with local businesses and leaders to enhance learning, career experiences, and social emotional supports for students.*

FINANCE, FACILITIES & OPERATIONS

- *Work with community partners to secure additional funding.*
- *Review and refine the master facilities plan to ensure a cycle of review and prioritization of facilities maintenance.*



OUR MISSION

WHY WE EXIST

Provide a safe and all-inclusive learning environment that prepares confident students to be resilient for a future that is ever-changing.



North Boone School District 200

2022-2027 Strategic Plan



OUR MOTTO

Viking Vision!



North Boone School District 200

2022-2027 Strategic Plan



OUR VISION

***Ensure student success in
college, career, and life***



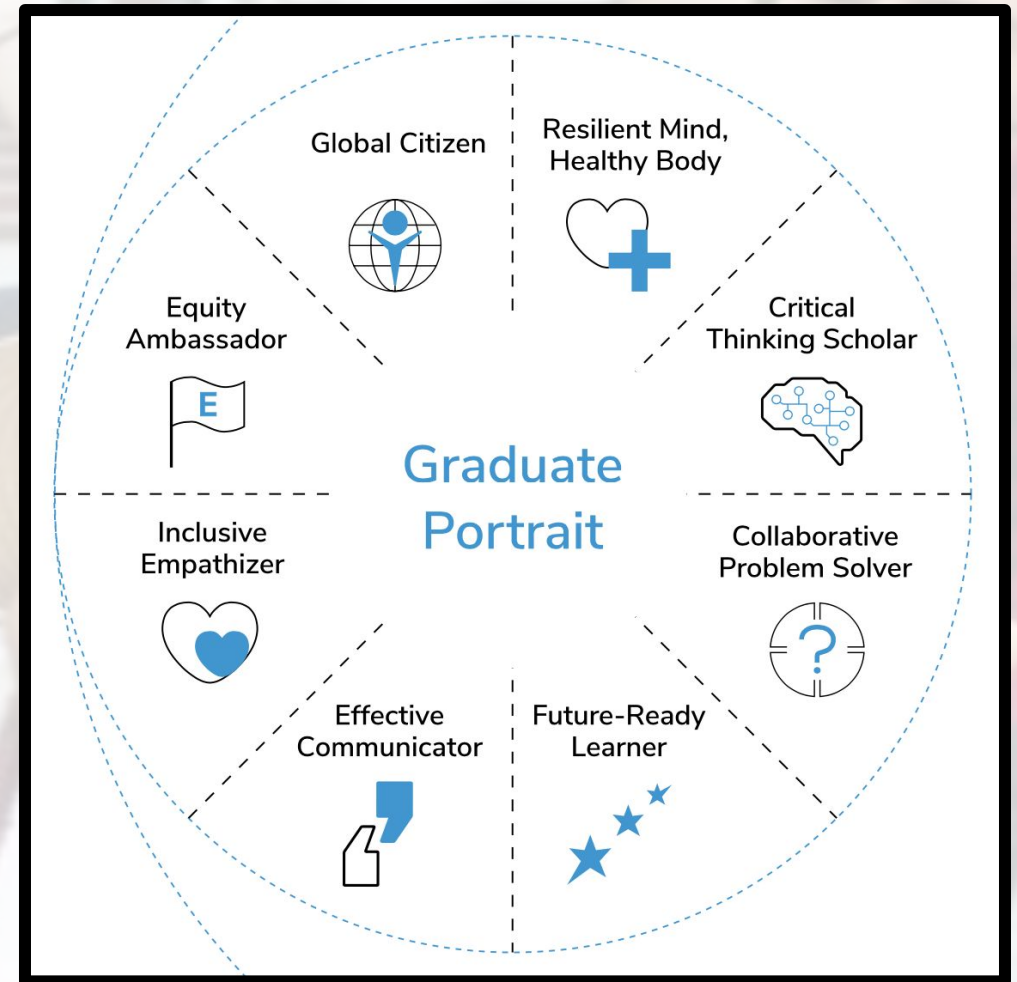
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2022-2027 Strategic Plan

Graduate Portrait

An NB200 Graduate is:

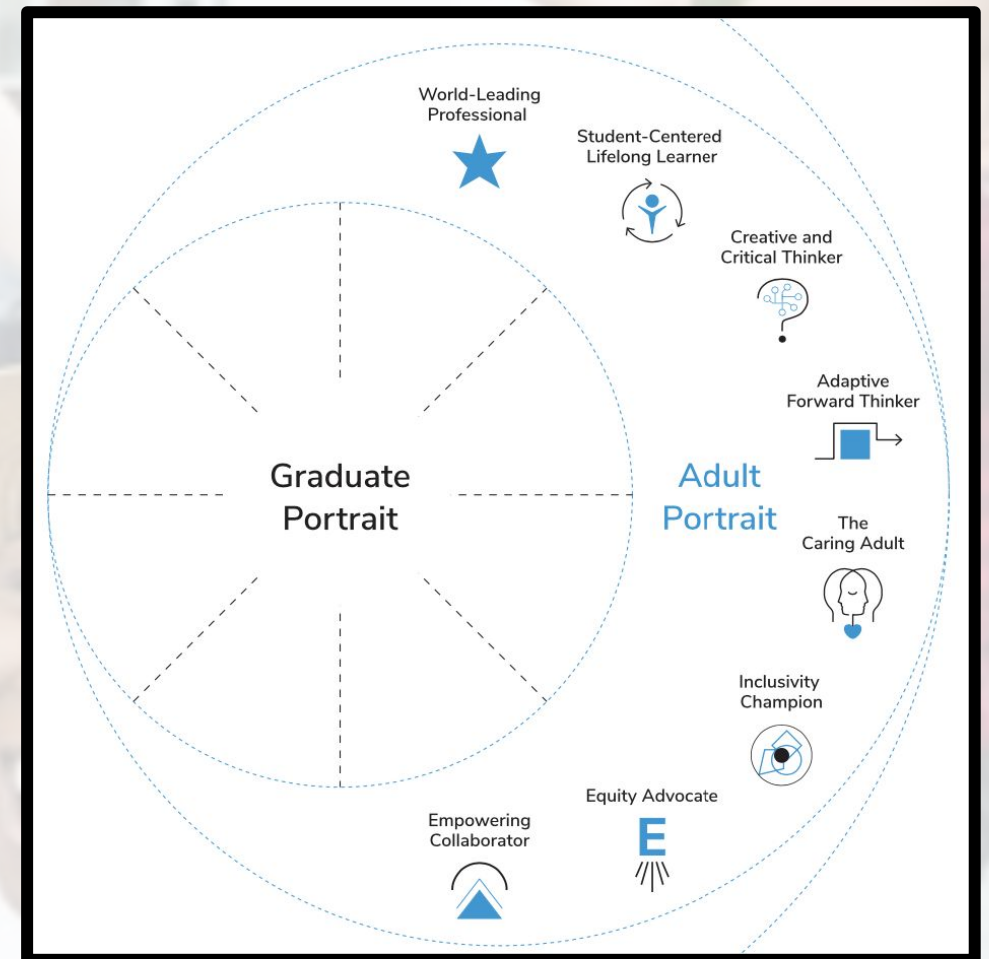
- **Passionate and Empathetic**
- **Problem Solver**
- **Skilled Communicator**
- **Personally Responsible**
- **Growth Mindset**
- **College and Career Ready**
- **Adaptive and Resilient Learner**
- **Confident and Secure**
- **Team Player**
- **Empowered and Self-Sufficient**



Adult Portrait

An NB200 Employee is:

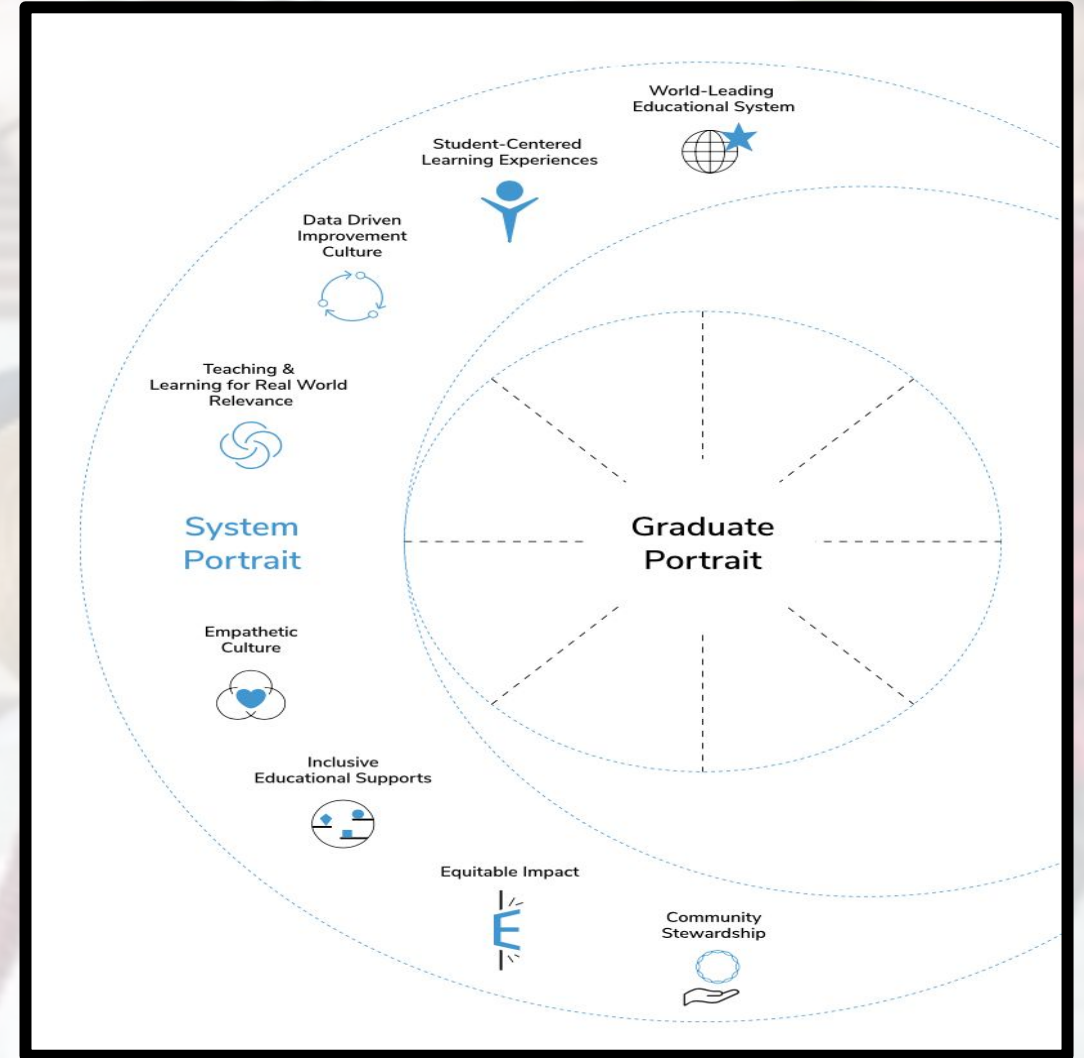
- Respectful of Students and Parents
- Passionate and Empathetic
- Love of Teaching and Learning
- Personally and Collectively Responsible
- Engaged Collaborator
- Growth Mindset
- Team Player
- Adaptable and Resilient Learner
- Culturally Aware
- Ethical and Trusting Behavior

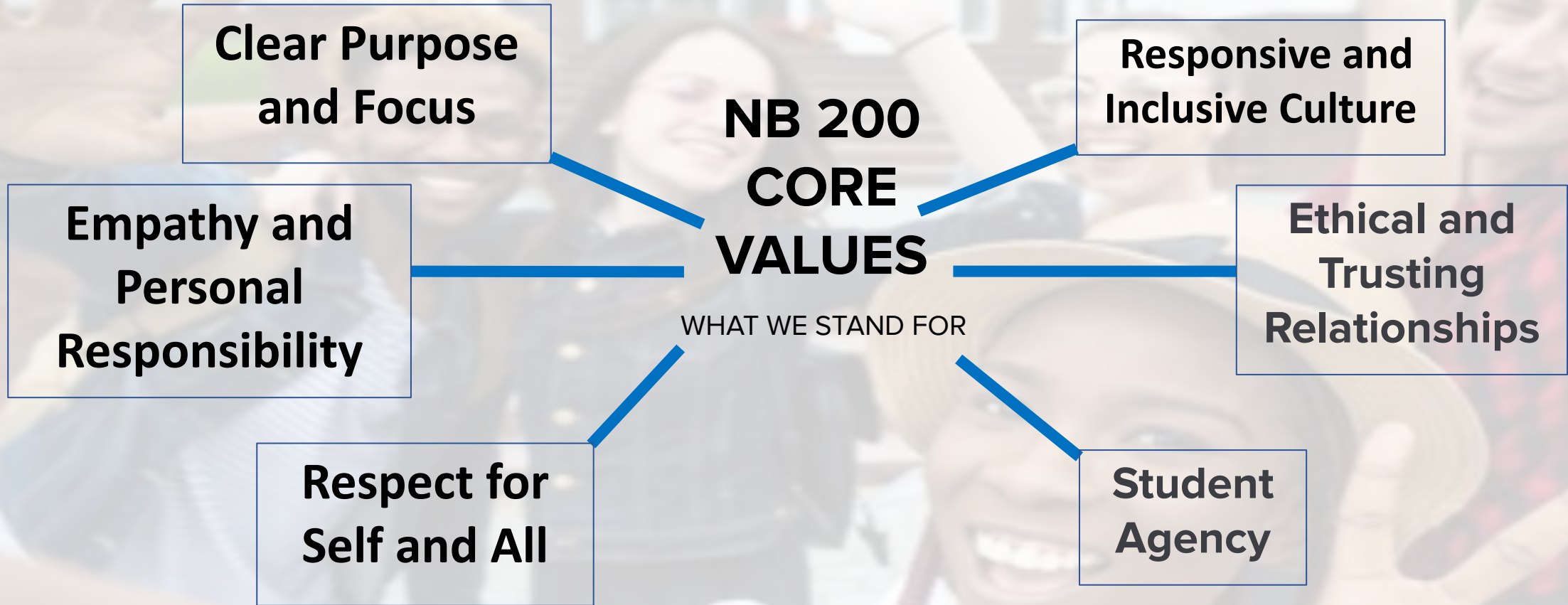


System Portrait

The NB200:

- Promotes Continuous Improvement through Innovation and Risk-Taking
- Has a Clear, Focused Purpose
- Develops a Sense of Community and Belonging
- Ensures Consistency around Policy and Procedures
- Is Respectful of Students, Parents, and Staff
- Fosters Clear Communication and Collaboration
- Values Staff
- Values Diversity
- Has a Growth Mindset
- Values Ethical and Trusting Relationships





Core Values are Non-negotiable and Guide our Behaviors and Action





Next
Steps?



Living the Strategic Plan

*To have
maximum impact*

Supports the district team to

- convert the Strategic Plan into Action Plans
- implement, monitor and report on Action Plans
- regularly collect and analyze data on the Performance Management dimensions to improve as a Leadership Team

Strategic Management

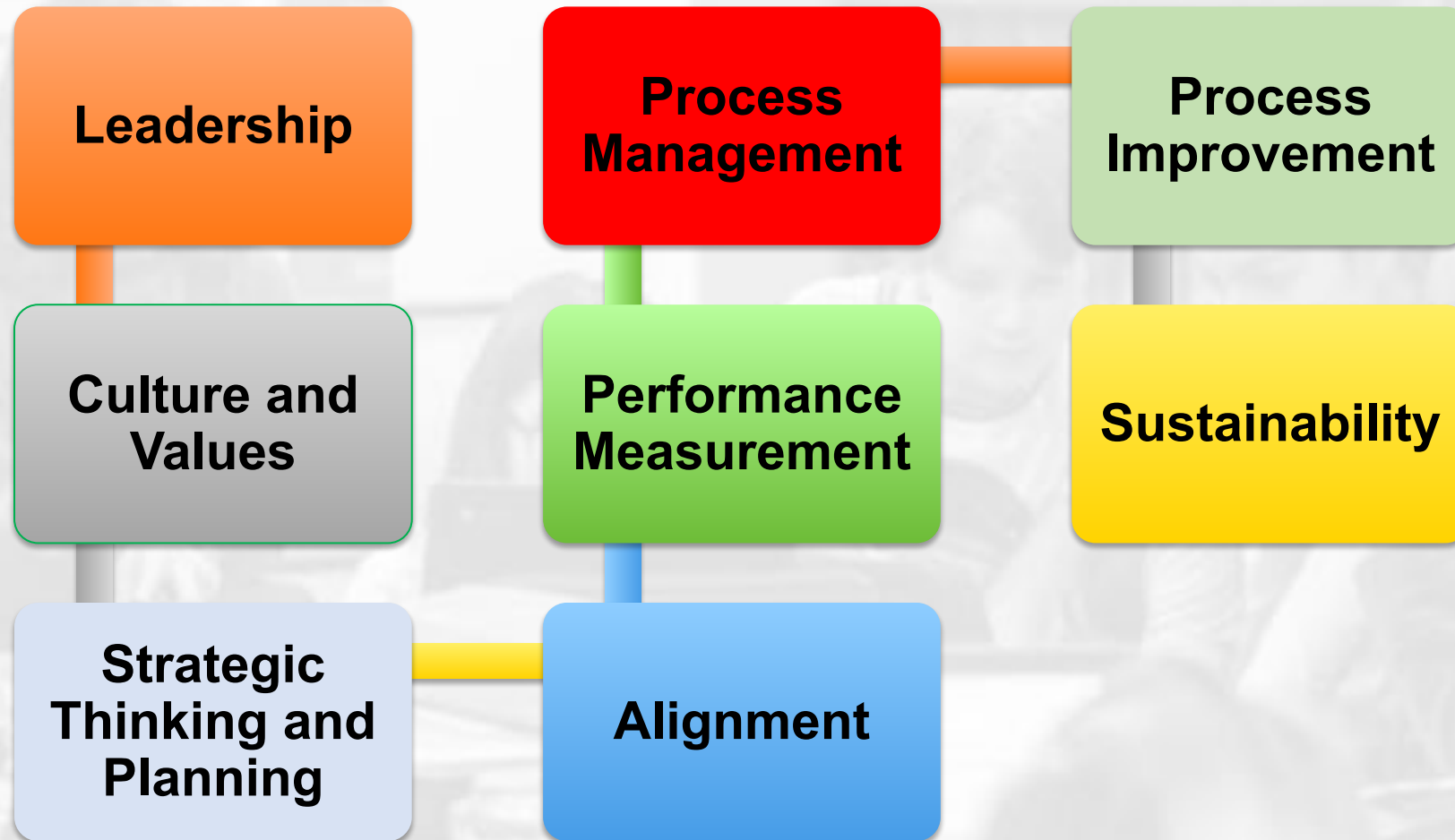


The Importance of Strategic Management

- “Strategy management is not a box of tricks or a bundle of techniques. It is analytical thinking and commitment of resources to action.” Peter Drucker
Management Consultant, Author and Educator
- “Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall.” Steven Covey
Author of the Seven Habits of Highly Effective People.
- “If you want something new, you have to stop doing something old.” Peter Drucker
Management Consultant and Educator



Eight Dimensions of a Strategic Management System





To assess an organization's strategic maturity, simply select the maturity level that best describes your organization for each dimension. Read the descriptions and identify the most appropriate level (1-5) for each of the dimensions in your organization. Knowing this level will allow you to determine appropriate next steps to take your organization's strategic management to the next level.

NEW
MINDSET



NEW
RESULTS

