
Strategic Plan: District and Building Updates



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1 STUDENT ACHIEVEMENT

Provide a comprehensive, innovative education focusing on the whole child to promote life, career, and post-secondary success.



STRATEGY 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 populations.

WHAT IT MEANS: We're developing supports that meet students where they are, and challenging and addressing their individual needs to ensure every student succeeds.

STRATEGY 2

Utilize effective teams' processes with fidelity to enhance the adult collaboration efforts to improve student outcomes.

WHAT IT MEANS: By working effectively together, we create a powerful, collaborative faculty and staff network focused on student outcomes.

STRATEGY 3

Implement and align, articulated curriculum and assessment system to ensure a guaranteed and viable learning experience for all students.

WHAT IT MEANS: Our curriculum will be artfully designed to teach, measure growth, and support every student through the comprehensive educational experience.

HOW WILL WE MEASURE OUR SUCCESS??

- Test scores and comparative data (Illinois Assessment of Readiness, PSAT/SAT language arts and math scores, ACCESS Scores, Social and Emotional Learning (SEL) Screener comparisons)
- Kindergarten readiness
- Career Technical Education (CTE) Pathway
- Graduation rates
- Enrollment in post-secondary education and training

2 LEARNING CONDITIONS

Ensure an inclusive culture of learning that allows each learner to define their pathway to success.



STRATEGY 1

Provide rigorous, engaging, and equitable learning experiences for all students.

WHAT IT MEANS: Our students will have equitable learning experiences that challenge, engage, and inspire them to become confident learners.

STRATEGY 2

Build confidence, self-efficacy, and wellness in students by enhancing students' social and emotional needs.

WHAT IT MEANS: By addressing our students' social and emotional needs, we better prepare them to be successful and confident learners.

HOW WILL WE MEASURE OUR SUCCESS??

- Student attendance
- Student-to-teacher ratios
- Student behavior referrals
- SEssentials Scores (measuring social components of school culture)
- Social and Emotional Learning (SEL) Screener comparisons
- Access to Tier 1 Curriculum (core reading/math curriculum)

3 WORKFORCE

Attract, develop, and retain quality and diverse staff who are committed to creating a culture of learning that engages students in their journey toward career, college, and life readiness.



STRATEGY 1

Attract and hire quality and diverse staff.

WHAT IT MEANS: We want to provide our students with the most diverse and talented teachers in the region.

STRATEGY 2

Provide training and professional development that is appropriate and benefits the staff's specific roles.

WHAT IT MEANS: We never stop learning and growing, and we'll invest in the constant development of our faculty and staff in ways meaningful to them and our students.

STRATEGY 3

Provide a new hire orientation for all staff, specific to their roles and responsibilities.

WHAT IT MEANS: Every member of our staff is welcomed and supported through an orientation designed to ensure their success.

STRATEGY 4

Build meeting and collaboration schedules that maximize all staff collaboration and connection.

WHAT IT MEANS: Our team is strongest when we leverage our combined knowledge, skills, ideas, and capabilities with meaningful connections and collaborations.

HOW WILL WE MEASURE OUR SUCCESS??

- Teacher/staff diversity
- Teacher/staff retention
- Teacher/staff engagement
- Teacher/staff education
- Salaries, benefits, and incentives for all staff
- Professional development opportunities for all staff

4 PARTNERSHIPS

Cultivate partnerships with families and the community to support and expand social and learning opportunities for all students.



STRATEGY 1

Provide parent education sessions to increase family understanding and support for the district's efforts.

WHAT IT MEANS: Parents are our most important partners in education, so supporting their role in student success is critical.

STRATEGY 2

Increase direct marketing to increase community understanding of and financial support for the district's efforts.

WHAT IT MEANS: Communication is key to developing the relationships important to the district. We need to share the district's story, needs, challenges, and successes with our community.

STRATEGY 3

Develop partnerships with local businesses and leaders to enhance learning, career experiences, and social-emotional supports for students.

WHAT IT MEANS: Engaging our business community in the education we provide improves the student experience and better prepares them for life after graduation.

HOW WILL WE MEASURE OUR SUCCESS??

- Parent engagement
- Service-learning opportunities
- Volunteerism
- Internships
- Career education opportunities

For more information about this strategic plan or district priorities, please contact us:

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5 FINANCE, FACILITIES, AND OPERATIONS

Align resources and infrastructure to ensure integrity and equity in resource planning and allocation.



STRATEGY 1

Work with community partners to secure additional funding.

WHAT IT MEANS: Working together, our community can help unlock access to additional resources to improve the student experience.

STRATEGY 2

Review and refine the master facilities plan to ensure the cycle of review and prioritization of facilities maintenance.

WHAT IT MEANS: Our facilities require constant attention to maintain an effective learning environment for our students. We'll manage needs and priorities to plan for required investments.

HOW WILL WE MEASURE SUCCESS??

- Annual grant funding
- Grants/other resources
- Facilities survey
- Technology survey



Overview

Topics

- Goal 1: Student Achievement
 - Goal 2: Learning Conditions
 - **Goal 3: Workforce**
 - **Goal 4: Partnerships**
 - **Goal 5: Finance, Facilities, and Operations**
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Goal 3: Workforce

Strategy 1

Attract and hire quality and diverse staff:

- Continues to be a challenge.
- Positions are covered by certified staff
- Staff Growth and Retention Grant (\$92,000)

Strategy 2

Provide training and professional development:

- August: Trauma Informed Care, Paras Thrive, Using Assessment Data for Small Group Instruction
- October: Co-Teaching Pairs, Collaborative Literacy, SEL in the Daily Life of the Classroom



Goal 3: Workforce

Strategy 3

Provide new hire orientation for all staff.

- NBEA has a New Teacher Orientation Day.
- NBESS had their first New Staff Member Orientation Day this year and it will continue yearly.

Strategy 4

Build meeting and collaboration schedules for staff.

- All buildings continue to have built in Team times weekly to work with grade level and subject matter initiatives.
- Monthly - MTSS initiatives are being developed with late start.



Goal 4: Partnerships

Strategy 1

Provide parent education sessions to increase family understanding and support.

- Next strategy that needs to be implemented and grow.

Strategy 2

Increase direct marketing to increase the community's understanding of the District's support and effort.

- Seasonal Newsletters are mailed and sent through social media.
- Next newsletter will be in November.



Goal 4: Partnerships

Strategy 3

Develop partnerships with local businesses and leaders to enhance learning, career experiences, and social-emotional support.

- Rock Valley College
- Regional Office of Education
- Boone County Health Department
- CEANCI
- Highland Community College



Goal 5: Partnerships

Strategy 1

Work with community partners to secure additional funding.

- Next strategy that needs to be implemented and grow.

Strategy 2

Review and refine the master facilities plans to ensure maintenance.

- HVAC Project
- Athletic Fields
- ADA Accessibility



Thank you!
