
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

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



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

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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 1: Student Achievement

Strategy 1

- We met our MTSS goal for year 1: 100% of NB Tier 1 Teams will complete 2 PLC Cycles.
- Our MTSS Team has drafted the beginning of our Guidebook, with a focus on Tier 1.

Strategy 2

- All buildings implemented weekly team meetings to support SIP and district goals.
- School Leadership Teams monitored and presented on their SIP goals to District Leadership three times this year.



Goal 1: Student Achievement

Strategy 3

- Our K-4 Literacy Team completed their pilot and curriculum adoption process.
- Aligned to Strategy 1, all Tier 1 teams created and gave two common assessments as part of a guaranteed and viable curriculum.



Goal 1: Student Achievement

Next Steps

- Strategy 1-MTSS:
 - Our Tier 1 Teams will complete 3 PLC cycles next year.
 - Our MTSS Team will focus on Tier 2 and build structures for the district.
- Strategy 2-Effective Teams:
 - Building-level teams will select two focus areas and will receive feedback from school administrations two times during the year.



Goal 1: Student Achievement

Next Steps

- Strategy 3-Curriculum:
 - The HS Math team will undergo the curriculum resource adoption process next school year.
 - K-4 teachers will implement Collaborative Literacy as their Tier 1 core resource next school year.
 - Aligned to Strategy 1, Tier 1 Teams will administer three common assessments next school year.



Goal 2: Learning Conditions

Strategy 1

- Our Instructional Technology Committee has created a resource hub to support technology implementation across the district. Teachers contribute to this resource hub by creating content, including a video, of how they use a specific resource with their students.



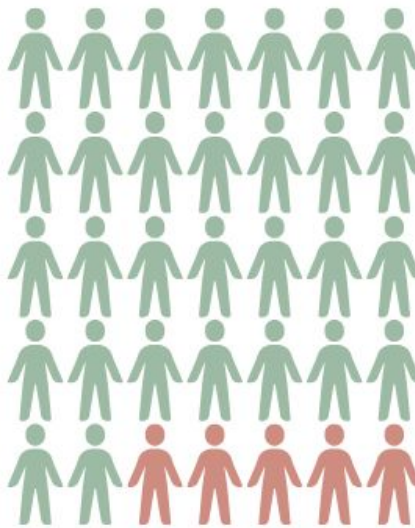
Goal 2: Learning Conditions

Strategy 1

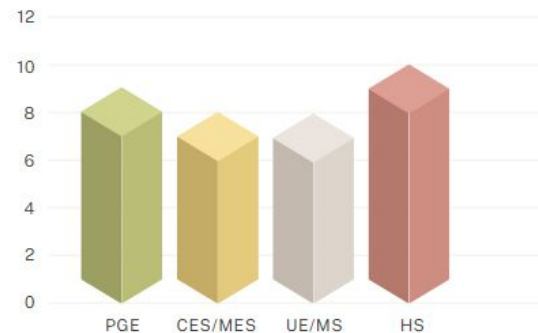
Instructional Coaching

22-23 NUMBER OF CYCLES

Total Cycles = 35
Number of Teachers = 30



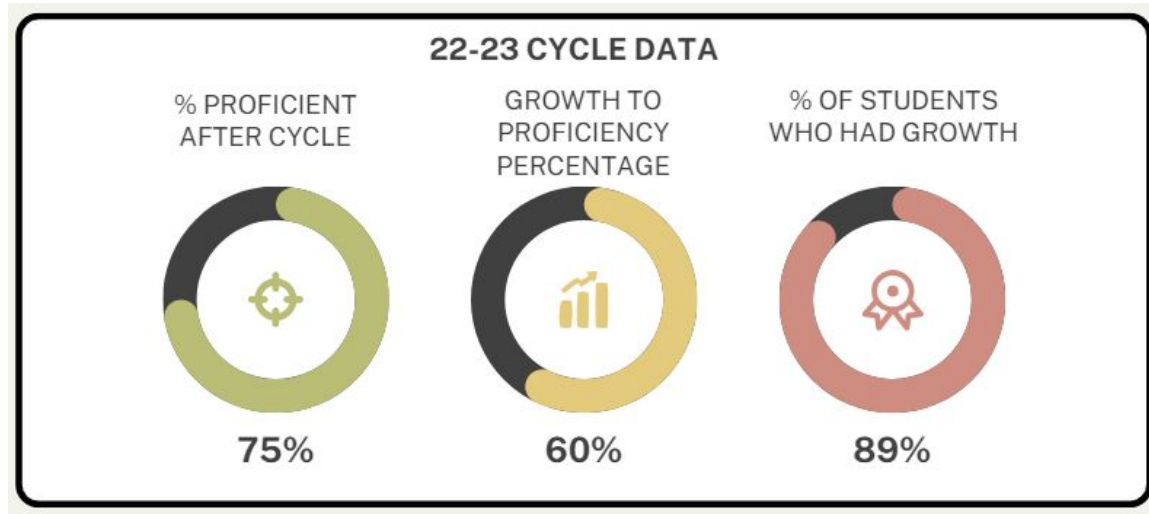
22-23 COACHING CYCLES by Location



Goal 2: Learning Conditions

Strategy 1

Instructional Coaching



Goal 2: Learning Conditions

Strategy 2

- Partnered with the Boone County Sheriff's department to implement the Handle With Care model. This partnership is valuable so that staff are prepared to “handle the child with care” and respond in a trauma-informed way.
- Care Solace worked alongside staff to help schools triage and support student mental health needs and provide a confidential wraparound resource for staff members and families.
 - This year with the help of Care Solace, North Boone was able to help 57 students, staff, or families find mental health support.
- The SEL Team worked through the analysis of SEL practices in each building, school-wide Satchel Pulse screener data, and created a Tier 1 curriculum guide for all North Boone students.



Goal 2: Learning Conditions

Next Steps

- Instructional Coaches will provide two types of cycles to teachers next year and will focus on supporting MTSS and classroom assessments.
- Continue partnership with Care Solace and create more pathways for access to service.
- SEL will continue to be a focus and priority next year as we begin implementing our Tier 1 Curriculum for all students and continue our utilization of Satchel Pulse for a screener and curriculum resource.



Goal 3: Workforce

Strategy 1

- Attract, hire and retain quality and diverse staff
- 2022 Retention rate = 87%
- Increase of 3 %
- 76% Retention rate in 2017
- Has risen every year since 2015

Strategy 2

- Professional development that is appropriate and benefits the staff's specific roles.
- Reading Instruction, Co-teaching, Adaptive PE; Support in the classroom for SPED and multilingual learners.



Goal 3: Workforce

Strategy 3

- New Hire Orientation for all new staff members.
- Beginning in August NBESS new hires will have an orientation day for new employees. NBEA already has one for certified staff.

Strategy 4

- Building Meeting and Collaboration Meeting Schedules.
- All buildings have built in times for staff collaboration meetings.
- Weekly and Monthly



Goal 3: Workforce

Next Steps

- Continued review of data and instructional practices
- Continued development of formal MTSS and SEL Programs



Goal 4: Partnerships

Strategy 1

- Provide parent education sessions to increase family understanding of support for the district initiatives to be developed

Strategy 2

- Increase district marketing to increase community understanding of and financial support for the district efforts
- Chartwell has helped to market district news and the strategic plan.
- District Website and Social Media



Goal 4: Partnerships

Strategy 3

- Partnerships with local businesses and leaders to enhance learning, career, and emotional supports for students
- CEANCI; Rock Valley Tech Center; Running Start; Belvidere Park District, BCHD, Handle with Care; NIU Tutoring



Goal 4: Partnerships

Next Steps

- Grow offerings to involve parents and guardians in our district initiatives
- Quarterly newsletters for the community will continue
- Maintain current partnerships and look to grow other opportunities that enhance our students education



Goal 5: Finance, Facilities, and Operations

Strategy 1

- Work with Community Partners to increase funding

Strategy 2

- Review and refine the master facilities plan to ensure priorities of facilities maintenance
- 10 year life safety list completed; roofs and building upgrades in all facilities



Goal 5: Finance, Facilities, and Operations

Next Steps

- Athletic fields and outdoor facility renovations
- Continue to address building upgrades
- Second Ten Year Life Safety Survey is due in the 2026-2027 school year



Thank you!
