



## **Mount Pulaski CUSD 23 District Improvement Plan**

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## **Introduction**

### **Strategic Planning**

A cross section of over 50 stakeholders from the Mt. Pulaski community was invited to participate in a day of goal setting and district planning. This day of planning designed strategic goals that will drive Mt. Pulaski's five year strategic plan.

### **District Leadership Participants**

Eric Cowan, Deanne Mott, Fred Lamkey, Terry Morgan, Danielle Lora, Heather Fricke, Ryan McVickers, Michael Copley, Rachel Grunder, Jamie Selinger, Lindsey Lex, Jenna Kloba, Linda Smith and Sarah Stone

### **Grade School Building Leadership**

Danielle Lora, Ashley Burgard, Jenna Kloba, Lindsey Lex, Carly Powell and Mindy Switzer

### **High School Leadership**

Terry Morgan, Michael Copley, Rachel Grunder, Jamie Selinger and Wyatt Waterkotte

## **Planning Process**

A strategic planning (SP) process was facilitated by the Illinois School Board Association (IASB) in the winter of 2020 with over 50 community stakeholders invited to participate. The day was a collaborative process that questioned, discussed and prioritized what the Mt. Pulaski community values and expects from its school district. The IASB gathered the data from the strategic planning session and developed a Goal Setting and Planning Report.

The MPCUSD23 Goal Setting and Planning Report identified four goal areas, which included community and district relations, curriculum achievement, finance and facilities. After pandemic delayed District Leadership Team's (DLT) efforts to meet in the spring of 2020, the group rescheduled to conduct vision planning in summer of 2020. In this meeting, the DLT developed a district vision statement, mission statement, core belief statements and a school slogan.

The pandemic once again stalled efforts to conduct further planning until December of 2020 when the DLT met again to disaggregate data from the previous planning session to develop the plan you see before you, the District Improvement Plan.

The District Improvement Plan (DIP) builds upon the foundational principles of the Strategic Plan and expresses goals, objectives, and strategies that, if accomplished, lead to the achievement of the vision. The DIP, in turn, inspires initiatives in individual School Improvement Plans (SIP.) The SIPs define the efforts made at the school level to achieve district-wide goals, though independent school-based goals are also included. The graphic below depicts the relationship among the SP, DIP, and SIPs.

## **Goals and District Improvement Plan Purpose**

The overall goal of the Strategic Plan, District Improvement Plan, and the individual School Improvement Plans is to build systemic and sustainable capacity to carry out data-supported planning going forward. Planning helps prioritize major initiatives and may impact far reaching areas including curriculum development, teaching and learning, assessment, organization, facilities improvement, district finances and data management.

The Mt. Pulaski CUSD 23 can improve student learning and system effectiveness by engaging in a cycle of continuous improvement to manage its performance. To support this purpose, we have developed a multi-year District Improvement Plan that includes processes to support schools, students, and staff in their performance management efforts. The DIP has been designed to meet local, state, federal, and program accountability requirements.

Our District Improvement Plan must be evaluated and revised annually based on a number of components including but not limited to:

- Core Beliefs
- District Vision and Mission Statements'
- Goals
- Action Planning
- Resources
- Staffing
- SIP Assessment
- Timelines

## **Core Beliefs, Vision Statement, Mission Statement and Slogan**

### Core Beliefs

- Student-centered decision making is our top priority
- All people feel safe, welcome and valued
- Integrity, diversity and respect for all is imperative
- Students will be challenged with rigorous curriculum and instruction
- A strong partnership among parents, community and school is essential.
- Parent involvement is critical to student success
- Opportunities and encouragement for continuous improvement are integral for success.

### Vision Statement

We are an innovative, high-performing community that produces globally-minded, influential citizens.

### Mission Statement

We engage and inspire students to become mindful and productive citizens promoting growth and success for all.

### Slogan

Inspire-Engage-Empower

SMART Goals that characterize the educational processes and culture in the MPCUSD23 are articulated in the district Goal Setting and Planning Report include the following areas:

- Community and District Relations
- District Finances
- Student Achievement and Curriculum
- Facilities
- Programs and Services

## **Action Planning**

District and School Improvement process never really ends. It is a cyclical process that regenerates each year based on the previous years success, challenges and overall district development. District and School Improvement Plans are fluid in nature as they are assessed each year and adjusted to meet the new set of circumstances that drive improvement. Some goals may be reached while others only inspire stakeholders to continue striving for them. In the process of Plan Do Study Act, the cyclical process continues each year until the strategic plan has run its course of 5 years when another strategic planning activity will inform future

Finally, all district and school staff should remember the purpose of the district improvement planning process: to focus and provide a plan of action that consistently reinforces student learning and achievement.

## **District Improvement Plan**

### **Student Growth and Development**

Rationale	Student growth has become an important way to measure academic achievement. While proficiency proves that students have met a specific educational standard by a certain point in time, growth indicates improvement and learning over time.
Objectives	<ul style="list-style-type: none"><li>● Improve curriculum</li><li>● Develop instructional best practices.</li><li>● Engage in data driven decision making.</li><li>● Meet every student's individual needs.</li></ul>
Person (s) Responsible Party	<ul style="list-style-type: none"><li>● Building Administrators</li></ul>
Outcome	<ul style="list-style-type: none"><li>● Create a variety of educational and after school opportunities.</li><li>● Students take responsibility for their education (4)</li><li>● Student centered district-wide SEL initiative</li><li>● Provide professional development that produces highly responsive teaching.</li></ul>

### **Curriculum and Instruction**

Rationale	Curriculum and Instruction ensures that the organization focuses on the delivery of a relevant, responsive, and effective basic education curriculum around which all other strands and offices provide support.
Objectives	<ul style="list-style-type: none"><li>● Develop and implement a rigorous, standards-aligned curriculum.</li><li>● Meet every student's individual needs</li><li>● Instructional data-based decisions that provide relevant life experiences and skills development.</li></ul>
Person (s) Responsible Party	<ul style="list-style-type: none"><li>● Building Administrators</li><li>● Building Leadership Teams</li></ul>
Outcome	<ul style="list-style-type: none"><li>● Maintain a fluid, vertically-aligned scope and sequence.</li><li>● Develop and support content area curriculum maps.</li><li>● Provide support for individualized student programming needs.</li><li>● Utilize professional development opportunities for effective instructional use of data.</li></ul>

## Facilities and Finance

Rationale	Exceptional programs need to be supported by resources that allow for best teaching practices and high student achievement. Mindful fiscal planning and the allocation of appropriate resources must balance with the district's ability to provide present and future financial stability.
Objectives	<ul style="list-style-type: none"> <li>• Maintain fiscal responsibility</li> <li>• Develop a fiscal plan for the future</li> <li>• Balance funding to district facilities</li> </ul>
Person (s) Responsible Party	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• District Maintenance Director</li> </ul>
Outcome	<ul style="list-style-type: none"> <li>• Building improvements</li> <li>• Fiscally responsible decisions</li> <li>• Prioritize allocation of funds</li> </ul>

## Stakeholder Collaboration

Rationale	Effective engagement helps translate stakeholder needs into organizational goals and creates the basis of effective strategy development. Discovering the point of consensus or shared motivation helps a group of stakeholders to arrive at a decision and ensures an investment in a meaningful outcome.
Objectives	<ul style="list-style-type: none"> <li>• Develop opportunities for stakeholder engagement.</li> <li>• Collaborate with community stakeholders.</li> <li>• Establish systems of communications with stakeholders.</li> </ul>
Person (s) Responsible Party	<ul style="list-style-type: none"> <li>• Superintendent</li> <li>• Building Administrators</li> <li>• Building Leadership Teams</li> </ul>
Outcome	<ul style="list-style-type: none"> <li>• Provide community programming.</li> <li>• Increased collaboration between the grade school and high school.</li> <li>• Increased collaboration with Zion Lutheran School and higher education institutions.</li> <li>• Arrange student community service opportunities.</li> <li>• Foster relationships with businesses and stakeholders.</li> </ul>