

**Nippersink School District 2
Board of Education Goals
5 Year Strategic Plan
Board Approved 11.30.2022**

Below are the Goals along with Action Steps, Team Members and Status for each goal

Curriculum, Instruction, and Program (CIP) - The Nippersink School District 2 Board of Education recognizes that innovative Curriculum, Instruction, and Program opportunities for students are integral to academic and social growth.

1. Examine the integration of digital arts into K-8 STEAM programming

Action Steps	Team Members	Status (22-23)	Status (21-22)
<ol style="list-style-type: none"> 1. Create a timeline for implementation 2. Identify costs 3. Identify curriculum changes 4. Identify steps for staff development 5. Identify what other curricula will be impacted by this implementation 	Assistant Superintendent, Curriculum Committee, Principals, & Staff	<p>1.2 - From an Art class or Music class lens - Explore opportunities for growth - create a cost analysis and curriculum support for staff</p> <p>1.3 - Shared course sequencing with D2 Curriculum Committee</p>	

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1. *Review and adopt conversational Spanish Curriculum and Resources for Grades K-8. (formerly - Examine the current Spanish Program/Curriculum for Grades K-8).*

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Create a timeline for implementation 2. Identify costs 3. Identify curriculum changes 4. Identify steps for staff development 5. Identify what other curricula will be impacted by this implementation 	D2 Curriculum committee, Assistant Superintendent, Principals, & Staff	2.1 Currently being reviewed in the curriculum committee.	2.1. Created a timeline and formed a team; Team evaluated steps; will share timeline (January) and progress with Curriculum Committee and seek feedback.

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2. Continue developing Accelerated Learning Programs for 3-8

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Create a timeline to accomplish this goal 2. Define what Gifted Programming entails 3. Identify eligibility to enter program 4. Identify course sequencing for grades 3-8 5. Define academic standards that guide instruction 6. Identify additional needs (staffing, school time, costs) 7. Identify exiting the program 	<p>D2 Curriculum Committee, Assistant Superintendent, Principals, Accelerated staff</p>	<p>3.1 Curriculum Committee is currently reviewing options.</p>	<p>3.1. Created a timeline and audit plan. Met with the Team and evaluated steps; will share timeline (January) and progress with the Curriculum Committee and seek feedback.</p> <p>3.1. Interviews are currently being conducted to gain perspective on the program; curriculum is being reviewed; site visits and discussions with surrounding districts are underway;</p> <p>3.1. Interviews are completed and an additional site visit was completed.</p> <p>3.2 Final reading of the “Early Entrance Policy”</p> <p>3.3 Began to create a “Talented and Accelerated” handbook. Final stages to approve an “Early Entrance and Grade Acceleration” policy</p> <p>3.3 “Academically Accelerated Handbook” draft - second read to BOE which include 3.2; 3.4; 3.5 and 3.7</p> <p>3.6 Scheduled curriculum training for Accelerated Math teachers (May and June)</p> <p>3.6 Master scheduling for Accelerated Math is complete</p> <p>3.6. Evaluating several delivery models is underway</p>

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3. Align academic curricula and experiences during transitional grades.

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Create a timeline for events and monitoring 2. Identify achievement criteria 3. Continue to develop program opportunities to assist in facilitating effective student transitions 4. Develop a common transition program for Kindergarten students throughout NSD2 5. Establish a procedure to determine if the D2 student population requires additional academic and social emotional support. 6. Encourage growth and development in the NSD2 music department by engaging with the D157 music department to build relationships between the bands and choirs to allow for a more successful transition. Also offer opportunities for "band buddies" or similar programs within NSD2 and with D157. 	<p>Special Ed Director, Principals, Teachers, Student Services</p>		<p>5.1-5.2 Building principals and teachers have established a 5th/6th grade transition camp that will continue to evolve. Building principals continue to enhance their Kindergarten Orientation. D157 is working directly with D2 to enhance the current 8th/9th grade transition. Some of the transition activities were accomplished virtually this fall, but in person will again take place this summer and fall following proper mitigations guidelines.</p> <p>5.4 Students in grades 3-8 will take an age appropriate student engagement survey this spring. Humanex is the company we are partnering with for the survey and we are currently reviewing the results and targeting gaps within our SEL curriculum in collaboration with the Joint District Stakeholders Committee.</p>

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- 4. Conduct a review of the Special Education program, evaluating the process for how services are provided, ensuring all students receive necessary interventions.**

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Develop review team 2. Review current programming and cost 3. Develop recommendations based on review findings 4. Present findings to the BOE 	Director of Special Education, Assistant Director of Special Education,	5.1 Review team formed and meeting monthly	6.1. A timeline of action steps is being created and will share with the Curriculum Committee and seek feedback

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5. Continue Implementing Professional Learning Communities.

4 PLC questions - Question 1 - What do we want students to learn? (21-22); Question 2 - How will we know they learned it? (22-23 and beyond); Question 3 - What will we do if they didn't learn it? This is the district focus for 2023-24; Question 4 - What will we do if they already know it? This is the district focus for 2023-24.

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Review timeline and goals 2. Identify early release days for 2022-2023 SY 3. Evaluate academic goals 4. Establish a guaranteed and viable curriculum K-5 (alignment of curriculum) 5. Provide Professional Learning for ongoing development 6. Memorialize K-8 academic standards and publish on the D2 website 7. Alignment of STEAM curriculum and all other curriculum 	<p>Assistant Superintendent, Principals, Content Team Leaders, Division Chairs</p>	<p>6.3 - PLC teams reviewed math goals</p> <p>6.4 - Continued training on GVC</p> <p>6.4 - Began to create Learning Progressions</p>	<p>8.1. Monthly Board report - current status 15 of 17 PLC team have met January Goal!</p> <p>8.1. All PLC's have completed the January goal. A majority of PLC teams have completed the May goal of identifying standards</p> <p>8.2. Completed with calendar committee</p> <p>8.3. & 8.6. ELA standards for grade K-8 have been identified and reviewed by the ELA team.</p> <p>8.3. Literacy team will meet in April to review k-12 standards and prepare to post on website</p> <p>8.3 and 8.6 ELA Team finalized the D2 and D157 Student Literacy Portrait. ELA Team completed the final review of the K-12 standards - PLC teams will review and share any changes by May 13 - then posted on the website in May and June</p> <p>8.3 and 8.6 Numeracy team will meet to review k-8 math standards and data for 21-22 SY.</p> <p>8.4. & 8.5. NMS staff began training in the Fall. RGS and SGE will begin training in February.</p> <p>8.4 & 8.5. RGS and SGE teachers were introduced to GVC and the relationship to PLC's.</p> <p>8.4 & 8.5. Planning out GVC training for end of year</p> <p>8.5 GVC training for K-5 will continue on May 6</p>

Digital Transformation (DT) - The Nippersink School District 2 Board of Education recognizes the successful integration of digital technology as critical to our communication and educational goals.

1. Assess the current technologies used throughout the district and continue a planned obsolescence rotation

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Maintain up to date inventory of District Technologies 2. Develop District Philosophy regarding technology needs and lifespan 3. Continue a planned obsolescence program for District technologies 	Superintendent, Assistant Superintendent, ,Director of Technology, Building Team, BOE		<ol style="list-style-type: none"> 1 Completed* 2 Completed* 3 The tech director has developed an annual plan for recycling old out of date tech equipment while replacing new equipment.

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2. Conduct an evaluation of NSD2 communication with parents, students, and staff with the intent of simplifying parent interactions and communications

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Use the Community Engagement committee to act as a facilitator of this Board goal <ol style="list-style-type: none"> a. Include steps to create a "Community Team" 2. Review past survey results 3. Conduct an audit of current of digital communication 4. Conduct and annual survey to address digital communication needs 5. Evaluate the website for simplicity of use with the possible outcome of a "Hub" for improved communication 6. Utilize Parent University workshops, or similar program, for social media awareness and/or school tools. 	<p>Director of Technology, Communication Committee, and Superintendent</p>	<p>3.4 The Communication Committee has sent a questionnaire to the community .</p> <p>3.4 BOE is reviewing communication questionnaire results.</p>	<p>3.1. Created a NSD 2 Communication Committee.</p> <p>3.1.a. A LTFP tab was created to share the Board vision for all three schools</p> <p>3.2. The Communication Committee reviewed survey results.</p> <p>3.5. Continue to make suggested changes to the website that address the idea of simplicity and ease of access to information.</p> <p>3.5 Facebook pages for RGS and SGE has been established and shared with the community</p>

Building, Grounds and Infrastructure (BGI) - The Nippersink School District 2 Board of Education believes that a healthy, safe, and secure school environment provides the best opportunity for learning.

1. Continue examining alternative funding sources and a potential bond referendum to complete all life safety upgrades per the long term facility plan

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. The Building and Grounds Committee will use the long term facility plan to develop a 5 year plan to fund and upgrade facilities. 2. The Building and Grounds Committee will make a recommendation to the full Board on timelines, funding and capital projects 	<p>Superintendent, BOE, admin, district architect, Building and Grounds Committee, and teaching staff</p>	<p>1.1 Committee is meeting and reviewing the cost of roof replacements</p> <p>1.1 Committee is reviewing the cost and functionality of removing the RGS mobiles</p>	<p>1 - A Long Term Facilities Plan has been completed. BOE voted in July 2021 to pursue all priority 1 goals.</p> <ol style="list-style-type: none"> 1. Newsletter developed to communicate the needs of the LTFP and slide show also developed. Presentations to public will begin in March <p>2 - The district will need to generate the capital for this plan through a Bond referendum or other means. The Bond referendum would also address deferred maintenance at all our district's schools.</p> <p>2. Engineers from Wold came to NMS in January to look at best short term solutions for univent failures. A temporary short term plan was developed, but it will not fix the bigger issue of obsolete outdated HVAC equipment. Full replacement schoolwide is needed.</p>

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2. Review current safety practices throughout all District buildings and grounds and assess security needs.

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Quarterly update by building and grounds director to the BOE 2. Continue to meet and monitor implementation of security enhancements making recommendations as needed. 3. Conduct Safety and Security Task Force annual review 	Superintendent, Director of Buildings and Grounds, Principals, Staff, Safety and Security Committee, First Responders, and BOE	<ol style="list-style-type: none"> 2.3 task force has met with local first responders to examine current plans 2.2 District regularly reviewing and updating emergency communications and protocols. 	<ol style="list-style-type: none"> 1. Current Quarterly update was submitted in January. 2. Security has been discussed on a regular basis in weekly admin meetings. Annual Security Task Force review will take place in February 2022

Finance (F) - The Nippersink School District 2 Board of Education believes that fiscal responsibility results from ongoing financial review, transparency, and financial stability often dependent upon various funding uncertainties.

1. Determine short term and long term capital projects in conjunction with cost analysis.

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Complete all category 1, 2, and 3 projects as reported in the district’s decennial report to the ISBE 2. Development of financial schedule to execute a long term facility management plan. 3. Research infrastructure grant opportunities 4. Update 5-year financial projections annually and present to Board of Education 	<p>Superintendent, District Architect, Business Manager, Building and Grounds, and BOE</p>	<p>1.2 Building and Grounds Committee is currently looking at a 3-5 year capital projects plan and associated cost. 1.4 completed at October BOE meeting 1.3 ongoing</p>	<p>1 - Ongoing</p> <p>2 - Any financial schedule to execute a long term facility plan(LTFP) will be based on the passage of a bond referendum. We have currently planned short term schedules, but the amount of capital needed to complete the LTFP will be dependent on significant and new revenue sources.</p> <p>4 - This was presented during the budget hearing and levy request in Fall of 2021.</p>

Finance (F) - The Nippersink School District 2 Board of Education believes that fiscal responsibility results from ongoing financial review, transparency, and financial stability often dependent upon various funding uncertainties.

2. Develop a District investment policy that allows for increased diversification of available funds into investments with greater returns. (new goal)

Action Steps	Team Members	Status (2022-23)
1. Create a District policy to outline investment strategies for District money	Superintendent, Business Manager, and BOE	Investigated and recommended to BOE a new bank for district money that would yield a higher rate of return.

Shared Services Model (SSM) - The Nippersink School District 2 Board of Education will continue to assess the organizational structure of the Shared Service Model.

1. Continue to examine the current structure of the Shared Services Model to create greater efficiencies between both districts.

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Identify cost sharing benefits of a shared Buildings and Grounds Director 2. Determine needed steps to consolidate D2 and D157 Building and Grounds Directors as a Shared Services position 3. Perform annual Superintendent Evaluation 4. Review necessary steps to determine if consolidation of D2 and D157 is appropriate 	<p>Superintendent, Business Manager, Shared Services Committees for D2 and D157, and BOE</p>		<p>1-2. Committee met again on February 2. Will recommend in March renewal of shared service agreement and examine superintendent contract extension to match shared service contract renewal</p> <p>3. To take place in spring of 2022</p> <p>4. Consolidation of D2 and D157 will be examined further as an option to the LTFP or a way to complement it. Fako Inc. will survey the community in March and report back to the Board on community support for the LTFP and consolidation. Consolidation would be a 3 to 5 year process.</p>

Culture (C) - The Nippersink School District 2 Board of Education is committed to cultivating an environment that nurtures and motivates both students and employees.

1. Student and staff recognition and achievement to be presented during BOE meetings (new goal)

Action Steps	Team Members	Status (2022-23)	Status (2021-22)
<ol style="list-style-type: none"> 1. Continue to recognize students and teachers at monthly BOE meetings. 2. Continue to develop ways to recognize students and staff for outstanding service 	Principals	<ol style="list-style-type: none"> 1.1 Student and staff recognition at monthly BOE meetings 1.1 Staff appreciation breakfast took place in October. 	<ol style="list-style-type: none"> 1.1. Process began in December of 2021. Principals will identify students to be recognized on a monthly basis with one school a month.