

Nippersink School District 2
Board of Education Goals
Five Year Strategic Plan - Board Approved November 2021
Final Update for 2021-2022
June 22, 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 components for integration of digital arts and alignment of course curriculum for computer courses into the S.T.E.A.M. curriculum grades K-8 (formerly - Examine the potential of an integrated S.T.E.A.M. curriculum across grades K-5).*

| Action Steps | Team Members | Status |
|---|---|--------|
| <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, Principals, & Staff | |

2. *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 |
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| <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, Principals, & Staff | 2.1. Created a timeline and formed a team; Team evaluated steps; will share timeline (January) and progress with Curriculum Committee and seek feedback. |

3. Conduct curriculum review of the Gifted Program and adopt resources for implementation.

| Action Steps | Team Members | Status |
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| <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>Assistant Superintendent, Principals, Gifted staff</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</p> |

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| | | models is underway |
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4. Conduct curriculum review of the Enrichment Program and identify opportunities for growth.

| Action Steps | Team Members | Status |
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| <ol style="list-style-type: none"> 1. Create a timeline to accomplish this goal 2. Define what Enrichment Programming entails 3. Identify eligibility to enter program 4. Identify course sequencing for students 5. Define academic standards that guide instruction 6. Identify additional needs (staffing, school time, costs) 7. Identify exiting the program | | <p>4.1. Evaluate as part of the Gifted Program audit. Will share with Curriculum Committee and seek feedback.</p> <p>4.1. 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>4.1 The implementation of the accelerated program will shift the minutes for enrichment (30 minutes a week per class) back into classroom instructional time</p> <p>4.6. Evaluating several delivery models is underway</p> |

5. Align academic curricula and experiences during transitional grades.

| Action Steps | Team Members | Status |
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| <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 potential social emotional support due to Covid-19. 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 program 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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6. Conduct a review of the Special Education program, evaluating the process for how services are provided, ensuring all students receive necessary interventions (new goal).

| Action Steps | Team Members | Status |
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| 1. Share the current process | Director of Special Education, Assistant Director of Special Education, | 6.1. A timeline of action steps is being created and will share with the Curriculum Committee and seek feedback |

7. Implementation of Schoology for Elementary schools (new goal).

| Action Steps | Team Members | Status |
|---|---|--------|
| <ol style="list-style-type: none">1. Create timeline to implementation2. Identify additional costs (program and training)3. Ensure that technology is capable4. Establish workshops and PD | Assistant Superintendent, Business Manager, Principals, Teacher Champions, Schoology partners | |

8. Establish Professional Learning Communities (new goal).

| Action Steps | Team Members | Status |
|--|---|--|
| <ol style="list-style-type: none">1. Review timeline and goals2. Identify early release days for 2022-2023 SY3. Evaluate academic goals4. Establish a guaranteed and viable curriculum K-5 (alignment of curriculum)5. Provide Professional Learning for ongoing development6. Memorialize K-8 academic standards and publish on the D2 website7. Alignment of STEAM curriculum and all other curriculum | Assistant Superintendent, Principals, Content Team Leaders, Division Chairs | <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</p> |

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| | | <p>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> |
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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 (formerly - Assess the current technologies used throughout the district and develop a planned obsolescence rotation)***

| Action Steps | Team Members | Status |
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| <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 | <p>Superintendent, Assistant Superintendent, ,Director of Technology, Building Team, BOE</p> | <p>1 Completed*</p> <p>2 Completed*</p> <p>3 The tech director has developed an annual plan for recycling old out of date tech equipment while replacing new equipment.</p> |

2. Review laws and current applications affecting technology use in school districts and update technology-related policies (formerly - Review laws affecting technology use in school districts and update technology-related policies)

| Action Steps | Team Members | Status |
|---|--|---|
| <ol style="list-style-type: none"> 1. Review District AUP 2. Review Social Media 3. Review Digital Citizenship 4. Evaluate the costs/benefits of adding a dedicated Social Media staff member | Superintendent, Director of Technology, Building Team, BOE | 1 - 3 are currently being worked on by the tech department and IT Director. |

3. Conduct an evaluation of NSD2 communication with parents, students, and staff with the intent of simplifying parent interactions and communications (new goal).

| Action Steps | Team Members | Status |
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| <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. | Community Engagement Committee, Director of Technology | <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. Approve the running of a bond referendum to fund the implementation of Phase 1 Priorities, according to the Long Term Facility Plan, for all D2 facilities (formerly - Improve facilities to optimize curriculum delivery and efficiency within and across grade levels)***

| Action Steps | Team Members | Status |
|---|---|--|
| <ol style="list-style-type: none"> 1. Develop a timeline for Phase 1 Priorities, which includes the following: <ol style="list-style-type: none"> a. Removal of mobile trailers throughout the District b. Creation of grade level centers c. Expansion of classrooms and learning center at SGE d. NMS - Replacement of needed infrastructure including HVAC, electrical, piping, and roofs 2. Continue to address deferred maintenance | <p>Superintendent, BOE, admin, district architect, Building and Grounds Committee, and teaching staff</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 univert 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> |

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

| Action Steps | Team Members | Status |
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| <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"> 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 long term capital projects in conjunction with cost analysis.

| Action Steps | Team Members | Status |
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| <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 | Superintendent, District Architect, Business Manager, Building and Grounds, and BOE | <ol style="list-style-type: none"> 1 - Ongoing 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. 4 - This was presented during the budget hearing and levy request in Fall of 2021. |

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. Examine the current structure of the Shared Services Model to create greater efficiencies between both districts.

| Action Steps | Team Members | Status |
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| <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> |
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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. Create student and staff recognition and achievement to be presented during BOE meetings (new goal)

| Action Steps | Team Members | Status |
|---|-------------------|---|
| <ol style="list-style-type: none"> 1. Identify criteria for student recognition 2. Identify criteria for staff recognition 3. Determine when students and staff are recognized | <p>Principals</p> | <p>1.1. Process began in December of 2021. Principals will identify students to be recognized on a monthly basis with one school a month.</p> |

