



# **CENTRAL SCHOOL DISTRICT 51**

*Encourage Excellence Every Day with Compassion, Commitment, and Community*

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## **2020 - 2023 STRATEGIC PLAN**

*Approved: August 13, 2020*

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**Central School District 51**  
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# **Strategic Planning Committee**

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## **Our Beliefs**

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1. We believe that the attraction, motivation, and retention of quality staff at all levels fosters a positive culture.
2. We believe that a diverse and well-balanced curriculum gives students the opportunity to reach their greatest potential through active and engaging experiences.
3. We believe that a healthy, safe, fun, and accessible environment (physically, emotionally, socially) is essential to learning.
4. We believe education is a partnership among the community, parents, students and school personnel through collaboration and communication.
5. We believe that extracurricular opportunities develop the whole child.
6. We believe in the value of a “Students First” philosophy that instills a passion for learning.

## **Mission Statement**

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Encourage Excellence Every Day with  
Compassion, Commitment and Community

# Teachers and Staff



## Strategy 1:

**The District will attract, motivate, develop and retain excellent staff and provide relevant professional development.**

- **Action Item 1:** Teachers and staff will participate in professional development that enhances the quality of education and is in line with the vision of Dist. 51.

### **Indicators:**

Professional development plan, agendas from school improvement and institute days, after school professional development opportunities

- **Action Item 2:** The District will update the mentoring program for teachers.

### **Indicators:**

Program for novice and experienced teachers, more mentors, teacher guides, meetings with mentors monthly, quarterly meetings at the district level

- **Action Item 3:** The District will recruit excellent teachers/staff/substitutes.

### **Indicators:**

Attend recruiting fairs, look at various posting locations, use social media to recruit, training program for substitutes, assist with application process, fostering and supporting teacher leadership

- **Action Item 4:** The District will work to improve culture and employee morale.

### **Indicators:**

Recognize teachers and staff and publicize, create a system of celebrations that promote positive culture, host special events, improve communication with community, exit interviews, staff surveys

# Community



## Strategy 2:

**The District will enhance community engagement through effective communication and partnerships on all levels.**

- **Action Item 1:** The District will promote relationships with senior citizens, business leaders, other community members and organizations

### **Indicators:**

Extend invitations for school activities and provide discounts and/or free admissions, meet with realtors to provide information, promote community service projects for students, communicate efforts to maintain safe buildings, improve partnerships with the Chamber, libraries, and civic organizations (Rotary, Lions Club, etc.)

- **Action Item 2:** The District will develop a communication plan that provides all teachers and staff guidance on communication best practices.

### **Indicators:**

Completion of a plan, website updates, building monthly newsletters, district newsletters, teacher newsletters, social media posts, continue to brand our district

# District Finances



## Strategy 3:

**The District will continue to be responsible financial stewards of community resources to meet the changing needs of our district.**

- **Action Item 1:** The District will strive to maintain positive fund balances in order to decrease the cost per student without sacrificing the value of education.

### **Indicators:**

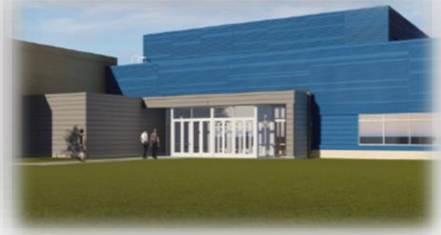
Monthly budget updates, annual budget presentation, district leadership team meeting agendas, projections, recognition status, audit

- **Action Item 2:** The District will provide the necessary resources to meet the curriculum, extra-curricular, and social emotional needs of our students.

### **Indicators:**

Curriculum presentation to Board, parent/teacher/student surveys

# Facilities



## Strategy 4:

**The District will continue to provide facilities that are safe and appropriate to meet the current and future needs of the District and our community.**

- **Action Item 1:** The District will partner with other community organizations to optimize the use of our building.

**Indicators:**

Fee scale, community events held in buildings, community engagement nights

- **Action Item 2:** The superintendent and maintenance team will create a 3 to 5-year plan for maintenance upgrades of facilities.

**Indicators:**

Presentation of plan to the Board, Health/Life Safety Amendments, updated district inventory

- **Action Item 3:** The superintendent, administrators and maintenance team will create a “return to school during COVID-19” plan for facilities.

**Indicators:**

Presentation of plan to the Board

# Programs/ Curriculum



## Strategy 5:

The District will provide a cohesive, well-balanced curriculum with active, engaging experiences for the whole child at all levels.

- **Action Item 1:** The District will develop common assessments for each grade and subject area to measure student growth and to inform planning and instruction.

### Indicators:

Use of pre and post assessments, advanced class descriptions for students 6-8

- **Action Item 2:** The District will develop parent reporting tools that more frequently and clearly describe student growth.

### Indicators:

Updated standards based reporting tools, align parent reporting timelines across district

- **Action Item 3:** The District will continue to monitor and enhance Remote Learning.

### Indicators:

Survey parents, students and staff



# Technology



## Strategy 6:

**The District will continue to maintain and enhance evolving technology to meet current and future needs.**

- **Action Item 1:** The District will create a 3 to 5-year plan for technology upgrades.

### **Indicators:**

Monthly updates, annual budget presentation, develop device and software cycle program

- **Action Item 2:** The District will provide resources to ensure staff at all levels, have the ability to integrate technology.

### **Indicators:**

Survey staff for technology needs and direction, increase technology training for all staff, reduction in printed materials, annual report to the Board

# Social/ Emotional Needs



## Strategy 7:

**The District will continue to support and develop programs to meet the social and emotional needs of the students.**

- **Action Item 1:** The District will update a district-wide multi-tiered system of support (MTSS).

### **Indicators:**

Share completed district-wide Response to Intervention program, district-wide plan to support Social Emotional needs of students and staff

- **Action Item 2:** The District will develop a K-8 Scope and Sequence for Social Emotional Learning.

### **Indicators:**

District Social Emotional Learning Team agendas, data meeting updates, website updates, parent learning sessions, student surveys, 5 Essentials data