



# West Northfield School District #31 Strategic Plan 2015-2016 – 2021-2022

## MISSION

Inspiring Minds, Building Futures - Together

## VISION

West Northfield School District 31 provides a world class, whole-child education and equitable opportunities for all students in an environment that respects diversity and fosters collaborative partnerships among stakeholders while maintaining financial strength.

- **Educational Excellence:** High expectations for social, emotional, and intellectual growth and achievement are supported and sustained.
- **Inspired Learning:** Creativity, collaboration, communication, and critical thinking skills are fostered.
- **Supportive Environment:** Strong and nurturing relationships which value individual perspectives are created.
- **Community:** Success is celebrated within a vibrant community of diverse learners.
- **Partnership:** Students, staff and families are active partners in learning.

## CORE VALUES / BELIEF STATEMENTS

- We believe that it is our responsibility to ensure all students grow and develop to their full potential.
- We believe in fostering the physical well-being as well as the academic, social, and emotional growth of each student.
- We believe in fostering opportunities for creativity and exploration to help students discover their lives' passions and interests.
- We embrace our diversity and believe it is a strength.
- We believe that having clear academic and behavioral expectations along with providing instruction and modeling in social and emotional skills creates a safe and nurturing learning environment.
- We believe in meaningful and authentic classroom instruction that addresses diverse learning styles and fosters creativity and innovation through a variety of modalities.
- We believe that a curriculum with clear learning targets and corresponding formative and summative assessments is necessary for high student achievement.
- We believe in creating a strong school community that celebrates success.
- We believe in continuous improvement.
- We believe in creating a culture that supports high quality teachers and staff so that they remain committed to and invested in District #31.
- We believe in creating a culture and environment where teams collaborate and use data to ensure students are growing and goals are met.

- We believe that educators need systematic, targeted and ongoing professional development, coaching, and collaboration opportunities to be successful in an environment of continuous improvement.
- We believe in fostering strong relationships between the District, our families, and community.
- We believe that District #31 should have open, transparent, two-way communication between all stakeholders.
- We are committed to maintaining a fiscally responsible outlook while providing high quality resources and facilities.

<b>GOAL 1: Student Growth &amp; Achievement</b>	<b>POSSIBLE INDICATORS:</b>
District #31 students will grow in their mastery of the New Illinois Learning Standards.	<ul style="list-style-type: none"> <li>➤ Students meeting and exceeding growth targets on standardized tests (e.g., NWEA MAP tests)</li> <li>➤ Students meeting and exceeding growth targets on common assessments or curriculum tests</li> <li>➤ Students meeting or exceeding growth targets on teacher created assessments</li> <li>➤ Similar or better growth on assessments than comparison districts (e.g., feeder schools, schools with similar demographics)</li> <li>➤ Subgroups of students growing and closing achievement gaps</li> <li>➤ Strong District #31 student performance in high school</li> </ul>
<b>STRATEGY 1</b>	
Develop and implement a defined and coordinated curriculum which identifies standards-based learning outcomes and aligns resources and materials to achieve those outcomes.	
<b>STRATEGY 2</b>	
Develop an assessment system which includes aligned formative and summative assessments, grading criteria, and standards-based report cards. Use all assessment data to measure student progress toward mastery of learning outcomes, drive instruction, assess instructional effectiveness, and determine interventions and enrichments needed.	
<b>STRATEGY 3</b>	
Develop a system that provides for differentiation, tiered interventions, and enrichment based on assessment results for academics and social emotional learning.	

<b>GOAL 2: Learning Environment</b>	<b>POSSIBLE INDICATORS:</b>
District #31 will provide a safe, supportive, challenging, and inspiring learning environment that promotes the physical, academic, social, and emotional growth of all students, empowering them to become active partners in their own learning.	<ul style="list-style-type: none"> <li>➤ Low behavior infraction incident rates</li> <li>➤ High levels of recognition given for appropriate behavior</li> <li>➤ Meeting and exceeding Social / Emotional Learning growth targets</li> <li>➤ Meeting and exceeding student generated goals (academic and behavior)</li> <li>➤ Positive student, parent, and staff satisfaction and climate data</li> <li>➤ Facility cleanliness and maintenance</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Life-Safety compliance</li> <li>➤ Effective physical use of space</li> <li>➤ Strong extra-curricular participation</li> <li>➤ High student attendance and low tardy rates</li> </ul>
<b>STRATEGY 4</b>	
Develop a behavior system that clearly identifies common expectations/consequences and teaches, monitors, and reinforces these throughout the school year.	
<b>STRATEGY 5</b>	
Create a community and culture that formally recognizes and celebrates District, school, and individual student and staff growth and accomplishments.	
<b>STRATEGY 6</b>	
Provide a range of experiential learning opportunities inside and outside the school day which provide opportunities for creativity, exploration, and application to help students discover their lives' passions and interests.	

<b>GOAL 3: Professional Practices</b>	<b>POSSIBLE INDICATORS:</b>
District #31 will achieve a supportive and positive work environment where collaborative structures and processes are used to ensure shared leadership and data-based decision making.	<ul style="list-style-type: none"> <li>➤ All students meeting and exceeding learning growth targets</li> <li>➤ Effective Teacher Evaluation System</li> <li>➤ High staff retention rates</li> <li>➤ High staff participation in professional development opportunities</li> <li>➤ Staff providing professional development opportunities</li> <li>➤ Positive staff satisfaction and climate data</li> <li>➤ Administrators establishing common Professional Learning Community (PLC) expectations and staff acting upon these</li> </ul>
<b>STRATEGY 7</b>	
Deliver proactive and systematic professional development focused on critical areas and provide ongoing implementation support through coaching and other resources.	
<b>STRATEGY 8</b>	
Develop a collaborative leadership structure for shared decision making including a District Leadership Team (DLT), School Leadership Teams (SLT), and Grade Level / Department Level Teams which are responsible for the implementation of the Strategic Plan and are held accountable for the achievement of identified goals.	
<b>STRATEGY 9</b>	
Establish common Professional Learning Community (PLC) expectations around a focus on learning as the primary agenda element for each meeting.	

<b>GOAL 4: Engage Families and Communities</b>	<b>POSSIBLE INDICATORS:</b>
District #31 will enhance the education of students through meaningful partnerships with families and the community.	<ul style="list-style-type: none"> <li>➤ Positive parent and community satisfaction and feedback data</li> <li>➤ Multiple extra-curricular opportunities</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Increased numbers of volunteers / hours of service</li> <li>➤ Expanded learning opportunities</li> <li>➤ Family and community access to communication</li> <li>➤ Strong participation in parent education opportunities</li> <li>➤ High attendance at school / District sponsored events</li> </ul>
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**STRATEGY 10**

Expand two-way communication with families and community members through outreach, education, and support, including goal / progress updates, on how the District is achieving and expanding the use of satisfaction data aligned to District priorities.

<b>GOAL 5: Resources</b>	<b>POSSIBLE INDICATORS:</b>
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District #31 will continue to improve its financial stability while continuing to obtain the required resources to meet the goals of the District’s Strategic Plan and will communicate financial information to stakeholders.

- 3-5 year fund balances
- Positive audit findings
- Positive stakeholder satisfaction survey data
- Prudent per pupil instructional costs
- Strong bond rating
- High Illinois State Board of Education Financial Profile Status

**STRATEGY 11**

Effective communication with stakeholders about the financial health of the District.

**STRATEGY 12**

Allocation of resources to ensure the success of the Strategic Plan.