# McLean County Unit District No. 5 Strategic Plan

*Updated October 2016*

## MISSION

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<th>MISSION</th>
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<td>Unit 5 will educate each student to achieve personal excellence.</td>
<td>Unit 5 is recognized as a district of destination, providing a foundation for personal excellence and innovative educational solutions in a vibrant and ever-changing global community.</td>
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## VALUES

- **Excellence** – We are passionate and committed to performing at the highest level possible.
- **Innovation** – We are driven to challenge the status quo and anticipate our community’s changing needs.
- **Integrity** – We are role models and, as such, how we do business and interact with others is important.
- **Diversity** – We celebrate differences and seek opportunities to learn from each other.
- **Engagement** – We foster and encourage a culture of involvement and collaboration within our students, our schools and our community.

## STRATEGIC FOCUS AREAS

- **Student Growth and Achievement** – We believe that all students can learn and all students will have access to a positive and challenging learning environment to ensure they realize their individual potential.

- **District Culture** – We believe that our students and educators thrive in teaching and learning environments that are physically safe and emotionally secure. We foster a culture of respect and connectivity within our schools and our community.

- **Community Partnerships** – We believe in strong partnerships with parents and community members to help our students maximize their educational options, learning experiences and interests.

- **Highly Effective Staff** – We believe in recruiting, training and retaining highly qualified employees who maintain high moral and ethical character and consistently exhibit a positive example, exemplary attitude, genuine caring and great enthusiasm.

- **Fiscal Responsibility** – We believe it is our responsibility to spend the funds entrusted to us to obtain the greatest educational opportunities for our youth. We must also protect and preserve the fiscal health of the District and maintain a prudent reserve.
### STRATEGIC FOCUS AREA: STUDENT GROWTH AND ACHIEVEMENT

We believe that all students can learn and all students will have access to a positive and challenging learning environment to ensure they realize their individual potential.

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<tr>
<th>STRATEGIC GOAL</th>
<th>GOAL LEADERS</th>
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| Evaluation and enhancement of academic programs, curriculum, assessments and student development opportunities occurs on a regular and on-going basis. | Director of Elementary Education  
Director of Secondary Education  
Director of Special Education |

### STRATEGIC OBJECTIVES

**Objective 1:** By the end of Third Grade, students will be able to read within range for their grade level.  
**Indicator:** 90% or more of our third graders will be reading at grade level

**Objective 2:** By the end of 8th grade, students will be prepared for high school and will be on track for college and career success.  
**Indicator:** The percentage of 8th grade students that have passed Algebra and/or are Algebra ready by the end of 8th grade will increase.

**Objective 3:** After four years of high school enrollment, students will earn a high school diploma  
**Indicator:** 90% of our students will graduate with their respective class.

**Objective 4:** To prepare students for college and careers, high school course work will be appropriately rigorous and aligned to student college or career pathways.  
**Indicator:** Student enrollment in AP courses, dual credit, and experiential career related courses/internships will increase.
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<th>STRATEGIC FOCUS AREA: DISTRICT CULTURE</th>
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<td>We believe that our students and educators thrive in teaching and learning environments that are physically safe and emotionally secure. We foster a culture of respect and connectivity within our schools and community and we believe that every child deserves the opportunity for a high-quality educational experience, no matter where they live or what school they attend in the District.</td>
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| Create safe, secure and nurturing learning environments. Effective communication and collaboration occurs both internally and externally. | Director of Communications and Community Relations 
Director of Operations 
Director of Human Resources |

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| **Objective 1:** Families, students, staff and community will affirm that Unit 5 is a place of destination for their educational needs.  
**Indicator:** Survey indicates that Unit 5 is a favored place to learn and work. |
| **Objective 2:** Families, students, staff and community will affirm that Unit 5 is a place where learning is safe and secure.  
**Indicator:** Survey indicates families, students, staff and community affirm that our schools are safe and secure. |
| **Objective 3:** Research shows student achievement is impacted by family engagement. Unit 5 will continuously improve communication and family engagement opportunities.  
**Indicator:** Survey results affirm an increase in communication by providing parents with additional communication tools. |
STRATEGIC FOCUS AREA: COMMUNITY PARTNERSHIPS

We believe in strong partnerships with parents and community members to help our students maximize their educational options, learning experiences and interests.

STRATEGIC GOAL

Actively pursue, develop and maintain relationships that enhance and enrich educational opportunities and programs.

GOAL LEADERS

Director of Communications and Community Relations
Human Resources Coordinator

STRATEGIC OBJECTIVES

Objective 1: Remove socioeconomic barriers to academic achievement.

Indicator: Increase donations to the school district (food, supplies, coats, clothes, etc.)
Indicator: Increase the number of students benefiting from donations
Indicator: Reduce achievement gap for low income students using standardized assessment data

Objective 2: Support mentoring and tutoring to reduce the achievement gap and aid in college and career readiness.

Indicator: Increase the number of mentors and tutors
Indicator: Increase the number of students benefiting from mentorship and tutoring
Indicator: Reduce achievement gap for low income students using standardized assessment data

Objective 3: Create solutions to provide professional, career, and service oriented introductions and experience to students.

Indicator: Increase the number of new partnerships put into place
Indicator: Improve the quality of current partnerships, as determined by survey results from targeted groups that show increased satisfaction
Indicator: Increase the number of students impacted by various partnerships
STRATEGIC FOCUS AREA: HIGHLY EFFECTIVE STAFF

We believe in recruiting, training and retaining highly qualified employees who maintain high moral and ethical character and consistently exhibit a positive example, exemplary attitude, genuine caring and great enthusiasm.

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| Recruit, retain and support a highly effective and diverse staff to accomplish Unit 5’s mission, vision and goals. | Director of Human Resources  
Human Resources Coordinator |

STRATEGIC OBJECTIVES

**Objective 1**: Staff will be provided professional development that is focused on the goals and objectives of the district.  
**Indicator**: 100% of our staff will be provided professional development opportunities and 90% will participate in the areas pertinent to their area of service.

**Objective 2**: All staff will be properly certified and licensed in their area of expertise.  
**Indicator**: 100% of our staff will be appropriately certified or licensed aligned to their job responsibility

**Objective 3**: The diversity of our staff will be representative of students and the community it serves.  
**Indicator**: The diversity percentage of staff will continue to improve until it is comparable to the diversity percentage of students.
We believe it is our responsibility to spend the funds entrusted to us to obtain the greatest educational opportunities for our youth. We must also protect and preserve the fiscal health of the District and maintain a prudent reserve. To achieve these ends and to maintain the public’s trust, we will engage in clear, honest and open dialogue with all stakeholders in a professional, cooperative and problem-solving manner.

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| Operations and resources - people, facilities and material – are efficiently managed to ensure long-term sustainability and student growth opportunities. | Business Manager and Treasurer  
Director of Operations |

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| **Objective 1**: District funds will be balanced. If not, there is a reason and plan to balance.  
**Indicator**: 100% of district funds will be balanced or a plan to balance will be generated. |

| **Objective 2**: District funds will be aligned to the goals of district.  
**Indicator**: Federal, state and local funding will be prioritized to best meet the goals of the district. |

| **Objective 3**: The district budget will be clearly communicated to families and staff.  
**Indicator**: Majority of families and staff are aware of finding district budget information. |