

OCTOBER 26, 2016



McLEAN COUNTY
UNIT DISTRICT NO. 5

Educating each student to achieve personal excellence.

DISTRICT STRATEGIC PLAN

MCLEAN COUNTY UNIT DISTRICT NO. 5
Board of Education

McLean County Unit District No. 5 Strategic Plan

Updated October 2016

MISSION

Unit 5 will educate each student to achieve personal excellence.

VISION

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.

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.

STRATEGIC GOAL

Evaluation and enhancement of academic programs, curriculum, assessments and student development opportunities occurs on a regular and on-going basis.

GOAL LEADERS

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.

STRATEGIC FOCUS AREA: 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 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.

STRATEGIC GOAL

Create safe, secure and nurturing learning environments. Effective communication and collaboration occurs both internally and externally.

GOAL LEADERS

Director of Communications and Community Relations
Director of Operations
Director of Human Resources

STRATEGIC OBJECTIVES

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 benefitting 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.

STRATEGIC GOAL

Recruit, retain and support a highly effective and diverse staff to accomplish Unit 5's mission, vision and goals.

GOAL LEADERS

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.

STRATEGIC FOCUS AREA: 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. 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.

STRATEGIC GOAL

Operations and resources - people, facilities and material – are efficiently managed to ensure long-term sustainability and student growth opportunities.

GOAL LEADERS

Business Manager and Treasurer
Director of Operations

STRATEGIC OBJECTIVES

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.