

NILES ELEMENTARY SCHOOL DISTRICT 71 DRAFT STRATEGIC PLAN 2023-2024

Our core value is educational excellence. To accomplish this core value, we will implement a strategic plan emphasizing the following four priorities:



FOSTERING SAFE LEARNING ENVIRONMENTS

We foster a safe and healthy environment for students and staff by providing a nurturing environment to learn and grow. We emphasize physical health by encouraging healthy choices and wellness for all in our school community.



ADVANCING LEARNING AND INNOVATION

We design and implement innovative and impactful practices by strengthening all services offered to students. We provide a range of professional development opportunities to staff to support student growth.



STRONG FINANCIAL AND FACILITY STEWARDSHIP

We manage and develop finances and resources responsibly and we are accountable to our stakeholders.



DEEPENING COMMUNITY CONNECTIONS

We emphasize equity and inclusion through understanding all perspectives and experiences. We deepen opportunities for students and staff to grow as engaged global citizens.

PRIORITY 1: FOSTERING SAFE AND HEALTHY LEARNING ENVIRONMENTS

Goal 1.1: Provide a safe environment for students and staff.

Action Steps:

1. Working with the District Safety Committee, develop a list of priority items designed to increase the security and safety of students and staff.
2. Implement and update our Emergency Procedures (red binder).
3. Complete the district Crisis Manual Procedure Guidelines based on the "PREPaRE" model

Goal 1.2: Afford students opportunities to develop age appropriate social skills and promote positive mental health strategies.

Action Steps:

1. Continue to implement the Second Step Program to provide students with strategies regarding decision making, interacting with others. By October 1, each grade level will create a prioritized lesson list to teach during the 23-24 school year.
2. Continue to implement PBIS programming to promote respectful, responsible and safe behaviors throughout the school.
3. Pilot a social emotional screener and initiate a tiered service delivery model for social emotional services

PRIORITY 2: ADVANCING LEARNING AND INNOVATION

Goal 2.1: Empower students through effective, innovative, creative, and collaborative learning experiences.

Action Steps:

Overall Curriculum & Instruction:

1. By the end of the year, grade level PLCs/subject specific PLCs will have administered one common formative assessment in math and reading.

2. PLCs will utilize data from CFAs to implement differentiated instruction as appropriate.
3. Continue collaboration with a Solution Tree consultant to provide professional development and support the district's PLC program.
4. Provide information and support to staff through ongoing professional development and research based instructional practices.
5. Teachers/admin attend summer Solution Tree PLC-at-Work institute.
6. We will develop a multiyear plan to become a [Model PLC School](#) by the end of the school year.

Math Action Steps:

1. Within PLCs, enhance pacing guides so they are fully aligned to Illinois priority learning standards.
2. Administer Formative Assessments that guide instruction.
3. Provide staff with additional professional learning, particularly supporting English language learners, and other topics identified in professional development surveys.
4. Support staff in the implementation of the Eureka Math Squared program in grades 6-8.
5. Organize a differentiated Math Olympics day for students in grades 3-8 to promote mathematical thinking and reasoning.

ELA Action Steps:

1. Within PLCs, enhance pacing guides so they are fully aligned to Illinois priority learning standards and align to common formative assessments.
2. Administer Formative Assessments that guide instruction.
3. Continue opportunities for pleasure reading by hosting Famished for Fiction in partnership with the local public library and book talking in class; continue joyful writing opportunities by hosting our annual young authors program.
4. Establish a committee to research and identify a K-5 foundational reading program for 2024-2025 implementation. Explore the possibility of adopting a different, comprehensive ELA program that meets expectations, according to Ed Reports.
5. Explore, decide on, and use grade level/band rubrics for persuasive, narrative, and expository writing, use mentor texts for writing, and have students complete quarterly on-demand writing.
6. Instruct (3-5) students in methods for responding to text, via writing. Ensure students are aware of RACES strategy for constructed response.

Intervention Programming:

1. Identify student academic and social emotional profiles and align with research based programs
2. Continue to continuously assess the progress monitoring data of students in interventions to determine necessary programming or instructional modifications.

Goal 2.2: Embolden staff to continue to grow as professionals

Action Steps:

1. Survey the staff to identify the most impactful professional growth topics that will enable all students to reach their full potential.
2. Identify the resources available to support professional growth in these areas.
3. Provide PD opportunities for staff aligned to district goals in the following two areas:
 - a. Provide PD to staff on valuable writing feedback. This will take place during PLC meetings. Pacing guides to reflect writing assignments and include student samples.
 - b. Collaborate with the technology committee to plan professional development opportunities in best practices in technology aligned with ISTE standards.

PRIORITY 3: STRONG FINANCIAL AND FACILITY STEWARDSHIP

Objective 3.1: Maintain long-term financial stability while continuing to improve and expand the quality of programs and opportunities for students

Action Steps:

1. Prepare a balanced operations (non construction) budget and provide the Board monthly updates regarding expenditures and revenues.
2. Provide the Board comprehensive long-term financial projections for the district.
3. Continue to develop the District's financial reporting standards to meet the requirements of the Annual Financial Report.

Objective 3.2: Maintain a school building that facilitates instruction and supports 21st century learning strategies

Action Steps:

1. Collaborate with the Board to complete a music and gym addition at Culver School.
2. Develop a list of school safety and regular renovation needs for Board prioritization outside of the addition project and complete items of high priority.

PRIORITY 4: DEEPENING COMMUNITY CONNECTIONS

Goal 4.1: Develop a long-term strategic plan for the district that includes input from all stakeholders: students, staff, parents, community members.

Action Steps:

1. Identify consultants that can lead a strategic planning process.
2. Select a consultant and collaborate on an appropriate comprehensive strategic planning process.

Goal 4.2: Inspire all students and staff to deepen their understanding of inclusive practices and multiple perspectives.

Action Steps:

1. Engage in a book study that focuses on equity and inclusive practices.
2. Provide professional development to staff on culturally responsive pedagogy.
3. Evaluate current book selections across grade levels to incorporate books that represent diverse characters and perspectives.