

## NELSD SMART GOALS 2021-22

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| <b>INITIAL GOAL 1</b>         | Write the goal you have in mind<br><br>Identify and work to close learning gaps created by the pandemic.<br>a. Work with teachers to identify student learning gaps in English Language Arts and Mathematics<br>b. Identify and implement strategies to close the learning gaps   |
| <b>S</b><br><b>SPECIFIC</b>   | What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?<br><br>We aim to close learning gaps created by the global pandemic. This goal is already underway and has been since the end of the last school year. It is crucial to work with our struggling students to see that they have the skills needed to succeed in their future learning.   |
| <b>M</b><br><b>MEASURABLE</b> | How can you measure progress and know if you've successfully met your goal?<br><br>Individual buildings have specific measurement tools along with teacher input that they are using to identify the learning gaps. An example of this is that both of our middle schools use Exact Path diagnostics in mathematics and reading to measure student levels and growth.   |
| <b>A</b><br><b>ACHIEVABLE</b> | Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?<br><br>Creating student learning is what we do! Yes, we are motivated to see our students grow and attain the levels needed to be successful at the next grade level. This goal will require additional resources. We have funding in place, and we have added staff to help achieve the goal. |
| <b>R</b><br><b>RELEVANT</b>   | Why am I setting this goal now? Is it aligned with overall objectives?<br><br>The learning loss that the pandemic has created is immediate and requires immediate attention. We are currently adding resources to address the level of learning for our students.   |
| <b>T</b><br><b>TIME-BOUND</b> | What's the deadline and is it realistic?<br><br>The steps to achieve this goal have already begun, but they will take time. We have already started addressing the learning loss and continue to do so. Resources have been allocated for three years for this goal. We have allocated three years' worth of resources towards this goal and will continue to evaluate this goal on a year-by-year basis.   |
| <b>SMART GOAL</b>             | Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed   |

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| <b>INITIAL<br/>GOAL 2</b>    | Write the goal you have in mind  |
|                              | Transparent reporting of how our ESSER funds have been spent. <ul style="list-style-type: none"><li>a. Spreadsheet identifying expenditures of ESSER funds</li><li>b. Specific identification of allocations of the expenditures</li><li>c. Specific identification of dollars spent on staffing</li></ul> |
| <b>S<br/><br/>SPECIFIC</b>   | What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?   |
|                              | NELSD is fiscally responsible and we want to apprise our community of how we are spending our ESSER funds. The treasurer, Mr. Miller, will be formulating the specific tools to be used to share this financial information on our website.  |
| <b>M<br/><br/>MEASURABLE</b> | How can you measure progress and know if you've successfully met your goal?  |
|                              | Measuring this goal will be reviewing the data placed on our website and monitoring community feedback regarding questions about the availability and usage of the funds to meet our closing the learning gap goal.  |
| <b>A<br/><br/>ACHIEVABLE</b> | Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?   |
|                              | NELSD definitely has the tools, personnel, and resources to meet this goal so that we continue to keep our constituents informed about our fiscal processes and spending.  |
| <b>R<br/><br/>RELEVANT</b>   | Why am I setting this goal now? Is it aligned with overall objectives?   |
|                              | NELSD began receiving ESSER funds last year. It is a relatively large amount of money that we are spending, the bulk of is on staffing to create student learning. This goal absolutely aligns with our mission of educating our students.   |
| <b>T<br/><br/>TIME-BOUND</b> | What's the deadline and is it realistic?   |
|                              | The deadline will be to update our website with information every few months, with a specific spending report presented at one of our summer board meetings. This will be an ongoing goal for the next three years.  |
| <b>SMART<br/>GOAL</b>        | Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed  |
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| <b>INITIAL<br/>GOAL 3</b> | Write the goal you have in mind  |
|                           | Develop a comprehensive communications plan for the District. <ul style="list-style-type: none"><li>a. Form a committee to gather input on a communications plan</li><li>b. Develop a plan that details use of internal, external, and crisis communications</li><li>c. Use our communication tools to inform our publics and establish two-way communication channels that will instill trust in our District</li></ul> |
| <b>S<br/>SPECIFIC</b>     | What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?   |
|                           | We plan to provide a finished written strategy to the BOE at the June BOE meeting. Our entire administrative team will be utilized to develop this plan along with outside resources, such as our committee. Communications, both internally and externally, are so important to building the trust within our school community of how we prepare our students for their future.   |
| <b>M<br/>MEASURABLE</b>   | How can you measure progress and know if you've successfully met your goal?  |
|                           | The final product will be our measuring stick for meeting the goal. This goal will best be measured over time by the implementation of the communications plan. It will also be very important to reflect on this plan and make tweaks and changes to improve it over time.  |
| <b>A<br/>ACHIEVABLE</b>   | Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?   |
|                           | NELSD has the resources in place to build such a plan. With the additional time added to our communications person and continuing our relationship with Allerton Hill as consultants, we can bring the plan to fruition. In addition, communicating with our publics is more important than ever, because of how quickly accurate information needs to be disseminated to our stakeholders.                              |
| <b>R<br/>RELEVANT</b>     | Why am I setting this goal now? Is it aligned with overall objectives?   |
|                           | Communicating with our target audience is more important than ever, because of the speed at which information is generated and expected for delivery to our stakeholders.  |
| <b>T<br/>TIME-BOUND</b>   | What's the deadline and is it realistic?   |
|                           | The deadline for the written strategic plan is June of 2022 which is a realistic timeframe. It is critical that we continue to evaluate and revise this plan even after it is in place. This plan once in place will be evaluated and revised.   |
| <b>SMART<br/>GOAL</b>     | Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed  |

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| <b>INITIAL<br/>GOAL 4</b>    | <p>Write the goal you have in mind</p> <p>Work to improve our State test scores.</p> <ol style="list-style-type: none"> <li>a. Continue to identify areas of need for specific standards</li> <li>b. Target resources in the buildings to enhance instruction in identified areas</li> <li>c. Reflect on past scores and work with staff to improve these scores</li> </ol>  |
| <b>S<br/><br/>SPECIFIC</b>   | <p>What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?</p> <p>NELSD will improve scores in tested areas and performance index on the State School Report Card. Unfortunately, COVID-19 protocols and student time out of school caused our scores to fall. We want to see our scores rise and move in a positive direction. Increasing our State School Report Card will require a dedicated effort by staff to achieve this goal.</p>                              |
| <b>M<br/><br/>MEASURABLE</b> | <p>How can you measure progress and know if you've successfully met your goal?</p> <p>The measuring stick will be our State School Report Card. We will be able to see improvement in tested areas as well as a higher performance index. Our goal would be to attain a 5% increase in all tested areas and a 5-point increase on the performance index for this year.</p>   |
| <b>A<br/><br/>ACHIEVABLE</b> | <p>Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?</p> <p>We are adding professional development to help our staff understand the data that we currently have and how to produce higher scores. One specific professional development is ongoing training by Dr. Lisa Reigle. We continue to focus on writing across the curriculum, which is a proven best practice.</p> |
| <b>R<br/><br/>RELEVANT</b>   | <p>Why am I setting this goal now? Is it aligned with overall objectives?</p> <p>We need to bring this goal back to the forefront of our focus as we come out of the pandemic. Increasing our State test scores aligns directly with our core mission of educating our students.</p>   |
| <b>T<br/><br/>TIME-BOUND</b> | <p>What's the deadline and is it realistic?</p> <p>We have set some specific targets for this year, and we will continue to move this target higher as we achieve our goals.</p>   |
| <b>SMART<br/>GOAL</b>        | <p>Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed</p>   |

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| <b>INITIAL<br/>GOAL 5</b>    | <p>Write the goal you have in mind</p> <p>Inform/Engage Community with updates to the building project and prepare for transitions to new buildings.</p> <ol style="list-style-type: none"> <li>a. Share data with stakeholders, and pertinent information about the building project</li> <li>b. Work with staff to plan for the transition to the new buildings</li> <li>c. Follow procedures and processes with the State on grade level bands and IRN numbering for buildings</li> </ol> |
| <b>S<br/><br/>SPECIFIC</b>   | <p>What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?</p> <p>NELSD will continue to inform and engage our community throughout the year about our building project. In addition, we have begun working on transition plans for our move to the new NE PK-12 building for the next school year. We need to be ready for the transition to the new building and compliant with all state reporting.</p>                                |
| <b>M<br/><br/>MEASURABLE</b> | <p>How can you measure progress and know if you've successfully met your goal?</p> <p>The measurement of this goal will be in our two-way communication with staff and community to ascertain needed plans for the transition. Communicating with our stakeholders has already been initiated. The ultimate measuring stick will be a smooth beginning of the 22-23 school year.</p>   |
| <b>A<br/><br/>ACHIEVABLE</b> | <p>Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?</p> <p>NELSD has the necessary skills to achieve this goal. The addition of time for our communications person will be a great resource to see that the success of this goal attained.</p>   |
| <b>R<br/><br/>RELEVANT</b>   | <p>Why am I setting this goal now? Is it aligned with overall objectives?</p> <p>This has been an ongoing goal and one that we have worked with our community on to deliver new schools that are what we need and expect.</p>  |
| <b>T<br/><br/>TIME-BOUND</b> | <p>What's the deadline and is it realistic?</p> <p>The timeline is when we move into the new buildings, starting at the start of the 22-23 school year for NE and the 23-24 school year for KR.</p>  |
| <b>SMART<br/>GOAL</b>        | <p>Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed</p>   |