STRATEGIC PLAN UPDATE - *DECEMBER 2024*

- Task force work: thematic vision statements, S.W.O.T., and draft goals
- Overarching goal
- Thematic goals (T.O.R.C.H.)
- Supportive goals
- Next steps: action steps / implementation



USD 232
Unified School District No. 232
www.usd232.org

STRATEGIC PLAN 2024-2029

Lighting the Way

Overarching Goal: USD 232 is lighting the way for continuous improvement to be better tomorrow than we are today.

Guiding Principles

Mission Statement

To prepare all students for their future through excellent, innovative learning opportunities with caring, dedicated and passionate staff in a safe and secure environment.

Empty Chair Philosophy

With every decision we make, we must remember our students. By placing empty chair in our meetings, it reminds us to mentally put any student we know in that chair and to consider that student as we make decisions.

Portrait of a Graduate

The USD 232 Portrait of a Graduate serves as a guiding framework for educators to design curriculum, assessment methods, and extracurricular activities that contribute to the holistic development of students.

Efficient Use of Resources

The district staff and Board of Education take seriously the responsibility of using tax dollars efficiently and in a way that best benefits the classroom learning experience.

TORCH

Teaching and Learning

T

USD 232 is lighting the way for instruction that ensures an increase in student learning.

Operations and Planning

O

USD 232 is lighting the way to improve facilities that enhance the learning process through effective long-term planning, efficient use of capital resources, and planned maintenance schedules.

Recruiting and Retention

R

USD 232 is lighting the way to be a premier school district, dedicated to attracting and retaining exceptional staff through competitive compensation, comprehensive professional development, and a supportive work environment.

Curriculum and Results

C

USD 232 is lighting the way for curriculum and results by implementing and creating structures and routines for increased organizational clarity.

Healthy and Thriviing

H

USD 232 is lighting the way to increase school connectedness for students and staff members.

STRATEGIC PLAN SUPPORTIVE GOALS

Supportive Goal T1: **All teachers will implement a high yield instructional model that ensures improved student learning as measured by implementation data by the end of the 2026-27 school year.**

Action plan: (example)

Research models
Agree on a model
PD on the model
Implementation
Data collection

Supportive Goal O1: **The operations department will have an updated 10-year capital plan budget by the end of 2025-26 school year.**

Action plan: (example)

Engage with companies
Work with business office for projections
Research current costs

STRATEGIC PLAN SUPPORTIVE GOALS

Supportive Goal R1: **USD 232 will increase the longevity of paraprofessionals staying in a position at the rate of 2% each year for a total of 10% increase by the end of the 2028-29 school year.**

Action plan: (example)

Establish baselines data

Analyze exit surveys to determine focus areas

Engage stakeholders on retention factors

Supportive Goal C1: **All teachers and administrators will use common collective commitments and standard protocols to analyze data as measured by implementation data by the end of 2025-26 school year.**

Action plan: (example)

Research data models

PD on collective commitments focusing on WHY

Determine data protocols

PD on the protocols

STRATEGIC PLAN SUPPORTIVE GOALS

Supportive Goal H1: All students and staff will report an increase in a sense of belonging (feeling accepted and respected) on a staff and parent (perceptions of student belonging) survey by the end of 2026-27 school year.

Action plan: (example)

Differentiate Belonging as a component of School Connectedness

Survey staff to gather baseline.