

Northland Community Schools Strategic Plan | 2024-2029

BELIEF STATEMENTS

We believe:

- that education excellence requires effective leadership, high expectations, teamwork, and the responsible utilization of resources;
- that learning begins at birth;
- in having high expectations for everyone in the school district;
- that learning occurs best in a safe, nurturing, welcoming, and respectful environment;
- that family engagement is key to the success of the school;
- in providing enrichment opportunities for everyone;
- in fostering collaborative community efforts; and
- that integrity, trust, and transparency are foundational to the educational process.

MISSION STATEMENT

The mission of the Northland Community Schools is to:

Educate and inspire all learners to reach their full potential.

VISION STATEMENT

Through unified family, community, and school relationships, Northland Community Schools will, by providing a rigorous, relevant, and engaging curriculum, ensure that all students have the opportunity to acquire the necessary skills to achieve their potential, become productive community members, and value life-long learning.



Board Approved July 2024

FOCUS AREA	GOAL	OBJECTIVE
STUDENT ACHIEVEMENT AND STUDENT SUPPORT	<ol style="list-style-type: none"> 1. We will achieve the goals of World's Best Workforce for all students in the school district. 2. We will increase academic achievement of all students through effective instruction, a challenging and engaging curriculum, and aligned assessments. 	<ol style="list-style-type: none"> 1.1 Annually evaluate the success of meeting the goals of the World's Best Workforce <ul style="list-style-type: none"> • All students are kindergarten ready; • Closing the achievement gap for identified student groups; • All students graduating career and college ready; and • All students graduating on time. 2.1 By 2029, all students reading at grade level every year. 2.2 By the end of the 2026 school year, increase partnerships with local business and educational organizations focused on relevant career pathways. 2.3 By 2029, meet or exceed state averages and comparable districts averages on state accountability and college ready assessments.
FINANCE	<ol style="list-style-type: none"> 3. We will maintain our strong financial foundation which will support the achievement of the school district goals. 	<ol style="list-style-type: none"> 3.1 Annually, per school board policy, the school district will maintain a strong district fund balance. 3.2 By July 2029, school district will establish and maintain a 1-, 3-, and 5-year budget projection plan. 3.3 By 2026, the school district will achieve a balanced budget.
WORKFORCE	<ol style="list-style-type: none"> 4. We will recruit, develop, and retain talented staff for all positions in the school district. 	<ol style="list-style-type: none"> 4.1 By August 2027, create, maintain, and support a mentor and induction program for all staff 4.2 By September 2024, implement a comprehensive, coordinated, districtwide professional development program aligned to the goals of the Strategic Plan. 4.3 Annually administer a staff climate survey and gather data regarding staff needs. 4.4 By August 2026, establish relationships with the local Chambers of Commerce to share employment opportunities. 4.5 By August 2029, implement programs and incentives designed to retain all employees.
SCHOOL CLIMATE	<ol style="list-style-type: none"> 5. We will create and maintain a positive school climate in which staff and students feel respected, safe, and supported in their work and studies. 	<ol style="list-style-type: none"> 5.1 Annually implement professional development that aligns with creating a safe, support, and collaborative culture. 5.2 Annually measure school climate through comprehensive needs assessment. 5.3 By the start of the 2025/2026 school year, design a process to celebrate and communicate student achievements and school pride to engage all stakeholders in improving the climate of the school.
ACADEMIC PROGRAM	<ol style="list-style-type: none"> 6. We will embed teaching and learning practices throughout the pre-K to grade 12 curriculum that provide students with the skills, knowledge, and attributes to successfully transition between all levels within the school district and beyond. 	<ol style="list-style-type: none"> 6.1 By August 1, 2024, and each year thereafter, a professional development plan will be created for the following school year that supports curriculum, teaching, and learning practices. 6.2 By September 2027, the school district will follow, with fidelity, a curriculum review cycle. 6.3 By February 2025, a sustainable schedule that provides student opportunities and choices will be created. 6.4 By the start of 2024/2025 school year and every year after, the school leader will communicate a clear plan using the instructional model to ensure instructional practices are known, implemented, and monitored in every classroom.
COMMUNICATION	<ol style="list-style-type: none"> 7. We will ensure communication between all stakeholders is built on integrity, trust, and transparency. 	<ol style="list-style-type: none"> 7.1 By August 2025, establish clear and regular communication of the "big picture" (i.e., belief, mission, and vision statements) with all stakeholders. 7.2 By September 2025, the school district will develop a plan designed to provide and receive information from all stakeholders, with intentional focus on all demographic groups throughout the community.