STRATEGIC PLAN



NOBLESVILLE SCHOOLS

DEVELOPMENT

This strategic plan was developed by the Noblesville Schools Board of Trustees and the Noblesville Schools district leadership team in 2024. It was created after months of reflection and discussion to incorporate input received from the Noblesville community through a strategic community survey and public listening sessions. Beginning in 2025, a brief update on each goal contained in the plan will be shared in monthly board meetings on a rotating basis.



(L-R) board member Misti Ray, board secretary Laura Alerding, superintendent Dr. Dan Hile, board president Christi Crosser, Butler University Associate Dean and Professor Emerita Deb Lecklider, board member Joe Forgey, board vice president Stephanie Lambert.



Academic Excellence

Commitment to equipping all students for the dynamic challenges of the future.



Compassionate Care and Support

Commitment to the well-being and safety of our diverse population.



Exceptional Staffing

Commitment to attract, retain and develop outstanding employees to best serve students.



Strategic Capital and Resource Management

Commitment to fiscal responsibility and strategic facilities planning.



Engaging Community Relations

Commitment to strong relationships, partnerships, outreach, and transparent communications with the Noblesville community.



Celebrated School Culture

Commitment to nurturing a welcoming and innovative school community that honors our timeless traditions and school spirit.

STRATEGIC GOALS



ACADEMIC EXCELLENCE



ACADEMIC EXCELLENCE

Noblesville Schools is committed to equipping all students for the dynamic challenges of the future.

Measures of Success

- Students experience highly effective teaching in every classroom.
- Students engage in a curriculum that develops critical thinking skills in every classroom.
- Students are provided relevant and engaging academic pathways that allow them to pursue individual interests and achieve their personal potential.
- Educators are active and contributing members of collaborative teams that engage in collective inquiry to improve student learning experiences and outcomes.

Strategies

- Establish clear, common expectations, understanding, and ability to use high-quality teaching practices.
- Provide collaborative teaching teams relevant, engaging, and rigorous curricular materials that promote learning outcomes and improve critical thinking skills.
- Increase academic programs and pathways, allowing students to earn valuable experiences and credentials beyond the Indiana diploma.
- Provide consistent time and support for collaborative teams to improve their practices.







COMPASSIONATE CARE + SUPPORT


STAR WARS

COMPASSIONATE CARE + SUPPORT

Noblesville Schools is committed to the well-being and safety of our diverse population.

Measures of Success

- Students feel physically and emotionally safe within their schools and have a strong sense of belonging.
- Students benefit from strong, positive relationships built on trust, respect, and empathy, promoting open communication and support among students, teachers, staff, and families.
- Staff members provide high-quality, compassionate care and support to students.
- Staff members feel supported, safe, and valued, with access to resources that support their own well-being, mental health, and professional growth.
- Schools experience increased student attendance and engagement, reflecting that students feel safe, supported, and motivated to attend school.

Strategies

- Integrate wellness programs into the curriculum to help students develop empathy, self-awareness, relationship-building, and effective communication skills.
- Conduct regular assessments to determine students' feelings of safety and belonging and use this data to inform practices.
- Provide ongoing professional learning on effective response techniques, cultural awareness, and mental health support.
- Ensure structured opportunities for staff to give feedback on their work environment, support needs, and professional development opportunities.
- Foster programs and community partnerships that address barriers to attendance and learning.



EXCEPTIONAL STAFFING


NOBLESVILLE
NOBLESVILLE

EXCEPTIONAL STAFFING

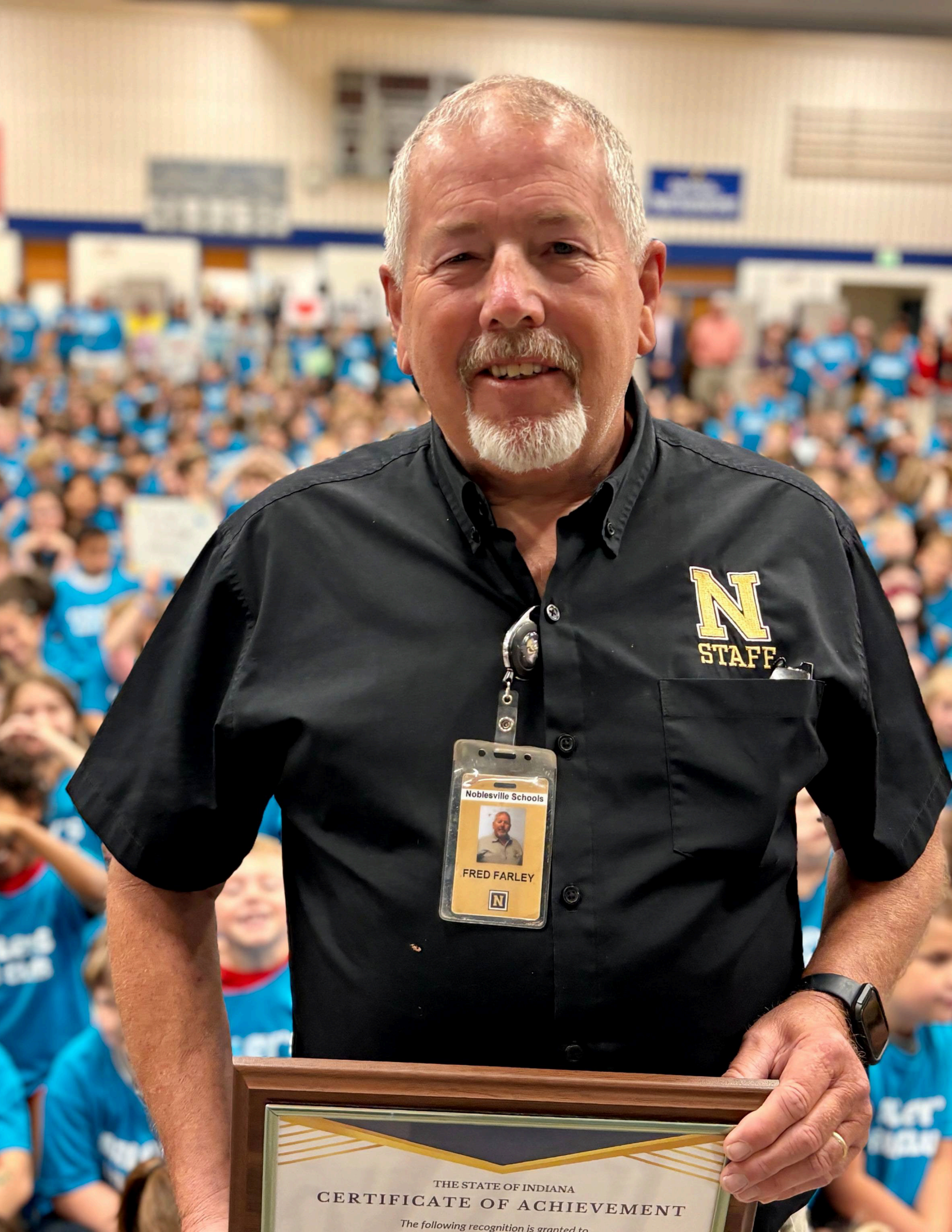
Noblesville Schools is committed to attracting, retaining, and developing outstanding employees to best serve students.

Measures of Success

- Staff members feel valued, supported, and celebrated.
- Staff members demonstrate growth in their designated roles.
- Schools experience consistently improved retention rates over time.
- Noblesville Schools attracts highly qualified applicants for all open positions.

Strategies

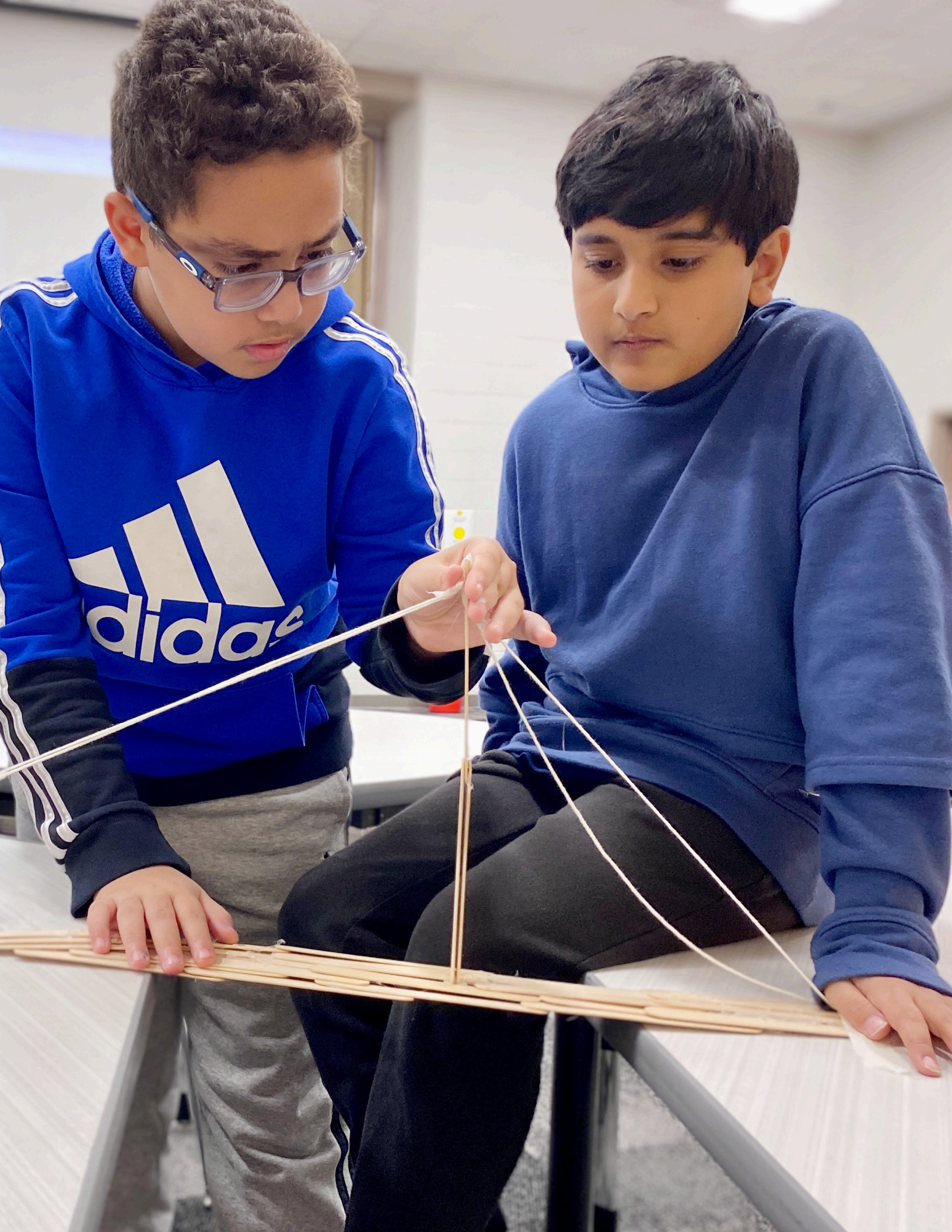
- Celebrate all staff members through a variety of methods.
- Increase and improve the quality of professional learning and collaboration opportunities for staff members.
- Conduct exit and stay interviews with a variety of employees.
- Educate staff members on the benefits and supports available to them.
- Ensure that employee salaries, benefits, and supports are competitive.
- Analyze average employee tenure.
- Engage in a variety of recruiting strategies to attract employees to Noblesville Schools.


N
STAFF
Noblesville Schools
FRED FARLEY
THE STATE OF INDIANA
CERTIFICATE OF ACHIEVEMENT
The following recognition is granted to


NOBLESVILLE
HIGH SCHOOL
GATE 1



STRATEGIC CAPITAL + RESOURCE MANAGEMENT



STRATEGIC CAPITAL + RESOURCE MANAGEMENT

Noblesville Schools is committed to fiscal responsibility and strategic facilities planning.

Measures of Success

- Cash balance reserves and rainy day funds are maintained at levels consistent with board policy.
- The mission of the school corporation is achieved while minimizing impact on taxpayers.
- Financial systems show strong accounting controls, robust reporting, and advanced connectivity.
- Facility maintenance and upgrades are funded in alignment with the district's capital plan.

Strategies

- Adopt budgets that balance operating expenses and annual revenue.
- Invest cash to maximize interest income.
- Regularly update the district's capital plan with an intentional focus on short and long-range needs.
- Promote wider education and transparency regarding how public funds are sourced and used.
- Develop sustainably funded labor, insurance, and service contracts.
- Utilize procurement strategies to increase vendor competition and decrease purchase prices.
- Seek professional demographic analysis for updated enrollment projections.



ENGAGING COMMUNITY RELATIONS



ENGAGING COMMUNITY RELATIONS

Noblesville Schools is committed to building and maintaining strong relationships, partnerships, outreach, and transparent communications with the Noblesville community.

Measures of Success

- The Noblesville community is engaged and informed about what is happening in their schools.
- Noblesville families and community members express a high level of trust and confidence in Noblesville Schools.
- Noblesville Schools is the educational provider of choice in Noblesville.
- Noblesville Schools creates and maintains strong community and business connections in support of district objectives.
- Noblesville Schools is a dynamic partner and education leader in supporting the overall quality of life in Noblesville.

Strategies

- Use a wide variety of communication outlets, tools and events to inform local audiences and support district objectives.
- Provide opportunities for community outreach, engagement and feedback.
- Develop and promote the look, feel and voice of Noblesville Schools to support strong, consistent connections within the community.
- Collaborate with local business and civic organizations in support of district and community objectives.


Reggie Stewart
NHS VISITOR
Thursday, 4/18/
Miller Ambassa


VILLE WEST
NOBLESVILLE



CELEBRATED SCHOOL CULTURE



CELEBRATED SCHOOL CULTURE

Noblesville Schools is committed to nurturing a welcoming and innovative school community that honors our timeless traditions and school spirit.

Measures of Success

- Students and families from all backgrounds feel welcome, respected and connected to their schools.
- Noblesville Schools adapts and innovates to ensure leadership in educational best practices.
- Students, staff, families and residents feel that Noblesville Schools is a tight-knit community.
- Noblesville Schools prioritizes school spirit traditions, including mascots, school colors, and special events.
- Students and staff participate in school clubs, teams, organizations and events.

Strategies

- Celebrate Noblesville Schools employees and community members.
- Adopt forward-thinking best practices in educational leadership.
- Promote Noblesville Schools visibility throughout the community.
- Highlight school spirit, traditions and community pride.
- Connect students and families with extracurricular opportunities.
- Support new residents and multilingual families with integration into the school community.



NOBLESVILLE SCHOOLS

December 2024