



**Our Children,
Our Community,
Our Future**

...We are Aviators!

2026-2031



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LEADERSHIP TEAM

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BOARD OF EDUCATION

Holly Herbst, *President*

Rodney Washburn, *Vice President*

Scott Fullam, *Member*

Mary Kilsheimer, *Member*

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Mission

Empowering students to be aviators for life with capabilities, resiliency, and resources wherever they soar.

Vision

Our Children,
Our Community –
We Are Aviators!



STRATEGIC ENGAGEMENT PROCESS

2

SWOT ANALYSES

(Board of Education and District Leadership Team)

11

FOCUS GROUPS

4 Middle and High School Students
5 Staff
2 Parent and Community

5

1:1 INTERVIEWS WITH COMMUNITY LEADERS

Surveys

408

PARENT AND COMMUNITY RESPONSES

165

STAFF MEMBER RESPONSES

With gratitude:

Vandalia-Butler Schools extends sincere gratitude to the many students, staff, families, community members, local leaders, district administrators, principals, and Board of Education members who contributed their time, voices, and perspectives to the development of the district's new Our Children, Our Community, Our Future...We are Aviators!.

This comprehensive, community-driven process was made stronger by the thoughtful participation of our school community. Through focus groups, interviews, surveys, and collaborative SWOT analysis sessions, participants shared honest feedback, meaningful experiences, and important aspirations for the future of Vandalia-Butler Schools.

The input gathered throughout this process has provided a strong foundation for a strategic plan that reflects our shared values, collective goals, and commitment to continuous improvement. Together, we are building a plan that honors the voices of our community and supports the future success of every student.

Thank you to all who participated and helped shape the future direction of Vandalia-Butler Schools.

Sincerely,

The Vandalia-Butler Leadership Team and Board of Education





Goal 1

STUDENT LEARNING - ACADEMIC ACHIEVEMENT

Advance academic excellence by providing rigorous, engaging, and personalized learning experiences that prepare all students for success in college, career, and life.



Goal 1

STUDENT LEARNING - ACADEMIC ACHIEVEMENT

OBJECTIVE 1.1

.....
Engage the community in providing feedback in developing the core competencies of a Portrait of a Graduate in Vandalia-Butler City Schools.

OBJECTIVE 1.2

.....
Build upon differentiated instructional strategies and advanced learning opportunities by providing targeted academic supports and improved gifted programming so that all learners are appropriately challenged and engaged.

OBJECTIVE 1.3

.....
Maintain high academic expectations and rigor by continuously reviewing and refining instructional practices and student pathways, including acceleration, College Credit Plus (CCP), high school course offerings, etc., and grading, to promote consistency, accountability, and strong academic outcomes.

OBJECTIVE 1.4

.....
Reinforce focus on early literacy and foundational skills in reading, writing, and mathematics by prioritizing high-quality, differentiated, and developmentally appropriate instruction that supports strong student outcomes.

OBJECTIVE 1.5

.....
Expand engaging, student-centered learning experiences by incorporating critical thinking, hands-on, and problem-based learning opportunities that encourage curiosity, exploration, and real-world application of knowledge.

OBJECTIVE 1.6

.....
Broaden career pathways and workforce readiness opportunities by expanding career-connected learning across all grade levels, with a focus on skilled trades, apprenticeships, and authentic experiences, while reinforcing the value of multiple postsecondary pathways.





Goal 2

STUDENT SCHOOL EXPERIENCE

Foster a safe, supportive, and engaging school experience that emphasizes student well-being, consistent expectations, and the development of essential life skills.



Goal 2

STUDENT SCHOOL EXPERIENCE

OBJECTIVE 2.1

Strengthen and build on existing systems such as PBIS and Advisory to continue fostering a sense of belonging, promoting positive student behavior and engagement, and ensuring consistent supports across the school district.

OBJECTIVE 2.2

Equip students with essential life skills by strengthening opportunities to develop critical thinking, communication, collaboration, and personal responsibility, preparing students for success.

OBJECTIVE 2.3

Strengthen and sustain safe, secure, and welcoming learning environments through continuous improvement of safety practices, SSO funding, preparedness efforts, facility enhancements, and community partnerships.

OBJECTIVE 2.4

Continue to intentionally promote school culture and student engagement by maintaining strong extracurricular, arts, and athletic programs so that all students have opportunities to feel connected, involved, and valued.

OBJECTIVE 2.5

Strengthen and align existing student supports by fostering a shared responsibility among staff to build connections with students, promote well-being, and reinforce resiliency.





Goal 3

STAFF EXCELLENCE AND SUPPORT

Foster a supportive, collaborative, and well-prepared staff by strengthening professional learning, promoting collective responsibility, and supporting staff well-being.



Goal 3

STAFF EXCELLENCE AND SUPPORT

OBJECTIVE 3.1

Build staff capacity to support all learners by providing teachers, specialists, and support staff with effective instructional and behavioral management strategies, and other professional interests of staff and administration.

OBJECTIVE 3.2

Continue to elevate a positive and supportive environment to promote a sustainable and effective teaching environment by fostering clear expectations, consistent practices, and collaborative practices that attract, support, and retain high-quality educators and staff.

OBJECTIVE 3.3

Expand professional learning in instructional technology by building on strong instructional practices and emphasizing the thoughtful, responsible use of technology, including Artificial Intelligence (AI), as a tool to enhance critical thinking and learning, while maintaining a balanced approach that limits overreliance on student devices.





Goal 4

FACILITIES AND FINANCIAL STEWARDSHIP

Prepare for future facility investments and transparent financial stewardship by developing a thoughtful financial strategy to support the district's master facility plan.



Goal 4

FACILITIES AND FINANCIAL STEWARDSHIP

OBJECTIVE 4.1

.....
Develop and implement a financially responsible long-term facilities plan and enhance program and activity spaces that address aging buildings and *infrastructure* to create learning environments designed to support student success, safety, and future enrollment needs.

OBJECTIVE 4.2

.....
Engage stakeholders in a process of facility visioning for student learning and activity spaces to determine community priorities.

OBJECTIVE 4.3

.....
Enhance communication strategies by clearly sharing information about district finances, funding sources, and key decisions with staff, families, and the community.

OBJECTIVE 4.4

.....
Explore additional funding opportunities to support district needs and long-term sustainability.





Goal 5

COMMUNICATIONS (INTERNAL AND EXTERNAL)

Strengthen communication and community connections by promoting clear, consistent, and proactive communication within the district and across the broader community, fostering collaboration and shared understanding among staff, families, and residents.



Goal 5

COMMUNICATIONS (INTERNAL AND EXTERNAL)

Internal

OBJECTIVE 5.1

Develop consistency of internal communication by establishing clear expectations and systems that ensure staff receive timely, accurate, and aligned information across all buildings.

OBJECTIVE 5.2

Strengthen two-way communication processes with staff by creating regular opportunities for feedback and input, ensuring staff perspectives help inform district decisions and planning.

External

OBJECTIVE 5.3

Expand outreach to the broader community by increasing communication with residents who are not directly connected to the schools, helping them stay informed about district priorities, operations, and impact.

OBJECTIVE 5.4

Inform our stakeholders of district initiatives and goals that support student success and meet community needs.

OBJECTIVE 5.5

Share the district's story consistently by highlighting student learning, programs, and successes across a variety of platforms to build awareness and community pride.





VANDALIA- BUTLER

CITY SCHOOLS

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