

A school district strategic plan is a comprehensive document that outlines the goals, priorities, and strategies for improving educational outcomes within a school district over a set period, typically ranging from three to five years. These plans are crafted collaboratively by district administrators, school board members, educators, parents, and community stakeholders.

Key components of our plan:

1. College and Career-Ready Students
2. Recruitment, Development and Retention of High-Quality Staff/Faculty
3. Facilities and Safety
4. Communication
5. Financial Responsibility
6. Quality Learning Opportunities

By articulating a clear vision for improvement and outlining actionable steps to achieve it, our strategic plan serves as a roadmap for guiding decision-making, resource allocation, and continuous improvement efforts within the district.

Focus Area #1:	College and Career-Ready Students
Goal Statement:	The GSD #231 will provide a variety of quality opportunities in academics and life skills in order to ensure students are ready to excel with future goals and to serve as productive citizens.

Objectives:

- GSD will ensure that students are able to excel academically, so they can develop the skills that will support all areas of students' lives in all grades K-12.
- GSD will academically prepare students to be successful when taking college-placement and job-placement exams such as PSAT (Preliminary SAT), SAT, ASVAB (Armed Services Vocational Aptitude Battery Test), ACT, etc.
- GSD schools will offer programs that provide students with life skills, such as critical thinking, personal finance, resiliency, and workplace soft skills.
- GSD schools will help students develop plans for their future and support all post high-school options including career and technical programs, college preparation, military, and workplace training.

2023-2024 Tasks

1. Add personal finance class for high school graduates
2. Continue partnership with CSI
 - a. Concurrent credit
 - b. Liaison at high school 2 days a week
 - c. CSI CNA, ELL and GED courses offered in the evenings at the high school

Focus Area #2:	Recruitment, Development and Retention of High-Quality Staff/Faculty
Goal Statement:	The GSD #231 will actively recruit, hire, and retain professional, engaged, and effective team members in all areas.

Objectives:

- GSD will support collaboration on best practices, professional development, and rigorous instruction that fit within the strategic plan at the district, building, and team levels.
- GSD will develop strong recruitment practices, including maintaining competitive salaries and benefits and utilizing all available options to become the district of choice for employees.
- GSD will effectively utilize the evaluation process to identify strengths and weaknesses in an effort to ensure staff members reach their full potential through continuous improvement.

2023-2024 Tasks

1. Provide district wide professional development opportunities for staff
2. Continue to implement district mentor program
3. Continue to reimburse certificated staff for approved credits
4. Continue to foster and encourage a “grow your own” philosophy within the district to fill teaching positions

Focus Area #3:	Facilities/Safety
Goal Statement:	The GSD #231 will provide a safe, clean and secure school environment in up to date facilities, that are well-maintained and efficiently utilized, while proactively planning for the future.

Objectives:

- GSD will prioritize the health and safety of students and staff as part of the overall facilities plan.
- GSD will update plans for emergency communications between buildings, classrooms, and first responders.
- GSD will focus on school safety and security in order to maintain and enhance an overall positive and successful learning environment.
- GSD will implement long-term planning for facility maintenance and future building through collaborative efforts with all stakeholders.

2023-2024 Task

1. The board will revisit facility needs and improvements to determine next steps
2. Update district safety and emergency operations plan
3. Continue emergency response training for staff using the ALICE protocol
4. Apply for the Securing Our Future grant to update door access hardware in school buildings
5. Apply for second round of the Securing Our Future grant to update the fire system and public announcement system in school buildings

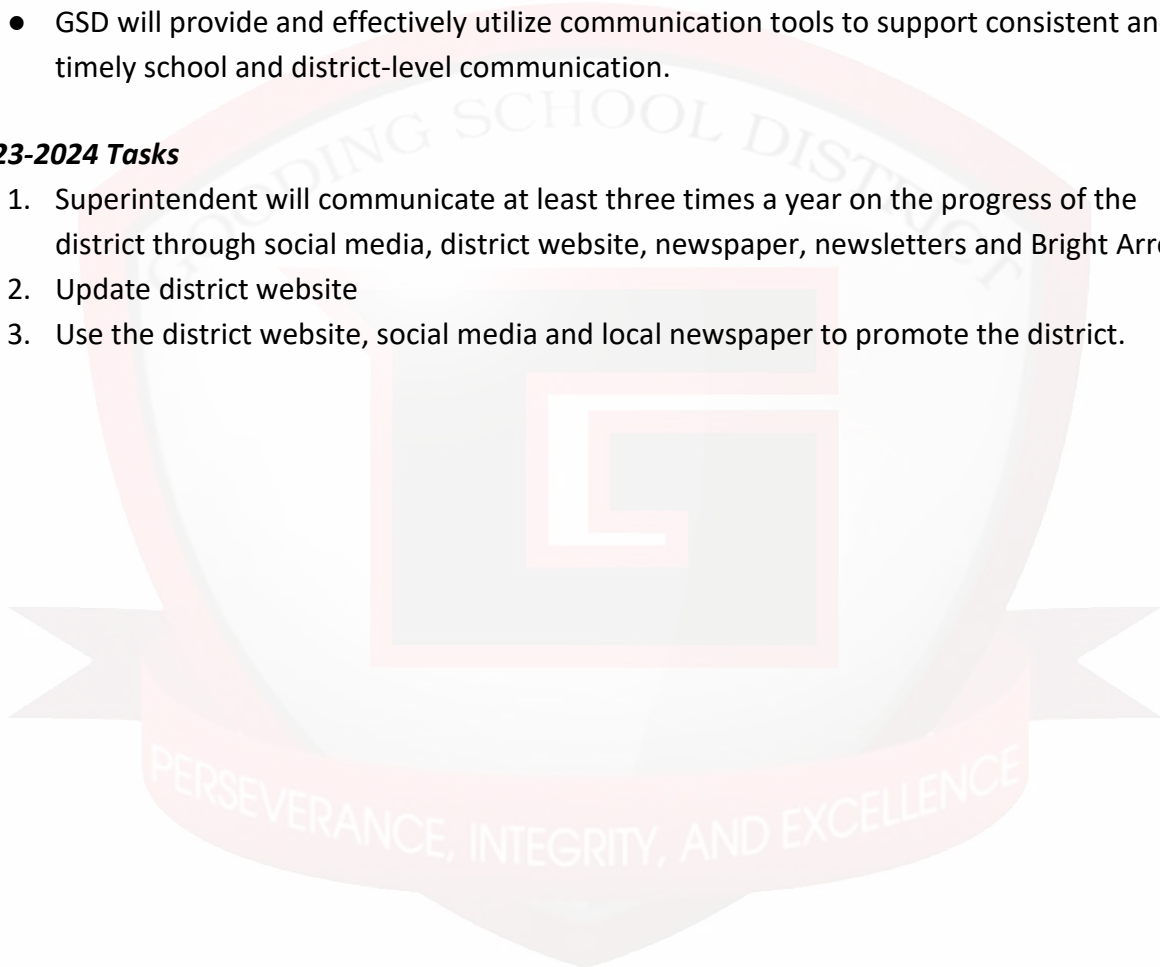
Focus Area #4:	Communication
Goal Statement:	The GSD #231 will actively engage and collaborate with all people involved in the education and support of students.

Objectives:

- GSD will implement a marketing and community engagement strategy to promote the district.
- GSD will provide and effectively utilize communication tools to support consistent and timely school and district-level communication.

2023-2024 Tasks

1. Superintendent will communicate at least three times a year on the progress of the district through social media, district website, newspaper, newsletters and Bright Arrow.
2. Update district website
3. Use the district website, social media and local newspaper to promote the district.



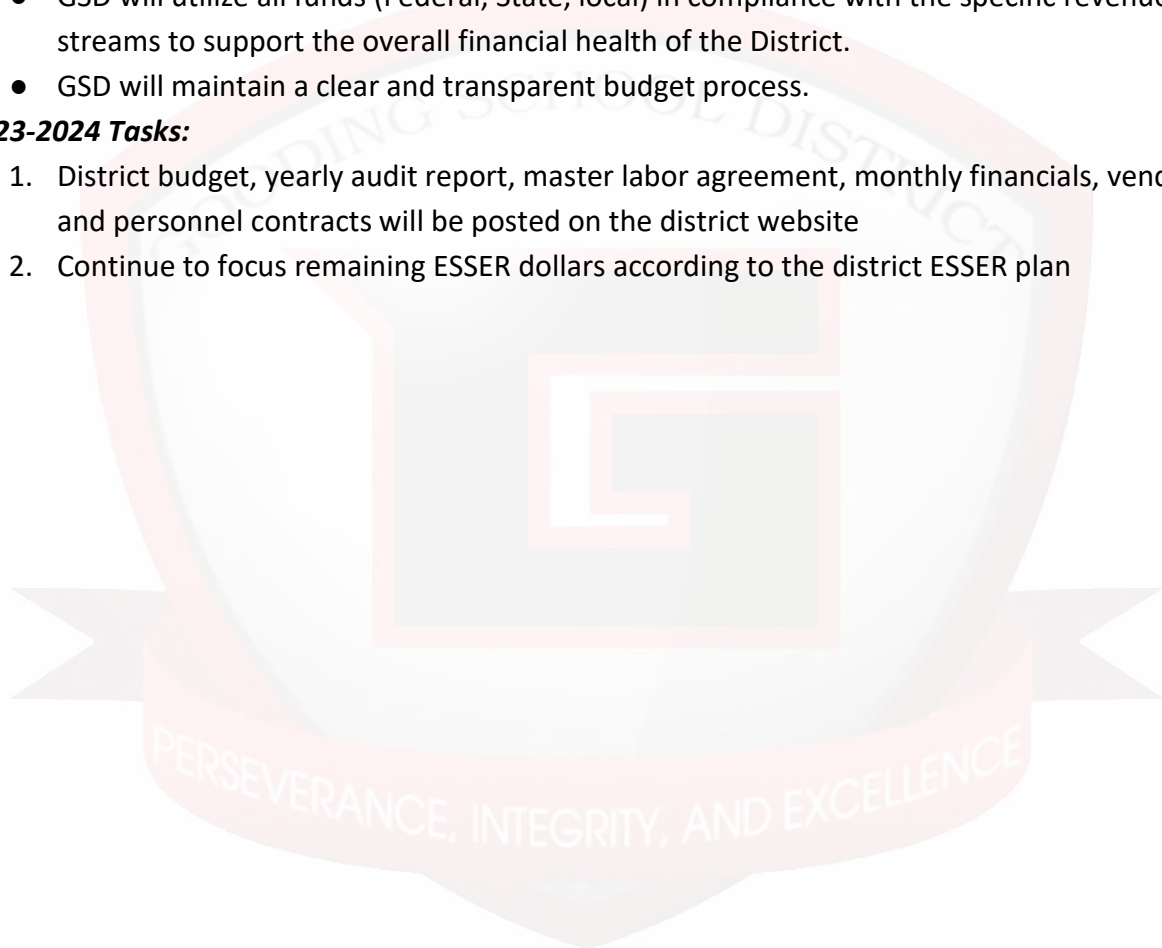
Focus Area #5:	Financial Responsibility
Goal Statement:	The GSD #231 will be responsible and accountable for district resources while providing transparency and community engagement to support the district's needs and the strategic plan.

Objectives:

- GSD will plan for future sustainability by prioritizing maintaining the fund balance.
- GSD will utilize all funds (Federal, State, local) in compliance with the specific revenue streams to support the overall financial health of the District.
- GSD will maintain a clear and transparent budget process.

2023-2024 Tasks:

1. District budget, yearly audit report, master labor agreement, monthly financials, vendor and personnel contracts will be posted on the district website
2. Continue to focus remaining ESSER dollars according to the district ESSER plan



Focus Area #6:	Quality Learning Opportunities
Goal Statement:	The GSD #231 will provide resources and strategies to support high academic achievement within a positive culture and learning environment.

Objectives:

- GSD will work to ensure the curriculum is vertically and horizontally aligned so students continually build knowledge K-12.
- GSD will support the integration of technology within the curriculum in a systematic way for all students including navigating different platforms and digital citizenship in a way that addresses student learning needs.
- GSD will continue to focus on and implement strategies, programs and plans that help foster a positive culture and learning environment for all students and staff.
- GSD will continue to strive for growth in all academic measures. To include, but are not limited to, IRI, ISAT, PSAT, SAT, graduation rates and school based assessments.

2023-2024 Tasks

1. Subject area/grade level pacing calendars will be available on the district website at the beginning of the 24/25 school year
2. Superintendent, principals and counselors will identify, implement, monitor and communicate student achievement targets, goals and progress.
3. Each school will continue to implement and evaluate their academic and behavioral support systems