Urbana School District #116
Strategic Plan DRAFT

Superintendent's Report

BOE Business Meeting

April 20, 2010

Strategic Planning Process

We are living in a time of complexity, competition and change. In order to help focus our time, energy and resources, it is important to live and plan strategically. Strategic planning is the process by which the district and larger community continually create systems to meet our extraordinary goals and purpose.

On April 14, 15, and 16, 2010, a 30 member Strategic Planning Team, composed of parents, students, community members, teachers, administrators and Board members came together to draft a plan for Urbana School District. The Team reached consensus about the common beliefs, the mission, the parameters, the objectives, and broad strategies for accomplishing the mission.

Common Beliefs

We believe:

- each individual has inherent value.
- everyone can and will be a successful learner.
- learning throughout life is essential for people to thrive in a time of constant change.
- higher expectations and hard work are necessary for individuals to achieve full potential.
- trusting, positive relationships are built on honesty, integrity and respect.
- quality education is essential to sustaining and improving a healthy and just democracy.
- change, which involves risk, is necessary to stimulate creativity, innovation, progress and growth.
- caring and nurturing relationships are essential in every person's life.
- everyone benefits when people willingly contribute to the well being of others and the greater good.
- understanding and appreciating individual and cultural differences is essential for success in a diverse interdependent world.
- each person is responsible for his or her own choices and actions.
- educational excellence is a shared responsibility of our entire community.

Mission Statement of Urbana School District #116

The mission of Urbana School District 116, a multi-cultural community committed to educational excellence, is to ensure that all learners acquire knowledge, develop skills, and build character to achieve personal greatness and help create a better global society, by providing innovative, comprehensive programs, respecting individual learning styles and cultural differences, and fostering caring and nurturing relationships, while engaging each student, every family and the entire community.

Objectives

- Within five years, 100% of our students will meet or exceed district benchmarks identified in our curriculum as measured by appropriate local assessments.

- Each student will set and achieve challenging educational goals tailored toward his or her personal, academic, career interests and aspirations.

- All students will develop and consistently demonstrate the positive character attributes necessary to become respectful and responsible contributors to a better world.

Strategies

1. We will ensure that all staff effectively deliver the curriculum and use assessment data to inform instructional practices in order to engage students in meaningful and relevant learning.
2. We will continue to maintain fiscal responsibility by prioritizing the use of existing resources, while pursuing additional revenue as well as supports available throughout our community.
3. We will actively engage students and families in all aspects of the learning process.
4. We will expand partnerships throughout our multicultural community to create innovative, relevant, and meaningful learning experiences for our students.
5. We will identify, model, integrate, and cultivate the positive character attributes valued by our multicultural community in order to create learning environments that foster mutual respect and collaboration.
6. We will actively engage staff, students, and families, in designing a system, which helps students set and achieve personally challenging educational goals, tailored to their interest and aspirations.
7. We will provide the facilities, technology, and infrastructure to support a comprehensive educational environment predicated on educational excellence.

Parameters

- In decision-making, student well-being will always be given the highest priority.
- School and District Improvement Plans must always be consistent with the strategic plan.
- We always operate safe, supportive schools with environments conducive to learning.
- We will not tolerate behavior that is disrespectful or demeaning to any individual or group.
- No existing program or service will be retained unless it makes an optimal contribution to the mission and benefits continue to justify the costs.
- No new program or service will be accepted unless:
  - it is consistent with the strategic plan
  - benefits justify the costs
  - provisions are made for professional development and program evaluation
- Operating fund balances will not fall below *% of the operating revenue.
- We will not tolerate unsatisfactory performance by any staff member.
- We will not accept failure, as final, for any student.

* - Actual % will be determined by the BOE and Administration

Creating the Plan

Beginning April 20, 2010, members of the Planning Team will be presenting the plan to the entire community, and seeking not only input, but also assistance.

For each of the strategies identified by the Planning Team, an Action Team will be formed to develop specific implementation plans. This step will occur from August to December 2010.

The Planning Team will review the work of the Action Team and present the final plan to the Board of Education in February 2011.

Action Team Volunteers

This is where you can make a difference! Urbana School District #116 invites you to participate on an Action Team. Your perspective will help design a school system of educational excellence.

If you are interested in joining an Action Team, please email us at contactus@usd116.org. Please include your name, your contact information, and your first and second choices of Strategy/Action Team. You will be contacted by The Assistant Superintendent for Curriculum and Instruction.

Thank You!

Special thanks to the parents, business and community leaders, students, district staff, and school board members who volunteered their time on April 14, 15, and 16, 2010 to begin the USD Strategic Plan process!

To everyone planning to volunteer for an Action Team, thank you, in advance, for your sincere interest and willingness to make a difference!