

Mendon CUSD#4 STRATEGIC PLAN 2022-2027

GOAL AREA: ENSURE FISCAL STABILITY

GOAL: IMPLEMENT SOUND FINANCIAL PLANNING AND PRACTICES THAT ENSURE THE FINANCIAL STABILITY OF THE DISTRICT.

Why is this goal important to CUSD 4? For more than a decade public schools in Illinois have faced historic under-funding. The district must continue to manage spending while directing and redirecting resources to programs and services that produce the greatest results for students.

STRATEGIES AND ACTION STEPS	PERSON RESPONSIBLE	MEASURES OF SUCCESS
Review and update five-year plan to maintain fiscal stability.		
Update the district's Five-Year Financial Plan	<ul style="list-style-type: none"> ● Business Manager, Superintendent, Finance Committee, Board of Ed. 	<ul style="list-style-type: none"> ● Updated Five-Year Financial Projection
Update the plan for short, intermediate, and long-term facility and capital outlay needs.	<ul style="list-style-type: none"> ● Superintendent, Building Committee, Board of Education 	<ul style="list-style-type: none"> ● Report & provide recommendations to the Board of Education
Coordinate long-term funding projects for local support organizations	<ul style="list-style-type: none"> ● Superintendent, Finance Committee, local support organizations 	<ul style="list-style-type: none"> ● List of potential funding projects
Provide competitive salaries to recruit and retain staff while maintaining fiscal responsibility.		
Explore all revenue sources including state and federal grants.	<ul style="list-style-type: none"> ● Superintendent, Business Manager, building staff, Finance Committee 	<ul style="list-style-type: none"> ● Creation of a resource bank of possible/available grants for district
Offer incentives for hiring when appropriate in areas of high need	<ul style="list-style-type: none"> ● Superintendent, administrators, Board of Education 	<ul style="list-style-type: none"> ● Quality hires in areas of need

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GOAL AREA: SUCCESS FOR EVERY STUDENT

GOAL: PREPARE STUDENTS TO BE ON-TRACK FOR K-12, COLLEGE, CAREER AND LIFE READINESS IN AN ENVIRONMENT OF INNOVATION THAT FEATURES HIGH QUALITY TEACHING AND LEARNING OPPORTUNITIES.

Why is this goal important to CUSD 4? Every child deserves rigorous and challenging instruction that prepares them for postsecondary experiences and for a workplace that demands communication, collaboration, problem-solving, and critical thinking skills.

STRATEGIES AND ACTION STEPS	PERSON RESPONSIBLE	MEASURES OF SUCCESS
Provide Programming in academics, vocational, and extra-curricular that is varied and challenging		
Improve offerings at the middle/high school including fine arts, foreign languages, and electives	<ul style="list-style-type: none"> ● Superintendent, Principals, District Leadership Team 	<ul style="list-style-type: none"> ● Development of new courses and opportunities for students.
Restore and build the music program	<ul style="list-style-type: none"> ● Principals, Guidance Counselor 	<ul style="list-style-type: none"> ● Recruiting and hiring a quality candidate
Adoption of mathematics curriculum to improve student skill and performance levels	<ul style="list-style-type: none"> ● Principals, staff, C.A.T. Coordinator 	<ul style="list-style-type: none"> ● Increase student performance on local and state assessments
Develop uniform rigorous instructional methodology across grade levels and district.	<ul style="list-style-type: none"> ● Principals, C.A.T. Coordinator, Instructional Staff 	<ul style="list-style-type: none"> ● District lesson plan template and uniform instructional classroom methodology
Connect every child with a caring, committed adult.		
Increase staff knowledge of best practices and strategies to meet the social-emotional learning (SEL) needs of students	<ul style="list-style-type: none"> ● Guidance Counselor, Special Education Coordinator, Principals, Staff 	<ul style="list-style-type: none"> ● Development and implementation of professional development pertaining to SEL. ● Staff feedback pertaining to training and implementation
Seek qualified social worker to provide social-emotional support, coping skills, conflict resolution, and other strategies for students	<ul style="list-style-type: none"> ● Superintendent, Principals, Staff 	<ul style="list-style-type: none"> ● Recruiting and hiring a quality candidate ● SEL program for students
Review discipline, bullying data with all staff and students and recommend appropriate changes in policies, procedures, and training.	<ul style="list-style-type: none"> ● Principals, District Leadership Team (DLT) 	<ul style="list-style-type: none"> ● Annual report to Board of Education ● Perception data obtained from students, staff, and parents.

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GOAL AREA: BUILD THE CAPACITY OF STAFF AND PROGRAMS

GOAL: RECRUIT, HIRE, AND RETAIN QUALITY PROFESSIONALS WHO ENGAGE IN COLLABORATIVE PROFESSIONAL DEVELOPMENT AND WHO ARE COMMITTED TO LEARNING AND IMPLEMENTING INNOVATIVE AND RESEARCH-BASED STRATEGIES AIMED AT IMPROVING STUDENT LEARNING AS WELL AS CREATING AND MAINTAINING THE BEST POSSIBLE PROGRAMMING FOR STUDENTS.

Why is this goal important to CUSD 4? Our staff is our most important resource. We want systems that provide the best professional development to our staff and that transform teaching and learning and ensure a healthy school culture. We want the best academic programming we can provide with the resources we have available and be able to demonstrate the effectiveness of our programming.

STRATEGIES AND ACTION STEPS	PERSON RESPONSIBLE	MEASURES OF SUCCESS
Update and align curriculum, materials, instruction, and assessments to ensure a rigorous and relevant learning experiences for all students.		
Update K-12 curriculum maps and inventory of digital and print curricula.	<ul style="list-style-type: none"> Principals and staff 	<ul style="list-style-type: none"> Completion of updated curriculum maps and inventory.
Develop a professional development system that is relevant, timely, job-embedded, and personalized for every staff member.	<ul style="list-style-type: none"> Superintendent, Special Education Coordinator District Leadership Team (DLT) 	<ul style="list-style-type: none"> Development of new Professional Development System
Create and implement a plan to orient new staff to curriculum, standards, and instructional materials	<ul style="list-style-type: none"> Principals, Special Education Coordinator, District Leadership Team (DLT) 	<ul style="list-style-type: none"> Implementation and evaluation of orientation program Feedback from new staff & mentoring program
Monitor effectiveness of Academic Programming		
Create meaningful opportunities for students to demonstrate mastery of 21st Century skills and content.	<ul style="list-style-type: none"> Principals and Staff 	<ul style="list-style-type: none"> Design performance-based assessments aligned to 21st Century skills. Creation of student assessments that require collaboration, critical thinking and problem solving, creativity, and communication.
Assess Technology enriched programming for effectiveness	<ul style="list-style-type: none"> Principals, Special Education Coordinator, District Leadership Team (DLT) 	<ul style="list-style-type: none"> Results of evaluation Presentation to Board of Education

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Measure post-graduate success	<ul style="list-style-type: none"> Guidance Counselor 	<ul style="list-style-type: none"> Presentation to Board of Education
GOAL AREA: PROVIDE A SAFE AND PRODUCTIVE LEARNING ENVIRONMENT		
GOAL: PROVIDE FACILITIES THAT MEET THE ONGOING NEEDS OF THE DISTRICT		
<p>Why is this goal important to CUSD 4? The school and facilities are a vital part of the community and as such must provide not only a safe and productive learning space but also a center for community activities and events.</p>		
STRATEGIES AND ACTION STEPS	PERSON RESPONSIBLE	MEASURES OF SUCCESS
Update and ensure facilities provide for all needs of school and community		
Update five-year facilities plan	<ul style="list-style-type: none"> Superintendent, Building and Grounds Committee, Board of Education, staff, parents, community members 	<ul style="list-style-type: none"> Approved five-year facilities plan
Analyze and prioritize all on-going safety and maintenance items	<ul style="list-style-type: none"> Superintendent, Principals, Maintenance Director 	<ul style="list-style-type: none"> Priority list of safety and maintenance items
Provide optimal classroom space	<ul style="list-style-type: none"> Superintendent, Principals, staff 	<ul style="list-style-type: none"> Map of classroom assignments

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GOAL AREA: BUILD STRONG CONNECTIONS WITH THE SCHOOL COMMUNITY

GOAL: CULTIVATE AND STRENGTHEN INTENTIONAL AND MEANINGFUL PARTNERSHIPS WITH ALL FAMILIES AND COMMUNITY AGENCIES TO SUPPORT ACADEMIC SUCCESS AND HEALTHY DEVELOPMENT OF ALL STUDENTS.

Why is this goal important to CUSD 4? Our connection with the larger community ensures that students have the support and resources they need for success. With fewer state resources available to support the schools, community resources will be vital to our success.

STRATEGIES AND ACTION STEPS	PERSON RESPONSIBLE	MEASURES OF SUCCESS
Create a variety of opportunities that connect, engage, and sustain community relations		
Create school-community communication tools and processes and recommend modifications that result in greater engagement.	<ul style="list-style-type: none"> ● Superintendent, Principals, Board of Education 	<ul style="list-style-type: none"> ● Creation of communication tool(s) ● Increase in level of high quality on-going two-way communication with stakeholders
Match community resources with the highest priority needs throughout the district.	<ul style="list-style-type: none"> ● Superintendent, Guidance Counselor, Principals 	<ul style="list-style-type: none"> ● Examples of exemplary community partnerships; community college or online partnerships; STEM opportunities for students; vocational/work program opportunities for students.