Goal #1: Maintain high academic performance for students

Key Performance Indicators:	Status: 18/19
1) ISBE Rating status: Commendable or Higher 2) 90% of students who graduate working at grade-level as defined by STAR 360 3) 90% of students performing at grade-level by end of the year: Literacy as defined by STAR 360 4) 90% of students performing at grade-level by the end of the year: Math as defined by STAR 360	1) Commendable 2)

Task	SY 19/20	Sy 20/21	SY 21/22	SY 22/23	SY 23/24
Create K-8 Vertically Aligned Curriculum • Math: SY 18/19 • Science: SY 19/20 • Social Studies K-5: SY 20/21 • ELA: SY 21/22 • Exploratory Curriculum Program • Develop and Implement Curriculum development teams	Science Implementation SS – Elem Planning & Design	Social Studies K-5 Implementation ELA – Planning & Design	ELA Implementation Explore MS – Research & Design	Explore MS - Implementation	
Implement K-8 Science curriculum • Discovery Education TecBook: 19/20 sY	Implementation	Monitor	Monitor	Monitor	Evaluation
Implement K-8 Social Studies Curriculum • K-5 Research and Design: 19/20 SY • Implementation: 20/21 SY	Yr #2 – MS Monitor Yr #1: Elem Research & Design	Yr #3 – MS Monitor Yr #2: Implement K-5 SS Curriculum	Yr #4 – MS Monitor Yr #3: Monitor K-5 SS Curriculum	Yr #5 – MS Monitor Yr #4: Monitor K-5 SS Curriculum	Yr #5: Monitor K-5 SS Curriculum
Implement K-8 ELA Curriculum • K-8 Research and Design: 20/21 SY • Implementation: 21/22 SY		Yr #1: ELA – Planning & Design	Yr #2: ELA Implementation	Yr #3: ELA Monitoring	Yr #4: ELA Monitoring
Implement 5-8 Exploratory Curriculum • 5-8 Research and Design: 21/22 SY • Implementation: 22/23 SY			Yr #1: Explore – Planning & Design	Yr #2: Explore Implementation	Yr #3: Explore Monitoring
Professional Development Activities: Continued development with Building Leadership Team • Guided Practice: Math 18/19 SY • Blended Instruction: 19/20 SY • Reading in the Content: 19/20 SY • Workshop Model: Math 18/19 SY	Reading in the Content Blended Instruction				

• Movement Breaks					
Implement a Summer School Program • Research and Design: 20/21 SY • Grant Opportunity for Funding: 20/21 SY • Implementation: June 2022		Research and Design Grant Opportunity	Implementation June 2022		
Response to Intervention and Multi-Tiered System of Support • Implement Math Intervention • Professional Development for Teaching Assistants • Evaluation of Resources	Math RTI - Implementation				
Implement Coaching Model with ROE Support • Technology Instruction Coaching • Math Instruction Coaching • Reading/Writing Instructional Coaching		Implement K-4	Implement 5-8		
Improve Access to Instructional Resources	Discovery Ed Science Techbook	On-Going	On-Going	On-Going	On-Going

Goal #2: Maintain fiscally responsible operations.

Key Performance Indicators: 1. Maintain ISBE Financial Recognition status of 4.0 (Highest possible rating) 2. Cash on-hand with a target of 500 days.				Status: 18/19 1) Exemplary ISBE Rating (Level 4) 2) Days Cash on Hand 18/19:	
Tasks	**SY 19/20**	**Sy 20/21**	**SY 21/22**	**SY 22/23**	**SY 23/24**
Successfully and responsibly re-negotiate Teacher CBA	Target			Target	
Successfully acquire and maintain the following grants: • Title I, Title II, Title IV, & Small Rural Schools Achievement Grant (SRSA) • Provide BOE with Semester Updates	Continue Compliance	Continue Compliance	Continue Compliance	Continue Compliance	Continue Compliance
ERATE Funding: Continued maintenance	On-Going	On-Going	On-Going	On-Going	On-Going
Conduct Food Service Feasibility Study	Target				
Conduct Energy Savings Feasibility Study		Target			
Support Staff in the Development of a Grant Writing Culture • Grant Writing Professional Development for Staff		Target			
Host Financial Consulting Group at BOE Meeting • Discussion topic include: Facilities/Windmill Financial Impact	Target				
Transportation	Target – New utility bus	New Lease Contract			

Goal #3: Engage students in a technology rich environment to enhance teaching and learning and prepare students for the 21st Century society.

Key Performance Indicators:	Status: 18/19
1. Maintain One-to-One Environment 2. Continued Analysis of 5-Year Technology Plan Implementation 3. Improve Instructional Technology access for teachers 4. Increase communication medium via technology	

Task	SY 19/20	Sy 20/21	SY 21/22	SY 22/23	SY 23/24
Implement the 5-Year District Technology Plan • Start 19/20 SY through 23/24 SY • Yearly Review of Plan • Semi-Annual Update to BOE • Update new plan end of 22/23 SY	5-Year Plan Semi-Annual BOE Update	5-Year Plan Semi-Annual BOE Update	5-Year Semi-Annual BOE Update Plan	5-Year Plan Semi-Annual BOE Update Create Plan for 24/25 SY	5-Year Plan Semi-Annual BOE Update Finalize Plan for 24/25 SY
Improve Blended Instruction Model: • Google Classroom • Staff Professional Development: SMARTBoard/J-TouchBoard Training, Blended Instruction, Tech. Coach	Google Classroom J-TouchBoards				
Upgrade Makers Space • Add work stations to the library • Add resources/activities for all grade-levels	STEM Curriculum Research & Design Makers Space Visit	MS Activities Library Upgrade	K-2 Activities	3-5 Activities	
STEM Curriculum • Research and Design: Grade-Level Targets • Implementation: Grade-Level Targets	MS Research & Design	MS Implementation K-2 Research & Design	K-2 Implementation 3-5 Research & Design	3-5 Implementation	

Goal #4: Engage the community through communication and school outreach.

Key Performance Indicators:				Status: 18/19	
• Create two-way communication system • Improve one-way communication system					

Task	SY 19/20	Sy 20/21	SY 21/22	SY 22/23	SY 23/24
Host community events • Holiday Concert & Spring Concert (Yearly) • Graduation (Yearly) • Invite Parents/Grandparents to events					
Create a student communication programs through video and written platforms • Complete in conjunction with MS Exploratory Curriculum review.	Research & Pilot	Implement 7th/8th	Implement 5th/6th		
Host a community event each semester.					
Improve the partnership with NHM-CSE					
Communication • Improve One-Way Communication Tools and develop consistency • Google Classroom, Twitter, Facebook, Website, and Newsletter • Create Two-Way Communication Systems: Community Forums, Coffee w/Supt., Staff Meet and Greet Opportunities					
Install Electronic Marque for School	Research	20/21 SY Budget – Design/Plan/Install	Target – Start of Year		
Engage LCHS with collaboration opportunities: HS Mentors for students, HS Tutoring,		Research	Pilot		
Develop opportunity for community volunteering	Bully Task Force	Wellness Committee			

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Goal #5: Grow a positive culture for students and staff to succeed academically, socially, and emotionally.

Key Performance Indicators:			Status: 18/19
1. Disciplinary Data			1) Attendance Data: 94.6%
2. Attendance Data			

Task	SY 19/20	Sy 20/21	SY 21/22	SY 22/23	SY 23/24
Train all staff members in Trauma Informed/Mental Health Awareness/Social-Emotional Best Practices			Target		
Social Emotional Program • Create and implement a social emotional curricular program for students. • SY 19/20: Monthly Themes • SY 20/21: Implement	Research	Pilot	Adoption Implementation		
Bully Task Force • Implement a Bully Task Force at the School including; students, staff, administration, and parents. • Review District Bullying Policy: Re-Adoption in 19/20 SY	Policy Adoption	On-Going	On-Going	On-Going	On-Going
Develop Strong Staff Appreciation Practices • Staff Social Committee	On-Going Improvement	On-Going Improvement	On-Going Improvement	On-Going Improvement	On-Going Improvement
Wellness Committee • Implement a Wellness Committee in the District • Review Wellness Policy for Re-Adoption in 20/21 SY		Policy Adoption	On-Going		
Threat Assessment Team • Implement a Threat Assessment Team	Policy Adoption	On-Going	On-Going	On-Going	On-Going

Board of Education: Approval, August 2019

Goal #6: Improve and maintain our facilities provide the best educational opportunities.

Key Performance Indicators:				Status: 18/19	
• Task completion by Year					

Task	SY 19/20	Sy 20/21	SY 21/22	SY 22/23	SY 23/24
Implement a process of continuous improvement through the completion of Health Life Safety Plan (from 10 Year HLS Review) • *Note: Identify items to be completed in each year and place on 5-Year Facility Improvement Plan*	Identification	Year #1 - Completion	Year #2 - Completion	Year #3 - Completion	Year #4 - Completion
Create and implement 5-Year Facility Improvement Plan • 19/20: Creation • 20/21-23/24 Continuous model of completion per BOE approved plan.	Target - Creation	Yearly Target	Yearly Target	Yearly Target	Yearly Target
Tuckpointing • Note: See 5-Year Facility Improvement Plan	Yearly Target	Yearly Target			
Bathroom Renovation • 19/20: Solicit information from vendors and begin bid process • 20/21: Budget for the renovation • Note: See 5-Year Facility Improvement Plan	Research	Plan	Target		
Roofing: Implement 3-year phase in process for final roof completion. • Note: See 5-Year Facility Improvement Plan			Target Phase I	Target Phase #2	Target Phase #3

New Holland-Middletown Strategic Plan
5 Years: 19/20 through 23/24

New Holland-Middletown Strategic Plan
5 Years: 19/20 through 23/24