

**NORTH SHORE
SCHOOL DISTRICT 112
STRATEGIC PLAN**

Adopted June 15, 2010

BELIEFS

Description

The beliefs are the driving force of the entire Strategic Plan. They can be described as the non-negotiable principles that underlie the entire plan and reflect our most deep and abiding convictions.

We Believe That...

- **All individuals have inherent value.**
- **Hard work, self-confidence and determination increase the probability of achieving full potential.**
- **Individuals are responsible for their own decisions and actions.**
- **Any community benefits when people willingly contribute to the well-being of others.**
- **Everyone can be a successful learner.**
- **Effective education enhances the quality of life.**
- **Understanding diversity is essential for people to thrive in an interdependent world.**
- **Honesty and integrity build trusting relationships.**
- **Effective education is a partnership among school, family and the broader community.**
- **Change involves risk and is necessary for continuous improvement in a dynamic world.**

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MISSION

Description:

The mission statement is a clear and concise expression of the district's identity, purpose and means. It is the keystone of the Strategic Plan.

The mission of North Shore School District 112, a community partnership committed to a world-class education, is to nurture every child to become an inspired learner, a well-rounded individual and contributing member of a global community by striving for excellence within an environment that fosters innovation, respect, engagement and intellectual inquiry.

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PARAMETERS

Description:

The parameters of the Strategic Plan are absolute pronouncements that establish the boundaries to prevent the over zealous pursuit of the Mission. The parameters are self-imposed limitations that are applied throughout the strategic planning process and the development of the Strategic Plan.

- 1. We will always provide safe, supportive and nurturing learning and working environments.**
- 2. We will not tolerate behavior that is disrespectful or demeaning to any individual or group.**
- 3. No new program or service will be accepted unless:**
 - it is consistent with the strategic plan**
 - its benefits justify costs**
 - and provisions are made for professional development and program evaluation**
- 4. No program or service will be retained unless it makes an optimal contribution to the mission and benefits continue to justify the cost.**
- 5. We practice fiscal responsibility while maintaining an operating fund balance of at least 25%.**
- 6. The scope of our programming will always attend to the social, emotional and physical well being of our students.**
- 7. The School Improvement Plans will always be consistent with the District's Strategic Plan.**

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OBJECTIVES

Description:

The objectives of the Strategic Plan are the school district's commitment to achieve specific and measurable end results. The objectives are tied very closely to the mission statement and are derived from and define the mission.

- **Every student will achieve personal academic excellence by demonstrating growth as measured by North Shore School District 112 standards and assessments.**
- **Every child will understand and consistently demonstrate the character attributes of respect, responsibility, trustworthiness, caring, fairness and citizenship at school and in the community.**

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STRATEGIES

Description:

The strategies of the Strategic Plan describes the broad statements of how the school districts resources will be deployed to achieve our mission and objectives. The strategies are directly related to the mission and objectives and are designed to close the gap between what is and what could be. These seven strategies will provide focus and total system concentration of our effort and resources.

- 1. We will continue to align our curriculum and develop Power Standards and student assessments in all curricular areas.**
- 2. We will ensure our educators have the support necessary to utilize effective instructional strategies and interventions to inspire each student to grow to academic excellence.**
- 3. We will develop and implement plans to ensure the sustainability of the district's financial and human resources and their equitable distribution.**
- 4. We will develop and implement plans to ensure we have the facilities and technology infrastructure needed to achieve our mission and objectives.**
- 5. We will develop a plan to unify our community by improving understanding of the benefits of its rich diversity and engaging it as a critical partner in the education of our children.**
- 6. We will create a learning environment that actively nurtures and engages students' creativity, critical thought and intellectual curiosity.**
- 7. We will model, integrate, recognize, reinforce and develop means to assess the character traits of responsibility, respect, fairness, caring, citizenship and trustworthiness throughout the district.**

RECOMMENDED 2010-2011 SPECIFIC RESULTS

Strategy #1

Strategy: We will continue to align our curriculum and develop Power Standards and student assessments in all curricular areas.

Specific Result 1: Adopt a web-based program that collects, stores and analyzes student information and performance data from multiple sources.

Specific Result 2: Communicate the district's adopted curriculum and its development process to all stakeholders.

Specific Result 3: Continue to execute the established curricular and programmatic review cycle annually.

Specific Result 4: Improve vertical and horizontal content collaboration focused on student learning.

Specific Result 5: Develop district trimester/quarter benchmark assessments for each curricular area in its third year of the curricular and programmatic review cycle.

Strategy #2

Strategy: We will ensure our educators have the support necessary to utilize effective instructional strategies and interventions to inspire each student to grow to academic excellence.

Specific Result 1: Educate staff on the purpose, basic components, and essential procedures of Response to Intervention.

Specific Result 2: Establish a system to effectively and consistently implement Response to Intervention across all schools.

RECOMMENDED 2010-2011 SPECIFIC RESULTS

Strategy #3

Strategy: We will develop and implement plans to ensure the sustainability of the district's financial and human resources and their equitable distribution.

Specific Result 1: The district will maximize the efficient, effective and equitable delivery of personnel, programs and services.

Specific Result 2: The district will improve the efficient and equitable use of the facilities and property (physical) assets.

Specific Result 3: The district will improve upon the statistical reporting so the district can measure equitable distribution of financial and human resources.

Strategy #4

Strategy: We will develop and implement plans to ensure we have the facilities and technology infrastructure needed to achieve our mission and objectives.

Specific Result 1: Secure our buildings to make them a safer learning environment.

Specific Result 2: Decrease power usage and material waste by 20%.

Specific Result 4a: Develop a district model for facilities pre K-8.

Specific Result 7: Standardize software applications.

Specific Result 8: Implement a plan to increase Internet bandwidth to industry best.

RECOMMENDED 2010-2011 SPECIFIC RESULTS

Strategy #5

Strategy: We will develop a plan to unify our community by improving understanding of the benefits of its rich diversity and engaging it as a critical partner in the education of our children.

Specific Result 2: Embed diversity themes and activities into existing consistent curriculum.

Specific Result 3: The District will capitalize on existing community events and increase participation in them.

Specific Result 5: North Shore School District 112 will launch a public relations campaign to increase the community understanding of the diversity within Highland Park, Highwood and Fort Sheridan and the advantages of this diversity.

Strategy #6

Strategy: We will create a learning environment that actively engages and nurtures students' creativity, critical thought, and intellectual curiosity.

Specific Result 1: All instructional staff will build capacity to utilize differentiated instructional strategies within a common framework.

Specific Result 2: Establish student technology PowerStandards at each grade level.

Strategy #7

Strategy: Model, integrate, recognize, reinforce, and develop means to assess the character traits of trustworthiness, respect, responsibility, fairness, caring and citizenship throughout the district.

Specific Result 1: Develop a consistent framework for expectations of good character for students, parents, staff and community members.

Specific Result 6: Develop ways to celebrate good character.