



STRATEGIC PLAN

2023-2028

Established: Spring 2023

Approved by the Board of Education on April 20th, 2023

Strategic Plan Committee

The Strategic Plan Committee was composed of a variety of stakeholders with interest in the betterment of educational opportunities at Flanagan Cornell Unit 74. The following identifies those individuals who participated in the general planning sessions and/or the community SWOT analysis:

- Mark Harms - Board of Education (President), Parent
- Steven Vollmer - Board of Education (Vice President)
- Dan Faber - Board of Education (Secretary)
- Lauren Mays - Board of Education, Parent
- Andrew Cooper - Board of Education, Parent
- Matt VanderVeen - Board of Education, Parent
- Mike Kreush - Board of Education
- Ryan Hansen - Superintendent
- Brian Yoder - Grade School Principal
- Kelli Stanley - High School Assistant Principal, Parent
- Jessica Chipman - Teacher (FCHS)
- Brent Smith - Teacher (FCHS), Flanagan Community Member
- Kassin Coyne - Teacher (FCHS)
- Kristi Wykes - Teacher (FGS)
- Laura Longeville - Parent, Flanagan Community Member
- Ben Schneider - Parent, Flanagan Community Member
- Dan Leonard - Grandparent, Cornell Community Member, CGS Staff
- Reid Bressner - Parent, Flanagan Community Member
- Troy Hart - Parent, Cornell Community Member
- Patrick Kelly - Cornell Community Member
- Amanda Pfaff - Parent, Cornell Community Member
- Carolyn Gundy - Flanagan Community Member, Retired Teacher
- Jim Brown - Parent, Flanagan Community Member

Process

In recognition of needing to identify a focus for the District, the Board of Education began a strategic planning process in Fall of 2022. The purpose of this process was to develop a plan that communicates a shared mission along with goals that will guide the District toward student learning improvement for the next several years.

The Strategic Planning Committee was formed by the Superintendent with consultation and recommendation by the Board of Education. This committee was purposefully organized to include a variety of perspectives and roles from throughout the District. The committee was invited to the initial phase of the planning process.

This initial phase was organized and led by Mr. Ralph Grimm, an external consultant. Over the course of five sessions and a total of 16 hours, the committee engaged in reflective and challenging discussions regarding the District's strengths, opportunities, and areas of improvement. Through these discussions, the committee identified priority areas for focus during the next several years. In no particular order, these areas were identified as follows:

- Retention and Recruitment of High Quality Personnel
- Curriculum
- Buildings and Facilities
- District Finance

Each area has an interconnectedness with the others and the order does not indicate any one specific area is more important than the other.

Committee break-out sessions were completed for each of these focus areas to define a goal and associated action steps for accomplishing it.

Vision Statement

To prepare our students to function productively and responsibly in the twenty-first century, Flanagan-Cornell Unit 74 shall provide a learning environment in which every student can not only acquire and apply knowledge, but also develop a sense of community, which balances self-interest with the interest of others.

Belief Statements

WE BELIEVE...

OUR STUDENTS

- will be active participants in the learning process
- will be challenged to achieve success
- will exhibit good citizenship
- will have a strong foundation for life after high school

OUR TEACHERS

- are knowledgeable and dedicated professionals
- set high expectations for all learners
- are passionate about learning and teaching
- are role models as life-long learners

SCHOOL, PARENTS, AND COMMUNITIES

- will provide a safe environment for learners
- will provide mutual support for the learning process
- will be informed and partner together for the success of all
- will communicate student expectations and community culture

District Pillars, Goals, and Action Steps

Pillar: Human Resources

Pillar Statement

Recruit, retain, reward and develop highly effective personnel to provide a work environment that promotes and recognizes excellence.

Why?

A staff with a strong work ethic, positive attitude, and willingness to learn will provide the best educational environment for our students. As a district we want to be competitive with neighboring districts to attract and retain the highest quality employees.

Goal(Planning): Create a human resources plan that identifies ways to recruit, retain, reward, and develop our district personnel by December 20th **(Q2)**.

Action Steps:

1. Identify the metrics of success that will guide the district in defining future action steps.

Measures of Success:

1. Meet as an administrative team to identify example measures of success in the area of human resources.
2. Collect and organize personnel data points such as exit survey, 5 Essentials survey, evaluations, and turnover rate data to identify a current district baseline.

“Under Construction”

Goal (Recruitment): Utilizing the Human Resources Plan, begin work (budgetary and physical) on recruiting highly effective personnel.

Goal (Retention): Utilizing the Human Resources Plan, begin work (budgetary and physical) on retaining highly effective personnel.

Goal (Reward): Utilizing the Human Resources Plan, begin work (budgetary and physical) on rewarding highly effective personnel.

Goal (Professional Development): Utilizing the Human Resources Plan, begin work (budgetary and physical) on developing highly effective personnel.

Pillar: Curriculum

Pillar Statement

The district will conduct a formal consistent curriculum review of its various content areas, guided by traditional measurables, to guide decisions on changes and possible improvement in order to promote academic growth.

Why?

Every student deserves a challenging and supportive learning environment that prepares them for successful college and/or career experiences.

Goal (Planning): Create a district curriculum review procedure & timeline to be completed by June 30th, 2024.

Action Steps:

1. Identify the metrics of curricular success that will guide the district in defining future action steps.
2. Review formal curriculum review templates and processes from high performing area districts with administration and grade level teams.

Measures of Success:

1. Meet as an administrative & teacher team to identify example measures of curricular success.
2. Collect and organize curriculum data points such as classroom grades, AimsWeb+ data, state testing data, and IIRC data.

“Under Construction”

Goal (Facility, Infrastructure, & Assets): Utilizing the District Curriculum Review Procedure, begin budgetary and physical work on _____.

Pillar: Buildings and Facilities

Pillar Statement

Conduct regular reviews of our facilities to identify future needs as students and staff perform better when they feel supported, safe and secure. Additionally, the district is viewed as a cornerstone of the Flanagan and Cornell communities and its buildings and grounds are often a visitor's first impression.

Why?

It is important to responsibly allocate district monies to support our community, teachers, and students. This includes proper updating and upkeep of our district educational buildings.

Goal (Planning): Create a five-year "Facility Master Plan" (FMP) to be completed by August 15th, 2023.

Action Steps:

1. Create a prioritized list of facility needs.
2. Organize work items into prioritized projects.
3. Combine approved prioritized projects into a "Facility Master Plan" document for approval by the Building Committee and Board as a whole.

Measures of Success:

1. Updated list after February building committee
2. Scheduled meetings with board and outside facility agencies.
3. Completion of Facility Upgrade Plan (that includes short, mid, and long term components).

"Under Construction"

Goal (Facility, Infrastructure, & Assets): Utilizing the Facility Master Plan, begin budgetary and physical work on _____.

Pillar: District Finance

Pillar Statement

Conduct financial operations in an open and fiscally responsible manner to ensure the financial sustainability of the district that supports essential programs, services, and learning environment for our students.

Why?

Fiscal responsibility is foundational to district success and sustainability

Goal (Planning): Create an ongoing five year financial projection that aligns the budget to the pillars and goals of the strategic plan by July 30th, 2024.

Action Steps:

1. Identify the metrics of success that will guide the district in defining future action steps.

Measures of Success:

1. Share the five year projection with the BOE annually
2. Review and update annually