



GREENFIELD CUSD 10
STRATEGIC PLAN
2025-2030

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ABOUT GREENFIELD CUSD 10

Vision

To be a district committed to academic excellence and future preparation, equipping every student with the skills, knowledge, and mindsets to thrive in school and in life.

Mission

In partnership with families and the community, Greenfield CUSD 10 is committed to fostering a positive school culture that prioritizes student well-being and responsible behavior, provides necessary resources and support for all students and staff, and delivers a relevant and rigorous curriculum that prepares all students to thrive in their future.

Tagline

Small Schools, Big Opportunities

Administration

Andy Stumpf, Superintendent

Jeremy Lansaw, Elementary School (PK-8) Principal

Beth Bettis, High School (9-12) Principal

District Demographics

CATEGORY	ELEMENTARY	HIGH SCHOOL	DISTRICT
Grades	PK-8	9-12	PK-12
Student Enrollment	303	118	421
# Classroom Teachers (FTE)	26	14	40

Source: NCES 2023-24 school year.

Links to public district websites and data:

[Greenfield CUSD 10 - Website](#)

[Greenfield CUSD 10 - NCES Directory](#)

[Greenfield CUSD 10 - Illinois Report Card](#)



ABOUT THE STRATEGIC PLANNING PROCESS

Overview

Greenfield CUSD 10 has adopted a 3-5 year strategic plan to shape the future of learning for all our students. Grounded in community input, the plan aspires to ensure every learner has access to educational opportunities that build the skills, understanding, and mindsets needed to thrive in an ever-changing world.

Timeline

MONTH(S)	MILESTONES
January 2025	The Strategic Planning Committee was formed, representing a cross-section of the community, including district and school leadership, teachers/counselors/staff, students, parents/guardians, school board members, and local community members.
February/March 2025	The district conducted surveys and focus groups with students, staff, families, and community members to gather feedback and ideas.
March/April 2025	The Strategic Planning Committee met three times to review academic data and stakeholder input, identify key themes, and attend virtual school tours to learn innovative approaches from other rural public schools in the country. Five strategic priorities emerged as the foundation of the Strategic Plan.
May 2025	The Strategic Planning Committee reviewed a first draft of the Strategic Plan and provided feedback to refine the strategic priorities, goals, and potential projects.
June 2025	The Greenfield CUSD 10 Board of Education approved the final Strategic Plan on June 23, 2025, to take effect beginning with the 2025-26 school year.



Strategic Planning Committee

NAME	ROLE(S)	STAKEHOLDER GROUP(S)
Andy Stumpf	Superintendent	District leadership
Stephanie Vetter	Assistant Bookkeeper/Board Secretary	District staff
Jeremy Lansaw	Elementary (PK-8) Principal/Parent	School leadership
Beth Bettis	High School (9-12) Principal	School leadership
Julie Williams	Union Vice President/Parent	Union leadership/JH Team Lead
Anna Albrecht	Elementary Team Lead/Parent	School leadership/Elementary
Leah Jones	Paraprofessional Leader/Parent	District staff
Tim Jones	Transportation Supervisor/Parent	District staff
Shannon Seaton	Maintenance Supervisor/Parent	District staff
Brandi Rynders	School Board/Parent	Board of Education
Kate Garner	School Board/Parent	Board of Education
Luke Gillingham	Physical Education	District
Joe Pembrook	High School	Science
Amber Winters	High School Special Education/Parent	Special Education
Hunter Masters	Community Leader	Community
Nick Bishop	Community Leader/Parent	Community/Parent
Jayne Stuart	Parent/Guardian	Parent/Guardian
Whitney Gordon	Parent/Guardian	Parent/Guardian
Joe Vinyard	Retired Community Member	Community members/leaders
Dan Bowman	Retired Community Member	Community members/leaders

Not listed: 2 student representatives from Elementary School and High School.



ABOUT THE STRATEGIC PLAN

The Greenfield CUSD 10 Strategic Plan 2025-2030 is a roadmap for the district's future, co-created through a collaborative, community-centered process. It outlines the strategic priorities, goals, and potential projects to shape the district's future direction and decision-making over the next 3-5 years.

Strategic Priorities

Five key strategic priorities emerged for Greenfield CUSD 10 during the strategic planning process. These focus areas reflect the shared values and aspirations of the district's students, staff, families, and community members, based on input gathered in February/March 2025.

- 1) Student Success & Learning, Engagement, & Future Readiness
- 2) School Culture & Climate
- 3) Staff Excellence & Support
- 4) Facilities, Safety, & Operations
- 5) Family/Community Communication & Engagement

THE STRATEGIC PRIORITIES:



STRATEGIC PRIORITY 1:

Student Success & Learning, Engagement, & Future Readiness



STRATEGIC PRIORITY 2:

School Culture & Climate



STRATEGIC PRIORITY 3:

Staff Excellence & Support



STRATEGIC PRIORITY 4:

Facilities, Safety, & Operations



STRATEGIC PRIORITY 5:

Family/Community Communication & Engagement



Strategic Priority Goals

Each strategic priority is supported by a set of 2-5 goals that articulate the district's approach. Within each goal is a set of potential projects designed to progress toward the goal. The potential projects may be revised each year as needed.

#	STRATEGIC PRIORITY	GOALS
1	Student Success & Learning, Engagement, & Future Readiness	Goal 1.1. Ensure Future Readiness Goal 1.2. Explore Innovative Teaching & Learning Practices Goal 1.3. Advance Academic Outcomes Goal 1.4. Deliver Targeted and Personalized Student Support Goal 1.5. Boost Student Engagement
2	School Culture & Climate	Goal 2.1. Cultivate Student Belonging Goal 2.2. Clarify Schoolwide Expectations Goal 2.3. Foster a Supportive Staff Culture
3	Staff Excellence & Support	Goal 3.1. Strengthen Staff Resources Goal 3.2. Enhance Staff Communication and Collaboration Goal 3.3. Expand Professional Learning
4	Facilities, Safety, & Operations	Goal 4.1. Optimize Facility Maintenance and Upkeep Goal 4.2. Modernize School Facilities and Equipment Goal 4.3. Bolster Safety and Security Systems Goal 4.4. Upgrade Technology and Operational Resources
5	Family/Community Communication & Engagement	Goal 5.1. Improve Family/Community Communication Goal 5.2. Deepen Family/Community Engagement



THE STRATEGIC PLAN



STRATEGIC PRIORITY 1:

Student Success & Learning, Engagement, & Future Readiness

Overview

Greenfield CUSD 10 is committed to ensuring that all students reach high levels of academic success, are actively engaged in their learning, and are fully prepared for a wide range of postsecondary pathways, including college, trades, military, and the workforce. The focus is on academic rigor, targeted support, real-world skill development, and innovative teaching methods that foster student engagement and agency.

Goal 1.1. Ensure Future Readiness

Prepare students for postsecondary success by strengthening life skills, career exploration, and exposure to multiple future pathways, including college, trades, military, and the workforce.

Potential projects include:

- Create a Profile of a Learner to articulate the desired characteristics of a Greenfield graduate (e.g., problem-solving, communication, work ethic, responsibility).
- Assess current offerings on practical life skills (covering financial literacy, technology literacy, civic literacy, etc.) and ensure continuity over PK-12 journey.
- Build a career exploration program in junior high (e.g., guest speakers, local field trips) and a career experience program in high school.
- Increase career-connected opportunities (i.e., work-based learning, internships, apprenticeships, entrepreneurship) within Greenfield CUSD 10, such as student classroom aides as part of a future teacher pathway.



Goal 1.2. Explore Innovative Teaching & Learning Practices

Equip educators with tools and strategies to create more engaging, hands-on, collaborative, student-centered, and real-world learning experiences.

Potential projects include:

- Establish a shared set of values, core beliefs, and design principles about teaching and learning to guide instructional decision-making and innovation across the district.
- Provide professional development on innovative instructional strategies, such as project-based learning and emerging technologies (e.g., artificial intelligence).
- Conduct small-scale pilots to explore various strategies, such as personalized learning, student-led projects, and/or community-based internships.
- Explore adding flexible learning spaces that support collaboration, creativity, and student agency.

Goal 1.3. Advance Academic Outcomes

Enhance academic rigor and raise expectations for student performance by ensuring all students have access to a rigorous, coherent curriculum that builds foundational and future-ready skills.

Potential projects include:

- Review and align curriculum to current state standards, college/career readiness requirements, and future-focused competencies (as part of Profile of a Learner as described in Goal 1.3), emphasizing reading, writing, and math.
- Identify essential standards and ensure consistency within each grade level (horizontal alignment).
- Begin vertical curriculum alignment across grade levels to support PK-12 continuity.



Goal 1.4. Deliver Targeted and Personalized Student Support

Ensure timely, personalized, and relevant academic and social-emotional support is available to all students, especially those with specific learning needs.

Potential projects include:

- Improve the process for identifying and delivering academic and special education support services.
- Ensure that the in-school academic help block is utilized effectively and consistently across PK-12, as a supplement out-of-school interventions (i.e., before school, after school, summer).
- Explore additional staffing (e.g., aides, specialists, counselors) to strengthen support systems.

Goal 1.5. Boost Student Engagement

Reignite student motivation by making learning more meaningful and personalized, while providing a variety of ways to connect with school. Student engagement will be improved through some of the aforementioned goals as well as through smaller opportunities.

Potential projects include:

- Form a cross-stakeholder committee (including students) to explore factors impacting student engagement and develop strategies to reignite motivation and connection to learning (e.g., learning styles, technology use, family factors).
- Develop a process for periodically surveying students to monitor student engagement and effectiveness of various strategies identified by the committee.
- Refer to Goal 1.2 on innovative learning experiences and Goal 1.1 on future readiness, which will also have a significant impact on increasing student engagement.





STRATEGIC PRIORITY 2: School Culture & Climate

Overview

A strong school culture is built on mutual respect, well-being, and belonging. Greenfield CUSD 10 seeks to foster a positive, safe, and welcoming school environment where all students and staff feel respected, supported, and valued. This includes clear behavioral expectations, consistent discipline, bullying prevention, and social-emotional development.

Goal 2.1. Cultivate Student Belonging

Foster a sense of belonging by creating intentional opportunities for students to build relationships, express themselves, and contribute positively to school culture.

Potential projects include:

- Implement an Advisory program across PK-12 to foster relationship-building, social-emotional learning, and student voice.
- Integrate character development into the Portrait of a Learner, emphasizing traits such as empathy, responsibility, and respect.
- Explore a distinct identity and support model for Junior High (Grades 6-8) to better meet the developmental needs of students in this transitional stage.



Goal 2.2. Clarify Schoolwide Expectations

Promote a safe and respectful learning environment by clearly defining, teaching, and consistently enforcing behavioral expectations across all grade levels.

Potential projects include:

- Revise and implement a districtwide discipline plan (aligned with PBIS) that includes a behavior matrix, outlines clear behavioral expectations, and ensures consistent enforcement across all grade levels.
- Expand PBIS (Positive Behavioral Interventions and Supports) implementation to Elementary School (PK–8) and strengthen systems at the High School level, including positive recognition strategies and low-cost incentives (e.g., extra recess, classroom shoutouts, student leadership roles).
- Launch a districtwide anti-bullying initiative to raise awareness, train staff, and establish student reporting and support systems.
- Explore complementary programs beyond PBIS to reinforce positive behavior, celebrate student achievement, and strengthen school spirit.
- Review and strengthen the district’s phone use policy to support student focus and minimize disruptions to learning.

Goal 2.3. Foster a Supportive Staff Culture

Promote a collegial and inclusive work culture where staff feel appreciated, supported, and respected.

Potential projects include:

- Facilitate regular small group conversations between staff and administration to open up dialogue, strengthen relationships, and reinforce expectations for professionalism and mutual respect, aligning with the shared values described in Goal 1.2.
- Increase recognition and appreciation of staff contributions throughout the year.
- Provide consistent administrative support in challenging situations involving students, families, or colleagues.
- Strengthen staff collaboration and peer support through Professional Learning Communities (PLCs).





STRATEGIC PRIORITY 3:

Staff Excellence & Support

Overview

Attracting, developing, and retaining high-quality staff is essential to student success. Greenfield CUSD 10 is dedicated to creating a work environment where staff feel respected, supported, and empowered to succeed. This includes improving communication, providing more access to resources, fostering meaningful collaboration, and expanding professional growth opportunities.

Goal 3.1. Strengthen Staff Resources

Ensure staff have the tools, resources, and support to perform their roles effectively.

Potential projects include:

- Increase investment in updated instructional materials, technology, and classroom supplies.
- Explore grant opportunities (e.g., Tracy Family Foundation, DonorsChoose) to supplement classroom needs and special initiatives.
- Refer to Goal 2.3 for providing administrative support in challenging situations.



Goal 3.2. Enhance Staff Communication and Collaboration

Enhance communication and collaboration among staff and leadership to build trust, transparency, and a shared sense of purpose.

Potential projects include:

- Establish regular communication practices (e.g., staff meetings, newsletters, shared calendars) to keep all staff informed in a timely manner.
- Create more opportunities for two-way dialogue between staff and administrators through surveys, focus groups, and informal check-ins.
- Build dedicated time into schedules for grade-level or department-level teacher collaboration, planning, and sharing of best practices, considering alignment with the master schedule.
- Refer to Goal 2.3 on Professional Learning Communities (PLCs).

Goal 3.3. Expand Professional Learning

Provide professional development aligned with staff needs and district instructional priorities.

Potential projects include:

- Explore teacher leadership roles such as mentoring, peer coaching, or student pre-teaching roles as described in Goal 1.3.
- Co-create a Profile of an Educator to articulate the key mindsets, skills, and practices that educators need to support student success and guide professional learning.
- Expand professional development opportunities on topics such as supporting diverse learners, instructional technology, and innovative instructional strategies as described in Goal 1.2.
- Continue offering tuition reimbursement to support ongoing education and credentialing.



Goal 3.4. Support Staff Retention and Recruitment

Foster a stable and thriving workforce through onboarding, recognition, and long-term retention efforts.

Potential projects include:

- Continue to build onboarding and mentoring programs for new teachers.
- Implement a staff recruitment and retention strategy that prioritizes compensation, benefits, work environment, and professional growth.
- Explore future opportunities to strengthen compensation and benefits in alignment with district priorities and fiscal capacity.
- Refer to Goal 2.3 for staff recognition and appreciation efforts.





STRATEGIC PRIORITY 4:

Facilities, Safety, & Operations

Overview

Safe, functional, and welcoming physical environments support student learning and well-being. Greenfield CUSD 10 is focused on ensuring its facilities, infrastructure, and operations meet the needs of students and staff. This priority includes improving the condition and cleanliness of school buildings, upgrading outdated infrastructure and technology, and enhancing school safety.

Goal 4.1. Optimize Facility Maintenance and Upkeep

Ensure all school facilities are consistently clean, well-maintained, and conducive to learning.

Potential projects include:

- Implement a districtwide facility maintenance and custodial plan that includes revised cleaning schedules and protocols, custodial checklists, and a preventative maintenance schedule to address recurring issues and prevent long-term deterioration.
- Create a simple, easy-to-use reporting system for staff and students to submit facility concerns (e.g., restroom cleanliness, broken equipment), with clear follow-up protocols.

Goal 4.2. Modernize School Facilities and Equipment

Update outdated infrastructure, furniture, and learning environments to meet current needs.

Potential projects include:

- Develop a phased facility improvement plan to address key infrastructure needs (e.g., classrooms, playgrounds, furniture, windows, weight room, storage).
- Prioritize health and safety-related improvements, including asbestos removal, updated electrical systems, secure entrances, and climate control, as funding allows.
- Explore aesthetic and functional enhancements, such as painting, flexible classroom furniture (Goal 1.2), and improved layouts (e.g., Elementary School dismissal area).



Goal 4.3. Bolster Safety and Security Systemse

Ensure all students and staff feel safe through proactive facility improvements and clear safety protocols.

Potential projects include:

- Conduct a comprehensive safety and security review, including entrances, supervision, and transitions between spaces.
- Provide regular communication updates on school water testing to keep families informed and maintain a healthy school environment.

Goal 4.4. Upgrade Technology and Operational Resources

Ensure all schools have access to up-to-date technology and equipment that support teaching, learning, and school operations.

Potential projects include:

- Complete the fiber optic internet upgrade.
- Identify and address storage needs, especially in response to the upcoming storage facility closure.
- Implement an updated Elementary School technology plan.
- Systematically replace outdated instructional and operational equipment.





STRATEGIC PRIORITY 5: **Family/Community Communication & Engagement**

Overview

Greenfield CUSD 10 is committed to improving communication and strengthening relationships between the school district and its families, as well as the broader community. It aims to make communication more consistent, transparent, and accessible across a variety of platforms, while also expanding opportunities for meaningful family and community involvement.

Goal 5.1. Improve Family/Community Communication

Ensure all families and community members receive clear and timely information across multiple platforms, while also providing opportunities for two-way dialogue with school leaders.

Potential projects include:

- Develop a communication plan outlining preferred tools (e.g., text, email, website, app), frequency, and content by audience.
- Provide regular updates from the superintendent and school board (e.g., weekly board updates, quarterly community messages), highlighting academics, athletics, and other extracurriculars.
- Improve the structure and consistency of the website and social media updates, considering a student-led team to support content management per Goal 1.5.
- Create opportunities for families and community members to share feedback, ask questions, and engage in dialogue with school leaders (e.g., feedback forms, surveys, open forums).



Goal 5.2. Deepen Family/Community Engagement

Foster stronger connections with families and local organizations through meaningful involvement opportunities.

Potential projects include:

- Encourage broader participation in groups such as PTO, Tiger Backers, GFEE, and music boosters.
- Organize regular community events such as open houses, career days, and volunteer /mentorship opportunities.
- Increase efforts to involve all students and families in extracurriculars, with clear communication pathways for access and participation.
- Create forums or advisory committees for families and community members to give input on district decisions.



MOVING FROM PLAN TO ACTION

The Greenfield CUSD 10 Strategic Plan 2025-2030 will guide districtwide decision-making over the next 3-5 years. To ensure meaningful and measurable progress toward the strategic priorities and goals, the district will:

- Develop an annual implementation plan with specific action steps, leads, timelines, and success metrics aligned to the Strategic Plan goals.
- Provide annual progress updates to the Board of Education and the community, along with interim updates as key projects are completed, connecting back to the strategic goals on an ongoing basis.
- Continue gathering stakeholder input to revise goals and projects as needed, in the spirit of continuous improvement and responsiveness.





**GREENFIELD CUSD 10
STRATEGIC PLAN
2025-2030**
