



Illini Central CUSD #189 Strategic Plan 2024–2030

Mission-“A Great Place To Learn”

Illini Central School District #189 strives for a future of excellence and lifelong learning by promoting a cooperative, positive, and safe learning environment that ensures that each child's education is the heart of the school operation.

Vision-

For our students to achieve their potential, Illini Central will fulfill our mission by providing:

- *a safe and encouraging learning environment*
- *instruction and experiences that foster academic success, lifelong learning, and career awareness*
- *great educators and opportunities for professional growth and development*
- *a mutually beneficial partnership with the community*
- *a position of fiscal strength that meets the needs of students and staff*

Goal: Illini Central will provide high-quality, research-based academic instruction that promotes individual student growth and critical thinking, resulting in high academic performance. Teachers will be highly qualified, motivated, life-long learners.

Rationale: Student learning begins with quality instruction. Students need high-quality teaching to grow. Teachers need effective professional development and access to high-quality curricula. Students must be actively engaged in their learning process for long-term success. Eighty percent of students must score at or above the 30th percentile on benchmark testing to reflect effective instruction.

Activity	Indicators	Responsible Party	Timeline	Status
Identify and provide a research-based curriculum.	Perform a curriculum audit for core academic areas PK-12 to determine to what level the curriculum is implemented with fidelity and integrity.	All administrators and teachers	May 2029	
	Produce curriculum maps that provide a plan for implementing the curricula.	Teachers	2029-2030 school year	
	Develop an aligned PK-12 curriculum adoption schedule	Superintendent	2023-2024 school year	Completed
	Create differentiated pathways for math that meet students' varied needs in high school	Principals and teachers	2023-2024 school year	Completed 2025-2026 Technical Math
	Provide professional development to staff for curriculum adoption	All administrators	Annually	Math Summer/Fall 2024
Monitor student learning and progress by providing individual support and interventions.	Review longitudinal academic data to assess performance.	Principals and teachers	Annually	Completed May 2024
	Make data-informed decisions to identify students in need of support academically and behaviorally.	Administration and MTSS team	Three times a year	Completed 2024
	Identify and catalog the district's research-based interventions.	Administrators	2023-2024 school year	Completed 2024
	Provide training for staff to implement research-based interventions.	Administrators	2024-2025 school year	Completed 2024
	Review District-wide MTSS plan with staff	Principals	Spring 2024	Completed Fall 2024
	Create a system to provide Tier II and Tier III support with fidelity in the middle school	Principals and Teachers	2024-2025 school year	In progress
	Establish growth targets for students who receive Tier II and Tier III support	Principals	May 2024	Completed
Ease transitions between buildings and grade levels.	Provide time for teachers at transition levels to talk with one another about students' needs and create a list of	Administrators and Teachers	Spring 2024	Completed 2024; Ongoing Fall 2024

	existing and prerequisite academic skills for grade levels			
	Create a Parent Academy for parents in PreK transitioning to Kindergarten	Principals and Teachers	Spring 2025	Completed
	Add a middle school parent night after school begins.	Principals and Teachers	Fall 2024	Completed 9/17/24; 9/10/25
	Create a Freshman Seminar during advisory.	Principals and Counselors	2025-2026 school year	Completed
	Create opportunities to shadow older students to expose them to the next grade level	Principals	Spring 2024	Completed Spring 2024
Intentionally teach organization skills to students at all levels.	Create a set of organizational skills to be taught at each grade level.	Teachers	2025-2026 school year	Completed
	Create visuals for the organization at each building.	Principals and Teachers	2025-2026 school year	
	Create self-reflection tools/rubrics for students to monitor individual progress toward organization	Principals and Teachers	2025-2026 school year	
Intentionally teach skills that prepare students for the workforce.	Revisit Workplace Skills with staff district-wide	Administrators	2025-2026 school year	10/31/2025
	Provide professional development related to Illini Central Workplace Skills.	Administrators	2025-2026 school year	
	Identify ways critical thinking and problem-solving are taught and practiced at all grade levels.	Teachers	2025-2026 school year	

Goal: Students and staff will feel safe, valued, and supported at Illini Central. Students and staff will be responsible and involved learners who welcome diverse cultures and perspectives and advocate for social, emotional, and educational success for the betterment of the school community.

Rationale: Students need to feel safe to be able to learn, and students need to feel connected to others to feel safe and secure. Students who are involved in school are academically successful. Students need to be able to recognize and manage their emotions and accept the differences of others.

Activity	Indicators	Responsible Party	Timeline	Status
Create a culture of success and involvement.	Maintain a system of rewards to motivate students to maximize their efforts and to recognize student successes when they occur.	Principals and Teachers	Annually	Ongoing
	Survey parents and middle and high school students about involvement in extracurricular activities and barriers that prevent involvement.	Administrators	Spring 2024	Student Survey Completed 2024 Committee Work ongoing
	Explore extracurricular involvement requirements for high school students.	Administrators and Teachers	2024-2025 school year	Students Complete
	Implement a research-based social-emotional curriculum and pathways for student development.	Teachers	Spring 2024 for implementation in 2024-2025	Caring School Communities 2024-2025
	Identify community resources to support students' social-emotional development.	Administrators	Annually	Spring 2024 on website
Provide a safe and well-maintained physical environment.	Create a timeline and budget for a 10-year Health, Life, and Safety Survey.	Superintendent	2024-2025 school year	
	Create secure entrances for the grade and middle/high school offices.	Board of Education	2024-2025 school year	MS/HS Completed 8/2024 GS Completed 1/2025
Recruit, develop, and retain high-quality staff focused on district initiatives	Celebrate team and individual successes in meaningful ways, both formally and informally.	All staff	On-demand	
	Superintendent schedule conversations with individual or small groups of employees focused on gathering feedback on the workplace environment to support staff retention	Superintendent	2024-2025 school year	Partially Completed
	Attend career fairs to recruit new staff	Administrators	Annually	Spring 2024-WIU Fall 2024 - ISU
	Develop education pathway for high school students as a recruitment tool for future educators	Principals	2025-2026 school year	

	Survey staff on professional development needs and provide professional development relevant to teacher requests.	Administrators	Annually	Spring 2024
	Explore options for staff retention and recruitment	Superintendent	2024-2025 school year	

Goal: Illini Central CUSD 189 fosters and maintains a collaborative and nurturing environment that encourages a shared responsibility for student success and invites the involvement of students, staff, parents, and the community.

Rationale: Stakeholder involvement promotes student success. Through a partnership with all stakeholders, students can reach their full potential.

Activity	Indicators	Responsible Party	Timeline	Status
Create clear communication between the school and the community.	Host an open house for parents/guardians and community members in Easton, San Jose, and Mason City.	Superintendent	2025-2026 school year	
	Create a handout to communicate with new students and families, informing them of the school highlights and communication means.	Administrators	Spring 2024	Complete Fall 2024
	Host meetings with the superintendent and school board members to talk with smaller groups of parents.	Superintendent	2025-2026 school year	
	Streamline communication home through Rooms	All staff	2023-2024 school year	Complete 2023-2024
	State of the School presentation	Superintendent	2026-2027 school year	
Partner with families and community stakeholders to support students in school.	Survey parents on topics they would like to have support from the school.	Administrators	2027-2028 school year	
	Host parent/guardian nights based on topics from parent input/needs.	Principals	2027-2028 school year	
	Social media danger presentation with the local police to educate parents	Administrators	Fall 2024	Awaiting Police Dept Response
	The district will celebrate and embrace individual student success and growth	All staff	Annually	Ongoing
	Identify the obstacles for parents/students who are not involved and work to overcome those obstacles.	Administrators	2026-2027 school year	
Incorporate student voice in decision-making	Create a student panel for opportunities to provide direction in the school	Administrators	2025-2026 school year	
	Facilitate student-created goals for the district	Administrators	2025-2026 school year	

Goal: Ensure district finance and operations are aligned to priorities that assure the success of all students while maintaining transparency.

Rationale: To ensure the long-term financial stability of the district by efficiently allocating resources to support student learning.

Activity	Indicators	Responsible Party	Timeline	Status
Inform the community about the financial status of the school district	Present on a variety of budget topics to the BOE members	Superintendent	Monthly	Ongoing
	Develop fund estimates to provide revenue for future building projects	Superintendent	Annually	Ongoing
Develop and adopt a multi-year fiscal plan	The District will identify and plan for long and short-term fiscal goals	Superintendent and Board	2025-2026 school year	
	The district will maintain a minimum of sixty (60) day reserve in each of its budgeted fund balances.	Superintendent and Bookkeeper	Monthly	Ongoing
	Maintain the development of a balanced budget	Superintendent and Board	Annually	
Prioritize student learning in fiscal decisions	Plan for an expansion of PreK	Administration	2026-2027 school year	
	Update physical spaces in science classrooms in the middle and high school	Board and Administration	2029-2030 school year	