

IVC District No. 321 - Strategic Plan Update

January 28, 2025

Maintain an **environment** that is positive, healthy, safe, and accessible.

Action Statements

1. [The district will continue to be proactive in keeping students and staff safe.](#)
2. [The district will continue to make SEL a focus in every classroom and building.](#)
3. [The district will incorporate ways to welcome new families to the district.](#)
4. [The district will explore positivity training for all staff members. This includes administrators, teachers, paraprofessionals, transportation, cafeteria, and custodial staff.](#) - Completed

Attract, retain, empower, develop, and reward a highly effective diverse **staff**.

Action Statements

1. [Market the benefits of working in the IVC School District as strengths for potential staff members.](#)
2. [Review current employment rates and benefit packages for non-certified staff to identify areas of possible weakness and improvement.](#)
3. [Review and recommend incentives for all staff to promote additional growth opportunities.](#)
4. [Explore the possibility of a Grow Your Own incentive program to reward high school graduates and paraprofessionals who successfully complete their Illinois Professional Educator License.](#)
5. [Review current collective bargaining agreement with the IVC Education Association \(certified teachers\) to identify areas of possible weakness and improvement.](#)

Provide an effective **communication and collaboration system** among students, staff, family, community, and public.

Action Statements

1. [The district will review and evaluate how the District currently communicates with the community.](#)
2. [The district will update school and district websites on a consistent basis w/ relevant information.](#)
3. [The district will review and evaluate how the District currently communicates with our parents.](#)
4. [The district will review and evaluate how our schools currently communicate with all parents, including "silent" parents, and non-English speaking families.](#)