



**Northwest
Allen County
Schools**



STRATEGIC PLAN

Your future is our passion.



Northwest Allen County Schools



A NOTE FROM THE SUPERINTENDENT

Dear Northwest Allen County Schools Community,

We are proud to share the work of the dedicated constituents who spent the last year developing a strategic plan to improve the experiences of students, families, staff, and the community of NACS. This new strategic plan will serve as a foundational tool to provide high level direction for NACS for years to come.

The fundamental goal of the NACS Board of School Trustees' strategic planning effort was grounded in community engagement. We used feedback from students, staff, families, and community members to craft our strategic direction, keeping students at the center of our work. Our primary focus areas will include community and belonging, personalized learning experiences, student and staff wellness, and trust and transparency.

This plan will be a living document to help us achieve our vision of a strong community where all can belong, grow, connect, and lead. We will adjust as needed and provide updates as we progress through implementation to ensure our work continues to reflect the diverse needs of our students, families, staff, and community.

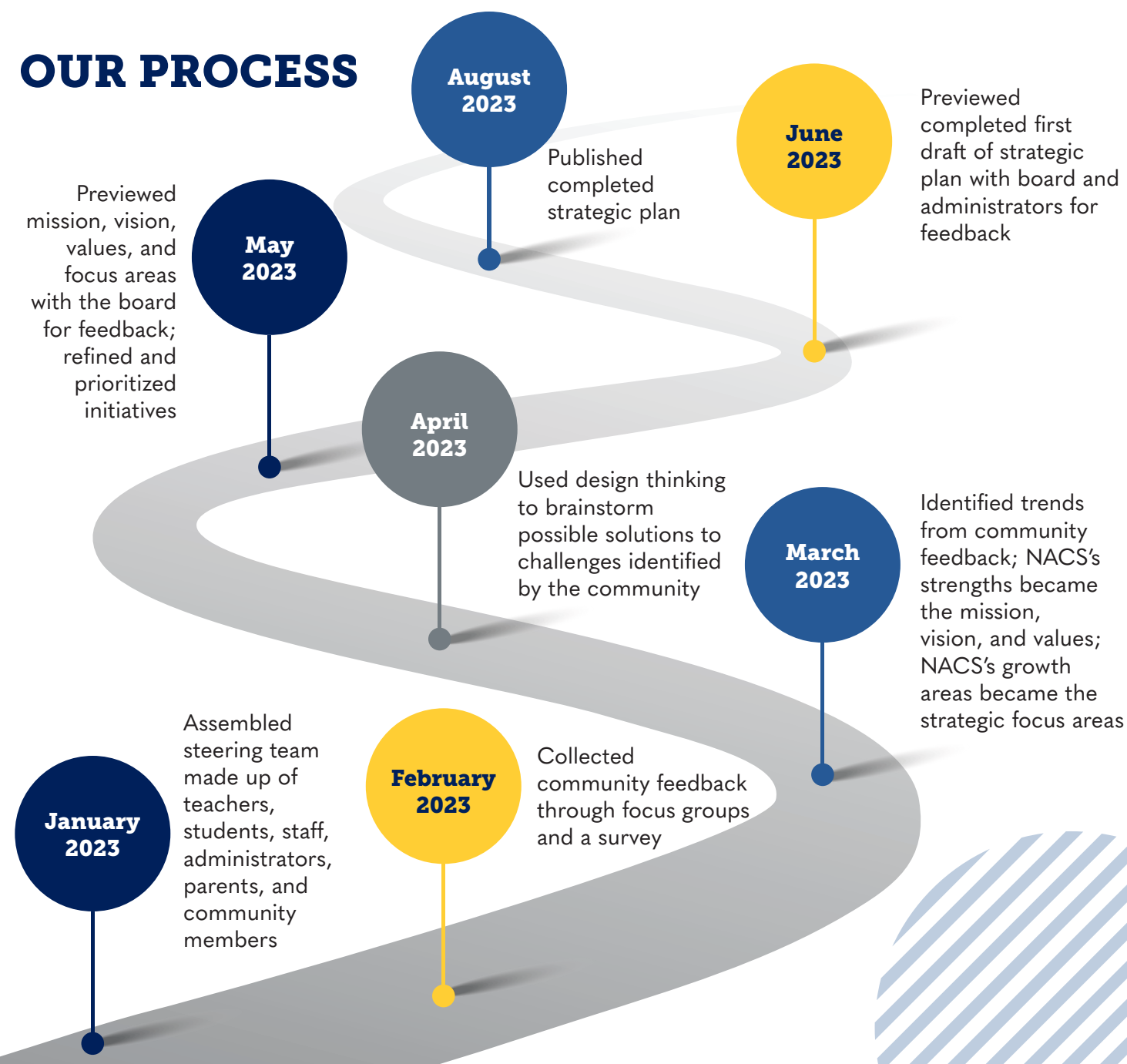
Thank you for making this NACS community so special. We hope you see yourself through this document.

Your future is our passion, and we are committed to ensuring a high-quality personalized education for every student.

Sincerely,

Wayne Barker
Superintendent

OUR PROCESS



3 WEEKS

were spent gathering feedback from the community

18 STEERING TEAM MEMBERS

drafted the strategic plan based on community feedback

91 FOCUS GROUP PARTICIPANTS

shared about their experiences in NACS

6,467 SURVEY PARTICIPANTS

from students, parents/guardians, community members, teachers, staff members, administrators, and board members

80%

of survey respondents say NACS provides students with high-quality education

76%

of survey respondents believe NACS has high expectations for all students

71%

of survey respondents believe NACS teachers motivate students to do well

MISSION, VISION, AND VALUES

Mission

Your future is our passion, and we are committed to ensuring a high-quality, personalized education for every student.

Vision

We envision a strong community where all can belong, grow, connect, and lead.

Values



CHARACTER

We aim to help our students become individuals who are kind, honest, empathetic, respectful, and hard-working.



CONNECTION

We strive to create an environment where students and families feel supported and cared for by the school community.



GROWTH

We value the learning process and lead our students to understand that they can achieve their goals through dedication and hard work.



ACHIEVEMENT

We are dedicated to providing students with a high-quality educational experience where they can excel and achieve in all areas of their educational careers and beyond.



IN ORDER TO MEET OUR VISION WE WILL FOCUS ON THE FOLLOWING AREAS:

- Personalized Learning Experiences
- Student and Staff Wellness
- Community and Belonging
- Trust and Transparency

PERSONALIZED LEARNING EXPERIENCES

We believe that when students' educational experiences are tailored to their individual needs and unique interests, they are set up for success in life after graduation.

GOALS:

- Our schools will be a place where all students are challenged and enriched.
- All students will receive the support they need in order to thrive and flourish.
- All students will have opportunities to succeed after graduation, whether they are employed, enlisted, or enrolled.
- Our schools will have consistent and developmentally-appropriate grading and homework practices.

WE WILL MEET THESE GOALS BY:

1. Developing more opportunities for career exploration in K-12
2. Building a strong CTE program focused on the interests of students and in-demand jobs
3. Increasing opportunities for teacher professional development in challenging high-ability students
4. Aligning grading and homework policies and procedures to our values
5. Strengthening communication between the special education department, staff, and families



STUDENT AND STAFF WELLNESS

We believe that supporting the whole child is essential to a student's growth and success in the classroom. When the physical, mental, and emotional health needs of students and staff are met, the learning environment is safer and more effective.

GOALS:

- All students will feel physically and emotionally safe in our schools.
- Students' and staff members' mental health will be supported.
- The physical health and wellness needs of our students will be supported.
- Students will be able to manage their stress and responsibilities.

WE WILL MEET THESE GOALS BY:

1. Providing training to staff and families for supporting students' mental health
2. Facilitating mental health supports for students in partnership with families
3. Increasing the involvement of School Resource Officers in programming at all levels
4. Implementing strategies to help all students feel safe, supported, and included in the larger school community
5. Promoting health and wellness support for staff

COMMUNITY AND BELONGING

We believe that every member of Northwest Allen County Schools is a valuable member of this community. Unique experiences and perspectives make us stronger, and by facilitating the process of building a sense of community belonging, we are creating a safe and effective learning environment.

GOALS:

- Our schools will foster a sense of community.
- Empathy, inclusion, cooperation, and respect will be promoted in our schools.
- Everyone—students, staff, and families—will feel like they belong in our school community.
- Our district will retain and attract talented, highly-qualified employees.

WE WILL MEET THESE GOALS BY:

1. Celebrating students and staff consistently and often
2. Teaching positive character traits to students at all levels
3. Strengthening communication with ELL families
4. Expanding student interest clubs and extracurricular activities
5. Creating an education foundation



TRUST AND TRANSPARENCY

We believe that intentional, clear, and consistent communication is essential to building trust amongst our students, teachers, administrators, families, and community members.

GOALS:

- The superintendent will promote transparency through consistent communication.
- Schools will communicate regularly with families.
- Behavior policies will be clearly communicated.
- Teachers will navigate complex curriculum objectively and effectively.
- Trust between the community and our schools will increase.

WE WILL MEET THESE GOALS BY:

1. Creating a platform for parents, students and staff to provide feedback
2. Making our curriculum and its connection to the state standards accessible to families and the school community
3. Creating parent and student work groups to review and provide feedback on our discipline policies in our student handbooks
4. Creating strategies for communicating our discipline policies and practices
5. Share video updates from district and school leaders





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To learn more about Northwest Allen County Schools'
5 Year Strategic Plan visit
nacs.k12.in.us

Designed by

