Strategic Road Map - Driving Toward Excellence

2024-2029

PSD 107 — PLEASANTDALE SCHOOL DISTRICT

Mission: We foster an empowered and engaged community of passionate, resilient lifelong learners.

Guiding Goals

Compass:
- N — Student Success
- W — Community Connection
- E — Safety & Well-Being
- S — Responsible Resource Management

Hexagons (Strategies):
- Human Capital
- Social Emotional Well-Being
- Culture and Climate
- Strategies
- Communication and Dialogue
- Learning Environment
- Resources for Diverse Learners

Strategy Statements

Human Capital: Invest in human capital to retain, recruit, support, and maintain an exceptional staff to deliver an innovative and exceptional educational experience.

Resources for Diverse Learners: Expand and enhance resources for diverse learners.

Social/Emotional Well-Being: Ensure sufficient supports for students and staff's social and emotional well-being.

Communication and Dialogue: Improve communication and dialogue with staff, students, families, and neighbors.

Learning Environment: Invest in improving the learning environment and updating facilities.

Culture and Climate: Promote and establish a secure, optimistic, and welcoming environment that fosters respect and inclusivity.

Beliefs

1 — Environment
We believe in creating and supporting comfortable, healthy, and dynamic learning environments.

2 — Community
We believe in promoting consistent and collaborative engagement in an inclusive and equitable community of student families, educators, and neighbors.

3 — Individuality
We believe in maximizing potential by nurturing and supporting individual gifts and needs.

4 — Learning
We believe in empowering lifelong learning through an innovative and exceptional educational experience.
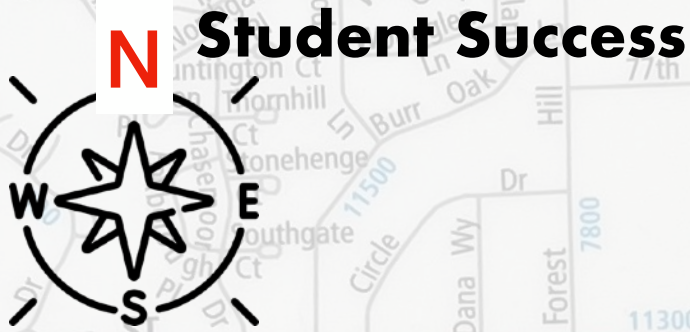
5 — Well-Being
We believe in ensuring the emotional, social, and physical safety and well-being of our Pleasantdale community.

6 — Relationships
We believe strong positive relationships are essential to foster a culture of respect within our school community.

Student Success

PSD 107 PLEASANTDALE SCHOOL DISTRICT

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1 2 3 4 5 6

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Objectives

- Ensure MTSS is effective to address the needs of all student populations (e.g., IEP, 504, EL, Advanced Learners, etc.).
- Ensure resources are equitably allocated for diverse learners (e.g. staffing, materials, technology, Aide Training, etc.).
- Ensure class sizes remain student focused and fall within Board policy guidelines.
- Annually evaluate, and implement the most effective service delivery models for students with IEPs with proper support (e.g., co-teaching, push in, pull out, etc.).
- Expand library materials to support diverse learners.
- Offer opportunities for student interest driven courses and experiences.
- Actively monitor student placement to ensure students are appropriately challenged.
- Address any achievement gaps that may exist between student demographic groups.
- Identify and implement a high quality social/emotional learning program that is embedded into daily instruction.

Measures of Success

- Reduce achievement gap between student demographic groups as measured by IAR.
- Decrease the number of students rated "at-risk" on the Districts SEL screener.
- Improvement on the *Collaborative Teachers* and *Ambitious Instruction* portions of the 5Essentials Survey of Learning Conditions
- Demographic make up of students in advanced learning programs will reflect the overall demographic make up of the District as measured by the annual equity audit.

![PSD 107 Pleasantdale School District logo]

E Safety & Well-Being

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Objectives

- Evaluate student support services and allocate resources (e.g., social work) to ensure students' needs are properly met.
- Ensure student behavior systems are focused on restorative practices and allow for students to reflect on their behavior.
- Enhance systems to ensure a successful transition at every grade level.
- Address employee wellness through improvements and better communication of the wellness committee and employee assistance programs.
- Collaboratively enhance culture/climate systems (e.g., surveys, committees, advisory councils) to be delivered to students, staff, and parents
- Ensure completion of all deliverables on the District's three year safety plan and include additional safety measures as needed.

Measures of Success

- Conduct annual student focus groups to obtain feedback on students' needs and the effectiveness of the social/emotional learning program.
- Improvement on the *Supportive Environment* section of the 5Essentials Survey of Learning Conditions.
- Decrease the number of students rated "at-risk" on the Districts SEL screener.
- Decrease student behavior referrals.
- Feedback from the District's three-year safety assessment.

Responsible Resource Management

S

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Objectives

- Identify and implement innovative ways to retain talented and experienced teachers through:
  - A highly competitive, fair, and fiscally responsible total compensation plan.
  - Developing and implementing exit/empathy interviews with departing staff.
  - Monitoring and analyzing staff turnover rate and number of applicants annually.
- Enhance opportunities for developing and supporting teacher leaders (innovative teaching, committee leadership, etc.). Implement a system that allows administration and staff to collaborate on facility, technology, and equipment improvements.
- Prioritize and address facility updates (e.g. improve parking/traffic flow, updating restrooms, implementing a mother's rooms).

- Work with village officials and seek grant funding to construct additional sidewalks and bike lanes.
- Improve recess locations at PMS.
- In collaboration with teachers, develop and implement professional development that addresses the District's goal areas.

Measures of Success

- Improvement on the *Supportive Environment* component of the 5Essentials Survey of learning conditions.
- Improvement on the staff, student, parent culture survey.
- District Professional Development exit survey.

PSD 107
PLEASANTDALE SCHOOL DISTRICT

Community Connection

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Objectives

- Complete a District wide communication audit and develop a plan to implement the recommendations.
- Provide opportunities for community, parents and staff to give timely feedback to administration.
- Partner with staff and other districts and agencies to offer parent education opportunities.
- Improve collaborative and shared decision making structures to strengthen representation, engagement, and agency for all stakeholders.
- Clearly communicate the details of the Strategic Road Map with all constituents.
- Implement supports for families new to the district.
- Put practices in place to engage community members who do not have children in the district (e.g., community mailers, expand the community email database, invitations to school events, community advisory committee, etc.).

Measures of Success

- Improvement on the *Supportive Environment* and *Involved Families* portion of the 5Essentials Survey of Learning Conditions.
- Improvement on the staff, student, parent culture survey.