



Subject: Adoption of 2025-2030 Strategic Plan

Date: April 15, 2025

In September of 2024, the district disseminated a strategic planning survey to the community to gather ideas and perspectives about desired strategic plan priorities. Nine hundred twenty-two respondents, including former students, current and former parents/guardians and staff, and current community members and leaders responded to the survey. Results were consolidated and summarized.

On October 5, 2024, over 50 stakeholders representing students, parents/guardians, staff, administrators, board members, and community groups met for a one-day strategic planning workshop, facilitated by Jeff Cohn from Brave Dialogue. The group's work resulted in a preliminary draft of specific strategic plan elements including a mission statement, core values, portrait of a graduate, and priority goals.

Following the October 5 workshop, district leadership groups representing parents, staff, administrators, and board members reviewed the survey results and the elements drafted at the workshop and provided feedback about the words, ideas, and priorities included in each element. Based on this feedback, the district's editing committee engaged in multiple rounds of revisions and edits with the intention of establishing a complete plan that is representative of stakeholder group and Board of Education priorities. This process also included developing a first draft vision statement.

Draft elements were brought back to the leadership groups and the Board of Education for multiple rounds of feedback and further refinement. The final version of the complete plan is presented for adoption at this time, to be implemented beginning in the 2025-26 school year

Mission: The mission answers the question, *Why do we exist as an organization?* It reflects our purpose, values, and overall goals in a concise statement.

Vision: The vision communicates what we collectively aspire to accomplish or become. Visions are generally future focused, though some elements of a vision may already be present in an organization.

Core Values: The core values represent central beliefs and guiding principles of the district. They are not, in and of themselves, specific goals or action statements. They do, however, serve as a guide for the establishment of goals and associated actions.

Goals: Each goal includes the goal topic, an overall goal statement, separate goal components, and a description for each component. Each component's description can be read as a completion of the statement, *This goal component means or includes...* The description is not an action plan, but action plans related to each goal component will be developed.

Portrait of a D45 Graduate: The portrait of a D45 graduate identifies the knowledge, skills, and traits we seek for all students to possess and demonstrate upon completion of their time in the district. Students acquire and demonstrate the knowledge, skills, and traits included in the portrait of a graduate over the course of their entire time in the district.

DISTRICT 45

2025-2030 STRATEGIC PLAN

MISSION

Empowering all learners to cultivate hope, build confidence, and realize their full potential.

VISION

District 45 will serve as a supportive and collaborative community where all students are responsible, resilient, and ready to excel.

DISTRICT GOALS



SAFETY AND SECURITY

Ensure the physical safety and security of all students, staff, and visitors by maintaining safe environments, implementing effective safety measures, and fostering a culture of preparedness and responsibility.



HEALTH AND WELL-BEING

Foster a culture of health and well-being across the district by promoting wellness for all students, staff, and families.



STUDENT LEARNING

Enhance instructional practices and learning experiences to ensure academic growth and achievement for all students.



FAMILY AND COMMUNITY ENGAGEMENT

Sustain and establish meaningful relationships with families and the community to promote collaboration, open communication, and a shared sense of belonging for all.



FINANCIAL RESOURCE MANAGEMENT

Strategically allocate and responsibly manage resources to maximize impact and ensure sustainability.

WE VALUE: BELONGING • LEARNING • SAFETY • TRUST • COMMUNICATION • COMMUNITY



Learn more about our five-year plan at: www.d45.org

DISTRICT 45

2025-2030 STRATEGIC PLAN

MISSION STATEMENT

Empowering all learners to cultivate hope, build confidence, and realize their full potential.

VISION STATEMENT

District 45 will serve as a supportive and collaborative community where all students are responsible, resilient, and ready to excel.

CORE VALUES

- We value **BELONGING**; therefore, we prioritize inclusivity for our students, staff, families, and community.
- We value meaningful **LEARNING**; therefore, we provide authentic and engaging experiences to ensure all students acquire essential knowledge and skills necessary for continued success.
- We value the **SAFETY** of all students and staff; therefore, we work to ensure a safe and secure school environment.
- We value **TRUST** as essential to a healthy environment; therefore, our words and actions are open, honest, and respectful.
- We value honest, responsible **COMMUNICATION** that is representative of diverse perspectives; therefore, we create opportunities for all voices to engage and be heard.
- We value **COMMUNITY**; therefore, we create and sustain partnerships and connections that benefit our students and families.

GOALS



Safety and Security

Goal Statement: Ensure the physical safety and security of all students, staff, and visitors by maintaining safe environments, implementing effective safety measures, and fostering a culture of preparedness and responsibility.

Student and Classroom Safety

Creating and maintaining a supportive, inclusive environment where students and staff feel safe and valued. Focusing on reducing risks and addressing behavioral challenges to protect the physical and emotional well-being of students and staff within classrooms and common areas.

Physically Secure Facilities

Ensuring all district facilities are designed, maintained, and upgraded to provide secure, controlled environments that minimize vulnerabilities and prioritize the safety of students, staff, and visitors.

Safety and Incident Management Practices and Protocols

Developing, implementing, and regularly updating safety policies and protocols to ensure preparedness for various incidents, including emergencies and day-to-day risks. Training staff and students to respond effectively to maintain a culture of vigilance and responsibility.

Technology Systems and Resources

Leverage technology to enhance safety and security measures, improve communication during emergencies, and provide proactive monitoring to mitigate risks.



Health and Well-being

Goal Statement: Foster a culture of health and well-being across the district by promoting wellness for all students, staff, and families.

- Emotional Health** Fostering emotional health through social-emotional learning, positive relationships, and strategies that help individuals recognize, express, and manage their emotions effectively.
- Mental Health** Providing resources, support, and education to empower students, staff, and families to build resilience, address challenges, and promote overall mental well-being.
- Physical Health** Encouraging active lifestyles, providing access to nutritious meals, and supporting initiatives that ensure the physical well-being of students, staff, and families.
- Social Health** Building inclusive communities, fostering respectful interactions, and providing opportunities for meaningful connections and collaboration among students, staff, and families to ensure a sense of belonging within a diverse and respectful environment.



Student Learning

Goal Statement: Enhance instructional practices and learning experiences to ensure academic growth and achievement for all students.

Guaranteed and Viable Curriculum	Developing and implementing a guaranteed and viable curriculum to provide all students equitable access to essential content and skills, ensuring alignment across grades and schools for maximum academic impact.
High-Quality Resources	Ensuring access to high-quality, evidence-based curricular resources that support consistent, rigorous, and engaging learning experiences across all grade levels and subject areas.
Instructional Practices	Utilize the continuous improvement process to ensure teaching strategies and methodologies are effective, research-based practices supported by data and assessment to engage students, foster critical thinking, and promote mastery of learning goals.
Personalized Support and Interventions	Delivering tailored academic, behavioral, and social-emotional support through a Multi-Tiered System of Supports (MTSS) to meet the diverse needs of students, ensuring every learner receives the resources and interventions necessary to succeed.
Inclusive and Specialized Programming	Providing equitable and inclusive programs that meet the needs of all learners, including those in advanced academics, special education, EL/MLL/bilingual services, and programs for newcomers.
Emerging Competencies	Integrating future-ready skills such as online safety, Artificial Intelligence (AI), STEM, and information literacy into the curriculum, preparing students to thrive in a rapidly evolving global landscape.



Family and Community Engagement

Goal Statement: Sustain and establish meaningful relationships with families and the community to promote collaboration, open communication, and a shared sense of belonging for all.

**Communication
Practices and
Tools**

Ensuring consistent, accessible, and timely communication between the district, families, and the broader community.

**School/District
Events**

Fostering a sense of belonging and shared pride in District 45 by hosting inclusive events that unite families, students, and community members, and celebrating our cultural diversity.

**Community
Partnerships**

Building and sustaining relationships with local businesses, organizations, and community members to establish partnerships that support district initiatives and enhance learning experiences.

**Parent/Guardian
Groups**

Strengthening connections with families by fostering open communication, offering resources, and creating opportunities for active participation in the educational journey of their children.

**Advocacy and
Outreach**

Advocating for equitable access to resources, information, and opportunities, ensuring that all voices are heard and supported.



Financial Resource Management

Goal Statement: Strategically allocate and responsibly manage resources to maximize impact and ensure sustainability.

Curriculum and Instruction

Supporting high-quality instructional programs, innovative teaching practices, and continuous student achievement.

Student Services

Ensuring all students have access to comprehensive services that support their academic, social, emotional, and physical well-being.

Human Resources

Attracting, developing, and retaining high-quality staff while ensuring equitable compensation and sustainable staffing levels.

Infrastructure and Support Services

Maintaining and improving essential support services, including business operations, facilities, technology, and communications, to ensure a safe, efficient, and productive learning environment that fosters transparency and engagement.



District 45 graduates demonstrate:



CRITICAL THINKING

Creative
Innovative
Analytical
Strategic



RESPONSIBILITY

Advocate
Global citizen
Community member
Engaged



EMOTIONAL INTELLIGENCE

Self-aware
Empathetic
Collaborative
Internally driven
Expressive



POSITIVE MINDSET

Passionate
Joyful
Spirited
Hopeful
Curious



RESILIENCE

Grit
Will
Perseverance
Flexibility
Adaptability



KNOWLEDGE AND SKILLS

Reading
Writing
Mathematics
Science
Social Science