



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Katie Reynolds, Ed.D.
Date: October 9, 2026
Re: Strategic Planning Update: Draft Goal Language for Board Review

Following our recent strategic planning meeting, I have synthesized the committee's stakeholder feedback into key themes across five core focus areas. Overall, the feedback reflects a strong desire to protect and preserve D103's foundational strengths, our rigorous academics, dedicated staff, well-maintained facilities, and fiscal stability, while strategically evolving how we prepare students for the future.

Key themes across each priority area include:

- **Student Well-Being:** Sustaining safe, inclusive environments, caring relationships, and social-emotional supports while expanding purposeful play, student-to-student mentorship programs, life-skills instruction, smooth grade-level transitions, and extracurricular opportunities.
- **Curriculum & Instruction:** Preserving strong academic foundations in literacy and numeracy alongside rich learning opportunities, while expanding authentic, hands-on, and experiential learning. Focus areas include strengthening future-ready life skills and critical thinking, utilizing meaningful assessments that reflect authentic growth, purposefully integrating technology and AI, and expanding student voice, choice, and leadership.
- **Educator Excellence & Culture:** Supporting teacher voice, collaborative decision-making, staff well-being, and professional growth.
- **Finance & Facilities:** Protecting our balanced budget, healthy fund balance, and responsible fiscal stewardship while maintaining safe, clean environments, modernizing flexible spaces (such as the Daniel Wright Library), and executing long-range capital planning and transparent community communication.
- **Community Partnerships:** Building on D103's strong sense of community by expanding parent and community involvement, active volunteerism, and reciprocal two-way communication.

Board Review & Discussion

After reviewing this feedback and considering the direction of our strategic planning work, I have drafted potential goals for each priority area. For each area, I have identified a Preferred Goal, followed by additional options for comparison.

At the October Board meeting, we will use these draft goals to guide our discussion. As you review the options below, please consider:

1. *Which goal language best captures the intended direction for D103?*
2. *Are there specific words, phrases, or themes from different options that should be combined into a stronger, shared statement?*
3. *Which statement best captures what we want the D103 learning experience to look and feel like for students several years from now?*

The goal for this session is not to finalize the exact language, but to build consensus around the core concepts that will shape our final strategic plan.

Student Well-Being

- **Preferred Goal:** Create brave, inclusive learning environments where students are known, valued, supported, and encouraged to take healthy risks, reflect, and grow.

Options:

1. Cultivate environments where every student is known, supported, and empowered to thrive academically, socially, emotionally, and behaviorally.
2. Foster a culture of belonging, resilience, and well-being that supports students as whole people and honors their individual identities, cultures, and developmental needs.
3. Create developmentally responsive environments that give students the support, challenge, and space to mature, build resilience, develop independence, and thrive.

Curriculum and Instruction

- **Preferred Goal:** Cultivate academically excellent, future-ready learners who are curious, capable, empowered to direct their own learning, and prepared to demonstrate success in ways that extend beyond traditional measures.

Options:

1. Empower students to become active owners of their learning through voice, choice, responsibility, and meaningful measures of success.
2. Develop learners who take ownership of their learning and growth, exercise voice and choice, and are prepared to navigate an evolving world.
3. Increase student agency by empowering learners to direct their learning, pursue growth, and demonstrate success in ways that extend beyond traditional measures.
4. Develop future-ready learners who demonstrate academic excellence, think innovatively, and take increasing ownership of their learning and growth.

Educator Excellence and Culture

- **Preferred Goal:** Foster a thriving professional community that attracts, develops, and retains exceptional educators through collaborative leadership, continuous growth, and a culture that values and empowers staff expertise.

Options:

1. Develop and retain an exceptional educator workforce by cultivating a culture grounded in inquiry, innovation, and continuous improvement; ensuring staff feel valued, respected,

and empowered through collaborative leadership to strengthen teaching, learning, and district systems.

2. Attract, develop, and retain high-performing staff by establishing structured opportunities for collaboration and leadership, creating a culture where every team member feels supported and valued in a system of continuous improvement.
3. Build a highly collaborative professional culture that empowers educators to drive innovation in teaching and learning while feeling recognized, supported, and equipped to grow.

Finance and Facilities

- **Preferred Goal:** Practice responsible fiscal stewardship by aligning financial, facility, and operational resources with district learning priorities to maintain safe, accessible, welcoming, and instructionally supportive environments.

Options:

1. Drive organizational excellence through transparent financial management and strategic facility investment, creating physical and learning environments that are accessible, inviting, and aligned with educational goals.
2. Maximize educational impact by directing fiscal and facility resources toward safe, inclusive, and instructionally rich spaces.
3. Maintain high-quality, welcoming, and accessible spaces by grounding all facility and financial management decisions in learning priorities.

Community Partnerships

- **Preferred Goal:** Strengthen student success through authentic community partnerships, grounded in shared values, open two-way communication, and meaningful opportunities for family and community engagement.

Options:

1. Embody our core values by building meaningful, two-way relationships with families and the broader community, utilizing consistent, transparent communication to drive student success and elevate volunteerism.
2. Live our values by fostering reciprocal connections with families and community partners, creating transparent feedback channels and volunteer opportunities that directly enrich the student experience.
3. Drive family and community connection through regular, open dialogue and structured volunteer pathways, ensuring our school environment is collaborative, transparent, and student-centered.

Next Steps

Following our Board discussion:

1. Administration will incorporate Board feedback and synthesize merged goal statements where requested.
2. Refined goal statements will be shared with administrative teams and strategic planning committee representatives for operational review and development of success criteria.
3. Finalized goal statements will be brought to the Board for formal adoption at a future meeting.