

District 96

Strategic Plan Goals

2026-2031



Presentation to the Committee of the Whole
October 7, 2026

Goals, Direction and Action Plans



- 5 goal areas
- 2026-2031 timeline
- KPIs and District 96 Strategic Plan Report Card-pending

Goal One: Student Learning & Experiences



Provide all students access to a
guaranteed, high-quality, engaging
curriculum.

Goal One: Action Steps



1.1 Continue to address the establishment of a guaranteed and viable curriculum in the core subject areas English Language Arts, Mathematics, Science, and Social Studies.

1.2 Increase academic rigor and real-world application so that at least 40% of assessment items and classroom tasks in ELA and Mathematics are designed at Webb's Depth of Knowledge (DOK) Level 3 (Strategic Thinking) or Level 4 (Extended Thinking).

1.3 Provide formal enrichment resources and opportunities for grades 2nd - 5th in the areas of ELA and mathematics that supports Advanced Learning Programming.

1.4 Explore programming opportunities to include STEM classes in grades K-5.

Goal One: Measures of Implementation Success



- Priority Standards Documentation (Kindergarten - 8th Grade)
- Scope and Sequence Documentation (Kindergarten - 8th Grade)
- Elementary Standards-based Report Card (Kindergarten- 5th Grade)
 - Middle school report card will not be changed.
- Definition of Rigor including:
 - Samples of student work and assessments highlighting rigor and higher-order thinking/cognitive demand.



Goal One: Key Performance Indicators

- Ongoing consideration of early reading & math assessments
- Percentage of students will meet or exceed their grade level ELA and Math NWEA MAP growth
- Percentage of all students will meet or exceed ELA expectations on Illinois Readiness Assessment
- Percentage of all students will meet or exceed Math expectations on Illinois Readiness Assessment.

Goal Two: Learning Environment & School Culture



Ensure every student feels safe, connected,
supported and valued.



Goal Two: Action Steps

- **2.1** Investigate Tier 1 resources for implementation at the Junior High.
- **2.2** Develop consistency across all buildings in data review and decision making for Tier 2 and Tier 3.
- **2.3** Increase fidelity of implementation of SEL Tier 1 instruction at the elementary school.
- **2.4** Utilize culturally responsive, (trauma-Informed) instructional and behavior management practices to enhance decision making.
- **2.5** Collect student voice data to increase student sense of belonging and create leadership opportunities.
- **2.6** Maintain or improve upon a three-year attendance rate at each building.
- **2.7** Maintain or improve upon a three-year chronic absenteeism rate at each building.

Goal Two: Measures of Implementation Success



- Scope and sequence document for SEL Curriculum
- Tier 2 & Tier 3 Problem- solving process outlined
- Decision rules identified for Tier 2 and Tier 3 SEL intervention
- Delivery of Tier 1 instruction minutes built into schedule
- MySABRES, SABRES added to the assessment cycle three times per year



Goal Two: Key Performance Indicators

- MySABRES, SABRES assessment results
- Panorama Survey Results
- 5 Essentials Survey Results
- Data Day Decision
- Attendance Rates
- Chronic Absenteeism Rates

Goal Three: Talented & Invested Staff



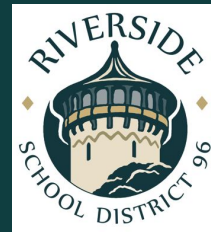
Develop and Support highly committed and fulfilled staff.



Goal Three: Action Steps

- 3.1** Utilize Panorama staff feedback assessments to refine organizational practices, Instructional frameworks, and personnel resources
- 3.2** Continue to refine effective district wide communication, connectedness and appreciation
- 3.3** Continue to support a robust and dynamic workforce that reflects the needs of our student body
- 3.4** Conduct periodic program reviews that support employee effectiveness:
 - Mentoring and Induction
 - Instructional coaching
 - Leadership development pipeline
 - Professional development program review
- 3.5** Ensure educators work collaboratively in teams that support student learning and build collective efficacy

Goal Three: Measures of Implementation Success



- Panorama Survey administered
 - Staff survey twice per year
 - Families once per year
- Schedule of communications
- Recognition programs
- Updated mentoring and induction handbook and materials (linked to program review)
- Recommendations for program improvements (linked program review cycle)
- Schedule that reflects available team time



Goal Three: Key Performance Indicators

- Improved scores on Panorama Staff Survey
- Refined and established schedule of communication
- Professional development ratings and feedback
- Multi-year trend analysis from Exit/Stay interviews
- Periodic review of regional compensation reports and analysis
- ISBE State Report Card data (Staff components)

Goal Four: Communication & Community Engagement



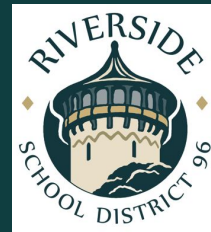
Engage the community through
meaningful involvement and
communication.



Goal Four: Action Steps

- 4.1** Align and expand parent education opportunities and family-based events to meet community needs
- 4.2** Explore opportunities for district-wide service learning experiences, community building programs and opportunities across grade levels
- 4.3** Launch Parent Square communication tool to improve engagement, safety and inclusivity
- 4.4** Enhance district brand perception and transparency through consistent communication channels

Goal Four: Measures of Implementation Success



- Provide parent education workshops and learning nights focused on parent feedback and identified needs
- Improve guidelines for communication expectations
- Provide regular updates on district initiatives and decisions
- Continue to improve social media guidelines and use
- Share communication and brand guidelines with staff

Goal Four: Key Performance Indicators



- Utilization of Parent Square
- Panorama Survey results (replacement to 5Essentials beginning 2026-2027)

Goal Five: Finance & Facilities



Create a financially sustainable and future-focused learning environment.

Goal Five: Action Steps



- 5.1** The district will maintain an annual School District Financial Profile rating of *Financial Recognition* (3.54 - 4.00) as reported in the school district *Annual Financial Report*.
- 5.2** Maintain a 40% fund balance as a percentage of expenditures of the district's operating funds (Board Policy 4:20).
- 5.3** The Superintendent will recommend a district budget with operating expenditures increases that are equal to or less than the Consumer Price Index, excluding additional Board approved expenditures, from Fiscal Year 2026 to Fiscal Year 2027.
- 5.4** Development of a publicly digestible financial dashboard that can be easily and regularly updated to further increase financial transparency.
- 5.5** Development of a 5-year rolling Facility Plan that communicates Operations & Maintenance and Capital Improvement projects that is financially sustainable and provides a future-focused learning environment.
- 5.6** The Superintendent will recommend a 5-year technology infrastructure and device replacement, repair, and acquisition expense budget that maintains an increase that is equal to or less than a 5-year rolling average of the Consumer Price Index; unless otherwise approved by the Board.
- 5.7** Scheduled facility maintenance, repair, and improvement projects will be on time and within the original Board approved budget. (Necessary change orders and additional project expenses will be brought to the Board for consideration.)
- 5.8** The district will maintain an annual average response time that is equal to or less than one business day for SolarWinds maintenance and technology requests.

Goal Five: Measures of Implementation Success



- Financial Profile Rating for Fiscal Year 2026
- Fiscal Year 2026 and Fiscal Year 2027 operating expenditures
- Operating fund balances at the conclusion of Fiscal Year 2027
- Creation of the financial dashboard
- Creation of the 5-year Facility Plan
- Technology Budget
- Fiscal Year 2027 facility maintenance, repair, and improvement project budgets and schedules
- SolarWinds requests



Goal Five: Key Performance Indicators

- A Financial Profile rating of 3.54 or higher.
- Operating expenditure increases less than 2.9% from Fiscal Year 2026 to Fiscal Year 2027.
- 40% fund balance as a percentage of expenditures of the district's operating funds.
- Creation and publication of the financial dashboard on the district website.
- Creation and publication of the 5-year Facility Plan on the district website.
- The technology expense budget for infrastructure & device replacement, repair, and acquisition is equal to or less than a 5-year rolling average of the Consumer Price Index (CPI).
- All scheduled facility maintenance, repair, and improvement projects completed within the schedule and within the Board approved budget.
- The average response time for the 2026-2027 school year is less than one business day for all maintenance and technology requests.