8.3 APPROVAL OF 2026-2027 STRATEGIC PLAN ACTION PLANS

A. SUBJECT

This item is included on the agenda so the Board of Education can approve the 2026-2027 Strategic Plan Action Plans.

B. INFORMATION

The Board is asked to review Action Plans that were developed by the administration to meet the 2026-2027 goals of the Strategic Plan.

C. RECOMMENDATION

The Superintendent recommends approval of the 2026-2027 Strategic Plan Action Plans.

D. SUGGESTED MOTION

Move to approve the 2026-2027 Strategic Plan Action Plans.

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

Goal 1: Student Growth & Achievement

1. Student Growth Grade Level Readiness - The goal for the 2026-2027 school year is for the District to raise our percentage of students meeting or exceeding the state benchmark by 2% over the 2025-2026 school year. The District will report to the Board once scores on overall student performance are available compared to last school year.
2. Close Achievement Gaps - The percentage of Hispanic students in the 8th grade performing below their non-Hispanic peers as measured by the reading score on the District Growth Model will be less than it was when those same students were in 3rd grade.
3. Advanced Placement and Dual Credit Classes - The percentage of students (based on enrollment) who complete an Advanced Placement or Dual Credit class will increase by 2% during the 2026-2027 school year. The District will provide the Board with a report on the progress of the "12 in 200" initiative, including the number of students graduating with 12 college credits.
4. College and Career Pathways - The District will provide the Board with a report on current and new College and Career Pathways.
5. Dual Degree Program - The District will provide the Board with a report on the progress of the Dual Degree Program, the number of graduates in the program, and the number of students enrolled in the program throughout both high schools.
6. Post High School Education Enrollment - The annual report on post-high school student pursuits will be published on the District website after a presentation to the Board of Education.
7. Artificial Intelligence Committee (AI) - The District will provide the Board with a report on the progress of the AI committee, AI professional development, and future AI plans.

Woodstock Community Unit School District 200

Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:

Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.

Strategic Plan Measure of Key Indicator:

Student Growth Grade Level Readiness - The goal for the 2026-2027 school year is for the District to raise our percentage of students meeting or exceeding the state benchmark by 2% over the 2025-2026 school year. The District will report to the Board once scores are available on overall student performance compared to last school year.

Person(s) Responsible: Justin Smith, Keely Krueger, and Jacki Carrasco

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
	Elementary Literacy			
August 2026-May 2027	Elementary buildings will implement the new Benchmark/Adelante Reading curriculum in grades 3-5.	Benchmark/ Adelante Resources and Professional Development	Walkthroughs PLC Discussions	
Fall 2026, Winter 2026 and Spring 2027	Administer literacy assessments to guide daily whole group and small group literacy instruction.	Fastbridge Phonics Assessments BAS/SEL NWEA MAP	Assessment Results	
August 2026-May 2027	Provide interventions, grade level, and enrichment support through our daily 30-minute WIN (What I Need) time in grades K-5.	Master Schedule Intervention Curriculum Enrichment Curriculum	List of students in various WIN Groups with the instruction they are receiving	
August 2026-May 2027	Implement the Everyone Reads Program to support identified 2nd and 3rd-grade students needing additional reading support.	Everyone Reads Teachers Transportation	Roster for program	
August 2026-May 2027	Use the ACE strategy in grades 2-5 for writing in response to reading.	Literacy plans	Formative assessments	

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August 2026-May 2027	Kindergarten-Second grade will use sound walls to develop phonics skills.	Sound Wall Materials	Fastbridge Formative Assessments	
August 2026-May 2027	Administer formative assessments after each week of lesson plans to determine areas of need for small group instruction.	Benchmark Assessments	Assessment results Small group lessons	
Elementary School Math				
August 2026-May 2027	Implement Facts on Fire in grades K-1 to improve math fact fluency.	Facts on Fire	Training Presentation Walkthroughs	
August 2026-May 2027	Implement Spring Math across grades 2-5 to improve math fluency.	Spring Math	Training Presentation Walkthroughs	
August 2026-May 2027	Implement revised math curriculum guides in grades 3-5.	Math curriculum guides	Walkthroughs Formative assessment scores	
August 2026-May 2027	During PLCs teachers will look at the current common formative assessments to determine skill deficits and provide targeted support through small group math instruction.	Instructional Coach Support	PLC Notes	
August 2026-May 2027	Use of instructional routines that promote student engagement in the Standards for Mathematical Practice.	PLC conversations SIP time	Formative assessments	
August 2026-May 2027	Fourth grade teachers will participate in module workshops implementing the math curriculum guides and instructional strategies before each module.	Math Coach Half Day release time	Meeting notes/agendas	
August 2026-May 2027	Consistent Modeling and Practice of the use of 3 Reads in whole and small group lessons to improve	Resources and modeling from	Formative assessments	

	student understanding of word problems.	instructional coaches		
Middle School Literacy				
August 2026	Data Dive Professional Development: Teachers were able to assess their students' IAR data, which was broken down into subcategories, to target specific needs through small-group instruction.	IAR Student Breakdown Planning Charts/Common Formative Assessments	Small Group PLC Discussions	

August 2026 - May 2027	**Writing**
	Standards to Focus on:
	6th Grade:
	• Implement Advanced Literacy Curriculum.
	  ○ Additional Skills, Higher Level Texts, Increased Pacing
	• Mini Units tied to Narrative texts in 2 Collections
	  ○ Point of View and Story Extension
	• Refinement of Source Analysis Essay
	7th Grade:
	• 3 Source Analysis Essay
	• Collection 2 Writing "Continuation of narrative utilizing the same theme"
	8th Grade:
	• 3 Source Analysis Essay
	• Addition of Narrative Writing Task (Pre-Story or Extension or POV)
		Units of Study resources	Curriculum Maps
			Formative Assessments
			Common Rubrics
			PLC Agenda/Notes	

August 2026 - May 2027	Based on IAR Evidence statements, targeted questioning and instruction will be integrated into at least 1 text per Collection per grade level. Improving professional knowledge on best practices in writing through collaboration during PLCs. Specifically bridging Units of Study with Spanish Literacy.	Units of Study Common Writing Rubrics	Writing Samples	

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	PLCs Grade-level PLCs will calibrate student writing samples to improve consistency in scoring as well as providing feedback to students.	Professional Development during PLC	Walkthroughs, PLC Agenda/Notes	
August 2026 - May 2027	**Reading** **Essential Question and Lesson Takeaway Development:** To increase communication and student ownership, essential questions and lesson takeaways will be developed and shared with students at the start of each class.		PLC Agendas	
August 2026 - May 2027	Small Group Instruction: 1. Higher level questioning (Literary Analysis) a. Utilize the IAR Evidence Statements to develop students' understanding of this questioning style and make the thinking/processing of each visible. 2. The volume of student responses. 3. Application of small group skills to future independent work. (Student takeaways)	Small Anchor Charts IAR Evidence Statements Student Response Sheets	Small Group Instruction Student takeaways	
August 2026 - May 2027	**Vocabulary** Talk it Out Vocabulary Strategy: Teachers will focus on research based strategies for instructing vocabulary Examples include: word substitution, inside-outside-outside strategy. Direct instruction on multiple-meaning words specifically related to the context in which they are used.	Create instructional materials on vocabulary strategies	Student Feedback Gains in IAR vocabulary subscore	

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August 2026 - May 2027	Student Discourse: Implementing student discourse through Socratic seminars, philosophical chairs, or other strategies at least once a semester.	Re-training on AVID Strategies (Socratic seminars and philosophical chairs)	Informal Walkthroughs and teacher feedback on the success of AVID strategies	
August 2026 - May 2027	Writing Conferencing: Conference with students to monitor progress and provide feedback for growth through small group teacher-led small group instruction. Students will identify the area in which they need support. Social Studies - Use of Inquiry Model and cooperative implementation of informational reading and writing skills aligned with current grade level skills In Collections.	Writing Prompts in all Content Areas Student Journals	Informal Walkthroughs and IAR Data	
August 2026 - May 2027	Social Studies: Each Quarter, the grade level Social Studies department will have students complete at least one MiniQ writing task. Common rubrics connected to Literacy's Units of Study will be utilized for assessing. <u>Quarter 1:</u> 6th: Hammurabi's code: Was it Just? 7th: Magellan (Mono), Aztec (Dual) 8th: Sherman's March to the Sea, Civil War (Dual) <u>Quarter 2:</u> 6th: How did the Nile shape Ancient Egypt? 7th: Jamestown 8th: Great Migration, Million Dollars <u>Quarter 3:</u> 6th: Citizenship in Athens and Rome: Which was the better system? 7th: Stamp Act 8th: Prohibition, Great Depression	Informational Rubric Argumentative Rubric	PLC Conversations Student Writing Samples	

	Quarter 4: 6th: What were the primary reasons for the "Fall" of Rome 7th: Civics/Constitution 8th: Atomic Bomb/Cold War			
August 2026 - May 2027	Science: Implementation of Lab Aids Resources Focus on the use of evidence and how it is analyzed and utilized • Text and Data • Unified Use of CER • Driving Question Board in each unit • Science Interactive Notebook for Data Collection and Analysis and Journaling • Scientist Spotlight: Real-life applications and connecting with scientists in the field (career focus)	Implementation of CERs writing assignments that align with the Unit content	Informal Walkthroughs, PLC Discussions, and writing samples	
Middle School Math				
August 2026 - May 2027	Write Like a Mathematician - Use of CER (Claim, Evidence, Reasoning) Strategy for problem solving • Move from students completing CER to students using evidence and reasoning to defend mathematical thinking. ○ Connection to previous learning in other content areas ○ Focus on Type 2 and Type 3 IAR Problems ○ Consistent Modeling and Practice of the use of 3 Reads in whole and small group lessons ○ Used in Problem of the Unit, Lesson Problem Sets, and Student Practice • Teacher modeling and student use of mathematical academic language and	CER Resource for Students CER Graphic Organizer and Anchor Chart Resources and Modeling from an Instructional Coach	Individual progress on summative assessments IAR Data	

	notation			

August 2026 - May 2027	Math Intervention/Support Courses
	• Blended Math: 6th- 8th Grade
	  ○ Small Group
	  ○ Core Grade Level Skills and Standards
	  ○ Enrichment/Connection to Advanced Skills and Standards
	• Math 180: 6th - 8th Grade
	  ○ 3 Rotations (Whole Group, Small Group, Software)
	  ○ Math 180 Workbook, Software
	• Math Block: 6th, 7th, & 8th Grade
	  ○ Students are scheduled in their Core math class earlier in the day
	  ○ 3 Rotations (Whole Group, Small Group, Independent Practice)
	  ○ Core Grade Level Skills and Standards
	  ○ Collaboration with Core Teacher
	• Math Boost: 6th Grade
	  ○ Small Group
	  ○ Core Grade Level Skills and Standards
	  ○ Collaboration with Core Teacher
	  ○ Do the Math Intervention Program (three days a week)
		Curriculum resources
		
		Pacing Guide
		
		Collaboration Spreadsheet shared by Core and Support Teacher to share needs of students and formative data
			Program Data
			
			Classroom Assessment Data
			
			IAR Data	

August 2026 - May 2027	READ Like a Mathematician - 3 Reads Strategy • Increase student ownership of the 3 Reads strategy by moving from teacher modeling and guided practice toward independent student application when encountering complex and unfamiliar problems. • Structure and routine to help build student	Problem-Solving Anchor Charts Mathematical Practices Resources	PLC Notes Walkthrough Data	

	capacity to read and interpret math word problems: ○ Read for Context ○ Read for the question ○ Read for information • Consistent Modeling and Practice of the use of 3 Reads in whole and small group lessons • Used in Problem of the Unit, Lesson Problem Sets, and Student Practice Teacher modeling and student use of mathematical academic language and notation	3 Reads Resource for Students 3 Reads Graphic Organizer and Anchor Chart		
	High School English/Social Studies			
August 2026	Review school ACT data and determine strengths and areas of opportunity for Spring 2026 and Fall 2026.	Share the data and progress with staff on a school improvement halfday.	Completion of activity and implementation of suggestions to improve ACT skills incorporation throughout English/Social Studies.	
September 2026 - April 2027	All juniors will complete John Baylor's On To College Program • English will complete OTC sessions in October • English will complete five Reading Power Passages in S2 • English will complete a "Grammar Boot Camp" to review the 19 English skills on the ACT • Science will complete OTC sessions in October • Social Studies will complete OTC sessions in March/April • Math will complete OTC sessions in	Planning for implementation of this program	Student outcomes	

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	March/April			
September 2026 - April 2027	Embedded ACT Reading Practice: All juniors will complete ACT style practice reading passages one per unit in Junior English and US History.	Development of reading passages and questions.	Student outcomes	

September 2026 - March 2027	Revised ACT Prep Class using ChalkTalk material
	• Use Spring Pre-ACT data and Fall ACT to identify grade 11 students who are best fit for the ACT courses
	• School-Day program
	  ○ Identify teachers who are best fit for ChalkTalk course
	  ○ Identify a period during the day to offer the School-Day ChalkTalk ACT course.
	  ○ Alter students' schedules as necessary
	  ○ Provide PD to staff on new ChalkTalk materials and chance to meet and plan with other ACT Prep Class teachers
	  ○ Use ChalkTalk materials and planning guide to create to curriculum
	  ○ Meet individually with students who are best fit for ACT Prep Class and contact the parent/guardian to describe the course's benefits, as needed
	• Zero-hour program
	  ○ Similar curriculum and program as the school-day program
		District funding of license to run classes
		
		Professional development training provided by ChalkTalk
			Implementation of ChalkTalk ACT courses
			
			Feedback from Teachers
			
			PreACT/Post ACT test scores and student growth.	

High School Math				
September 2026 - January 2027	Continued focus on Small Group Instruction - Professional development focused on instructional strategies in teacher-led small group instruction during the half days in September, October, and January. The	Planning time for professional development sessions	Summative assessment outcomes,	

	focus of the professional development is to support teachers implementing this strategy in their classrooms. • Individual coaching of teachers through the small group process • Purchases of small group tables for staff to allow staff to implement effective instruction •	Meeting time to support the implementation	PreACT, and ACT outcomes	
September 2026 - April 2027	Continue with: Embedded ACT Math Practice Schedule: • Grade 11--ACT warm-up every week, ACT-style questions added to each unit assessment • Grades 9-10--ACT warm-up every other week, ACT-style questions added to each unit assessment • Use the results from the formative assessments to determine students understanding and assist with planning of upcoming topics	Albert.io subscription On To College license Additional resources as necessary	Measurement tool will vary Departments will present ongoing results during PLCs and division meetings	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.

Strategic Plan Measure of Key Indicator:
Close Achievement Gaps - The percentage of Hispanic students in the 8th grade performing below their non-Hispanic peers as measured by the reading score on the District Growth Model will be less than it was when those same students were in 3rd grade.

Person(s) Responsible: Justin Smith, Keely Krueger, and Jacki Carrasco

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
August 2026	Administer Fastbridge Screener and BAS/SEL literacy assessments in grades K-5 to identify students in need of additional support - Provide interventions to students below grade level during WIN time.	Intervention Team Leveled Literacy Intervention SIPPs	Fastbridge BAS/SEL data tracking sheet	
August 2026	Identify students in the IAR range of 735 to 765 and provide additional target support through WIN, after school programs and differentiated small group instruction.	Teaching and Learning Funds Additional teachers to teach after school programs	IAR lists of scores Interventions provided	
August 2026 - May 2027	Identified students participate in Everyone Reads program to help mitigate gaps in literacy skills.	Everyone Reads staff LETRS Training	Fastbridge assessment, BAS/SEL assessment, phonics assessments	
Fall 2026	Provide professional development in Language Development Strategies to new staff which are embedded in units of instruction.	Department of Language and Culture Staff	Sign in Sheets Agendas Presentation	

		Release time for professional development Subs		
August 2026- May 2027	Continue to support the Spanish literacy curriculum in grades K-5 at all elementary buildings with a renewed focus on biliteracy, phonemic awareness, and transfer of skills across languages.	Curriculum Development Time; SIP days and late starts to provide professional development on the transfer of skills between Spanish and English curriculum	In Google Drive Surveys from teachers and principals regarding new curriculum; ACCESS scores; STAMP scores; MAP scores; Fidelity walks	
August 2026-May 2027	Continue to reinforce the importance of bridging and transfer of skills from one language to the other language at department meetings and professional development. Incorporate bridging into the Spanish literacy curriculum as well as the Eureka Math Curriculum.	Training on bridging with all K-5 staff. Focus on bridging in math. Training on biliteracy with Middle School DL literacy teachers	Evidence of bridging in the curriculum during fidelity walks	
December 2026	At the middle school levels continue to monitor READ 180 and CODE for ELs that are identified as needing additional support for the acquisition of the English Language-based upon ACCESS scores and MAP scores.	PD on CODE and Read 180 through Coachly; PLC time to analyze scores	READ 180 and CODE results through the MAP assessment, 2026 ACCESS scores	

January 2027	Highlight the ACCESS assessment to encourage students in maximizing their potential on the assessment.	Conversations with students via building administration. Restructuring the assessment schedule	2026 ACCESS scores	
September 2026 - May 2027	Support students via interventions through elementary after school reading club, after-school tutoring, and AVID.	Structure and additional monies for after school tutoring	Sign-in sheets and course grades	

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Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
Strategic Plan Measure of Key Indicator: Advanced Placement and Dual Credit Classes - The percentage of students (based on enrollment) who complete an Advanced Placement or Dual Credit class will increase by 2% during the 2026-2027 school year. The District will provide the Board with a report on the progress of the "12 in 200" initiative including the number of students graduating with 12 college credits.				
Person(s) Responsible: Justin Smith				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
AP/DC Student Enrollment Increase				
September - October 2026	Continue with EOS Planning Meeting to determine dates for the Equal Opportunity School (EOS) student and teacher survey, sharing of data to fill out the student information cards, and teacher recommendations for Dual Credit (DC) and Advanced Placement (AP) courses.	Meeting time	Completion of EOS Equity Fall Outreach Plan	
September - October 2026	Work with counselors, teachers, and the high school administration to implement a revised course recommendation process by using the recommendation platform in SchooLinks into different classes via the Accelerated Placement Plan (APP) for grades 9-12. This program automatically enrolls/registers students who meet or exceed State standards in English language arts, math, science, or social science courses in the next most rigorous level. • September - Meet with SchooLinks to learn about the recommendation platform	SchooLinks Recommendation Training for Administrators, Counselors, and Teachers.	Enrollment in AP and DC courses	

	• September - Develop a plan to cross-reference recommendations with student test scores • October - Train high school core teachers on the SchooLinks required/recommended process • October - Teachers enter their course recommendations • October - Technology Department/School Counseling CAS cross reference the course recommendations. • C^3 Day to explain course offering to students • November, December, January - current 8th - 11th grade students select classes.			
August - November 2026	Review each High School's EOS Equity Fall Outreach Plan. The Plan should address 2 types of students: • Those who could enter an AP class • Those who could enter a Dual Credit class Student recruitment for AP and DC classes. • Use information from EOS to create Insight cards • Share information through registration meetings, trusted adult 1:1 meeting, counselor 1:1 meeting, and administrator 1:1 meeting	Partnership with Equal Opportunity Schools EOS Analytics and software	Create student lists with student names Spring Gaps Registration Chart	
April 2027	AP Teachers will implement optional AP review sessions to prepare students for their AP Exams.	T & L Funding	Registration and student attendance roster	
June 2027	Create a report in concert with EOS to review the number of AP/DC course registrations in Spring, the number of student enrollments in the Fall, and the number of students who completed their AP/DC courses the following Spring to accurately review the data.	EOS Data	Creation of data on this topic	

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June - July 2027	Professional Development for AP and DC teachers. AP teachers will have the opportunity to attend AP Summer Institutes for initial, or retraining in the AP subject area they teach. MCC will provide a full day training for new and existing DC teachers.	Meeting time and funding	Registration for AP Summer Institute Registration for DC Articulation Meeting at MCC	
"12 in 200 and D200 Commended/Distinguished Scholar"				
September - October 2026	Meet with SchooLinks and the new APs who will be monitoring the D200 Commended/Distinguished Scholar award to ensure the data flow is correct. Train the new AP on how to use the D200 Commended/Distinguished platform in SchooLinks.	Meeting with with SchooLinks Meeting time with AP	Updated data for the 2026-2027 school year	
October - November 2026	Meet with counselors to review the AP and DC courses with our school counselors to highlight the best courses for students to take based on their post-high school plans.	Meeting time during a counseling meeting	Creation of course selection presentations with targeted courses for different pathways	
November 2026	Review the course mapping sequence for all DC and AP courses aligned to MCC to assign values for each AP exam with a score of 3 or higher, DC course passed, or AP/DC course with concurrent enrollment of a "C" or higher.	Meeting time with Technology	Review credit values associated with each course	
February 2027	Review the number of students eligible for the "12 in 200" recognition.	Meeting time	List of eligible students	
March 2027	Finalize a list of students who received the "12 in 200" recognition and recognize this accomplishment at the Spring awards ceremony.	Meeting time	List of students who received the 12 in 200 recognition	
June 2027	Provide the BOE with a report on the progress of the "12 in 200" initiative.		BOE Report with a baseline number of students who met the requirements	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.

Strategic Plan Measure of Key Indicator:
College and Career Pathways - The District will provide the Board with a report on current and new College and Career Pathways.

Person(s) Responsible: Justin Smith, Tanya Thomas, Jennifer Rooney, and Shannon Landwehr

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
September 2026	Review and revise College and Career Pathways approved during the 2025-2026 school year and enter these into the "new" College and Career Pathway Endorsement (CCPE) with the IWAS system.	Review of approved courses and teacher certifications	Listing of available pathways	
September - October 2026	Review the College and Career Pathway Guides for the available pathways within District 200. • Revise flyers with the different Pathway options	Update the College and Career Pathway Guides	College and Career Pathway Guides	
October - November 2026	Meet with the counseling department to share the pathways and pathway endorsements. Devise a plan to increase the visibility of pathways for our students.	Updated pathway flyers Meeting time	Pathway visuals in the buildings	
October - December 2026	D200 currently has College and Career Pathway Endorsements (CCPE) approved in: • Early Childhood Education • Elementary Education • Graphic Design • Manufacturing • Computer Science Submit and seek approval by the ISBE for CCPE in Nursing in 2026-27.	Submission of Pathway Endorsement Plans to the ISBE	Approval of Pathway Endorsement Plans	

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March 2027	Identification of students who qualified for a College and Career Pathway Endorsement.	Determination of students who met the College and Career Pathway Endorsement qualifications	List of students submitted to the ISBE	
Micro-Internships and Internships				
August 2026 - 2027	Build on the success from the 2nd semester of the 2025-2026 school year with the Micro-Internship/Internship program by increasing the number of students involved in the program from 60 students to 120 students.	Meeting and planning time.	Spreadsheets detailing participation	
August 2026 - May 2027	Increase the number of industry partners for the Micro-Internship and Internship program	Role with the Chamber of Commerce	Increase the number of industry partners in SchooLinks	
September 2026 - May 2027	Adjust the curriculum of the program based on student and industry partner feedback to maximize the Micro-Internship and Internship experiences.	Review the feedback forms Reflect on the Workbased Learning course requirements	Updated curricular materials	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.

Strategic Plan Measure of Key Indicator:
Dual Degree Program - The District will provide the Board with a report on the progress of the Dual Degree Program, the number of graduates in the program, and the number of students enrolled in the program throughout both high schools.

Person(s) Responsible: Justin Smith and Shannon Landwehr

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
August - September 2026	Create a timeline for all four Dual Degree Cohorts to support their progress, establish information meetings with parents, and make updates to the program based on reflections from the prior years.	Meeting time Justin Smith and Shannon Landwehr	Dual Degree Timeline Document	
September 2026	Hispanic Outreach effort. Members of the Dual Language Department will contact Hispanic parents and share information about the dual degree program with families whose first language is Spanish.	Hispanic student academic data Parent phone calls and contacts	Percentage of families who show up to the Dual Degree informational meeting	
September - October 2026	The D200 Director of Communications and high school counselors will market the program to 9th grade students and families.	Meeting time	Newspaper articles in local publications highlighting the program	

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September 2026 - February 2027	Plan and administer the ALEKS placement exam for D200 high school students who plan to enroll in DC Chemistry or DC Math courses. This is a new prerequisite for all students to enroll in dual credit courses starting in the 2027-2028 school year.	Meeting Time to plan for the ALEKS Test MCC and D200 Teacher & Administrative Support	ALEKS Test Score	
October - November 2026	Dual Degree presentation and application window for Cohort 2030. • Communication with applicants	Presentation & Preparation of Application Materials Email applicants on the status of their application	Delivery of in-person/ online presentation	
November 2026	Review of Dual Degree applications and selection of students for Dual Degree Cohort 2030.	Justin Smith and Shannon Landwehr	Selection of students to join Cohort 2030	
December 2026	Dual Degree Family and Student Orientation Presentation.	Student Orientation Presentation	Attendance by students and parents	
January 2027	Stay Connected Meeting Presentations for students and parents in the Dual Degree Program Cohorts 2027, 2028, 2029 and 2030.	Meeting time	Attendee list at each presentation	
November 2026 - March 2027	4-Year Planning Meeting for Cohort 2028 4-Year Planning Meeting for Cohort 2029 4-Year Planning Meeting for Cohort 2030	Individual meeting time between Counselor, Parent, and Student	Completion of 4-year plans for Cohort 2028 Completion of 4-year plans for Cohort 2029	

			Completion of 4-year plans for Cohort 2030	

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District Strategic Plan Goal: Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
Strategic Plan Measure of Key Indicator: Post High School Education Enrollment - The annual report on post-high school student pursuits will be published on the District website after a presentation to the Board of Education.				
Person(s) Responsible: Justin Smith, Tanya Thomas, and Shannon Landwehr				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
November 2026	Review the IRC Report Card data to determine if we are seeing an increase or decrease in the number of students who are pursuing college or university within 12 months after graduation. Does the student self-reported rate and the IRC Post-Secondary enrollment rate correspond with one another? Develop a set of specific goals aligned to the College and Career Counselor. • FAFSA Applications • Percent of students enrolling in college upon graduation • Applications submitted through SchooLinks • An enhanced plan to support students who are undecided about their next step.	IRC Report Card data	Yearly change in Post-secondary enrollment	
March 2027	Review the Senior Exit Survey and make recommendations for changes and updates for the 2027 Senior Exit Survey.	March 2027 School Improvement Day - Counselors Meeting	Revised Survey	

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April 2027	Implement the survey via SchoolLinks and analyze the results.	Meeting time	Implementation Timeline Survey results reported to the Superintendent, Building Administration	
April 2027	Review the data provided from this survey at a D200 High School Team Meeting and determine modifications to future programming based on student feedback.	Post-Secondary Survey	Completed Survey Results	
June 2027	Report a summary of the Senior Exit Survey results to the BOE.	Meeting time	Summary of results document	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
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Strategic Plan Measure of Key Indicator:
Artificial Intelligence Committee (AI) - The District will provide the Board with a report on the progress of the AI committee, AI professional development, and future AI plans.

Person(s) Responsible: Dr. Mike Moan, Justin Smith, and Keely Krueger

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
August - September 2026	Professional Development on AI Choice session for staff • Secondary Staff - August • Elementary Staff - September	Developed professional development options for staff with in-house and out-of-house presenters.	Professional Development Surveys	
September 2026	AI Committee Meeting - received feedback on the AI PD and discussed what AI looks like in D200 for students	Meeting time	Meeting Notes	
October 2026	AI Committee Meeting - review different AI education models and receive feedback from staff on designing a model for D200.	Meeting time AI Models	Meeting Notes	
November 2026	Create and share out with the AI Committee AI Positions for D200. Receive feedback from the AI Committee.	Creation of AI Positions for D200	D200 AI Position Infographic	
December 2026	AI Committee Meeting - discuss the D200 AI Position Infographic and receive feedback from the AI Committee	Meeting time and D200 AI Position Infographic	Meeting Notes	

Woodstock Community Unit School District 200

Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 1 - Propel student growth and achievement through innovative instruction and active engagement.				
Strategic Plan Measure of Key Indicator: Artificial Intelligence Committee (AI) - The District will provide the Board with a report on the progress of the AI committee, AI professional development, and future AI plans.				
January-March 2027	The AI Committee will finalize plan for documentation for AI student usage in District 200			
February-April 2027	The AI Committee will discuss the rollout of district information documentations and district student AI usage.			
March-May 2027	The AI Committee will work on communications with staff and students on the AI informational documentation for students.			
April-May 2027	The AI Committee will decide on the next steps for the 2027-2028 school year.			

Goal 2: Family and Community Engagement

1. Attendance - Each building will have a plan to work with chronically absent students to increase their school attendance.
2. Family Engagement in Education - During the 2026-2027 school year, each school will hold activities to engage parents in specific areas of student engagement, student achievement, and/or student social/emotional well-being.
3. Challenger Learning Center—During the 2026-2027 school year, the Board will be updated on the Challenger Learning Center and the District's long-term plan for programming.
4. Family Satisfaction Survey - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.
5. Family Engagement Events - During the 2026-2027 school year, the District will host a community engagement event at various locations across the District.
6. Transportation/School Start Time Study - The District will provide the Board with a survey for parents on potential changes to school start times for the 2027-2028 school year.

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 2 - Actively engage and support all families and the community.				
Strategic Plan Measure of Key Indicator: Attendance - Each building will have a plan to work with chronically absent students to increase their school attendance.				
Person(s) Responsible: Dr. Mike Moan, Justin Smith, Keely Krueger, and Building Principals				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
August 2026	A community outreach event was held at several large apartment complexes within Woodstock. Parents were given backpacks, registration information, and information about the F/R lunch program.	Planning time Marketing material School supplies	Number of backpacks with school supplies This year over 200 backpacks were distributed	
November 2026	Review the attendance rates for each building based on the Illinois Report Card (IRC).	IRC Building Report Card	Meeting Notes	
September 2026 - May 2027	Each school will identify ways to reduce chronic absenteeism and support families with chronically absent students.	EAB documents	Number of communications sent to parents Attendance rate of each building	
September 2026 - May 2027	Discuss strategies each building implements at the Principal Meeting during the year to improve attendance rates and reduce chronic absenteeism.	EAB documents on attendance and chronic absenteeism	Meeting agendas and articles	

September 2026-May 2027	The importance of attending school will be communicated via school newsletters, principal communications, and district communications.	EAB documents and presentations to understand the barriers to attendance	School plan	
September 2026 - May 2027	Attendance rates will be monitored for each building throughout the school year within each building's Problem-Solving Teams (PST).	Review and revise the system used in each school to support students with absence concerns	Documentation on attendance rates and interventions for chronically absent students	
June 2027	Review the year-long attendance rates, chronically absent students, and plan for the 2027-28 school year.	Meeting time	Report on the progress to reduce chronic absenteeism	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 2 - Actively engage and support all families and the community.

Strategic Plan Measure of Key Indicator:
Family Engagement in Education - During the 2026-2027 school year, each school will hold activities to engage parents in specific areas of student engagement, student achievement, and/or student social/emotional well-being.

Person(s) Responsible: Justin Smith, Keely Krueger, and Building Principals

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
August 2026	A community outreach event was held at several large apartment complexes within Woodstock. Parents were given backpacks, registration information, and information about the F/R lunch program.	Planning time Marketing material School supplies	Number of backpacks with school supplies This year over 200 backpacks were distributed	
August 2026 - October 2027	Create a plan for implementation at each school building in District 200 to engage our families. Family engagement activities will occur both virtually and in person.	None required	Completed building plans	
September 2026 - April 2027	Work with each building to implement their plan of action for their building to engage and educate our families on various activities in District 200.	Examine the plan and add detail for each building and level	Completion of an implementation plan for each building and level for modeling family engagement in District 200	

September 2026-April 2027	Utilize Title I parent engagement set aside and Pre School grant funds to help support family engagement activities throughout the school year.	Grants	Grant budgets and expenditure reports	
April 2026- May 2027	Reflect upon family engagement activities during the 2026-2027 school year to identify opportunities for the next school year.	Review the plan and im-plementation with each building and level	Completion of each school's plan for family engagement in District 200	
June 2027	Provide the District 200 Board of Education with an update regarding each school's family engagement activities during the 2026-2027 school year.	List of activities provided over the 2026-2027 school year by schools	List of Activities Brochures Website/Facebook Posts	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 2 - Actively engage and support all families and the community.				
Strategic Plan Measure of Key Indicator: Challenger Learning Center - During the 2026-2027 school year, the Board will be updated on the Challenger Learning Center and the District's long term plan for programming.				
Person(s) Responsible: Keely Krueger				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
August 2026-May 2027	Continue marketing Challenger Learning Center to school districts and organizations within the border Chicagoland area. Send out emails, update Facebook and Challenger Learning Center website.	Katie Hughes Denise Brock	Reservations for 26-27 school year	
August 2026	Attend the National Challenger Center Conference to learn about best practices and ways in which we can expand the Center and its offerings.	Allocate funds in budget for conference	Conference notes and presentations	
August 2026 - May 2027	Begin reserving missions for the 27-28 school year.	Denise Brock	Missions Calendar	
September 2026	Promote the Challenger Learning Center through its 25th anniversary celebration.	Denise Brock Planning Committee	Event Flyer RSVP List	
December 2026-January 2027	Develop summer programming for the Challenger Learning Center and begin marketing to families.	Keely Krueger Denise Brock Challenger Staff	Summer programming flyer Reservations for summer 2027	
Fall 2026 and Winter 2027	Host 2 family nights at the Center inviting everyone to see what an experience at the Challenger Learning Center is like.	Denise Brock and Challenger Staff	Flyer promoting Open House	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 2 - Actively engage and support all families and the community.

Strategic Plan Measure of Key Indicator:
Family Satisfaction Survey - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.

Person(s) Responsible: Justin Smith, George Oslovich, and Building Principals

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
November 2026	Attended a 5 Essentials Survey webinar to plan and be proactive regarding the survey.	Meeting Time	Completion of the Webinar	
January - March 2027	Distribute the 5 Essentials Survey information to all District 200 parents through multiple means with directions on how to participate in the survey.	Email D200 parents the information on how to participate in the survey	Communications to D200 parents	
January - March 2027	Continuously review the D200 participation rate via the 5 Essentials Survey and send continuous information on participating in the survey.	D200 Communications sends out additional information to parents	Additional communication to D200 parents via multiple means	

April - May 2027	The District and individual school buildings will review the survey results and determine opportunities for improvement.	Meeting times	Survey results	
June 2027	Report the results to the Board of Education.	None required	5 Essentials Survey Report(s)	
June - July 2027	Examine the results from the 5 Essentials Survey and work with each principal to turn the data into actionable items that will be incorporated into the upcoming year's school improvement plan.	Meeting time	5 Essentials Survey Report(s)	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 2 - Actively engage and support all families and the community.				
Strategic Plan Measure of Key Indicator: Family Engagement Events - During the 2026-2027 school year, the District will host a community engagement event at various locations across the District.				
Person(s) Responsible: Justin Smith, Keely Krueger, Lisa Pearson				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
August 2026	A community outreach event was held at several large apartment complexes within Woodstock. Parents were given backpacks, registration information, and information about the F/R lunch program.	Planning time Marketing material School Supplies	Number of backpacks with school supplies This year over 200 backpacks were distributed	
September 2026, November 2026, February 2027, April 2027	Meetings for parents of English Learners will be held throughout the school year covering curriculum, assessments, and ways for parents to help their children at home.	Meeting Spaces Translators	Agenda, Flyers communicating the event.	
November - May 2027	Meetings for parents of Special Education students will be held throughout the school year covering specific topics designed to support families and students.	Meeting Spaces Presenters	Agenda, Flyers communicating the event	
Spring 2027	College and Career Community Event. This event will equip parents with resources and strategies to support their high school students in preparing for post-secondary options. Through collaboration between families and the school district, we aim to	Planning time Marketing Reserving Spaces	Attendance at event	

	ensure all graduates are well-informed and ready to pursue their college and career goals.			

District Strategic Plan Goal:
Goal 2 - Actively engage and support all families and the community.

Strategic Plan Measure of Key Indicator:
Transportation/School Start Time Study - The District will provide the Board with a survey for parents on potential changes to school start times for the 2027-2028 school year.

Person(s) Responsible: Dr. Mike Moan, George Oslovich

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
July - August 2026	Review the start times and build the survey and video message that will be sent to families.	Review Start Time Options	Survey and Video Message	
August - September 2026	The BOE will review the survey and make suggestions to revise the survey and/or video.	Meeting Time	Suggestions to revise the survey	
September 2026	Send the survey out to District 200 Families. Collect and organize the data.	N/A	Spreadsheet with the data responses from families	
October 2026	Share the data with the BOE at a BOE Meeting for their consideration on changing the school start times.	Meeting Time Survey Results	BOE Agenda	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

Goal 3: Learning Environment

1. Sustainability - Continue the Sustainability Committee and share with the Board an updated District 200 sustainability plan that will include all District 200 Schools. This committee will look at the practices of the District in regards to reducing our total plastic usage both in lunch and general purchasing and our use of local foods in our school lunches along with a follow up of the processes agreed upon with the waste and recycling provider.
2. Student Voice - Each building will conduct principal advisory committee meetings with students to give students a voice in the culture of the school.
3. Family Satisfaction Survey - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.
4. Student Satisfaction Survey - The 5 Essentials Survey will be administered to assess student satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.
5. Student Social Emotional Health—Students will be screened regarding their social-emotional health, and results will be shared with the Board of Education.
6. Staff Wellness - During the 2026-2027 school year, workplace wellness programming will be provided to all staff.

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 3 - Cultivate a safe environment for students and staff alike.

Strategic Plan Measure of Key Indicator:
Sustainability - Continue the Sustainability Committee and share with the Board an updated District 200 sustainability plan that will include all District 200 Schools. This committee will look at the practices of the District in regards to reducing our total plastic usage both in lunch and general purchasing and our use of local foods in our school lunches along with a follow up of the processes agreed upon with the waste and recycling provider.

Person(s) Responsible: Dr. Mike Moan

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
September 2026	Review committee outcomes from prior school years and work to set the membership of the committee for the 2026-2027 school year.	Committee leadership meeting	Agenda	
October-November 2026	Meet with the committee to set goals and expectations for the 2026-2027 school year.	Committee Meeting	Agenda	
November-December 2026	Establish documents to share with schools for the compost challenge to start the new year.	Committee Meeting	Standings	
January-March 2027	Conduct a compost challenge for the school year.	Challenge Materials	Standings	
January-March 2027	Switch to LED lighting in all secondary hallways.	Lightning Plan	complete plan	
April 2027	Award winning schools in the compost challenge.	Score		
April 2027	End of the year committee meeting.	Committee Meeting	Agenda	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 3 - Cultivate a safe environment for students and staff alike.				
Strategic Plan Measure of Key Indicator: Student Voice - Each building will conduct principal advisory committee meetings with students to give students a voice in the culture of the school.				
Person(s) Responsible: Building Principals				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
September 2026	Develop a process to conduct principal advisory committee meetings and a meeting schedule.		Meeting Schedule	
September 2026	Select a diverse group of students who will serve as representatives on the committee.		List of students	
September 2026 - May 2027	Develop a list of goals and agendas to focus the work of the committee over the course of the 2026-27 school year.		Agendas and notes	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 3 - Cultivate a safe environment for students and staff alike.

Strategic Plan Measure of Key Indicator:
Family Satisfaction Survey - The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.

Person(s) Responsible: Justin Smith and Building Principals

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
November 2026	Attend a 5 Essentials Survey webinar to plan and be proactive regarding the survey.	Meeting Time	Completion of the Webinar	
January - March 2027	Distribute the 5 Essentials Survey information to all District 200 parents through multiple means with directions on how to participate in the survey.	Email D200 parents the information on how to participate in the survey	Communi-cations to D200 parents	
January - March 2027	Continuously review the D200 participation rate via the 5 Essentials Survey and send continuous information on participating in the survey.	D200 Communications sends out additional information to parents	Additional communication to D200 parents via multiple means	

April - May 2027	The District and individual school buildings will review the survey results and determine opportunities for improvement.	Meeting times	Survey results	
June 2027	Report the results to the Board of Education.	None required	5 Essentials Survey Parent Survey Report(s)	
June 2027	Utilize the results from the Parent Survey to identify areas of improvement in each individual building.	Survey results	Update to SIP Plans.	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 3 - Cultivate a safe environment for students and staff alike.				
Strategic Plan Measure of Key Indicator: Student Satisfaction Survey - The 5 Essentials Survey will be administered to assess student satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.				
Person(s) Responsible: Justin Smith and Building Principals				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
November 2026	Attended a 5 Essentials Survey webinar to plan and be proactive regarding the survey.	Meeting Time	Completion of the Webinar	
December 2026	Create and share a 5 Essentials Student Survey Implementation Plan with information on how to implement the survey.	Meeting times	5 Essentials Student Survey Implementation Plan	
January - March 2027	Distribute the 5 Essentials Student Survey information to all District 200 parents.	Email D200 parents the information on the survey	Communication to D200 parents	
January - March 2027	Administer the 5 Essentials Survey for all students in grades 4th - 12th.	Time to administer the survey	Survey participation rates	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

January - March 2027	Continuously review the student survey participation rate to ensure all students have an opportunity to participate.	None required	Survey participation rates	
April - May 2027	The District and individual school buildings will review the survey results and determine opportunities for improvement.	Meeting times	Survey results	
June 2027	Report the results to the Board of Education.	None required	5 Essentials Student Survey Report(s)	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 3 - Cultivate a safe environment for students and staff alike.

Strategic Plan Measure of Key Indicator:
Student Social Emotional Health—Students will be screened regarding their social-emotional health, and results will be shared with the Board of Education.

Person(s) Responsible: Justin Smith, Keely Krueger, Jacki Carrasco, and Lisa Pearson

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
Fall 2026 and Spring 2027	Administer mySAEBRS and SAEBRS SEL screener one-time in the fall and as needed in the spring per year at grades K-12.	FastBridge Screener	Student results from the mySAEBRS screener	
September 2026 - May 2027	Analyze the results from the mySAEBRS SEL screener and use the results to identify and support students who need additional support.	Problem Solving Team	Identify a group of students to support, based on the survey results	
September 2026 - May 2027	Identified students will receive individual and/or small group therapy, interventions and counseling.	Social Workers School Psychs	Social/Emotional Groups Schedules	
April - May 2027	Review the mySAEBRS SEL results and effectiveness in identifying students needing additional services.	SAEBRS SEL Screener Results	Meeting agenda and notes	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 3 - Cultivate a safe environment for students and staff alike.

Strategic Plan Measure of Key Indicator:
Staff Wellness - During the 2026-2027 school year, workplace wellness programming will be provided to all staff.

Person(s) Responsible: Justin Smith, Keely Krueger

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
August 2026	Reflect on year's activities in "Just for the Health of it in D200." Identify future activities for the 26-27 school year.	Meeting time	Changes to the Wellness Program for the 2026-2027 school year	
September 2026	Programming will be provided in the area of make and take art projects, cookie decorating, fitness health (swimming and yoga).	Financial resources to purchase supplies	Just for the Health of It Brochure	
Spring 2027	Open the nomination process for the D200 Difference Maker recognition.	D200 Difference Maker Google Form	Completed Nominations on the Google Form	
Spring 2027	Selection and notification process for the D200 Difference Maker recognition.	Meeting time	Selection of D200 staff to receive the recognition	

Spring 2027	An end of the year staff D200 Difference Maker recognition cookout will be held to recognize those staff members who were nominated and selected.	Nomination and selection process for staff recognition	D200 Difference Maker Program	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

Goal 4: Exemplary Employees

1. Substitute Recruitment and Retention - During the 2026-2027 school year the District will implement several activities to support the recruitment and retention of district substitutes.
2. Micro Credential - During the 2026-2027 school year the District will review the micro credentialing course offerings and identify areas to expand course opportunities for staff. The plan will be shared with the Board during the school year.
3. Staff Voice - The Superintendent will visit each building during the 2026-2027 school year to have dedicated time for staff to discuss district and building issues.
4. Staff Satisfaction - The 5 Essentials Survey will be administered to assess staff satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.
5. Staff Retention - A report will be given to the Board of Education on staff retention during the 2026-2027 school year to monitor ongoing staff retention.
6. Staff Demographics Including Diversity, Licensure, Endorsement, Professional Degrees - A report will be made to the Board of Education on the number of staff members who have professional degrees, licensure, and endorsements during the 2026-2027 school year.
7. Professional Development Evaluations - An evaluation tool for professional development activities will be given and the results reported to the Board of Education during the 2026-2027 school year.

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.

Strategic Plan Measure of Key Indicator:
Substitute Recruitment and Retention - During the 2026-2027 school year the District will implement several activities to support the recruitment and retention of district substitutes.

Person(s) Responsible: Keely Krueger

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
July 2026	Meet with a substitute teacher focus group in order to identify specific areas to better recruit and retain substitutes.	Meeting time with substitutes	Meeting notes and sign in sheets	
August 2026	Host a substitute appreciation luncheon where they receive D200 swag and updates for the 2026-2027 school year.	Cabinet T&L Staff	Final list of substitutes	
August 2026	Purchase reserved parking signs for substitutes at each school building and have them installed in a preferred location.	Keely Krueger B&G Building Principals	Invoice for parking signs	
May 2027	Send a survey to substitutes to identify additional activities and supports that could be incorporated for the 2027-2028 school year.	Keely Krueger	Survey Results	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.

Strategic Plan Measure of Key Indicator:
Micro Credential - During the 2026-2027 school year the District will review the micro credentialing course offerings and identify areas to expand course opportunities for staff. The plan will be shared with the Board during the school year.

Person(s) Responsible: Keely Krueger

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
July 2026	Identify specific areas to focus on for micro credentialing programs that meet the needs of the District.	Meeting time with principals and teachers	Meeting notes and sign in sheets	
August 2026	Identify instructors that can teach in micro credentialing programs.	Emails to prospective teachers	Final list of teachers	
August 2026	Begin marketing the fall 2026 micro-credential options to staff for sign up.	Keely Krueger	email to staff	
September 2026	Begin micro credentialing program.	Keely Krueger Teachers	Students registered for courses	
November 2026	Identify courses and instructors for micro credentialing programs for spring 2027.	Keely Krueger	Final List of teachers	
December 2026	Begin marketing the spring 2027 micro-credential options to staff for sign up.	Keely Krueger	email to staff	
September 2026 - May 2027	Students complete courses and feedback is solicited from participants.	Keely Krueger Participants	Feedback forms	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
Strategic Plan Measure of Key Indicator: Staff Voice - The Superintendent will visit each building during the 2026-2027 school year to have dedicated time for staff to discuss district and building issues.				
Person(s) Responsible: Dr. Mike Moan				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
August 2026	Create a schedule for staff from each building to attend a before or after school meeting during the first semester of the school year.		Schedule	
September - October 2026	Go to each school during 1st semester to meet with staff and listen to feedback/answer questions.	Meeting space and email inviting staff	Schedule of Meetings	
November 2026 - May 2027	Based upon staff feedback, implement various initiatives/procedures to address any concerns.	Meeting notes	New initiatives/procedures and communication to staff	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.

Strategic Plan Measure of Key Indicator:
Staff Satisfaction - The 5 Essentials Survey will be administered to assess staff satisfaction with District 200 during the 2026-2027 school year and results will be reported to the Board of Education.

Person(s) Responsible: Justin Smith and Building Principals

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
November 2026	Attended a 5 Essentials Survey webinar to plan and be proactive regarding the survey.	Meeting Time	Completion of the Webinar	
January 2027	The 5 Essentials survey will be given to all District 200 staff to analyze their satisfaction in the workplace.	Implementation of a survey to staff	Completed surveys	
February 2027	Dissemination of data from the survey to find the best ways to meet the needs of our staff.	Survey results	Plan of action going forward	
Spring 2027	Review the staff results and comments on the 5 Essentials Survey for each building and the overall district.		5 Essentials Staff Survey Results	
Spring 2027	Report to the Board of Education on the survey and our next steps.	Survey results, plan of action for next steps	Report to Board	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.				
Strategic Plan Measure of Key Indicator: Staff Retention - A report will be given to the Board of Education on staff retention during the 2026-2027 school year to monitor ongoing staff retention.				
Person(s) Responsible: Brian McAdow, Kim Nordvall, Sylvia Broughton				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
Fall/Winter 2026	Continued use of Excel spreadsheet created for this purpose.	Excel Spreadsheet	Data collected from August 2026 - May 2027	
Fall/Winter 2026	Dept. staff will review current exit surveys (paper and web-based) and consider improvements that could be implemented to increase both the number of responses and the usefulness/depth of information received.	Paper and Web-Based Surveys	Review completed/ Improvements implemented	
Spring 2027	Disaggregate and analyze data by position. Graph data to display retention percentages by position type; reason for leaving, etc.	Excel Spreadsheet	Graphs created	
Spring 2027	Data shared with BOE, ALC, and Cabinet with focus on any trends, especially in responses related to "reasons for leaving".	None	Presentations completed	

Spring 2027	Implement recommendations.	None	Recommendations implemented	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.

Strategic Plan Measure of Key Indicator:
Staff Demographics Including Diversity, Licensure, Endorsement, Professional Degrees - A report will be made to the Board of Education on the number of staff members who have professional degrees, licensure, and endorsements during the 2026-2027 school year.

Person(s) Responsible: Brian McAdow, Sylvia Broughton

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
November 2026	Run Skyward report, pulling in live data for 2026-27. Report will display professional degrees, licenses and endorsements for all licensed staff in District 200.	Skyward Query	Database report completed	
Spring 2027	Compare data from 2026-2027 to previous year's report. Analyze data and develop recommendations for professional development opportunities for key shortage areas and/or areas of district curriculum improvement needs.	None required	Analysis and recommendations completed	
Spring 2027	Present the resultant information and recommendations to the Board of Education and to the Administrative Leadership Council.	None required	Analysis and recommendations completed	
Summer 2027	Prepare implementation plans based on recommended needs.	TBD	Recommendations implemented	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 4 - Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.

Strategic Plan Measure of Key Indicator:
Professional Development Evaluations - An evaluation tool for professional development activities will be given and the results reported to the Board of Education during the 2026-2027 school year.

Person(s) Responsible: Keely Krueger, Justin Smith

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
September 2026	Communicate the changes from ISBE to teachers seeking to use CPDUs for re-licensure. Include the mandated training in the CPDUs for staff.		Email to staff	
September - October 2026	Update the process for CPDUs to support additional professional development opportunities, including mandated training events and on-demand PD through Infinitec.	Purchase of the Infinitec annual license	CPDU Staff document updated	
October - May 2027	Evaluate how to incorporate PD+ into our District PD tracking system.	Meeting time	Access to PD+	
D200 Professional Development				
August - May 2027	Implement the new forms required by the Illinois State Board of Education (ISBE), which were rolled out in 2026. Professional Development will be measured through a Survey which gathers staff feedback and issues Continuing Professional Development Units (CPDUs).	New forms Update survey	Update the survey with the new forms End-of-year report to the BOE	

Goal 5: Essential Resources

Department Improvement Goals:

1. Audit Findings - Report audit findings to the Board of Education and any remedies to be implemented that are necessitated by the findings during the 2026-2027 school year.
2. Bond Rating - Maintain the S&P rating of AA with a stable outlook for the 2026-2027 school year as measured by S&P.
3. Expenditures to Revenue Ratio - Maintain a positive expenditure to revenue ratio for the 2026-2027 school year.
4. Reserves (Cash on Hand) - Maintain a minimum of 25% cash on hand for the 2026-2027 school year.
5. Illinois Recognition for Financial Reporting - Maintain the financial recognition status from ISBE and improve long-term debt indicator during the 2026-2027 school year.
6. Percent of Long-Term Debt Remaining - Continue to systematically decrease the long-term debt and not issue any new debt except in an emergency situation during the 2026-2027 school year.

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal:
Goal 5 - Ensure effective stewardship of district financial and physical resources.

Strategic Plan Measure of Key Indicator:
Audit Findings - Report audit findings to the Board of Education and any remedies to be implemented that are necessitated by the findings during the 2026-2027 school year.

Person(s) Responsible: Julie Dillon

Timeline	Action Step	Resources and/or Professional Development Needs	Measurement Tool/Evidence of Completion	Comments
December 2026	The Annual Comprehensive Financial Report (audit) will be presented to the BOE at the meeting in December.	N/A	Unmodified ACFR	
December 2026	If the audit report identifies any material weaknesses, the Business Office staff will address these weaknesses and develop procedures to remedy these weaknesses.	N/A	New procedures that eliminate any material weaknesses or deficiencies	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 5 - Ensure effective stewardship of district financial and physical resources.				
Strategic Plan Measure of Key Indicator: Bond Rating - Maintain the S&P rating of AA with a stable outlook for the 2026-2027 school year as measured by S&P.				
Person(s) Responsible: Julie Dillon				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
July 2026 - June 2027	File required reports for mandatory continuing disclosure undertakings (CDU) for all D200 debt.	N/A	Compliance with CDU	
July 2026 - June 2027	If any new debt is issued, prepare diligently for S&P review.	N/A	S&P affirms AA rating	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 5 - Ensure effective stewardship of district financial and physical resources.				
Strategic Plan Measure of Key Indicator: Expenditures to Revenue Ratio - Maintain a positive expenditure to revenue ratio for the 2026-2027 school year.				
Person(s) Responsible: Julie Dillon				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
July 2026 – June 2027	Monitor on an annual basis the expenditure to revenue ratio and report it to the Board during the quarterly review process.	N/A	Maintaining a positive revenue to exp ratio	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 5 - Ensure effective stewardship of district financial and physical resources.				
Strategic Plan Measure of Key Indicator: Reserves Cash on Hand - Maintain a minimum of 25% cash on hand for the 2026-2027 school year.				
Person(s) Responsible: Julie Dillon				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
July 2026 – June 2027	Monitor on an annual basis the amount of cash on hand and report it to the Board during the quarterly review process.	N/A	Maintaining a minimum of 25% cash on hand	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 5 - Ensure effective stewardship of district financial and physical resources.				
Strategic Plan Measure of Key Indicator: Illinois Recognition for Financial Reporting - Maintain the financial recognition status from ISBE and improve long-term debt indicator during the 2026-2027 school year.				
Person(s) Responsible: Julie Dillon				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
July 2026 – June 2027	Once ISBE publishes the Financial Profile report, present it to the BOE during a quarterly review of the budget.	N/A	Financial Profile Score	
July 2026 - June 2027	Continue to pay down outstanding debt and not issue any new debt in order to improve the long-term debt indicator in the Financial Profile report.	N/A	Improved Financial Profile Score	

Woodstock Community Unit School District 200
Strategic Plan Action Plan 2026-2027

District Strategic Plan Goal: Goal 5 - Ensure effective stewardship of district financial and physical resources.				
Strategic Plan Measure of Key Indicator: Percent of Long-Term Debt Remaining - Continue to systematically decrease the long-term debt and not issue any new debt except in an emergency situation during the 2026-2027 school year.				
Person(s) Responsible: Julie Dillon				
Timeline	**Action Step**	**Resources and/or Professional Development Needs**	**Measurement Tool/Evidence of Completion**	**Comments**
July 2026 - June 2027	Make required payments that pay down principal on outstanding debt.	N/A	Decreased outstanding debt	
July 2026 - June 2027	Determine if refunding current debt will reduce interest costs and if so, recommend refunding.	N/A	Interest savings on refunding	