



Prospect Heights School District 23 Board Memorandum Information Item

Date: August 13, 2026

Subject: District 23 Professional Development Plan FY27

Prepared by: Dr. Craig Curtis, Assistant Superintendent for Teaching and Learning

Background:

Each year, the District Improvement Team, the District Professional Development Committee, and our school-based committees provide input on the planning of professional development topics and activities, process and methods of delivery, and feedback data analysis. Based on this input, evaluative feedback, needs assessment data, and continuous improvement planning, the administrative team established professional development activities for the 2026-27 school year.

The following are highlights from the 2026-2027 District 23 Professional Development Plan:

Goals:

- 1) Align professional development goals to District and Building goals
- 2) Articulate impactful themes/topics/strands for professional development
- 3) Develop engaging activities and professional development options for faculty
- 4) Identify needs and resources to implement professional development successfully
- 5) Establish a calendar for professional development, maximizing the 22 allotted Monday Meetings, 4 Institute Days, and 2 School Improvement Days

Calendar and Schedule of Professional Development:

The Professional Development Plan articulates the calendar of all Monday staff meetings, Institute Days, School Improvement Days, and committee work. It also provides an overview of the mandated training for which we are accountable each year. The Board may recall that we utilize the Global Compliance Network (GCN) tool to provide recorded training as “givebacks” for two of the Monday Staff Meetings.

[Link to PD Calendar](#)

[Link to Required Mandated Trainings](#)

Strategic Plan Objectives

[Link to Strategic Plan Objectives Document](#)

Broad Themes for Professional Development:

This year, we have established the following topics as district-wide areas of focus that are tied to our Strategic Plan:

Teaching & Learning Department:

- Evaluate the effectiveness of core curriculum, interventions, and supports for all students.
 - Implement new social-emotional learning and specials/exploratory (applied tech, art, family and consumer science, I.D.E.A.S., music, physical education, and Spanish) curriculum. - [Student Success](#)

- Continued planning of curricular and program components for Full Day Kindergarten. - *Student Success*
- Ensure each student has access to engaging curriculum and instruction that match their needs and inspire growth.
 - Increase articulation of acceleration and gifted/enrichment opportunities, equalizing the selection and placement process where disparities exist. Plan for “differentiation” and placement into accelerated courses. - *Student Success*
 - Plan and implement Honors Geometry course and updated pathway within District 23 to meet the needs of our most advanced students at MacArthur. - *Student Success*
 - Encourage and support co-teaching and collaborative classroom activities across grade levels for authentic learning. - *Student Success*
 - Encourage real-world learning by extending beyond the classroom, utilizing family partnerships, field trips, and home connections. - *Student Success*
- Develop and enhance programs and curricula to support the needs of students of all abilities.
 - Review and implement ML Progress monitoring tool/process. - *Student Success*
- Recruit, develop, and retain highly qualified, diverse, professional staff and leaders.
 - Provide Leadership Summit to support team facilitators’ and teacher leaders’ skill enhancement/growth. - *Teaching, Learning, and Innovation*
- Develop and communicate an aligned curriculum map of expected learning standards.
 - Develop expectations and norms around instruction, success criteria, grading, assessment, and reporting to ensure consistent student experiences. - *Teaching, Learning, and Innovation*
- Partner with parents to facilitate understanding of student learning standards and District priorities.
 - Develop parent awareness and understanding of Standards-Based Practices and reporting instruments that provide whole child “feedback”. - *Family and Community Partnerships*
 - Develop supports for parents/families for balanced and purposeful technology use. - *Family and Community Partnership*
- Provide a variety of professional development and coaching opportunities to support adult learning and growth.
 - Provide high-quality professional development to facilitate collaborative/shared development of building/district PD goals by reducing the variance between teacher/classroom instructional practices and experiences. - *Teaching, Learning, and Innovation*
 - Continue refining and supporting “Gamified PD”. - *Teaching, Learning, and Innovation*

Student Services Department:

- Key 2 Ed Facilitated IEP Process
 - Continue refining the implementation of the Facilitated IEP process by all teams. - *Family and Community Partnership*
 - Advance the skills of our trained facilitators in the district through professional learning. - *Teaching, Learning, and Innovation*
 - Build expectations for student voice in IEP meetings for all grades; then formalize and adopt for the Student Services Department. - *Student Success; Teaching, Learning, and Innovation*
- Special Education Service Delivery Models
 - Partner with NCISC and other organizations to provide professional learning and coaching on collaboration and co-teaching for our grade-level special education teams. - *Teaching, Learning, and Innovation*
- Strategies and Support within District 23 Specialized Programs
 - Provide professional development for the FBA/BIP process to refresh and refine our current practices. - *Student Success; Teaching, Learning, and Innovation*
 - Continue professional learning with the Special Education Specialists to build the capacity of staff members supporting specialized programs. - *Student Success; Teaching, Learning, and Innovation*

- o Develop the capacity of the Special Education Specialists to implement coaching strategies and structures. - *Teaching, Learning, and Innovation*

Technology Department:

- Student Data Privacy - *Student Success* and *Teaching, Learning, and Innovation*
 - o Maintain annual student data privacy requirements.
 - o Continue to educate staff, students, and parents about student data privacy and updates to FERPA.
- Continue planning for the effective management and effective instructional use of devices and support growth in intentional practices around communication and collaboration with parents about appropriate and balanced technology use. - *Teaching, Learning, and Innovation*
- Review District AI Policy and Implementation Plan in coordination with the Illinois State Board of Education guidelines - *Teaching, Learning, and Innovation*
- District Data Privacy - *Sustainable Resources*
 - o Continue long-term planning for district data privacy through interoperability among departments.
 - o Continue working with partners to add to and test the district's cybersecurity plan.
- Continue exploring strategic contracts to limit expected future price increases for programs and services. - *Sustainable Resources*
- Create the district's branding kit to support consistent, impactful communication. - *Family and Community Partnership*
- Collaborate with departments and buildings to support student learning and engagement opportunities in STEM/STEAM and E-Sports. - *Student Success* and *Teaching, Learning, and Innovation*

Committee Work:

The ongoing, collaborative work of committees is essential to meeting the goals of our Strategic Plan. Each year, these working groups are evaluated for alignment with the Strategic Plan, need, and purpose. This year, the following committees have been established:

- **District Improvement Team:** Oversight for assessment calendar, use of data, and program evaluation. Continued work on the development of district and school improvement processes.
- **Multilingual Committee:** Oversight for Multilingual learner programs (ML & bilingual), planning for parent events (BPAC & Heritage Nights), assessment, and reporting.
- **Social-Emotional Learning (SEL) Curriculum Committee:** The SEL Curriculum Committee will review the new curriculum implemented during the 2026-27 school year.
- **Specials/Exploratory Curriculum Committee:** The Specials/Exploratory Curriculum Committee will review the new curricula implemented during the 2026-27 school year.
- **Standards-Based Practices Committee:** Review and discuss grading practices to ensure fair, aligned, and consistent assessments across the district.
- **Tech Connect (TC) Committee:** This committee oversees district technology needs, tracks progress, and prioritizes initiatives. This includes monitoring and recommending classroom/district equipment, purchases, applications, software, student data privacy, cybersecurity, and communication needs.

[To view the full copy of our Professional Development Plan, please click on this link.](#)

In summary, we are committed to providing staff members opportunities to engage in meaningful and relevant topics that can positively impact teaching and learning across District 23.

Should you have any questions regarding professional development in our district, please contact Dr. Craig Curtis.