

Pleasantdale Elementary School
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La Grange, IL 60525
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Pleasantdale Middle School
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Pleasantdale School District 107 | 7450 S. Wolf Road | Burr Ridge, IL 60527 | 708.784.2013 | Fax: 708.246.0161 | www.d107.org

Background: In 2017, the district implemented a five-year strategic plan called the *Strategic Blueprint*. The plan was developed with a community group of teachers/staff, administrators, parents, community members, and students. The plan helped move our district forward and spurred several district initiatives and programs. The plan sunset in 2022, and given that the country was coming out of a global pandemic the Board chose to continue our progress with the Strategic Blueprint for one additional year. At the start of the 2023-24 school year, the district contracted with Hazard, Young, and Attea Associates to develop the district’s next strategic plan.

The district developed our plan with facilitation provided by HYA’s president, Dr. Glenn “Max” McGee. Similar to our last strategic planning process, a group of community volunteers was convened to review data, discuss their lived experiences in the district, and develop a plan. We are grateful to the following steering committee members for sharing their expertise, time, and brilliance to develop our plan.

Teachers/Staff	Parents	Students	Community Member	Administrators
Jessica Bocian	Kathy Distasio	Thomas Gerros	Kim Barker	Jeanine Arundel
Eric Busch	Megan Grad	Bianca Karu		Maura Raleigh
Shadia Doleh	Alex Mason	Andrea Soria		Kathleen Tomei
Amy DuVall	Sasha Vazquez	Owen Webb		
Melissa Halusek				
Maggie McCarter				
Sara Poplawski				
Peg Riordan				

Overview of the Process: The process to create our next strategic plan was thorough and included several phases. The process began with our district consultant conducting interviews with community members, including parents, students, staff, and Board members. Additionally, this “engagement” phase included a community survey that sought to learn more about the broader community’s suggestions for ways the district could improve. The survey was completed by nearly 300 community members and served as a critical piece of data as the committee developed the plan. This engagement phase sought to learn more about the district’s strengths and challenges and what the community saw as the district’s priorities in the future.

The steering committee members engaged in five sessions, each focusing on a different aspect of the plan development.

- Session 1: Review current Blueprint, Mission Statement
- Session 2: Belief Statement, Goals/Strategies
- Session 3: Goals/Strategies, Objectives

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- Session 4: Finalize Objectives, Indicators, Tagline
- Session 5: Finalize language, formatting, and tagline

Between sessions four and five, the district leadership team met to provide some feedback and edits. A steering committee subgroup met to review these suggestions and discuss how to incorporate the changes into the final plan.

With the exception of the final day, sessions opened with an engaging introductory activity, continued with a combination of small group, large group, and individual work, and concluded with plus/delta feedback for the facilitator. In addition, throughout the process, the "[fist to five](#)" protocol was used to ascertain consensus and continue to revise and wordsmith until consensus was achieved.

Overview of the Plan: The steering committee's work resulted in an excellent plan that we have called our *STRATEGIC ROAD MAP* based on extensive conversations regarding how the plan represents a journey through the next five years, improving services for children and staff and enhancing community connections as the district's strategic journey progresses from year to year. This plan will ensure that our district improves services for children over the next five years. The structure of the plan includes,

- Mission Statement: *We foster an empowered and engaged community of passionate, resilient lifelong learners.*
- Tagline: *Driving Toward Excellence*
- Goal Areas: Student Success, Safety and Well-Being, Responsible Resource Management, Community Connection
- Strategies: Human Capital, Resources for Diverse Learners, Social/Emotional Well-Being, Communication and Dialogue, Learning Environment, and Culture and Climate
- Beliefs: Environment, Community, Individuality, Learning, Well-Being, and Relationships

Each goal area is influenced by the strategies and beliefs, with anchor strategies and beliefs attached to each goal. The goal areas then have specific objectives that must be completed and measures of success to ensure that we continue to make progress. The plan is specific enough to give us clear direction to improve our district but also provides the flexibility to make adjustments should conditions in education change.