





PROSPECT HEIGHTS SCHOOL DISTRICT 23


Prospect Heights School District 23



1. Student Success: Ensure all students are well rounded and emotionally and academically prepared for success in high school.


1.1 Continuously evaluate and enhance the effectiveness of core curriculum, interventions, and supports for ALL students.



100%  Implement Science and Early Childhood Curricula


 8/1/2024 - 6/30/2025  Craig Curtis



100%  Investigate Math and Alternate Math standards, including curricular materials, in preparation for implementation in 2025-26.


 8/1/2024 - 6/30/2025  Craig Curtis



100%  Investigate Library Media standards, including curricular materials and program review, in preparation for implementation in 2025-26.

 8/1/2024 - 6/30/2025  Craig Curtis



100%  Develop and articulate Career Pathways curriculum and programming for Grades 6-8th by January 2025.

 8/16/2023 - 1/1/2025  Craig Curtis



75%  Investigate Tier 2 & 3 Curricular materials to support math and literacy.


 8/1/2024 - 6/30/2026  Craig Curtis



33%  Implement Math and Tier II/III intervention tools


 7/2/2025 - 6/30/2026  Craig Curtis



50%  Implement Library Media Curriculum

 7/2/2025 - 6/30/2026  Craig Curtis

10%  Review and Update curricular and program components for Full Day Kindergarten

 7/2/2025 - 6/30/2026  Craig Curtis

30%  Investigate and Adopt Curriculum for Social Emotional Learning including supports for Tier 2/3 needs

 7/2/2025 - 6/30/2026  Craig Curtis



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1.1 Continuously evaluate and enhance the effectiveness of core curriculum, interventions, and supports for ALL students.

30%



Investigate and Adopt Curriculum for Specials/Exploratory Programs, including: Career Pathways, STEAM Programming, Digital Literacy



7/2/2025 - 6/30/2026



Craig Curtis

50%



Implement EC Assessment Tool



7/2/2025 - 6/30/2026



Chrys Sroka



1.2 Ensure each student has access to engaging curriculum and instruction that matches their needs and inspires growth.

75%



Increase articulation of acceleration and gifted/enrichment opportunities, equalizing the selection and placement process where disparities exist.



8/16/2023 - 6/30/2026



Craig Curtis




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1. Student Success: Ensure all students are well rounded and emotionally and academically prepared for success in high school.






1.3 Support the whole child, including the development of social, emotional, and life skills.



100%  Continue MTSS identification and implementation of Tier I, Tier II, and Tier III interventions for social, emotional, and behavioral interventions.


 8/16/2023 - 6/30/2025  Craig Curtis



90%  Support the instruction and engagement of students with complex disabilities within the EC and SAIL programs.


 8/16/2023 - 6/30/2026  Chrys Sroka



100%  Support staff in serving the needs of Tier I students with EL, SEL, and Behavioral needs.


 8/16/2023 - 6/14/2024  Chrys Sroka



100%  Investigate Student -led IEP/Transition Meetings


 9/1/2023 - 6/30/2025  Chrys Sroka



25%  Review Health Curriculum for reinforcement of Day to Day safety.


 9/1/2024 - 6/30/2025  Craig Curtis



10%  Encourage real-world learning, extending beyond the classroom, utilizing family partnerships, field trips, and home connections.

 7/2/2025 - 6/30/2026  Craig Curtis

10%  Encourage and support co-teaching and collaborative classroom activities across grade levels for authentic learning.

 7/2/2025 - 6/30/2027  Craig Curtis

25%  Utilize building level MTSS process to review data, monitor performance, and modify programming and instruction to meet the needs of diverse learners.

 7/2/2025 - 6/30/2027  Craig Curtis



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1.3 Support the whole child, including the development of social, emotional, and life skills.

0%



Develop new methods of recognizing student success.



7/2/2025 - 6/30/2026



Don Angelaccio

25%



Continue fostering student voice in student-led IEP meetings, transition meetings, and conferences.



7/2/2025 - 6/30/2026



Dominique Guza



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1.4 Develop and enhance programs and curriculum to support the needs of students of all abilities.

75%



Continue ML Program Audit including development of our program/support for newcomers.



8/16/2023 - 6/30/2026



Craig Curtis

100%



Build mission, vision, and capacity of self-contained social/emotional/behavioral district program at Ross/Sullivan.



8/16/2023 - 6/14/2024



Chrys Sroka

100%



Improve prevention and response to absence by implementing North Cook Student Advocate (ALOP) position.



9/1/2024 - 6/30/2025



Chrys Sroka

50%



Support more inclusive preschool opportunities.



9/1/2024 - 6/30/2026



Chrys Sroka

100%



Expand access to our community's world cultures and global studies.



9/1/2023 - 6/30/2025



Craig Curtis

75%



Explore SpEd LBS Service Delivery models.



9/1/2024 - 6/30/2026



Chrys Sroka



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1. Student Success: Ensure all students are well rounded and emotionally and academically prepared for success in high school.



1.5 Enhance and expand access to extra-curricular and exploratory experiences.

100%



Investigate cost/benefit of after school activity bus and identify solutions to help eliminate barriers to participation.



8/16/2023 - 6/14/2024



Amy McPartlin

85%



Ensure full integration, diversity, and inclusion within specialized courses and extracurricular activities.



8/16/2023 - 6/30/2026



Don Angelaccio

85%



Expand student-interest clubs and extracurricular opportunities at all schools including expanding inclusive opportunities for ALL to participate .



9/1/2023 - 6/30/2026



Don Angelaccio



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2. Teaching, Learning & Innovation: Encourage a learning environment that emphasizes excellence and retains high-quality staff.

2.1 Recruit, develop, and retain highly qualified, diverse, professional staff and leaders.

100% Implement evaluation procedures and documents using the new TeachBoost platform.

8/16/2023 - 6/14/2024 Craig Curtis

100% Revise and update Staff Handbook

9/1/2023 - 8/1/2024 Don Angelaccio

100% Update hiring timeline and processes.

9/1/2024 - 6/30/2025 Don Angelaccio

90% Improve recruitment of candidates who represent the cultural diversity of our District.

9/1/2024 - 6/30/2026 Don Angelaccio

50% Develop Leadership Summit to support team facilitators' and teacher leaders' skill enhancement/growth.

7/2/2025 - 6/30/2026 Don Angelaccio

50% Implement "She Leads" targeted book study and leadership support.

7/2/2025 - 6/30/2026 Amy McPartlin

33% Facilitate review of succession planning needs and opportunities.

7/2/2025 - 6/30/2027 Don Angelaccio






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2. Teaching, Learning & Innovation: Encourage a learning environment that emphasizes excellence and retains high-quality staff.


2.2 Identify gaps in student learning and instruction, and then develop and implement resources and strategies to meet the needs of EACH student.



100%  Explore standards-based instructional practices, grading, and reporting.


 8/16/2023 - 6/30/2025  Craig Curtis



100%  Investigate Early Childhood Assessment tool.

 9/1/2024 - 6/30/2025  Chrys Sroka



0%  Refine articulation process to increase opportunity for horizontal and vertical alignment of instructional and classroom experiences.


 7/2/2025 - 6/30/2027  Craig Curtis

0%  Enhance articulation across grades, D23 schools, and other Districts.

 7/2/2025 - 6/30/2027  Craig Curtis

15%  Refine Tier II and III SEL/Behavior interventions and progress monitoring.

 7/2/2025 - 6/30/2026  Chrys Sroka

15%  Refine and support a wide variety of service delivery models for special education instruction.

 7/2/2025 - 6/30/2027  Dominique Guza



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2. Teaching, Learning & Innovation: Encourage a learning environment that emphasizes excellence and retains high-quality staff.






2.3 Develop and communicate an aligned curriculum map of expected learning standards.



100%  Monitor and validate Social Studies curriculum maps.


 8/16/2023 - 6/14/2024  Craig Curtis



100%  Implement Science and Early Childhood Curriculum Maps.


 9/1/2024 - 6/30/2025  Craig Curtis



100%  Investigate data projection and reporting systems (ECRA) for system and individual improvements.

 9/1/2024 - 6/30/2025  Don Angelaccio

20%  Develop expectations and norms around instruction, success criteria, grading, assessment and reporting to ensure consistent student experiences.

 7/2/2025 - 6/30/2028  Craig Curtis

50%  Develop an AI Policy and Implementation Plan in coordination with the Illinois State Board of Education guidelines.

 7/2/2025 - 6/30/2026  Chris Alms






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2. Teaching, Learning & Innovation: Encourage a learning environment that emphasizes excellence and retains high-quality staff.


2.4 Provide a variety of professional development and coaching opportunities to support adult learning and growth.



100%  Provide high quality professional development in the areas of: Culturally Responsive Practices Restorative Practices Support teacher mindset to increase consistency of beliefs on students' abilities and aptitude. EL Strategies and supports. Support staff in serving the needs of Tier I students with EL, SEL, and Behavioral needs.

 8/16/2023 - 6/14/2024  Craig Curtis



100%  Facilitate Collaborative/Shared development of Building/District PD goals to reduce the variance between teacher/classroom instructional practices and experiences.


 8/16/2023 - 6/14/2024  Craig Curtis

100%  Continue to support and grow Instructional Coaching, including EL, SpEd, and Behavioral needs.

 8/16/2023 - 6/14/2024  Craig Curtis



100%  Continue to refine and improve implementation of Adaptive Schools procedures.


 8/16/2023 - 6/14/2024  Chrys Sroka



100%  Expand use of Teacher Involved Instructional Rounds to support collaborative culture and professional development.


 8/16/2023 - 6/30/2025  Craig Curtis



100%  Expand January Institute Day collaboration with partner Districts.

 9/1/2024 - 6/30/2025  Craig Curtis

5%  Develop ESP Mentoring Program to support professional learning needs and consistency across buildings.

 9/1/2024 - 6/30/2026  Chrys Sroka

25%  Support continuing education and training for non-certified, maintenance, and custodial staff.

 9/1/2024 - 6/30/2028  Craig Curtis




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2. Teaching, Learning & Innovation: Encourage a learning environment that emphasizes excellence and retains high-quality staff.





2.4 Provide a variety of professional development and coaching opportunities to support adult learning and growth.

50%  Design and Implement "Gamified PD".

 7/2/2025 - 6/30/2026  Craig Curtis

50%  Provide high quality professional development in the areas of: Teaching with Clarity - Standards based instruction, assessment, and reporting; Best practices for diverse classrooms; Embedded Instructional Coaching; Artificial Intelligence and integrated technology instructional tools.

 7/2/2025 - 6/30/2026  Craig Curtis






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2. Teaching, Learning & Innovation: Encourage a learning environment that emphasizes excellence and retains high-quality staff.


2.5 Facilitate a positive and collaborative culture that enhances professional learning and practice.



75%  Improve shared ownership for building relationships and strengthening supportive culture.


 8/16/2023 - 6/30/2027  Don Angelaccio



100%  Continue and expand implementation of Instructional Rounds.


 9/1/2024 - 6/30/2025  Craig Curtis



100%  Continue to refine Instructional Coaching.


 9/1/2024 - 6/30/2025  Craig Curtis



50%  Support and enhance teacher leadership skills and capacity.

 7/2/2025 - 6/30/2027  Don Angelaccio

25%  Implement Adaptive Schools to support collaborative Instructional Planning in teams.

 7/2/2025 - 6/30/2026  Craig Curtis

0%  Enhance process and provide time for articulation of student needs.

 7/2/2025 - 6/30/2026  Craig Curtis






PROSPECT HEIGHTS SCHOOL DISTRICT 23


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3. Family and Community Partnership: Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.


3.1 Consistently engage parents and community by using relevant communication tools and methods.



100%  Continue D23 in 2023 campaign/Continue #Proud2BD23 campaign to increase awareness and celebration of District 23, schools, staff and students.

 8/16/2023 - 6/14/2024  Don Angelaccio



100%  Update and articulate Communications plan with new input from parents and teachers about the effectiveness of technology for engagement, learning, and outreach.

 8/16/2023 - 6/14/2024  Don Angelaccio



100%  Refine use of Constant Contact and communications expectations.

 9/1/2024 - 6/30/2025  Don Angelaccio



100%  Support updated PowerSchool parent portal platform.

 9/1/2024 - 6/30/2025  Don Angelaccio



50%  Continued improvement of translation services and documents.


 9/1/2024 - 6/30/2027  Don Angelaccio


75%  Launch use of SMORE to enhance readership of and access to newsletters/communications.

 7/2/2025 - 6/30/2026  Chris Alms

0%  Defining and enhancing "first impression" experiences.

 7/2/2025 - 6/30/2026  Chris Alms

25%  Launch AI Bot Assistant for Administrative and Board needs and explore applications for staff and families.

 7/2/2025 - 6/30/2026  Don Angelaccio






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3. Family and Community Partnership: Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.


3.2 Partner with parents to facilitate understanding of student learning standards and District priorities.



75%  Articulate and share the Strategic Plan as a foundation of all District initiatives and planning.


 8/16/2023 - 6/30/2028  Don Angelaccio



100%  Coordinate Behavioral Expectations Committee/Student Handbook Review Committee including expectations, restorative practices, and consequences to ensure more consistency in discipline and support across all schools and classrooms. Involve students in the process.


 8/16/2023 - 6/14/2024  Craig Curtis



100%  Full adoption of Key2Ed Facilitated IEP strategies to engage all families of students with special needs.


 8/16/2023 - 6/30/2025  Chrys Sroka



50%  Develop reporting instruments that provides "whole child" feedback.


 8/16/2023 - 6/30/2026  Don Angelaccio



50%  Provide targeted support to strengthen transitions between schools and for new students.

 8/16/2023 - 6/30/2026  Don Angelaccio

25%  Refinement of Key2Ed Facilitated IEP process.

 7/2/2025 - 6/30/2027  Chrys Sroka

35%  Enhance practices to educate parents regarding the importance of attendance, on-time arrival, and safety expectations.

 7/2/2025 - 6/30/2026  Don Angelaccio



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3. Family and Community Partnership: Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.



3.3 Identify, develop, and expand community partnerships.

0%



Develop opportunities to support and recognize volunteers and others who serve our students.



7/2/2025 - 6/30/2027



Don Angelaccio





PROSPECT HEIGHTS SCHOOL DISTRICT 23


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3. Family and Community Partnership: Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.

3.4 Support positive and collaborative community culture that enhances equity, celebrates diversity, and builds connections among families.



100%  Improve Newcomer Family engagement.


 9/1/2024 - 6/30/2025  Craig Curtis



75%  Develop more robust Early Childhood family supports and structures through updated curriculum.

 9/1/2024 - 6/30/2026  Chrys Sroka



100%  Expand Family SAIL nights.


 9/1/2024 - 6/30/2025  Chrys Sroka



50%  Continued Family Engagement events.


 7/2/2025 - 6/30/2026  Don Angelaccio



0%  Develop strategies to improve attendance at school and District engagement events.

 7/2/2025 - 6/30/2026  Don Angelaccio

25%  Increase Teacher/Student/Family connection outside of classrooms through participation in D23 engagement events.

 7/2/2025 - 6/30/2026  Don Angelaccio

0%  Improve welcoming, inclusive, and multilingual signage.

 7/2/2025 - 6/30/2026  Amy McPartlin






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3. Family and Community Partnership: Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.

3.5 Implement a community relations and engagement plan targeted to future District needs and priorities.



100%  Continue implementation of District-wide community celebrations - D23 Fall Fest, New Families Social Event, Volunteer Appreciation Event, Increase informal parent/family participation in schools, Support PTO efforts in partnership to engage the community.

 8/16/2023 - 6/14/2024  Don Angelaccio



100%  "Carrying the Torch" for D23 Attunement theme.


 9/1/2024 - 6/30/2025  Don Angelaccio



100%  Implement Building a Better D23 Campaign to support referendum.

 8/16/2023 - 6/30/2025  Don Angelaccio



100%  Develop "recruitment" plan for future Board members.

 9/1/2024 - 6/30/2025  Don Angelaccio

25%  Continue the Building a Better D23 Campaign regarding operational needs and cost reductions.

 7/2/2025 - 6/30/2028  Don Angelaccio

33%  Support succession planning for sustainable leadership.

 7/2/2025 - 6/30/2027  Don Angelaccio



PROSPECT HEIGHTS SCHOOL DISTRICT 23

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4. Facilities and Financial Management: Advance effective use of resources to support safe, learner ready facilities that maximize student learning.

4.1 Implement and consistently monitor a sustainable long-range financial plan that includes instruction, professional growth, technology, and facilities.

100%	<div></div>	Continue Community engagement around early learner expansion, full-day kindergarten, Early Childhood, and safety and security.	8/16/2023 - 6/30/2025	Don Angelaccio
100%	<div></div>	Continue investigation and communication of building/facility needs.	8/16/2023 - 6/14/2024	Amy McPartlin
100%	<div></div>	Secure funding to complete capital projects - Summer 2024 Windows/Siding/Doors, Security enhancements	8/16/2023 - 6/14/2024	Amy McPartlin
100%	<div></div>	Complete Registration Fee study.	9/1/2024 - 6/30/2025	Amy McPartlin
20%	<div></div>	Develop and articulate plan for sustainable financing.	7/2/2025 - 6/30/2027	Amy McPartlin
35%	<div></div>	Maintain and monitor annual budget for cost savings opportunities.	7/2/2025 - 6/30/2026	Amy McPartlin
25%	<div></div>	Identify reductions in programming and/or personnel to provide operational funds for Full-Day Kindergarten.	7/2/2025 - 7/2/2025	Don Angelaccio
0%	<div></div>	Plan for capital needs, including replacement cycles for equipment.	7/2/2025 - 6/30/2026	Rafael Romero
25%	<div></div>	Budgeting for surplus and capital project priorities.	7/2/2025 - 6/30/2026	Amy McPartlin






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4. Facilities and Financial Management: Advance effective use of resources to support safe, learner ready facilities that maximize student learning.

4.1 Implement and consistently monitor a sustainable long-range financial plan that includes instruction, professional growth, technology, and facilities.

20%  Investigate benefit offerings and impact of Long Term Employee differential in advance of negotiations.



 7/2/2025 - 6/30/2027  Amy McPartlin


35%  Implement budgeting strategies to meet Boards Policy Fund Balance target.



 7/2/2025 - 6/30/2028  Amy McPartlin

4.2 Enhance spaces to support collaborative learning experiences.



75%  Continue furniture replacement/renewal cycle

 8/16/2023 - 6/30/2028  Amy McPartlin



100%  Complete summer 2024 construction projects on time and under budget.


 9/1/2024 - 6/30/2025  Amy McPartlin


50%  Continue sensory rooms/SpEd area enhancements.


 9/1/2024 - 6/30/2026  Chrys Sroka


100%  Implement Activity buses at MacArthur.

 9/1/2024 - 6/30/2025  Amy McPartlin

65%  Complete summer maintenance and construction projects on time and under budget.

 7/1/2023 - 6/30/2028

70%  Facilitate Construction design, bid process, and selection of vendors for Eisenhower Addition (FDK) and Phase 2 Windows, Siding, and Doors Project (MacArthur).

 7/2/2025 - 6/30/2026  Amy McPartlin






PROSPECT HEIGHTS SCHOOL DISTRICT 23


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4. Facilities and Financial Management: Advance effective use of resources to support safe, learner ready facilities that maximize student learning.


4.3 Ensure safe and secure learning environments in collaboration with first responders and District partners.



80%  Continue implementation of Cybersecurity Tech Plan components including hardware replacement cycles, recommended cybersecurity best practices, and ongoing training.

 8/16/2023 - 6/30/2027  Chris Alms



100%  Revise and Implement Safety Policies, procedures, and Crisis Response: Implement "Safe at School" protocols and resources to improve reporting and access to support; Implement trainings with Serve and Protect Inc., for secretaries, lunch/recess supervisors, PE, custodians, and administration, highlighting expectations and procedures.


 8/16/2023 - 6/14/2024  Don Angelaccio



90%  Continue monitoring and retraining on updated Emergency Protocols.

 9/1/2024 - 6/30/2026  Don Angelaccio



90%  Implement Network Authentication

 9/1/2024 - 6/30/2026  Chris Alms



75%  Implement new guest/visitor management system and develop plans for secure vestibules.

 7/2/2025 - 6/30/2026  Chris Alms

25%  Investigate implementation of FirstView with pilot for offices.

 7/2/2025 - 6/30/2026  Amy McPartlin

20%  Complete pursuit of Trusted Learning Environment Endorsement (TLE).

 7/2/2025 - 6/30/2026  Chris Alms




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4. Facilities and Financial Management: Advance effective use of resources to support safe, learner ready facilities that maximize student learning.





4.4 Engage all partners in the development of effective uses of District resources.



100%  Implement transition to modified accrual basis of accounting by maximizing relationship with new auditing firm.

 8/16/2023 - 6/14/2024  Amy McPartlin



100%  Implement Zero Based budgeting to support responsible and accurate budgeting and planning for future projects.

 8/16/2023 - 6/30/2025  Amy McPartlin



100%  Identify needs for expansion of District Athletic spaces.

 9/1/2024 - 6/30/2025  Don Angelaccio

0%  Conduct Transportation study related to MCATS.

 7/2/2025 - 6/30/2026  Amy McPartlin

25%  Continued implementation of zero-based budgeting.

 7/2/2025 - 6/30/2028  Amy McPartlin



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4. Facilities and Financial Management: Advance effective use of resources to support safe, learner ready facilities that maximize student learning.

4.5 Explore extended-term, cooperative procurement, and shared service opportunities to identify potential for cost savings.

100% Continue leveraging State and Federal resources and programs to reduce costs for necessary network services and quality-of-life technology upgrades.

8/16/2023 - 6/14/2024 Amy McPartlin

100% Facilitate Bid for Food Services.

9/1/2024 - 6/30/2025 Amy McPartlin

100% Facilitate Bid for Transportation Services.

9/1/2024 - 6/30/2025 Amy McPartlin

100% Facilitate Bid for Landscaping services.

9/1/2024 - 6/30/2025 Amy McPartlin

100% Facilitate bid for Snow Removal services.

9/1/2024 - 6/30/2025 Amy McPartlin

35% Implement Organic Life Food Services contract and program enhancements.

7/2/2025 - 6/30/2026 Amy McPartlin

25% Continued exploration of shared services/procurement to drive savings.

7/2/2025 - 6/30/2026 Amy McPartlin