



Diamond Lake School District 76

Embrace Empower Excel Each Child Each Day

2024-2025 District Priorities and Goals

6.17.25





Goals and Priorities

1 ACADEMIC EXCELLENCE

Optimizing learning experiences for all District 76 students.

2 PROFESSIONAL EXCELLENCE

Optimizing professional experiences for all District 76 staff.

3 OPERATIONAL EXCELLENCE

Establishing collaborative and efficient practices for long-term District success.

4 FINANCIAL EXCELLENCE

Maintaining fiscally responsible and efficient processes for long-term District success.

5 COMMUNICATION EXCELLENCE

Communicating to all stakeholders in a purposeful and meaningful manner.



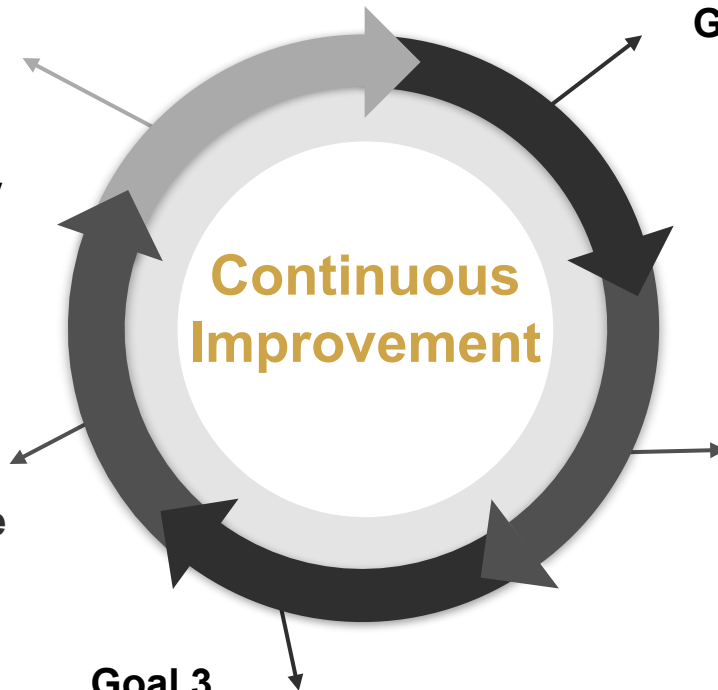
Measurable Outcomes

Goal 5

- Culture and Climate Survey
- Parent and Community Engagement Survey

Goal 4

- Annual Financial Report (AFR)
- ISBE Financial Profile Designation Rating
- Energy Performance Audit



Goal 1

- STAR Assessments
- Social Emotional Learning (SEL) Student Surveys

Goal 2

- Culture and Climate Survey
- The High-Reliability Schools Level 3 Survey

Goal 3

- Staff Support and Success Survey
- District Needs Assessment based on the 5Essentials Survey



Portrait of Excellence



Embrace

Diversity | Inclusion | Individuality | Self-Advocacy | Safety and Welfare

Empower

Courage | Kindness | Leadership | Compassion | Perseverance

Excel

Collaboration | Critical Thinking | Problem Solving | Growth Mindset | Being A Positive Role Model



Core Values

Service
Passion
Advocacy
Respect
Kindness
Love
Equity
Opportunity
Nurture



MISSION

Three schools, one district preparing our children to be lifelong learners, engaged in their community and ready to navigate their world.



VISION

Embrace, Empower, Excel:
Each Child, Each Day



Priority 1: Academic Excellence- Optimizing learning experiences for all District 76 students.

Goal(s):	Purpose	Outcome
<p>Know each D76 student by Name, Strength and Need:</p> <p><i>All educators will:</i></p> <ul style="list-style-type: none">a. Utilize the District-wide multi-tiered system of supports (MTSS) program to maximize student growth including progress monitoring.a. Strengthen the social emotional well-being, learning and engagement for all students.	<p>Prepare all D76 students to be high school, college/career and future ready and to improve student academic and social/emotional learning growth and achievement.</p> <p>Ensure the needs of the “whole child” are met in order to improve student academic and social/emotional learning growth and achievement.</p> <p>Provide an MTSS program to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ 90% of Kindergarten-8th grade students demonstrated growth within the tiers of instruction as measured by the STAR assessment.★ Pre-K-8th grade students demonstrated 87% or higher in all categories of the Social Emotional Learning (SEL) Student Survey



Priority 2: Professional Excellence- Optimizing professional experiences for all District 76 staff.

Goal(s):	Purpose	Outcome
<p>Achieve Level 3 Status for Marzano's High Reliability Schools: Guaranteed and Viable Curriculum:</p> <ul style="list-style-type: none">a. Implement building and district Instructional Leadership Walkthroughs.a. Set and achieve and individual instruction goala. Implement coaching cycles with fidelity to strengthen instructional practices and social emotional well-being, learning and engagement for all staff.	<p>Provide all D76 staff with strong professional development opportunities, a healthy working climate and culture and access to instructional support and resources in order to improve student academic and social/emotional learning growth and achievement.</p>	<p>★ DLS and WOMS achieved Marzano HRS Level 3 Status, with WOIS soon to follow:</p> <ul style="list-style-type: none">a. <i>All K-8 Unit Plans have been updated and include learning targets, language targets, and the learning progressions</i>b. <i>Each school wrote a School Improvement Plan, and each teacher set an instructional goal based on that plan</i>c. <i>There was a 95% increase in the number of coaching cycles in 24-25 compared to 23-24</i>



Priority 3: Operational Excellence- Establishing collaborative and efficient practices for long-term District success

Goal(s)	Purpose	Outcome
<p>1. Structure Professional Learning Communities (PLC's) to focus on data driven professional practices:</p> <ul style="list-style-type: none">a. Utilize all local, state and national data.b. Utilize student products to inform and guide instructional practices. <p>2. Structure each school's Building Leadership Team (BLT) to create an action plan to address areas of improvement on the District Needs Assessment based on the 5Essentials Survey.</p>	<p>Provide the resources and infrastructure needed in order to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ 90% of Kindergarten-8th grade students demonstrated growth within the tiers of instruction as measured by the STAR assessment.★ Pre-K-8th grade students demonstrated 87% or higher in all categories of the Social Emotional Learning (SEL) Student Survey★ DLS and WOMS achieved Marzano HRS Level 3 Status, with WOIS soon to follow:★ Improvement in each category of the 5Essentials Survey (as reported by staff and students)



Priority 4: Financial Excellence- Maintaining fiscally responsible and efficient processes for long-term District success.

Goal(s)	Purpose	Outcome
<p>Maintain sound financial management practices that will support:</p> <ul style="list-style-type: none">a. Negotiate and ratify a new Collective Bargaining Agreement (CBA)a. Maintain an Operating Fund Balance of 105%a. Implement energy-saving initiatives and sustainable practices to reduce utilities costs by 8%.	<p>Maintain strong district financial health and provide the resources needed to sustain district goals and to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ Annual Financial Report (AFR)<ul style="list-style-type: none">○ As of May 31, 2025 current projections show a projected \$1.2MM surplus year-end, but we anticipate that dropping slightly.★ 2024 ISBE Financial Profile Designation Rating score of 3.9 (2023 score of 3.8)★ Completed Collective Bargaining Agreement (CBA)<ul style="list-style-type: none">○ Ratified in October 2024★ Electric and natural gas usage at DLS and WOC has baseline data established<ul style="list-style-type: none">○ Energy “pull back” periods are being determined to reduce usage in unoccupied times.★ Staff Support Success Survey: 97% of staff indicate they received the essential supplies/materials necessary to do their job



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

Goal(s)	Purpose	Outcome
<p>Strengthen all school-level communications and systems with staff, parents and community:</p> <ul style="list-style-type: none">a. <i>Excellence in communications</i> is practiced.a. The principals and staff <i>communicate effectively</i>.a. <i>Effective communications</i> are received by all stakeholders.	<p>Maintain and improve the community's education, involvement and engagement in all school and district events and opportunities to improve student academic and social/emotional learning growth and achievement.</p>	<ul style="list-style-type: none">★ 90% or higher on the Staff Culture and Climate Survey and the Parent Engagement Survey in each of the goal areas.★ D76 Communication Metrics



Priority 5: Excellence in Communications- Communicating to all stakeholders in a purposeful and meaningful manner.

District-Wide

- New **Parent Weekly Update** platform has provided D76 with parent engagement through data collection.
 - **Average Monthly Views:** YTD 454 views
 - **Average View Time:** YTD 1.09 minutes
- New **Staff Bulletins** Update platform has provided D76 with staff awareness engagement through data collection.
 - **Average Monthly Views:** YTD 404 views
 - **Average View Time:** YTD 3 minutes
- **Social Media Growth:** LinkedIn 36%, YouTube 16%, Facebook 11%, Instagram 9%

Parent Engagement Survey

- 94% Social Emotional Learning and Safety
- 93% Welcoming Environment
- 91% Needs and Resources
- 88% Informed
- 85% Involvement

Culture and Climate Survey

- 99% Collaboration
- 98% Trust and Respect
- 94% Social Emotional Learning
- 94% Effective Leadership
- 93% Communication
- 92% Supportive Environment
- 81% Shared Ownership



District Surveys: Executive Summaries



- Communication Metrics
- Culture and Climate Survey
- Staff Support and Success Survey
- Instructional Coaching Survey
- Parent Engagement Survey
- DLS SEL Survey
- WOC SEL Survey

Talent and Leadership Community
Rigorous Safe and Welcoming
Culture and Climate Fiscally Responsible

Level Up, Lean In &

SPARKLE ON

Robust Relevant and Current Family
Data-Based Communication
Professional Growth and Engagement



Progress Update

- **9.24.24:** Present to BOE for Feedback and Action
- **2024-25:** D76 Teams Operationalize the ***Action Plan*** for ***Continuous Improvement***
- November, February, June: 100 Day DLT and BLT Progress Monitoring Meetings
- **2.18.25:** PAC Mid-Year Update to the BOE
- **6.17.25:** EOY Update to the BOE
- **7.22.25:** BOE & Dr. Knoll Establish 2025-26 Strategic Priorities-Update Process and Timelines



Questions & Feedback

Preguntas y Comentarios