

**River Forest District 90 Strategic Action Objectives - FINAL**  
Aligned with *River Forest District 90 Strategic Plan*

**2025-26**

Action objective plans will be drafted in the form of SMART goals. Metrics or specific deliverables will be used to determine progress toward goals or attainment.

- 1. Utilize established School and District Improvement Planning for academic improvement:**  
Implement school/District improvement planning process during upcoming school year (2025-26), with ultimate goal of maintaining the ISBE summative designation of “Exemplary” for all D90 schools. *Link to Strategic Plan: Goal Three – Improve opportunities for staff collaboration, engagement, innovation, and use of data. (Condon, Trendel\*, Building Administrators)*
- 2. Implement and refine curricula, including ELA (K-8), World Languages (5-8), Social Studies (5-8), Digital Civics (5-8):**  
With emphasis on fidelity, quality staff feedback, and effective deployment of selected curricula, the objective is to improve student growth and achievement as measured by MAP, IAR, and summative course assessment performance. *Link to Strategic Plan: Goal One – Clarify grade level academic and non-academic curricular expectations for students and their families; Goal Two – Provide an equitable, high-quality education for all students. (Trendel\*, Lubeck, Building Administrators)*
- 3. Deploy Math Leadership Team to identify and institute program refinements:**  
Reconstitute Math Leadership Team to ascertain current program effectiveness, determine necessary adjustments in internal and external (D200) articulation, identify opportunities for programming improvements, and make recommended refinements targeted at improving student achievement. *Link to Strategic Plan: Goal One – Clarify grade level academic and non-academic curricular expectations for students and their families; Assist students to assess their academic growth and achievement performance relative to curricular expectations across grade levels; Goal Three – Ensure that staff are equipped to use evidence-based instructional practices and technology to make learning engaging, relevant, and inspiring. (Trendel\*, Gerges)*
- 4. Support Board recruiting/hiring process for superintendent:**  
Under the Board’s explicit direction, provide administrative support for the recruiting/hiring process to replace the retiring superintendent with an outstanding leader for the next generation. *Link to Strategic Plan: Goal Two – Provide an equitable high-quality education for all learners. (Condon\*, Cozzi, Rath, Gutierrez)*
- 5. Support and ensure the effective use of instructional time and high-quality teaching within the new RMS schedule to promote student learning:**  
Oversee operationalization of new schedule with focus on optimizing use of instructional time and content delivery. *Link to Strategic Plan: Goal Two – Provide an equitable, high-quality education for all students; Strengthen opportunities to meet the social and emotional needs of all learners; Goal Three - Ensure that staff are equipped to use evidence-based instructional practices and technology to make learning engaging, relevant, and inspiring. (Steketee\*, Petersen, Trendel, Lubeck, Martin)*
- 6. Expand use of Responsive Classroom approach in all schools across the District:**  
Provide structured staff development opportunities for faculty members to receive training in the use of Responsive Classroom strategies and encourage their consistent use across and throughout D90 schools. *Link to Strategic Plan: Goal Two – Strengthen opportunities to meet the social and emotional needs of all learners. (Lubeck\*, Steketee, Godfrey, Gerges)*

**7. Continue to implement strategies for deficit-reduction:**

Implement ongoing efforts intended to identify and remediate deficit spending. *Link to Strategic Plan: Goal Five – Ensure resources are expended in an equitable manner to maximize opportunities for all learners. (Cozzi\*, Condon)*

**8. Establish District-wide AI Plan and guidelines addressing appropriate integration of AI:**

Investigate best practices in the development of a suitable District plan to incorporate the responsible, appropriate, productive, and ethical use of artificial intelligence technology and tools throughout the District 90 school community, as a precursor to the creation of a comprehensive strategy to govern the use of instructional technology. *Link to Strategic Plan: Goal Three - Ensure that staff are equipped to use evidence-based instructional practices and technology to make learning engaging, relevant, and inspiring; Improve opportunities for staff collaboration, engagement, innovation, and use of data; Goal Four – Enhance parent engagement, partnerships, supports, and education about District performance and initiatives. (Martin\*, Petersen, Condon)*

**9. Implement identified organizational culture/climate objectives:**

Collaborate with SLC leaders, administration, and faculty/staff to implement previously identified strategic goals pertaining to Belongingness and Community, Culture and Climate, and Teaching and Learning. *Link to Strategic Plan: Goal Three – Improve opportunities for staff collaboration, engagement, innovation, and use of data. (Condon\*, Trendel, Gerges, Rath)*

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## Strategic Action Objective Plan Template

<b>Strategic Action Objective:</b> Implement school/District improvement planning process during upcoming school year (2025-26), with ultimate goal of maintaining the ISBE summative designation of “Exemplary” for all D90 schools. Link to Strategic Plan: Goal Three – Improve opportunities for staff collaboration, engagement, innovation, and use of data.				
<b>Oversight Group:</b> Christine Trendel, Ed Condon, Christine Gerdes, Casey Godfrey, Tina Steketee, Anthony Peterson, Jennifer Pasia, School SIP Teams		<b>Relevant Data Sources:</b> Input from faculty/staff committees, planning discussions with administrators, spring 2025 assessment data including IAR, MAP, 5Essentials, ACCESS		<b>Anticipated Completion Date:</b> June 2026
Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
1. Initial 2024-2025 SIP goal reflection and Spring 2025 data review as administrative team	Oversight group	Aug and Sep	Spring 2025 data; IAR, MAP, 5 Essentials data, ACCESS data	<ul style="list-style-type: none"> <li>Completed SIP documents, including data analysis and action planning - <b>Complete</b></li> </ul>
2. 2024-2025 SIP goal reflection and Spring 2025 data review with school-based teams	Principals and School Teams	Nov	Spring 2025 data; IAR, MAP, 5 Essentials data, ACCESS data	<ul style="list-style-type: none"> <li>Ongoing collaboration: meeting agendas - <b>Complete</b></li> </ul>
3. 2025-2026 SIP goal drafting and refinement with school and administrative teams	Admin Council	Sep/Oct	School SIP Plans: Data review, goals, action plans	<ul style="list-style-type: none"> <li>Goals identified and refined - <b>Complete</b></li> </ul>
4. Schools share initial SIP focus areas with the BOE	Principals and Christine T	October	Board Presentation, SIP plans	<ul style="list-style-type: none"> <li>Presentation for BOE and community - <b>Complete</b></li> </ul>
5. Collaborate to monitor and support school SIP plans as an administrative team	Christine T and Principals	Sep-May	SIP plan continued action planning, Adco agendas,	<ul style="list-style-type: none"> <li>Productive progress discussions – <b>In process</b></li> </ul>

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			SIP plan continued action planning, SIP team agendas	
6. Collaborate to monitor and support school SIP plans as a school team	Principals and School SIP teams	Sep-May	Team meeting agendas, data reviews,	<ul style="list-style-type: none"> <li>● Productive progress discussions – <b>In process</b></li> </ul>
7. Collaborate with principals to build teacher leader capacity, data use with grade level teams, and instructional leadership	Trendel, Lubeck, principals,	Sep-May	SIP Plans, 2025-2026 assessment data,	<ul style="list-style-type: none"> <li>● Improved teacher capacity for instructional leadership – <b>In process</b></li> </ul>
8. Reflect on 2025-2026 SIP action plans, goals, and resulting data at individual schools	Oversight group	June-Aug 2026	2025-2026 assessment data; 5Essentials, AimsWeb, MAP, IAR, ACCESS	<ul style="list-style-type: none"> <li>● End of year evaluation of progress – <b>Not yet started</b></li> </ul>
9. Review and reflect on end of year progress as a District: celebrate strengths and identify areas of growth	AdCo	June-Aug 2026	Illinois School Report Card	<ul style="list-style-type: none"> <li>● Final report to Board of Education and school community – <b>Not yet started</b></li> </ul>

Long-Range Goal: *Implement and Refine Curricula* Leader(s): *Christine Trendel, Debbie Lubeck, Building Admin* Mid-Year   X   Final     

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## Strategic Action Objective Plan Template

<b>Strategic Action Objective:</b> <i>With emphasis on fidelity, quality staff feedback, and effective deployment of selected curricula, the objective is to improve student growth and achievement as measured by MAP, IAR, and summative course assessment performance. Link to Strategic Plan: Goal One – Clarify grade level academic and non-academic curricular expectations for students and their families; Goal Two – Provide an equitable, high-quality education for all students.</i>				
<b>Oversight Group:</b> <i>Administrative Council</i>		<b>Relevant Data Sources:</b> <i>MAP and IAR data, Common curriculum based assessments, Staff feedback</i>		<b>Anticipated Completion Date:</b> <i>June 2026</i>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
<b>Social Studies Curriculum Review:</b> Review six core resource options  Review 2-3 core resource options with publisher presentations  Pilot 2-3 options in grades 5-8 social studies  Choose social studies resource, redesign course scope and sequence	Christine T and social studies department	Oct 2025-Jan 2026  Spring 2026  Fall 2026  Spring 2027	Release days with team, paper evaluation screening tool, presentations from publishers  Publisher presentations, time, Evaluation tool  Time, pilot resources,  Teacher and student survey data, social studies standards, fiscal resources for purchase	<ul style="list-style-type: none"> <li>Adoption of new social studies materials in grades 5-8 and adjusted scope and sequence to update alignment with state mandates and best practice - <b>In Process</b></li> </ul>

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**Strategic Action Objective Plan Template**

<p><b>World Language:</b> Deploy professional learning plan for implementation of 5th and 6th grade Spanish and French Materials</p>	<p>CT, WL teachers, Klett</p>	<p>Aug, Sep, Oct, Jan, Feb, April January and February 2026</p>	<p>Institute Days and After school meetings with publisher for continued learning</p>	<ul style="list-style-type: none"> <li>Continued implementation of new French and Spanish materials in 5th and 6th grades. Preparedness for implementation of Spanish materials in grades 7 and 8 and Italian materials in grades 5-8. - <b>In Process</b></li> </ul>
<p>Release time for planning</p>	<p>CT, WL teachers</p>	<p>Ongoing</p>	<p>Klett resources, ACTFL proficiency scale</p>	
<p>Review of common assessments to monitor student proficiency levels throughout grades and at the end of grades 5 and 6.</p>	<p>CT, WL teachers</p>		<p>Class assessment and department meeting to analyze data</p>	
<p>Share reflection of year 1 of implementation with BOE.</p> <p>_____</p>	<p>Christine T</p>	<p>Spring/ Summer 2026</p>	<p>BOE presentation/student work</p>	
<p><b>ELA</b> Deploy professional learning to support implementation of ELA core resources specific to the needs of each grade level</p>	<p>Christine T, Instructions Specialists, publishing partners</p>	<p>Ongoing: Institute Days, Thursday after school, Coaching,</p>	<p>Professional learning agendas, collaboration meetings, team/department meeting agendas</p>	<ul style="list-style-type: none"> <li>Update to BOE of Year 1 of implementation - <b>Yet to be completed</b></li> <li>Continued growth and achievement data increases - <b>In Process</b></li> </ul>



Long-Range Goal: *Implement and Refine Curricula* Leader(s): *Christine Trendel, Debbie Lubeck, Building Admin* Mid-Year   X   Final     

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### Strategic Action Objective Plan Template

Continuous review of data: curriculum based assessments, formative assessment/student work, MAP and IAR data to monitor student progress	CT, Grade level teams, Principals	Fall, Winter Spring	GPs meetings, weekly team meetings, data review meetings, end of year data review	<ul style="list-style-type: none"><li>● Increased use of data in instructional planning data by grade level teams - <b>Ongoing</b></li></ul>
Christine T to gather teacher feedback in person by attending team/grade level meetings once per trimester/quarter	CT, Grade level teams, Instructional specialists, Principals	Fall, Winter Spring	Meeting notes	<ul style="list-style-type: none"><li>● Responsive professional development deployed based on teacher needs and feedback - <b>Ongoing</b></li></ul>

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**Strategic Action Objective Plan Template**

**Strategic Action Objective:** Reconstitute Math Leadership Team to ascertain current program effectiveness, determine necessary adjustments in internal and external (D200) articulation, identify opportunities for programming improvements, and make recommended refinements targeted at improving student achievement. Link to Strategic Plan: Goal One – Clarify grade level academic and non-academic curricular expectations for students and their families; Assist students to assess their academic growth and achievement performance relative to curricular expectations across grade levels; Goal Three – Ensure that staff are equipped to use evidence-based instructional practices and technology to make learning engaging, relevant, and inspiring.

**Oversight Group:**  
Administrative Council

**Relevant Data Sources:**  
Current professional research and literature related to math instruction, Longitudinal district math IAR and MAP data

**Anticipated Completion Date:**  
June 2027

Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
Math Team Meeting: Gather input from team related to needs and previous math work	Christine T. and Math Team	September 2025	Time	<ul style="list-style-type: none"> <li>Increased vertical alignment and collaboration K-8; possible classroom visits - <b>Complete</b></li> </ul>
Vertical alignment tasks: Middle School members share program updates with K-4 team members	Christine T. and Math Team	November 2025	Time	<ul style="list-style-type: none"> <li>Completed strengths and needs analysis - <b>Complete</b></li> </ul>
Team review of current literature and updated ISBE guidelines, selection of anchor text(s)	Christine T. and Math Team	January 2026	Time	<ul style="list-style-type: none"> <li>Research reviewed; anchor text(s) chosen to guide rest of team's work - <b>In Process</b></li> </ul>



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**Strategic Action Objective Plan Template**

Review of longitudinal math growth and achievement data; identify strengths and targeted areas for growth	Christine T and Math Team	January-March 2026	Time	<ul style="list-style-type: none"> <li>Plan for continued work in 2026-2027 - <b>In Process</b></li> </ul>
Outline possible goals for Math Team 2026-2027 (including additional 2025-2026 math data review)	Christine T and Math Team	April – May 2026	Time	<ul style="list-style-type: none"> <li>The culminating focus will be to complete most of Step 1 of The Curriculum Review Cycle for K-4 math, including: <i>Needs Assessment, Research, Review</i> (Review current curricula, standards, student growth and achievement data, current research and best practices related to content area; research current available curriculum resources from various providers) - <b>Not yet completed</b></li> </ul>
Develop Math Team action plan for 2026-2027	Christine T and principals	June 2026 (tentative)	Time	<ul style="list-style-type: none"> <li>Research possible core program options to review throughout 2026-2027 for pilot in 2027-2028 - <b>Not yet completed</b></li> </ul>

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**Strategic Action Objective Plan Template**

**Strategic Action Objective:** Under the Board's explicit direction, provide administrative support for the recruiting/hiring process to replace the retiring superintendent with an outstanding leader for the next generation.

**Oversight Group:** Board of Education

**Relevant Data Sources:** Supplied by Consulting Search Firm

**Anticipated Completion Date:** January, 2026

Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
- Board of Education identifies preferred consulting search firm	Board of Ed.	August 2025	Time, Search firm fees	- Firm is selected <b>Completed</b>
- Board search committee members collaborate with firm to establish recruiting and communications plan	Board of Ed., Director of Commun.	September 2025	Time, Communications resources	- Communications and recruiting plans developed and launched <b>Completed</b>
- Under Board direction, search firm establishes outreach/feedback opportunities for school community about hiring goals/desired attributes	District staff, Director of Communs.	Sept. – Oct. 2025	Time, Communications resources, Meeting locations	- Feedback obtained <b>Completed</b>
- Under Board direction, search firm recruits applicants; begins discernment process	Search firm consultants	Sept. – Oct. 2025	Time	- Viable candidates identified <b>Completed</b>
- Interview process proceeds	Search firm consultants, Board of Ed.	Nov. 2025	Time	- Finalists identified <b>Completed</b>

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- Finalist vetting and selection process occurs	Search firm consultants, Board of Ed.	Dec. 2025	Time, Meeting locations	- Preferred candidate selected <b>Completed</b>
- Position offered, contract negotiated	Board of Ed., D90 attorney	Dec. 2025	Proposed contract; Possible counsel of employment attorney	- Contract approved by Board of Education <b>In process</b>
- Appointment announced; Introduction to school community	Board of Ed., Director of Commun., District staff	Jan. – Mar. 2026	Communications, Location for community “meet and greet”	- New superintendent appointed and onboarded for employment <b>To be completed</b>
- Transition planning	Board of Ed., New superintendent, Retiring superintendent, Director of Commun., Chief Operating Officer, Exec. Assistant to Superintendent	Apr. – June 2026	Time	- Seamless leadership transition from departing superintendent to assuming superintendent <b>Plans forthcoming</b>

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<b>Strategic Action Objective:</b> Support and ensure the effective use of instructional time and high-quality teaching within the new RMS schedule to promote student learning.				
<b>Oversight Group(s):</b> ADCO members, RMS Grade Level Teams, Instructional Specialists, MTSS Team Teachers		<b>Relevant Data Sources:</b> RMS Schedule, content area curriculum plans (scope and sequence), and classroom assessment data		<b>Anticipated Completion Date:</b> June 2026
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Communicate the enhanced RMS schedule to students, staff, and families.	T. Steketee/A. Petersen	Apr. – June 2025	-Staff collaboration time -Bulldog Weekly -family -Incoming 5th Grade Family Night	Increased awareness and understanding.  <b>Winter Progress Update:</b> Planning February Incoming 5th grade Family Night
Share the enhanced schedule with students and establish clear routines at the start of the year/set expectations.	Faculty and Staff	August 2025	-Student Advisory Class -Building an Academic Community: The Middle School Teacher's Guide to the First Four Weeks of the School Year.	Reduction in transition time, observational/tardy data  <b>Winter Progress Update:</b> All grade level teams completed Building an Academic Community: The Middle School Teacher's Guide to the First Four Weeks of the School Year.
Provide professional development on time management and active learning strategies via the Responsive Classroom	Grade Level Team Leaders	Aug. – Sept. 2025	-Grade level team time -Building an Academic Community: The Middle	Active learning strategies build an inclusive academic community, resulting in greater student

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resource ( <i>Building an Academic Community</i> )			<i>School Teacher's Guide to the First Four Weeks of the School Year.</i>	engagement, sense of belonging, and positive classroom relationships. Effective time management with increased productivity results in less stress and increased instructional time for students.
Regularly review and analyze content area assessment data (benchmarks, progress tests).	Instructional Specialists, Department Leaders, and Teachers	Q1 through Q4, Ongoing	-Assessment data -Department meeting collaboration time	<b>Winter Progress Update:</b> In Progress  Growth in key content standards. Use of assessment results to set content-specific goals, guide instructional planning, and evaluate program effectiveness.
Implement instructional coaching cycles focused on effective strategies for math and ELA teachers (includes pre-conference, lesson planning, modeling/observation, feedback, and reflection)	Instructional Specialists	Ongoing	-Coaching release time -Observation tools	<b>Winter progress update:</b> In progress. SIP update for ELA and Math scheduled in February.  Documented teacher growth in instructional practice; improvements in student assessment data
MTSS weekly meetings focused on identifying class-wide and individual	MTSS Team Teachers	Ongoing	-Weekly grade level MTSS meetings	<b>Winter Progress Update:</b> In progress  Tailored interventions, targeted differentiation, and improved student outcomes through ongoing

Long-Range Goal: Support Instruction - RMS

Leader(s): Steketee, Petersen, Trendel, Lubeck, Martin

Mid-Year X Final     

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trends and opportunities for differentiation.			-Quarterly MTSS/GPS Meetings	monitoring and adjustment of strategies.  <b>Winter Progress Update:</b> Fall GPS /data review meeting completed. (10/25 GPS and 12/25 Data review)
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<b>Strategic Objective:</b> Provide structured staff development opportunities for faculty members to receive training in the use of Responsive Classroom strategies and encourage their consistent use across and throughout D90 schools.				
<b>Oversight Group:</b> Administrative Team		<b>Relevant Data Sources:</b>		<b>Anticipated Completion Date:</b> Summer 2026
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Provide training to District 90 certified staff in the principles of Responsive Classroom	Lubeck	Fall '25- Summer '26	Financial Resources for PD, time for training	<p>Partner with Responsive Classroom to develop a training plan based on currently trained staff and available training options</p> <p>Winter Progress Update: Responsive Classroom has released new one day training with a variety of topics and will be releasing a new Hybrid training option in April. The administrative team will review the training options for staff who have not yet been trained this spring.</p>
Create common expectations for the implementation of Responsive Classroom Principles	Lubeck, building admin	End of first trimester	Meeting Time	<p>List of Common Expectations by level</p> <p>Winter Progress Update: RMS Teachers are using time in team meetings to reflect on Responsive Classroom implementation. Elementary Teachers/ Staff have</p>

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				dedicated time for morning meetings and quiet time and have discussed adding dedicated time for a closing routine at the elementary level.
Dedicate time for staff to discuss and reflect on Responsive Classroom implementation (BLT/SIP, staff, team meetings, afterschool Professional Collaboration meeting, District Institute Day)	Building admin	Ongoing	Meeting Time	<p>Meeting agendas/minutes</p> <p>Winter Progress Update: Responsive Classroom implementation is being included in reflective conversations with individual staff as part of the evaluation cycle and team meetings. The MTSS committee at Roosevelt has been working on ways to embed Responsive Classroom language into Tier 1, has worked to identify where High 5 goals align with Responsive Classroom principles and where common expectations are taught to students.</p>
Continue to utilize Responsive Classroom during RMS Advisory	RMS Admin	Ongoing	Instructional resources, planning time	<p>Advisory scope &amp; sequence</p> <p>Winter Progress Update: The Roosevelt team is using Fly Five as an instructional resource for Digital Citizenship and continuing to implement Responsive Classroom as an instructional resource for Advisory.</p>

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**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> <i>Facilitate the creation of a financial plan designed to identify and remediate deficit spending.</i>				
<b>Oversight Group:</b> <i>Board of Education Finance Committee, Administrative Team</i>	<b>Relevant Data Sources:</b> <i>-Illinois Program Accounting Manual          -ISBE Form 50-36 Deficit Reduction Plan          -District Long-Range Financial Plan          -Input from Administrative Team on suggested efficiencies          -Annual ESSA Site-Based Expenditure Reports          -Operating Expenditure per Pupil Calculation (AFR)          -Internal Trial Balances</i>			<b>Anticipated Completion Date:</b> <i>Annual</i>
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
Adopt proposed tentative budget for 25-26 fiscal year	Chief Operations Officer, ADCO, Board Finance Committee	9/16/25	- Time, input from ADCO	<b>Final draft of 25/26 budget to present to Board of Education at 9/16/25 Board meeting for formal adoption</b>  COMPLETED
Prepare long-range financial projections	Chief Operations Officer, Board Finance Committee	Nov 2025 COW Meeting	- Time to collaborate and time to build projections	<b>Proposed Long Range Financial Projections</b>  COMPLETED
Formation of list of potential efficiencies (personnel and non-personnel) using long-range financial projections as a baseline	Chief Operations Officer, ADCO	Jan 2026 – Mar 2026	- Time to collaborate - Time to identify initiatives that have run their course - Time to prioritize	<b>First draft of list of efficiencies to present to Finance Committee</b>  IN PROGRESS

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**Strategic Action Objective Plan Template**

Model efficiencies into draft long-range financial projections and other documents to analyze metrics for potential Board Policy changes	Chief Operations Officer, ADCO	Mar 2026 – April 2026	- Time	<b>Draft long-range financial projections, draft site-based exp. report and draft OEPP calculation</b>
Monitor and review current FY 26 budget to actual expenditure variances (specifically salaries and benefits) to determine if an Amended Budget would be necessary.	Chief Operations Officer, ADCO, Board Finance Committee	May 2026 – June 2026	- Time	<b>Amended 25/26 budget to present to Board of Education for formal adoption, if necessary</b>
Board discussion and decision on potential balanced budget policy and any potential other new policies	Chief Operations Officer, BOE	May 2026 – June 2026	- Time	<b>Balanced budget and other potential new policies, if necessary</b>

- Each year, the results of this action objective plan will be analyzed to determine if the formation of a future Fiscal Action Team is necessary.

Long-Range Goal: Establish District AI Plan and Guidelines

Leader(s): Kevin Martin

Mid-Year   X   Final       

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<b>Strategic Action Objective:</b> Establish District-wide AI Plan and guidelines addressing appropriate integration of AI				
<b>Oversight Group:</b> Kevin Martin, Anthony Petersen, Ed Condon		<b>Relevant Data Sources:</b> Research,		<b>Anticipated Completion Date:</b> 06/30/2026
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed: (Time, Professional Development, Supplies, etc.)</b>	<b>Anticipated Outcome/Measurement</b>
Engage stakeholders to determine needs, concerns and expectations	Innovation Committee	Oct. '25 – Jan. '26	Meeting times/dates and surveys	<ul style="list-style-type: none"><li>● Gain a better understanding of the wants/needs of staff and students in terms of AI – <b>In Process</b></li></ul>
Develop vision for AI guidelines	Innovation Committee	Oct. '25 – Jan. '26	Meeting times/surveys	<ul style="list-style-type: none"><li>● Draft guidelines to be reviewed by Innovation Committee in Feb. – <b>In Process</b></li></ul>
Engage stakeholders to determine needs, concerns and expectations	Innovation Committee	Oct. '25 – Jan. '26	Research on best practices in other districts, such as New Trier 203	<ul style="list-style-type: none"><li>● Use Innovation Committee members to conduct research; develop appropriate protocols – <b>In Process</b></li></ul>
Outline and develop an AI best practices and protocols guide	Innovation Committee	Jan. '25 – Feb. '26	Time, Draft guidelines	<ul style="list-style-type: none"><li>● Draft guidelines to be reviewed by Innovation Committee in Feb. – <b>Yet to be completed</b></li></ul>
Provide and seek out professional development to staff on AI	Innovation Committee	Feb. '26	Time – 2/27/26 Planning time	<ul style="list-style-type: none"><li>● PD on desired AI applications, risks, etc. – <b>In Process</b></li></ul>

Long-Range Goal: *Establish District AI Plan and Guidelines*

Leader(s): *Kevin Martin*

Mid-Year   X   Final       

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Refine Guidelines	Innovation Committee	Fall 2026	Feedback from stakeholders	<ul style="list-style-type: none"><li>Solicited feedback from stakeholders on current guidelines; adjust D90's AI procedures if needed – <b>Yet to be completed</b></li></ul>
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**Strategic Action Objective Plan Template**

**Strategic Action Objective:** SLC members will work with their school BLT committees to identify school-specific activities and initiatives that have been successful in promoting positive changes in organizational climate, with the goal of continuing effective strategies and contemplating the addition of new ones.

**Oversight Group:** SLC, Building Leadership Teams

**Relevant Data Sources:** Feedback from SLC members about school-specific climate strategies in use at the respective buildings

**Anticipated Completion Date:** June 2026

Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
- SLC members will identify the activities and initiatives currently in use at their schools to support positive climate	SLC membership	Sep. – Oct. 2025	SLC meeting time, BLT meeting time	Feedback from staff – <b>Complete</b>
- Establish a log to inventory the strategies that are currently in use, after discussing their practical implementation	SLC membership	Oct. 2025	Meeting/discussion time	Completed inventory - <b>Complete</b>
- Request that BLT members discuss identified strategies with the BLT to determine their perceived effectiveness	SLC and school BLT membership	Nov. 2025	Meeting/discussion time	Feedback from schools for SLC discussion and consideration - <b>Complete</b>
- SLC members will share strategies in use at other schools and discuss scalability, using SLC group as clearinghouse	SLC membership	Jan. – Feb. 2026	Meeting/discussion time	Inventory updated to reflect the introduction or trial of different strategies at different schools – <b>In Process</b>
- Follow-up discussion with SLC to share feedback/plot direction	SLC membership	Mar. – Apr. 2026	Meeting/discussion time	Agreements made with BLT's and building leaders about trial initiatives <b>Not Yet Started</b>

Long-Range Goal: SLC - Admin/Teacher Trust

Leader(s): Trendel, Condon

Mid-Year X Final     

River Forest District 90

## Strategic Action Objective Plan Template

**Strategic Action Objective:** Demonstrate professional trust for faculty decision-making by providing flexible work time on October 31 intended for collaboration.

**Oversight Group:** SLC

**Relevant Data Sources:** Feedback from faculty/staff colleagues

**Anticipated Completion Date:** October 31, 2025

Activities to Implement the Objective:	Person(s) Accountable	Timeline Beg./End	Resources Needed: (Time, Professional Development, Supplies, etc.)	Anticipated Outcome/Measurement
- Brainstorm/identify list of professional choice options	SLC subcommittee	May 2025	Time	List created (tentative): <ul style="list-style-type: none"><li>- Vertical/Horizontal collaboration</li><li>- Parent Communications/Outreach</li><li>- Workspace Management</li><li>- Curriculum Planning, Design, or refinement</li><li>- Review of student Special Ed needs</li><li>- Student Feedback</li></ul> <b>Complete</b>
- Develop menu of options for teachers to select from	SLC, ADCO	Summer 2025	Time, ISBE professional development guidelines	Flexible and purposeful planning to submit to ISBE <b>Complete</b>
- Communications to faculty/staff about plans	ADCO	October 2025	Building meeting time/space, building bulletins/newsletters	Increased awareness of PD design and work/focus of SLC <b>Complete</b>
- Implementation of PD day	D90 staff and admin.	October 31, 2025	Meeting locations, time	Allocation of afternoon for self-directed, flexible work time for staff

Long-Range Goal: SLC - Admin/Teacher Trust

Leader(s): Trendel, Condon

Mid-Year X Final     

River Forest District 90

## Strategic Action Objective Plan Template

- Administer post-PD survey	C&I staff	October 31, 2025	Survey instrument	Feedback gathered around the use and perception of flexible PD time  <b>Complete</b>
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## River Forest District 90

**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> <i>Conduct comprehensive professional development survey to gather feedback from staff related to needs and perceptions about effectiveness.</i>				
<b>Oversight Group:</b> SLC		<b>Relevant Data Sources:</b> Staff and administrative feedback		<b>Anticipated Completion Date:</b> Fall, 2025
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
- Acquire feedback from teaching and learning group	Select faculty, instructional specialists, ADCO	Spring 2025	Meeting time, feedback from colleagues	Updated draft of survey instrument - <b>Complete</b>
- Communications to staff via email regarding opportunity to participate in survey; reminders	Trendel	May-June 2025	Email survey link	Survey results - <b>Complete</b>
- Identify times when staff can take survey at school (i.e. Thursday meetings, 5/23)	Trendel and principals	May-June 2025	Email survey link, time on calendar	Additional survey results - <b>Complete</b>
- Review of survey results; incorporate findings into professional development plans for next year	Trendel, SLC subcommittee, instructional specialists, teacher leaders, ADCO	July-Sep., 2025	Time to collaborate virtually or meet in person to review and discuss results/findings	Trends in survey results identified and incorporated in PD planning for 2025-26 school year - <b>Complete</b>
	SLC		SLC Meeting, notes	

River Forest District 90

**Strategic Action Objective Plan Template**

<ul style="list-style-type: none"><li>- SLC share additional ways for teachers to give feedback related to PD</li><li>- CT to give PD previews and updates at SLC</li></ul>	SLC	October 2025	SLC Meeting, notes	Team leaders to gather feedback and share at SLC and/or BLT meetings - <b>Complete</b>
		Ongoing		SLC to share feedback and input at SLC and also share information at BLT and team meetings - <b>In Process</b>

## River Forest District 90

**Strategic Action Objective Plan Template**

<b>Strategic Action Objective:</b> <i>Formalize the new teacher and mentor partnership program with guidance for suggested timelines, topics, and activities.</i>				
<b>Oversight Group:</b> SLC		<b>Relevant Data Sources:</b> <i>Current mentorship and new teacher orientation program, best practices as evidenced by research</i>		<b>Anticipated Completion Date:</b> Fall 2025
<b>Activities to Implement the Objective:</b>	<b>Person(s) Accountable</b>	<b>Timeline Beg./End</b>	<b>Resources Needed:</b> (Time, Professional Development, Supplies, etc.)	<b>Anticipated Outcome/Measurement</b>
- Review the current mentor partnership program	Trendel, teaching and learning team	Spring 2025	Time to meet/plan	Identification/understanding of current program elements - <b>Complete</b>
- Develop mentor/mentee meeting calendar with list of topics to discuss; recommended meetings	Trendel, teaching and learning team	Summer 2025	Time to meet/plan	Completed list and calendar - <b>Complete</b>
- Plan District-wide new teacher meetings after school for relevant group topics (several per year)	Trendel, ADCO, teaching and learning team	Summer 2025	Time to meet/plan, Hospitality for new teacher meetings	New teacher meeting schedule - <b>Complete</b>
- Provide new teachers with resources about who can assist with questions on key topics	ADCO, District Office staff	Summer 2025	Time to create resources/guidance	Completed resources/guidance - <b>Complete</b>
- Gather feedback from current new teachers, mentors, and new teachers (2025) after orientation about program supports, etc.	Trendel, teaching and learning team	Fall 2025	Time, survey instrument	Survey feedback to inform future programming decisions - <b>Complete</b>



Long-Range Goal: SLC – Teaching and Learning 2

Leader(s): Trendel, Condon

Mid-Year X Final     

River Forest District 90

## Strategic Action Objective Plan Template

-Gather feedback from SLC about mentor and new teacher program, share best practices about new teacher program supports, gather ideas from SLC for improvements	SLC	Spring 2026	SLC meeting time, new teacher mentor resources	SLC input and feedback to inform change for new teacher orientation and mentor programming for 2026-2027 - <b>Yet to be completed</b>
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