

Riverside School Dist. #96 Strategic Planning Process Presentation



Riverside School District 96

Empowering Learners for Life

November 19, 2025

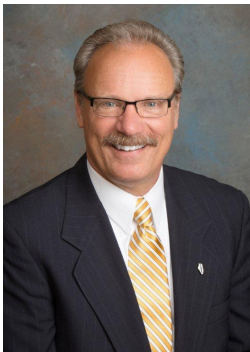
Dr. Karen Maturo (kmaturo@edls.info)

Dr. Gary Zabilka (gzabilka@edls.info)

Firm Overview

- **Partners** (bios included in proposal)

- Dr. Richard Voltz
- Dr. Don White
- Dr. Gary Zabilka



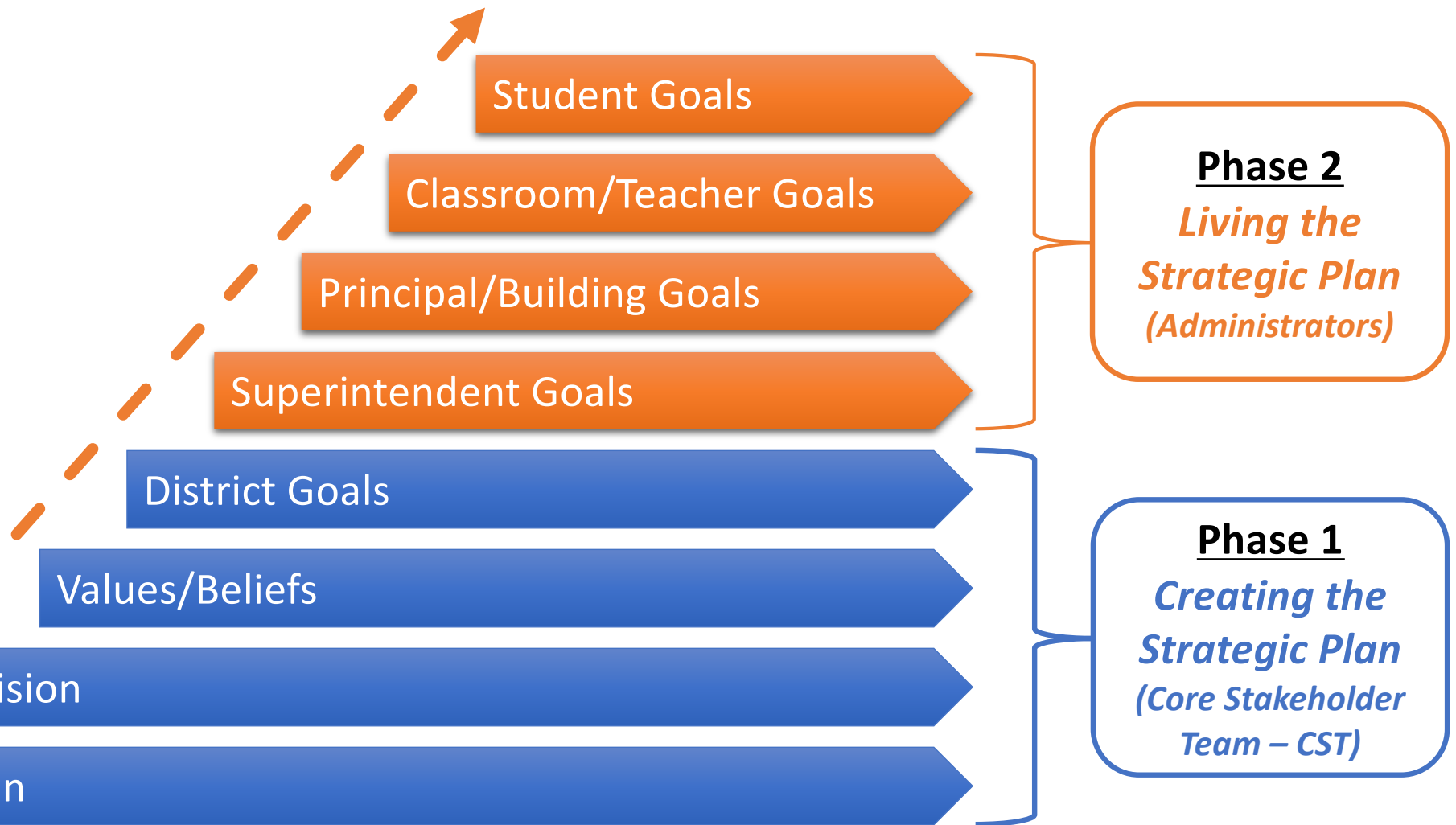
Associates (10 Active)

(bios on EdLS website: <https://edls.info>)

- Dr. Jon Bartelt (Bloomington School District 13)
- Dr. Kara Coglianese (Crete Monee CUSD 201U)
- Mr. Bob Gold (Big Hollow District 38)
- Dr. Carrie Hruby (O'Fallon District 90)
- Dr. Steven Isoye (Now ISBE)
- Dr. Michael Lubelfeld (North Shore 112)
- Dr. Karen Maturo (Retired)
- Dr. Kimako Patterson (Now ISBE)
- Dr. Nick Polyak (Leyden CHSD 212)
- Dr. Harry Rossi (Retired)
- Dr. Matt Seaton (Now ISBE)
- Mr. Matt Stines (Grant CCSD 110)

Creating & Living a Strategic Plan

Stair Step Model for Strategic Planning



Riverside SD #96 Strategic Planning Process-Phase I

1: Identify Core Stakeholder Team (CST)

- Representative group of key stakeholders, to include Board Members, Administrators, Staff Members, Parents, Students, Community members

2: Community Input Survey

- Community survey.
- Community input on priorities.
- Development of reports with data from survey

3: Review District's Current Documents

- Mission
- Vision
- Core Beliefs

4: Revise/Recreate District's Documents

- Mission
- Vision
- Core Beliefs

5: Research/Review District's Current Reality

- How is the District performing?
- Academics / Achievement
 - Finances
 - Facilities
 - Technology
 - Communications

6: Complete SWOT Analysis

- Relating to these areas:
- Strengths
 - Weaknesses
 - Opportunities
 - Threats

7: Create District Goals Based on Needs Identified in Step 6

- Develop goals for each of the major areas identified

8: Review Final Products for Alignment

- CST reviews the District's updated mission, vision, core beliefs and goals for each area for alignment and coherence

9: Final Plan Development

- Final Plan review
- Board Approval of Plan

1: Identify Core Stakeholder Team (CST)

Representative group of key stakeholders, to include:

- Board Members (3-7);
- Administrators (3-5);
- Staff Members (8-10);
 - Parents (8-10);
 - Students (3-5);
- Community members (5-8)
- Total = 30-45 stakeholders



2. Community Perception Survey

Community survey

Community input on priorities

Opportunity to share thoughts/ideas



3: Review Dist. 96's Current Strategic Plan

Motto

Empowering Learners for Life

Mission

Empowering learners through meaningful educational opportunities that reflect the knowledge, skills and experiences needed for future success as engaged citizens.

Vision

Meaningful educational learning opportunities must:

- Celebrate and reward curiosity, creativity, innovation and experimentation;
- Nurture the “whole child” and empower learners to grow socially, emotionally and physically, showing respect for self, others and community;
- Foster student passion for learning;
- Embrace individual differences and support learners in building their understanding of cultural awareness, diversity and inclusion;
- Invest in high-quality staff who are lifelong learners, effective collaborators and instructors;
- Create relevant and authentic learning experiences that extend beyond the text and classroom and provide real-life application;
- Allocate resources, including facilities, to enhance learning and teaching and achieve the mission; and
- Close opportunity and equity gaps to ensure high levels of achievement and expectations for all learners.

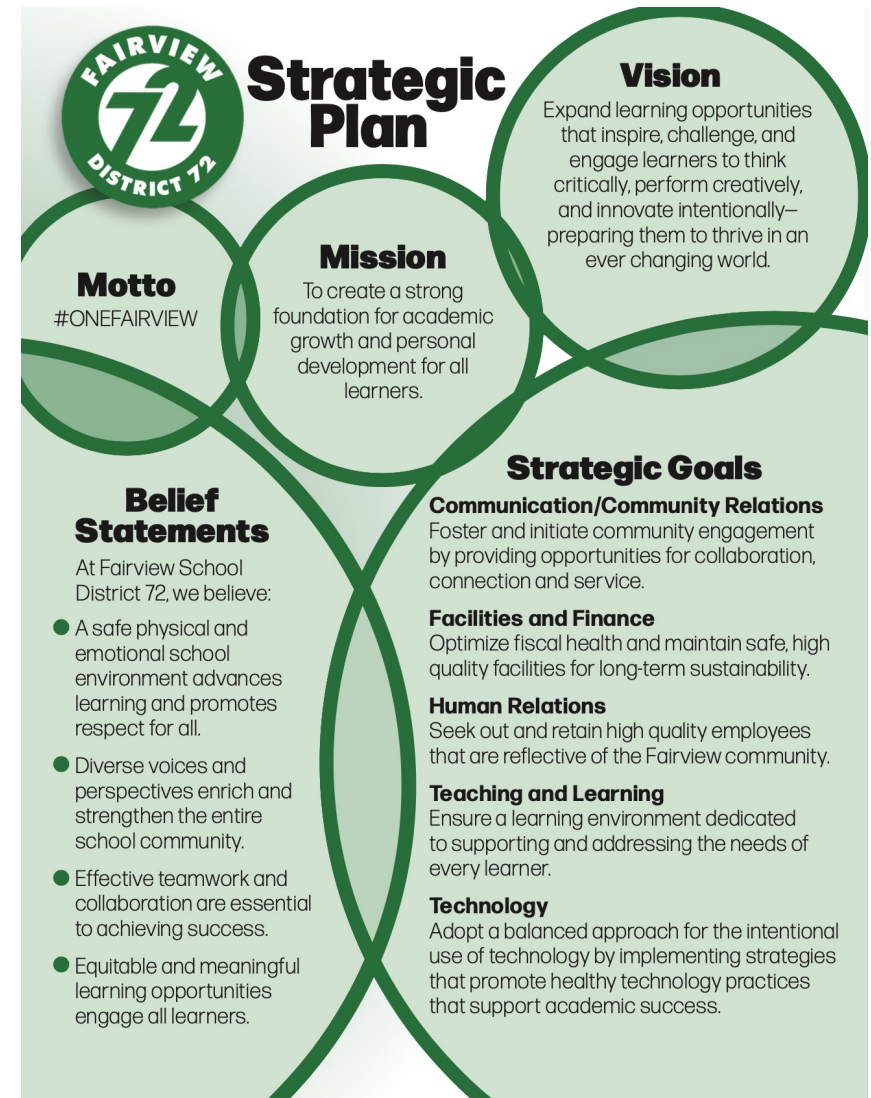
4. Review/Recreate District's Strategic Plan

Mission

Vision

Belief Statements

Goals



5. Research/Review District's Current Reality

How is the District performing?

- Student Growth/ Achievement
- Learning Environment/Culture
- High-Quality Staff
- Family & Community Partnership
- Stewardship of Resources



6. Complete SWOT Analysis

Relating to previously mentioned areas:

- Strengths
- Weaknesses
- Opportunities
 - Threats

7. Create District Goals Based on Needs Identified in Step 6

Develop goals for each of the major areas identified



8. Review Final Products for Alignment

CST reviews the District's updated mission, vision, core beliefs and goals for each area for alignment and coherence.

- Sample Final Product

09/09/2021



Strategic Plan
2024-2029

We are one 74!
One74e
#one74

MISSION
One campus, One community
Preparing, inspiring, and empowering
learners; one moment at a time.

VISION
To be the most welcoming and sought-after learning environment by:

- **Leading** academic excellence through innovative instruction;
- **Developing** high-school-ready learners with cutting-edge resources;
- **Cultivating** a sense of belonging for all.

CORE VALUES
In Lincolnwood School District 74, we believe that ...

- Supporting students' personal growth maximizes achievement;
- Knowledge develops with a mindset of curiosity and creativity;
- A safe environment to learn is a priority;
- Teamwork -- with respect and integrity -- builds community;
- Equitable opportunities enable all to achieve.

GOALS

Teaching and Learning
Optimize the impact of teaching and learning to prepare students for high school and beyond.

Facilities and Finances
Maximize good stewardship of resources and anticipate the space and safety needs of the learning environment.

Technology
Enhance technology through the evaluation and integration of tools to develop impactful learning experiences.

Communications
Establish consistent, accessible, and proactive communication methods.

Human Resources
Recruit, retain, and enhance a high-quality staff.

Board-approved June 2024
Educational Leadership Solutions © 2021

9. Final Plan Development/Approval

Final plan development
Board Acceptance/Approval

10. Living the Strategic Plan: Phase II

Goal Action Plans

Timelines

Key Performance Indicators



Educational
Leadership
Solutions

You have a new strategic plan.

Now what?

Without commonly understood, actionable,
and reportable measures or action steps,

it is still just an electronic “plan in a binder.”

What do **administrators** recommend as

action steps to accomplish the strategic plan goals?

Guiding Questions

- What **actions** do you need to take to hopefully achieve your strategic plan goals?
- What **measure(s)** will you use to monitor progress?
- What **resources** do you need to take action?
- **When** do you hope to accomplish the action step?
- What data are you **currently using** to measure success or progress and can you **continue the use** of that data?
- If any, what **additional measures or tools** do you need to consider and/or develop to properly report progress on your strategic goals?
- **How and how often** will you share an update on your progress?
- How can you **make *Living the Strategic Plan* part of your regular work?**



Living the Strategic Plan (example)

Goal 5: Talented & Invested Staff

(Goal Leaders: Administrator 1 / Administrator 2)

Attract, develop and retain high quality staff.

Goal	Action Steps	Measure(s) of Success	Resource(s) Needed to Complete Action Step(s)	Estimated Completion Date(s)
5.1	<ul style="list-style-type: none"> Research opportunities to broaden awareness of all employment opportunities by expanding the use of available recruitment resources (e.g., known candidate recruitment/job posting sites, advertisement opportunities, LinkedIn, social media platforms, etc.). 	<ul style="list-style-type: none"> Research opportunities completed and chosen recruitment resources implemented. 	<ul style="list-style-type: none"> Employee time. 	<ul style="list-style-type: none"> June 2025
5.2	<ul style="list-style-type: none"> Develop a plan to increase the number of staff who participate in the <i>Grow Your Own Teacher Program</i> communication efforts (i.e., partnership with Aurora University for certified employees to acquire English Learner or Learning Behavior Specialist 1 (LBS1) endorsements). 	<ul style="list-style-type: none"> Plan for increasing the number of staff in the <i>Grow Your Own Teacher Program</i> presented to the Superintendent. Plan implemented. Increased participation in the <i>Grow Your Own Teacher Program</i>. 	<ul style="list-style-type: none"> University partnership. Employee time. Local funding/grants to pay for university courses. 	<ul style="list-style-type: none"> June 2025
5.3	<ul style="list-style-type: none"> Develop a formal <i>Employee Recruitment Plan</i> that includes and expands opportunities and recruitment strategies necessary to expand candidate recruitment. 	<ul style="list-style-type: none"> <i>Employee Recruitment Plan</i> developed and presented to the Superintendent. 	<ul style="list-style-type: none"> Employee time. 	<ul style="list-style-type: none"> December 2025
5.4	<ul style="list-style-type: none"> Implement the <i>Employee Recruitment Plan</i>. 	<ul style="list-style-type: none"> <i>Employee Recruitment Plan</i> implemented. Increased participation in/use of recruitment strategies included in the plan and increased number of applications submitted. 	<ul style="list-style-type: none"> Employee time. Funding is dependent on the desired recruitment strategies included in the plan. 	<ul style="list-style-type: none"> February 2026
5.5	<ul style="list-style-type: none"> Review and update the <i>Staff Induction and Mentoring Plan</i>. 	<ul style="list-style-type: none"> <i>Staff Mentoring Plan</i> updated and presented to the Superintendent. 	<ul style="list-style-type: none"> Employee time. 	<ul style="list-style-type: none"> March 2026
5.6	<ul style="list-style-type: none"> Share the <i>Induction and Mentoring Plan</i> with union leaders for feedback. 	<ul style="list-style-type: none"> <i>Induction and Mentoring Plan</i> shared with union leaders and feedback received. 	<ul style="list-style-type: none"> Employee time. 	<ul style="list-style-type: none"> April 2026
5.7	<ul style="list-style-type: none"> Develop and implement a <i>Grow Your Own Administrator Program</i> (e.g., teacher to assistant principal, assistant principal to principal, and principal to district office, etc.). 	<ul style="list-style-type: none"> <i>Grow Your Own Administrator Program</i> plan presented to the Superintendent. 	<ul style="list-style-type: none"> Employee time. 	<ul style="list-style-type: none"> June 2026

EdLS Proposed Process Timeline (Phases I and II)

- **November, 2025 Board Meeting**
 - Board Approval of Strategic Plan Process
- **January/February, 2026 (5:30 PM to 8:30 PM)**
 - Meet w/ Core Stakeholders to complete Phase I of Plan (3 to 4 sessions)
- **March/April, 2026 First On-Site Goal Leaders Meeting**
 - Action Planning Work Session (On-Site—3 hours)
 - Goal Leaders Virtual Meetings (up to 3 one-hour sessions per Goal)
 - Refine Current Action Steps and Determine Necessary Resources and Completion Estimates
- **May, 2026 Second On-Site or Virtual Goal Leaders Meeting**
 - Goals Leaders Report Out
 - Feedback & Refinement
- **June, 2026 Board Meeting**
 - Report to Board of Education

July 1, 2026: Implementation of Strategic Plan

Satisfaction Statement

- Educational Leadership Solutions is a firm that is **committed to excellence**.
- We will continue to **work for the district until you are satisfied with the Solution(s)** we have recommended.
- Once the Strategic Planning process is completed, EdLS will continue to support the Plan's implementation.



References for Strategic Planning



Strategic Planning

- Crystal Lake School District 47 - Kishwaukee
- Lansing School District 158 – South Cook
- Gower School District 62 -- DuPage
- East Maine School District 63– North Cook
- Fairview School District 72– North Cook
- Niles School District 71– North Cook
- Lincolnwood School District 74—North Cook
- Butler School District 53--DuPage
- Queen Bee School District 16--DuPage
- Gavin School District 36--Lake
- Harrison School District 36--Kishwaukee
- McHenry School District 15--Kishwaukee
- Antioch School District 34--Lake
- East Prairie School District 73—North Cook
- Grayslake CCSD 46—Lake
- Big Hollow District 38--Lake
- Morris School District 54—Three Rivers
- Oakwood CUSD 76--Champaign

Questions & Discussion



Strategic Planning

Educational Leadership Solutions

Primary Contact:

Dr. Gary T. Zabilka

gzabilka@edls.info

847-715-8531