

Strategic Plan SY25 KPI Update

To: Board of Education

From: Strategic Plan Goal Champions

Date: June 16, 2025

Re: Strategic Plan SY25 Key Performance Indicator (KPI) Update

Goal One: Student Growth and Achievement

This year, we made significant progress across multiple areas tied to student achievement.

Standards-Based Grading and Reporting

The Standards-Based Grading and Reporting Committee met monthly to guide the district's transition. Work included aligning instruction and assessments to Illinois Learning Standards and preparing for a new reporting tool.

- 2025–26: K–5 report cards will reflect standards-based reporting in Mathematics, Science, and Learning Behaviors.
- 2026–27: ELA, Social Studies, and Special Areas will transition to standards-based reporting.
- Middle School: Students will continue receiving letter grades, but all assessments will be linked to standards in PowerSchool.
- Family Education: Families will be supported through information sessions and guidance materials to understand these changes.

ELA Achievement

We completed our first year of Amplify CKLA implementation. Spring 2025 MAP reading achievement percentiles ranged from 69th (Grade 3) to 81st (Grade 2), consistent with the prior year's range (68th–79th). We will continue monitoring both implementation and student outcomes.

Math Achievement

Spring 2025 MAP math achievement percentiles ranged from 76th (Grade 7) to 93rd (Grade 4), similar to the prior year. Continued analysis will help align MAP data with forthcoming IAR results.

State Assessment Updates

The Illinois State Board of Education is revising cut scores for the Illinois Assessment of Readiness (IAR). Final determinations are expected in August 2025. The district will analyze and respond accordingly to any shifts in reported performance.

Goal Two: Social-Emotional Learning and Wellbeing

Curriculum Implementation

Following the adoption of a district-wide SEL curriculum in 2023–24, the Goal 2 Action Team met regularly and aligned a common scope and sequence across all elementary buildings. Social workers also created culturally responsive teaching resources to support instruction.

Student Screener Results

District-wide PASS/Renaissance screeners were administered twice this year. Results remain in the expected to high-average range for student attitudes. Mental health teams will explore alternative tools to deepen insights next year.

Attendance and Belonging

Our district achieved a 94.2% average daily attendance rate, and chronic absenteeism decreased to 9.36%. Leadership teams emphasized student belonging, consistent parent communication, and school connectedness to support these outcomes.

Responsive Classroom Commitment

As outlined in the newly ratified collective bargaining agreement, the district will offer a stipend to staff who complete Responsive Classroom training this summer. New staff will be encouraged to complete this training early in their tenure.

Goal Three: High-Quality Staff

Teacher Qualifications

Currently, 63.33% of teachers hold a master's degree or higher (3-year ISBE average), reflecting a slight decrease from 64% in 2022 and 2023. The highest level in the past decade was 71% in 2015.

Source:

<https://www.illinoisreportcard.com/district.aspx?districtid=06016096002&source=teachers&source2=teachereducation>

Hiring Process Enhancements

The district is improving hiring practices by introducing structured rubrics for certified and administrative positions to promote consistency and reduce bias.

Professional Development Feedback

Staff feedback indicates continued satisfaction with district-led professional learning:

- 79.01% agreed that PD supports social-emotional growth (up from 78.66%).
- 73.05% agreed that PD enhances content knowledge and professional growth (down slightly from 73.7%).

Employee Satisfaction Survey

The district launched a new staff satisfaction survey in 2024–25 using a tool developed by EAB. This change, supported by advisory groups, has already yielded actionable feedback to inform future initiatives.

Staffing Model Adjustments

A new KPI was introduced: 'Implement a responsive, data-driven staffing model.'

Additions for 2025–26 include:

- 1 Elementary Intervention & Support Coordinator (Admin)
- 1 additional Bilingual EL Teacher
- 1 additional Instructional Coach
- 1 additional Resource Teacher
- 1 additional Elementary PE Teacher

Goal Four: Family and Community Partnerships

The Family and Community Partnerships (FCP) Action Team advanced efforts to strengthen engagement and trust with families and the broader community.

Communication Improvements

We enhanced outreach using updated family engagement guidelines, the district's new website and app, and a part-time communications role to boost our social media presence.

Family Learning Events

Highlights included a district-wide Family Literacy Night and 'One Book, One School' initiatives across all elementary buildings to promote shared reading experiences.

Survey Planning

While the family survey was postponed to avoid redundancy, the team evaluated Panorama as a replacement for 5Essentials. After review, the district chose to continue with the 5Essentials survey.

Student Voice

Feedback from our student 'World Café' event is being analyzed to better integrate student perspectives into engagement planning.

Next Steps for 2025–26

- Expand family learning events.
- Launch a revised family survey in Fall 2025, aligned with parent-teacher conferences.
- Host professional development with Rachel Mahmood on fostering belonging.
- Utilize a newly formed Board Committee to support strategic plan implementation.

Goal Five: Fiscal Responsibility and Operational Excellence

Financial Profile

District 96 maintained a Financial Recognition rating of 4.0 for FY24, the highest possible tier.

Budget Outlook

The FY26 Budget will be presented for discussion at the June Board of Education meeting; overall the discretionary spending increases (aside from salaries and benefits) remained **below the Consumer Price Index**.

Facilities and Operations

All scheduled maintenance and capital improvement projects were completed on time and within the Board-approved budget.

Operational Efficiency

Response times have improved significantly:

- B&G (Buildings & Grounds): under 24 hours via Freshdesk
- Technology: under 8 hours