



Subject: Overview of the Strategic Planning Process and First Draft Review of the 2025-2030 District 45 Strategic Plan

Date: December 17, 2024

In September of 2024, the district disseminated a strategic planning survey to the community to gather ideas and perspectives about desired strategic plan priorities. Nine hundred twenty-two respondents, including former students, current and former parents/guardians and staff, and current community members and leaders responded to the survey. Results were consolidated and summarized.

On October 5, 2024, over 50 stakeholders representing students, parents/guardians, staff, administrators, board members, and community groups met for a one-day strategic planning workshop, facilitated by Jeff Cohn from Brave Dialogue. The group's work resulted in a preliminary draft of specific strategic plan elements including a mission statement, core values, portrait of a graduate, and priority goals. A draft vision statement was not developed during the October 5 workshop.

Following the October 5 workshop, district leadership groups representing parents, staff, administrators, and board members reviewed the survey results and the elements drafted at the workshop and provided feedback about the words, ideas, and priorities included in each element. Based on this feedback, the district's editing committee engaged in multiple rounds of revisions and edits with the intention of establishing a complete plan that is representative of stakeholder group and Board of Education priorities. This process also included developing a first draft vision statement.

The pages that follow include the current draft of each element. Please note the following information regarding the elements:

Mission: A mission is intended to answer the question, *Why do we exist as an organization?* It should reflect our purpose, values, and overall goals in a concise statement.

Vision: The vision is intended to communicate what we collectively aspire to accomplish or become. Visions are generally future focused, though some elements of a vision may already be present in an organization

Core Values: The core values represent central beliefs and guiding principles of the district. They are not, in and of themselves, specific goals or action statements. However, the core values serve as a guide for the establishment of goals and associated actions.

Portrait of a D45 Graduate: The portrait of a D45 graduate identifies the knowledge, skills, and traits we seek for all students to possess and demonstrate upon completion of their time in the district. The current draft includes *words* and *ideas* within identified categories. When these words, ideas, and categories are finalized, they will become part of a pictorial or graphical representation.

Goals: Each goal currently includes the overall topic, a goal statement, goal areas, and a description for each area. The description can be read as a completion of the statement, *This goal area means or includes...* The description is not an action plan. Rather, after goal areas and descriptions are finalized, action plans will be developed for each goal area.

Mission Statement

Empowering all learners to cultivate hope, build confidence, and realize their [full] potential.

Vision Statement

To be a supportive and collaborative community where all students are responsible, resilient, and ready to excel.

Core Values

We value BELONGING; therefore, we prioritize inclusivity for our students, staff, families, and community.

We value meaningful LEARNING; therefore, we provide authentic and engaging experiences to ensure all students acquire essential knowledge and skills necessary for continued success.

We value the SAFETY of all students and staff; therefore, we work to ensure a safe and secure school environment.

We value TRUST as essential to a healthy environment; therefore, our words and actions are open, honest, and respectful.

We value honest, responsible COMMUNICATION that is representative of diverse perspectives; therefore, we create opportunities for all voices to engage and be heard.

We value COMMUNITY; therefore, we create and sustain partnerships and connections that benefit our students and families.

Portrait of a D45 Graduate

Thinker:	Responsible:	Emotionally intelligent:	Mindset:	Resilient:	Knowledge and Skills:
Critical	Advocate	Self-aware	Passionate	Grit	Reader
Creative	Global citizen	Empathetic	Joyful	Will	Writer
Innovative	Community member	Collaborative	Spirited	Perseverance	Mathematician
Curious		Internally driven	Hopeful	Flexible	Scientist
Lifelong Learner			Engaged	Adaptable	Civically Minded
					Communicator

Goal: Safety and Security

Goal Statement: Ensure the physical safety and security of all students, staff, and visitors by maintaining safe environments, implementing effective safety measures, and fostering a culture of preparedness and responsibility

Area	Description
Student and Classroom Safety	Creating and maintaining a supportive, inclusive environment where students feel safe and valued. Focusing on reducing risks and addressing behavioral challenges to protect the physical and emotional well-being of students and staff within classrooms and common areas.
Physically Secure Facilities	Ensuring all district facilities are designed, maintained, and upgraded to provide secure, controlled environments that minimize vulnerabilities and prioritize the safety of students, staff, and visitors.
Safety and Incident Management Practices and Protocols	Developing, implementing, and regularly updating safety policies and protocols to ensure preparedness for various incidents, including emergencies and day-to-day risks. Training staff and students to respond effectively to maintain a culture of vigilance and responsibility.
Technology Systems and Resources	Leverage technology to enhance safety and security measures, improve communication during emergencies, and provide proactive monitoring to mitigate risks.

Goal: Health and Well-being

Goal Statement: Foster a culture of health and well-being across the district by promoting wellness for all students, staff, and families.

Area	Description
Emotional Health	Fostering emotional health through social-emotional learning, positive relationships, and strategies that help individuals recognize, express, and manage their emotions effectively.
Mental Health	Providing resources, support, and education to empower students, staff, and families to build resilience, address challenges, and promote overall mental well-being.
Physical Health	Encouraging active lifestyles, providing access to nutritious meals, and supporting initiatives that ensure the physical well-being of students, staff, and families.
Social Health	Building inclusive communities, fostering respectful interactions, and providing opportunities for meaningful connections and collaboration among students, staff, and families to ensure a sense of belonging within a diverse and respectful environment.

Goal: Student Learning

Goal Statement: Enhance instructional practices and learning experiences to ensure academic growth and achievement for all students.

Area	Description
Guaranteed and Viable Curriculum	Developing and implementing a guaranteed and viable curriculum to provide all students equitable access to essential content and skills, ensuring alignment across grades and schools for maximum academic impact.
High-Quality Resources	Ensuring access to high-quality, evidence-based curricular resources that support consistent, rigorous, and engaging learning experiences across all grade levels and subject areas.
Instructional Practices	Utilize the continuous improvement process to ensure teaching strategies and methodologies are effective, research-based practices supported by data and assessment to engage students, foster critical thinking, and promote mastery of learning goals.
Personalized Support and Interventions	Delivering tailored academic, behavioral, and social-emotional support through a Multi-Tiered System of Supports (MTSS) to meet the diverse needs of students, ensuring every learner receives the resources and interventions necessary to succeed.
Inclusive and Specialized Programming	Providing equitable and inclusive programs that meet the needs of all learners, including those in advanced academics, special education, EL/MLL/bilingual services, and programs for newcomers.
Emerging Competencies	Integrating future-ready skills such as online safety, Artificial Intelligence (AI), STEM, and information literacy into the curriculum, preparing students to thrive in a rapidly evolving global landscape.

Goal: Family and Community Engagement

Goal Statement: Sustain and establish meaningful relationships with families and the community to promote collaboration, open communication, and a shared sense of belonging for all.

Area	Description
Communication Practices and Tools	Ensuring consistent, accessible, and timely communication between the district, families, and the broader community.
School/District Events	Fostering a sense of belonging and shared pride in District 45 by hosting inclusive events that unite families, students, and community members while celebrating our cultural diversity.
Community Partnerships	Building and sustaining relationships with local businesses, organizations, and community members to establish partnerships that support district initiatives and enhance learning experiences.
Parent/Guardian Groups	Strengthening connections with families by fostering open communication, offering resources, and creating opportunities for active participation in the educational journey of their children.
Advocacy and Outreach	Advocating for equitable access to resources, information, and opportunities, ensuring that all voices are heard and supported.

Goal: Financial Resource Management

Goal Statement: Strategically allocate and responsibly manage resources to maximize impact and ensure sustainability.

Area	Description
Curriculum & Instruction	Supporting high-quality instructional programs, innovative teaching practices, and continuous student achievement.
Student Services	Ensuring all students have access to comprehensive services that support their academic, social, emotional, and physical well-being.
Human Resources	Attracting, developing, and retaining high-quality staff while ensuring equitable compensation and sustainable staffing levels.
Infrastructure and Support Services	Maintaining and improving essential support services, including business operations, facilities, technology, and communications, to ensure a safe, efficient, and productive learning environment that fosters transparency and engagement.