

2025-26 Strategic Plan Objectives

Student Success	
Ensure all students are well-rounded and emotionally and academically prepared for success in high school.	
1.1	Continuously evaluate and enhance the effectiveness of core curriculum, interventions, and supports for ALL students.
	● Review and Update curricular and program components for Full Day Kindergarten LL
	● Implement Math and Tier 2/3 intervention tools
	● Implement Library Media Curriculum
	● Investigate and Adopt Curriculum for Social Emotional Learning including supports for Tier 2/3 needs.
	● Investigate and Adopt Curriculum for Specials/Exploratory Programs, including <ul style="list-style-type: none"><li>○ Career Pathways</li><li>○ STEAM Programming</li><li>○ Digital Literacy</li></ul>
	● Implement EC Assessment Tool
1.2	Ensure each student has access to engaging curriculum and instruction that matches their needs and inspires growth.
	● Increase articulations of acceleration and gifted/enrichment opportunities, equalizing the selection and placement process where disparities exist.
	● Encourage real-world learning, extending beyond the classroom, utilizing family partnerships, field trips, and home connections.
	● Encourage and support co-teaching and collaborative classroom activities across grade levels for authentic learning.
	● Utilize building level MTSS process to review data, monitor performance, and modify programming and instruction to meet the needs of diverse learners.
1.3	Support the whole child, including the development of social, emotional, and life skills.
	● Develop new methods of recognizing student success.
	● Continue fostering student voice in student-led IEP meetings, transition meetings, and conferences.
	● Support the instruction and engagement of students with complex disabilities within the EC and SAIL programs.
1.4	Develop and enhance programs and curricula to support the needs of students of all abilities.
	● Continue ML Program Audit, including continued development of our support for newcomers.
	● Support more inclusive preschool activities.
1.5	Enhance and expand access to extra-curricular and exploratory experiences.
	● Expand student-interest clubs and extracurricular opportunities, including expanding inclusive options for ALL to participate.

	<ul style="list-style-type: none"> <li>○ Enhance student choice of exploratory courses</li> </ul>
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Teaching, Learning, and Innovation <i>Encourage a learning environment that emphasizes excellence and retains high-quality staff.</i>	
2.1	Recruit, develop, and retain highly qualified, diverse, professional staff and leaders.
	<ul style="list-style-type: none"> <li>● Develop Leadership Summit to support team facilitators’ and teacher leaders’ skill enhancement/growth.</li> </ul>
	<ul style="list-style-type: none"> <li>● Implement “She Leads” targeted book study and leadership support.</li> </ul>
	<ul style="list-style-type: none"> <li>● Facilitate review of succession planning needs and opportunities.</li> </ul>
	<ul style="list-style-type: none"> <li>● Improve recruitment of candidates who represent the cultural diversity of our District.</li> </ul>
2.2	Identify gaps in student learning and instruction, and then develop and implement resources and strategies to meet the needs of EACH student.
	<ul style="list-style-type: none"> <li>● Refine articulation process to increase opportunity for horizontal and vertical alignment of instructional and classroom experiences.</li> </ul>
	<ul style="list-style-type: none"> <li>● Enhance articulation across grades, D23 schools, and other Districts.</li> </ul>
	<ul style="list-style-type: none"> <li>● Refine Tier II and III SEL/Behavior interventions and progress monitoring.</li> </ul>
	<ul style="list-style-type: none"> <li>● Refine and support a wide variety of service delivery models for special education instruction.</li> </ul>
2.3	Develop and communicate an aligned curriculum map of expected learning standards.
	<ul style="list-style-type: none"> <li>● Develop expectations and norms around instruction, success criteria, grading, assessment and reporting to ensure consistent student experiences.</li> </ul>
	<ul style="list-style-type: none"> <li>● Develop an AI Policy and Implementation Plan in coordination with the Illinois State Board of Education guidelines.</li> </ul>
2.4	Provide a variety of professional development and coaching opportunities to support adult learning and growth.
	<ul style="list-style-type: none"> <li>● Design and Implement “Gamified PD”.</li> </ul>
	<ul style="list-style-type: none"> <li>● Develop ESP Mentoring Program to support professional learning needs and consistency across buildings.</li> </ul>
	<ul style="list-style-type: none"> <li>● Facilitate Collaborative/Shared development of Building/District PD goals to reduce the variance between teacher/classroom instructional practices and experiences.               <ul style="list-style-type: none"> <li>○ Teaching with Clarity - Standards-based instruction, assessment, and reporting.                   <ul style="list-style-type: none"> <li>■ Best practices for diverse classrooms                       <ul style="list-style-type: none"> <li>● Implementing Equity and Inclusive Practices</li> <li>● Restorative Practices</li> <li>● ML Strategies and supports</li> <li>● Differentiated Instruction</li> <li>● Support Growth mindset and high expectations</li> </ul> </li> <li>■ Tier I behavioral expectations and response (SAFE framework)</li> <li>■ Continued conversations around pedagogy and student outcomes to drive student environments.</li> </ul> </li> <li>○ Continue to support embedded Instructional Coaching</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Refresh best practices for integrating technology tools into instruction</li> <li>○ Artificial Intelligence and instructional tools</li> <li>○ Collaboration with D214 and feeder schools to refine Math practices (MCMI)</li> </ul>
	<ul style="list-style-type: none"> <li>● Support continuing education and training for non-certified, maintenance, and custodial staff.</li> </ul>
2.5	Facilitate a positive and collaborative culture that enhances professional learning and practice.
	<ul style="list-style-type: none"> <li>● Support and enhance teacher leadership skills and capacity.</li> </ul>
	<ul style="list-style-type: none"> <li>● Implement Adaptive Schools to support collaborative Instructional Planning in teams.</li> </ul>
	<ul style="list-style-type: none"> <li>● Enhance process and provide time for articulation of student needs.</li> </ul>

Family and Community Partnership <i>Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.</i>	
3.1	Consistently engage parents and community by using relevant communication tools and methods.
	<ul style="list-style-type: none"> <li>● Launch use of SMORE to enhance readership of and access to newsletters/communications.</li> </ul>
	<ul style="list-style-type: none"> <li>● Defining and enhancing “first impression” experiences.</li> </ul>
	<ul style="list-style-type: none"> <li>● Launch AI Bot Assistant for Administrative and Board needs and explore applications for staff and families.</li> </ul>
	<ul style="list-style-type: none"> <li>● Continued improvement of translation services and documents</li> </ul>
3.2	Partner with parents to facilitate understanding of student learning standards and District priorities.
	<ul style="list-style-type: none"> <li>● Develop reporting instruments that provides “whole child” feedback.</li> </ul>
	<ul style="list-style-type: none"> <li>● Provide targeted support to strengthen transitions between schools and for new students.</li> </ul>
	<ul style="list-style-type: none"> <li>● Enhance practices to educate parents regarding the importance of attendance, on-time arrival, and safety expectations.</li> </ul>
	<ul style="list-style-type: none"> <li>● Refinement of Key2Ed Facilitated IEP process.</li> </ul>
3.3	Identify, develop, and expand community partnerships.
	<ul style="list-style-type: none"> <li>● Develop opportunities to support and recognize volunteers and others who serve our students.</li> </ul>
3.4	Support a positive and collaborative community culture that enhances equity, celebrates diversity, and builds connections among families.
	<ul style="list-style-type: none"> <li>● Increase Teacher/Student/Family connection outside of classrooms through participation in D23 engagement events.</li> </ul>
	<ul style="list-style-type: none"> <li>● Improve welcoming, inclusive, and multilingual signage.</li> </ul>
	<ul style="list-style-type: none"> <li>● Develop strategies to improve attendance at school and District engagement events.</li> </ul>
	<ul style="list-style-type: none"> <li>● Increase Early Childhood family supports and structures through updated curriculum supports.</li> </ul>
	<ul style="list-style-type: none"> <li>● Continued family engagement and events</li> </ul>

	<ul style="list-style-type: none"> <li>○ Newcomer family engagement</li> <li>○ Family Fest</li> <li>○ “Plant your Roots ~ Phase 2” campaign</li> <li>○ Movie Night</li> <li>○ Heritage Night</li> <li>○ Ice Cream Social</li> <li>○ SAIL Program Family Nights</li> </ul>
3.5	Implement a community relations and engagement plan targeted to future District needs and priorities.
	<ul style="list-style-type: none"> <li>● Continue the Building a Better D23 Campaign regarding operational needs and cost reductions.</li> </ul>
	<ul style="list-style-type: none"> <li>● Support succession planning for sustainable leadership.</li> </ul>

Facilities and Financial Management <i>Advance effective use of resources to support safe, learner-ready facilities that maximize student learning.</i>	
4.1	Implement and consistently monitor a sustainable long-range financial plan that includes instruction, professional growth, technology, and facilities.
	<ul style="list-style-type: none"> <li>● Develop and articulate plan for sustainable financing.               <ul style="list-style-type: none"> <li>○ Maintain and monitor annual budget for cost savings opportunities.</li> <li>○ Identify reductions in programming and/or personnel to provide operational funds for Full-Day Kindergarten.</li> <li>○ Plan for capital needs, including replacement cycles for equipment.</li> <li>○ Implement budgeting strategies to meet Boards Policy Fund Balance target.</li> <li>○ Budgeting for surplus and capital project priorities.</li> <li>○ Review Registration &amp; Student Activity fees.</li> <li>○ Investigate benefit offerings in advance of negotiations.</li> <li>○ Investigate impact of Long Term Employee (LTE) differential.</li> </ul> </li> </ul>
4.2	Enhance spaces to support collaborative learning experiences.
	<ul style="list-style-type: none"> <li>● Complete construction projects on time and under budget - 2025/26               <ul style="list-style-type: none"> <li>○ Summer Paving and Concrete work</li> <li>○ Sealcoating and striping</li> <li>○ Low Voltage cabling at Grodsky and MacArthur</li> <li>○ Phone Server Update</li> <li>○ Ross/Sullivan Garden</li> <li>○ LED lighting replacement (as grant funds are available)</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>● Facilitate Construction design, bid process, and selection of vendors for Eisenhower Addition (FDK) and Phase 2 Windows, Siding, and Doors Project (MacArthur).</li> </ul>
	<ul style="list-style-type: none"> <li>● Continue Sensory rooms/SpEd area enhancements.</li> </ul>
	<ul style="list-style-type: none"> <li>● Continue furniture replacement/renewal cycle</li> </ul>

	<ul style="list-style-type: none"><li>○ Complete Sullivan Library</li><li>○ Begin Ross Library</li><li>○ MacArthur STRIVE classroom</li><li>○ Targeted classroom spaces at all buildings</li></ul>
4.3	Ensure safe and secure learning environments in collaboration with first responders and District partners
	● Continue monitoring and retraining on updated Emergency Protocols
	● Implement new guest/visitor management system and develop plans for secure vestibules.
	● Investigate implementation of FirstView with pilot for offices.
	● Complete pursuit of Trusted Learning Environment Endorsement (TLE).
	● Implement Network Authentication.
	● Continue Implementation of Cybersecurity Tech Plan components including hardware replacement cycles, password parameters, and ongoing training.
4.4	Engage all partners in the development of effective uses of District resources.
	● Conduct Transportation study related to MCATS
	● Continue implementation of Zero-based budgeting
4.5	Explore extended-term, cooperative procurement, and shared service opportunities to identify potential for cost savings and programmatic expansion.
	● Implement Organic Life Food Services contract and program enhancements.
	● Continued exploration of shared services/procurement to drive savings.