

WE'RE ALL IN.

Department Goal *Updates*

2025-2026 SCHOOL YEAR





**WEST CHICAGO
ELEMENTARY SCHOOLS**
Together for Excellence • Juntos por la Excelencia

District 33 Mission

Equip students to become life-long learners who embrace diversity, welcome innovation, and aspire to be catalysts for positive change and growth.

District 33 Vision

To be recognized as the school district that fosters:

- An innovative, rigorous & future-oriented education
- A culture of equity, diversity & personalized learning
- Student agency to develop voice, choice, ownership & self-sufficiency
- Active community partnerships

District 33 Core Values

- Collaboration
- Partnerships
- Equity
- Student voice & choice
- High expectations
- Support for the whole child
- High levels of engagement
- Trusting relationships

Portrait of a Graduate

Clear communicator
Collaborator
Critical thinker & problem-solver
Empathetic

Culturally aware
Resilient
Technologically adaptable
Advocate for self & others

BOARD MEMBERS

Rita Balgeman
President

Felicia Gills
Vice President

Tom Doyle
Secretary

Phebe Balzer

Morgan Banasiak

Sandra Garcia

Chad McLean

SUPERINTENDENT

Kristina Davis, Ed.S



ACHIEVE

2026

*Inspire.
Empower.
Achieve.*

KEY PERFORMANCE INDICATORS, MEASURES, AND TARGETS WILL BE ALIGNED TO EACH GOAL AREA



GOAL #1

STUDENT GROWTH & ACHIEVEMENT

Ensure all students meet challenging academic, physical, and social-emotional standards.



GOAL #2

LEARNING CULTURE OF EQUITY, ENGAGEMENT & AGENCY

Cultivate a welcoming, nurturing, and student-centered learning environment that embraces student curiosity and originality, and is aligned to clear learning expectations.



GOAL #3

PROFESSIONAL CULTURE OF TEAMWORK & CONTINUOUS IMPROVEMENT

Embrace a culture of collaboration, inclusivity, trust, innovation, and professional growth that attracts, develops, and retains a diverse, high-quality staff.



GOAL #4

FAMILY ENGAGEMENT & COMMUNITY PARTNERSHIPS

Collaborate and communicate with our families and community to build strong relationships and increase equitable opportunities that help students and families thrive.



GOAL #5

EFFECTIVE & INNOVATIVE USE OF RESOURCES

Meet the evolving needs of our students by leveraging all available resources to provide high-quality programs and services, and innovative technology and learning environments, while maintaining fiscal responsibility.

GOAL #1 STRATEGIES

Strategy #1: We will implement a consistent, multi-tiered system of support (MTSS), across all ages and groups, that promotes the holistic development of every student academically, physically, and social-emotionally.

GOAL #2 STRATEGIES:

Strategy #2: We will embed identifiable common learning expectations and tools that result in increased student agency (voice and choice) in learning experiences and a more equitable student-centered learning environment.

Strategy #3: We will implement, in partnership with families, developmentally appropriate expectations, structures, processes, and monitoring tools that demonstrate students own their learning.

Strategy #4: We will add new extracurricular student opportunities at elementary and middle school levels that will increase student engagement and build positive relationships.

GOAL #3 STRATEGIES:

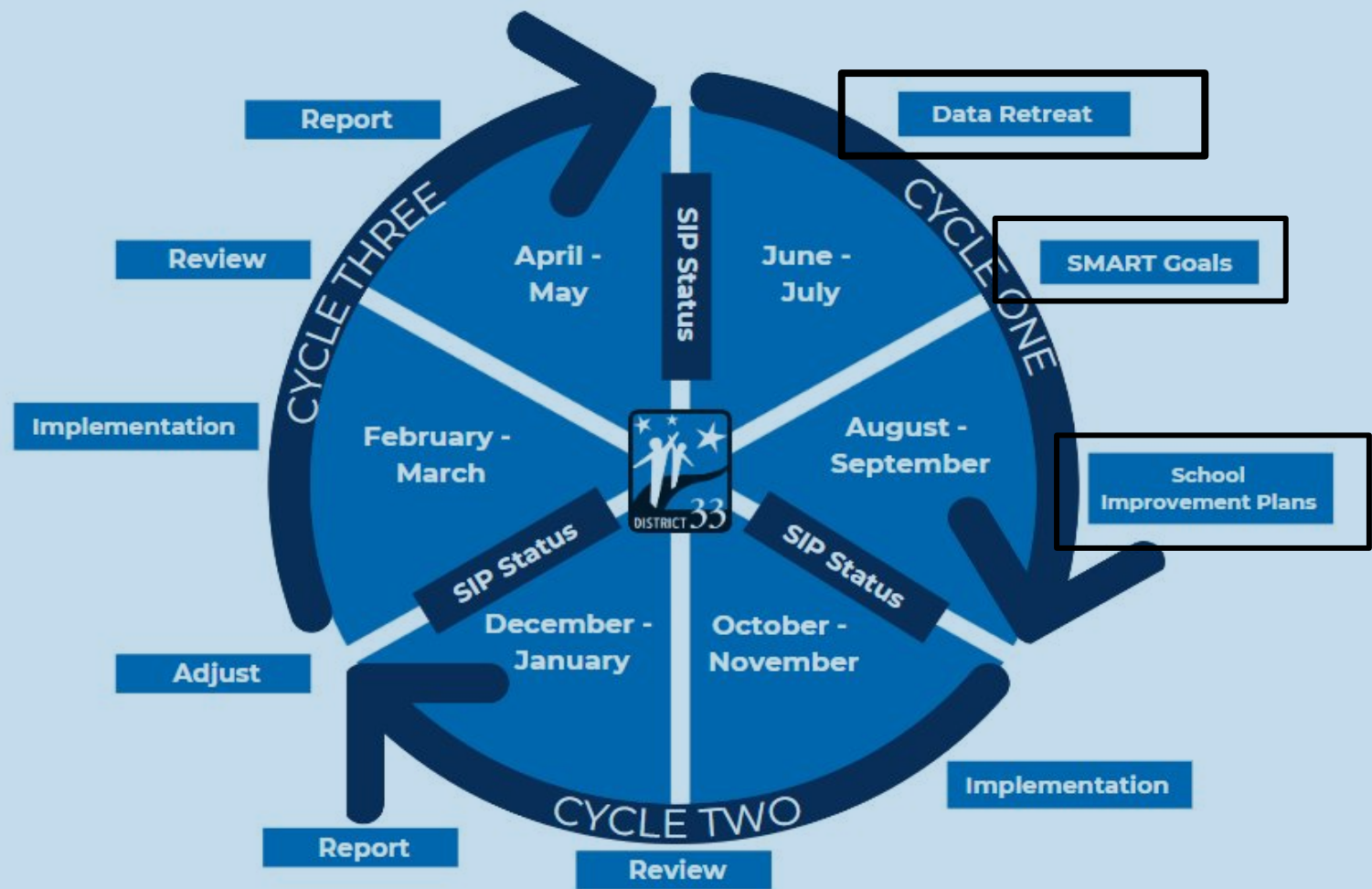
Strategy #5: We will set and achieve common expectations for staff collaboration, teamwork, and shared decision-making opportunities through training, support, and shared accountability across all levels.

GOAL #4 STRATEGIES:

Strategy #6: We will foster community partnerships in order to minimize non-academic barriers, engage families, and provide experiential opportunities for students.

GOAL #5 STRATEGIES:

Strategy #7: We will upgrade existing infrastructure and provide resources to create safe, progressive, and productive learning and working environments.





District 33 Goals



GOAL 1

Reading

By Spring 2026, 50% of students will be at or above the 50th percentile in MAP English Reading, an increase from the Spring 2025 result of 39%.

GOAL 2

Math

By Spring 2026, 60% of students will be at or above the 50th percentile in MAP Math, an increase from the Spring 2025 result of 51%.

GOAL 3

Culture

By Spring 2026, District 33 will have a score of “Strong” in 3 areas on the 5Essentials Survey from the Spring 2025 result of 1 strong area.

5-Year Results

| Strategic Management Survey Dimension | 2020 n=27 | 2022 n=25 | 2023 n=43 | 2024 n=43 | 2025 n=50 | Key: Level of the Management System Beginning: Mean score of <2.4 Emerging: Mean score of 2.4 to <3.8 Sustaining: Mean score of 3.8 to 5.0 |
|---------------------------------------|--------------|--------------|--------------|--------------|--------------|--|
| Leadership | 3.41 | 3.84 | 3.4 | 3.9 | 3.9 | |
| Values & Culture | 3.19 | 3.76 | 3.65 | 3.71 | 3.9 | |
| Strategic Thinking & Planning | 3.3 | 3.56 | 3.6 | 3.67 | 4.0 | |
| Alignment | 2.7 | 3.56 | 3.33 | 3.49 | 3.7 | |
| Performance Measurement | 3.48 | 3.68 | 4.0 | 3.7 | 3.8 | |
| Performance Management | 3.19 | 3.72 | 3.44 | 3.6 | 3.7 | |
| Process Improvement | 2.81 | 3.32 | 3.42 | 3.4 | 3.6 | |
| Sustainability | 2.7 | 3.53 | 3.02 | 3.3 | 3.6 | |

25-26 Focus: Process Improvement



Process improvement includes an assessment of:

- Organization's knowledge about its strategically important work processes
- How well these processes are being improved updated and documented
- How efficiently these processes perform compared to industry benchmarks
- Skills, practices and technologies used to improve process quality and efficiency
- Knowledge of core competencies and capacities of the organization and how well they are employed in running the processes
- Level of employee awareness of customers and their expectations
- Existence of contingency plans for future risks, such as disasters, funding shortages, and leadership succession



Department Goals

1. Department Need
2. Process Improvement
3. 5Essentials

\$ Business & Operations

GOAL 1: Department Need

Invoice Process

By Spring 2026, the invoicing process will be improved to positively impact the buildings and other departments.

GOAL 2: Process Improvement

Purchasing Process

By Spring 2026 the purchasing process will be improved to ensure timely, accurate purchases district-wide resulting is a score of 3.8 on the Strategic Management Survey.

GOAL 3: 5Essentials

Discretionary Funding

By Spring 2026, the Teacher Influence score on Discretionary Funding will increase from 69% stating “some” or a “great deal” of influence to 80% on the 5Essentials.

→ Facilities & Grounds

GOAL 1: Department Need

Long-Range Plan

During the 2025-26 school year, the Facilities and Grounds Department will continue to implement the long-range facilities plan as measured by the 2025-26 District scorecard targets.

GOAL 2: Process Improvement

Customer Service

By spring 2026, the Facility and Grounds Department will increase the high quality productive learning and working environments as measured by the Facility Tree customer service satisfaction survey.

GOAL 3: 5Essentials

Student Safety

By Spring of 2026 we will engage students and principals to increase the student school safety culture environment, as measured by 5Essentials.



Human Resources



GOAL 1: Department Need

FMLA Process

By Spring 2026, the accuracy of final FMLA entries will be increased, and information will be more clear for other departments, buildings, and staff.

GOAL 2: Process Improvement

Onboarding Process

By Spring 2026, the score on the Strategic Management Survey for Process Improvement will increase from a baseline of 3.6 in Spring 2025, to 4.0.

GOAL 3: 5Essentials

Effective Leaders

By Spring 2026, the score on the 'Effective Leaders' category of the 5 Essentials Survey will increase to a score of 65 from a Spring 2025 score of 59.



Communications



GOAL 1: Department Need

Parent Engagement

By Spring 2026, increase parent engagement by hosting **monthly PTO Council and DPAC meetings** with full school representation, and boosting positive parent ratings and reviews on **GreatSchools, Niche, and NextDoor** by 25%.

GOAL 2: Process Improvement

Communication Alignment

By Spring 2026, **streamline and simplify communication platforms** districtwide by consolidating messaging into ParentSquare and student information access into PowerSchool, to achieve a **25% increase in parent app downloads and engagement**.

GOAL 3: 5Essentials

Staff Recognition

By Spring 2026, launch a **unified staff recognition system**, including a pilot badging program, that **aligns with the strategic plan**, highlights portrait qualities, and connects to at least **30 staff spotlight features** on social media.



Technology



GOAL 1: Department Need

PowerSchool Implementation

By October 2025, complete PowerSchool rollout with all dependent systems integrated, student/staff access fully operational, and all tech and instructional teams trained to support building-level staff.

GOAL 2: Process Improvement

Consistent Incident IQ Usage

Increase ticket system adoption from current baseline to 100% of school-based staff by January 2026, with monthly reporting used to track issue types, volume, and trends.

GOAL 3: 5Essentials

Staff Access to Tech Support

By June 2026, increase positive responses related to technology on the 5Essentials survey by 15%. Focus areas: clarity of systems, access to support, and ease of use.



Partnerships



GOAL 1: Department Need

Parent Engagement

By Spring 2026, participation from parents and caregivers in school-based events and opportunities to serve on school leadership committees will increase as measured by the attendance tracking tool.

GOAL 2: Process Improvement

Attendance Monitoring

By Spring 2026, the process of attendance monitoring and improvement will be developed for full implementation in the fall of 2026.

GOAL 3: 5Essentials

Involved Families

By Spring 2026, the score on the “Involved Families” category of the 5Essentials Survey will increase to a score of 60 from a Spring 2025 score of 57.



Teaching & Learning



GOAL 1: *Department Need*

Tier III Interventions

By Spring 2026, students in Tier III reading and math intervention will decrease by 20% district-wide from a fall baseline of ___ students.

GOAL 2: *Process Improvement*

Professional Development and Coaching

By Spring 2026, 50% of students will be at or above the 50th percentile in MAP English Reading, an increase from the Spring 2025 result of 39%.

GOAL 3: *5Essentials*

Program Coherence

By Spring 2026, the score on the “Program Coherence” category of the 5Essentials Survey will increase to a score of 60 from a Spring 2025 score of 52.

WE'RE ALL IN.

All of us. *All for them.*





THANK YOU.

Questions?