



Strategic Plan Implementation Update December 2021

Table of Contents

1. [GOAL 1: Deepen our commitment to our gifted mission and program](#)
2. [GOAL 2: Strengthen our identity as a diverse, inclusive, and multicultural school community](#)
3. [GOAL 3: Expand our platform of programs, partnerships, and expertise](#)
4. [GOAL 4: Enhance our long term sustainability](#)

GOAL 1

DEEPEN OUR COMMITMENT TO OUR GIFTED MISSION AND PROGRAM

- Social Emotional Learning - Since August 2019, our social worker and social emotional facilitator have accomplished the following:
 - Created schoolwide support systems such as voice volume charts, peacemaking steps, etc., that align with our SEL scope and sequence.
 - “Pushed-in” to classrooms to deliver SEL lessons targeting specific needs.
 - Continued to facilitate regularly scheduled group-level meetings to problem-solve student learning needs, possible interventions, progress monitoring, and conduct student observations.
 - Provided personal and professional development opportunities on various SEL topics for staff and families like executive functioning, mental illness, DEI, Bridge Calls, etc.
 - Created a schoolwide SEL framework that better aligns lower school and middle through supports like book shares, monthly SEL resources, SEL scope, and sequence, etc.

- Provided individual student support and consultation with teachers, families, and outside practitioners.
- Provide resources and referrals to families for therapeutic services and/or testing.
- Created and implemented a hybrid model for periods of the previous school year, assisted in a successful rollout of online learning during the pandemic.
- Formed the ISACS Mission Review Committee in 2021.
- All faculty, staff, and administrators participated in the Happiness Advantage | Orange Frog Workshop for professional development.
- Implemented [Bark](#) software to monitor student safety online.
- Implemented [GoGuardian](#) as an essential classroom management software that allows teachers to have more visibility into student activities.
- Implemented [SchoolPass](#) to track health concerns, expedite dismissal, and improve student flow and tracking through after school activities.

GOAL 2

STRENGTHEN OUR IDENTITY AS A DIVERSE, INCLUSIVE, AND MULTICULTURAL SCHOOL COMMUNITY

- Created the Diversity, Equity, and Inclusion (DEI) Council, consisting of parents, alums, faculty, and staff.
 - DEI Council formed subcommittees to align with each sub-goal: Marketing, Admissions, Disability and Access, Hiring, Curriculum, and the Student Diversity Leadership Group (SDLG). All sub-committees have been meeting since Fall 2020.
 - Created affinity groups to reflect the needs of our current parent community: Asian Families, Black Families, Muslim Families, LGBTQ+ Families, and Jewish Families.
- Created the DEI Action Committee, consisting of admin, faculty, staff, and parents, to provide diverse perspectives to the Head of School and Admin team in operational decision making around issues related to DEI.
- Repositioned the ACS brand resulting in a website redesign and updated messaging to help increase recruitment of mission-aligned students.
- Increased the financial aid budget.

- Increased diversity in hiring and ongoing widening of the candidate pool.
- Expanded the network of IQ testers to include more diverse representation.

GOAL 3

EXPAND OUR PLATFORM OF PROGRAMS, PARTNERSHIPS, AND EXPERTISE

- Ongoing partnership with [TinkRworks](#) through our Maker Space has continued to thrive and expand since its inception in 2018.
- *Design Thursdays* (2019-2020) were recognized as a good attempt at new ways to engage gifted and bright students.
- Developed the partnership with the [Center for Talent Development \(CTD\) at Northwestern University](#). Program offerings include Saturday classes with expanded programs for Summer 2022.
- Introduced new extracurricular offerings: Debate, Book Club, Poetry Club, and Strategic Gaming Club.
- Ongoing and increasing partnership with [DuPage Children's Museum](#) (DCM) offers enrichment onsite at ACS as well as bolstering recruitment of potential students at DCM.
- Expanded offerings from [Hummingbird Pediatric Therapies](#) include fine motor development and speech therapy.
- Developing partnership with [Mr. Math](#) will offer onsite, after-school classes once COVID cohort restrictions are lifted.
- Secured partnership with [Family Action Network](#) (FAN) to connect parents and faculty with high-quality speakers and authors on topics relevant to the values of ACS.

GOAL 4

ENHANCE OUR LONG TERM SUSTAINABILITY

- Launched a new Student Information System (SIS) Database, as well as a Customer Relationship Management System (CRM) for Admissions.
- During the pandemic, technology advancements were made: The addition of 1:1 Chromebooks in K-3, [SchoolPass](#), [Bark](#) & [GoGuardian](#) for online safety.

- Repositioned the ACS brand in partnership with Creosote Affects Marketing Firm, resulting in a website redesign and updated messaging to help increase recruitment of mission-aligned students.
- The Finance Committee continues the ongoing review of reporting structures and the budgeting process.
- The Development Committee continues to increase donor participation and ways to inculcate a culture of philanthropy.
- Refined goals and policies around endowment growth and spending.
- Established a provision for plant replacement, renewal, and special maintenance account (PPRRSM).
- Completed a compensation study for faculty and staff.