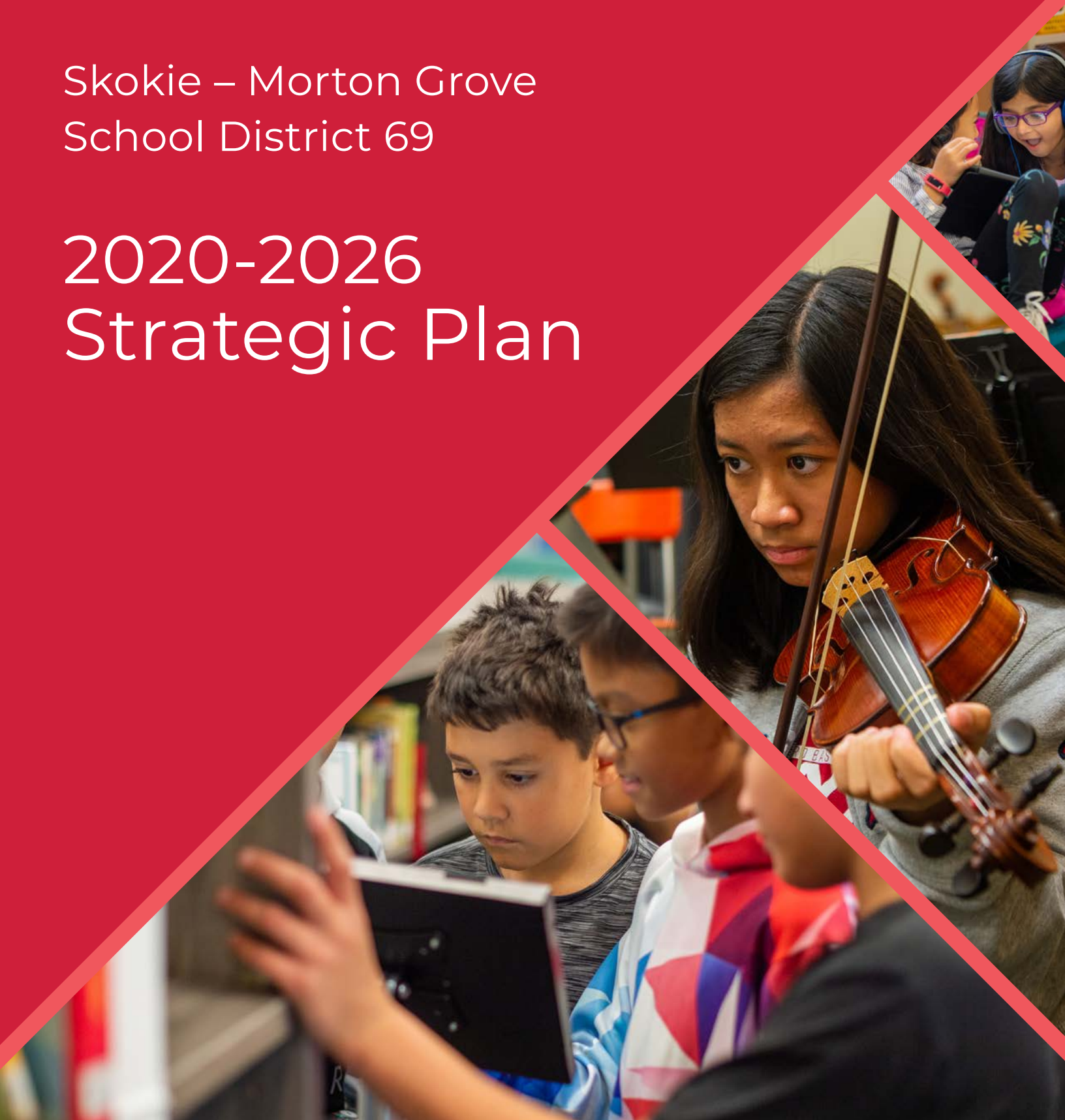




Skokie – Morton Grove
School District 69

2020-2026 Strategic Plan



Guiding Principles

Guiding principles are the beliefs that set the foundation for how an organization will operate.

- ★ Students are our focus.
- ★ An equity lens is necessary to provide access to environments, curriculum, and experiences.
- ★ All students can achieve high school, college, and career readiness with appropriate rigor, quality instruction, and differentiated learning experiences.
- ★ A well-rounded education program incorporates STEM, Literacy, Social Sciences, Fine and Applied Arts, Physical Education/Health, and extracurricular programs to engage students, inspire creativity, and support social emotional development.

- ★ Through our diverse community we have an opportunity to foster an open and welcoming environment that expands children's worldview and prepares students for success in a global society.
- ★ Relational and restorative approaches create a respectful environment.
- ★ A positive and safe learning environment is one in which children and adults feel they belong.
- ★ Fiscal health and appropriate resources are essential to build District capacity and expand programs, services, and opportunities in support of student learning.

- ★ Family and community partnerships enrich the school community.
- ★ A strong school system engages in data-informed decision-making and a continuous quality improvement process.
- ★ Relevant, ongoing, and job-embedded professional learning leads to the highest quality educational experiences for students.

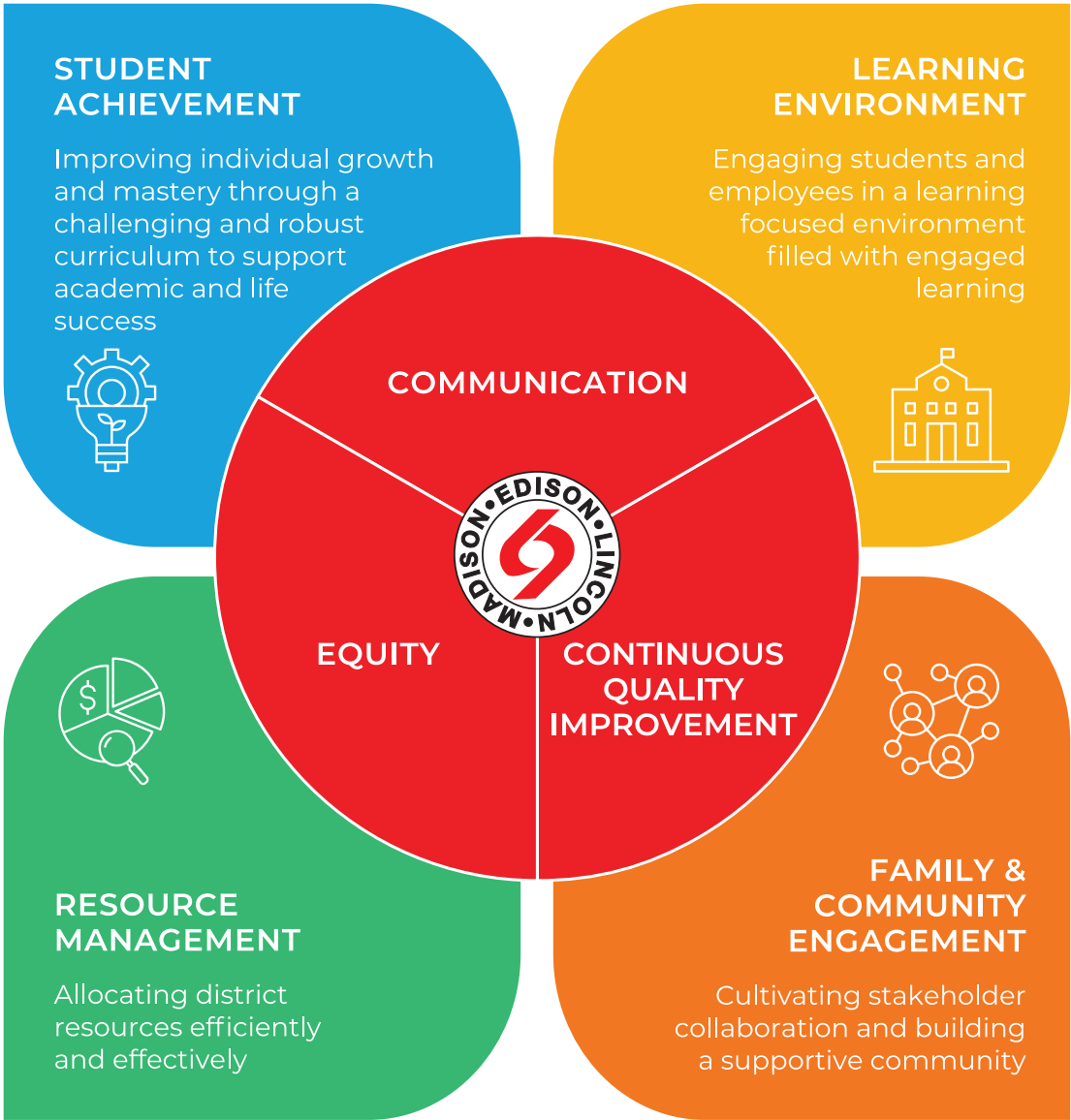


Goal Areas

Goal Areas determine where a significant amount of the District's resources – time, finances, and efforts – will be focused in the future to bring forth specific achievements. The strategic plan goal areas were adopted based on the themes that emerged in the strategic planning process. The four areas are aligned with the 2015-20 strategic plan and allow the district to continue to innovate and make progress on initiatives and systems that have been proven to be successful.

Essential Elements

Recognizing the importance of Equity, Continuous Quality Improvement, and Communications, the Board determined that these three elements are essential and must be integrated throughout each goal area and throughout the multi-year implementation plan. Within each of the district's goals, an emphasis will be placed on the essential elements to provide students with a world class educational experience.



Student Achievement

Improving individual growth and mastery through a challenging and robust curriculum to support academic and life success



Overall Goal

Develop and prepare students academically for the challenges and opportunities of today and tomorrow. Promote the growth and success of all children.

Sub Goals

- Develop a continuum of early childhood (birth to aged 5) programs to increase the number of students who are kindergarten-ready.
- Regularly review, revise and enhance Math, Science, Social Studies, and Literacy curriculum, instruction, and assessment, and communicate expectations to all stakeholders.
- Address inequities within curriculum and implement high-quality instructional practices to narrow the achievement gaps for students of color, English learners, and students with disabilities.
- Review, revise, and enhance enrichment opportunities for students that augment student learning (e.g. extracurriculars, field trips, outdoor education, mentoring, career education).



Engaging students and employees in a student-focused environment filled with engaged learning



Overall Goal

Create a nurturing culture that centers on students and their families within a positive school community.

Sub Goals

- Create a daily learning environment that promotes physical safety and well-being, and is aligned with the developmental needs of early childhood, intermediate and early adolescence students.
- Implement Culturally Responsive practices to support increased student engagement, develop color consciousness, remove barriers that inhibit opportunities for students, and create a sense of belonging for all.
- Create learning environments that support student engagement through movement, discussion, authentic feedback, real world applications, student choice, and is reflective of students' cultures and backgrounds.
- Review, revise and enhance district and building practices, policies, and procedures to support empathy, social-emotional well being, inclusive of all social identities, races, and cultures of both students and staff that promotes positive climate and culture.



Resource Management

Allocating district resources efficiently and effectively



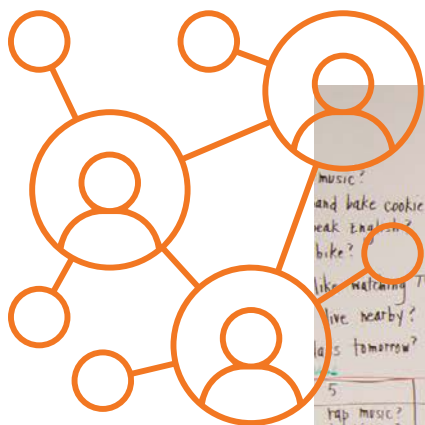
Overall Goal

Align resources with strategic plan priorities while maintaining the District's long-term financial stability.

Sub Goals

- Equitably and responsibly allocate resources to align with educational priorities through annual budgeting and long-term planning, and communicate with stakeholders.
- Develop strategies to build and retain a more racially and ethnically diverse staff that is reflective of the student population, and provides for a fair and fiscally responsible compensation package and positive working environment.
- Review, revise and implement the long-range facility plan in support of educational programming.
- Build a braided funding model that ensures the financial sustainability of key partnerships.

Cultivating stakeholder collaboration and building a supportive community



Overall Goal

Develop an atmosphere of belonging and shared responsibility for our children's well-being and provide equitable access to education and resources for all families.

Sub Goals

- Foster connection amongst stakeholders through collaborative learning opportunities, engaging family events, meaningful school celebrations that promote cultural connectedness, and create a sense of belonging for all.
- Continue to develop school to home communications to improve accessibility and allow for two-way communication by focusing on language accessibility, regular teacher communication to families at all grade levels, and opportunities for stakeholder feedback.
- Review, revise, and enhance the Community School model and organizational structure to best respond to and fluidly serve the District 69 community's needs.
- Continue to develop new partnerships and steward key partnerships (e.g. CFC, community partners, Ready for Success, and Early Childhood Alliance).

Family and Community Engagement

