



# STRATEGIC PLAN

-AT A GLANCE-

2021-2025



## STRATEGIC GOAL | ONE

# Intellectual Engagement & Motivation to Learn

A key driver for academic success and in developing a mindset of lifelong learning is one's intellectual engagement and intrinsic motivation to learn. Real-world problem-solving will serve to foster high levels of student engagement and to support students with skills and tools to manage long-term, collaborative projects. Through differentiated instruction, students will demonstrate a keen sense of self efficacy and the ability to make a greater impact on the outside world.

- 1.1 Define and Implement** the arc of progressive hallmark experiences for each grade, exemplifying the Portrait of a Graduate. Inquiry-based learning projects will embed core academic content and reflect values of academic excellence, whole-child focus, and experiential learning.
- 1.2 Align** grade 5-8 practices (academic, extracurricular, advisory, etc.) across the Skokie and Washburne campuses to foster a cohesive student experience, preparing students for the transition to high school.
- 1.3 Assess and Recommend** grade 5-8 scheduling that supports inquiry-based, collaborative learning and inclusive school-wide programming.
- 1.4 Refine** Early Literacy (K-1) services, curriculum, resources, and instruction to improve readiness in reading and writing at later grades.
- 1.5 Embed** equitable and inclusive practices to differentiate learning experiences for all students to grow and achieve; ensure alignment with best-practice instruction, resources, and professional learning.
- 1.6 Define and Build** students' executive functioning skills in a K-8 progression: Organizing & Planning; Initiating Tasks and Staying Focused; Managing Emotions.



## STRATEGIC GOAL | TWO

# Positive Culture & Well Being

A culture of positive well-being amongst students, staff and community serves as a catalyst for continual growth. Relationships and understanding of others are prioritized to promote educational excellence, equity, and resilience. Understanding personal identities and self-awareness is used to facilitate better connections in an increasingly complex world.

- 2.1 Monitor** the implementation of, and assess the effectiveness of, the District's Social Emotional Learning practices in our schools and classrooms.
- 2.2 Promote** wellness for all stakeholders- students, staff, community- and ensure collaboration across schools around connection and belonging.
- 2.3 Nurture** a responsive and inclusive culture amongst students, staff and families that values diverse perspectives and cultivates community engagement.
- 2.4 Identify and Address** areas of stress for students and staff to maintain and improve a positive climate and culture.



## STRATEGIC GOAL | THREE

# Local & National Leader in Progressive Education & Talent Development

A commitment to respecting childhood and elevating progressive teaching, learning and innovation aides in the District's ability to serve as a lighthouse. Staff continually hone their practice, collaborate, and celebrate successes, building a regional and national network. Recruiting, developing, and retaining the highest-quality staff remains a priority. Ongoing communication with our parents and community builds trust and confidence in the District's progressive identity.

- 3.1 Advance** and lead the practice of Progressive Education and partner with innovative organizations.
- 3.2 Refine** Parent and Community educational programming and outreach based on feedback to meet their evolving needs.
- 3.3 Embed** Progressive principles and practices into professional learning programs, including new teacher mentorship.
- 3.4 Develop** a Profile of an Educator that not only illustrates what a successful practitioner looks like in Winnetka, but how the District will consistently provide professional support in order to ensure that illustration is possible.
- 3.5 Continue** to develop strategies for retention, engagement, and recruitment of the highest quality staff to remain competitive in an evolving workforce landscape.



## STRATEGIC GOAL | FOUR

# Financial Stewardship & Facility Improvements

An innovative and experiential environment enhances the quality of educational experience for the entire learning community and requires essential facility upgrades and investment in capital improvements. The District remains dedicated to the transparent use of taxpayer resources and respecting the investment in its community's schools.

- 4.1 Manage** short-term and long-term financial plans effectively, inclusive of collective bargaining agreements that align with Board's financial philosophy.
- 4.2 Build** a system to collaborate with local governmental agencies to identify potential partnerships for service and financial efficiencies for taxpayers.
- 4.3 Monitor** post-pandemic demographics and enrollment forecasting to ensure the District is well-informed for long-term planning, aligned with Cost-Per-Pupil growth targets.
- 4.4 Advance** the Educational Master Facility Plan and determine the scope and timing of a potential referendum to address the current and emerging needs of our students' educational programming.





## MISSION

The Winnetka Public Schools is a community rooted in Progressive Education that honors the whole child, fosters creativity, inspires lifelong learning, and develops civic responsibility.

## VISION

The Winnetka Public Schools community empowers every student to flourish in an inclusive, innovative, experiential environment. We support and challenge all learners to actively engage in continual growth and achievement to make a meaningful difference in the world.

# THE DISTRICT'S 2021-2025 STRATEGIC PLAN PORTRAIT OF A GRADUATE

## *A Winnetka Graduate is ...*



### ...EMPATHETIC.

- Demonstrates awareness and understanding of others' perspectives, feelings, experiences, and cultures.
- Makes authentic connections with others. Shows fundamental regard for the dignity and value of every individual.

### ...RESILIENT.

- Demonstrates agility and adaptability when facing challenge or setbacks.
- Extends grace to self and others in a mindful, healthy manner.

### ...A GLOBAL CITIZEN.

- Values and embraces diversity through mutual respect.
- Contributes to the betterment of society through responsible civic engagement.
- Initiates action to solve problems that impact the community and world.

### ...AN EFFECTIVE COMMUNICATOR.

- Confidently articulates thoughts and ideas using oral, written, and nonverbal communication skills.
- Actively listens and evaluates perspectives and positions.

### ...A LIFELONG LEARNER.

- Engages with and applies rigorous academic content in meaningful ways.
- Intrinsically motivated to strive for personal growth and achievement.

### ...COLLABORATIVE.

- Honors, leverages, and recognizes the strengths of others to effectively build collective commitments or actions.
- Seeks feedback and makes valuable contributions.

### ...A CREATIVE PROBLEM SOLVER.

- Challenges the status quo and seeks to curiously activate original and inventive thinking.
- Bravely takes risks and develops, organizes and manages new initiatives, and/or ventures.