

Kenilworth School District 38

Strategic Plan 2022–2027

ALL STUDENTS. OUR STUDENTS.

Through an integrated system of teaching and learning and a culture of care, we support the academic achievement and social-emotional well-being of all students.



PORTRAIT OF A SEARS GRADUATE

*fearless learner
creative thinker
compassionate citizen
courageous advocate*

FOCUS AREAS

Academic Achievement



Provide a student-centered education rooted in best practices and quality learning experiences to drive academic achievement for all.

Whole Child Approach



Establish a safe, kind, inclusive learning community that promotes the social-emotional well-being of all students.

Staff Development



Foster a professional community that attracts, develops, and retains a diverse staff of student-centered, continuous learners.

Learning Environment



Build a safe, supportive, innovative learning environment that encourages all students and staff to work together toward shared goals.

Stakeholder Partnerships



Cultivate trusting relationships that advance objectives for our students, school, and community and elevate the Sears experience.

Fiscal Alignment



Assure that taxpayer dollars fund student-centered, high-return programs and invest in a safe, healthy, future-focused environment.



Academic Achievement

GOAL

Provide a student-centered education rooted in best practices and quality learning experiences to drive academic achievement for all.

STRATEGY

1. Draw upon Portrait of a Sears Graduate characteristics, student performance indicators, and success criteria, to guide academic and extracurricular programming.
2. Articulate and implement a standards-based, integrated system of teaching and learning in all content areas to establish a guaranteed, viable curriculum for all students.
3. Create a multi-tiered system of support structure to respond to individual students' needs.
4. Provide collaborative structures and professional development for staff to facilitate conversations around student learning and well-being. While this has always been the norm across District 38, this enhanced programming has proven critical for ongoing student success.



Whole Child Approach

GOAL

Establish a safe, kind, inclusive learning community that promotes the social-emotional well-being of all students.

STRATEGY

1. Deliver a junior kindergarten through grade 8, schoolwide social-emotional learning curriculum.
2. Ensure consistent behavior expectations and restorative and disciplinary practices throughout the school, from junior kindergarten through grade 8.
3. Leverage metrics and develop a survey to track student well-being.
4. Articulate and promote a message of community and belonging.



Staff Development

GOAL

Foster a professional community that attracts, develops, and retains a diverse staff of student-centered, continuous learners.

STRATEGY

1. Foster an inclusive school culture and climate for all students, staff, and the community.
2. Provide a quality staff development program aligned with our stated vision.
3. Develop and implement an effective substitute-teacher strategy and policy.
4. Cultivate shared decision-making structures to strengthen staff engagement.
5. Utilize a teacher evaluation system that reflects the school's beliefs and identity to support the Portrait of a Sears Graduate.
6. Continue our commitment to attracting and retaining the best talent.



Learning Environment

GOAL

Build a safe, supportive, innovative learning environment that encourages all students and staff to work together toward shared goals.

STRATEGY

1. Provide flexible learning spaces that foster collaborative student experiences.
2. Embed instructional technology resources to leverage educational outcomes.
3. Implement sustainability best practices toward schoolwide global stewardship.



Stakeholder Partnerships

GOAL

Cultivate trusting relationships that advance objectives for our students, school, and community and elevate the Sears experience.

STRATEGY

1. Deliver a clear, consistent message to all stakeholders through a strategic plan and supporting materials.
2. Foster an inclusive school culture and climate for all students, staff, and community that emphasizes opportunities to connect, inform, engage, and partner.
3. Provide a quality parent education program centered on academic achievement and social-emotional well-being topics.
4. Cultivate shared decision-making structures and opportunities for families to give input into engagement initiatives.
5. Enrich programs and expertise through township, county, state, and national efforts.



Fiscal Alignment

GOAL

Assure that taxpayer dollars fund student-centered, high-return programs and invest in a safe, healthy, future-focused environment.

STRATEGY

1. Create a transparent budget that reflects disciplined spending, supports the mission and goals of this strategic plan, and justifies the monetary resources committed.
2. Refine budget priorities and consider ways to minimize redundancy through collaboration with community agencies.
3. Maintain budgetary and financial processes and policies that are compliant and consistent with state and local guidelines and educational best practices.