

Activity One: Feedback from Students and Teachers/Instructional Staff Preferred Future Statement

Mission, Motto, and Vision

Table 1	Table 2	Table 3
<p>Mission: Challenge and support students to achieve their potential and become compassionate lifelong learners.</p> <p>Motto: Ignite curiosity. Instill compassion. Inspire courage.</p> <p>Vision: Collaborate to provide opportunities, remove barriers, and ensure student success for high school, college, careers, and life.</p>	<p>Mission: Provide an environment of equity and excellence that inspires students to reach their potential and become compassionate lifelong learners.</p> <p>Motto: Inspire courage to inspire confidence.</p> <p>Vision: Remove barriers, provide opportunities, and ensure student success for high school and beyond.</p>	<p>Mission: Committing and supporting resilient learners through educational equity.</p> <p>Motto: Ignite curiosity. Instill compassion. Inspire courage.</p> <p>Vision: Remove barriers and provide opportunities to best prepare students to thrive in their future.</p>
Table 4	Table 5	Table 6
<p>Mission: Foster an inclusive innovative learning environment that inspires students to nurture their talents and become compassionate lifelong learners.</p> <p>Motto: Ignite curiosity. Instill compassion. Inspire courage.</p>	<p>Mission: Foster an inclusive, innovative learning environment that inspires students to explore their potential, nurture their talents and become compassionate lifelong learners.</p> <p>Motto: Ignite curiosity. Instill compassion. Inspire courage.</p>	<p>Mission: Empower students on a journey that inspires exploration, nurtures talents, and engages learning in an inclusive environment to become compassionate, lifelong learners.</p> <p>Motto: Ignite curiosity. Instill compassion. Inspire courage.</p>

Vision: Remove barriers, provide opportunities to promote student success for high school, college, and beyond.	Vision: Remove barriers, provide opportunities to promote student success for high school, college, careers, and life.	Vision: Remove barriers, provide opportunities, and ensure student success for high school, college, careers, and life.
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Portraits

Table 1	Table 2	Table 3
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<p>Learner:</p> <ul style="list-style-type: none"> ● Creative & Critical Scholars ● High School, College, and Career Ready ● Collaborative Communicators ● Problem Solving Innovators ● Flexible and Agile Thinkers ● Health & WellBeing ● Social Skilled & Responsible Citizens <p>Educator:</p> <ul style="list-style-type: none"> ● Knowledgeable &. Skillful Instructors ● Student Centered Lifelong Learners ● Collaborative Communicators ● Trusting & Respectful Colleagues ● Continuous Improvement Champions ● Decision-making Problem Solvers ● Empathetic & Perseverant Advocates <p>System:</p> <ul style="list-style-type: none"> ● Clear Purpose & Direction ● Unity: Sense of Belonging & Community ● Respectful of Students, Families, & Staff ● Communication & Collaboration 	<p>Learner:</p> <ul style="list-style-type: none"> ● Creative & Critical Scholars ● Social Skilled & Responsible Citizens ● Collaborative Communicators ● Responsible & Accountable ● Problem Solving Innovators ● Flexible & Agile Thinkers <p>Educator:</p> <ul style="list-style-type: none"> ● Knowledgeable & Skillful Instructors ● Student-Centered Lifelong Learners ● Collaborative Communicators ● Trusting & Respectful Colleagues ● Continuous Improvement Champions ● Decision Making Problem Solvers ● Empathetic & Perseverant Advocates <p>System:</p> <ul style="list-style-type: none"> ● Clear Purpose & Direction ● Unity: Sense of Belonging & Community ● Respectful of Students, Families, & Staff ● Communication & Collaboration ● Values health, safety, & Well-being of our Entire Community ● Trusting & Respectful Relationships 	<p>Learner:</p> <ul style="list-style-type: none"> ● Self-aware and Resilient Individuals ● Social Skilled, confident & Responsible Citizens ● Creative & Critical Scholars ● Collaborative ● Problem Solving Innovators ● Flexible & Agile <p>Educator:</p> <ul style="list-style-type: none"> ● Knowledgeable &. Skillful Instructors ● Student Centered Lifelong Learners ● Collaborative Communicators ● Trusting & Respectful Colleagues ● Continuous Improvement Champions ● Decision-making Problem Solvers ● Empathetic & Perseverant Advocates <p>System:</p> <ul style="list-style-type: none"> ● Clear Purpose & Direction ● Unity: Sense of Belonging & Community ● Respectful of Students, Families, & Staff ● Communication & Collaboration ● Values health, safety, & Well-being of Students, Families, & Staff
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<ul style="list-style-type: none"> • Values health, safety, & Well-being of Students, Families, & Staff • Trusting & Respectful Relationships • Consistent Practices, Policies, and Procedures 	<ul style="list-style-type: none"> • Consistent Practices, Policies, and Procedures 	<ul style="list-style-type: none"> • Trusting & Respectful Relationships • Consistent Practices, Policies, and Procedures
Table 4	Table 5	Table 6
<p>Learner:</p> <ul style="list-style-type: none"> • Creative & Critical Thinkers • Self-aware & Confident • High School, College, and Career Ready • Collaborative • Responsible & Accountable • Problem Solving Innovators • Flexible & Agile Thinkers • Future Ready <p>Educator:</p> <ul style="list-style-type: none"> • Knowledgeable &. Skillful Instructors • Student Centered Lifelong Learners • Collaborative Communicators • Trusting & Respectful Colleagues • Continuous Improvement Champions • Decision-making Problem Solvers • Empathetic & Perseverant Advocates <p>System:</p> <ul style="list-style-type: none"> • Clear Purpose & Direction • Unity: Sense of Belonging & Community 	<p>Learner:</p> <ul style="list-style-type: none"> • Creative & Critical Thinkers • College and Career Ready • Collaborative Communicators • Responsible & Accountable • Physically & Emotionally Safe & Healthy • Trustworthy & Respectful • Well Rounded Physically & Emotionally Balanced Individual <p>Educator:</p> <ul style="list-style-type: none"> • Creative, Knowledgeable &. Skillful Instructors • Student-Centered • Collaborative Communicators • Trusting & Respectful Colleagues • Decision-making Problem Solvers • Empathetic Individuals <p>System:</p> <ul style="list-style-type: none"> • Clear Purpose & Direction • Unity: Sense of Belonging & Community • Respectful of Students, Families, & Staff • Communication & Collaboration 	<p>Learner:</p> <ul style="list-style-type: none"> • Health & Well-being • Trust & Respect • Creative & Critical thinking • Teamwork • High school, College, & Career Ready • Responsibility & Accountability • Dependability & Reliability <p>Educator:</p> <ul style="list-style-type: none"> • Knowledgeable &. Skillful Instructors • Student Centered Lifelong Learners • Collaborative Communicators • Trusting & Respectful Colleagues • Continuous Improvement Champions • Decision-making Problem Solvers • Empathetic & Perseverant Advocates <p>System:</p> <ul style="list-style-type: none"> • Clear Purpose & Direction • Unity: Sense of Belonging & Community

<ul style="list-style-type: none"> • Respectful of Students, Families, & Staff • Communication & Collaboration • Values health, safety, & Well-being of Students, Families, & Staff • Trusting & Respectful Relationships • Consistent Practices, Policies, and Procedures 	<ul style="list-style-type: none"> • Values health, safety, & Well-being of Student, Families, and Staff • Trusting & Respectful Relationships • Consistent Practices, Policies, and Procedures 	<ul style="list-style-type: none"> • Trusting & Respectful Relationships with Students, Families, & Staff • High Standards & Expectations • Communication & Collaboration • Values health, safety, & Well-being of Students, Families, & Staff • Consistent Practices, Policies, and Procedures
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Core Values

Table 1	Table 2	Table 3
<ul style="list-style-type: none"> • Empathy & Trusting Relationships • Safety & Well-being • Inclusion & Equity • Curiosity & Innovation • Collaboration & Communication • Continuous Improvement & Stewardship 	<ul style="list-style-type: none"> • Empathy & Trusting Relationships • Safety & Well-being • Diversity & Inclusion • Curiosity & Innovation • Collaboration & Communication • Continuous Improvement & Accountability 	<ul style="list-style-type: none"> • Empathy & Trusting Relationships • Safety & Well-being • Diversity & Inclusion • Equity & Accountability • Collaboration & Communication • Continuous Improvement & Stewardship
Table 1	Table 2	Table 3

<ul style="list-style-type: none"> • Empathy & Trusting Relationships • Safety & Well-being • Diversity & Inclusion • Curiosity & Innovation • Collaboration & Communication • Equity & Accountability 	<ul style="list-style-type: none"> • Empathy & Trusting Relationships • Safety & Well-being • Diversity & Inclusion • Curiosity & Innovation • Collaboration & Communication • Continuous Improvement & Accountability 	<ul style="list-style-type: none"> • Empathy & Trusting Relationships • Safety & Well-being • Diversity & Inclusion • Equity & Accountability • Collaboration & Communication • Continuous Improvement & Stewardship
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Facilitator’s Consensus Preferred Future Statement:

Mission: Foster an inclusive, innovative learning environment that inspires students to explore their potential, nurture their talents and become compassionate lifelong learners.

Motto: Ignite curiosity. instill compassion. Inspire courage.

Vision: Collaborate to remove barriers, provide opportunities, and ensure student success for high school and beyond.

Portraits:

Learner Portrait	Educator Portrait	System Portrait
<p>Learners possess the knowledge, skills, dispositions, and mindsets that they need to thrive in high school and beyond.</p> <ul style="list-style-type: none"> • Creative & Critical Scholar • Collaborative Communicator • Problem Solving Innovator • Dependable & Reliable Friend • Flexible and Agile Thinker 	<p>Educators continuously develop these attributes to assist learners grow and be successful.</p> <ul style="list-style-type: none"> • Knowledgeable, Innovative &. Skillful Instructor • Student-Centered Lifelong Learner • Collaborative Communicator • Trusting & Respectful Colleague/Team Member 	<p>The district commits to support employees by ensuring:</p> <ul style="list-style-type: none"> • Clear Purpose & Direction • Unity: Sense of Belonging & Community • High Expectations and Standards • Trusting & Respectful Relationships with Students, Families, & Staff • Communication & Collaboration

- Healthy & Well Being Advocate
- Social Skilled, Responsible and Accountable Citizen

- Continuous Improvement Champion
- Decision-making Problem Solver
- Empathetic & Perseverant Advocate

- Health, Safety, & Well-being of Students, Families, & Staff
- Consistent Practices, Policies, and Procedures

Core Values: Guide our Behaviors and Actions

Empathy & Trusting Relationships

Safety & Well-being

Diversity, Equity & Inclusion

Curiosity & Innovation

Continuous Improvement & Accountability

Collaboration & Communication

Community Consolidated School District 62

Preferred Future Statement

MISSION

Foster an inclusive, innovative learning environment that inspires students to explore their potential, nurture their talents, and become compassionate lifelong learners.



MOTTO

**Ignite curiosity.
Instill compassion.
Inspire courage.**

VISION- North Star

Collaborate to remove barriers, provide opportunities, and ensure student success for high school and beyond.

Learner Portrait

- Creative & Critical Scholar
- Collaborative Communicator
- Problem Solving Innovator
- Dependable & Reliable Friend
- Flexible and Agile Thinker
- Healthy & Well Being Advocate
- Social Skilled, Responsible and Accountable Citizen

Educator Portrait

- Knowledgeable, Innovative &. Skillful Instructor
- Student-Centered Lifelong Learner
- Collaborative Communicator
- Trusting & Respectful Colleague/Team Member
- Continuous Improvement Champion
- Decision-making Problem Solver
- Empathetic & Perseverant Advocate

System Portrait

- Clear Purpose & Direction
- Unity: Sense of Belonging & Community
- High Expectations and Standards
- Trusting & Respectful Relationships with Students, Families, & Staff
- Communication & Collaboration
- Health, Safety, & Well-being of Students, Families, & Staff
- Consistent Practices, Policies, and Procedures

Core Values

**Empathy & Trusting Relationships
Safety & Well-being
Diversity, Equity & Inclusion**

**Curiosity & Innovation
Continuous Improvement & Accountability
Collaboration & Communication**

Activity Two Part A: Long-Range Goals

Goal Statements

Table 1	Table 2	Table 3
<p>Goal One:</p> <ul style="list-style-type: none"> • 1st Choice: Engage each student in innovative learning that leads to academic growth, achievement, and readiness for high school, college, career, and life. <p>Goal Two:</p> <ul style="list-style-type: none"> • 1st Choice: Establish a safe, inclusive, and engaging culture of learning that promotes the academic, social, and emotional growth of each student. • 2nd Choice: Establish a safe, positive, and engaging learning environment to meet the academic, social, and emotional needs of each student. <p>Goal Three:</p> <ul style="list-style-type: none"> • 1st Choice: Hire and retain a talented workforce with diverse cultural and experiential backgrounds and provide 	<p>Goal One:</p> <ul style="list-style-type: none"> • 1st Choice: Ensure student growth and achievement through a whole-child teaching and learning approach. • 2nd Choice: Engage all students in learning that leads to academic growth, achievement, and readiness for high school, college, career, and life. <p>Goal Two:</p> <ul style="list-style-type: none"> • 1st Choice: Establish a safe, inclusive, and engaging culture of learning that promotes the academic, social, and emotional growth of each student. • 2nd Choice: Provide an engaging and nurturing environment to meet each student’s needs and interests. <p>Goal Three:</p> <ul style="list-style-type: none"> • 1st Choice: Invest in our workforce to ensure innovation, collaboration, 	<p>Goal One:</p> <ul style="list-style-type: none"> • 1st Choice: Provide a comprehensive, innovative education through a whole child teaching and learning approach that promotes life, career, and post-secondary success. • 2nd Choice: Engage all students in learning that leads to academic growth, achievement, and readiness for high school, college, career, and life. <p>Goal Two:</p> <ul style="list-style-type: none"> • 1st Choice: Establish a safe, inclusive, and engaging culture of learning that promotes the academics, social, and emotional growth of each student. • 2nd Choice: Prioritize diversity, equity and inclusion to create an environment where personalized learning will be successful. <p>Goal Three:</p> <ul style="list-style-type: none"> • 1st Choice: Hire and retain a talented workforce with diverse cultural and experiential backgrounds and provide

<p>them with effective professional learning and collaborative support.</p> <ul style="list-style-type: none"> ● 2nd Choice: Each learner is supported by educators committed to creating the culture, structure, policies and instructional practices that engage them in their journey towards college, career, and life readiness. <p>Goal Four:</p> <ul style="list-style-type: none"> ● 1st Choice: Cultivate partnerships with families and the community to support and expand learning opportunities for each student. ● 2nd Choice: Support partnerships through communication, collaboration, trust, and respect to advocate for student success. <p>Goal Five:</p> <ul style="list-style-type: none"> ● 1st Choice: Make effective and efficient use of resources to maximize educational success for each student, every school, and the district. ● 2nd choice: Effectively, efficiently, and equitably manage the district's facilities and finances. 	<p>passion, responsibility, and accountability.</p> <ul style="list-style-type: none"> ● 2nd Choice: Invest in staff and leaders to ensure innovation, responsibility, and accountability. <p>Goal Four:</p> <ul style="list-style-type: none"> ● 1st Choice: Cultivate partnerships with families and the community to support and expand learning opportunities for each student. ● 2nd Choice: Partner with families and the community to build trust, commitment, resources, and unity. <p>Goal Five:</p> <ul style="list-style-type: none"> ● 1st Choice: Make effective and efficient use of resources to maximize educational success for each student, every school, and the district. ● 2nd choice: Ensure effective and efficient use of time, space and other resources through careful planning and financial stewardship. 	<p>them with effective professional learning and collaborative support.</p> <ul style="list-style-type: none"> ● 2nd Choice: Provide personal support to each staff member to develop the skills and confidence to be innovative, exemplary, and visionary leaders of the district and their profession. <p>Goal Four:</p> <ul style="list-style-type: none"> ● 1st Choice: Cultivate partnerships with families and the community to support and expand learning opportunities for each student. ● 2nd Choice: Partner with families and the community to build trust, commitment, resources, and unity. <p>Goal Five:</p> <ul style="list-style-type: none"> ● 1st Choice: Make effective and efficient use of resources to maximize educational success for each student, every school, and the district. ● 2nd choice: Align human, financial and physical resources to ensure integrity and equity to maximize education success for each student, every school and the district.
Table 4	Table 5	Table 6
Goal One:	Goal One:	Goal One:

<ul style="list-style-type: none"> ● 1st Choice: Provide a comprehensive, innovative education for each student to promote postsecondary success. ● 2nd Choice: Promote student growth and achievement through a whole-child teaching and learning approach. <p>Goal Two:</p> <ul style="list-style-type: none"> ● 1st Choice: Provide a safe learning environment that acknowledges and accepts the unique differences of all learners. <p>Goal Three:</p> <ul style="list-style-type: none"> ● 1st Choice: Hire and retain a talented workforce with diverse cultural and experiential backgrounds and invest in effective professional learning and collaborative support. ● 2nd Choice: Each learner is supported by educators committed to creating the culture, structure, policies and instructional practices that engage them in their journey towards post-secondary success. <p>Goal Four:</p>	<ul style="list-style-type: none"> ● 1st Choice: Promote student growth and achievement through a whole-child teaching and learning approach. ● 2nd Choice: Ensure all students succeed by ensuring they know what success looks like. <p>Goal Two:</p> <ul style="list-style-type: none"> ● 1st Choice: Establish a safe, positive, and engaging learning environment to meet the academic, social and emotional needs of each student. ● 2nd Choice: An inclusive culture of learning allows each learner to define their pathway to success. <p>Goal Three:</p> <ul style="list-style-type: none"> ● 1st Choice: Invest in our workforce to ensure innovation, collaboration, passion, responsibility, and accountability. ● 2nd Choice: Hire and retain a talented workforce with diverse cultural and experiential backgrounds and invest in effective professional learning and collaborative support. <p>Goal Four:</p>	<ul style="list-style-type: none"> ● 1st Choice: Provide a comprehensive, innovative education through a whole child teaching and learning approach that promotes life, career, and post-secondary success. <p>Goal Two:</p> <ul style="list-style-type: none"> ● 1st Choice: Establish a safe, positive, and engaging learning environment to meet the academic, social and emotional needs of each student. ● 2nd Choice: Prioritize diversity, equity and inclusion to create an environment where personalized learning will be successful. <p>Goal Three:</p> <ul style="list-style-type: none"> ● 1st Choice: Invest in our workforce to ensure innovation, collaboration, communication, responsibility and accountability. ● 2nd Choice: Hire and retain a talented, effective workforce with diverse experiential backgrounds, and provide them with meaningful professional learning. <p>Goal Four:</p> <ul style="list-style-type: none"> ● 1st Choice: Cultivate partnerships with families and the community to
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Activity Two Part C: Goal Indicators/Measures

Key Performance Indicators

Table 1

Table 2

Table 3

Each table was assigned a goal area to discuss suggested Key Performance Indicators. They were asked the following questions:

1. Is this a good indicator of student success?
2. Is it measured currently?
3. Is it measured summatively- once a year?
4. Is it measured formatively- weekly, monthly, quarterly?

Table 4

Table 5

Table 6

Each table was assigned a goal area to discuss suggested Key Performance Indicators. They were asked the following questions:

1. Is this a good indicator of student success?
2. Is it measured currently?
3. Is it measured summatively- once a year?
4. Is it measured formatively- weekly, monthly, quarterly?

Facilitator’s Consensus Suggested Long-Range Goal Indicators: These will be suggested as a starting point to ensure all strategic plan goals are SMART goals.

GOAL ONE	GOAL TWO	GOAL THREE	GOAL FOUR	GOAL FIVE
<ul style="list-style-type: none"> • Kindergarten Readiness • Reading on Grade Level • Illinois Assessment of Readiness Performance • Student Growth and Proficiency in English Language Arts and Mathematics 	<ul style="list-style-type: none"> • Student Attendance • Chronic Absenteeism • Supportive Environment <ul style="list-style-type: none"> • Student Behavior • Student Engagement in Class • Student Participation in Co-Curricular Activities • Program and Intervention Success 	<ul style="list-style-type: none"> • Staff demographics • Staff attendance • Staff retention • Staff satisfaction • Staff education • Staff certification • Team effectiveness • Salaries and benefits 	<ul style="list-style-type: none"> • Family Satisfaction • Community Satisfaction <ul style="list-style-type: none"> • Percent of families responding to 5E survey • Number of internships/work experiences/service-learning opportunities • Participation in parent conferences 	<ul style="list-style-type: none"> • State financial profile rating <ul style="list-style-type: none"> • Per pupil Costs • Audit Findings • Short- and long- term debt <ul style="list-style-type: none"> • Life Safety • Cleanliness and Maintenance • Space Utilization

<ul style="list-style-type: none"> • Enrollment in honors courses at the middle school • Ambitious Instruction • Grade Point Average • Readiness for high school <ul style="list-style-type: none"> • 9th Grade On Track 			<ul style="list-style-type: none"> • Hits to District website • Teachers with webpages 	<ul style="list-style-type: none"> • Device to student tech ratio <ul style="list-style-type: none"> • Robustness of infrastructure • Technology support
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Activity Four: Aligned Strategies

Strategies

Table 1	Table 2	Table 3
<p>Goal One:</p> <p>Strategy 1: Increase student performance while ensuring learner readiness from grade to grade, school to school, and middle to high school.</p> <p>Strategy 2: Expand learning choices among early learning and middle school programs and services.</p> <p>Strategy 3: Align curriculum expectations with the Learner Profile to set consistent grade level learning expectations, assessments, and instruction.</p>	<p>Goal One:</p> <p>Strategy 1: Increase student performance while ensuring learner readiness from grade to grade, school to school, and middle to high school.</p> <p>Strategy 2: Expand learning choices among early learning and middle school programs and services.</p> <p>Strategy 3: Align curriculum expectations with the Learner Profile to set consistent grade level learning expectations, assessments, and instruction.</p>	<p>Goal One:</p> <p>Strategy 1: Increase student performance while ensuring learner readiness from grade to grade, school to school, and middle to high school.</p> <p>Strategy 2: Expand learning choices among early learning and middle school programs and services.</p> <p>Strategy 3: Align curriculum expectations with the Learner Profile to set consistent grade level learning expectations, assessments, and instruction.</p>

<p><u>Strategy 4:</u> Provide meaningful professional learning in instructional staff to ensure high student engagement, curiosity, innovation, and project-based mastery learning experiences.</p> <p>Goal Two</p> <p><u>Strategy 5:</u> Operationalize a multi-tiered system of support (MTSS) providing a continuum of programs and services for academics and social emotional behaviors.</p> <p><u>Strategy 6:</u> Address student satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 7:</u> Demonstrate success in increasing opportunities for student voice, engagement and responsibility in being active participants in their learning through a tracked personalized pathway system.</p> <p><u>Strategy 8:</u> Continue to ensure the learning and teaching environments are safe, secure, nurturing, equitable and inclusive.</p> <p>Goal Three:</p>	<p><u>Strategy 4:</u> Provide meaningful professional learning in instructional staff to ensure high student engagement, curiosity, innovation, and project-based mastery learning experiences.</p> <p>Goal Two</p> <p><u>Strategy 5:</u> Operationalize a multi-tiered system of support (MTSS) providing a continuum of programs and services for academics and social emotional behaviors.</p> <p><u>Strategy 6:</u> Address student satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 7:</u> Demonstrate success in increasing opportunities for student voice, engagement and responsibility in being active participants in their learning through a tracked personalized pathway system.</p> <p><u>Strategy 8:</u> Continue to ensure the learning and teaching environments are safe, secure, nurturing, equitable and inclusive.</p> <p>Goal Three:</p>	<p><u>Strategy 4:</u> Provide meaningful professional learning in instructional staff to ensure high student engagement, curiosity, innovation, and project-based mastery learning experiences.</p> <p>Goal Two</p> <p><u>Strategy 5:</u> Operationalize a multi-tiered system of support (MTSS) providing a continuum of programs and services for academics and social emotional behaviors.</p> <p><u>Strategy 6:</u> Address student satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 7:</u> Demonstrate success in increasing opportunities for student voice, engagement and responsibility in being active participants in their learning through a tracked personalized pathway system.</p> <p><u>Strategy 8:</u> Continue to ensure the learning and teaching environments are safe, secure, nurturing, equitable and inclusive.</p> <p>Goal Three:</p>
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<p><u>Strategy 9:</u> Address certified and support staff satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 10:</u> In recruitment and hiring decisions, prepare for staffing shortages, state certification barriers, and changing staff demographics reflecting student demographics.</p> <p><u>Strategy 11:</u> Impact staff health and well-being through social, emotional, and physical challenges.</p> <p><u>Strategy 12:</u> Enhance commitment from staff to the new strategic plan, align expectations to the Educator Portrait, and align behaviors to the core values.</p> <p>Goal Four:</p> <p><u>Strategy 13:</u> Address family satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 14:</u> Address the changing needs of families through belonging, newcomers to the district, mobility, multi-languages spoken, and/or</p>	<p><u>Strategy 9:</u> Address certified and support staff satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 10:</u> In recruitment and hiring decisions, prepare for staffing shortages, state certification barriers, and changing staff demographics reflecting student demographics.</p> <p><u>Strategy 11:</u> Impact staff health and well-being through social, emotional, and physical challenges.</p> <p><u>Strategy 12:</u> Enhance commitment from staff to the new strategic plan, align expectations to the Educator Portrait, and align behaviors to the core values.</p> <p>Goal Four:</p> <p><u>Strategy 13:</u> Address family satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 14:</u> Address the changing needs of families through belonging, newcomers to the district, mobility, multi-languages</p>	<p><u>Strategy 9:</u> Address certified and support staff satisfaction in all areas where it has been identified and in need of attention through annual surveys.</p> <p><u>Strategy 10:</u> In recruitment and hiring decisions, prepare for staffing shortages, state certification barriers, and changing staff demographics reflecting student demographics.</p> <p><u>Strategy 11:</u> Impact staff health and well-being through social, emotional, and physical challenges.</p> <p><u>Strategy 12:</u> Enhance commitment from staff to the new strategic plan, align expectations to the Educator Portrait, and align behaviors to the core values.</p> <p>Goal Four:</p> <p><u>Strategy 13:</u> Address family satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 14:</u> Address the changing needs of families through belonging, newcomers to the district, mobility,</p>
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<p>declining trust and respect for public education.</p> <p>Strategy 15: Ensure a healthy partnership between District 62 and District 207.</p> <p>Strategy 16: Ensure a healthy partnership between District 62 and its communities to further student and staff learning and provide both career and workplace resources and experiences.</p> <p>Goal Five:</p> <p>Strategy 17: Address space and class size inconsistencies across the district, while. Ensuring facilities are safe, clean, well-maintained, and optimal for teaching and learning.</p> <p>Strategy 18: Equitably allocate resources to meet the needs of all students and ensure the district continuously improves.</p> <p>Strategy 19: Enhance the use of technology as a tool to further teaching and learning.</p> <p>Strategy 20: Influence federal, state, and local legislation to maintain the</p>	<p>spoken, and/or declining trust and respect for public education.</p> <p>Strategy 15: Ensure a healthy partnership between District 62 and District 207.</p> <p>Strategy 16: Ensure a healthy partnership between District 62 and its communities to further student and staff learning and provide both career and workplace resources and experiences.</p> <p>Goal Five:</p> <p>Strategy 17: Address space and class size inconsistencies across the district, while. Ensuring facilities are safe, clean, well-maintained, and optimal for teaching and learning.</p> <p>Strategy 18: Equitably allocate resources to meet the needs of all students and ensure the district continuously improves.</p> <p>Strategy 19: Enhance the use of technology as a tool to further teaching and learning.</p>	<p>multi-languages spoken, and/or declining trust and respect for public education.</p> <p>Strategy 15: Ensure a healthy partnership between District 62 and District 207.</p> <p>Strategy 16: Ensure a healthy partnership between District 62 and its communities to further student and staff learning and provide both career and workplace resources and experiences.</p> <p>Goal Five:</p> <p>Strategy 17: Address space and class size inconsistencies across the district, while. Ensuring facilities are safe, clean, well-maintained, and optimal for teaching and learning.</p> <p>Strategy 18: Equitably allocate resources to meet the needs of all students and ensure the district continuously improves.</p> <p>Strategy 19: Enhance the use of technology as a tool to further teaching and learning.</p>
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<p>historical sound finance picture of the district.</p>	<p>Strategy 20: Influence federal, state, and local legislation to maintain the historical sound finance picture of the district.</p>	<p>Strategy 20: Influence federal, state, and local legislation to maintain the historical sound finance picture of the district.</p>
<p>Table 4</p>	<p>Table 5</p>	<p>Table 6</p>
<p>Goal One:</p> <p>Strategy 1: Increase student performance while ensuring learner readiness from grade to grade, school to school, and middle to high school.</p> <p>Strategy 2: Expand learning choices among early learning and middle school programs and services.</p> <p>Strategy 3: Align curriculum expectations with the Learner Profile to set consistent grade level learning expectations, assessments, and instruction.</p> <p>Strategy 4: Provide meaningful professional learning in instructional staff to ensure high student engagement, curiosity, innovation, and project-based mastery learning experiences.</p> <p>Goal Two</p>	<p>Goal One:</p> <p>Strategy 1: Increase student performance while ensuring learner readiness from grade to grade, school to school, and middle to high school.</p> <p>Strategy 2: Expand learning choices among early learning and middle school programs and services.</p> <p>Strategy 3: Align curriculum expectations with the Learner Profile to set consistent grade level learning expectations, assessments, and instruction.</p> <p>Goal Two</p>	<p>Goal One:</p> <p>Strategy 1: Increase student performance while ensuring learner readiness from grade to grade, school to school, and middle to high school.</p> <p>Strategy 2: Expand learning opportunities with full day Kindergarten and middle school programs and services.</p> <p>Strategy 3: Align curriculum expectations with the Learner Profile to set consistent grade level learning expectations, assessments, and instruction.</p> <p>Goal Two</p>

<p><u>Strategy 5:</u> Operationalize a multi-tiered system of support (MTSS) providing a continuum of programs and services for academics and social emotional behaviors.</p> <p><u>Strategy 6:</u> Address student satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 7:</u> Demonstrate success in increasing opportunities for student voice, engagement and responsibility in being active participants in their learning through a tracked personalized pathway system.</p> <p><u>Strategy 8:</u> Ensure all student’s sense of belonging by providing a safe, secure, equitable and inclusive learning and teaching environment.</p> <p>Goal Three:</p> <p><u>Strategy 9:</u> Address certified and support staff satisfaction in all areas where it has been identified and in need of attention through annual surveys and forums.</p> <p><u>Strategy 10:</u> In recruitment and hiring decisions, prepare for staffing</p>	<p><u>Strategy 4:</u> Operationalize a multi-tiered system of support (MTSS) providing a continuum of programs and services for academics and social emotional needs.</p> <p><u>Strategy 5:</u> Demonstrate success in increasing opportunities for student voice, engagement and responsibility in being active participants in their learning through a tracked personalized pathway system.</p> <p><u>Strategy 6:</u> Ensure the learning and teaching environments are safe, secure, nurturing, equitable, satisfying, and inclusive.</p> <p>Goal Three:</p> <p><u>Strategy 7:</u> Address certified and support staff satisfaction in all areas where it has been identified and in need of attention through annual surveys and forums.</p> <p><u>Strategy 8:</u> In recruitment and hiring decisions, prepare for staffing shortages, state certification barriers, and changing</p>	<p><u>Strategy 4</u> Operationalize a multi-tiered system of support (MTSS) providing a continuum of programs and services for academics and social emotional behaviors.</p> <p><u>Strategy 5:</u> Address student satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p><u>Strategy 6:</u> Demonstrate success in increasing opportunities for student voice, engagement and responsibility in being active participants in their learning.</p> <p><u>Strategy 7:</u> Continue to ensure the learning and teaching environments are safe, secure, nurturing, equitable and inclusive.</p> <p>Goal Three:</p> <p><u>Strategy 8:</u> Address certified and support staff satisfaction.</p> <p><u>Strategy 9:</u> In recruitment and hiring decisions, prepare for staffing shortages, state certification barriers, and changing staff demographics reflecting student demographics.</p>
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<p>shortages, state certification barriers, and changing staff demographics reflecting student demographics.</p> <p>Strategy 11: Impact staff health and well-being through social, emotional, and physical challenges.</p> <p>Strategy 12: Enhance commitment from staff to the new strategic plan, align expectations to the Educator Portrait, and align behaviors to the core values.</p> <p>Goal Four:</p> <p>Strategy 13: Address family satisfaction in all areas where it has been identified as in need of attention through annual surveys.</p> <p>Strategy 14: Address the changing needs of families through belonging, newcomers to the district, mobility, multi-languages spoken, and/or declining trust and respect for public education.</p> <p>Strategy 15: Ensure a healthy partnership between District 62 and District 207.</p>	<p>staff demographics reflecting student demographics.</p> <p>Strategy 9: Support staff health and well-being through social, emotional, and physical challenges.</p> <p>Strategy 10: Enhance commitment from staff to the new strategic plan, align expectations to the Educator Portrait, and align behaviors to the core values.</p> <p>Goal Four:</p> <p>Strategy 11: Address family satisfaction in all areas where it has been identified as in need of attention through annual surveys and forums.</p> <p>Strategy 12: Address the changing needs of families.</p> <p>Strategy 13: Ensure a healthy partnership between District 62 and District 207 and District 62 and its communities to further student and staff learning and provide both career and workplace resources and experiences.</p>	<p>Strategy 10: Foster commitment from staff to the core values, the new strategic plan and align the expectations of the Educator Portrait to performance expectations.</p> <p>Goal Four:</p> <p>Strategy 11: Address family satisfaction in all areas where it has been identified as in need of attention through annual surveys and forums.</p> <p>Strategy 12: Address the changing needs of families.</p> <p>Strategy 13: Ensure a healthy partnership between District 62 and District 207.</p> <p>Strategy 14: Ensure a healthy partnership between District 62 and its communities to further student and staff learning.</p>
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<p>Strategy 16: Ensure a healthy partnership between District 62 and its communities to further student and staff learning and provide both career and workplace resources and experiences.</p> <p>Goal Five:</p> <p>Strategy 17: Address space and class size inconsistencies across the district, while. Ensuring facilities are safe, clean, well-maintained, and optimal for teaching and learning.</p> <p>Strategy 18: Equitably allocate resources to meet the needs of all students and ensure the district continuously improves.</p> <p>Strategy 19: Enhance the use of technology as a tool to further teaching and learning.</p> <p>Strategy 20: Influence federal, state, and local legislation to maintain the historical sound finance picture of the district.</p>	<p>Goal Five:</p> <p>Strategy 14: Address space and class size inconsistencies across the district, while. Ensuring facilities are safe, clean, well-maintained, and optimal for teaching and learning.</p> <p>Strategy 15: Equitably allocate resources to meet the needs of all students and ensure the district continuously improves.</p> <p>Strategy 16: Enhance the use of technology as a tool to further teaching and learning and systemwide security.</p> <p>Strategy 17: Influence federal, state, and local legislation to maintain the historical sound finance picture of the district.</p>	<p>Goal Five:</p> <p>Strategy 15: Address space and class size inconsistencies across the district, while. Ensuring facilities are safe, clean, well-maintained, and optimal for teaching and learning.</p> <p>Strategy 16: Equitably allocate resources to meet the needs of each student, every school, and the district</p> <p>Strategy 17: Maintain the sound financial picture of the district through effective stewardship.</p>
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Facilitator Consensus Aligned Strategies:

GOAL ONE: Engage all students in learning that leads to academic growth, achievement, and readiness for high school, college, career, and life.

Strategy 1: Provide a competency-based educational program at all grade levels to ensure student performance in English language arts, mathematics, and science is above state averages, compares well with benchmark districts, and is higher than pre-pandemic times.

Strategy 2: Expand and enrich student learning choices and opportunities among early learning (preschool and Kindergarten) and middle school programs and services (6-8).

Strategy 3: Provide meaningful professional learning opportunities to staff to increase student ownership, engagement, curiosity, innovation, and project-based competency-based instructional experiences.

GOAL TWO: Establish a safe, inclusive, and engaging culture of learning that promotes the academic, social, and emotional growth of each student.

Strategy 4: Provide a student Multi-Tiered Systems of Support (MTSS) ensuring a continuum of programs and services for academics and social emotional behaviors to close achievement gaps and assist each student grow and achieve.

Strategy 5: Continue to ensure the learning and teaching environments are safe, secure, nurturing, equitable and inclusive.

Strategy 6: Increase opportunities for student voice, choice, interests, and leadership opportunities in responding to student satisfaction and other needs/concerns.

GOAL THREE: Invest in our workforce to ensure innovation, collaboration, communication, passion, responsibility, and accountability.

Strategy 7: Foster a happier, healthier and more engaged and productive workforce by responding to certified and support staff satisfaction and other needs/concerns and developing a culture of support for the implementation of the strategic plan.

Strategy 8: In recruitment and hiring decisions, prepare for staffing shortages, state certification barriers, and staff demographics.

Strategy 9: Provide a Systems of Support for staff ensuring a continuum of programs and services for differentiated instruction, team collaboration, and student ownership of their learning.

GOAL FOUR: Cultivate partnerships with families and the community to support and expand learning opportunities for each student.

Strategy 10: Provide new tools and strategies for family belonging, communication, collaboration, satisfaction, and education.

Strategy 11: Ensure a healthy partnership between District 62 and District 207.

Strategy 12: Ensure a healthy partnership between District 62 and the community to further student and staff learning and provide both career and workplace resources and experiences.

GOAL FIVE: Make effective and efficient use of resources to maximize educational success for each student, every school, and the district.

Strategy 13: Address space and class size inconsistencies across the district, while ensuring facilities are safe, clean, well-maintained, and optimal for effective teaching and learning.

Strategy 14: Equitably allocate resources to meet the needs of all students, families, and staff while maintaining a strong history of financial management.

Strategy 15: Enhance the use of technology as a tool to further teaching and learning.

Community Consolidated School District 62

DRAFT GOALS, INDICATORS AND STRATEGIES

BEST STUDENT ACHIEVEMENT	BEST LEARNING ENVIRONMENT	BEST WORKFORCE	BEST FAMILIES/ COMMUNITY	BEST USE OF RESOURCES
GOAL STATEMENTS				
Engage all students in learning that leads to academic growth, achievement, and readiness for high school, college, career, and life.	Establish a safe, inclusive, and engaging culture of learning that promotes the academic, social, and emotional growth of each student.	Invest in our workforce to ensure innovation, collaboration, communication, passion, responsibility, and accountability.	Cultivate partnerships with families and the community to support and expand learning opportunities for each student.	Make effective and efficient use of resources to maximize educational success for each student, every school, and the district.
ALIGNED STRATEGIES				
<i>Provide a competency-based educational program at all grade levels to ensure student performance in English language arts, mathematics, and science is above state averages, compares well with benchmark districts, and is higher than pre-pandemic times.</i>	<i>Provide a student Multi-Tiered Systems of Support (MTSS) ensuring a continuum of programs and services for academics and social emotional behaviors to close achievement gaps and assist each student grow and achieve.</i>	<i>Foster a happier, healthier and more engaged and productive workforce by responding to certified and support staff satisfaction and other needs/concerns and developing a culture of support for the implementation of the strategic plan.</i>	<i>Provide new tools and strategies for family belonging, communication, collaboration, satisfaction, and education.</i>	<i>Address space and class size inconsistencies across the district, while ensuring facilities are safe, clean, well-maintained, and optimal for effective teaching and learning.</i>
<i>Expand and enrich student learning choices and opportunities among early learning (preschool and Kindergarten) and middle school programs and services (6-8).</i>	<i>Continue to ensure the learning and teaching environments are safe, secure, nurturing, equitable and inclusive.</i>	<i>In recruitment and hiring decisions, prepare for staffing shortages, state certification barriers, and staff demographics.</i>	<i>Ensure a healthy partnership between District 62 and District 207</i>	<i>Equitably allocate resources to meet the needs of all students, families, and staff while maintaining a strong history of financial management.</i>

<i>Provide meaningful professional learning opportunities to staff to increase student ownership, engagement, curiosity, innovation, and project-based competency-based instructional experiences.</i>	<i>Increase opportunities for student voice, choice, interests, and leadership opportunities in responding to student satisfaction and other needs/concerns.</i>	<i>Provide a Systems of Support for staff ensuring a continuum of programs and services for differentiated instruction, team collaboration, and student ownership of their learning.</i>	<i>Ensure a healthy partnership between District 62 and the community to further student and staff learning and provide both career and workplace resources and experiences.</i>	<i>Enhance the use of technology as a tool to further teaching and learning.</i>
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ALIGNED INDICATORS

<ul style="list-style-type: none"> • Kindergarten Readiness • Reading on Grade Level • Illinois Assessment of Readiness Performance • Student Growth and Proficiency in English Language Arts and Mathematics • Enrollment in honors courses at the middle school • Ambitious Instruction • Grade Point Average • Readiness for high school • 9th Grade On Track 	<ul style="list-style-type: none"> • Student Attendance • Chronic Absenteeism • Supportive Environment • Student Behavior • Student Engagement in Class • Student Participation in Co-Curricular Activities • Program and Intervention Success 	<ul style="list-style-type: none"> • Staff demographics • Staff attendance • Staff retention • Staff satisfaction • Staff education • Staff certification • Team effectiveness • Salaries and benefits 	<ul style="list-style-type: none"> • Family Satisfaction • Community Satisfaction • Percent of families responding to 5E survey • Number of internships/work experiences/service-learning opportunities • Participation in parent conferences • Hits to District website • Teachers with webpages 	<ul style="list-style-type: none"> • State financial profile rating • Per pupil Costs • Audit Findings • Short- and long- term debt • Life Safety • Cleanliness and Maintenance • Space Utilization • Device to student tech ratio • Robustness of infrastructure • Technology support
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