

Challenge. Collaborate. Create!

# STRATEGIC PLAN

Deerfield Public Schools District 109



## 2022-2026



This Is The #109Way





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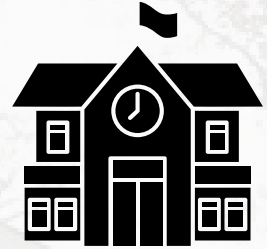
# 109 By The Numbers



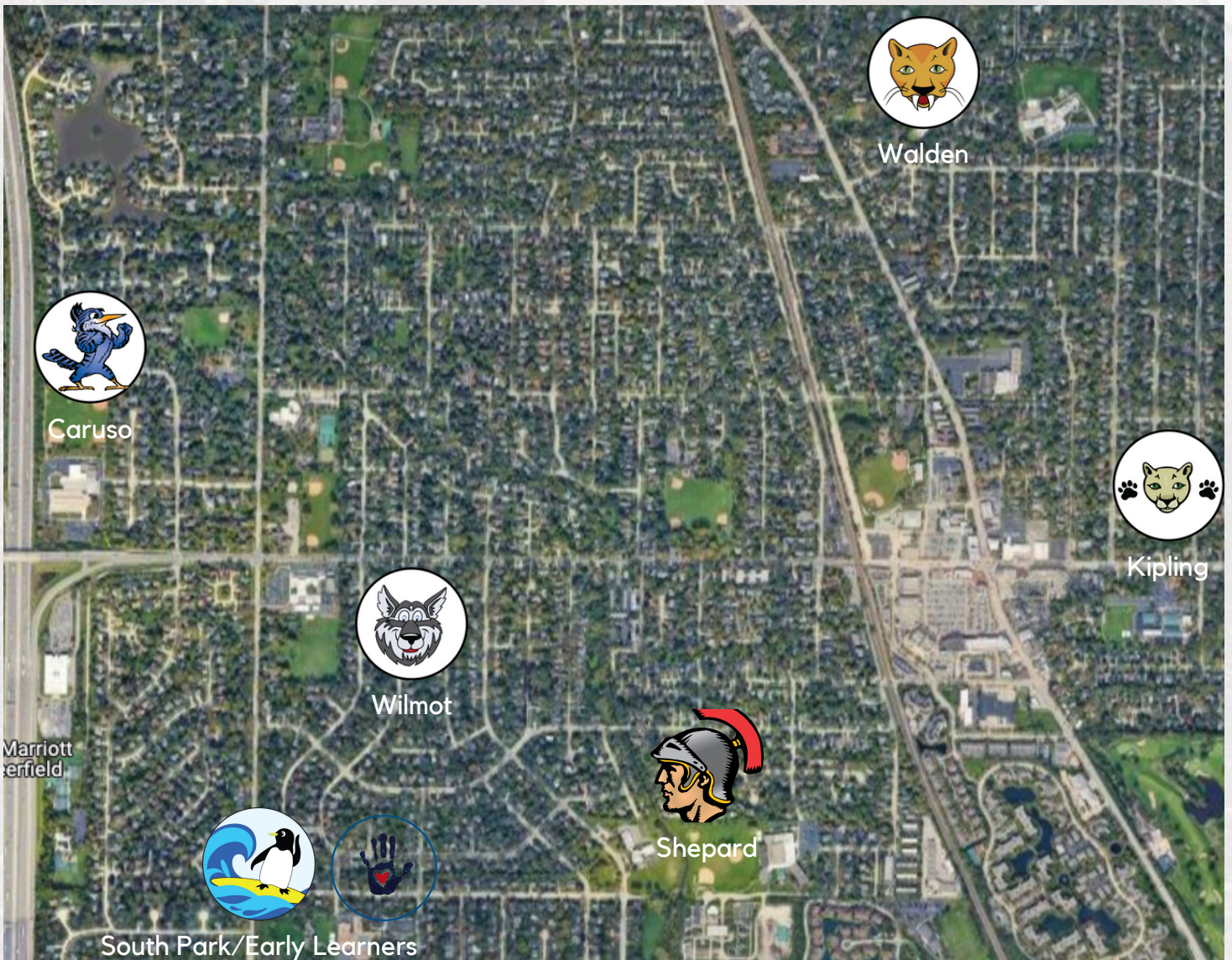
2,655 Students



257 Teachers



6 Schools







# Executive Summary

Deerfield Public Schools District 109 began the process of developing a new mission and vision in the fall of 2021 through a process we branded “Define 109.”

District officials spent the fall listening to over 1,800 stakeholders including students, staff, parents/guardians and community members through classroom exercises, in-person and virtual focus groups, surveys, and two different questions posed via ThoughtExchange. The feedback was presented to a cross-stakeholder group in early spring of 2022, and they worked together to develop the district’s new mission and vision. You can find more detailed information about our entire process at [www.dps109.org/define109](http://www.dps109.org/define109).

**Who Was Involved?**

- Student Participation = 853
- Staff Participation = 274
- Community Participation = 145
- Thought Exchange = 537

**TOTAL 1,800**

**DEFINE 109 - JOIN A COMMUNITY FOCUS GROUP**

**REGISTRATION INFO ON BACK**

**NATIONAL SCHOOL PUBLIC RELATIONS ASSOCIATION GOLDEN ACHIEVEMENT AWARD 2022**

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# The Mission & Vision of Deerfield Public Schools District 109

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District 109:

Where **challenging** experiences foster confidence, **collaborative** relationships build community, and **creative** environments ignite curiosity.



We will develop each student to be emotionally resilient, socially skilled, and academically prepared by forging connections within, across, and beyond our classrooms, and by embracing each student's uniqueness.





# Defining The Vision

## **An emotionally resilient individual is able to:**

- Identify, process, and regulate one's feelings
- Persevere through challenges
- Engage in complex situations
- Remain flexible
- Take risks
- See failure as an opportunity for growth
- Seek feedback from others



## **A socially skilled individual is able to:**

- Communicate and collaborate with others
- Exhibit confidence
- Adapt to and navigate a variety of social situations
- Read social cues
- Engage in reciprocal conversation
- Demonstrate self-awareness
- Validate others' feelings
- Self-advocate
- Examine multiple perspectives
- Practice inclusivity
- Respectfully interact (verbally & nonverbally)

## **An academically prepared individual is able to:**

- Set ambitious goals
- Understand one's self as a learner
- Be mentally & physically prepared
- Critically think
- Solve problems
- Actively participate
- Engage in tasks with a growth mindset
- Maintain stamina
- Inquire/seek answers
- Apply academic skills beyond the classroom





# The Core Values of Deerfield Public Schools District 109

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We...

- believe that students construct meaning through authentic experiences, imaginative play, and intellectual challenge.
- prioritize social-emotional skills as the foundational building block to academic skills.
- commit to inclusive practices that ensure equitable outcomes across educational environments for all students.
- embrace people of all identities, races, ethnicities, genders, ages, religions, abilities, orientations, education levels, national origins, or any other distinguishing characteristic or trait.
- engage our educators and all other stakeholders in respectful and professional dialogue to make decisions that are best for our students.





# **The Four Goals of Our Strategic Plan**

**Goal 1: Dynamic & Responsive Instructional Practices**

**Goal 2: Positive Culture and Personal Development**

**Goal 3: Equitable Outcomes**

**Goal 4: Reciprocal & Respectful Communication**





## Goal 1:

# Dynamic & Responsive Instructional Practices



### Objective 1:

Increase student engagement in K-8 classrooms through cooperative and experiential learning structures that provide authentic, real-world, and hands-on experiences that invite all students to explore their passions and motivate them to learn.

### Objective 2:

Maximize individual student growth by implementing the workshop model with fidelity to differentiate instruction and meet the unique needs of all learners.

### Objective 3:

Align curriculum and assessment across campuses to foster a cohesive student experience, support collaborative practices, and prepare students for successful transitions.

### Objective 4:

Conduct a long-range facility master plan to ensure optimal learning environments.

### Objective 5:

Evaluate new and innovative education technology resources to enhance and accelerate learning.







## Goal 2:

# Positive Culture & Personal Development

### Objective 1:

Develop and implement proactive and positive behavior management systems in all school settings.

### Objective 2:

Implement well-designed, evidence-based SEL instruction to build knowledge in the areas of self-awareness, self-management, social awareness, relationships skills, and responsible decision making.

### Objective 3:

Hire, develop, and retain a talented and diverse staff.

### Objective 4:

Create cultures of collegiality within our schools and across the district.







## Goal 3: Equitable Outcomes



### **Objective 1:**

Create collaborative pathways to co-serve all students.

### **Objective 2:**

Provide ongoing professional development opportunities in identity development and equity best practices.

### **Objective 3:**

Cultivate culturally responsive classrooms by examining curricular and educational materials to ensure inclusion of diverse populations and perspectives.

### **Objective 4:**

Measure educational access to ensure equitable opportunities for success are available to all students.







# Goal 4: Reciprocal, Respectful & Effective Communication

## Objective 1:

Improve internal connections through consistent structures and differentiated opportunities for staff to interact, listen, and learn from one another.

## Objective 2:

Improve external connections through consistent structures and differentiated opportunities for the community to interact, listen, and learn from one another.





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Learn more about us at [www.dps109.org](http://www.dps109.org)



Follow us on social media!

*A production of the DPS 109 Communications Office*

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