



FUTURE FOCUS STRATEGIC PLANNING

REPORT TO THE
BOARD OF EDUCATION
MAY 28, 2024





OUR PROCESS

Community, parents and staff members were invited through multiple channels to participate in District 28's strategic planning process.

Forty-five staff members, parents and community members volunteered for the team. Nine Northbrook Junior High Students also participated.

54

Community,
staff, parent and
student Strategic
Planning Team
members

03

Daylong
Workshop
Team Retreats

04

Open/Public
Feedback
Opportunities

VISION Retreat

January 30, 2024

- What can we do that we aren't doing now to prepare students for the future?
- Define criteria for vision, and characteristics of portraits
- Review/refine district's current mission and vision



MISSION

Review current mission statement and identify words & phrases



VISION

Identify what is foundational to all strategic planning



CORE VALUES

Shared values and commitments



PORTRAITS

Define characteristics of Learner, Staff, Family and System Portraits



Stakeholder FEEDBACK

The Strategic Planning Process began with an environmental scan. The district asked staff, parents and community feedback through various channels to complete the survey to provide an overall assessment of perceptions and opinions on the district. Feedback was also solicited and applied to each working document along the way.

ENGAGEMENT THROUGHOUT THE PROCESS

01

ENVIRONMENTAL SCAN

Completed in January 2024

- 521 parents & community members
- 138 staff members

02

DRAFT STATEMENTS

Survey shared via digital newsletters, social media and on the website over two weeks. Focus groups held Feb. 6 provided qualitative feedback.

03

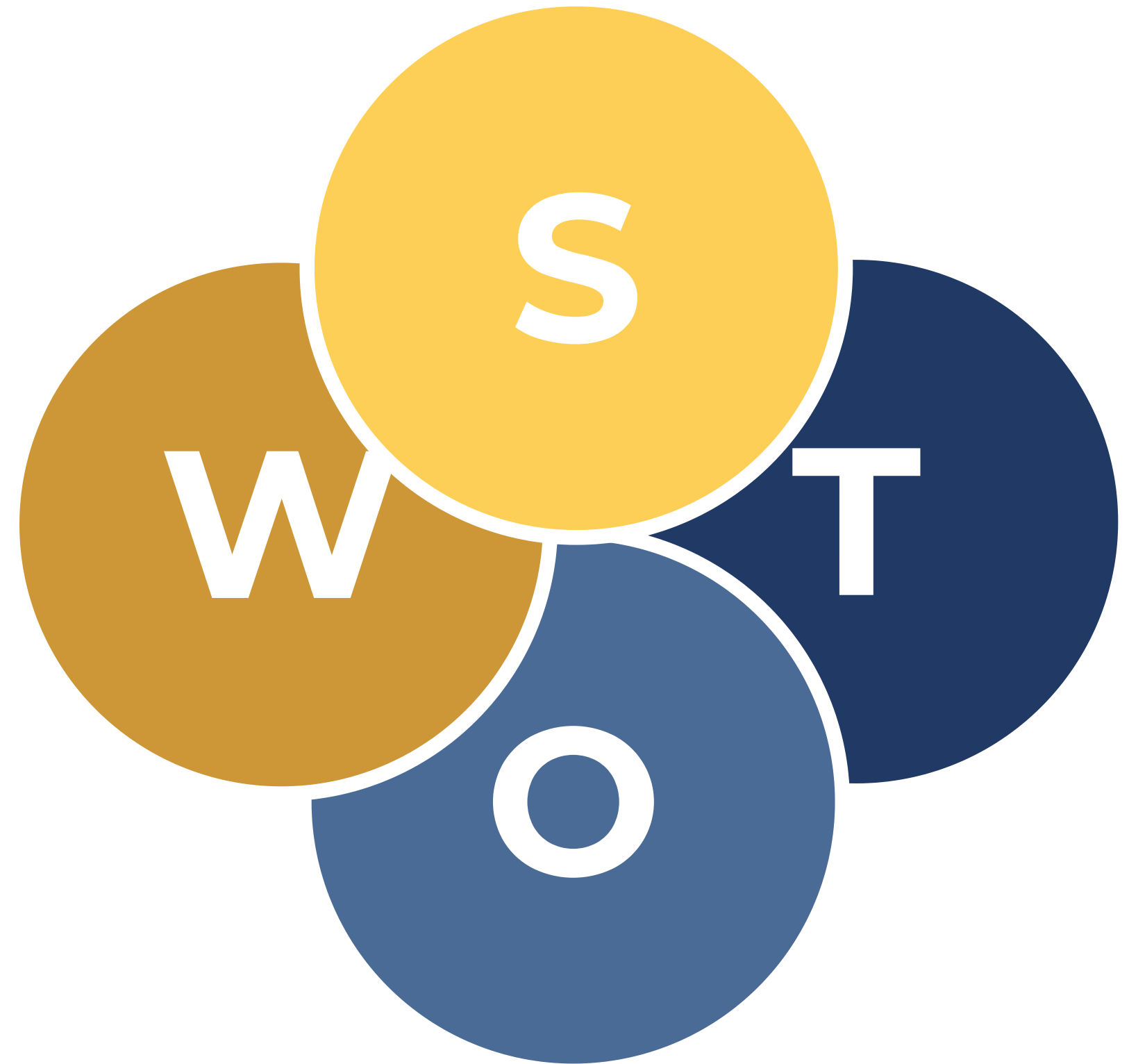
GOAL STATEMENTS

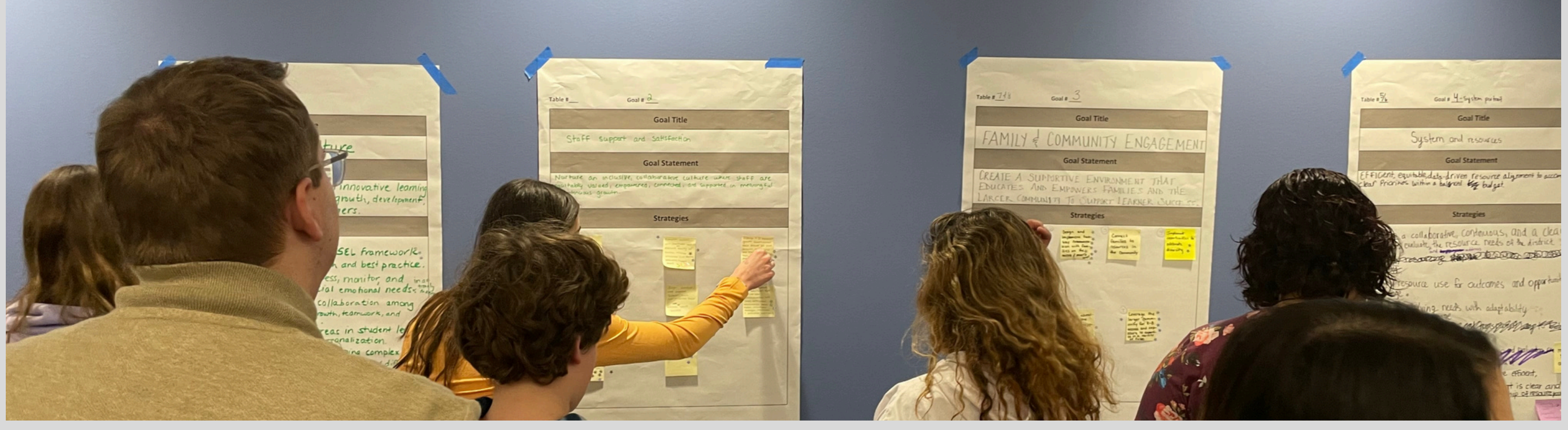
Survey shared via digital newsletters, social media and on the website over two weeks.

DATA Retreat

February 22, 2024

- Environmental Scan Results
- Facilities Master Plan
- Budget Summary
- 2023 Student Achievement Report
- 2023 School Report Card data
- Review stakeholder feedback on mission/vision & core values
- Analyze data on state of the district
- Conduct SWOT analysis





Setting **DIRECTION**

March 14, 2024

- Review prior work and stakeholder feedback on Preferred Future Statement.
- Reflect on SWOT analysis and Preferred Future Statement to identify the most urgent strategies for action.
- Determine long-range goals.
- Identify 8-10 urgent strategies that will move the district toward accomplishing future mission, vision, values and goals.
- Seek stakeholder feedback on goals and strategies.



MISSION



VISION



CORE VALUES

**Empower every
learner to grow and
change the world.**

**Our vision
is to cultivate a community
that celebrates every learner's
uniqueness, ignites a passion
for learning, and equips them
to make a positive impact
on the world.**

**Curiosity & Creativity
Communication & Collaboration
Critical Thinking & Problem-Solving
Responsibility & Accountability
Trust & Respect
Empathy**

A NORTHBROOK 28 LEARNER IS . . .



Emotionally & Physically Well



Globally Engaged



Innovative



Self-Aware & Confident



Socially Responsible



Technologically Literate



A NORTHBROOK 28 STAFF MEMBER IS . . .



Forward Thinking



Dedicated to Lifelong Learning



Emotionally & Physically Well



Relationship Focused



Student-Centered



Technologically Literate



A NORTHBROOK 28 FAMILY MEMBER IS . . .



A Positive Role Model



Committed to Partnership



Culturally Sensitive



Engaged



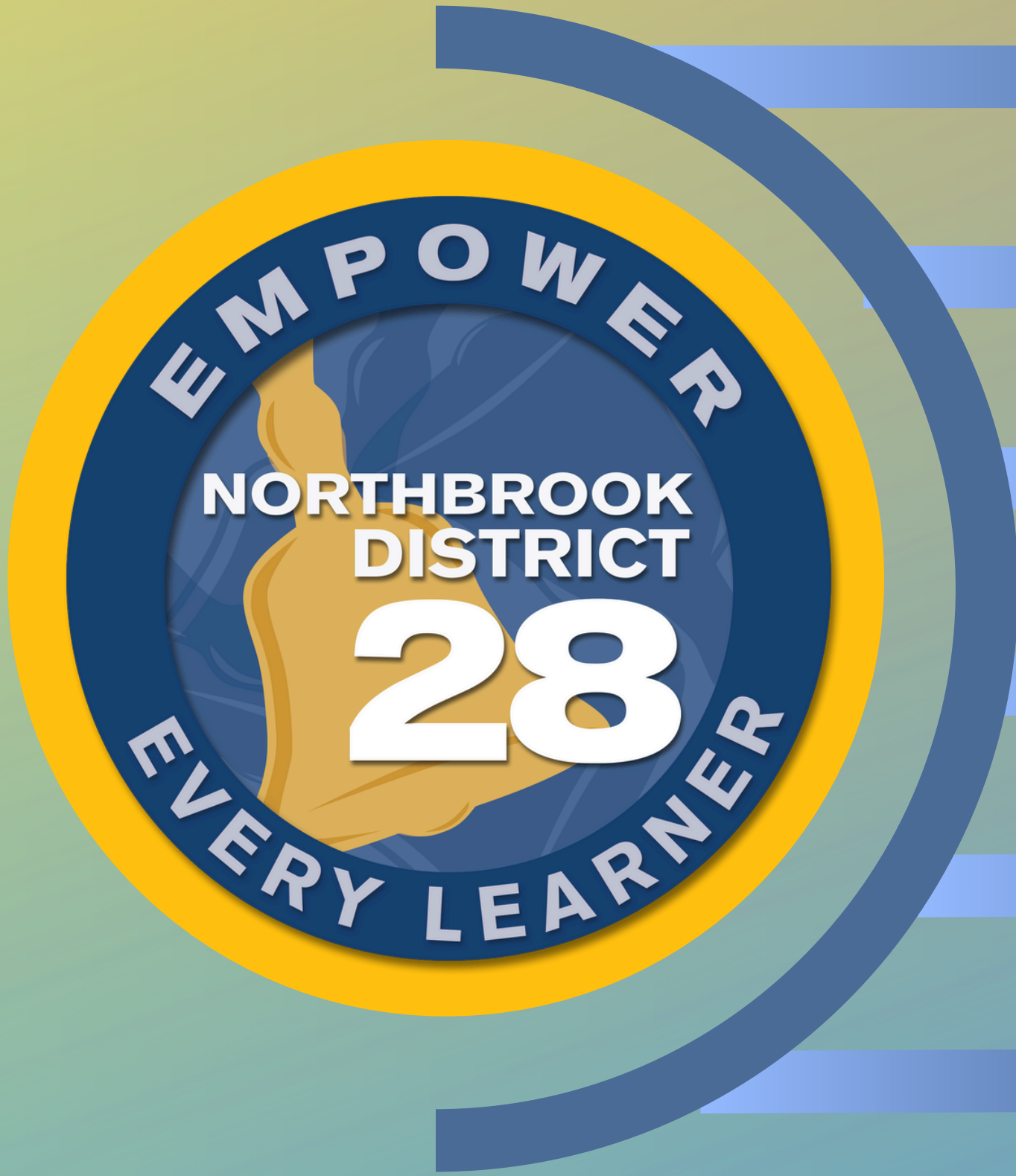
Open-minded



Student-Centered



NORTHBROOK DISTRICT 28 IS . . .



Engaging & Empowering



Fiscally Responsible



In Pursuit of Excellence



Purposeful and Focused



Supportive of Students, Families & Staff



Transparent

Strategic Goals



LEARNING CULTURE

Cultivate a supportive and innovative learning environment to foster growth, development, and achievement for all learners.

Strategies

1. Develop a system to assess, monitor, and respond to student social-emotional and academic needs in a timely manner.
2. Enhance learning experiences to engage students while building critical thinking and responsible communication skills.



STAFF SUPPORT & SATISFACTION

Nurture an inclusive culture where staff are equitably valued, connected, and supported in meaningful continuous growth.

Strategies

3. Design and implement growth opportunities that ensure all staff acquire and utilize the essential skills and strategies to optimize learning for all students.
4. Monitor employee wellness needs and cultivate social-emotional competence and well-being.
5. Establish systems and structures that evaluate the equity of human resource allocation.



FAMILY & COMMUNITY ENGAGEMENT

Create a supportive ecosystem for families and the larger community that contributes to learner success.

Strategies

6. Organize collaborative learning opportunities for families.
7. Design and implement two-way communication with families at the district, school and classroom level.
8. Leverage the larger community for PreK-8 access and exposure to expertise in a variety of fields.



SYSTEMS & RESOURCES

Optimize resources to accomplish equitable, data-informed priorities within a balanced budget.

Strategies

9. Develop a continuous and clear process to evaluate and address the resource needs of the district.
10. Respond to evolving needs with adaptability and willingness to change.