

INTRODUCTION

Huntley 158 has over the past several years developed a national reputation as a Destination School District™ for developing excellence and innovation in a traditional public school structure. To reach those achievements required a strategic approach to goal setting, resource allocation, and action planning.

To continue that tradition of excellence in an ever-changing cultural, economic, and technological landscape likewise will require a thoughtfully crafted and community-driven strategic plan. We are pleased to present such a plan with the Destination 158 Strategic Plan 2020-2025.

As an institution that both serves and relies on its community, the school district must build its strategic plan upon the needs, desires, and support of the community. To ensure this solid foundation, the District embarked on a yearlong, intensive community engagement program to garner the input and support of the community.

The Destination 158 Community Engagement Program consisted of a series of six community engagement sessions during which hundreds of members of the community learned about the current reality and preferred future of the District before providing input to build out the plan. These sessions were supplemented by numerous online outreach efforts to gather further input.

MISSION: OUR LEARNING COMMUNITY WILL INSPIRE, CHALLENGE, AND EMPOWER ALL STUDENTS ALWAYS

A facilitating team of 25 committed individuals representing key constituent groups from the community met more than 15 times to plan engagement sessions and strategy, analyze results, and craft long-term goals and aspirations. The District's administrative leadership team then translated those long-term goals into actionable strategies and annual goals to guide the work of our employees on a day-to-day basis. The Board of Education was represented with two members on the facilitating team, and the entire Board provided review and approval of the complete plan.

The primary result of this effort was the envisioning of four key long-term outcomes toward which all of the District's efforts will aim:

- ALL STUDENTS ACHIEVE PERSONAL GROWTH & DEVELOPMENT
- ALL STUDENTS ARE PREPARED TO ACHIEVE THEIR LIFELONG GOALS
- ALL STUDENTS LEARN IN ENVIRONMENTS THAT ARE SAFE, SECURE & SUPPORTIVE
- THE DISTRICT REMAINS SUSTAINABLE TO MEET THE NEEDS OF STUDENTS & THE COMMUNITY

It is our hope that every employee, and every constituent of the District, will recognize themselves in the plan and clearly see the role they play in helping us achieve these outcomes of our mission to serve the needs of *all students always*.

Scott N. Rowe, Ed.D., Superintendent
Michael J. Fleck, J.D., Board of Education President

MISSION, VISION & VALUES



MISSION STATEMENT

**OUR LEARNING COMMUNITY WILL
INSPIRE, CHALLENGE, AND EMPOWER
ALL STUDENTS ALWAYS**

VISION STATEMENT

District 158, together with our community, leads by inspiring everyone to be:

- Lifelong, self-directed learners who are active participants in an ever-changing world with the confidence to take risks and “fail forward”
- 21st -Century thinkers equipped with the skills of critical thinking, problem solving, creativity, communication, and collaboration
- Globally aware, ethical, empathetic, culturally responsible citizens
- Champions of personal growth and development
- Developers of today’s learners into tomorrow’s leaders.

VALUES

- We believe that students learn at different rates and in different ways.
- We believe assessment should drive instruction.
- We believe all individuals should be guided toward resourcefulness, problem solving, and ownership of learning.
- We believe that high expectations lead to better results.
- We believe that collaborative practices between staff and administrators foster continuous improvement.
- We believe that collaboration and communication among home, school, community and the world promotes student success.
- We believe an engaging and innovative environment enhances both learning and teaching.
- We believe professional development for teachers, leaders, and other staff to achieve excellence.
- We believe in protecting taxpayer equity through fiscal responsibility.
- We believe that a high-performing district must be forward thinking in an ever-changing educational environment.
- We believe that our rapidly changing society demands graduates who possess critical thinking and problem solving skills to be successful, regardless of the path each student chooses to take.
- We believe that today’s graduates and tomorrow’s leaders must have strong communication and collaboration skills.

ALL STUDENTS ACHIEVE PERSONAL GROWTH & DEVELOPMENT

LONG-TERM GOALS

- Integrate the importance of social emotional learning into the District's culture
- Empower all staff to be partners in students' social-emotional development
- Involve & educate parents in the social-emotional development of their children.
- Instill students with the self-confidence to take risks and ability to learn from successes and failures.
- Prepare students with critical thinking and problem solving skills through innovative learning.

ALL STUDENTS ARE PREPARED TO ACHIEVE THEIR LIFELONG GOALS

LONG-TERM GOALS

- Close achievement gaps between student subgroups
- Prepare students at all levels with skills to be successful in the careers of the future through technology and workforce development
- Prepare students with effective communication and collaboration skills
- Provide all students with the opportunity to engage in real-world learning
- Engage families regarding district goals and progress through regular communication and feedback structures.
- Continuously monitor and evaluate student and professional learning programs

CROSS-CUTTING CONCEPTS: EDUCATIONAL EQUITY, TWO-WAY COMMUNICATION, INNOVATION, CONTINUOUS IMPROVEMENT, FISCAL RESPONSIBILITY

ALL STUDENTS LEARN IN ENVIRONMENTS THAT ARE SAFE, SECURE & SUPPORTIVE

LONG-TERM GOALS

- Provide learning environments where every student feels physically and emotionally safe and welcome.
- Communicate with families consistently, clearly, and transparently regarding school safety procedures and emergencies
- Involve and educate parents in how they can support school safety and security
- Prepare all staff members to provide for the safety and security of the school environment
- Continuously monitor and evaluate the effectiveness of school safety measures

THE DISTRICT REMAINS SUSTAINABLE TO MEET THE NEEDS OF STUDENTS & THE COMMUNITY

LONG-TERM GOALS

- Innovate to more efficiently operate within the District
- Maintain fiscal responsibility, meeting fiscal health guidelines and annual fund balances according to state standards
- Increase recruitment of a workforce representative of our diverse community
- Improve recruitment and retention by continuing to provide competitive salaries and benefits.
- Effectively prioritize the use of dollars to impact instructional programming

SHORT-TERM GOALS 2020-21

ALL STUDENTS ACHIEVE PERSONAL GROWTH & DEVELOPMENT

KEY PERFORMANCE INDICATORS

- Based on the local growth model in ECRISS, in the 2020-21 District Overall Summary, at least 84% of students will make expected or high growth in reading.
- Based on the local growth model in ECRISS, in the 2020-21 District Overall Summary, at least 84% of students will make expected or high growth in math.
- The 2020-21 action steps of the District Social Emotional Learning Plan will be implemented.
- A comprehensive online education program and implementation plan for high school courses will be constructed and presented to the Board of Education by year end.

ALL STUDENTS ARE PREPARED TO ACHIEVE THEIR LIFELONG GOALS

KEY PERFORMANCE INDICATORS

- For the 2020-21 school year, using the local growth model achievement benchmark in ECRISS, students with IEPs in grades K-8 will meet or exceed the projected proficiency benchmark of 15% in reading.
- For the 2020-21 school year, using the local growth model achievement benchmark in ECRISS, students with IEPs in grades K-8 will meet or exceed the projected proficiency benchmark of 14% in math.
- The 2020-21 phases of the District Personalization of Learning Plan will be implemented.
- The Special Services delivery model will be aligned with best practices for instructional delivery, related services, and case management, as outlined in the DM Group Opportunity Review Recommendations.
- The Instructional Coaching Model and Multi-tiered Systems of Support Model will be aligned with best practices in instructional support and academic intervention, as outlined in the DM Group Opportunity Review Recommendations.
- Staff will advance toward the “Design and Apply” stage of the District Professional Learning Continuum.

ALL STUDENTS LEARN IN ENVIRONMENTS THAT ARE SAFE, SECURE & SUPPORTIVE

KEY PERFORMANCE INDICATORS

- The 2020-21 action steps of the District Equity Action Plan will be implemented.
- Year Two recommendations of the 2019 Comprehensive Safety Assessment will be implemented.
- A review of after-school hours security will be completed, with a culminating recommendation report presented to the Board of Education by year end.
- A hub of school and community mental health resources will be developed and deployed on all student and staff devices.

THE DISTRICT REMAINS SUSTAINABLE TO MEET THE NEEDS OF STUDENTS & COMMUNITY

KEY PERFORMANCE INDICATORS

- The District website will be fully transitioned to the new huntley158.org by year end.
- Overall satisfaction with District communication will be 90% or higher, as measured by family survey.
- The District will meet or exceed State fiscal health guidelines.
- The Long-term Capital Improvement Plan will be revised reflecting prioritization of budget dollars for student needs, while maintaining safe and comfortable facilities.
- A multi-year plan identifying areas of potential increased operational efficiency will be presented to the Board by March 15, 2021.
- Parent/family education opportunities regarding student learning and support (Parent University) will be offered.

SHORT TERM GOALS 2021-22

ALL STUDENTS ACHIEVE PERSONAL GROWTH & DEVELOPMENT

KEY PERFORMANCE INDICATORS

- Based on the local growth model in ECRISS, in the 2021-22 District Overall Summary, at least 84% of students will make expected or high growth in reading.
- Based on the local growth model in ECRISS, in the 2021-22 District Overall Summary, at least 84% of students will make expected or high growth in math.
- The 2021-22 action steps of the District Social Emotional Learning Plan will be implemented.
- Online coursework built during the 2021-22 school year will be integrated into the high school scheduling process and additional courses will be constructed and presented for student enrollment in the 2022-2023 school year.
- The dual degree program, in partnership with McHenry County College, will be implemented for student enrollment for the 2022-23 school year.
- The 2021-22 phases of the Elementary Literacy Action Plan will be implemented.

ALL STUDENTS ARE PREPARED TO ACHIEVE THEIR LIFELONG GOALS

KEY PERFORMANCE INDICATORS

- Based on the local growth model in ECRISS, in the 2021-22 District Overall Summary, at least 84% of students with IEPs will make expected or high growth in reading.
- Based on the local growth model in ECRISS, in the 2021-22 District Overall Summary, at least 84% of students with IEPs will make expected or high growth in math.
- The 2021-22 phases of the District Personalization of Learning Plan will be implemented.
- The Special Services delivery model committee will continue to evaluate Huntley 158's current reality of service delivery model as outlined in the DM Group Opportunity Review Recommendations, culminating in a recommendation for consideration at the conclusion of the 2021-22 school year.
- The Instructional Coaching Model will be finalized in alignment with best practices in instructional support and academic intervention, as outlined in the DM Group Opportunity Review Recommendations.

ALL STUDENTS LEARN IN ENVIRONMENTS THAT ARE SAFE, SECURE & SUPPORTIVE

KEY PERFORMANCE INDICATORS

- The 2021-22 action steps of the District Equity Plan will be implemented.
- The District will house and maintain a hub for health and social emotional supports on the Huntley 158 website, while tracking engagement with the resources to ensure effectiveness.
- The District will conduct a job satisfaction survey to measure levels of staff engagement, social emotional support, and climate, resulting in an action plan for improvement.

THE DISTRICT REMAINS SUSTAINABLE TO MEET THE NEEDS OF STUDENTS & COMMUNITY

KEY PERFORMANCE INDICATORS

- The huntley158.org website Beta launch will be rolled out with enhanced speed and security measures while seeking feedback from staff to inform an improved platform for all public constituents.
- The District will conduct a communication satisfaction survey for families, resulting in an action plan for improvement.
- The District will meet or exceed state fiscal health guidelines.
- The District will construct a plan to increase the recruitment and retention of a diverse teaching staff reflective of our student population to be shared with the Board by March 15, 2022.
- The District will collaboratively plan for and implement year one of the Operational Efficiency Action Plan by June 30, 2022.
- The District will offer parent and family education opportunities regarding student learning and support (i.e. Parent University).