

LONG TERM GOAL #1: All students achieve personal growth and development

- **KPI 1.1:** Increase the percentage of students meeting their projected *proficiency* on the Reading IAR assessment by 3-5%, through the utilization of consistent, accessible, and equitable Tier 1 curriculum, targeted professional development, and making data-informed instructional decisions.
- **KPI 1.2:** Increase the percentage of students meeting their projected *growth* on their Reading IAR assessment by 3-5%, through the utilization of consistent, accessible, and equitable Tier 1 curriculum, targeted professional development, and making data-informed instructional decisions.
- **KPI 1.3:** Increase the percentage of students meeting their projected *proficiency* on the Reading SAT assessment by 3-5%, through the utilization of consistent Tier 1 curriculum, targeted professional development, and making data-informed instructional decisions.
- **KPI 1.4:** Increase the percentage of students meeting their projected *proficiency* on their Math IAR assessment by 3-5%, through the utilization of consistent, accessible, and equitable Tier 1 curriculum, targeted professional development, and making data-informed instructional decisions.
- **KPI 1.5:** Increase the percentage of students meeting their projected *growth* on their Math IAR state tests by 3-5%, through the utilization of consistent, accessible, and equitable Tier 1 curriculum, targeted professional development, and making data-informed instructional decisions.
- **KPI 1.6:** Increase the percentage of students meeting their projected *proficiency* on their Math SAT assessment by 3-5%, through the utilization of consistent, accessible, and equitable Tier 1 curriculum, targeted professional development, and making data-informed instructional decisions.
- **KPI 1.7:** The Special Services Department will develop and initiate a comprehensive review of the special education curriculum in reading and math, and subsequently, implement strategies to promote vertical alignment throughout the school district. A status update with actionable items will be shared at a board meeting prior to the end of the 2023-24 school year.
- **KPI 1.8:** Improve and implement the Multi-Tiered System of Supports (MTSS) structure integrating academics, behavior, and social-emotional learning (SEL), ensuring equitable support for all students. A presentation of the structure will be shared in an academic spotlight at a board meeting prior to the end of the 2023-24 school year.
- **KPI 1.9:** Develop a K-12 Literacy Action Plan aligned to the Illinois Literacy Plan, while continuing work on the K-5 literacy plan currently in place. The Learning and Innovation team will present this plan at a board meeting prior to the end of the 2023-24 school year.

LONG TERM GOAL #2: All students are prepared to achieve their lifelong goals.

- **KPI 2.1:** The Learning and Innovation Department will complete a comprehensive review of Multilingual programs (including Dual Language) and provide actionable recommendations for the delivery of multilingual services that promote language acquisition, equity, and student growth. A report will be provided at a board meeting prior to the end of the 2023-24 school year.
- **KPI 2.2:** The Special Services Department will complete a comprehensive review of the school district's continuum of special education services and provide actionable recommendations for the delivery of special education services that promote inclusion, equity, and student growth. A report will be provided at a board meeting prior to the end of the 2023-24 school year.
- **KPI 2.3:** The Special Services department will lead a steering committee tasked with designing a comprehensive plan that outlines the necessary steps for the implementation of the D158 Transition

Program, securing a permanent location(s) for the LIGHT Program. The recommendation will be provided at a board meeting prior to the end of the 2023-24 school year.

- **KPI 2.4:** Evaluate, build, and implement career pathways that include work-based learning opportunities based on student interest, labor market data, and local industry support in order to prepare all learners for an ever-changing world.
- **KPI 2.5:** Create and expand authentic, equitable, and personalized learning opportunities for all learners to provide innovative and real-world learning experiences with a focus on problem-based learning, experiential learning, career readiness, and career exploration.

LONG TERM GOAL #3: All students learn in environments that are safe, secure, and supportive.

- **KPI 3.1** Administer a fall Climate and Culture survey, identify two areas of growth related to staff support, and develop a targeted plan to increase satisfaction ratings by the end of the school year.
- **KPI 3.2:** Using a comprehensive professional development model to ensure staff receive targeted professional development aligned to the strategic plan, the district will obtain feedback from staff members to monitor the plan's effectiveness.
- **KPI 3.3:** Decrease the percentage of students who are chronically absent, from 20% to 16%, by refining and implementing Multi-Tiered Systems of Support procedures.
- **KPI 3.4:** Conduct an assessment of the environment at the high school level through a biased based bullying survey with students to identify areas of concern and develop an action plan for improvement by the spring of 2024.
- **KPI 3.5:** Complete a comprehensive review of the school district's behavior management practices; including review of discipline data, expectations, interventions and supports, meaningful responses, re-engagement practices and professional development. The development of a revamped Student Code of Conduct, with administrative, staff, parental and student input will be completed to be fully implemented for the 2024-25 school year.
- **KPI 3.6:** Survey of all customers; including Staff and Administrators in all D158 facilities on the Indoor Environmental Quality in the facility space they occupy in the District. (Data will be utilized when determining focus on investing capital project dollars to best serve enhancement of the educational experience for students)

LONG TERM GOAL #4: The District remains sustainable to meet the needs of students and the community.

- **KPI 4.1:** The District will meet or exceed State fiscal health guidelines and return to Recognition Status.
- **KPI 4.2:** Through a priority based framework, a process will be created and implemented in order to allocate resources to reflect the strategic goals of the district.
- **KPI 4.3:** The district will continue to identify and implement operational efficiencies throughout the District. A report of the efficiencies identified and implemented by the district will be shared with the Board in December and June in FY24.
- **KPI 4.4:** The Special Services Department will actively facilitate and engage families in district-wide special education-specific events, organizing a minimum of one event per month, fostering meaningful input, partnerships, and family involvement in the special education community; for example special olympics, parent-liaison led sessions.
- **KPI 4.5:** Develop a needs-based support framework to guide decisions when determining staffing allocations.. This plan will be shared with the Board of Education in January of 2024, prior to staffing recommendations for the following year.
- **KPI 4.6:** A comprehensive communication plan for the district will be constructed and presented to the Board of Education by the end of the 2023-24 school year.
- **KPI 4.7:** Engage families in two-way communication by establishing parent advisory committees at each school as well as a district parent advisory steering committee. Discussions at these committee meetings will

assist in determining overall parent communication needs (i.e., Parent University topics), help inform decision-making and guide policy changes.

- **KPI 4.8:** Leverage community partnerships to increase the number of school and district volunteers by 10 percent during the 2023-24 school year.