



*Every student deserves access to engaging, innovative learning experiences so that they are provided choice and opportunity for their future.*

### **Priority 1: Student Success**

- 1.1 Academic Achievement Growth at All Levels
  - 1.1.2 Systematically implement the EISD Teaching & Learning Curriculum Mgt Plan (CMP) across all campuses
  - 1.1.3 Enhance and ensure data-driven instruction and progress monitoring
  - 1.1.4 Refine and enhance systematic PLC processes to ensure fidelity district-wide
  - 1.1.5 Ensure and enhance professional coaching model
- 1.2 Ensure Special Population Programs are Monitored and Enhanced
  - 1.2.1 Support systemwide implementation of data-driven instruction and progress monitoring within special programs
  - 1.2.2 Support systemwide implementation of improvement protocols within special programs
- 1.3 Student Readiness
  - 1.3.1 Enhance, ensure, and increase student CCMR programs and opportunities
  - 1.3.2 Embed compelling purpose and learner profile throughout District initiatives and professional learning opportunities.
- 1.4 Engaged, Well-Rounded students
  - 1.4.1 Promote and increase student involvement and participation in extracurricular programs
  - 1.4.2 Increase opportunities for and showcase student voice both in the classroom and beyond
  - 1.4.3 Enhance and increase opportunities for students to learn and serve beyond the classroom
  - 1.4.4 Increase average daily attendance rates for students across the district
- 1.5 Student Safety and Well-being
  - 1.5.1 Improve student behavior and wellness
  - 1.5.2 Utilize student well-being survey results to identify needs and inform activities to support student well-being
  - 1.5.3 Sustain and enhance school emergency operation procedures

### **Priority 2: Professional Learning and Highly Effective Staff**

- 2.1 Recruit High Quality Staff
  - 2.1.1 Sustain and enhance district "Grow Your Own" program
  - 2.1.2 Create innovative support systems for new-to-profession teachers and new-to-role staff
  - 2.1.3 Develop a pay structure that reflects district commitment to high quality staff at all levels
- 2.2 Growth and Development
  - 2.2.1 Build a professional learning calendar/PD plan and support processes for all staff
  - 2.2.2 Develop pipeline programs for staff to move to next level of employment/leadership
  - 2.2.3 Develop professional learning opportunities based upon feedback and identified needs including culturally and linguistically responsive instruction and the impact of trauma
- 2.3 Staff Safety and Well-being
  - 2.3.1 Create staff wellness program
  - 2.3.2 Conduct staff well-being/satisfaction survey
  - 2.3.3 Sustain and enhance school emergency operation procedures
- 2.4 Staff Satisfaction and Engagement
  - 2.4.1 Conduct Superintendent and Executive Cabinet Campus/Department Tours to engage and gain feedback
  - 2.4.2 Recognize staff at all levels (written and public platforms)
  - 2.4.3 Utilize staff well-being/satisfaction survey to identify needs and inform activities to support staff well-being
  - 2.4.4 Facilitate District Advisory Council and Superintendent Roundtable
  - 2.4.5 Increase annual retention rate

### **Priority 3: Community Engagement and Partnerships**

#### 3.1 Parent Satisfaction and Engagement

- 3.1.1 Enhance website development, social media messaging and parent communication platforms
- 3.1.2 Utilize parent satisfaction survey to identify strengths and respond to needs
- 3.1.3 Develop a listening and action protocol based on survey results
- 3.1.4 Conduct parent information sessions and feedback opportunities presented by Superintendent

#### 3.2 Community Satisfaction and Engagement

- 3.2.1 Continue implementation of the marketing/communication plan to highlight our schools
- 3.2.2 Conduct Community-Based Advisory Council meetings and develop action steps
- 3.2.3 Conduct community information sessions and feedback opportunities by Superintendent

#### 3.3 Partnerships with Business and Other Governmental Agencies

- 3.3.1 Explore and expand School-Business Partners
- 3.3.2 Strengthen processes and protocols with Elgin Education Foundation
- 3.3.3 Strengthen relationships, processes, and protocols with business and governmental partners

### **Priority 4: Fiscal and Operational Systems**

#### 4.1 Ensure Strong Financial Stewardship and Operational Efficiency

- 4.1.1 Align budget to strategic outcomes and needs
- 4.1.2 Ensure financial transparency to stakeholders through websites, publications, monthly financial reports, bond oversight committee meetings, and budget meetings

#### 4.2 Transparent, Systematic Long-Range Facility Planning

- 4.2.1 Utilize Long Range Facility Plan (LRFP) to inform decisions related to district expansion and improvement of facilities
- 4.2.2 Review progress with Executive Cabinet monthly on LRFP projects
- 4.2.3 Conduct quarterly meetings for the bond committee and community
- 4.2.4 Present monthly Board reports to review progress in Bond Construction projects

#### 4.3 Maintain Safe, Secure, and Educationally Innovative Facilities

- 4.3.1 Develop and sustain a preventative maintenance plan for facilities
- 4.3.2 Sustain a Long Range Safety Plan (LRSP) for district and campuses with action steps presented annually to School Board
- 4.3.3 Utilize staff, student, and parent safety surveys in fall and spring to inform needs and specific actions related to safety
- 4.3.4 Facilitate Safety Symposium held in spring; District Safety Council including staff, parents, students, community members
- 4.3.5 Implement plans for future innovative facilities through the Bond Planning Committee
- 4.3.6 Develop and sustain a Long Range Technology Plan (LRTP) for district and campuses with action steps presented annually to School Board