

**Strategic Plan
Operational Plan 2024-2025**

<p>Goal 1: Critical Thinking and Problem Solving: Provide authentic learning experiences that require students to ask questions for understanding to address complex real-world issues.</p> <p align="center">and</p> <p>Goal 2: Individualized Learning: Provide opportunities for all students to advance their individual academic knowledge, skills, and abilities.</p>	
	Status - September 2024
<p><u>Task 1.1 & 2.1</u> Research best practices in providing authentic learning experiences across all content areas</p> <ul style="list-style-type: none"> a. All certified staff members will complete a pre-post self-evaluation Inquiry Learning Teaching and Learning rubric. b. Staff will research AI's role in enhancing inquiry learning 	<ul style="list-style-type: none"> a. In progress b. In progress
<p><u>Task 1.2 & 2.2</u> Audit current curriculum for authentic learning experiences.</p> <ul style="list-style-type: none"> a. During district and building curriculum committee meetings, certified staff will discuss how the takeaways from the professional development align or are different from instructional practices. (October 2024, February 2025, April 2025) 	<ul style="list-style-type: none"> a. Ongoing - auditing is now in the review stage under Tasks 1.4 and 2.4
<p><u>Task 1.3 & 2.3</u> Modify, create, and adopt curriculum changes or an instructional model aligned to the goal.</p> <ul style="list-style-type: none"> a. All math teachers will attend a Building Thinking Classrooms (BTC) workshop addressing how to implement inquiry learning in math. (November 2024) 	<ul style="list-style-type: none"> a. In progress b. In progress c. In progress d. Ongoing

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	<ul style="list-style-type: none"> b. All math teachers will attend a follow-up implementation Q&A for BTC (January 2025) c. Middle School ELA, Spanish, and Social Studies teachers will participate in a subject-specific inquiry learning workshop (Nov 2024) d. Imbed Portrait of a Graduate language and philosophy into classroom lessons 	
	<p><u>Task 1.4 & 2.4</u> Review curriculum changes or adopted instructional model</p> <ul style="list-style-type: none"> a. During district and building curriculum committee meetings, certified staff will discuss how the takeaways from the professional development align or are different from instructional practices. (October 2024, February 2025, April 2025) 	<ul style="list-style-type: none"> a. In progress
	<p><u>Task 1.5 & 2.5</u> Evaluate curriculum changes or adopted instructional model</p> <ul style="list-style-type: none"> a. Evaluative tasks will be added in 2025-2026. 	<ul style="list-style-type: none"> a. Future Item

<p>Goal 3: Social Emotional Learning: Develop well-balanced citizens through a robust implementation of State SEL standards to create safe, healthy, and just communities.</p>		
		Status - September 2024
	<p><u>Task 3.1</u> Pilot new SEL Curriculum (Better Together Cubed) in grades 6-8 and (Frog Street) for EC.</p> <ul style="list-style-type: none"> a. Provide staff training on implementation (September 2024) 	<ul style="list-style-type: none"> a. In progress b. Future item

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	b. Assess fidelity of implementation and gather feedback (May 2025)	
	Task 3.2 Implement building action plans for SEL Tier 2 needs a. Using Panorama data, counselors, social workers, psychologists, interventionists and teachers will assess student needs and implement action plans for students who require intervention. (May 2025).	a. Ongoing
	Task 3.3 Align feedback from staff and student SEL surveys with any changes in SEL Curriculum. a. Using survey data, the SEL Curriculum committee will modify the SEL curriculum in grades 6-8 (2024-2025). b. Implement the Panorama check-in feature at DW (January 2025) c. Facilitate Tier 1 conversations/coaching regarding what is developmentally appropriate (inter-rater reliability at SP) (January 2025)	a. In progress b. Future item c. Future item
	Task 3.4 Institute specialized SEL training for all staff members a. Analyze Panorama results from Spring 2024 to determine SEL student needs and connect lessons from Second Step and Better Together Cubed b. Second Step training for K-5 and Better Together Cubed Curriculum for 6-8 will be implemented for 2024-2025 for admin and staff (September 2024 and during 2024-2025 school year)	a. Ongoing b. Future item

Goal 4: Infrastructure: Create adaptable learning environments that are responsive to enrollment trends, HR needs, and curricular programming.	
	Status - September 2024
<p><u>Task 4.1</u> Conduct review of infrastructure needs and update 5-year plans for facilities and technology including staff, family, student and community voices.</p> <ul style="list-style-type: none"> a. Administration will continue to receive input from staff regarding space issues and facility needs (Fall 2024). b. Administration will continue to review enrollment trends to verify space needs. (Fall 2024-Spring 2025). c. Administration will continue to explore options for additional space, including expanding existing structures and buying/leasing new properties. (Fall 2024-Spring 2025). d. Administration will modify the 5-year facility matrix and prioritize urgent and important needs (Fall 2024-Spring 2025). e. Administration will update the Board on revised needs and options to fulfill those needs. (Fall 2024-Spring 2025). 	<ul style="list-style-type: none"> a. Ongoing b. Ongoing c. Ongoing d. Ongoing e. Ongoing

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	<p><u>Task 4.2</u> Create a community-focused recruiting effort to provide a staffing pool that represents the demographic of our community</p> <ul style="list-style-type: none"> a. Administration will host/participate in job fairs or hiring campaigns targeting D103 community (By March 2025) b. Administration will continue to enlist support from D103 community to conduct outreach to the broad demographic communities to reflect the D103 families and student population (Spring 2025) c. Administration will monitor the training programs at each school that capitalize on the diverse community at large (Spring 2025) d. Administration will monitor job requirements and modify where possible to match community schedules/needs (Spring 2025) 	<ul style="list-style-type: none"> a. Ongoing b. Ongoing c. Ongoing d. Ongoing - Job descriptions are updated when openings occur. Jobs can be modified if the modification meets district needs.
	<p><u>Task 4.3</u> Update and analyze fiscal projections to determine funds needed for 5-year plans (These elements will be monitored for the 2024-2025 school year.)</p> <ul style="list-style-type: none"> a. Board will approve a budget to ensure revenues exceed expenditures to build reserves (July 2024) b. Administration will work with 5Sight to create projections at least 1x per year (Spring 2025) c. Board and administration will coordinate 5-year budget projection with the 5-year enrollment projection and facility matrix to identify future needs (Spring 2025) d. Administration will create a funding model that will meet the identified operations and capital needs (Spring 2025) 	<ul style="list-style-type: none"> a. Complete b. Future c. Future d. Future - Funding will be determined through the budgeting process e. Future - April 2025 Board meeting

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	<ul style="list-style-type: none"> e. Board will review the 20% fund balance board policy for alignment with district needs (Spring 2025) 	
	<p><u>Task 4.4</u> Identify areas in each facility that can be repurposed to maximize learning spaces</p> <ul style="list-style-type: none"> a. Administration will monitor schedules to optimize room usage (Summer 2024). b. Administration will monitor enrollment trends to identify space needs (November 2024). c. Administration will continue to investigate space options outside of school buildings - storage, programming, transportation, and administrative support (Fall 2024 -Spring 2025). d. Administration will create options for adjustments when enrollment in a program/grade level/school exceeds capacity (Fall 2024 - Spring 2025). e. Administration may work with an architect/interior designer to review space needs and facilities to make recommendations to modify or enhance spaces (September 2025). f. Board will review and approve identified changes to maximize space utilization (Ongoing). 	<ul style="list-style-type: none"> a. Complete b. Ongoing c. Ongoing d. Ongoing e. Ongoing f. Ongoing