


Woodstock District 200 Strategic Plan (2023-2024)

<p>MISSION</p>	<p>Empower and inspire learners to strive for educational and personal excellence while becoming contributing members of society.</p>
<p>MOTTO</p>	<p>Changing the Future Through Education</p>
<p>CORE VALUES/ COMMITMENTS</p> 	<p>We believe all students can learn and achieve personal success when provided high-quality instruction. <i>We will set high expectations for growth and achievement utilizing data to provide a flexible, engaging, and differentiated learning environment to support the skills necessary for academic and personal success.</i></p> <p>We believe every student and all families benefit from an active partnership with the school community. <i>We will provide clear, transparent and frequent communication to foster collaboration and engagement with all families.</i></p> <p>We believe partnerships with the community are mutually beneficial. <i>We will actively build collaborative community partnerships to enrich students' learning experiences.</i></p> <p>We believe talented staff and educators are key to a positive and lasting impact on student outcomes. <i>We will recruit, develop and retain an effective, diverse workforce committed to collaboration and continuous improvement.</i></p> <p>We believe that developing the social and emotional skills of students and staff promotes a healthy educational environment. <i>We will provide resources, build skills, and support mental health education so that our students and staff are able to self regulate, advocate and demonstrate respect for all members of the school community.</i></p> <p>We believe the safety of our students and staff is paramount. <i>We will model, monitor and ensure that student and adult behaviors contribute to a safe, orderly and positive learning environment in secure facilities.</i></p> <p>We believe sound fiscal management builds trust, respect and support. <i>We will be good stewards of our community resources and ensure sound business practices.</i></p>

GOAL ONE: Student Growth & Achievement

Propel student growth and achievement through innovative instruction and active engagement.

Strategy 1: We will provide a rigorous curriculum with clarity and consistency in all subject areas and utilize reliable assessment data and feedback to guide practice and instruction.

Strategy 2: We will provide differentiated instruction, interventions, and equip students with the necessary skills to meet each student's needs.

KEY INDICATORS	MEASURES	STATUS UPDATE
K-5 Math Implementation Review	The Board will be updated on our implementation of a new K-5 math curriculum during the 2023-2024 school year. The Board will also be updated on the Westwood pilot that has teachers teaching math to multiple classes.	Complete. Monitoring Report to Board of Education on February 27, 2024.
Student Growth Grade Level Readiness	The goal for the 2023-2024 school year is for the District to raise our percentage of students meeting or exceeding the state benchmark by 2% over the 2022-2023 school year. The District will report to the Board once scores are available on overall student performance compared to last school year.	This goal is in-progress. We will not have complete data until the fall. Our preliminary data has us meeting the goal with 2% growth in both math and literacy in grades K-8. We will update the Board in the fall with our final scores. Our buildings are using the preliminary data to begin to plan school improvement goals for next school year. Once we have final data, our buildings will finalize their improvement goals for next year.
Close Achievement Gaps	The percentage of Hispanic students in the 8th grade performing below their non-Hispanic peers as measured by the reading score on the District Growth Model will be less than it was when those same students were in 3rd grade.	Complete. Twenty-eight (28) percent of our 3rd grade Hispanic students were meeting standards in reading in 2019. In 2024, sixty-five (65) percent of those same students were meeting standards in reading.
Advanced Placement and Dual Credit Classes	The percentage of students (based on enrollment) who complete an Advanced Placement or Dual Credit class will increase by 2% during the 2023-2024 school year.	Complete - A report on the percentage of students who completed and Advanced Placement or Dual Credit class has been included in the "End-Of Year Reports" folder.

	The District will provide the Board with a report on the progress of the “12 in 200” initiative including the number of students graduating with “12 in 200”.	Complete - A report on the progress of the “12 in 200” recognition program has been included in the “End of Year Reports” folder. This year 49% of students earned 12 or more college credits at WHS and 52% of students earned this recognition at WNHS. District-wide 88% of students from the Class of 2024 enrolled in at least one class that offered college credit.
College and Career Pathways	The District will establish and provide the Board with a report on newly created College and Career Pathways.	Complete - A report on the progress of creating new College and Career Pathways has been included in the “End of Year Reports” folder. District 200 was approved for three College and Career Pathway Endorsements from the ISBE.
College and Career Grade Level Readiness	The goal for the 2023-2024 school year is for the District to raise our percentage of students meeting or exceeding the SAT state benchmark by 2% over the 2022-2023 school year.	This goal is in-progress. We will not have complete data until the fall.
Dual Degree Program	The District will provide the Board with a report on the progress of the Dual Degree Program, the number of graduates in the program, and the number of students enrolled in the program throughout both high schools.	Complete - A report on the progress of the Dual Degree Program has been included in the “End of Year Reports” folder. This year 27 students graduated with an Associate Degree from MCC, which was an increase of 6 students.
Post High School Education Enrollment	The annual report on post-high school student pursuits will be published on the District website after a presentation to the Board of Education.	Complete - The D200 Senior Exit Survey asking about students post-high school pursuits was administered to Grade 12 students on April 17, 2024. A summary report was compiled for the District and is available for review in the “End of Year Reports” folder. The results will be reviewed looking for specific trends and students’ responses will be considered when planning for initiatives in the upcoming years. This year, a question was added asking students to define something they were proud of during their time in high school.

GOAL TWO: Family/Community Engagement

Actively engage and support all families and the community.

Strategy 3: We will work with our families in a collaborative partnership to enable them to participate and be advocates for their student’s learning from birth through high school.



KEY INDICATORS	MEASURES	STATUS UPDATE
Attendance	The District will report to the Board on the plan in each building to deal with chronic absenteeism. Each building will have a plan to work with chronically absent students to increase their school attendance.	Complete. Every building developed a plan to work with chronically absent students and this was included in the building School Improvement Plan (SIP).
Family Engagement in Education	During the 2023-2024 school year, each school will hold activities to engage parents in specific areas of student engagement, student achievement, and/or student social/emotional well-being.	Complete. A list of various family engagement activities is included in the “End-Of Year Reports” folder.
Challenger Learning Center	During the 2023-2024 school year, the Board will be updated on the Challenger Learning Center and the District’s long term plan for programming.	Complete. An update on the number of missions that have been completed for the 2023-2024 school year is included in the “End-Of Year Reports” folder.
Family Satisfaction Survey	The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.	Complete - All parents were invited to provide feedback by completing the 5 Essentials Survey in January - March.
Family Engagement Events	During the 2023-2024 school year, a district wide presentation will be provided to families on the importance of student wellness.	Complete - Pediatrician Dr. Lisa Messigner presented at 7:00 pm on Thursday, November 2, 2023 at WNHS on “How to Keep our Children Well and Ready to Learn.”

GOAL THREE: Learning Environment

Cultivate a safe environment for students and staff alike.

Strategy 4: We will take responsibility to ensure an emotionally and physically safe environment for our students and staff.

KEY INDICATORS	MEASURES	STATUS UPDATE
Safety	Each building will work with students on measures to increase the sense of student safety in each school.	Complete. Every building developed a plan to work with students on increasing a sense of students safety at each school and this was included in the building School Improvement Plan (SIP).
Sustainability	A sustainability committee will be created for District 200 buildings. The findings and next steps will be shared with the Board of Education during the 2023-2024 school year.	Complete. A monitoring report was given to the Board of Education on April 9, 2024.
Bullying	The District will implement the bullying curriculum changes as suggested by the bullying committee. The District will implement the District 200 Bullying and Dangerous Behavior Reporting form. The District will report to the Board on the Bullying and Dangerous Behavior Reporting form usage during the 2023-2024 school year.	Complete. A monitoring report was given to the Board of Education on February 13, 2024.
Diversity, Equity, and Inclusion Practices	A committee will continue to review current diversity, equity and inclusion practices and recommendations will be made to the Board of Education on any revisions to current practice.	Complete. Current practices were revised during the year to include the WEB program at the middle school level that will offer the opportunity for mentoring of 6th grade students by 8th grade students. Each middle school has WEB leaders that reflect the diversity of the buildings and the District. This will help to create a welcoming and safe environment for all students as they enter middle school in District 200.
Student Voice	Each building will conduct principal advisory committee meetings with students to give students a voice in the culture of the school.	Complete. Every building hosted an advisory committee to give students a voice in the culture of their school.
Family Satisfaction Survey	The 5 Essentials Survey will be administered to assess family satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.	Complete. All parents were invited to provide feedback by completing the 5 Essentials Survey in January - March.

Student Satisfaction Survey	The 5 Essentials Survey will be administered to assess student satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.	Complete - All students in grades 4-12 were invited to provide feedback by completing the 5 Essentials Survey in January - March.
Student Social Emotional Health	Students will be screened regarding their social emotional health and results will be shared with the Board of Education.	Complete - Students were screened using the MyASEBRS and SAEBRS (Social, Academic, and Emotional Behavior Risk Screener) a quick and efficient tool for universal screening of students to determine risk levels for social-emotional health. The results were reviewed which provided a baseline for each student.
Staff Wellness	During the 2023-2024 school year, workplace wellness programming will be provided to all staff based upon interests indicated in the Staff Wellness Survey.	Complete - An Optional Staff Wellness Program was provided to all staff. This program included monthly events to support staff mental and physical well-being. These events included weekly yoga sessions, open swimming, and demonstrations on how to create holiday crafts and decorate cookies.

GOAL FOUR: Exemplary Employees

Foster a positive school community that attracts, develops and retains a diverse, high-quality staff.

Strategy 5: We will attract, retain, and empower a diverse, highly qualified staff to serve our students and our community.

KEY INDICATORS	MEASURES	STATUS UPDATE
Micro Credential	During the 2023-2024 school year a plan will be created to implement a micro credentialing system. The plan will be shared with the Board during the school year.	Complete. A report on the plan is included in the “End-of-Year Reports” folder.
Social Work Licensure Pathways	A pathway will be created so that prospective candidates can obtain licensure as a school social worker. The plan for the pathway will be shared with the Board during the 2023-2024 school year.	Complete. A monitoring report was given to the Board of Education on March 19, 2024.
Staff Voice	The Superintendent will visit each building at least two times during the 2023-2024 school year to have dedicated time for staff to discuss district and building issues.	Complete. Dr. Moan visited each building in the fall on a listening tour. Follow up visits occurred after the initial fall meeting in each building.
Staff Satisfaction	The 5 Essentials Survey will be administered to assess staff satisfaction with District 200 during the 2023-2024 school year and results will be reported to the Board of Education.	Complete - All staff were invited to provide feedback by completing the 5 Essentials Staff Survey in January - March.
Staff Retention	A report will be given to the Board of Education on staff retention during the 2023-2024 school year to monitor ongoing staff retention.	Complete - Report has been included in the “End-of-Year Reports” folder.
PLC Team Self-Assessment	A district-wide PLC survey will be administered to staff and the results will be reported to the Board of Education.	Complete - All staff were invited to provide feedback by completing the D200 PLC Feedback Survey. The report has been included in the “End-of-Year Reports” folder.
Staff Demographics Including Diversity, Licensure, Endorsements, Professional Degrees	A report will be made to the Board of Education on the number of staff members who have professional degrees, licensure, and endorsements during the 2023-2024 school year.	Complete - Report has been included in the “End-of-Year Reports” folder.

Professional Development Evaluations	An evaluation tool for professional development activities will be given and the results reported to the Board of Education during the 2023-2024 school year.	Complete - At the end of each professional development activity staff have the ability to provide feedback through the evaluation tool. A summary report of the professional development activities offered in D200 has been included in the "End of Year Reports" folder.
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GOAL FIVE: Essential Resources

Ensure effective stewardship of district financial and physical resources.

Strategy 6: We will be proactive in forecasting and allocating financial resources to ensure the best possible educational program for our students while being mindful of our taxpayers.

KEY INDICATORS	MEASURES	STATUS UPDATE
Audit Findings	Report audit findings to the Board of Education and any remedies to be implemented that are necessitated by the findings during the 2023-2024 school year.	Completed October 2023.
Bond Rating	Maintain the S&P rating of AA with a stable outlook for the 2023-2024 school year as measured by S&P.	Completed, the District continues to maintain AA rating.
Expenditures to Revenue Ratio	Maintain a positive expenditure to revenue ratio for the 2023-2024 school year.	Forecasted to maintain a positive ratio at the end of FY24.
Reserves (Cash on Hand)	Maintain a minimum of 25% cash on hand for the 2023-2024 school year.	Completed. Cash balances are reported to the Board every month.
Illinois Recognition for Financial Reporting	Maintain the financial recognition status from ISBE and improve long term debt indicator during the 2023-2024 school year.	Completed.
Percent of Long-Term Debt Remaining	Continue to systematically decrease the long term debt and not issue any new debt except in an emergency situation during the 2023-2024 school year.	Completed. Debt service payments have been made on time with no new debt incurred. Overall balance continues to decrease.