



Strategic Plan 2024 - 2025 Mid Year Summary

Cultivate academic success so that our students become lifelong learners, innovators, and contributors to society.

Goal 1: Academic Achievement & Growth

- A new curriculum was selected for elementary literacy instruction to include supplemental resources for Spanish Language Arts courses
- A new middle school math acceleration model was developed and approved that will be implemented in the next school year.
- Link Crew implemented in the high schools hosted Link Day orientations for all incoming 9th grade students as well as academic and social follow-ups during the school year
- The Early Childhood Program is at full capacity, with a waitlist established. The EC team has developed procedures and systems to be in alignment with IL PFA Compliance expectations.
- The Special Education Department has implemented professional development series addressing foundational literacy skills using SLANT, co-teaching framework, and Easter Seals evidence-based training for elementary self-contained programs.
- Special education workgroups have developed guidance documents to support inclusive practices, along with guidance documents supporting IEP writing and implementation.
- The Bilingual Handbook Committee has been working on creating a handbook for all employees to have access and see all the processes that have to be followed for servicing ELs.
- Bilingual/DL committee has been meeting to discuss changes and how implementation of the changes have been going.

Goal 1: Literacy Action Planning Committee

- Collaborated with ELA and SLA teachers to align literacy K-12 districtwide
- K-5 ELA Curriculum Review piloted for 2 resources this fall and selected Benchmark Advance as our new resource
- Began work on K-12 standards vertical alignment with state assessments
- Provided professional learning focused on literacy K-5 ELA and K-8 SLA to support instruction

Goal 1: Math Action Planning Committee

- Coordinated book study cohorts on the use of instructional strategies focused on productive struggle and student discourse in the interest of increased engagement
- Developed a new middle school math acceleration model in order to increase the number of students meeting or exceeding standards
- Examined the alignment of current curriculum to the ACT that is now the state assessment for our high school students

Goal 1: Divisional Leads, Special Education Instructional Coaches, Building Leadership Committee and Co-Teaching Partners

- Developed and finalized special education guidance document to formally consider moving toward inclusion
- Developed and finalized guidance addressing moving to IEP consult services
- Drafted IEP writing guide to embed into IEP Writing Professional Development
- Gathered and provided feedback for future implementation of co-teaching models



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Goal 2: Learning Environment

- Implemented Play Works at all 6 elementary buildings.
- Discipline Guide was implemented across the district and provided support and table top activities to administration and staff.
- School-based CASEL teams continue to work towards their SEL implementation goals and collaborate across the district three times a year.
- Expansion of the Student Success Platform to general education staff.
- Planning for an expansion of the SSI program for 9th graders in the upcoming school year.
- Stronger Connections Grant has allowed for additional mental health counseling for secondary students (in person and virtual).
- Two new community partners to provide internships for high school students (Growth Dimensions & Rosati's)
- Increased utilization of SchoolLinks at the high schools and with 8th-grade students, which provides access to College & Career Exploration activities and post-secondary planning.
- Utilized grant funding to purchase additional interventions and resources in Spanish.
- Continued professional development in the areas of Conscious Discipline and Restorative Practices (understanding and supporting student behavior).

Goal 2: Learning Environment Action Planning Committee

- Serves as an advisory committee as there are multiple district teams that currently contribute to Goal 2
- Reviews KPIs and assists in determining appropriate next steps
- Reviews milestones and assists in identifying gaps; recommends additional milestones
- Provides a comprehensive viewpoint for the work through an elementary, middle, and high school lens
- Assists with problem-solving when we have a particular topic or area of need

Goal 3: Family & Community Partnerships

- Family and Community Partnerships Action Plan approved by the Board - continuing our work to implement the action plan
- The Family and Community Partnership Team recommended moving forward with a communication audit, family engagement plan, and branding project.
- Continuing to build our alumni network - have built a District Facebook page to engage alumni, and we are providing a newsletter to our identified alumni

Goal 3: Family & Community Partnerships Action Planning Committee

- Met with key stakeholders to draft an action plan for family and community partnerships
- Established baseline data regarding family involvement and community engagement
- Developed an Action Plan approved by the Board in April.
- Team will meet quarterly next year to develop quality in-person experiences for families, create an interactive community guide, and develop a marketing plan.



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Goal 4: Premier Workforce

- Our Sub Pool has continued to grow with 200 plus subs currently in our pool leading to an increase in our sub fill rate of 13% higher than a year ago at this time.
- We are a Great Place to Work for 2025. We had our highest participation rate of 661 with a satisfaction rating of 86%.
- Offering certified staff a full 24 PDHs to be able to meet the ISBE Licensure requirement of 120 PDHs in 5-year cycle.
- With communication with our BEA and District PD Action Committees, we have a set schedule of SIP days for District, Building, and Teacher learning opportunities.

Goal 4: Personal Development Action Planning Committee

- We have started to use a QR code sign in process for PD activities.
- Mandated training can now be used to earn PDHs for licensure renewal.
- Focusing efforts to learn more about the ISBE PD+ platform for PD registration and integration into teachers' ELIS accounts.

Goal 5: Operational Resources

- The evaluation of our student information system (SIS) was completed and the school district will be searching for a new SIS to be in place for the 26-27 school year
- With the approval of four new certified positions, we look forward to a stable work order closure rate that should fall within our target.
- Leadership continues to grow its confidence and knowledge in the budgeting process and allocations which will directly impact the budget process for FY26.

Goal 5: Operational Resources Action Planning

- The FY25 budget did not meet the anticipated 72% dedicated to instruction and instructional support because the Board made a conscious decision to invest in facility projects for FY25.
- Building and Department budget reviews and training continue to develop increasing the capacity of leadership to appropriately allocate budgeted funds.
- Firewall replacement and also an upgraded internet connection to 10g through ICN
- Approval of years 1-3 Priority Projects will have a significant impact on all of our buildings. Part of this will be comprehensive HVAC replacement and augmentation which will have a positive impact on teaching/learning environments.