



EVANSTON/SKOKIE
SCHOOL DISTRICT 65

Every Child, Every Day, Whatever it Takes

TO: D65 Board of Education, Superintendent Dr. Devon Horton

FROM: Dr. LaTarsha R. Green, Deputy Superintendent

DATE: May 9, 2022

RE: Strategic Plan Draft

Objective: ☐ Information ☒ Discussion ☐ Follow-up ☐ Decision

Background:

The current strategic plan embodies promising practices and services as the impetus of the present day planning process. Given that foundation, the goal was to engage in a transparent approach to produce aspirational goals that the District can operationalize well into the future and interject outcome measures for continuous improvement. This document synthesizes the months of engagement in transitioning to a draft strategic plan that encompasses the focus and soul of Evanston D65.

The collection of meaningful, transparent, and informative data provides the context needed for developing a community-driven plan focused on equity for all and a growth mindset amidst constant changes. Community stakeholders answered the call and shared their strong, honest, and meaningful voices. The various information in this presentation shall highlight the consistent outcomes and themes that emerged in each analysis. The driving force for developing the draft strategic plan included examining various points of the data such as stakeholder interviews, the master facilities plan, stakeholder surveys, student assignment, curriculum and equity audits, and audits of current systems.

Goal/Guiding principles:

The work of the strategic plan is driven by the Racial and Educational Equity Policy and the MIRACLES Framework. The draft strategic plan design is infused with the ability of alignment to the policy and framework, which is important for consistency. This intentionality of the alignment supports the dynamic nature of the draft strategic plan. The consistent themes presented during this work include:

- Organization Accountability;
- Culture and Climate (training, support, curriculum, etc.);
- Equity (racial, resource, curriculum ,etc.); and
- Communication.

Decision/Input requested:

We are seeking feedback, and ultimately, the board's approval on the draft plan. During this process, it became increasingly apparent that the values of the previous strategic plan were still important to our stakeholders but the district's approach to operationalizing the work associated with these values, along with monitoring and reporting progress, needed to be enhanced to determine our impact and effectiveness. We are presently developing systems and work plans to address this gap and look forward to reporting progress towards these goals and objectives consistently and transparently.