

# HUNTLEY 158 STRATEGIC PLANNING JOURNEY

## A Letter from our Superintendent

Huntley 158 has developed a national reputation as a destination school district for developing excellence and innovation in a traditional public school setting. To reach those achievements has required a strategic approach to goal setting, resource allocation and action planning. As the 2024-25 school year marked the end of the district's current strategic plan, Huntley 158 engaged in a new strategic planning process called Huntley 2030: Building Tomorrow Together.

The strategic planning journey began in the fall of 2024 with engaging our students - those we are here to serve and who are at the heart of everything we do. In November, 21 students from Huntley 158 elementary schools, middle schools, high school and LIGHT transition program participated in activities and discussions about their experience to provide feedback to help inform the district's new strategic plan and develop two new components – Portrait of a Learner and a Portrait of a Learning Environment. The district also held several meetings with staff, families and interested community members to discuss the two “portraits” and a third one called Portrait of a Work Environment. The portraits were intended to serve as a framework and catalyst for the strategic plan as they laid the foundation for who we are, what we do, and how we do it. Key is the Portrait of a Learner, as it reminds us all of the important skills and attributes we want our students to possess upon graduation.

In addition to the initial meetings with key stakeholders in the fall, the district assembled a Guiding Team, comprised of approximately 50 dedicated parents, staff and community members. The team was charged with continuing to shape the “portrait” frameworks and define the district's priority areas and goals. Simultaneously, to encourage more voices and feedback on a broader scale, the superintendent and district leadership team hosted Vision & Voice community engagement sessions for the public at each of its three campuses in February and March. Those unable to attend the in-person sessions were invited to participate virtually by completing a brief survey on the district's website.

The Guiding Team met three times over the course of several months (February, March and April), initially to learn more about the district, then to discuss key priority areas and review themes from stakeholder input. After the Guiding Team's third and final meeting in mid-April, the district leadership team worked to create a draft plan that includes the three new portrait frameworks, as well as updated mission and vision statements, cross-cutting concepts, and district goals. From here and on an annual basis, the district leadership team will establish key measurable metrics and goals that align with the long-range goals in the five (5) identified priority areas.

**Huntley 2030: Building Tomorrow Together** is truly rooted in collaboration and reflects our shared commitment to excellence, equity, and the success of every student. We invite all stakeholders to review our new strategic plan and to follow along as we put it into action during the 2025-26 school year!



**Jessica Lombard, Ed.S.**  
Superintendent





# HUNTLEY 158 **MOTTO, MISSION,** **VISION & ESSENTIAL BELIEFS**

## A Brief Overview of our Strategic Plan

### **MOTTO**

**“All Students Always”**

### **MISSION STATEMENT**

**Our learning community will educate and empower all students always.**

### **VISION STATEMENT**

**Huntley 158 is an inclusive teaching and learning community where students are empowered to reach their full potential through quality instruction, diverse learning experiences, equitable and innovative practices, and strong community partnerships—preparing them for success today and into the future.**

### **ESSENTIAL BELIEFS**

**We believe that is essential for Huntley 158 to:**

- Ensure all learners have equitable access to a high-quality education so they can achieve their full potential and take ownership of their learning
- Remain forward-thinking and continuously explore innovative strategies to meet the evolving needs of today's learners
- Provide a strong academic foundation along with a variety of co-curricular (enrichment opportunities during instructional day) and extracurricular programs (enrichment opportunities outside school day)
- Create personalized learning opportunities that support the unique, individual needs of students by providing the tools, resources and opportunities to succeed today and in the future
- Equip educators and staff with the tools, resources and professional learning to support student success
- Provide families with the knowledge, resources and opportunities to meaningfully engage in their students' learning and educational journey
- Foster an environment where all individuals feel physically, mentally and emotionally safe, as well as valued, respected, and included
- Highlight and celebrate diversity of all stakeholders with respect to race, ethnicity, culture, language, gender, and beliefs/perspectives
- Develop and implement systems and procedures that assess change and ensure continuous improvement
- Seek diverse perspectives to ensure an equitable, holistic approach to decision-making
- Utilize transparent decision-making and effective communication to foster trust and accountability
- Cultivate and maintain strong collaborative partnerships with our families, staff and broader community to support student growth and achievement
- Remain fiscally responsible to our community while meeting the needs of our students, prioritizing every available dollar to effectively support student learning

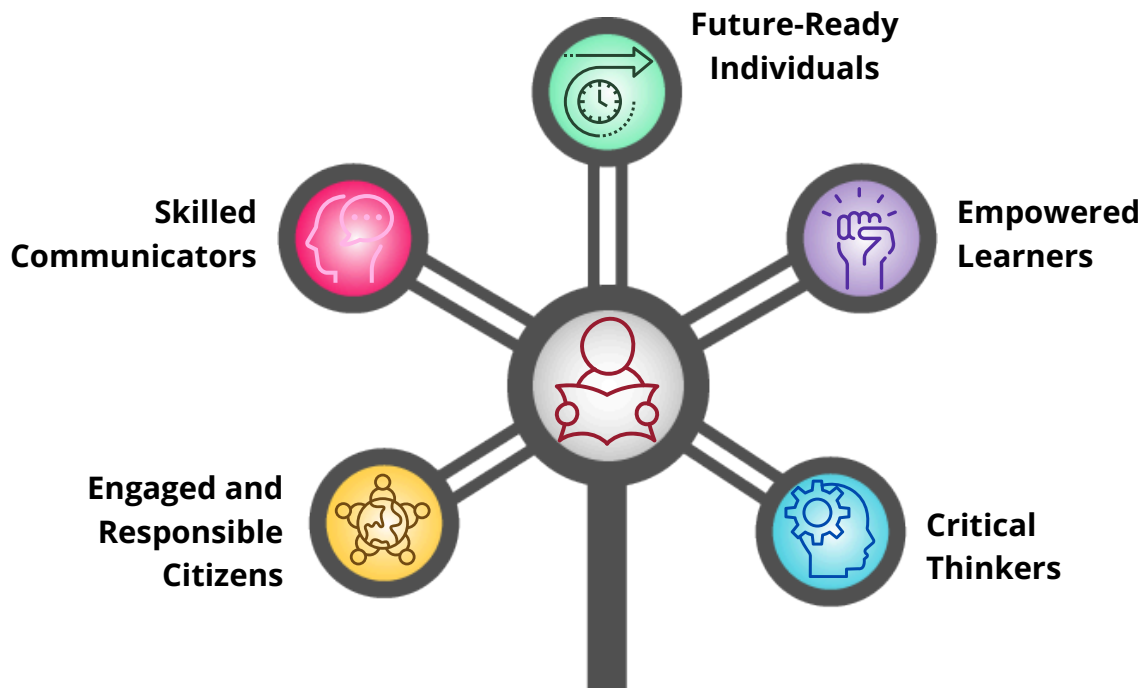




# Portrait of a **Learner**



Huntley 158 Students Are...



Who Can...



Prepare for their future through college and career readiness initiatives that include exposure to a variety of industries, jobs and careers as well as access to college and career pathway endorsements, dual degree programs, certifications, transition planning services, and job skills training. By the time they graduate, students will have had hands-on learning and/or real-world experiences through academies, mentorships, internships and community partnerships.



Take ownership of their learning with curiosity, confidence, flexibility, and resilience. Students demonstrate academic competence, set meaningful goals, and seek challenge and continuous improvement. Equipped with digital literacy skills and an innovative mindset, students embrace change and lifelong learning and contribute meaningfully to the world around them.



Express ideas clearly and confidently in written, oral, and non-verbal forms. Students listen with empathy, respect diverse perspectives, and engage in dialogue that deepens understanding, fosters connection, and drives collaboration toward shared goals.



Think independently and creatively, challenging assumptions and reimagining possibilities. Students take risks and apply critical thinking skills to solve complex problems and drive meaningful change.



Contribute to their communities with empathy, kindness, respect and integrity. Students embrace diverse perspectives and cultural differences, collaborate with others, and take informed action to create positive change in an interconnected world.



# Portrait of a **Learning Environment**

## The Huntley 158 Learning Environment Is...



### **Supportive**

A safe, supportive and inclusive learning environment helps students feel secure—physically, emotionally, and socially—fostering a sense of belonging and creating meaningful engagement in learning. Adults model and encourage empathy, fairness, and open-mindedness and support student's individual strengths, preferences, and needs.



### **Engaging**

An engaging learning environment stimulates curiosity, promotes active participation, and supports diverse learning styles. It connects learning to real-life scenarios and involves project-based or experiential learning opportunities, a balanced use of technology, problem-solving, and collaboration.



### **Personalized**

A personalized, accessible learning environment tailors education to meet the unique needs, interests, strengths, and goals of each learner. Through research-based practices, targeted instruction (intervention, enrichment, and supports), and incorporation of student voice and choice, students can learn in different ways and at different paces and play an active role in their learning journey.



**Supportive**



**Engaging**



**Personalized**



# Portrait of a **Work Environment**

## The Huntley 158 Workplace Features...



### **A Safe, Supportive and Welcoming Environment**

A safe, supportive, and welcoming school environment is rooted in trust, transparency, and collaboration—where clear expectations for student success are consistently communicated and upheld, and where two-way communication fosters strong relationships among students, staff, and families.



### **Effective, Continuous and Personalized Professional Development**

A culture of continuous learning is fostered by offering personalized professional development for all staff that includes training, mentoring, observation and/or collaboration opportunities—empowering educators and staff to grow, innovate, and lead with confidence.



### **Competitive Compensation & Resources**

Staff are provided with a competitive compensation package coupled with the appropriate resources that reflect their professional value and support their overall well-being, enabling them to thrive both in and out of the workplace.



**A Safe, Supportive  
and Welcoming Environment**

**Effective, Continuous  
and Personalized  
Professional  
Development**



**Competitive  
Compensation  
& Resources**





# GOALS

HUNTLEY 2030: BUILDING TOMORROW TOGETHER | Huntley 158 Strategic Plan



## TEACHING & LEARNING

*Inspiring excellence in every classroom*



## STUDENT SUCCESS

*Empowering every learner to thrive*



## FUTURE READINESS

*Preparing students for a dynamic world*



## COMMUNITY ENGAGEMENT

*Building strong connections for shared success*



## FISCAL STEWARDSHIP

*Investing wisely for long-term impact*

**Empower staff to deliver high-quality, engaging, and personalized instruction that challenges and supports every student and is guided by best practices, innovation, and continuous improvement**

**Focus on the whole child—academic, social-emotional, and behavioral development—to ensure every student thrives in school and beyond**

**Equip students with the skills, knowledge, and experiences necessary for college, careers, and life in an ever-evolving global society**

**Strengthen collaboration with all stakeholders – staff, families, community organizations, alumni, and local businesses – to expand understanding, build trust and enrich student experiences**

**Maintain responsible, transparent financial practices that prioritize student learning, ensure operational excellence and support the district's strategic goals**

- Provide a safe and respectful learning environment that empowers students to access the supports and tools needed to learn
- Ensure every educator is supported in adapting instruction to be responsive to the learning needs of students
- Foster student growth through personalized learning approaches that meet students where they are to optimize academic advancement
- Challenge every student with curriculum designed to promote engagement, build critical thinking and develop a growth mindset
- Enhance a positive school environment that promotes student and staff well-being, satisfaction and positive morale
- Attract and retain qualified, talented educators and staff who are representative of our diverse community

- Ensure all students engage in learning opportunities that foster a positive sense of self, community and citizenship
- Foster a school culture where students develop empathy and self-awareness through inclusivity, social-emotional learning and grit/perseverance
- Cultivate a growth mindset and core competencies for students that include critical thinking, collaboration, creative problem-solving and effective communication
- Strengthen family, community and school relationships to continually enhance academic experiences and extracurricular opportunities for all students

- Create authentic learning experiences beyond the classroom that enable students to find their own pathway and purpose
- Ensure every student graduates with the academic knowledge, transferable skills, and real-world experiences necessary to thrive in post-secondary education/ training, careers and life
- Ensure students possess the practical life skills needed to contribute meaningfully to society and thrive in a constantly evolving world

- Inform and engage all stakeholders through two-way communication, educational and volunteer opportunities, committee work, and culturally inclusive programs and events
- Establish mutually beneficial strategic partnerships with local businesses, alumni and the community that will provide immersive, engaging and meaningful experiences for students
- Redesign the school experience, informed by student, staff and community voice, to strengthen support for and build trust in the school district

- Maximize operational efficiency, innovation and alternative funding sources to increase revenue and financial resources
- Prioritize and allocate funds to effectively support student learning and attract and retain quality educators and staff
- Maintain financial integrity and transparency while meeting fiscal health guidelines and annual fund balances in accordance with district policy and state standards

**CROSS-CUTTING CONCEPTS: Fiscal Responsibility, Transparent Decision-Making, Educational Equity, Innovation, Two-Way Communication, Accountability, Sustainability, Workplace Excellence**