



Strategic Plan 2022-2027

SY 2024-25 Progress and SY 2025-26 Recommendations

THE PORTRAIT OF A SEARS GRADUATE



FEARLESS
LEARNER



CREATIVE
THINKER



COMPASSIONATE
CITIZEN



COURAGEOUS
ADVOCATE

THE PORTRAIT OF A SEARS GRADUATE



FEARLESS
LEARNER

Sears graduates understand the process, seek and embrace the opportunities, and persevere through the challenges of learning something new.
A Sears graduate believes their knowledge, expertise, and skills can develop through effort, and that new learning is essential to advance and achieve. **They are looking for opportunities** to demonstrate their confidence, motivation, curiosity, and perseverance.



CREATIVE
THINKER

Sears graduates are passionate and innovative thinkers.
A Sears graduate believes that challenging existing boundaries and being imaginative will empower them to discover new ideas. **They are looking for opportunities** to demonstrate their creativity, collaboration, innovation, and open-mindedness.



COMPASSIONATE
CITIZEN

Sears graduates better their communities by being kind and compassionate.
A Sears graduate believes in being kind and caring to oneself and others and that they are part of a connected community. **They are looking for opportunities** to demonstrate their inclusivity, self-awareness, social-awareness, and empathy.



COURAGEOUS
ADVOCATE

Sears graduates demonstrate empathy by advocating for themselves and others.
A Sears graduate believes in the well-being of themselves, others, and the community and that their individual and collective actions have influence and impact. **They are looking for opportunities** to demonstrate their bravery, be communicative, problem-solve, and take action.





Kenilworth School District 38

Strategic Plan 2022–2027

ALL STUDENTS. OUR STUDENTS.

Through an integrated system of teaching and learning and a culture of care, we support the academic achievement and social-emotional well-being of all students.



PORTRAIT OF A SEARS GRADUATE

*fearless learner
creative thinker
compassionate citizen
courageous advocate*

FOCUS AREAS

Academic Achievement



Provide a student-centered education rooted in best practices and quality learning experiences to drive academic achievement for all.

Whole Child Approach



Establish a safe, kind, inclusive learning community that promotes the social-emotional well-being of all students.

Staff Development



Foster a professional community that attracts, develops, and retains a diverse staff of student-centered, continuous learners.

Learning Environment



Build a safe, supportive, innovative learning environment that encourages all students and staff to work together toward shared goals.

Stakeholder Partnerships



Cultivate trusting relationships that advance objectives for our students, school, and community and elevate the Sears experience.

Fiscal Alignment



Assure that taxpayer dollars fund student-centered, high-return programs and invest in a safe, healthy, future-focused environment.

Background

- Strategic Plan approved by the Board of Education February 2023
- Created with input from multiple independent audits and stakeholder feedback sessions
- Vision grounded in Portrait of a Sears Graduate
- Living document that guides the work of the district

Agenda

- Review the accomplishments from the 2024-2025 school year
- Present recommended action plan for the 2025-2026 school year
- Provide feedback for additional Board of Education presentations

2024-2025 Achievements

INCREASE IN RELATIONSHIP BUILDING ACTIVITIES FOR STAFF

IMPLEMENTED AMPLIFY READING/ELA CURRICULUM

EVALUATED PERFORMING ARTS & WORLD LANGUAGE CURRICULUM

IMPLEMENTED STUDENT AMBASSADORS

PROVIDED SCHOOL-WIDE PROFESSIONAL DEVELOPMENT ON BEHAVIOR AND DISCIPLINE

COMPLETION OF THE FURNITURE ADOPTION

ESTABLISHED A FORMAL STRUCTURE FOR EFFECTIVE STAKEHOLDER PARTNERSHIPS

IMPLEMENTED EVENT MANAGEMENT SYSTEM

STUDIED AND IMPROVED SCHOOL-WIDE MASTER SCHEDULE

COMPLETION OF PHASE III AND MASTER FACILITIES PLAN

SUCCESSFUL COMPLETION OF PSRP COLLECTIVE BARGAINING AGREEMENT

Collaborative Teams and Structures

District Coordinators

Oversee the progress of the District committees in achieving the goals of the Strategic Plan

Staff Development & Retention

Attract, develop, and retain a diverse staff who are continuous learners, student-centered, and committed to achieving the *Portrait of a Sears Graduate*.

Academic Achievement

Using an integrated system of teaching and learning, develop experiences rooted in best practices that foster the growth of all students to achieve the *Portrait of a Sears Graduate*.

Whole Child Approach

Build a culture of care by establishing a safe, healthy, and inclusive community and learning environment that empowers all students to develop the skills to achieve the *Portrait of a Sears Graduate*.

Learning Environment

Build a safe, supportive, and innovative learning environment that encourages all students and staff to work collectively and collaboratively to achieve the *Portrait of a Sears Graduate*.

Stakeholder Partnerships

Cultivate trusting relationships as the basis for mutually beneficial partnerships, to foster a safe, supportive, respectful, and inclusive environment where all students will achieve the *Portrait of a Sears Graduate*.

Staff Development and Retention

Staff Development and Retention

Goal: Foster a professional community that attracts, develops, and retains a diverse staff of student-centered continuous learners.

2024-2025 Highlights

- Refined Professional Development Programming
- Developed “Sunshine Committee” To Increase Staff Relationship Opportunities
- Reviewed And Presented Data From Culture/Climate Survey
- Increased Participation in Staff Wellness Challenge
- Implemented New Teacher Mentor Program Aligned With The New Evaluation Plan

2025-2026 Target Areas

- Continue To Refine Professional Development Programming
- Continue To Monitor Culture/Climate Survey And Respond To Recommendations
- Continue To Increase Professional Relationship Building Opportunities Including Staff Wellness
- Create Two-Year Calendar For 2026-2027 And 2027-2028
- Implement Week-Long New Teacher Orientation

Staff Development and Retention

Metric		2023-2024	2024-2025
Substitute Data *	Baseline data on external and internal substitute coverage by category (professional development, meetings, personal days, sick days, etc.)	517 Sick and Personal Days 265.5 Meetings and Professional Development 64.5% Substitute Filled Rate 29% of Teachers with 10 or more absences (sick and personal)	622.5 Sick and Personal Days 117 Meetings and Professional Development 74.85% Substitute Filled Rate 46% of Teachers with 10 or more absences (sick and personal) 96 Instances teacher pre-arranged absence (1 class period or equivalent)
Professional Development Data	Hours of professional development administered—every teacher receives a minimum of: 63 hours for Tuesday in-service 30 hours for institute days	<u>Tuesday Inservice and Institute Schedule 2023-2024</u>	<u>Tuesday Inservice and Institute Schedule 2024-2025</u>

Staff Development and Retention

Metric		2023-2024	2024-2025
Engagement	Baseline data on the number of opportunities for engagement (staff-to-staff, staff-to-admin, staff-to-BoE, staff- and admin-to-community)	17 specific opportunities	20 specific opportunities
5Essentials CSCI *	5Essentials Framework - Collaborative Teachers is scored at 40/Neutral - Effective Leaders is scored at 20/Weak 2024-2025 Baseline CSCI Data	CSCI Baseline: Administration and Leadership 3.5 (neutral) Collective Efficacy 3.8 (positive) School Connectedness (Staff Response) 3.9 (positive)	CSCI Administration and Leadership 3.4 (neutral) Collective Efficacy 3.8 (positive) School Connectedness (Staff Response) 3.9 (positive)

Staff Development and Retention

Strategy	Strategic Plan Goals	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Foster an inclusive school culture and climate for all students, staff, and the community.	Review and select a state-approved culture survey.	Review and presentation of new School Climate Survey. Follow up tasks assigned to appropriate Strategic Plan Committee.	Monitor Culture/Climate Survey and respond to recommendations
	Provide professional relationship-building opportunities for staff-to-staff, staff-to-admin, staff-to-BoE, staff- and admin-to-community.	Continue professional relationship building opportunities for staff-to-staff, staff-to admin, staff-to-BoE, staff and admin-to-community.	Encourage staff wellness and positive culture through the Staff Wellness Challenge Continue to increase professional relationship building opportunities
		Implement wellness activities for staff and establish a “Sunshine Committee” for staff.	Continue work with “Sunshine Committee” to increase staff relationship opportunities

Staff Development and Retention

Strategy	Strategic Plan Goals	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Provide a quality staff development program aligned with our stated vision.	Create and implement a professional development plan that incorporates Tuesday early release, institute days, and targeted professional programming to explore: - Equity - Social-emotional learning - Behavior - Integrated system of teaching and learning - Effective teaching strategies - Operationalizing the Portrait of Sears Graduate concept - Professional learning communities - CHAMPS routine and behavior expectation system - Caring school community - Co-teaching and inclusion - Safety and security - Adaptive schools for leaders - Learning environment for flexible space	2024-2025 Professional Development Program	Refine Professional Development Programming

Staff Development and Retention

Strategy	Strategic Plan Goals	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Develop and implement an effective substitute-teacher strategy and policy.	Develop a baseline understanding of substitute teacher usage and need.	622.5 Sick and Personal Days 117 Meetings and Professional Development 74.85% Substitute Filled Rate 46% of Teachers with 10 or more absences (sick and personal) 96 Instances teacher pre-arranged absence (1 class period or equivalent) Implemented increased pay rates.	Continue to Monitor substitute teacher usage
Cultivate shared decision-making structures to strengthen staff engagement.	Create and implement a systemic committee and teacher-leader structure.	School-Wide Collaboration Overview	Continue implementation of committee structure.
Utilize a teacher evaluation system that reflects the school’s beliefs and identity to support the Portrait of a Sears Graduate.	Create and implement a teacher evaluation program that reinforces all strategic goals to support the Portrait of a Sears Graduate Review		
Continue our commitment to attracting and retaining the best talent.		Implement New Teacher Mentor Program aligned with the new evaluation plan.	Implementation of week-long New Teacher Orientation

Academic Achievement

Academic Achievement

Goal: Provide a student-centered education rooted in best practices and quality learning experiences to drive academic achievement for all.

2024-2025 Goals

- Pilot Portrait Progressions
- Implementation of ISTL Framework, Learning Intentions and Success Criteria
 - Math
 - Physical Education
 - Project Lead the Way (PLTW)
 - Social Studies
- Implementation of Curriculum:
 - Reading/ELA
- Evaluate Curriculum:
 - Performing Arts
 - World Language
- Implement improvements to MTSS based on feedback
- Continue to develop the Instructional Strategies Playbook/Quickguides

2025-2026 Goals

- Pilot Portrait Progressions (Student Skills Rubric)
- Implementation of ISTL Framework, Assessments
 - Math
 - Physical Education
 - Applied Arts/Project Lead the Way (PLTW)
 - Social Studies
- Implementation of ISTL Framework, Learning Intentions and Success Criteria
 - Reading/ELA
- Implementation of Curriculum:
 - Performing Arts
 - World Language
- Evaluate Curriculum:
 - Science
 - Fine Arts

Academic Achievement Metrics and Progress

Metric		2023-2024 Progress	2024-2025 Progress
DIBELS (K-1) aimswebPlus (K-1)	80% or more of students Meet or Exceed in spring early literacy	Partially Met: K- 62.3%, 1st - 83.7%	Met
	80% or more of students Meet or Exceed in spring early numeracy	Met	Met
MAP Achievement (2-8)	All grade-level Spring Achievement Percentiles are 95% or higher in reading	Partially Met 5th - 94%, 6th - 90%, 7th - 90%, 8th - 86%	Partially Met 6th - 92%, 8th - 75%
	All grade-level Spring Achievement Percentiles are 95% or higher in math	Partially Met 7th 94%	Met
MAP Growth (2-8)	60% of students will Meet or Exceed individual growth targets in reading	Not Met: 51%	Not Met: 56%
	60% of students will Meet or Exceed individual growth targets in math	Not Met: 53%	Not Met: 59%
MAP Conditional Growth Index (2-8)	65% average math conditional growth percentile	Not Met: 36%	Not Met: 43%
	35% average reading conditional growth percentile	Not Met: 28%	Met: 46% (53.5% w/o 8th, 1%)

Academic Achievement Metrics and Progress

Metric		2023-2024 Progress	2024-2025 Progress
School Report Card	Return to Exemplary rating in the annual ISBE Report Card	Commendable	Released by ISBE October 2025
IAR (3-8)	70% of students Meet or Exceed in English language arts 75% of students Meet or Exceed in math 90% of students Meet or Exceed in science (5, 8) 60% Student growth percentile on Illinois Assessment of Readiness Math and Reading	75.1% of students Meet or Exceed in English language arts 67.3% of students Meet or Exceed in math 88% of students Meet or Exceed in science (5, 8) 48.5% Student Growth Percentile Math 54.4% Student Growth Percentile Reading	Released by ISBE October 2025
Interventions/ Enrichment	Establish baseline data for number of students receiving interventions and enrichment opportunities <i>In a high-quality MTSS System, at least 80% of students perform above the 40%ile (Tier 1); no more than 10% of students perform below the 40%ile (Tier 2); and no more than 5% of students perform below the 25%ile (Tier 3).</i>	Math Math Enrichment: 14 Students (3%) Tier 2 Math: 16 Students (3.4%) Tier 3 Math: 12 Students (2.5%) ELA Tier 2 ELA: 30 Students (6.4%) Tier 3 ELA: 21 Students (4.5%)	Math Math Enrichment: N/A Tier 2 Math: 15 Students (3.2%) Tier 3 Math: 20 Students (4.3%) ELA Tier 2 ELA: 11 Students (2.3%) Tier 3 ELA: 28 Students (6%)

Academic Achievement Metrics and Progress

Metric		2023-2024 Progress	2024-2025 Progress
5Essentials	5Essentials 2022-2023: Ambitious Instruction is scored at 60/Strong	CSCI Baseline: Student/Staff/Family	CSCI Baseline: Student/Staff/Family
CSCI	CSCI 2023-2024: - Online Safety - Support for Academic Learning - Respect for Diversity - Teacher Student Relationships	Online Safety 3.6 / 3.7 (positive) Support for Academic Learning 4.1 / 4.8 / 4.1 (positive) Respect for Diversity 4.1 / 4.0 / 4.0 (positive) Teacher Student Relationships 4.4 / 4.8 / 4.6 (positive)	Online Safety 4.0 / 3.7 / 3.1 (positive) Support for Academic Learning 4.0 / 4.7 / 3.9 (positive) Respect for Diversity 4.2 / 4.1 / 3.7 (positive) Teacher Student Relationships 4.4 / 4.8 / 4.4 (positive)

Academic Achievement

Strategy	2023-2024 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Draw upon <i>Portrait of a Sears Graduate</i> characteristics, student performance indicators, and success criteria, to guide academic and extracurricular programming.	Define <i>Portrait of a Sears Graduate</i> characteristics, including student performance indicators and success criteria, based on learning from 2022–23 stakeholder sessions.	Postponed	Pilot Portrait Progressions (Student Skills Rubric)
Articulate and implement a standards-based, integrated system of teaching and learning in all content areas to establish a guaranteed, viable curriculum for all students.	Institute a five-year curriculum review cycle to ensure ongoing alignment with the Portrait of a Sears Graduate and state and national standards.	Continue. • SEL: Year 4 • Math, Social Studies, Applied Arts, Physical Education: Year 3 • Reading/ELA: Year 2 • World Language, Fine Arts: Year 1	Continue. • SEL: Year 5 • Math, Social Studies, Applied Arts, Physical Education: Year 4 • Reading/ELA: Year 3 • World Language, Fine Arts: Year 2 • Science, Fine Arts: Year 1
	Implement 2024–2025 curricular evaluations: • Performing Arts	Continue. • SEL: Year 4 • Math, Social Studies, Applied Arts, Physical Education: Year 3 • Reading/ELA: Year 2 • World Language, Fine Arts: Year 1	Continue. • SEL: Year 5 • Math, Social Studies, Applied Arts, Physical Education: Year 4 • Reading/ELA: Year 3 • World Language, Fine Arts: Year 2 • Science, Fine Arts: Year 1

Academic Achievement

Strategy	2023-2024 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Create a multi-tiered system of support (MTSS) structure to respond to individual students' needs.	Deploy individual-student, problem-solving software, eduCLIMBER, to reinforce the multi-tiered system of support framework. • Use eduCLIMBER smartFORM revisions to support student problem solving • Refine the problem-solving process for identifying and responding to student academic and social-emotional needs.	• Continue to refine the MTSS process, including: ○ intervention planning meetings ○ important dates/timeline ○ official forms for internal and external communication ○ documentation within the eduCLIMBER system	• Continue to refine the MTSS process, including: ○ intervention planning meetings ○ important dates/timeline ○ official forms for internal and external communication ○ documentation within the eduCLIMBER system
Provide collaborative structures and professional development for staff to facilitate conversations around student learning and well-being. While this has always been the norm across District 38, this enhanced programming has proven critical for ongoing student success.	Provide professional development to support our teachers in creating collaborative, student-centered learning environments that support and employ: • Integrated systems of teaching and learning • Professional collaborative structures based on adaptive schools and professional learning communities • Student collaborative structures and strategies	Continue. Tuesday In-Service Schedule 2024-2025	Continue. Tuesday In-Service Schedule 2025-2026

Whole Child Approach

Whole Child Approach

Goal: Establish a safe, kind, inclusive learning community that promotes the social-emotional well-being of all students.

2024-2025 Goals

- Year 3 of implementation of Caring School Community program
- Refine implementation of consistent classroom behavior management practices (Whole School)
- Continued improvement of attendance and reduce chronic absenteeism through messaging and problem solving
- Continue to develop a common understanding and view of student behavior through the lens of cognitive development and lagging skills
- Develop opportunities for student leadership and community building to enhance school pride

2025-2026 Goals

- Year 4 of implementation of Caring School Community.
- Refine implementation of consistent classroom behavior management practices (Whole School).
- Develop a common understanding and view of student skills through the lens of cognitive development and executive functioning.
- Continue to develop opportunities for student leadership and community building to enhance school pride.

Whole Child Approach

Metric		2023-2024 Progress	2024-2025 Progress
Student Involvement *	Establish baseline data for the percent of students participating in athletic and extracurricular programs provided by the school and parents' volunteer association, JSSPVA and Park District. <i>*Participation data is not disaggregated between programs so one student may be counted up to 3 times. We are working to clarify this data for future years. 513 unique student registrations for athletics and extra-curriculars combined.</i>	82% Total Students 107 students in athletics (grades 5-8) 285 - Extra Curriculars (grades K-8) • Park District - 140 • JSSPVA - 145	Greater than 100% of Total Students (based on prior data calculation process) 124 students in athletics (grades 5-8) 389 - Extra Curriculars (grades K-8) • Park District - 144 • Sears - 245
Discipline *	Establish baseline data for the number of discipline referrals	660 Minor Incidents 116 Major Incidents Suspensions: 18 Total • Out of School Suspension: 27 issued Days • In School Suspension: 22 Issued Days	723 Minor Incidents 139 Major Incidents Suspensions: 15 Total • Out of School Suspension: 2 Issued Days • In School Suspension 15.5 Issued Days Detentions (5th-8th): 107 *Baseline Data

Whole Child Approach

Metric		2023-2024 Progress	2024-2025 Progress
Behavior Plans	Establish baseline data for the percent of students with a Behavior Plan	Established: Formal SEL/Behavior Plan: 12 students = 2% SEL/ Behavior Intervention: 31 students = 6%	Established: Formal SEL/Behavior Plan: 15 students = 3% SEL/ Behavior Intervention: 43 students = 9%
Social Work	Establish baseline data for the percent of students receiving social work	14% of students (IEP = 33%, 504 = 33%, MTSS = 33%)	15% of students (IEP = 30%, 504 = 30%, MTSS = 40%)
BESS Behavioral and Emotional Screening System	80% or more of students will report a Normal Risk in the winter BESS screening	91% of Students	92% of Students
BESS Behavioral and Emotional Screening System	80% or more of teachers will report a Normal Risk for their students in the winter BESS screening	87% of Teachers	87% of Teachers
Student Attendance	Less than 10% of students will have chronic absenteeism (10% or more absences Excused or Unexcused)	6% Chronic Absenteeism	3.6% Chronic Absenteeism

Whole Child Approach

Metric		2023-2024 Progress	2024-2025 Progress
5Essentials	CSCI 2023-2024: - Rules and Norms - Sense of Emotional Security - Social Emotional Learning - Respect for Diversity - Peer Relationships - School Connectedness - Social Inclusion	CSCI Baseline: Student/Staff/Family	2024-2025 Student/Staff/Family
CSCI *		Rules and Norms: 4.0 / 3.6 / 3.8 (positive)	Rules and Norms: 4.0 / 3.7 / 3.7 (positive)
		Sense of Social Emotional Security: 3.9 (positive) / 2.8 (neutral) / 3.5 (neutral)	Sense of Social Emotional Security: 3.9 (positive) / 3.3 (neutral) / 3.3 (neutral)
		Social Emotional Learning: 4.0 / 4.2 / 4.0 (positive)	Social Emotional Learning: 4.0 / 4.2 / 3.7 (positive)
		Respect for Diversity: 4.1 / 4.0 / 4.0 (positive)	Respect for Diversity: 4.2 / 4.1 / 3.7 (positive)
		Peer Relationships: 4.0 / 3.7 / 3.8 (positive)	Peer Relationships: 4.0 / 3.8 / 3.6 (positive)
		School Connectedness 4.1 / 3.9 / 4.3 (positive)	School Connectedness 4.2 / 3.9 / 4.0 (positive)
		Social Inclusion: 3.9 / 4.0 / 4.1 (positive)	Social Inclusion: 3.9 / 4.1 / 4.0 (positive)

Whole Child Approach

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Deliver a junior kindergarten through grade 8, schoolwide social-emotional learning curriculum.	Implement the Caring School Community program, year three of a social-emotional learning curriculum.	Year 2 Complete - All Components Caring School Community (CSC) program are being implemented K-8. All building staff are advisors to a Caring School Community classroom.	Year 3 of implementation of Caring School Community program and expansion of the Buddy Program to include Junior Kindergarten and Junior High.
Leverage metrics and develop a survey to track student well-being.	Improve attendance and reduce chronic absenteeism through a revision of attendance practices, improvement of communication with families, and implementation of a three-tier model of attendance interventions.	An attendance committee met each trimester to review student data, develop communication and systematize follow up. Universal communication system was established to report attendance rates to all families. Chronic absenteeism continued to decrease (6% to 3.6%)	Continue work of the attendance committee and frequent review of attendance data. Further utilize survey data to monitor student well-being.
Articulate and promote a message of community and belonging.	Develop common understanding and view of student behavior through the lens of cognitive development and lagging skills.	Implemented Student Ambassadors Implemented school wide community building activities (i.e Compassionate Citizen Week, Kindness Tree bulletin board)	Continue to develop opportunities for student leadership and community building to enhance school pride.

Whole Child Approach

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Ensure consistent behavior expectations and restorative and disciplinary practices throughout the school, from junior kindergarten through grade 8.	Refine implementation of consistent classroom behavior management practices across the schoolhouse with consideration of student voice.	Updated school wide expectations, posters, and reinforced consistently throughout the school year. Paint the Portrait Week: students taught and reinforced expectations to one another. Developed SELand Behavior Guide to ensure all procedures related to discipline are defined.	Refine implementation of consistent classroom behavior management practices (Whole School). Develop a common understanding and view of student skills through the lens of cognitive development and executive functioning.

Learning Environment

Learning Environment

Goal: Build a safe, supportive, innovative learning environment that encourages all students and staff to work together toward shared goals.

2024-2025 Highlights

- Using the K-2 Learning Environment Guidelines, select the furniture for grades K-2.
- Chromebook rollout
- Provide ongoing support for Phase III of the Master Facilities Plan.
- Generate a rolling five-year facilities action plan. (handled outside the LE committee)
- Complete safety and security task list items from the 2023 audit and continue ongoing safety review and assessment. (handled outside the LE committee)

2025-2026 Target Areas

- Develop sustainability metrics to inform and prioritize initiatives.
- Research and share best practices for setting up and organizing the physical classroom space to enhance student engagement and instruction.
- Support the rolling five-year facilities plan. (handled outside the LE committee)
- Complete safety and security task list items from the 2023 audit and continue ongoing safety review and assessment. (handled outside the LE committee)

Learning Environment

Metric		2023-2024 Progress	2024-2025 Progress
Sustainability	Establish baseline sustainability metrics	Not Established	Not Established
5 Essentials	5Essentials 2022-2023 Safety is scored at 76/Strong	CSCI Baseline Data: Student/Staff/Family	CSCI Survey: Student/Staff/Family
CSCI *	CSCI - Safety: Sense of Physical Security - Institutional Environment: Physical Surroundings	Physical Security 4.3 / 4.1 / 4.3 (Positive) Physical Surroundings 4.2 / 4.3 / 4.7 (Positive)	Physical Security 4.3 / 4.2 / 4.0 (Positive) Physical Surroundings 4.2 / 4.5 / 4.5 (Positive)

Learning Environment

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Provide flexible learning spaces that foster collaborative student experiences.	Using the K-2 Learning Environment Guidelines, select the K-2 furniture and provide opportunities for student and staff feedback.	K-2 Learning Environment Guidelines completed. K-2 Furniture selected and ordered. Furniture will be installed summer of 2025.	Using the grade level bands Learning Environment Guidelines the team will research and share best practices for setting up and organizing the physical classroom space to enhance student engagement and instruction.
Embed instructional technology resources to leverage educational outcomes.	Provide ongoing support for the Master Facilities Plan Phase III.	Completed.	
Provide flexible learning spaces that foster collaborative student experiences.	Generate a rolling five-year facilities action plan.	Completed.	Provide ongoing support for rolling five-year facilities action plan.

Learning Environment

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Embed instructional technology resources to leverage educational outcomes.	Chromebook rollout for grades 5-8. Partner with Stakeholder Partnership on parent education opportunities around technology.	Chromebook rollout completed. Technology team led four professional development sessions on Artificial Intelligence for staff, and hosted three parent education presentations on technology related topics.	Continue to support students, staff, and families around the Chromebook adoption and all things Google EDU.
Implement sustainability best practices toward schoolwide global stewardship.	Creation of the sustainability metrics.	Still in progress.	Creation of the sustainability metrics.
Provide flexible learning spaces that foster collaborative student experiences.	Ongoing work around McCarthy Byrnes Safety and Security Audit Task List.	Ongoing.	Ongoing work around McCarthy Byrnes Safety and Security Audit Task List.
Implement sustainability best practices toward schoolwide global stewardship.	Continue growing the Planet Panther student club.	Ongoing.	Continue growing the Planet Panther student club.

Stakeholder Partnerships

Stakeholder Partnerships

Goal: Cultivate trusting relationships that advance objectives for our students, school, and community and elevate the Sears experience.

2024-2025 Highlights

- Establish a formal structure for the Stakeholder Partnership Committee
- Refine and align Parent Education Programming to Strategic Plan and parent needs
- Refine Student Programming to align with the Portrait of a Sears Graduate
- Partnership with the Police Department and establish a committee to plan enhanced safety protocols and drills
- Refine communication and event planning for parent engagement
 - ParentSquare
 - Calendar of Events

2025-2026 Target Areas

- Sustain monthly Stakeholder Partnership Committee meetings to deepen collaboration and alignment.
- Continue to refine and align Parent Education Programming to Strategic Plan and parent needs
- Continue to refine Student Programming to align with the Portrait of a Sears Graduate
- Continue Partnership with the Police Department and plan enhanced safety protocols and drills
- Continue to refine communication and event planning for parent engagement
 - ParentSquare
 - Calendar of Events
- Support JSSPVA in creation and alignment of a strategic plan.

Stakeholder Partnerships

Metric		2023-2024 Progress	2024-2025 Progress
Establish baseline data for attendance at parent engagement events	- Number of attendees at parent engagement events - Number of parents at parent-teacher conference - Number of parents who volunteer	PTC Fall: 449 Parents PTC Spring: 430 Parents JSSPVA Volunteers: 120	PTC Fall: 447 PTC Spring: 439 JSSPVA Volunteers: 200+
Partnership Entities	Establish baseline data for engagement with partnership entities	Not Established	Not Established
5Essentials Framework CSCI *	Involved Families is scored at 77/Strong CSCI: - Online Safety - School Connectedness	Baseline CSCI Data Online Safety: 3.3 (neutral) School Connectedness: 4.3 (positive)	Baseline CSCI Data Online Safety: 3.1 (neutral) School Connectedness: 4.0 (positive)
Feedback	Establish baseline data for response rates to event- and process-focused feedback opportunities	<u>See 23-24 Surveys and Response here.</u>	<u>See 24-25 Surveys and Response here.</u>

Stakeholder Partnerships

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Deliver a clear, consistent message to all stakeholders through a strategic plan and supporting materials.	Host Stakeholder Partnership meetings once a month and align all work to the Action Plan in the Strategic Plan.	Created three separate committees to address the different needs of Stakeholder Partnerships • Building Management (admin, front office, buildings and grounds, and technology) • JSSPVA + Park District • Kenilworth Police Department	Continue monthly Stakeholder Partnership Committee meetings, ensuring alignment across Sears, JSSPVA, Park District, and Kenilworth Police. Collaborate with new community leaders (Park District, KPD and JSSPVA) to sustain and expand partnership priorities.
Foster an inclusive school culture and climate for all students, staff, and community that emphasizes opportunities to connect, inform, engage, and partner.	Develop communication and event plan for parent engagement Kindergarten Parent Series Community Presentation Specific Technology Parent Presentations (Fall, Winter, Spring)	• A robust Event Management System is being implemented • Postponed the Kindergarten Parent Series • Given three community presentations ○ Science of Reading ○ Technology at Sears ○ Math Programming	Refine the Event Management System to emphasize opportunities to connect, inform, engage, and partner. • Event Roadmaps • Communication Templates • Event Templates

Stakeholder Partnerships

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Provide a quality parent education program centered on academic achievement and social-emotional well-being topics.	Doug Bolton Parent Series (Student Social and Emotional Development) Safety and Security Presentation Technology Parent Presentations - Fall (Complete) - Winter, Spring (Incomplete)	Kindergarten Parent Series Postponed Community Presentation Specific Technology Parent Presentations (Fall, Winter, Spring) Science of Reading Parent Presentation	Implement a Kindergarten Parent Series and expand community presentations based on feedback and high-interest topics. Align all parent education content to academic priorities and SEL goals using data.
Cultivate shared decision-making structures and opportunities for families to give input into engagement initiatives.	Partnership with Park District - Community Entrance - Shared Programming (Tuesday) - Extracurricular Brochure - Participated on interview committees for relevant positions Partnership with Police Department - School Safety Planning, Drills, Joint-Presentation - Participated on interview committees for relevant positions	Partnership with the Park District - Continue to improve Extracurricular Brochure - Align Programming to the Portrait of a Sears Graduate Outcomes Partnership with the Police Department - Establish a committee to plan enhanced safety protocols and drills	Partner with JSSPVA and Park District to revise the enrichment brochure with aligned indicators from the Portrait of a Sears Graduate. Expand feedback tools to include student surveys focused on extracurricular and JSSPVA-led events. Partnership with the Police Department - Reunification - Staff trainings

Stakeholder Partnerships

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Enrich programs and expertise through township, county, state, and national efforts.	Use feedback to improve practices at Sears. Continue to get gather timely feedback after events and processes.	We have implemented our standing surveys for parents as planned.	Partner with JSSPVA and Park District to revise the enrichment brochure with aligned indicators from the Portrait of a Sears Graduate. Improve systems for collecting and analyzing participation data from school events.

Fiscal Alignment

Fiscal Alignment

Goal: Assure that taxpayer dollars fund student-centered, high-return programs and invest in a safe, healthy, future-focused environment.

2024-2025 Highlights

- Completion of Phase III Summer 2024 Renovations
- Creation, Approval, and Launch of Phase III Summer 2025 Renovations
- Collective Bargaining Agreement with Paraprofessionals and School-Related Personnel (PSRP)
- Creation of Five-Year Facilities Plan
- Develop dashboard highlighting key financial and operational metrics

2025-2026 Target Areas

- Completion of Master Facilities Plan
- Support the ongoing Five-Year Facilities Plan
- Completion of the 10 Year Life Safety Plan and begin steps for creating the new plan.
- Support with the TrueNorth withdrawal process.

Fiscal Alignment

Metric		2023-2024 Progress	2024-2025 Progress
Budget *	Establish an operating reserve guideline of 40% of the annual budget.	70%	54%
Collaboration with Community Agencies	Conduct an annual assessment of operating efficiency to include comparative benchmarking of cost, tax levy, and academic achievement with peer North Shore schools.	Ongoing	Ongoing
Master Facilities Plan	Review and update the five-year Master Facilities Plan every two years.	Full Implementation	Full Implementation
Master Facilities Plan	Maintain facilities in a safe and high-quality manner consistent with the Master Facilities Plan	Ongoing	Ongoing

Fiscal Alignment

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Refine budget priorities and consider ways to minimize redundancy through collaboration with community agencies.	Collaborate with New Trier Township on shared services. Ongoing review of possible grant opportunities (i.e, Maintenance Grant).	Maintenance grant awarded for FY25. Ongoing support with the TrueNorth withdrawal process.	Collaborate with New Trier Township on shared services. Ongoing review of possible grant opportunities (i.e, Maintenance Grant).
Create a transparent budget that reflects disciplined spending, supports the mission and goals of this strategic plan, and justifies the monetary resources committed.	Continue utilizing zero-based budgeting in annual forecasting. Professional Development for business office staff on the use of Forecast5 analytics and financial planning.	Ongoing.	Continue utilizing zero-based budgeting in annual forecasting. Professional Development for business office staff on the use of Forecast5 analytics and financial planning.

Fiscal Alignment

Strategy	2024-2025 Action Plan	2024-2025 Action Plan Progress	Recommended 2025-2026 Action Plan
Create a transparent budget that reflects disciplined spending, supports the mission and goals of this strategic plan, and justifies the monetary resources committed.	Ongoing monitoring of the budget to ensure proper fund allocation to move forward the Strategic Plan and the MFP. Continue to streamline procedures and processes related to the business office.	Ongoing.	Ongoing monitoring of the budget to ensure proper fund allocation to move forward the Strategic Plan and the MFP. Continue to streamline procedures and processes related to the business office.
Maintain budgetary and financial processes and policies that are compliant and consistent with state and local guidelines and educational best practices.	Ongoing monitoring of the Master Facilities Plan Phase III related to budgeting, financial health, and tax levy requirements.	Completed. Creation of new ongoing five year facilities plan.	Ongoing monitoring of the five year facilities plan related to budgeting, financial health, and tax levy requirements.
Create a transparent budget that reflects disciplined spending, supports the mission and goals of this strategic plan, and justifies the monetary resources committed.	Develop a dashboard highlighting key financial and operational metrics, as well as statistical metrics outlined in the Focus Areas of this plan, to assist leadership, staff, and community stakeholders in tracking progress.	Completed.	Updated Financial Dashboard as needed. This includes monthly reporting and annually budget related metrics.
	Initiate contract negotiations with the PSRP for the 2026 school year and beyond.	Completed.	Support with any KEA or PSRP related topics as needed.

Questions