



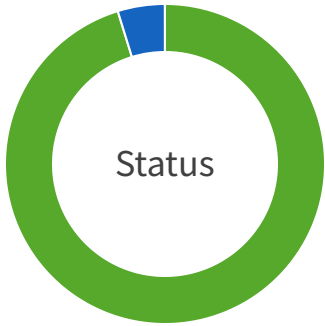
# Strategic Plan Update

## Strategic Plan 2022-2027

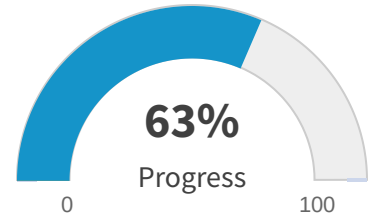
Report Created On: Jun 19, 2025

<b>5</b> Goal	<b>12</b> Strategy	<b>21</b> Actions
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## Overall Summary



On Track 95.2%  
Completed 4.8%



## Executive Summary

District 31 continues to make substantial progress toward the goals outlined in its 2022–2027 Strategic Plan. Nearly all initiatives across the plan’s focus areas are currently on track, reflecting the district’s sustained commitment to academic excellence, inclusive practices, and operational stability. The plan is anchored in seven strategic goal areas: professional practice, shared leadership, family and community partnerships, student growth and achievement, financial stability, supportive learning environments, and the development of equitable, innovative curricula and communications.

Over the past year, significant milestones have been achieved. The district finalized five-year financial projections and developed comprehensive life safety and long-term facilities plans. It successfully transitioned to Skyward Qmlativ, streamlining student and family systems, and launched LearnPlatform to centralize and evaluate all digital instructional tools. Multilingual communication has expanded, and the district implemented standards-based report cards to ensure clarity and alignment with learning standards.

Professional learning has remained a cornerstone of strategic progress, particularly in the area of culturally and linguistically responsive instruction. Staff cohorts have piloted technology integration strategies and explored new instructional models in math and social studies, aligned with ongoing curriculum review cycles. At the same time, family and community partnerships have been strengthened through the relaunch of parent committees and increased collaboration with community organizations. Regular updates to communication strategies and digital platforms have improved outreach and transparency.

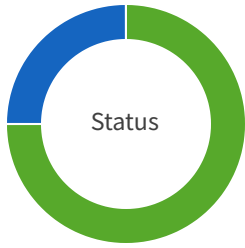
Despite these successes, the district faces several ongoing challenges. Resource limitations—such as the absence of a dedicated Human Resources staff member and the need for additional time for curriculum planning—continue to stretch capacity. Uncertainties in revenue forecasting and evolving funding sources complicate long-term facilities planning. Engaging all families in meaningful two-way communication, particularly multilingual households, remains a priority and a challenge. Additionally, more intentional alignment is needed to connect professional learning with family engagement and to strike a balance between innovation and system-wide compliance and capacity.

Looking ahead, several key recommendations will support continued progress. District 31 should prioritize staffing support, particularly in human resources and technology/curriculum implementation, to ensure new initiatives are effectively rolled out and well-received. Expanding translation services, outreach strategies, and feedback mechanisms—such as Panorama—will help amplify diverse voices and improve the quality of input collected. Continued alignment of curriculum development and professional learning schedules will provide staff the time needed for reflection and adaptation. Sustaining community partnerships and investing in clear, consistent communication will be essential to long-term engagement. Finally, monitoring and securing necessary funding and approvals will be critical to maintain momentum, particularly in facilities and instructional innovation.

In all, the district remains well-positioned to meet the objectives of the Strategic Plan. Through careful planning, reflective practice, and ongoing collaboration with families, staff, and community partners, District 31 is cultivating a stronger, more inclusive, and future-focused learning environment for all students.

# Plan Summary

## Goal 1 Progress 79%

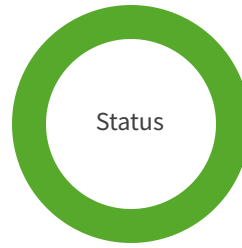


On Track  
Completed

%	#
75.0	3
25.0	1

**Student Growth and Achievement** - Students will demonstrate academic & social-emotional growth supported by engaging, evidence-based learning strategies & equitable curriculum, instruction & assessment.

## Goal 2 Progress 50%

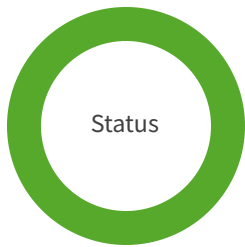


On Track

%	#
100.0	2

**Supportive Learning Environment** - District 31 will foster a healthy climate & culture that creates an environment where rigorous, relevant, engaging & equitable learning experiences meet the needs of all learners.

## Goal 3 Progress 70%

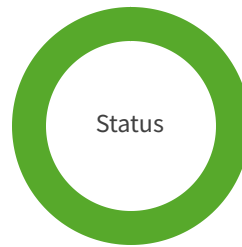


On Track

%	#
100.0	1

**Professional Practice and Shared Leadership** - District 31 will cultivate a supportive & positive learning environment where collaborative structures & processes are used to ensure shared leadership, professional growth & data-based decision-making.

## Goal 4 Progress 63%

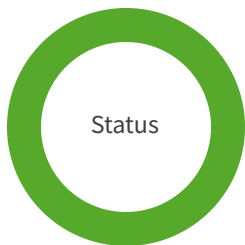


On Track

%	#
100.0	11

**Family and Community Partnerships** - District 31 will build strong relationships & collaborate with families & the community to support the education, well-being, growth & development of the whole child.

## Goal 5 Progress 50%



On Track

%	#
100.0	3

**Finance, Facility, and Technology** - District 31 will remain financially stable, provide equitable access to resources of the highest quality & maintain financial transparency to all stakeholders.

**Goal 1** Progress 79%

**Student Growth and Achievement** - Students will demonstrate academic & social-emotional growth supported by engaging, evidence-based learning strategies & equitable curriculum, instruction & assessment.

	%	#
On Track	75.0	3
Completed	25.0	1

Strategy: 3    Actions: 4

**Strategy 1.1**

**Multi-Tiered Systems of Support** - Implement a consistent & universal system of MultiTiered Systems of Support across all grade levels & buildings that promote the development of every student academically, physically, & social-emotionally.

**Strategy 1.2** Progress 80%

**Standards-Based and Differentiated Curriculum** - Create & implement a standards- based & differentiated curriculum for all subject areas that is aligned vertically (across grade levels) & horizontally (within grade levels) to inform practices in grading & reporting.

	%	#
On Track	66.67	2
Completed	33.33	1

Actions: 3

## Actions 1.2.1

Ongoing - Jun 30, 2027

On Track

Progress 66%

**Curriculum Review Cycles** - Develop and engage in the practice of curriculum review cycles.

## Accomplishments

- Completed 2024 - 2025 math curriculum review cycle with shared leadership to select updated Tier 1 resources for K - 5 (iReady) and gr 6 - 8 (Math & You) to align with district needs and vision for teaching mathematics
- [Board Memo: Math Adoption April 2025](#)
- Presentation: [BoE Math Adoption 04.24.25](#)
- Created year 1 implementation plan for new Tier 1 math resources ( [iReady](#), Math & You)
- Completed year 1 implementation of Project Lead the Way Design & Modeling ([PLTW DM unit planner](#), student feedback [Q2](#), [Q3](#))
- Completed PLTW Computer Science for Innovators & Makers educator onboarding PD for Field STEM teacher & Innovation Coach
- Completed year 1 implementation of updated robotics ecosystem integration at Winkelman gr K - 5 ([planning doc](#), formal unit planners will be updated summer 2025)
- Completed year 1 implementation plan for new social studies resource, including professional development and drafting unit planners K - 8 ( [ERCD Planners](#); Wink [unit 1](#) teacher feedback, [unit 2](#))
- SEL Curriculum Review Cycle year 1 identified areas of strength & needs via [CASEL 10 Indicators of Schoolwide SEL](#) self-assessment
- SEL Curriculum Committee piloting [Panorama Student SEL Survey](#) May 2025 before opening pilot to other teachers 2025 - 2026 school year to determine the most effective SEL screener tool to use
- K - 5 ELA resource implementation year 2: refine CKLA assessments, improve viability of scope & sequence, align formative and summative assessments to grade level focus standards

## Challenges

- Adequate time in 2025 - 2026 for curriculum writing & desired PD

## Next Steps

- Onboarding iReady PD: K - 5 June 10 or Aug. 15, 2025
- Onboarding Math & You PD: July 21, 2025
- PLTW Computer Science for Innovators & Makers implementation 2025 - 2026
- Complete/update Winkelman STEM unit planners summer 2025
- SEL Panorama Student Survey pilot 2025 - 2026 alongside DESSA to determine most effective SEL screening tool
- Mentally Healthy Schools pilot in conjunction with year 2 of SEL curriculum review cycle

### Actions 1.2.2

Ongoing - Jun 30, 2027

On Track

Progress 75%

**Standards Based Grading** - Develop a dynamic PreK-8 learning environment where our grading and reporting system fosters a culture of continuous growth focused on student learning. Our mission is to empower every student on their learning journey by recognizing their strengths and providing regular feedback and personalized support. The grading and reporting system is a transparent, meaningful, and actionable tool that reflects a holistic understanding of each student's academic and behavioral development. We strive to cultivate a growth mindset through ongoing feedback. By encouraging resilience and curiosity, learners will see challenges as opportunities for learning and improvement. Strong partnerships are built with parents and the community, fostering open communication and collaboration. The District 31 grading and reporting system will serve as a bridge to connect educators, students, and their families by creating a shared understanding of progress related to grade-level proficiency expectations so that meaningful conversations can be had about each child's learning and growth.

### Accomplishments

- Created public-facing standards-based grading page on D31 website, which includes rationale, timeline, proficiency tables, sample report cards, FAQs: <https://www.district31.net/departments/curriculum-programs-and-assessments/curriculum/standards-based-grading-and-report-cards>
- Winkelman Curriculum Night presentation for all K - 5 parents 8/29/24, including follow-up email sent 8/30/24
- Field incoming grade 6 parent presentation 5/1/25 disseminated information about the transition to middle school and what it looks like for standards-based grading, including a follow-up email sent 5/2/25
- Have proficiency tables for all focus standards in grades K - 6
- Have standards-aligned summative assessments for all units grades K, 1, 4, 5; completed at least for unit 1 for grades 2, 3, 6 (SBG prep tracking document)
- Created hub on C&I Google Site to house all the PD presentations related to SBG

### Challenges

- Curriculum planning time

### Next Steps

- Summer hours to prioritize SBG prep for grades 2, 3, 6; ongoing updates & revisions for grades K, 1, 4, 5 as a result of reflection
- 2025 - 2026 prep for roll-up to grade 7: finalize focus standards, create proficiency tables, revise/create standards-aligned assessments
- Reflect on process at middle school; collect feedback on middle school grading policies and practices

### Actions 1.2.3

Ongoing - Jun 30, 2027

Completed

Progress 100%

**Tier 1 Curriculum Development** -ERCD planners will be utilized to ensure that the District 31 system can ensure that we know what students will be able to know and do for all subject areas, and have an assessment plan to ensure that we understand whether they have learned it.

### Accomplishments

- Completed Part I: Introductory information on ERCD planners
- Completed Part II: Unit overviews
- Completed Part III: Learning Plans

### Challenges

- Ongoing updates required for ERCD planners to maintain alignment with current data and curriculum resource revisions

### Next Steps

- Advance development of PLCs to integrate ERCD updates, including resource enhancements, best practices, student needs, and data analysis

**High Expectations** - Hold every student to high expectations, increase growth, & close gaps by providing intervention, differentiation & enrichment.

On Track

%	#
100.0	1

Actions: 1

### Actions 1.3.1

Ongoing - Jun 30, 2027

On Track

Progress 75%

**Talent Development** - Developing students' talents requires appropriate levels of challenge, through enrichment and/or acceleration, support from adults, and the deliberate cultivation of skills necessary for achievement (e.g., motivation, self-confidence, teachability)."

### Accomplishments

- Created Talent Development Coach job description, in collaboration with Northwestern Center for Talent Development
- Created Talent Development year 1 implementation plan, including PD planning for launch
- Communicated rationale and overview of Talent Development Coach role and model with all Winkelman staff
- Created Talent Development page on public-facing D31 website: <https://www.district31.net/departments/curriculum-programs-and-assessments/advanced-learning-program>
- Direct email blast communication to caregivers
- Talent Development Coach (TDC) delivered direct instruction to all K - 3 grade students using Primary Education Thinking Skills (PETS) curriculum on a biweekly basis all year
- Aligned PETS to Characteristics of a Successful Learner to support evidence/data collection
- TDC delivered PD on Talent Development through a culturally responsive lens to demonstrate clear connection to equity efforts
- Created Talent Development hub on C&I Google Site to house PD resources for future teacher access
- Collected beginning of year and end of year teacher confidence data based on NAGC standards

### Challenges

- Time to balance direct instruction in grades K - 3 with coaching to build teachers' capacity to more regularly and authentically meet the needs of diverse learners through differentiation and small group instruction during MIE time

### Next Steps

- Use EoY teacher impact data and NAGC standards to craft goals for year 1 implementation
- Finish LEAP modules professional learning; consider how to partner with C&I coordinators/coaches to integrate into collaborative team curriculum planning systems
- Consider time structure and way to best deliver Talent Development lessons while allowing time for coaching

**Goal 2** Progress 50%

**Supportive Learning Environment** - District 31 will foster a healthy climate & culture that creates an environment where rigorous, relevant, engaging & equitable learning experiences meet the needs of all learners.

On Track

%	#
100.0	2

Strategy: 3

Actions: 2

**Strategy 2.1**

**Student Goal Setting** - Implement specific district-wide structures, processes, monitoring tools, & expectations for student goal setting.

**Strategy 2.2** Progress 50%

**Innovation, Engagement and Student Voice and Choice** - Create innovative opportunities for student-centered learning that ensures engagement & agency (student voice and choice) through exploration of their passions & interactions with problem-based, real-world applications.

On Track

%	#
100.0	1

Actions: 1

### Actions 2.2.1

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Student Engagement PD** - Provide professional learning for all staff around student engagement.

#### Accomplishments

- Continue to revise/update Learning Plan section of ERCD planners to incorporate instructional strategies that promote student voice and choice (ongoing)
- Newly hired certified staff participated in Day 1 Kagan Cooperative Learning training during their first year in the district
- PD choice sessions offered related to student engagement and innovation
- Five teachers engaged in coaching cycles around innovative instructional practices
- Apple iPad Teacher Cohort opportunity created for implementation summer 2025 - spring 2026 to build the capacity of teachers to maximize the potential of the iPad as an instructional tool
- Revised device rollout plan created for implementation in 2025 - 2026 school year to intentionally introduce students to tech tools and applications in a developmentally appropriate and responsible way that prioritizes learning, creation, digital literacy, and digital citizenship skills

#### Challenges

- We did not have the bandwidth to support all-district PD on innovation during FY25 PD days given the competing priorities of Culturally & Linguistically Responsive Instruction (CLRI) and the standards-based grading rollout. Instead, there were opportunities for staff to self-select innovation sessions during summer Tech Connect sessions and during PD days when teachers were able to self-select breakout sessions.

#### Next Steps

- Enact Apple iPad Teacher Cohort learning sessions, including pre- and post- data collection to determine impact on teacher and student learning
- Implement revised device rollout plan in 2025 - 2026 school year
- Summer 2025 Tech Connect sessions, self-selected choice sessions related to innovation
- CKLA K - 5 literacy year 3 implementation planning focus on student engagement
- Engage more teachers in instructional coaching cycles related to student engagement

### Strategy 2.3

Progress 50%

**Belonging, Equity and Inclusion** - Foster a sense of belonging to address diversity, equity & inclusion across all settings.

On Track

%  
100.0

#  
1

Actions: 1

### Actions 2.3.1

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Professional Learning Around Culturally and Linguistically Responsive Learning** - The district will focus on professional learning culturally and linguistically responsive learning for all staff.

#### Accomplishments

- PD Plan & Schedule 2024 - 2025 focused on Culturally & Linguistically Responsive Instruction (CLRI) for all staff all year
- Created CLRI hub on C&I Google Site to house PD resources for ongoing staff reference
- ML Programming Committee continued to meet, updated priorities re: professional learning action items
- PD Plan & Schedule 2025 - 2026 drafted to continue year 2 focus on CLRI, incorporating feedback from PD Committee on time structure and supports needed

#### Challenges

- Implementation & impact on practice: too much/overwhelming amount of information this year 2024 -2025; many staff did not prefer full-district learning format for CLRI PD priorities

#### Next Steps

- Implement 2025 - 2026 PD Plan, which will also include opportunities for adult Social Emotional Learning and development of professional responsibilities.
- Gather further data and feedback on PD and supports needed
- Leverage more small-group times and instructional coaching for support in implementation

**Goal 3** Progress 70%

**Professional Practice and Shared Leadership** - District 31 will cultivate a supportive & positive learning environment where collaborative structures & processes are used to ensure shared leadership, professional growth & data-based decision-making.

On Track

%  
100.0

#  
1

Strategy: 2

Actions: 1

**Strategy 3.1**

**Collaboration** - Utilize the systematic process in which we work together interdependently (Professional Learning Communities) to promote trust, positive change, collaboration, & commitment.

**Strategy 3.2** Progress 70%

**Purposful Professional Learning** - Provide targeted, on-going, & differentiated professional learning opportunities that provide educators with innovative & practical applications.

On Track

%  
100.0

#  
1

Actions: 1

**Actions 3.2.1**

Ongoing - Jun 30, 2027

On Track

Progress 70%

**Develop Student-Centered Coaching** - A coaching system designed to focus on improving student learning by analyzing student work and collaborating to refine instructional practices.

**Accomplishments**

- Collected pre-participation and impact data
- Formally launched pilot coaching cycles
- Developed and executed a communication plan for staff
- Participated in Student-Centered Coaching training through True North
- Completed the book study on "The Essential Guide to Student-Centered Coaching"
- Compared various coaching models and identified the model that best meets organizational needs

**Challenges**

- Establishing the trust necessary with staff to ensure coaching cycles are impactful and successful

**Next Steps**

- Reflect and plan for FY26 coaching initiatives based on collected data and feedback
- Launch full coaching cycles in fall 2026

**Goal 4** Progress 63%

**Family and Community Partnerships** - District 31 will build strong relationships & collaborate with families & the community to support the education, well-being, growth & development of the whole child. On Track % 100.0 # 11

Strategy: 3

Actions: 11

**Strategy 4.1** Progress 63%

**Empower families as active partners in supporting & improving student learning in meaningful ways.** On Track % 100.0 # 3

Actions: 3

**Actions 4.1.1** 

Ongoing - Jun 30, 2027

On Track

Progress 70%

**Collaborative Engagement Around Student Learning:**

District 31 will build partnerships with families to support and improve student learning in meaningful ways through developing and promoting opportunities for meaningful two-way communication around student growth and learning between home and school.

**Accomplishments:**

- Expanded use of TalkingPoints for school-home communication, enabling families to receive information in their preferred home language. All staff have accessed the platform, with nearly 50% actively sending messages.
- Implemented a year-long professional development calendar focused on culturally and linguistically responsive education. Staff feedback indicates increased application of these strategies in classroom practice.
- Launched standards-based report cards in grades K, 1, 4, and 5, resulting in more meaningful parent engagement in student learning.

**Roadblocks:**

- Additional support is needed to connect professional learning with effective family conversations about student engagement.
- Staff require further guidance to fully leverage the parent-teacher conference structure for impactful family engagement.

**Next Steps:**

- Provide targeted professional learning to enhance staff capacity for engaging families in discussions about student engagement, with emphasis on optimizing conference structures.
- Offer parent education to improve understanding and use of standards-based report cards as a tool for supporting student academic growth.

**Actions 4.1.2** 

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Collaborative Engagement Around Student Learning:** District 31 will build partnerships with families to support and improve student learning in meaningful ways, including providing relevant family education opportunities to support and improve student learning - academic, social, and emotional - in meaningful ways.

**Accomplishments:**

- Launched a dedicated monthly communication highlighting parent education opportunities from both the district and trusted community partners.
- Utilized elementary school curriculum nights to provide targeted parent education sessions, resulting in increased attendance and engagement.

**Challenges:**

- Attendance at parent education events remains inconsistent. Events where children are present have proven less effective for fostering meaningful family engagement.

**Next Steps:**

- Identify additional opportunities to integrate family education into established events and programs with strong parent participation.
- Expand communication channels by exploring formats such as podcasts or brief video messages to improve accessibility and engagement with parent education content.

### Actions 4.1.3

Ongoing - Jun 30, 2027

On Track

Progress 70%

#### Collaborative Engagement Around Student Learning:

District 31 will build partnerships with families to support and improve student learning in meaningful ways, including developing and communicating reciprocal community partnerships designed to support family health and social-emotional wellness.

#### Accomplishments:

- Community partners, including Hunger Free Northbrook, Elyssa’s Mission, and CATCH, have been recognized in district communications and Board of Education meetings.
- The Bilingual Parent Advisory Committee (BPAC) remains active, co-facilitated by the Director of Multilingual Services and a parent representative, meeting quarterly and participating in the annual Illinois Bilingual Parent Summit.
- The Special Education Parent Committee has been successfully relaunched, focusing on community building and parent support through quarterly meetings.
- New partnerships have been established with Northfield Township and Cook County to address broader family and student needs.

#### Challenges:

- Monthly recognition of new community partners is unsustainable and would deplete the pool of viable partners within a year.

#### Next Steps:

- Identify and highlight 3–5 key community partners annually to enable deeper collaboration and sustainable engagement.
- Continue expanding internal family education initiatives to better serve the district’s diverse community.
- Further cultivate and expand community partnerships that align with district objectives and support family and student well-being.

### Strategy 4.2

Progress 41%

**Develop reciprocal partnerships by sharing resources, engaging all families, collecting feedback, & providing professional learning.**

On Track

%  
100.0

#  
3

Actions: 3

### Actions 4.2.1

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Continuum of Opportunities to Foster Involvement:** District 31 will foster a continuum of opportunities to build meaningful involvement with schools including promoting a continuum of family engagement/ involvement opportunities

#### Accomplishments:

- A draft of the Family Involvement Handbook was developed by the Family Engagement Committee to outline opportunities and best practices for connecting families with the school community.

#### Challenges:

- Ensure that all family engagement opportunities are captured and aligned has presented logistical challenges.

#### Next Steps:

- Finalize and publish the Family Involvement Handbook for release in Fall 2025, ensuring it reflects input from all relevant stakeholders, including PTO leadership.

### Actions 4.2.2

Ongoing - Jun 30, 2027

On Track

Progress 24%

**Continuum of Opportunities to Foster Involvement:** District 31 will foster a continuum of opportunities to build meaningful involvement with schools, including creating orientation opportunities to support families new to District 31.

#### Accomplishments:

- A new Family tab was created on the District 31 website to serve as a central resource hub for parents and guardians.
- The Welcome Packet for new families is reviewed and updated each summer to reflect the most current district information.

#### Challenges:

- Ensuring that all materials are available in the languages needed by our diverse families remains an ongoing area for improvement.

#### Next Steps:

- Adjust the timeline for updating welcome materials to align with the opening of student registration.
- Enhance translation strategies to ensure accessibility for all families.
- Develop welcome opportunities and orientation supports for families who enroll mid-year.

### Actions 4.2.3

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Continuum of Opportunities to Foster Involvement:** District 31 will foster a continuum of opportunities to build meaningful involvement with schools, including providing feedback opportunities for families around school and district improvement.

#### Accomplishments:

- District 31 is actively exploring the use of Panorama as an alternative to 5Essentials and Humanex to gather meaningful feedback from a broader and more diverse group of stakeholders. The state permits the use of Panorama in place of the 5Essentials survey, provided there is agreement from both the teachers' union and the Board of Education.

#### Challenges:

- Effectively engaging diverse stakeholder groups to ensure high participation and obtain insightful, actionable feedback remains a challenge.

#### Next Steps:

- Continue working with the District Leadership Team and the Family Engagement Team to identify survey options that increase engagement and data quality.
- Explore multiple feedback methods (e.g., surveys, focus groups, digital tools) to determine the most effective approach for collecting actionable input from all stakeholders.

### Strategy 4.3 Progress 75%

**Development of a Comprehensive Communication Plan:** School District 31 is committed to empowering students and families through proactive communication to foster efficient, transparent, and effective public communication for District 31

On Track

%	#
100.0	5

Actions: 5

### Actions 4.3.1

Ongoing - Jun 30, 2027

On Track

Progress 75%

**Community Collaboration** - Improve District Communication to and from District Families, Staff, and Community Organizations.

#### Accomplishments:

- District 31 maintains an up-to-date Virtual Backpack, which is consistently linked to school building communications.
- The district has identified key community partners that offer mutual support and collaboration with District 31.
- The Family Engagement Committee has convened at least quarterly throughout the 2024–2025 school year.
- District 31 meets regularly with neighboring school districts and local government officials through structured weekly, monthly, and quarterly meetings involving various district leaders.
- The district actively cross-promotes community and school events through weekly and monthly communication channels.

#### Challenges:

- Although the Family Engagement Committee meets regularly, inconsistent attendance makes it difficult to obtain sustained and meaningful feedback from members.

#### Next Steps:

- Evaluate alternative structures or formats for the Family Engagement Committee to improve consistency, participation, and impact.

### Actions 4.3.2

Ongoing - Jun 30, 2027

On Track

Progress 70%

**Digital Communication:** Explore, update, and use multiple technologies to enhance the delivery of District communications with District community members in a timely and relevant manner

#### Accomplishments:

- The District 31 website is updated weekly and as needed to ensure information remains current and accurate. Website content is also configured to optimize the use of robust translation features to support all families.
- District 31 consistently follows its communication plan, including:
  - Monthly district newsletters
  - Weekly principal messages
  - Monthly family education opportunity updates
  - Additional messages are sent as needed to ensure timely and relevant communication.

#### Challenges:

- A persistent challenge is ensuring families actively use the District website and engage with communications being sent.

#### Next Steps:

- Explore alternative communication methods—such as a district podcast—to reach a broader audience and increase engagement.
- Transition BoardDocs to Diligent beginning in the 2025–2026 school year.
- Explore Press Plus as a more efficient and comprehensive tool for maintaining current and accessible Board policies.

### Actions 4.3.3

Ongoing - Jun 30, 2027

On Track

Progress 75%

**Two-Way Communication:** Foster an environment in which the public can easily communicate with the District and provide feedback to the District on initiatives, programs, and services.

#### Accomplishments:

- The District 31 website is updated weekly (and as needed) to ensure information is current and accurate. Content is formatted to maximize the use of built-in translation tools to support all families.
- The Communication Coordinator maintains an updated media contact list to support public outreach.
- District 31 supports and facilitates several internal parent groups that meet at least quarterly, including:
  - CIRCLE – Special Education Parent Group
  - B-PAC – Bilingual Parent Advisory Committee
  - Family Engagement Committee
- During the 2025–2026 school year, District 31 administered several family surveys using traditional email and TalkingPoints to reach families in their preferred language:
  - Humanex
  - 5Essentials
  - Post-Parent/Teacher Conferences
  - Post-Report Card (for standards-based reporting grade levels)
- The district continues to follow a robust communication plan, including:
  - Monthly district newsletters
  - Weekly principal updates
  - Monthly family education opportunity messages
  - Additional updates as needed to ensure timely and relevant information

#### Challenges:

- Engaging families in digital platforms remains an ongoing challenge—many do not actively use the District website or fully engage with communications.
- Media coverage has shifted, with fewer dedicated reporters and traditional media readers available to amplify school events and stories.

#### Next Steps:

- Continue evaluating and refining feedback mechanisms to increase family participation and ensure the data collected is actionable and meaningful.
- Implement Panorama, which has more robust translation options, as a method for collecting feedback.

#### Actions 4.3.4

Ongoing - Jun 30, 2027

On Track

Progress 81%

**District Identity:** Align all communication channels to promote one cohesive identity across all networks.

#### Accomplishments:

- District 31 consistently shares special events, accomplishments, awards, honors, and other notable news that help promote and distinguish the District.
- Google Alerts are actively used to notify staff of any news related to District 31, Field, or Winkelman.
- Staff members continue to contribute photos and updates, ensuring the website and social media platforms reflect timely and engaging content.
- The District monitors and utilizes a variety of communication tools—including the website, newsletters, press releases, letters, and flyers—ensuring all materials are:
  - Branded with the District logo and colors
  - User-friendly and well-received, based on staff and parent feedback
- This cohesive design and communication strategy supports a unified District 31 identity across all platforms.

#### Challenges:

- District 31 does not have a full-time communication coordinator, relying instead on administrators and staff to provide and update content.

#### Next Steps:

- Continue maintaining a cohesive brand identity and ensure all public-facing information is accurate, timely, and engaging.

#### Actions 4.3.5

Ongoing - Jun 30, 2027

On Track

Progress 75%

**Proactive Messaging:** Ensure messages are clearly communicated in a timely manner by planning and preparing for communication to external and internal stakeholders.

#### Accomplishments:

- The Communication Coordinator annually updates the District 31 Social Media Plan, ensuring alignment with current goals and best practices.
- District 31 continues to share timely and relevant information regarding district news, events, and initiatives across its communication channels.

#### Challenges:

- The District does not have a full-time communication coordinator, relying on administrators and staff to manage and update social media and communication content.

#### Next Steps:

- Develop more intentional social media campaigns and series to ensure cohesive, consistent messaging that reflects District 31's values and priorities.

**Goal 5** Progress 50%

**Finance, Facility, and Technology** - District 31 will remain financially stable, provide equitable access to resources of the highest quality & maintain financial transparency to all stakeholders.

On Track

%	#
100.0	3

Strategy: 1

Actions: 3

**Strategy 5.1** Progress 50%

**Equitable Use of Resources** - Insure that resources are expended in an equitable & fiscally responsible manner to maximize opportunities for all learners, including access to leading-edge technology & responsive learning environments.

On Track

%	#
100.0	3

Actions: 3

**Actions 5.1.1**

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Financial Forecasting & Sustainability** – Conduct multi-year financial projections to ensure the district remains fiscally responsible while meeting operational and educational needs.

**Accomplishments**

- Finalization of five-year financial projections is underway
- Financing models for life safety improvements have been developed
- Transition underway to Skyward Qmaltiv to increase reporting efficiencies

**Challenges**

- Uncertain variables complicate revenue forecasting
- Extensive training and support are needed for staff for a successful transition to Skyward Q

**Next Steps**

- Present financial projections and funding packages to the Board of Education for approval
- Full implementation of Skyward Qmaltiv in fall 2025 - student, business

## Actions 5.1.2

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Life Safety and Facilities Planning** - Develop long-term facilities planning to incorporate life-safety requirements, space planning, maintenance, and other needs informed by instructional planning.

### Accomplishments

- Completion of the Life Safety Plan in partnership with the District Architect and development of a comprehensive long-term facilities plan.
- Assessment and integration of immediate space needs into the overarching facilities strategy.
- Initiation of preliminary analysis to identify solutions for long-term space requirements.
- Preparation of funding proposals for facility and life safety enhancements, scheduled for board presentation in August.
- Secured the School Projects Maintenance Grant to offset costs associated with a life safety project.
- Continued evaluation of eligibility for a potential School Energy Grant for District 31.

### Challenges

- Maintaining alignment between long-term facilities priorities and available funding, while adapting to evolving project timelines, grant opportunities, and enrollment trends.

### Next Steps

- Secure Board of Education approval for proposed funding packages.
- Monitor local residential development to evaluate potential impacts on future enrollment.
- Continue tracking enrollment trends to inform ongoing space planning.

### Actions 5.1.3

Ongoing - Jun 30, 2027

On Track

Progress 50%

**Systems Review Leading to Increased Efficiencies** - Conduct systems reviews and human resources audits to determine efficiencies for the finance and operations department.

#### Accomplishments

- Implemented the Learn Platform to centralize all digital tools maintained by the District.
- Reviewed SOPPA and subscriptions to ensure compliance; identified redundancies and made necessary adjustments.
- Conducted a Human Resources audit to evaluate processes, procedures, and staffing, resulting in the development of an action plan.
- Reviewed all finance and operations policies with administration and the policy committee.
- Completed the transition to Skyward Qmlativ for student and family systems.
- Initiated the transition to Skyward Qmlativ for business systems.
- Implemented Red Rover to streamline absence management and improve the hiring and recruiting process.
- Piloted and began implementation of Red Rover's electronic timesheets to enhance accuracy, reduce manual errors, and improve payroll efficiency to support the district's ongoing efforts to modernize operations and increase administrative effectiveness.

#### Challenges

- Streamlining systems and maintaining compliance across digital tools, HR practices, and operational policies requires ongoing coordination and capacity, particularly in response to evolving legal requirements and organizational needs.

#### Next Steps

- Present the Human Resources audit to the board and begin implementing recommendations.
- Provide staff training on the Learn Platform and Skyward Q.
- Introduce the updated Skyward Q to families.
- Complete the Skyward Q Business transition and ensure comprehensive training.
- Update the Employee Handbook to reflect the district's updated systems and processes, enhancing communication of its ongoing efforts to modernize operations and increase administrative effectiveness.