



**BENSENVILLE**

SCHOOL DISTRICT 2

# STRATEGIC PLAN

**2022-2027**

ACTION PLAN 2025-2026

## VISION

Our Vision is to be an exemplary school system that empowers individuals to engage, grow and succeed.



## MISSION

Igniting a lifelong desire to learn and succeed in an ever changing world.

## BELIEFS

The whole child is at the heart of all decisions.

We value and invest in exemplary, dedicated educators.

The curriculum is relevant, innovative and promotes rigor to fuel a passion for lifelong learning.

Instructional practices engage and optimize the unique learning style of each child.

Collaborative relationships are developed and nourished across school, family and community.



## STRATEGIC PRIORITIES

### **Academic**

We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.

### **Diversity and Social Emotional Well-Being**

Diversity and social emotional well-being will be incorporated in all decision making.

### **Climate and Culture**

We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.

### **Staff**

We will hire, retain and support exemplary staff.

### **Resources**

We will ensure effective use of resources through fiscal planning and responsiveness.

# STRATEGIC MONITORING

District CLIMATE AND CULTURE - ACTION PLAN 2025-26

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.</p>	<p>Data to track building/district communications and meetings</p>	<p>Continue to streamline effective and timely communication for <b>staff</b></p>	<p>regular communication from Superintendent</p>	<p>Throughout the school year</p>	<p>Superintendent</p>
			<p>weekly communication from principals to staff</p>	<p>Weekly</p>	<p>Principals</p>
			<p>bi-monthly staff meetings in the buildings</p>	<p>bi-monthly (all scheduled before school begins)</p>	<p>Building Admin Teaching and Learning Dept.</p>
			<p>Communicate internal teaching positions for district vacancies 5 days in advance</p>	<p>As Vacancies arise</p>	<p>Human Resource Coordinator</p>
	<p>Increase open rate of social media and communication tools</p>	<p>Streamline effective, accessible, and timely communication for <b>families and the community</b></p>	<p>Communicate with families by limiting the language barriers and providing more language support district wide</p>	<p>Throughout the school year</p>	<p>Community Relations Coordinator/Curriculum Director</p>
			<p>Enhance the district website with interactive tools, including a chat feature and tutorials, to strengthen parent education and support</p>	<p>2025-26</p>	<p>Community Relations Coordinator/Teaching and Learning Dept.</p>
			<p>Principals send newsletter to parents monthly and highlight building events for their schools</p>	<p>First Friday of every month</p>	<p>Principals</p>
			<p>Re-Design BSD2 News to be more user friendly and have a higher open rate</p>	<p>bi-Monthly</p>	<p>Community Relations Coordinator</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.</p>	<p>Staff, student &amp; Parent 5 Essentials Data</p> <p>Panorama data</p> <p>Staff Exit Interview data</p>	<p>Recognize and value all staff</p>	<p>Recognition event to highlight retirees, years of service, and the Those that Excel award</p>	<p>Yearly</p>	<p>Superintendent District &amp; Building Administration</p>
			<p>Develop school specific goals in response to 5 Essentials Data</p>	<p>Progress monitoring and responsive actions based on feedback throughout the year</p>	<p>Building Administration Culture &amp; Climate Committees</p>
			<p>Highlight new staff by celebrating their hire with an introductory photo to the staff and gifting them a “learning and growing” plant</p>	<p>Yearly</p>	<p>Human Resources Building Principals</p>
			<p>Continue to train and support classified staff (i.e. instructional aides, lunch supervisors, clerical, bus drivers) on district processes and procedures</p>	<p>2025-26</p>	<p>District &amp; Building Administration</p>
			<p>Train substitute teachers on academic and safety expectations</p>	<p>Yearly</p>	<p>District &amp; Building Administration</p>
		<p>Promote district wellness across the district</p>	<p>Continue the development of a staff wellness committee</p>	<p>Yearly</p>	<p>Insurance Supervisor</p>
			<p>Promote wellness on early release days 3 times a year</p>	<p>Yearly</p>	<p>Principals, Asst. Superintendents</p>
			<p>Implement district wide wellness activities</p>	<p>Yearly</p>	<p>Insurance Supervisor Human Resources</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.</p>	<p>Parent Engagement</p>	<p>Cultivate strong parent, student and community relationships to promote student success</p>	<p>Continue to increase partnerships with organizations to provide diverse and targeted support/resources to our families</p>	<p>Yearly</p>	<p>District &amp; Building Administration Community Liaison</p>
			<p>Engage parents in learning opportunities about the importance of school (attendance, safety, curriculum, expectations, grading, supports)</p>	<p>Yearly</p>	<p>Building &amp; District Administrators Staff</p>
			<p>Continue to implement district and building systems and supports to lessen truancy and chronic absenteeism</p>	<p>Yearly</p>	<p>District &amp; Building Administration &amp; Social Workers</p>
			<p>Partner with the ROE to launch the grant to launch truancy intervention support district wide</p>	<p>2025-26</p>	<p>Superintendent Asst. Superintendents Principals</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will provide a safe and secure learning and working environment for all stakeholders</p>	<p>Safety Audit Data 5 Essentials-Safety Measure</p>	<p>School Safety and Security</p>	<p>Provide ALICE training to new staff</p>	<p>August 2025</p>	<p>Superintendent Asst. Superintendent of Student Services Bensenville PD</p>
			<p>Develop training videos for staff and substitutes to refer to on safety</p>	<p>2025-26</p>	<p>Superintendent Asst. Superintendent of Student Services Human Resources</p>
			<p>Implement RAPTOR emergency notification system in coordination with school safety drills</p>	<p>2025-26</p>	<p>Superintendent &amp; District Administration</p>
			<p>Develop reunification practices</p>	<p>2025-26</p>	<p>Superintendent &amp; District Administration Bensenville PD</p>
			<p>Develop a safety portal on the district website to provide families with clear information on safety procedures and resource</p>	<p>2025-26</p>	<p>Communications Coordinator Superintendent Asst. Supt. of Student Services</p>
			<p>Collaborate with Village, Police and Fire Departments to ensure effective school safety and emergency drill practices and communication</p>	<p>Yearly</p>	<p>Superintendent &amp; District Administration</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will improve the evaluation processes and collaborative practices for certified and classified staff</p>	<p>5 Essentials- Effective leaders &amp; Collaborative Teachers</p>	<p>Staff Evaluations &amp; Collaborative Practices</p>	<p>Foster ongoing feedback between staff and administrators at both the building and district levels to enhance trust and collaborative decision-making</p>	<p>Yearly</p>	<p>Building Leaders District Leaders Staff</p>
			<p>Strengthen staff and administrator implementation of the “All-In” SLO Processes and Procedures for PERA</p>	<p>Throughout the year</p>	<p>Building Leaders District Leaders Staff</p>
			<p>Continue to provide evaluation calibration training to administrators to ensure more fair and equitable evaluations across the district</p>	<p>Throughout the year</p>	<p>District Leaders Building Leaders</p>

# STRATEGIC MONITORING

District CURRICULUM - ACTION PLAN 2025-26

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.</p>	<p>Data will be analyzed for growth and progress using MAP, IAR, ACCESS, DLM, EDL</p>	<p>Utilize <b>instructional strategies to engage all students</b></p>	<p>Provide professional learning in sheltered instruction, behavioral supports, and special education strategies through BUs, staff meetings, and coaching to ensure equitable access to learning for all students</p>	<p>2025-26</p>	<p>District Leadership Building Leadership Coaches</p>
			<p>Redefine DMLT to be the District Math and Literacy Team. DMLT will continue collaboration with UIC to help teachers identify and implement high quality math and literacy instruction and build the collective efficacy of PLC teams</p>	<p>2025-26</p>	<p>Superintendent Teaching &amp; Learning DMLT Principals PLC Coaches</p>
			<p>UIC to work with BSD2 Admin Team to further instructional leadership through cycles of inquiry work</p>	<p>2025-26</p>	<p>Teaching &amp; Learning UIC Partners Building Administrators Superintendent</p>
			<p>Deliver consistent Tier I instruction addressing academic achievement, behavioral expectations, and social-emotional growth for all students. This includes the use of small group instruction based on classroom and assessment data within all content areas.</p>	<p>2025-26</p>	<p>Teaching &amp; Learning MtSS and Assessment Coordinator Students Services</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.</p>	<p>Data will be analyzed for growth and progress using MAP, IAR, ACCESS, DLM, EDL</p>	<p>Utilize instructional strategies to engage all students</p>	<p>Support Tier II interventions by refining goal-setting practices and improving progress monitoring systems through the use of classroom and intervention data Provide professional learning opportunities for staff on behavior and academic tools and strategies to support learners in the MTSS process</p>	<p>2025-26</p>	<p>Teaching &amp; Learning MtSS and Assessment Coordinator Student Services</p>
		<p>Align our curricular resources</p>	<p>Continued development of Science and Social Science instructional frameworks (Grades 6-8); identification of core resources and pacing guides (K-5)</p>	<p>2025-26</p>	<p>Teaching &amp; Learning Science and Social Science Consultants</p>
			<p>Implementation of year 2 for K-5 Carnegie Elementary Math resource. Focusing on small group instruction, Tier II instruction, and enrichment opportunities through responsive data discussions.</p>	<p>2025-26</p>	<p>Teaching &amp; Learning Carnegie Math Consultant Building Admin Instructional Coaches PLC Teams</p>
			<p>Implement year 1 of HMH K-8 literacy resource with a focus on learning the new resource and implementing strategies to support all learners through responsive data discussions</p>	<p>2025-26</p>	<p>Teaching &amp; Learning HMH Consultant Building Admin Instructional Coaches PLC Teams</p>
			<p>Strengthen Grade level articulation: Continued opportunities to strengthen vertical grade level articulation to promote successful transitions (to include Fenton and prek-8th grade)</p>	<p>2025-26</p>	<p>Teaching &amp; Learning Principals Student-Centered Instructional Coaches</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.</p>	<p>Data will be analyzed for growth and progress using MAP, IAR, ACCESS, DLM, EDL</p>	<p>Provide <b>diverse learning</b> experiences with a <b>challenging curriculum</b></p>	<p>ACE: Provide PD and resources to focus on accelerated instruction through the use of the new ELA and math resources.</p>	<p>2025-26</p>	<p>Teaching &amp; Learning Curriculum Resource Consultants Building Admin Instructional Coaches PLC Teams</p>
			<p>Use of ACE identification matrix to determine placement for 3-8th</p> <p>Continue to develop PLC Teams by:</p> <p>Monitoring the effectiveness of team performance towards becoming highly functioning and impactful PLC teams</p> <p>Implementing the inquiry cycle (plan, teach, assess, analyze data, and adapt instruction) as a PLC team to ensure high quality Tier I and Tier II instruction</p>	<p>2025-26</p>	<p>Teaching &amp; Learning MtSS and Assessment Coordinator Principals PLC Coaches</p>
			<p>Ensure special education programming is applied consistently while addressing the individualized needs of students.</p> <p>Continue to strengthen and communicate special education processes that clarify roles, promote consistent programming, and address the unique needs of students.</p>	<p>2025-26</p>	<p>Student Services Administration Special Education Teachers and Related Services</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.</p>	<p>Data will be analyzed for growth and progress using MAP, IAR, ACCESS, DLM, EDL</p>	<p>Further develop the Bensenville balanced <b>assessment system</b></p>	<p>Provide ongoing professional learning to strengthen implementation of data systems (NWEA, Unified Insights, FastBridge, MAP Fluency)</p> <p>Leverage data analysis to inform responsive and targeted instructional decisions.</p>	<p>2025-26</p>	<p>Teaching &amp; Learning MtSS and Assessment Coordinator NWEA Consultants Building Admin PLC Teams</p>
			<p>Continue engagement sessions for parents to help them better understand NWEA MAP growth measure, standards based grading, PowerSchool gradebook, and assessment practices</p>	<p>2025-26</p>	<p>Teaching &amp; Learning MtSS and Assessment Coordinator Principals PLC Coaches</p>

# STRATEGIC MONITORING

District STAFF AND RETENTION - ACTION PLAN 2025-26

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will hire, retain and support exemplary staff.</p>	<p>Staff Attendance/ Retention data</p> <p>5 Essentials data - Climate &amp; Culture</p>	<p>Recruit and hire quality staff</p>	<p>Expand outreach: Partner with local universities/colleges (especially education programs) to create a pipeline for hard-to-fill positions (special education,EL/Dual/FLES Bilingual, math/science).</p> <p>Continue recruiting, hiring and training high quality substitute teachers</p> <p>Focus student teacher placements in areas of need</p> <p>Engage in job fairs to continue to attract diverse candidates</p>	<p>2025-26</p>	<p>Human Resource Coordinator /Superintendent</p>
		<p>Increase training for certified and classified staff</p>	<p>Develop and expand the district Classified handbook to include interactive training links, and resources.</p> <p>Develop a quick reference version of handbooks to answer frequently asked questions</p> <p>Develop and implement crisis management training for substitutes</p>	<p>2025-26</p>	<p>Superintendent/Asst. Superintendent of Student Services/Human Resource Coordinator</p>
		<p>Provide targeted professional development</p>	<p>Adapt and design professional development to specific job needs of certified and classified staff and substitute teachers</p>	<p>2025-26</p>	<p>Asst. Supt of Teaching &amp; Learning/Asst. Supt of Student Services</p>

# STRATEGIC MONITORING

District FINANCE AND RESOURCES - ACTION PLAN 2025-26

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<p>We will ensure effective use of resources through fiscal planning and responsiveness.</p>	<p>Provide effective and up-to-date learning environments.</p>	<p>Plan for future improvements and major maintenance and repair projects.</p>	<p>Enclose the ACE spaces at WAJ to be instructional classrooms</p>	<p>2025-26 school year</p>	<p>Superintendent &amp; CSBO &amp; Buildings &amp; Grounds</p>
			<p>Fully leverage 2025 IL Maintenance Grant</p>	<p>2025-26 and 2026-27 school years</p>	<p>CSBO with Building &amp; Grounds</p>
			<p>Secure an Architect of Record through the RFP process</p>	<p>2025-26 school year</p>	<p>Board of Education &amp; Superintendent &amp; CSBO</p>
	<p>Health Life/Safety annual inspection by Regional Office of Education</p>	<p>Maintain safe and maintained schools in collaboration with <a href="#">Climate and Culture Action Plan</a></p>	<p>Implement recommendations in annual ROE report and in Ten-Year reports.</p>	<p>2025-26 school year</p>	<p>CSBO &amp; Building &amp; Grounds</p>
	<p>Maintain S&amp;P rating of AA+, a balanced operating budget, and sound purchasing practices</p>	<p>Continue to develop short- and long-term planning for assets in order to maintain healthy reserves and fiscal strength</p>	<p>Align the annual budget to the 2022-27 strategic plan goals</p>	<p>2025-26 school year</p>	<p>CSBO &amp; Building &amp; Grounds</p>
			<p>Identify alternative sales options of the remaining Mohawk property while maintaining it as green space</p>	<p>2025-26 school year</p>	<p>CSBO &amp; Superintendent</p>
		<p>Utilize new staff's experiences</p>	<p>Identify areas for improved processes in purchasing</p>	<p>2025-26 school year</p>	<p>CSBO</p>

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
We will ensure effective use of resources through fiscal planning and responsiveness.	Maintain S&P rating of AA+, a balanced operating budget, and sound purchasing practices	Formalize business office procedures	Create training plans for all positions to use for cross-training and for succession planning.	2025-26 school year	CSBO, Business Manager, Grant Manager and Payroll Coordinator
		Review of spending practices	Identify one or two spending areas, conduct a needs assessment and focus financial priorities	2025-26 school year	CSBO & Superintendent & Grant Manager
	Maintain efficient and effective operational practices	Maintenance of facilities	Launch Districtwide work order system	2025-26 school year	CSBO & Buildings & Grounds
			Fully assess and develop lifecycle maintenance and replacement plan for all district mechanical systems	2025-26 school year	CSBO & Buildings & Grounds
		Technology Services	Develop an updated inventory of district devices, software, and network systems and maintain and update records of software licenses and subscriptions.	2025-26 school year	CSBO & Technology Director
			Establish a replacement cycle for hardware to ensure up-to-date, functional technology	2025-26 school year	CSBO & Technology Director