



2025-26

Every student deserves access to engaging, innovative learning experiences so that they are provided choice and opportunity for their future.

Priority 1: Student Success

1.1 Academic Achievement Growth at All Levels

- 1.1.1 Systematically implement the EISD Teaching & Learning Curriculum Mgt Plan (CMP) across all campuses
- 1.1.2 Enhance and ensure data-driven instruction and progress monitoring
- 1.1.3 Refine and enhance systematic PLC processes to ensure fidelity district-wide
- 1.1.4 Ensure and enhance professional coaching model

1.2 Ensure Special Population Programs are Monitored and Enhanced

- 1.2.1 Support systemwide implementation of data-driven instruction and progress monitoring within special programs
- 1.2.2 Support systemwide implementation of improvement protocols within special programs

1.3 Student Readiness

- 1.3.1 Enhance, ensure, and increase student CCMR programs and opportunities
- 1.3.2 Embed compelling purpose throughout District initiatives and professional learning opportunities.

1.4 Engaged, Well-Rounded students

- 1.4.1 Promote and increase student involvement and participation in extracurricular programs
- 1.4.2 Increase opportunities for and showcase student voice both in the classroom and beyond
- 1.4.3 Enhance and increase opportunities for students to learn and serve beyond the classroom
- 1.4.4 Increase average daily attendance rates for students across the district

1.5 Student Safety and Well-being

- 1.5.1 Improve student behavior and wellness
- 1.5.2 Use multiple points of data to identify needs and inform activities to support student well-being
- 1.5.3 Sustain and enhance school Emergency Operations Plan
- 1.5.4 Hold regular District Safety and Security Committee meetings including staff, parents, students, community members

Priority 2: Professional Learning and Highly Effective Staff

2.1 Recruit High Quality Staff

- 2.1.1 Sustain and enhance the EISD "Grow Your Own" teacher program
- 2.1.2 Create innovative support systems for new-to-profession teachers and new-to-role staff
- 2.1.3 Annually review and update a pay structure that reflects commitment to high quality staff at all levels

2.2 Growth and Development

- 2.2.1 Create a professional learning calendar/PD plan and support processes for all staff
- 2.2.2 Implement leadership development programs for staff to move to next level of employment/leadership

2.3 Staff Safety and Well-being

- 2.3.1 Use multiple points of data to identify needs and inform activities to support staff well-being
- 2.3.2 Implement an annual staff wellness program
- 2.3.3 Sustain and enhance school emergency operation procedures

2.4 Staff Satisfaction and Engagement

- 2.4.1 Ensure District leadership gathers feedback on staff satisfaction and engagement through visibility on campuses and availability to staff
- 2.4.2 Use feedback and provide transparency as part of the continuous improvement cycle for all departments
- 2.4.3 Recognize staff at all levels

2.4.4 Increase annual staff retention rate

Priority 3: Community Engagement and Partnerships

3.1 Parent Satisfaction and Engagement

- 3.1.1 Increase engagement on the EISD website, social media messaging, and parent communication platforms
- 3.1.2 Use multiple points of data to identify strengths and respond to needs
- 3.1.3 Provide opportunities for parent engagement, involvement, and feedback

3.2 Community Satisfaction and Engagement

- 3.2.1 Continue implementation of the marketing/communication plan to highlight our schools
- 3.2.2 Conduct Community-Based Advisory Council meetings and develop action steps
- 3.2.3 Conduct community information sessions and feedback opportunities

3.3 Partnerships with Business and Other Governmental Agencies

- 3.3.1 Explore and expand School-Business Partners to enhance student opportunities
- 3.3.2 Strengthen processes and protocols with Elgin Education Foundation
- 3.3.3 Strengthen relationships, processes, and protocols with business and governmental partners

Priority 4: Fiscal and Operational Systems

4.1 Ensure Strong Financial Stewardship and Operational Efficiency

- 4.1.1 Align budget to strategic outcomes and needs
- 4.1.2 Ensure financial transparency to stakeholders through websites, publications, monthly financial reports, bond oversight committee meetings, and budget meetings

4.2 Transparent, Systematic Long-Range Facility Planning

- 4.2.1 Utilize Long Range Facility Plan (LRFP) to inform decisions related to district expansion and improvement of facilities
- 4.2.2 Conduct meetings at least once per semester for the bond oversight committee and community
- 4.2.3 Present monthly Board reports to review progress on Bond Construction projects

4.3 Maintain Safe, Secure, and Educationally Innovative Facilities

- 4.3.1 Develop and sustain a preventative maintenance plan for facilities
- 4.3.2 Ensure compliance with all state safety and security requirements
- 4.3.3 Implement plans for future innovative facilities through the Bond Planning Committee
- 4.3.4 Develop and sustain a Long Range Technology Plan (LRTP) for district and campuses with action steps presented annually to School Board