

Arlington Heights District 25 Final Feedback on the Draft of the Strategic Plan

Current	Final Thoughts for Recommendation	Final Team Recommendation
<p style="text-align: center;">Mission</p> <p>Empower an inclusive, diverse community of learners to innovate and thrive as global citizens.</p>	<p>97% Support from Feedback survey</p> <p>Alignment Strength</p> <p>The alignment is strong, but you could tighten the connection by explicitly referencing student agency and continuous improvement in the mission.</p> <p>Suggested refinement (optional): Together, we cultivate an inclusive and caring community where every learner is supported, challenged, and empowered to lead their learning and thrive in a changing world. This mirrors the student agency language in the vision.</p> <p>this is a strong mission statement overall. It contains several elements that make mission statements effective. Here's a quick evaluation:</p> <p>Strengths</p> <p>Clear Purpose Your statement explains the purpose of the organization:</p>	<p style="text-align: center;">Mission</p> <p><i>Together, we cultivate an inclusive and caring community where every learner is supported, challenged, and prepared to thrive in a changing world.</i></p>

	<ul style="list-style-type: none">• <i>“cultivate an inclusive and caring community”</i>• <i>“support and challenge every learner”</i> <p>This clearly shows the organization exists to develop and educate learners in a supportive environment.</p> <p>Focus on Impact It emphasizes the outcome for learners:</p> <ul style="list-style-type: none">• <i>“prepared to thrive in a changing world.”</i> <p>This shows the mission goes beyond academics and focuses on future success and adaptability.</p> <p>3Positive Values Words like inclusive, caring, supported, challenged communicate strong educational values and culture.</p> <p>Possible Improvement</p> <p>The only small weakness is that it is slightly long. Strong mission statements are often very concise. You could tighten it slightly while keeping the meaning. Perhaps remove “Together”</p>	
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	Example revision: “We cultivate an inclusive, caring community where every learner is supported, challenged, and prepared to thrive in a changing world.”													
Motto Together Today to Transform Tomorrow	None	Motto Together Today to Transform Tomorrow												
Vision <i>Cultivate a personalized environment of excellence that prepares every learner, every day, for a better tomorrow by:</i> <ul style="list-style-type: none">• Building the knowledge, skills and attitudes of learners to be successful, contributing citizens of a global society• Developing resilience and perseverance in learners to problem-solve and co-create their learning• Embracing individually and modeling empathy in an inclusive environment• Promoting learner confidence, courage, growth mindset and well-being• Fostering collaboration, voice and engagement with and among staff, families and our communities to partner in	97% Support from Feedback survey Alignment Strength Each goal connects clearly to the vision themes: <table><tr><th>Vision Theme</th><th>Supporting Goal</th></tr><tr><td>Student agency</td><td>Goal 1</td></tr><tr><td>Belonging</td><td>Goal 2</td></tr><tr><td>Innovation</td><td>Goal 1 & 5</td></tr><tr><td>Continuous improvement</td><td>Goal 3</td></tr><tr><td>Community partnership</td><td>Goal 4</td></tr></table> Overall Rating <ul style="list-style-type: none">• Future-focused: 10/10• Inspiration: 9/10	Vision Theme	Supporting Goal	Student agency	Goal 1	Belonging	Goal 2	Innovation	Goal 1 & 5	Continuous improvement	Goal 3	Community partnership	Goal 4	Vision <i>We envision a future in which every school ignites curiosity, fosters belonging, and equips every learner to lead with purpose, resilience, and compassion in a changing world.</i> In this future: <ul style="list-style-type: none">• Students lead their learning. They set meaningful goals, think critically, apply knowledge to authentic challenges, and graduate prepared for postsecondary success and engaged citizenship.• Belonging is systemic, not incidental. Policies, practices, and structures ensure every learner feels seen, valued, and supported in a culturally responsive and inclusive environment.
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<p>ensuring each learner's continuous improvement</p> <ul style="list-style-type: none"> • Ensuring equity of resources, access and opportunities for all learners and staff to learn, work and succeed. 	<ul style="list-style-type: none"> • Clarity: 9/10 • Strategic usefulness: 10/10 <p>Conclusion: Yes — this is a very strong vision, especially for a district strategic plan or school system transformation effort. The statement is your visionThe bullet points detail the vision in action.</p>	<ul style="list-style-type: none"> • Learning reflects the future. Instruction prioritizes collaboration, innovation, adaptability, and real-world application aligned with emerging opportunities and workforce needs. • Continuous improvement fuels excellence. Educators model curiosity, use evidence with purpose, and innovate relentlessly to ensure meaningful growth for every student, every year.
<p>Core Values</p> <ul style="list-style-type: none"> • Compassion and Empathy • Inclusivity and Diversity • Equity and Social Justice • Innovation and Creativity • Collaboration and Communication • Resilience and Perseverance 	<p>97% Support from Feedback survey</p> <p>Recommendation</p> <p>Either:</p> <p>Option A (stronger alignment) Add Responsibility as a sixth value.</p> <p>Option B (simpler) Modify Integrity slightly: Integrity & Responsibility: We act with honesty, transparency, and accountability for our actions and their impact.</p> <p>Integrity: <i>We act with honesty, transparency, and strong moral principles, and we take responsibility for our actions and their impact.</i></p> <p>(Integrates Responsibility into Integrity for ethical accountability.)</p>	<p>Core Values</p> <p>Integrity: <i>We act with honesty, transparency, and strong moral principles, and we take responsibility for our actions and their impact.</i></p> <p>(Integrates Responsibility into Integrity for ethical accountability.)</p> <p>Student Version: I tell the truth, own my choices, and do the right thing—even when no one is watching.</p> <hr/> <p>Belonging: <i>We create environments where every person feels valued, respected, and connected.</i></p>

	<p>Student Version: I tell the truth, own my choices, and do the right thing—even when no one is watching.</p> <hr/>	<p>Student Version: I include others, respect differences, and help everyone feel welcome.</p> <hr/>
	<p>Conclusion: Yes — these are excellent core values for a school or district, particularly because you included student versions that translate values into everyday behavior.</p> <p>Overall Strength</p> <p>Rating: 9/10</p> <p>Why they work well:</p> <ul style="list-style-type: none">• Clear language• Behavior-focused• Student-friendly• Aligned with modern learning priorities• Balanced across ethics, culture, and performance <hr/>	<p>Excellence: <i>We pursue high standards, continuous growth, and meaningful achievement in everything we do.</i></p> <p>(Now includes continuous improvement language.)</p> <p>Student Version: I set high goals, do my best, and keep improving.</p> <hr/>
		<p>Innovation: <i>We think creatively, embrace change, and seek better ways to learn and lead.</i></p> <p>Student Version: I try new ideas, learn from mistakes, and look for better solutions.</p> <hr/>
		<p>Empowerment: <i>We equip and trust individuals with the confidence, skills, and agency to lead and make a difference.</i></p>

	<p>Minor Optional Improvement</p> <p>The only possible refinement would be slightly tightening the adult definitions so they are more parallel in structure. For example:</p> <ul style="list-style-type: none"> • <i>Integrity: We act with honesty, transparency, and accountability.</i> • <i>Belonging: We ensure every person feels valued, respected, and connected.</i> <p>This is stylistic, not necessary.</p>	<p>Student Version: I believe in myself and others, speak up, and take initiative.</p>
<p>Graduate Portrait</p> <p>Critical and Creative Thinking</p> <p>Communication & Collaboration</p> <p>Responsibility & Accountability</p> <p>Problem Solving & Decision-making</p> <p>Literacy-Listening, Speaking, Reading, & Writing</p> <p>Empathy & Perseverance</p> <p>Flexibility & Agility</p>	<p>97% Support from Feedback survey</p> <p>Recommendation</p> <p>Overall Strength Rating</p> <p>Clarity: 9/10 Student-centered language: 10/10 Balance of competencies: 9/10 Usability for schools: 9/10</p> <p>Conclusion: Yes — this is a strong Portrait of a Graduate, especially because it is organized, student-centered, and balanced</p>	<p>Graduate Portrait</p> <p>Group the Competencies into Clear Categories</p> <p>Right now the list is strong but somewhat linear. Organizing it into themes makes it easier for students, teachers, and parents to</p> <p>These competencies define the knowledge, skills, and mindsets every graduate will develop to succeed in school, career, and life.</p>

<p>Self-Awareness & Confidence</p>	<p>across academic, social, and personal competencies.</p> <hr/> <p>Some alignment characteristics</p> <p>1. Student Agency and Leadership</p> <p>Vision Statement Students lead their learning. They set meaningful goals, think critically, apply knowledge to authentic challenges, and graduate prepared for postsecondary success and engaged citizenship.</p> <p>Aligned Portrait Competencies</p> <ul style="list-style-type: none"> • Critical & Creative Thinking • Problem Solving & Decision-Making • Self-Awareness & Confidence • Responsibility & Accountability <p>How They Align The portrait competencies support student ownership of learning, decision-making, and confidence—key elements of the vision’s emphasis on students leading their learning.</p> <p>Recommendation To strengthen alignment, explicitly include goal-setting or self-directed learning in the portrait, since it is named directly in the vision. Example addition:</p> <ul style="list-style-type: none"> • Goal Setting & Self-Directed Learning – I set goals, monitor 	<p>Thinking Skills</p> <ul style="list-style-type: none"> • Critical & Creative Thinking - I can think deeply, ask good questions, and come up with new ideas. • Problem Solving & Decision-Making- I can find solutions to challenges and make thoughtful decisions. <p>Communication & Literacy</p> <ul style="list-style-type: none"> • Communication & Collaboration- I can share my ideas clearly and work well with others. • Literacy (Listening, Speaking, Reading, Writing) - I can listen carefully, speak clearly, read with understanding, and write to share my ideas. <p>Social & Emotional Skills</p> <ul style="list-style-type: none"> • Empathy & Perseverance- I care about others and keep trying even when learning is difficult • Responsibility & Accountability - I take responsibility for my actions, choices, and learning. <p>Personal Growth</p> <ul style="list-style-type: none"> • Self-Awareness & Confidence - I understand my strengths, believe in myself, and continue to grow
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	<p>my progress, and take responsibility for my learning.</p> <hr/> <p>2. Belonging and Inclusive Community</p> <p>Vision Statement Belonging is systemic, not incidental. Policies, practices, and structures ensure every learner feels seen, valued, and supported.</p> <p>Aligned Portrait Competencies</p> <ul style="list-style-type: none"> • Empathy & Perseverance • Communication & Collaboration • Responsibility & Accountability <p>How They Align These competencies promote respectful relationships, collaboration, and caring for others—behaviors that help create the inclusive environment described in the vision.</p> <p>Recommendation Consider explicitly referencing respect for diverse perspectives to strengthen the belonging connection. Example:</p> <ul style="list-style-type: none"> • Communication & Collaboration: <i>I work well with others and respect different perspectives.</i> <hr/> <p>3. Future-Ready Learning</p> <p>Vision Statement Learning reflects the future. Instruction prioritizes collaboration, innovation,</p>	<ul style="list-style-type: none"> • Flexibility & Agility - I can adapt to new situations and stay open to different ideas. <p>This grouping helps make the portrait more memorable and structured.</p>
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	<p>adaptability, and real-world application aligned with emerging opportunities and workforce needs.</p> <p>Aligned Portrait Competencies</p> <ul style="list-style-type: none">• Critical & Creative Thinking• Problem Solving & Decision-Making• Flexibility & Agility• Communication & Collaboration <p>How They Align</p> <p>These competencies develop the adaptability, creativity, and collaboration skills needed for future workplaces and changing environments.</p> <p>Recommendation</p> <p>Consider explicitly including innovation or real-world application in the portrait.</p> <p>Example:</p> <ul style="list-style-type: none">• Innovation & Creativity – I develop new ideas and apply my learning to real-world challenges. <hr/> <p>4. Continuous Improvement and Growth</p> <p>Vision Statement</p> <p>Educators model curiosity, use evidence with purpose, and innovate relentlessly to ensure meaningful growth for every student.</p> <p>Aligned Portrait Competencies</p> <ul style="list-style-type: none">• Perseverance• Self-Awareness & Confidence• Flexibility & Agility	
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How They Align

These competencies promote **growth mindset, resilience, and adaptability**, which mirror the district's vision of continuous improvement.

Recommendation

You could strengthen alignment by highlighting **reflection and learning from mistakes**.

Example:

- Self-Awareness & Confidence:
I reflect on my learning and use feedback to grow.
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Overall Alignment Summary

Vision Theme	Graduate Portrait Alignment	Strength
Student leadership	Thinking skills and personal growth competencies	Strong
Belonging	Empathy, collaboration, responsibility	Strong
Future-ready learning	Problem solving, adaptability, communication	Strong
Continuous improvement	Perseverance and self-awareness	Moderate–Strong

	<p>Overall, the graduate portrait operationalizes the vision by defining the student behaviors and skills that represent success in that future.</p> <hr/> <p>Key Improvement Opportunities</p> <p>To strengthen alignment even further, consider adding or emphasizing:</p> <ol style="list-style-type: none">1. Student goal-setting and self-directed learning2. Innovation or real-world application3. Respect for diverse perspectives4. Reflection and growth from feedback <p>These additions would more directly mirror the four major themes of the vision.</p> <hr/> <p>In short:</p> <p>The vision describes the future learning environment, and the graduate portrait defines the competencies students must develop to thrive in that environment—making them strongly aligned.</p>	
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<p>Goal One and Aligned Strategies Refine and extend instructional practices, programs and services to ensure all learners are academically ready for high school and beyond. Strategies that need attention to achieve this goal at a higher level.</p> <ul style="list-style-type: none"> • Refine and expand our continuum of services to better meet the needs of all students and close performance gaps for identified student subgroups. • Ensure high student engagement and ownership of their learning through hands on, authentic, real-life learning opportunities and innovative teaching practices. 	<p>95.5% Support from Feedback survey</p> <p>Alignment Strength These strategies support equity and academic excellence.</p> <p>Improvement Opportunity They do not explicitly address future-ready competencies such as:</p> <ul style="list-style-type: none"> • collaboration • creativity • real-world application • career readiness <p>Recommendation Add a fourth strategy: Future Ready Learning Systems Example: • Expand project-based, interdisciplinary, and career-connected learning experiences.</p>	<p>Goal One and Aligned Strategies Inspire and prepare every student for a future of purpose, opportunity, and success.</p> <p>Critical Strategies:</p> <ul style="list-style-type: none"> • Curriculum Rigor, Relevance, and Consistency: Implement a standards-aligned curriculum that challenges students while ensuring consistent expectations and real-world relevance across all classrooms. • Personalized and Extended Learning Opportunities: Provide flexible learning pathways, enrichment, and support programs that adapt instruction to each student's needs and interests. • Special Education and Advanced Learning Systems: Strengthen systems that identify and support diverse learners by delivering targeted special education services and advanced academic opportunities.
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<p>Goal Two and Aligned Strategies Cultivate a healthy climate and culture that creates conditions and supports to meet the needs of all learners. Strategies that need attention to achieve this goal at a higher level:</p> <ul style="list-style-type: none"> • Address the growing social, emotional and mental health needs of our students, families, and staff. • Foster a sense of belonging, mutual understanding and competence to address diversity, equity, social justice, racism and inclusion in our everyday practices. 	<p>95.5% Support from Feedback survey</p> <p>Alignment Strength Very strong connection to belonging and student support systems.</p> <p>Improvement Opportunity The strategies mix behavior systems and instructional engagement, which belong in two domains.</p> <p>Recommendation Clarify structure:</p> <ol style="list-style-type: none"> 1. School Climate & Behavior Framework 2. Student Engagement & Voice 3. Integrated Academic & SEL MTSS <p>Adding student voice strengthens alignment with the vision.</p>	<p>Goal Two and Aligned Strategies Cultivate welcoming school communities where every student and staff member feels safe, valued, and inspired to thrive.</p> <p>Critical Strategies:</p> <ul style="list-style-type: none"> • Establish a consistent, School-wide Behavior & Climate Framework: Implement a clear, school-wide behavior system that promotes positive relationships, consistent expectations, and a safe learning environment for all students. • Increase Student Engagement through Instructional Innovation & Enrichment: Introduce innovative teaching strategies and enrichment opportunities that actively involve students and deepen their learning experiences. • Refine our Tiered Student MTSS for Academic and SEL Support: Strengthen the MTSS framework to ensure students receive timely, tiered academic and social-emotional supports based on their individual needs.
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<p>Goal Three and Aligned Strategies Attract, develop, and retain diverse, high-quality, innovative employees. Strategies that need attention to achieve this goal at a higher level.</p> <ul style="list-style-type: none"> • Improve policies, procedures and hiring practices with our employees to enhance internal relationships, trust, respect, commitment, collaboration, communication and satisfaction. • Refine and extend data collection, analysis, progress monitoring and reporting to promote continuous improvement at all levels of the system. 	<p>95.5% Support from Feedback survey</p> <p>Alignment Strength</p> <p>Strategies are strong:</p> <ul style="list-style-type: none"> • recruitment • retention • development • diversity • communication <p>Improvement Opportunity</p> <p>Professional learning is implied but not explicit.</p> <p>Recommendation</p> <p>Add explicit reference to instructional excellence: Strengthen professional learning systems focused on high-quality instruction and student outcomes.</p>	<p>Goal Three and Aligned Strategies Build a culture where talented educators grow, lead, and inspire every learner.</p> <p>Critical Strategies:</p> <ul style="list-style-type: none"> • Strengthen Staff Recruitment, Retention, Development, and Workforce Stability • Promote Staff Voice, Climate, and Transparent Communication • Advance Staff Diversity. Well-Being, and Inclusive Workplace Culture
<p>Goal Four and Aligned Strategies Strengthen family and community relationships to enhance learning, teaching, and partnerships. Strategies that need attention to achieve this goal at a higher level:</p> <ul style="list-style-type: none"> • Improve classroom, school and district connections, collaboration, and communication with our families and community to enhance external relationships, trust, respect, commitment, engagement and satisfaction. 	<p>95.5% Support from Feedback survey</p> <p>Alignment Strength</p> <p>Two strategies overlap:</p> <ul style="list-style-type: none"> • communication • family engagement <p>Recommendation</p> <p>Clarify distinction:</p> <ol style="list-style-type: none"> 1. Transparent Communication 2. Authentic Family Partnership 3. Community & Industry Partnerships 	<p>Goal Four and Aligned Strategies Unite families, schools, and the community to ensure every student thrives.</p> <p>Critical Strategies:</p> <ul style="list-style-type: none"> • Strengthen Staff Recruitment, Retention, Development, and Workforce Stability: Build a strong and stable workforce by attracting high-quality staff, supporting professional growth, and implementing strategies that

<ul style="list-style-type: none"> • Develop effective partnerships with community agencies, higher education and District 214 	<p>Industry partnerships would align with career readiness in Goal 1.</p>	<p>improve retention.</p> <ul style="list-style-type: none"> • Promote Staff Voice, Climate, and Transparent Communication: Foster a positive workplace culture by encouraging staff input, maintaining open communication, and ensuring transparency in decision-making. • Advance Staff Diversity, Well-Being, and Inclusive Workplace Culture: Cultivate a diverse, supportive, and inclusive work environment that prioritizes employee well-being and equitable opportunities for all staff.
<p>Goal Five and Aligned Strategies Demonstrate stewardship by allocating resources effectively and equitably.</p> <p>Strategies that need attention to achieve this goal at a higher level.</p> <ul style="list-style-type: none"> • Address time, space and aging facilities to ensure an optimal learning and teaching environment. • Explore and develop new financial strategies to respond to the changing nature of school funding and projections to continue to offer equitable, high-quality programs and services to our students and families. 	<p>95.5% Support from Feedback survey</p> <p>Alignment Strength</p> <p>Strategies are strong. One issue: Technology strategy is broad.</p> <p>Recommendation</p> <p>Clarify: Instead of: Integrate technology and AI Use: Strategically integrate digital learning systems, technology infrastructure, and responsible AI practices.</p>	<p>Goal Five and Aligned Strategies Build lasting stability through transparent, responsible stewardship.</p> <p>Critical Strategies:</p> <ul style="list-style-type: none"> • Ensure Equitable Allocation of Resources and Support Services: Distribute resources and support services strategically to ensure all students and programs receive the support needed to succeed. • Strengthen Financial Planning, Prioritization, and

		<p>Sustainability: Implement strategic budgeting and long-term financial planning to align spending with district priorities and maintain fiscal stability.</p> <ul style="list-style-type: none">• Strategically Integrate Technology and AI While Addressing Infrastructure Needs: Expand the thoughtful use of technology and AI while improving infrastructure to support reliable, secure, and future-ready learning environments.
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