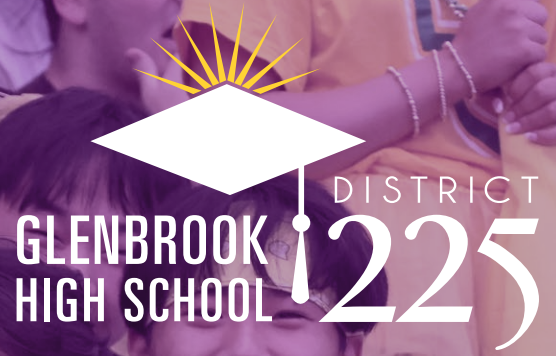




2024-2029 STRATEGIC PLAN



Revised August 2026

TABLE OF CONTENTS

- 2 A Letter from the School District
- 3 Development of the 2024-2029 Strategic Plan
- 4 Elements of a Strategic Plan
- 5 A Legacy of Excellence, A Future of Innovation
- 6 Overview of the Strategic Goals
- 7 Goal 1
- 8 Goal 2
- 9 Goal 3
- 10 Goal 4
- 11 Board of Education and Administration
- 12 Get Involved

A LETTER FROM THE SCHOOL DISTRICT

Glenbrook High School District 225 is dedicated to providing every student with the highest-quality educational experience. This commitment is reflected in this Strategic Plan, which will guide the District through 2029. As the Board of Education recognizes, student success depends on high-quality educational experiences, opportunities for students to explore their interests, and meaningful support. Our plan builds on the progress we've already made, while also introducing new strategies designed to help all students succeed academically and personally.

The District's strategic planning process was a collaborative effort designed to shape its future direction. Guided by CESO Communications, the initiative began with research and the development of a project road map. Engaging the community was a key priority, with students, staff, parents, and residents contributing insights through discussions. A Core Planning Team and Design Team used this feedback and District data to create a strategic framework. The public then had the opportunity to review and define the draft plan, ensuring it aligned with our shared values, a renewed mission, and a clear vision. The Board adopted the Strategic Plan in 2024 with a commitment to annually review and refine the plan.

This plan focuses on enhancing academic programs and creating supportive environments for students, staff, and families. It allows us to remain flexible and ready to respond to new challenges, ensuring that every decision we make reflects our dedication to continuous improvement and student success. Should you have any further questions or would like to offer feedback regarding the plan, please do not hesitate to reach out at any time.



A handwritten signature in black ink, appearing to read 'R. Gravel'.

Dr. R.J. Gravel,
Superintendent

Follow our progress on our 2024-2029 Strategic Plan at glenbrook225.link/strategicplan.

DEVELOPMENT OF THE 2024-2029 STRATEGIC PLAN

June
2023

PHASE 1: RESEARCH & PLANNING

Setting the Stage

In 2023, the District and its strategic partner began reviewing existing research and relevant materials to inform planning and to develop an overall strategy to guide the project.

November
& December
2023

PHASE 2: COMMUNITY ENGAGEMENT

Listening to Community Voices

The District invited students, staff, families, and community members to share their ideas about the future through in-person and virtual meetings. Student voices were paramount in shaping a strategic plan that reflects the District's mission and vision. The information was used to prepare a community engagement report that further informed the work.

February
2024

PHASE 3: PLAN DEVELOPMENT

Drafting a Framework

A 45-member team, including students, staff, parents, administrators, alumni, community members, business leaders, and civic organization leaders, reviewed relevant district data and the community engagement report to identify a framework. The framework was then reviewed and refined by a second team of district and school leaders.

March
2024

PHASE 4: COMMUNITY FEEDBACK

Gathering Community Feedback on the Draft Plan

Community members participated in a virtual discussion and provided feedback on the draft strategic framework. Participants shared their thoughts on language, strengths, and challenges of the plan's goals.

April
2024

PHASE 5: PLAN REFINEMENT

Setting the Direction

Individuals who participated in Phase 3 reconvened to review community feedback and refine the goals and strategies, update the core values and mission, and create a new vision statement.

August 12,
2024

PHASE 6: PLAN ADOPTION

Moving Forward

The Board of Education unanimously approved the final version of the plan.

August
2025 &
2026

PHASE 7: ANNUAL REVIEW AND REFINEMENT

The Board of Education and administration collaboratively review the Strategic Plan and make necessary refinements to ensure it remains relevant, responsive, and aligned with the District's evolving priorities and needs.

ELEMENTS OF A STRATEGIC PLAN

WHAT IS A STRATEGIC PLAN?

A strategic plan serves as a roadmap for the District, enabling it to adapt to new developments and continuously enhance its approach to educating all students. This plan builds upon existing initiatives while introducing innovative strategies to drive meaningful progress over the next five years.

The foundation of this strategic plan is a set of core elements that define the District's direction and priorities. These components—including our core values, mission and vision statements, tagline, focus areas, and strategic actions—function like interlocking gears, working together to propel the District forward and create lasting, positive student learning and growth outcomes.

Core Values

The fundamental beliefs that shape the District's culture, guiding behaviors, decision-making, and interactions.

CORE
VALUES

Mission Statement

Articulates the District's purpose, describing what it does, whom it serves, and the impact it strives to make.

MISSION
STATEMENT

Vision Statement

Describes the District's aspirational future, illustrating the long-term impact it seeks to achieve.

VISION
STATEMENT

Tagline

A concise, memorable phrase that captures the essence of the District's mission.

TAGLINE

Goals

Key priorities bring the District's mission and vision to life. They provide broad direction to foster innovation, build on our strengths, and advance learning, well-being, and educational excellence for every student.

GOALS

Strategies

Approaches used to achieve each goal, some of which can be fully implemented within a single year, and others that will span the entire life of the plan.

STRATEGIES

Performance Indicators

Accessible and aspirational targets that describe what we hope to achieve for a strategy.

PERFORMANCE
INDICATORS

Activities

Specific, measurable steps taken to implement strategies within focus areas, ensuring progress toward the District's goals.

ACTIVITIES

A LEGACY OF EXCELLENCE, A FUTURE OF INNOVATION

OUR CORE VALUES



Excellence in Learning

We cultivate excellence in learning and embrace curiosity through innovative instructional practices and immersive experiences in academics, arts, activities, and athletics. We develop student skills for post-secondary success, including communication, collaboration, critical thinking, growth-oriented thinking, resilience, and emotional intelligence.



Belonging

"We are the Glenbrooks" is more than a slogan—we are an educational community where differences are embraced, barriers are addressed, connections are strengthened, and students, staff members, and families are heard and valued. We champion self-expression, recognizing that every voice matters and every diverse perspective enriches our collective experience.



Respect

We treat each other with dignity, civility, compassion, and honesty. By assuming positive intentions, members of the Glenbrook community value each other for their ideas, thoughts, perspectives, and contributions.



Responsibility

We instill in our students and staff a sense of responsibility to contribute meaningfully to their world, to actively engage in their daily work and education, and to be accountable for their words and actions.



Well-Being

We prioritize the holistic well-being of our students, recognizing that their success extends beyond academic achievement. We are committed to cultivating environments that nurture resilience, foster confidence, and empower students to persevere, learn, and grow through adversity.



MISSION STATEMENT

The Glenbrooks nurture a student-centered community with engaging, authentic learning experiences that empower individuals to grow, develop their voice, and contribute meaningfully to society.



VISION STATEMENT

We inspire each learner to apply their abilities, knowledge, and skills, which promotes collaboration, adaptability, and a broader understanding of success to positively impact our community and the world.

STRATEGIC GOALS

The strategic goals are designed to bring the mission and vision to life. They provide broad direction for the district while allowing flexibility to address challenges and opportunities as they arise. Together, they build on our strengths, encourage innovation, and guide decisions that advance learning, well-being, and educational excellence.

Achieving these goals requires a shared commitment across the district between administration, teachers, staff, students, families and community. Together, we can help move this work forward by fostering collaboration, monitoring progress, removing barriers, and ensuring that strategic goals and strategies remain aligned with the core values, mission and vision. The Strategic Plan remains a living document that evolves alongside the needs of everyone.

Ultimately, these goals exist for one reason: to ensure every student is equipped to thrive in an ever-changing world. By focusing our efforts, measuring our progress, and remaining committed to continuous improvement, we create meaningful opportunities for every student to learn, grow, and succeed, both in school and beyond graduation.

In addition to our continued commitment to high expectations and academic achievement for all students, the following focus areas will guide the work of the District through 2029.





STUDENT EMPOWERMENT

Ensure that students build skills and explore paths toward well-being and post-secondary success.



Strategies

- A. Students, in partnership with parents and staff, will develop a dynamic plan to navigate their high school experience, balance academic challenge with personal well-being, and explore post-secondary options, career pathways, and passions and interests.
- B. Staff will utilize a multi-tiered system of support to ensure student academic growth, well-being, and post-secondary success.
- C. Students will demonstrate engagement in their academic growth, well-being, and skills for post-secondary success.



GOAL 1

GOAL 2



CULTURE OF BELONGING AND CONNECTION

Cultivate an inclusive culture grounded in strong relationships, shared values, meaningful engagement, and collaboration.



Strategies

- A. Staff will partner with students, families, and the community, prioritizing meaningful relationships and valuing diverse perspectives, abilities, and experiences.
- B. The District will prioritize and strengthen student, parent, and staff engagement in the 4 As (academics, athletics, activities, and the arts).
- C. Staff will cultivate strong district-wide relationships across our schools to promote collaboration, partnership, and coordinated experiences.
- D. The District will consistently seek feedback and use data to promote transparency and inform decision-making.
- E. The District will celebrate the experiences and successes of our students and staff.



GOAL 3



EXCELLENCE IN TEACHING AND LEARNING

Ensure a positive learning experience in which each student demonstrates academic growth, ownership of their learning, and skills for post-secondary success.



Strategies

- A. The District will implement a guaranteed and viable curriculum to ensure student growth and achievement of state-wide and national benchmarks.
- B. The District will implement high-yield practices to foster student ownership of learning.
- C. The District will implement structures that provide student access to the next most rigorous course levels and early college opportunities.
- D. Staff will work in collaborative teams to drive continuous improvement, innovative practices, and student learning through data.
- E. Staff will develop innovative practices using technology, tools, and resources while ensuring appropriate use.

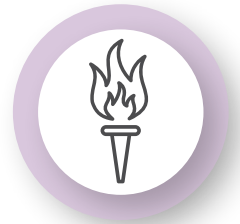


GOAL 4



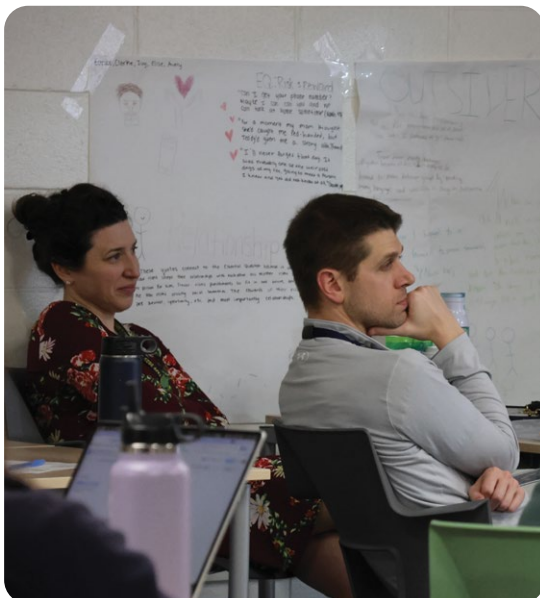
STAFF DEVELOPMENT

Grow and support staff throughout the organization to better serve students, staff, and families.



Strategies

- A. The District will ensure regular professional learning and growth opportunities for staff to help them grow within and beyond their current roles.
- B. Staff will be encouraged to collaborate, build leadership capacity, and actively participate in the school community.
- C. The District will recruit and retain a high-quality, diverse, and inclusive staff reflective of our students and families.



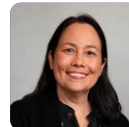
BOARD OF EDUCATION AND ADMINISTRATION

BOARD STRUCTURE

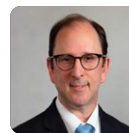
Glenbrook High School District 225 is governed by an elected, seven-member Board of Education. Board members serve as unpaid volunteers and are responsible for establishing the District's direction, goals, and priorities by approving and overseeing policies and budgets, and by hiring the Superintendent.

The Board of Education usually meets on the second Monday of each month at 7 p.m. Unless announced otherwise, meetings take place in the District Office Board Room at 3801 West Lake Avenue in Glenview.

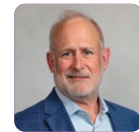
The Board's three standing committees (Communications, Finance, and Facilities) meet at 5:30 p.m. before designated Board meetings. These working groups review draft proposals and provide feedback before presenting them to the full Board.



Sandra Muhlenbeck
President



Marcelo Sztainberg
Vice President



Jack Downing
Member



Peter Glowacki
Member



Beth Hope
Member



Matthew O'Hara
Member



Skip Shein
Member

Administration



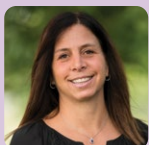
Dr. R.J. Gravel
Superintendent
rgravel@glenbrook225.org
(847) 486-4745



Mrs. Lauren Bonner
Assistant Superintendent of Operations and Student Experiences
lbonner@glenbrook225.org



Mr. Ryan Bretag
Assistant Superintendent of Teaching and Learning
rbretag@glenbrook225.org
(847) 486-5736



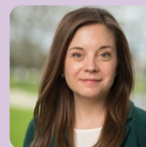
Dr. Lara Cummings
Assistant Superintendent of Student Support
lcummings@glenbrook225.org
(847) 486-4706



Mrs. Carol Smith
Executive Director of Communications
csmith1@glenbrook225.org
(847) 486-4710



Dr. Angelica Romano
Executive Director of Human Resources
aromano@glenbrook225.org
(847) 486-4720



Mrs. Mandy Hughes
Principal of Glenbrook North High School
mhughes@glenbrook225.org
(847) 509-2400



Dr. Barbara Georges
Principal of Glenbrook South High School
bgeorges@glenbrook225.org
(847) 486-4849

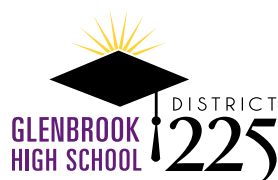


GET INVOLVED

Achieving our mission, vision, and strategic goals is a shared responsibility. The partnership of our Board of Education, students, staff, families, and community members is essential to our success. Together, we are committed to fostering a culture of transparency, collaboration, and continuous improvement as we prepare every student for future success.

We invite you to remain engaged by following our progress through the Strategic Plan Dashboard, participating in Board of Education meetings, and staying connected through our website, newsletters, and social media. Through our collective efforts, we can ensure that Glenbrook continues to grow, thrive, and serve future generations of students.

Follow our progress at
glenbrook225.link/strategicplan.



GLENBROOK HIGH SCHOOL DISTRICT

3801 W. Lake Avenue, Glenview, Illinois 60026 | glenbrook225.org | (847) 998-6100



GLENBROOK NORTH HIGH SCHOOL

2300 Shermer Road, Northbrook, Illinois 60062 | gbn.glenbrook225.org | (847) 272-6400

  #GBNNow



GLENBROOK SOUTH HIGH SCHOOL

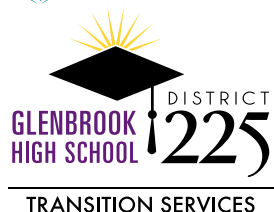
4000 W. Lake Avenue, Glenview, Illinois 60026 | gbs.glenbrook225.org | (847) 729-2000

  #GBSNow



GLENBROOK OFF CAMPUS

1835 Landwehr Road, Glenview, Illinois 60026 | gbo.glenbrook225.org | (847) 486-5700



GLENBROOK TRANSITION SERVICES

1200 Shermer Road, Northbrook, Illinois 60062 | gbt.glenbrook225.org | (847) 509-3405