



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

STRATEGIC PLAN SUMMATIVE REPORT (2021-26)

Learn more



OUR VISION

All students graduate prepared for life, career, and college success.

D204 GRADUATES ARE:

- Life, career and college ready
- Empowered and self-sufficient
- Critical thinkers and problem-solvers
- Effective communicators and collaborators
- Adaptable and resilient
- Culturally competent, inclusive and empathetic
- Personally responsible

OUR MISSION

Honor our tradition of excellence, foster innovation, and empower all students in their quest for a fulfilling life.

D204 EMPLOYEES ARE:

- Passionate about teaching and learning
- Ethical and trustworthy
- Prepared and professional
- Engaged collaborators and effective communicators
- Respectful of students, families and one another
- Culturally competent, inclusive and empathetic
- Innovators fostering continuous improvement
- Individually and collectively responsible

OUR MOTTO

Vita Plena: The quest for a fulfilling life.

EXCELLENCE INNOVATION EMPOWERMENT

D204 STANDARDS

- Put students first
- Value and support our staff
- Ensure clear purpose and focus
- Value collaboration, shared decision-making and continuous improvement
- Provide clear communication and value voice & feedback
- Promote consistent policies, procedure and practices
- Value equity, diversity, belonging and a sense of community
- Responsibly allocate resources

OUR CORE VALUES

- Excellence through Continuous Improvement and Stewardship
- Safety and Well-Being
- Connected Families and a Collaborative Community
- Innovation, Relevancy, and Readiness for the Future
- Healthy Relationships to Ensure Trust, Respect and Engagement
- Equity, Inclusion, and Cultural Competence
- Clear Communication and Effective Collaboration

REPORTING OUR PROGRESS

Excellence • Innovation • Empowerment

OUR PROGRESS REPORTING FRAMEWORK

ACCOMPLISHMENTS

What we did.

The key actions, initiatives, and milestones we implemented to advance our strategic priorities.

Focus:

Activity and outputs



IMPACTS

What changed.

The difference our work made for students, staff, families, and the community.

Focus:

Outcomes and results



IMPLICATIONS FOR THE FUTURE

What's next.

What we learned, what it means, and how it will shape our priorities moving forward.

Focus:

Insights and next steps



Refreshing a school district's strategic plan involves reviewing, updating, and improving the existing plan so it remains relevant, effective, and aligned with current priorities.

It is not a full restart—it is a deliberate modernization built upon successful strategies and lessons learned. An effective refresh transforms a plan into clear priorities, measurable goals, and accountability, rather than a static document.



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GOAL 1

Student Growth & Achievement: Provide a comprehensive, innovative education for every student to ensure all students grow and achieve.

ACCOMPLISHMENTS

- Continued Academic Progress and Growth
- Designed Coherent Professional Learning Systems
- Narrowed the Opportunity gap
- Increased Advanced Placement, Dual Credit, and Career Pathway Participation and Success



GOAL 2

Learning Environment & Supports: Provide a safe, positive, inclusive and engaging learning environment.

- Established a More Responsive and Coordinated System of Student Support
- Transformed Inclusive Learning Through a Comprehensive Co-Teaching Model
- Built a Restorative Culture that Strengthens Belonging, Relationships, and Accountability



GOAL 3

High-Quality, Diverse Staff: Invest in staff and culture to ensure innovation, collaboration and accountability.

- Recruiting, Hiring, Supporting, and Developing Exceptional Staff
- Supporting Employee Growth and Professional Excellence
- Strengthening Staff Culture, Belonging, and Employee Voice

GOAL 4

Family & Community Partnerships: Partner with families and the community to support and expand learning opportunities for all students.

- Communication as an Invitation for Engagement
- Introduced Career Pathways (ISBE)
- Redesign of the 8th Grade Transition Process

GOAL 5

Resource Effectiveness & Efficiencies: Allocate necessary resources to maximize educational success for all students.

- Continued Fiscal Stability
- Renovation of Facilities (\$50 million over 3 years)
- Advances in Technology Utilization





LYONS TOWNSHIP HIGH SCHOOL

GOAL ONE STRATEGIC PLAN SUMMATIVE REPORT

Student Growth & Achievement: Provide a comprehensive, innovative education for every student to ensure all students grow and achieve.

Learn more



2021-2026

ACCOMPLISHMENTS

Key Areas of Progress

IMPACT

What did we accomplish?

EVIDENCE/METRICS

How do we know?

NEXT STEPS

What will we do next?

Continued Academic Progress and Growth

LT has achieved steady gains in student growth and academic achievement while ensuring that all students have the opportunity to succeed.

2025 Governor's Blue Ribbon Recognition
2024 ISBE Exemplary Rating
2025 Graduation Rate: 95.3%
2025 AP/Dual Credit Enrollment: 72.3%
2025 AP/DC Opportunity Gap: 12.5%
2025 Grade Point Average over 2.8: 79.5%
2025 ACT Performance in ELA: 73.9%
2025 ACT Performance in Mathematics: 63.3%
2025 ACT Achievement Gap in ELA: 24.1%
2025 ACT Achievement Gap in Math: 32.2%

Ensure standardized assessment benchmark proficiency aligns with the graduation rate to open more post-secondary doors for graduates

Focus staff learning on differentiation to lower the existing achievement gap in ELA, Math, and Science

Create a 4-year scope and sequence integrating targeted ACT prep in coursework to provide early exposure to key concepts

Designed Coherent Professional Learning Systems

LT has designed a comprehensive professional learning system that aligns learning opportunities across Professional Learning Communities (PLCs), Institute Days, School Improvement Days (SIP), and the curriculum review process.

Through the Implementation of a Formal Curriculum Review Cycle, there is more transparency around grading practices and living out the LT Grading Philosophy. Core courses have all completed Phase 1 of the curriculum review process with an emphasis on equitable and engaging instructional practices.

Phase 2 of the curriculum review process will focus on teams developing and improving vertical alignment in the core subject areas (Math, Science, English, and Social Science).

Elective courses will continue to cycle through Phase 1 to ensure all singleton courses have engaged in auditing curricula and instructional practices.

Narrowed the Opportunity Gap

LT has intentionally redesigned systems to broaden participation, expand access, strengthen student supports, and ensure that rigorous learning opportunities are accessible to all students.

10% reduction in Opportunity Gap from 2017
Overall ACT Proficiency of 73.9% in ELA and 63.3% in Mathematics.

Attain at least 70% participation goal for identified underserved demographic groups. Below is the actual number of students from each identified group needed to reach the 70% participation goal--

Black Low-Income: 3

Black Med-High Income: 4

Latino Low-Income: 21

Latino Med-High Income: 22

White (Non-Hispanic) Low-Income: 1

Launch of ACCESS LT to expand the original reach of EOS to include increasing access across course levels

Improve composite proficiency among identified student groups

Increased Advanced Placement, Dual Credit, and Career Pathway Participation and Success

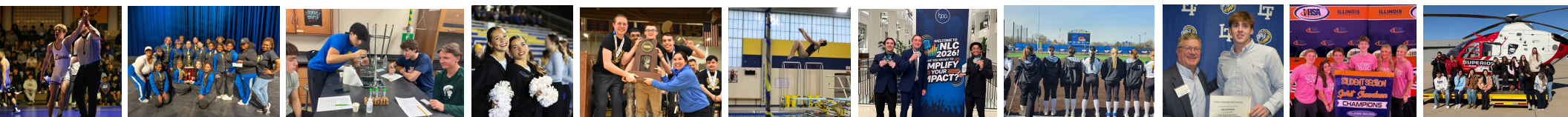
Growth in AP, Dual Credit, and Career Pathways demonstrates LT's commitment to ensuring that all students, not just a select group, can engage in courses that prepare them for success after high school as well as graduate with college credit, industry-aligned skills.

1,121 AP Students (2021) vs. 1,530 AP Students (2026)
6 Dual Credit Courses (2006) vs. 32 Dual Credit Courses (2025)

Support AP teachers in ongoing professional development.

College Board offers custom Achieving Equity in AP Workshops designed for educators and administrators to improve course access and participation among underrepresented students to build inclusive classrooms and expand access.

Grow career internship programming by establishing more external partnerships that will provide internship opportunities for our students.



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LYONS TOWNSHIP HIGH SCHOOL

GOAL TWO STRATEGIC PLAN SUMMATIVE REPORT

Learning Environment & Supports: Provide a safe, positive, inclusive and engaging learning environment.

Learn more



2021-2026

ACCOMPLISHMENTS

Key Areas of Progress

IMPACT

What did we accomplish?

EVIDENCE/METRICS

How do we know?

NEXT STEPS

What will we do next?

Established a More Responsive and Coordinated System of Student Support

Redesigned Student Services around a proactive, tiered MTSS framework, shifting from primarily responsive supports to a coordinated system of prevention and early intervention (2022–2026).

Staffing ratios for counselors, social workers, psychologists, and nurses are now in alignment with best practice, professional organization, and ISBE recommendations.

Student Sense of Belonging (Panorama) increased from 45% (2021) to 61% (2026)

90% reduction in out of school suspensions from 83 in 2021/22 to 8 in 2025/26

Move from implementation to continuous improvement through common data systems and intervention effectiveness monitoring

Transformed Inclusive Learning Through Co-Teaching and Adaptive Courses

Initiated and Scaled Co-Teaching from Zero Courses to Full Grades 9–12 Implementation in Four Years.

Over 400 students receiving Special Education or Multilingual services are enrolled in at least one co-taught or adaptive course.

All graduation requirements are offered in a co-taught ML or Special Education option.

EL Exit Rate increased from 1% (2021) to 13% (2025.)

Now that access has been achieved, the focus must shift to program evaluation and improved academic and functional outcomes for all students. This will be achieved through strong data review and decision-making frameworks as well as an emphasis on the delivery of Specially Designed Instruction.

Built a Restorative Culture that Strengthens Belonging, Relationships, and Accountability

Restorative Intervention Room (RIR) launched at both campuses August 2024, staffed by Restorative Intervention Specialist and Paraeducator.

Annually, all students participate in Welcome Week and AP Talks to understand and participate in conversation about behavior expectations. Related updates have been integrated into the Code of Conduct as well.

All staff receive training on Tier 1 Restorative Practices to be used in all spaces, including classrooms.

LTHS went from Top 20% Exclusionary Discipline to below the suspension threshold in 2025.

Out-of-school suspensions: 79 (2023-24) → 9 (2024-25) — 89% reduction in one year

RIR served 141 students across 200 events — students remain academically engaged while repairing harm.

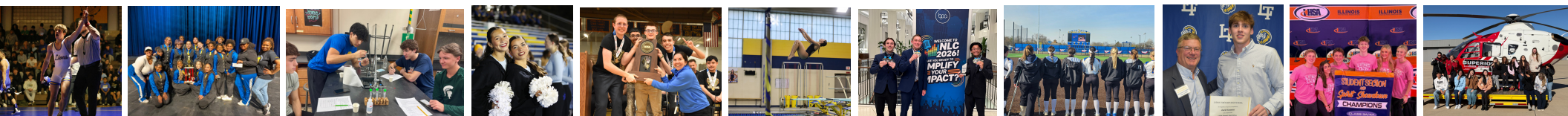
Accountability through the RIR rather than exclusionary consequence; treatment-based approach for substance-related incidents

Student Behaviors (0–1 referrals): 92% baseline → 84.34%; target 94% — active focus

Name "Restorative Culture of Belonging" as an explicit strategic priority.

Set explicit racial disproportionality reduction targets — not just overall rates.

Sustain RIR staffing and community partnerships across the next plan cycle.



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LYONS TOWNSHIP HIGH SCHOOL

GOAL THREE STRATEGIC PLAN SUMMATIVE REPORT

High-Quality, Diverse Staff: Invest in staff and culture to ensure innovation, collaboration and accountability.

Learn more



2021-2026

ACCOMPLISHMENTS

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NEXT STEPS

What will we do next?

Recruiting, Hiring, Supporting, and Developing Exceptional Staff

Increased collaboration and confidence in hiring decisions.

Strengthened our ability to recruit employees who reflect and support the diverse needs of our students and community.

Strengthened candidate screening and interview practices.

% of Staff Diversity increased for Certified (7% in 2022 to 10% in 2026) and Non-Certified (22% in 2022 to 26% in 2026)

Continue refining recruitment strategies.

Expand efforts to attract diverse candidate pools.

Evaluate long-term employee retention and mentoring outcomes through Insight Interviews and other feedback mechanisms.

Supporting Employee Growth and Professional Excellence

Improved support for new employees as they transition into the district.

Increased consistency across departments and employee groups.

Improved access to meaningful feedback and professional development.

Staff Members Holding LBSI, ESL-Bilingual, Reading Specialist Endorsement increased from 17% in 2022 to 27% in 2026

Complete implementation of the paraeducator appraisal system.

Continue refining evaluation practices based on employee feedback.

Align professional learning with evaluation outcomes and district priorities.

Strengthening Staff Culture, Belonging, and Employee Voice

Strengthened relationships and collaboration across employee groups.

Increased opportunities for employees to share their perspectives and help shape district initiatives.

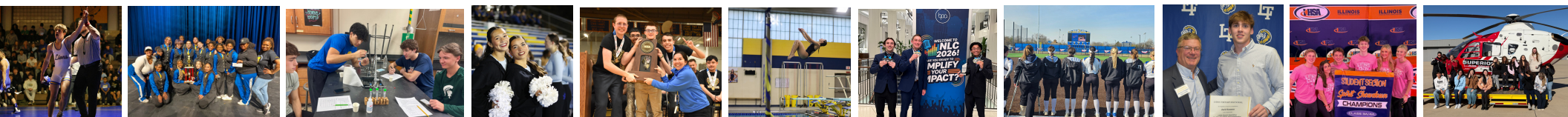
Fostered a greater sense of belonging and connection among staff members.

10% increase from 2022 to 2026 in favorable feedback regarding Feedback and Coaching (Panorama Survey)

Expand opportunities for employee engagement and feedback.

Continue monitoring trends from Insight Interviews.

Use employee voice to inform future strategic planning efforts.



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LYONS TOWNSHIP HIGH SCHOOL

GOAL FOUR STRATEGIC PLAN SUMMATIVE REPORT

Family & Community Partnerships: Partner with families and the community to support and expand learning opportunities for all students

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2021-2026

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What did we accomplish?

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NEXT STEPS

What will we do next?

Communication as an Invitation for Engagement

We streamlined communications into three consistent channels: Weekly Principal Updates, Monthly Board Brief Updates, and Quarterly Superintendent Updates.

We launched a redesigned website, resulting in clearer navigation, improved translation and accessibility tools, and quicker access to the resources most utilized.

Principal Message Open Rate (82%)
Board Brief Open Rate (65%)
Increased Social Media Presence by 20%

We will finalize implementation of a mobile app platform (e.g., ParentSquare) to improve the translation capabilities available to our audience.

We will strengthen the communication medium we currently utilize to increase accessibility and engagement.

Introduced Career Pathways (ISBE)

We expanded our approved Career Pathway course offerings.

We initiated a framework for student internships (2026-27) aligned to these pathways and grew partnerships with local businesses and organizations.

We increased visibility of these programs in the community through guest speakers, Incubator judges, and other showcases.

Addition of Career Pathways in Education, Entrepreneurial Studies, Computer Programming, Aviation and Professional Pilot, and Health Sciences (Nursing Assistant)

Pursue additional career pathways in Cosmetology, EMT, Automotive Technology and Engineering, Fashion, Radio and Television, and Culinary Arts.

Strengthen the student internship program, formalize the internship-placement system, and increase the number of students who participate in an internship experience.

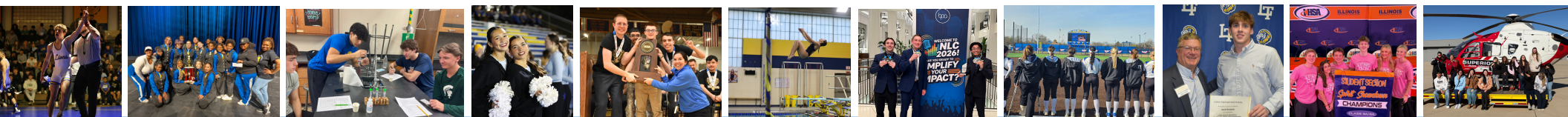
Redesigned the 8th Grade to 9th Grade Transition Process

Incoming freshmen and their families now have clearer, more consistent expectations going into high school, and associate school staff have better tools to prepare students before they arrive at LT.

Enhancements to Future Freshman Night, Freshman Experience Day, Kickoff, and the Associate School RoadShow .

Continued focus on high school readiness throughout the transition process.

Grow participation in transition events and use ongoing Freshman Preparedness Survey data to identify and close remaining readiness gaps.



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LYONS TOWNSHIP HIGH SCHOOL

GOAL FIVE STRATEGIC PLAN SUMMATIVE REPORT

Resource Effectiveness & Efficiencies: Allocate necessary resources to maximize educational success for all students.

Learn more



2021-2026

ACCOMPLISHMENTS

Key Areas of Progress

IMPACT

What did we accomplish?

EVIDENCE/METRICS

How do we know?

NEXT STEPS

What will we do next?

Continued Fiscal Stability

The careful and conservative financial planning in the District allowed for surplus funds to be used for Capital Projects.

The District used almost \$19.0 million of fund balance for a total investment of \$60 million in facilities renovations since 2021.

The District has been recognized for strong history of financial health and sustainability.

FY25 Fund Balance Ratio - 50.4%
State Financial Profile Score - 4/4

Continue to make responsible expenditure to revenue decisions to maintain the 50% target going forward.

Continue to present balanced budgets each fiscal year in light of evolving funding/expenditure challenges.

Renovation of Facilities (\$50 million over 3 years)

The quality of educational space is critical and has a direct impact on ensuring that our students graduate prepared for life, career, and college success.

50 million in Facilities Improvements since 2024
Annual distribution of 950 chromebooks to students as part of 1:1 device distribution program.

Continue to find additional funding sources for future projects and prioritize those projects based on community engagement and input.

Advances in Technology Utilization

Immediate access to phone services from classrooms and other spaces that previously had no phone access.

Improved student learning opportunities through use of new technology and Chromebooks.

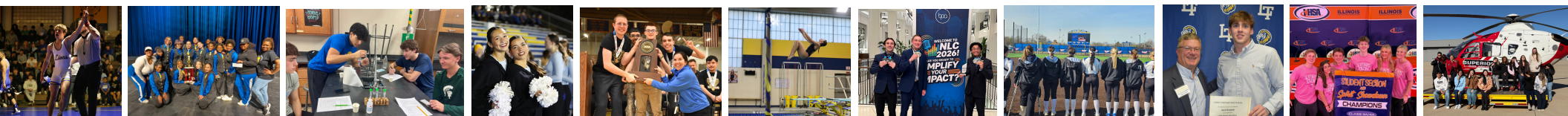
Improved security in District facilities.

All classrooms now have phones and are utilized by staff for communication.

Annually, 950 students are provided Chromebooks when entering as Freshman and utilize them for all four years at LT.

Roughly 100 additional security cameras have been added.

Look for opportunities to integrate technology with other District systems, increasing functionality.



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