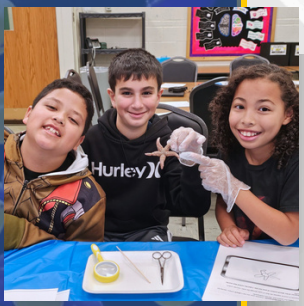






ANNUAL REPORT

BELVIDERE DISTRICT 100

2025-26 School Year





MESSAGE FROM THE SUPERINTENDENT

Dear D100 Family,

As we begin another year together, there is much to celebrate across District 100. Our students and staff reached important milestones this past year, reflecting the hard work and dedication found throughout our schools.

Celebrating Academic Progress & Achievement

Highlights from the past year include:

- Math and literacy growth: Preliminary results show continued improvement, including gains on the Illinois Assessment of Readiness and ACT.
- Graduation rate: Our graduation rate surpassed 90%, up from 80% four years ago.
- Advanced Placement success: Our AP pass rate reached a record high, increasing by more than 15 percentage points over three years, while students completed the most AP exams in District 100 history.
- Early college credit: Students earned a record 1,705 early college credits, up from 1,398 last year.
- Career Pathway Endorsements: Thirty-one students earned endorsements, more than doubling last year's total.
- State Seal of Biliteracy: Sixty-three students earned this distinction, more than doubling our previous record.

Modernizing and Securing Our Schools

We are also completing improvements to main entrances at multiple campuses, creating safer and more secure environments for students, staff, and visitors.

Looking Ahead

There is tremendous potential in our students and staff, and I am excited about what lies ahead for District 100. Thank you to our families, staff, students, and community members for your continued partnership and support. I look forward to another successful year together.

Sincerely,

Dr. Cassandra Schug

Dr. Cassandra Schug
Superintendent

Our Mission
Cultivate academic success so that our students become lifelong learners, innovators, and contributors to society.

Our Vision
Community rooted. Every child included. Learning, innovating, and leading - thriving today and prepared for tomorrow.

Our Core Values

- Academic Achievement
- Accountability
- Collaborative & Inclusive Culture
- Continuous Improvement
- Diversity, Equity & Inclusion
- Open & Transparent Communication
- Resource & Financial Responsibility
- Service Excellence

LEARN. INNOVATE. LEAD.

Belvidere Community Unit School District 100 is a place where **students are known, supported, and challenged** to achieve their individual best.

Guided by a mission to cultivate academic success so students become lifelong learners, innovators, and contributors to society, we deliver learning experiences that prepare students not only for graduation, but also for the opportunities and responsibilities that come next.

From early childhood through high school, we're focused on academic achievement and growth, **helping every student build the confidence, skills, and curiosity needed to thrive.**

Through strong family and community partnerships, a premier workforce, responsible stewardship of resources, and strategic investments in facilities, technology, safety, and student support, we are building a **future-ready school system** for our students, families, and community.







BY THE NUMBERS

7,400
Total student population

1,460
Teachers and staff

Over 90%
Class of 2026 graduation rate

63
Seal of Biliteracy recipients

6
CTE Pathways

17
AP offerings

1,705
Students earning Early College credits

POINTS OF PRIDE

- Increased the graduation rate from 80% in 2020 to over 90% in 2026.
- Raised the AP Exam pass rate by more than 15% (to 61.5%) and increased AP credits earned from 974 to 1,398.
- 63 students earned the State Seal of Biliteracy, and 14 students earned the State Commendation toward Biliteracy.
- Reduced major behavioral referrals by 26% and exclusionary consequences by 38% over the past two years.
- Advanced from Level 2 to Level 3 on the Trauma-Informed Rubric, two years ahead of schedule.
- Expanded the early childhood program by 33%, increased annual grant funding by $1.4 million, and earned a Gold Circle of Quality rating.
- Maintained teacher retention at or above the state average.
- Maintained the fourth-lowest and reduced the K-12 tax rate in the region for ten consecutive years .
- Adopted the first three years of a 10-year Facilities Master Plan to improve safety and modernize every school.
- Continued providing free breakfast and lunch to all students.
- Improved K-8 math and English language arts achievement and growth over the past three years.

SUCCESS STORIES

The people who work in the Belvidere Community Unit School District 100 are the heart of our success. From teachers and bus drivers to custodians, office staff, support professionals, and administrators, every employee plays an important role in helping students succeed.

An independent Great Place to Work® survey found that 81% of District 100 employees say it is a great place to work, compared to 57% at a typical U.S. workplace. Employees describe District 100 as a supportive, collaborative workplace where people care about one another, feel respected and included, and take pride in making a positive difference for students, families, and the community.

The survey also found that 90% of employees believe District 100 provides a physically safe workplace. While celebrating these strengths, the District remains committed to continuous improvement by listening to employee feedback, strengthening communication, supporting employee wellbeing, and investing in the people and resources that help everyone succeed.



Illinois State Seal of Biliteracy

District 100 proudly celebrated **63 graduating** seniors who earned the **Illinois State Seal of Biliteracy**, representing a **162.5% increase** from the 24 students who received the Seal last year.

The Seal of Biliteracy recognizes graduating high school students who demonstrate a high level of proficiency in English and at least one additional language during their high school years. This prestigious distinction is officially recognized on students' transcripts and diplomas, honoring their multilingual skills and academic achievement.

Celebrating Culture, Building Community

Throughout the year, District 100 schools celebrated the diverse cultures and traditions that enrich our community through events such as the Hispanic Heritage Fiesta at Washington Academy, El Mercadito de South at South Middle School, the Multicultural Fair at Central Middle School, and other celebrations across the District.

These events brought students, families, staff, and community members together to share food, music, dance, art, and traditions, strengthening school-family partnerships, fostering belonging, and building connections across our diverse community.



AP Scores:

District 100 students set new records on Advanced Placement (AP) exams this year, completing 684 exams—the most in District history. Nearly 69% earned a score of 3 or higher, surpassing last year's record pass rate of 61.5%.

Students also earned a record 64 perfect scores of 5 and 1,705 college credits through AP exams, breaking last year's records of 42 perfect scores and 1,398 college credits.



PROGRESS ON OUR GOALS

ACADEMIC ACHIEVEMENT & GROWTH: Provide students with the opportunities and resources to achieve their individual best.

- A record 50 students graduated from Everest High School in 2025-26.
- Preliminary ACCESS scores show 130 students (7% of English learners) met the criteria to exit EL services, continuing a three-year increase from 3% in 2022-23 to 7% in 2025-26.
- All District 100 schools earned a Commendable designation on the Illinois State Report Card.

LEARNING ENVIRONMENT: Ensure a safe and engaging learning climate that adapts to the diverse needs of all.

- 49 students completed 60-hour internships in fields including animal science, automotive, conservation, CNA, education, EMT, IT, and manufacturing. Ten internships were with community partners, and two led to full-time employment. An additional 23 Belvidere High School Business II students completed a 30-hour, project-based internship with Coach's Corner.
- The SEEDS program workgroup continued refining elementary and middle school programming, including updating program entry criteria.
- 31 students earned a College and Career Pathway Endorsement: 12 in education, 12 in CNA, three in EMT, two in IT, and two in automotive.

FAMILY & COMMUNITY PARTNERSHIPS: Actively engage families and the community as vital partners in the educational experience.

- More than 90% of families consistently report being satisfied with District 100.
- Established a Cell Phone/Electronic Device Study Team and launched districtwide procedures and communication to support new expectations.
- Launched the District's first family book study centered on *The Anxious Generation.*

PROGRESS ON OUR GOALS *Continued*

PREMIER WORKFORCE: Attract and retain highly qualified staff and nurture a collaborative culture where everyone is valued and empowered.

- District 100 earned Great Place to Work® Certification, with 81% of employees saying it is a great place to work, compared to 57% nationally.
- More than 90% of employees consistently report being happy or mostly happy working in District 100.
- Teacher retention remains at or above the state average.
- 91% of employees trust District leadership and are confident in its direction.
- 89% of new employees say they felt welcomed when joining District 100.
- New employees rated their onboarding experience 8.8 out of 10 on average.

OPERATIONAL RESOURCES: Align resources to District priorities to provide support and add value for students, staff, and community.

- Construction began on Phase 1 of the District's 10-year Facilities Master Plan in June 2026.
- District 100 maintains the fourth-lowest and reduced the tax rate among 12 area school districts for 10 consecutive years.
- Strategic grant funding provides every student with free breakfast and lunch, while expanding access to fresh fruits and vegetables in elementary schools.
- Grant funding has also expanded student access to counseling services and high-quality career and technical education programs.
- As a self-funded district, District 100 operates an employee health clinic to support staff wellbeing while managing healthcare costs responsibly.

Learn more about our Strategic Plan at:
District100.com/about-d100/strategicplan



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