



ARLINGTON HEIGHTS
SCHOOL DISTRICT 25

FALL 2024



TRANSITION PLAN

Dr. Brian Kaye | Superintendent



1200 S. Dunton Ave



bkaye@sd25.org



www.sd25.org

Presented To:
AHSD 25
Board of Education

Presented By:
Dr. Brian Kaye

SUPERINTENDENT'S

LETTER



Dear Arlington Heights School District 25 Board of Education Members,

As I begin my tenure as the next Superintendent of Arlington Heights School District 25, one of my priorities is to engage in deep and meaningful conversations with school board members, building leaders, parent/teacher associations, staff members, community members, parents, students, and local business leaders. My goal is to listen openly and hear from all groups throughout our learning community. These listening engagements will provide me the opportunity to learn from those who are living and experiencing District 25 directly inside the organization and from those who are external, yet directly impacted by members of the District 25 community.

The parents, staff, and community are actively involved in the schools and continue to see ways for continuous improvement in all aspects of the learning environment. I am excited to continue nurturing the strong relationships already in place here in District 25, and discover new educational pathways for all students to achieve success in their educational initiatives. Living out our equity focused strategic mission, "empower an inclusive, diverse community of learners to innovate and thrive as global citizens," will promote systemic change for a brighter future in Arlington Heights School District 25.

Over the next few months, I look forward to speaking with many community members and staff members to hear about the personal impact that District 25 has on their lives. Stay tuned to my social media accounts and follow #d25itspersonal for updates on my listening tours.

Together Today to Transform Tomorrow!

Dr. Brian A. Kaye | Superintendent



TOGETHER TODAY TO TRANSFORM TOMORROW!



Empower an inclusive, diverse community of learners to innovate and thrive as global citizens.

OUR VISION

Cultivate a personalized environment of excellence that prepares every learner, every day, for a better tomorrow by:

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 individuality 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 ensuring each learner's continuous improvement.

Ensuring equity of resources, access and opportunities for all learners and staff to learn, work and succeed.

OUR VALUES

The following core values will guide our behaviors and actions:

Compassion & Empathy

Inclusivity & Diversity

Equity & Social Justice

Innovation & Creativity

Collaboration & Communication

Resilience & Perseverance

OUR GOALS & STRATEGIES

STUDENT ACHIEVEMENT GOAL:

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.

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.

LEARNING ENVIRONMENT GOAL:

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.

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.

STEWARDSHIP OF RESOURCES GOAL:

Demonstrate stewardship by allocating resources effectively and equitably.



Strategies that need attention to achieve this goal at a higher level.

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.

FAMILY & COMMUNITY GOAL:

Strengthen family and community relationships to enhance learning, teaching, and partnerships.



Strategies that need attention to achieve this goal at a higher level.

Improve classroom, school and district connections, collaboration, and communication with our families and community to enhance external relationships, trust, respect, commitment, engagement and satisfaction.

Develop effective partnerships with community agencies, higher education and District 214.

HIGH-QUALITY STAFF GOAL:

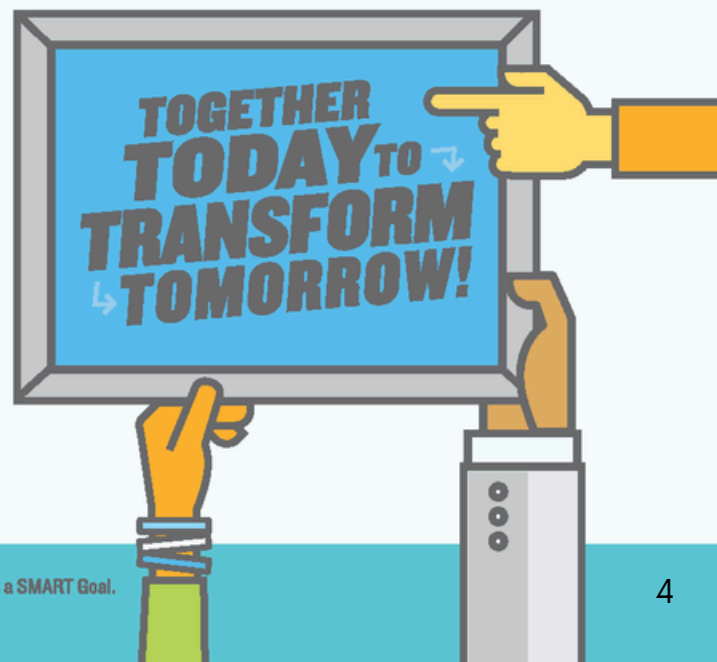
Attract, develop, and retain diverse, high-quality, innovative employees.



Strategies that need attention to achieve this goal at a higher level.

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.



LET'S CONNECT

I am truly excited to further connect with our amazing community.

Listening Tours

I have already begun connecting and listening to our community by attending a PTA meeting at each school, as well as continuing to host Superintendent Open Doors monthly. I look forward to further connecting with this community, my colleagues, the many wonderful staff, students, and community members to build strong relationships in order to further learn how to best support our educational community by being visible in the buildings and available to anyone who wishes to connect.

Engagement Questions

I believe the following questions are vital to understanding the pulse of a school district community. These questions are intended to trigger open-ended and honest conversation. My goal is to gain insight into what the District 25 community (staff, parents, students, and community members) feels and thinks about our District in order to best adapt my leadership skills to further our district's vision, mission, and goals.

QUESTIONS



Stay Tuned

As I meet with different members of our learning community, I will share updates on our social media outlets. Please follow #d25itspersonal for updates on my listening tours.

If you not available to attend a listening tour date and you are interested in sharing your response to these questions please click on this link below to share your thoughts.

I value your thoughts!
bkaye@sd25.org



OUR VALUES

The following core values will guide our behaviors and actions:

Compassion & Empathy

Inclusivity & Diversity

Equity & Social Justice

Innovation & Creativity

Collaboration & Communication

Resilience & Perseverance

PLAN OF ACTION TIMELINE

A plan of phases.

AVAILABILITY PHASE

April 1, 2024 - June 30, 2024

This phase was all about establishing and opening communication highways with the people that make this great district what it is. As the 2023-24 school year came to a close, I used this time to set up one-on-one meetings with each one of our Administrators (school building and Central Office), the ATA and SEIU Union leadership, our central office team, our employee groups (ESP, OSP, TCARN, FSN), each school's PTA, and our ABC25 Foundation. I believe that these meetings established an expectation and foundation of how I hope to connect and communicate moving forward, but it also opened my door to our staff and parents. These meetings also gave me a very early sense of where our district is TODAY so that I can sink into a vision for where we want our district to go TOMORROW.

I want to be a Superintendent that is available, willing to hear constructive feedback and, when necessary, put it to action. I believe this phase was an essential start to making that known to our community.

INTERNAL COLLABORATION PHASE

0 - 50 DAYS

July 1, 2024 - August 19, 2024

In the first official phase as Superintendent of District 25, I focused my energy on our Cabinet and Administration teams. I collaborated with each of those teams, creating space for their thoughts, ideas, and needs to surface. Those teams will be working diligently to make sure everything is ready to welcome staff and students, back. I will be a part of those planning efforts with Cabinet in July so that we can be ready to welcome our building administrators back in August. With full day kindergarten launching in the fall, I will support our team, making sure we have every base covered, for a smooth, successful, and celebrated launch.



Review safety plans for District 25



Schedule 1:1 with Cabinet Level Administration



Finalize Full Day Kindergarten plans



Collaborate with staff to plan New Faculty Orientation



Engage Board around Strategic Plan Goals.

PLAN OF ACTION

TIMELINE A plan of phases.

LISTENING PHASE

51 - 100 DAYS

Aug. 20, 2024 - Oct. 9, 2024

I plan to be everywhere in this phase. As the school year begins, I want to be in our school buildings at school events before and during the school year. I plan to experience our district in action. I want to listen to people while I am out and about, open dialogue, and hear their successes and pain points as they happen. This will give me a context for our district that I will use as I lead for years to come.

This phase is all about establishing my internal narrative of our district. Who are we right now in action and where can we go from here? What's important to our community, staff, students, and parents?

 **Spend time connecting with staff in District 25 school buildings.**

 **Attend school events & functions.**


 **Attend PTA meetings.**

LEADERSHIP PHASE

101 - 150 DAYS

Oct. 10, 2024 - Nov. 29, 2024

It will be important to further establish my leadership during this phase. In order to do so, I will get a deeper understanding of the nuts and bolts of our district. I will further educate myself through meetings with Cabinet and Administrators on topics including, but not limiting to, our safety and crisis procedures, advanced placement courses and the placement process, special education supports, student assessment, and our communication strategies. These meetings will serve as a way for me to more intimately understand the asks we have as a district on each department, as well a way for me to give one-on-one direct support and guidance to those who are feeling it is necessary.

 **Schedule time in schools to meet with students and staff on a regular basis.**


 **Review safety procedures, special education services, advanced placement, and MTSS processes to support students.**

ACTION PHASE

151 - 213 DAYS

Nov. 30, 2024 - June 30, 2025

At this point I will be ready to put some of what I intentionally learned from the first 150 days as the district's Superintendent into action. I will report to the Board my recommendations, if any, for curriculum or instructional changes as a result of my evaluation of student performance. Another main focus in this phase will be to establish our new strategic plan that will take the place of the current plan, which expires at the end of June 2025. Every phase in this transition plan leads to the Action Phase, and these phases are not set in stone for this next year. I will always be available, collaborative, listening, leading, and taking action when necessary, throughout my time as Superintendent of District 25.

 **Present to the Board my findings.**

 **Begin Strategic Plan process involving the community.**

 **Schedule additional listening opportunities for students, staff, and parents.**

WHERE WE ARE WHERE WE WILL GO

Knowing who you are empowers your growth.



Commitment to Continuous Improvement

We must always look to grow as a district. We must continuously grow to best support our students, staff, and community. In order to do so, we need to know who we are. We need to continue to challenge the status quo, and remain open, reviewing our past practices with an equity lens to ensure all of our students have pathways to their personal success.

Our students depend on the educational system to engage them in learning, challenge them academically, and nurture their emotions while encouraging them to persist and persevere through challenging tasks. Our commitment to the students in District 25 is one of relentless pursuit to do what is right and prepare them to be competitive in a global society.

Our Values | Who We Are

Arlington Heights School District 25 serves its community proudly. Our vision, Together Today to Transform Tomorrow, is a way of daily life and is felt by simply stepping foot inside one of our buildings. Our world is ever changing and we want our students to be comfortable innovating and adapting. Our vision provides us two lenses, the lens of today and the lens of what is to come in the future. District 25's students, staff and administrators embody this vision and pass it along throughout the Arlington Heights community.

OUR SCHOOLS



SETTING OUR STUDENTS UP FOR FUTURE SUCCESS

This is personal to us.

DESTINATION DISTRICT

The quality of instruction, dedication of our staff, and our invested community makes Arlington Heights School District 25 the “destination district” that it is. People move to Arlington Heights because they know their child will be set up for a life of fulfillment and success.

Upon graduation our students attend high school in the well-respected Township High School District 214. Each year we receive reports that say District 25 graduates perform well academically and in their extracurriculars.

We pride ourselves on supporting our graduates when they return to us through District 214's Education Career Pathways program. Students who are exploring a career in education have a chance to experience hands-on education here in District 25 through the support and guidance of the Education Career Pathways program.

Arlington Heights takes pride in the growing enrollment and looks forward to continuing to offer a high-quality EC-8 education that supports the learning, growth, and development of our students so that they can succeed as global citizens.

D25 By The Numbers*

- 5,281 total enrollment
- 13% low income students
- 11% students with Individualized Education Plans (IEP)
- 10% Multilingual Learners
- \$17k District Average Spending Per Student
- \$78,022 average teacher salary
- 21 students average class size
- 18:1 Student/Teacher ratio
- 4 Exemplary Schools
- 5 Commendable Schools
- 75% proficient on the Illinois Science Assessment (ISA)
- 55% proficient in English Language Arts on the Illinois Assessment of Readiness (IAR)
- 47% proficient in Math on the IAR
- 63% of 8th Graders Passing Algebra I
- “Moderate Gaps” in student learning on the Equity Journey Continuum
- “Minimal Gaps” in elevating educators on the Equity Journey Continuum
- 93% retention rate for teachers
- 75% of teachers with masters's degree or higher

*Data source: Illinois Report Card
IllinoisReportCard.com



REACH OUT
WITH ANY
QUESTIONS OR
COMMENTS!



Brian A. Kaye

I AM EXCITED
TO LEAD THIS
DISTRICT!



1200 S. Dunton Ave



bkaye@sd25.org



www.sd25.org