

Arlington Heights District 25
Strategic Plan 2021-2025

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

Motto: *Together today to transform tomorrow!*

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

Core Values:

The following core values will guide our behaviors and actions:

- **Compassion and Empathy**
- **Inclusivity and Diversity**
- **Equity and Social Justice**
- **Innovation and Creativity**
- **Collaboration and Communication**
- **Resilience and Perseverance**

Student Achievement Goal One: 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 Two: 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.**

Family and Community Relationships Goal Three: 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 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 Four: 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 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.**

Stewardship of Resources Goal Five: 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.

* indicators, measures and targets for each goal and strategy will be developed at a later date to ensure it is a SMART Goal.