**DRAFT Arlington Heights District 25 Long-Range Goals and Critical Strategies- Strategic Plan Team January 20, 2021**

**Student Achievement Goal:** Broaden practices to ensure all learners are **successful citizens ready for high school, college, career and life.\***

**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 reduce performance gaps** for low income, Black, Hispanic, and Students with Disabilities
* Ensure high student engagement and ownership of their learning through **hands on, authentic, real life learning opportunities and innovative teaching practices.**

**Learning Environment Goal:** Create **optimal programs, services and an environment that meets 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 and families.**
* Foster a sense of belonging and mutual understanding by **cultivating diversity, equity, and inclusion** in the pursuit of social justice, global citizenship, economic and environmental partnership.

**Family and Community Goal: Strengthen family and community partnerships** to enhance learning, teaching, and relationships.\*

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

* Heal **relationships and renew trust, respect and commitment resulting from the pandemic externally.**
* Improve classroom, school and district **connections, collaboration, and communication with our families.**
* Develop effective **partnerships with community agencies, high education and District 214**.

**Staff Goal:** Attract, develop, and retain **high quality, innovative employees**.\*

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

* Enhance staff **competitiveness with salaries, benefits, and innovative staff incentives** (voice, collaboration, leadership, professional development) to grow, learn and fulfill our mission, vision, and goals.)
* Heal **relationships and renew trust, respect and commitment resulting from the pandemic internally.**

**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.
* Develop **new financial strategies to respond to the changing nature of school funding and prepare for future budget projections** to continue to offer high quality programs and services to our students and families.

**\*Each goal will have a set of indicators, measures and targets to be developed at a later date to ensure it is a SMART Goal.**