

DRAFT Arlington Heights District 25 Strategic Plan

January 2021

Mission: Empowering an inclusive community of learners to innovate and thrive as global citizens.

Motto: Together today to transform tomorrow!
We're all IN! INtegrity, INclusion, INnovation, INvested

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:

- **Curiosity**
- **Empathy**
- **Equity**
- **Inclusivity**
- **Innovation**
- **Collaboration**
- **Resilience**

Goals and Strategies:

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 an exchange of human resources.

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

- Heal **external relationships and renew trust, respect and commitment resulting from the pandemic.**
- Improve classroom, school and district **connections, collaboration and communication with our families.**
- Develop effective **partnerships with community agencies, higher 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 **internal relationships and renew trust, respect and commitment resulting from the pandemic.**

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.