



ARLINGTON HEIGHTS
SCHOOL DISTRICT 25



TRANSITION PLAN

FALL 2024

Dr. Brian Kaye | Superintendent



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 www.sd25.org

Presented To:
AHSD 25
Board of Education

Presented By:
Dr. Brian Kaye

DEAR ARLINGTON HEIGHTS SCHOOL DISTRICT 25 BOARD OF EDUCATION MEMBERS,



As I begin my tenure as the next superintendent of schools in 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.

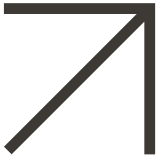
The parents, staff, and community are actively involved in the schools and continue to see ways for continuous improvement in all aspects of the learning environment. I am excited to **CONTINUE NURTURING THE STRONG RELATIONSHIPS** already in place here in District 25, and discover new educational pathways 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 District 25 social media accounts and follow #d25itspersonal for updates on my listening tours.

Together Today to Transform Tomorrow!

Brian A. Kaye

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.

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.

STEWARDSHIP OF RESOURCES GOAL:

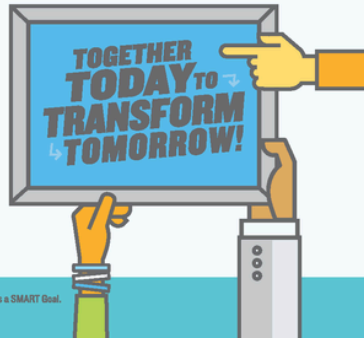
Demonstrate stewardship by allocating resources effectively and equitably.



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.



LET'S CONNECT

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

▶ Listening Tours

▶ Engagement Questions

I believe the questions to the right 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.

▶ Always available

I value your thoughts!
bkaye@sd25.org



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PLAN OF ACTION TIMELINE

A plan of phases.

▶ **Availability Phase**

April 1, 2024 - June 30, 2024

▶ **Internal Collaboration Phase**

July 1, 2024 - August 19, 2024

▶ **Listening Phase**

August 19, 2024 - October 9, 2024

▶ **Leadership Phase**

October 10, 2024 - November 29, 2024

▶ **Action Phase**

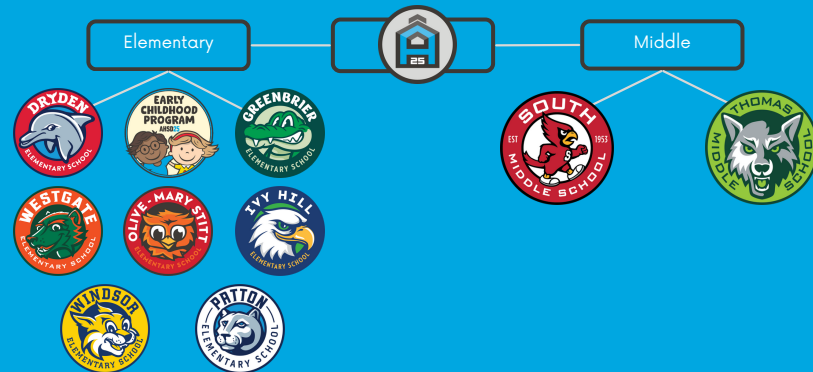
November 30, 2024 - June 30, 2025

WHERE WE ARE WHERE WE WILL GO

Knowing who you are empowers your growth.



OUR SCHOOLS



► 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.

SETTING OUR STUDENTS UP FOR FUTURE SUCCESS

This is personal to us.



► DESTINATION DISTRICT

People move to Arlington Heights because they know their child will be set up for a life of fulfillment and success.

► D25 By The Numbers*

*Data source: Illinois Report Card 2022-2023
IllinoisReportCard.com

5,281
Enrollment

13%
**Low-Income
Students**

10%
**Multilingual
Learners**

93%
**Teacher
Retention
Rate**

75%
**Teachers
with
Master's**



REACH OUT
WITH ANY QUESTIONS OR COMMENTS!



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Brian A. Kaye

I AM **EXCITED** TO
LEAD THIS DISTRICT!