

Strategic Plan 2021-2025

A Recommendation to the Board of Education

March 18, 2021

Process

- Consortium for Educational Change
- 6 months with 10 meetings
- 36 team members
 - Parents
 - Community members
 - Teachers
 - Staff
 - Administrators
 - Board of Education member
 - High School students

Process

- Orientation
- Data Retreat
- Vision Retreat
- Setting Direction Retreat
- Final Recommendation

Summary of Survey Feedback- 202 responded:

Staff: 25 (12.4%) Parents: 175 (86.6%) Community: 2 (1%)

Parts of the Plan	Percentage of Support
Mission	86.6%
Motto	84%
Vision	92.6%
Core Values	85.2%
Goal One and Aligned Strategies	89.7%
Goal Two and Aligned Strategies	94.8%
Goal Three and Aligned Strategies	93.3%
Goal Four and Aligned Strategies	88%
Goal Five and Aligned Strategies	92.6%

Components

- Mission
- Motto
- Vision
- Core Values
- Goals and Strategies
- Indicators, Measures and Targets (to be developed)



ARLINGTON HEIGHTS
SCHOOL DISTRICT 25
STRATEGIC PLAN
2021-2025

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 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 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.**



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

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.

Next Steps

- Assign Goal Champions
 - Determine initial list of programs or actions aligned with goals
 - Determine suggested indicators, measures and targets
- Create Action Teams for each goal
 - Determine actual programs or actions
 - Determine indicators, measures and targets
- Communicate timeline of updates for the Board of Education
- Implement a communications campaign to educate all stakeholders on plan and updates