



STRATEGIC 2020 VISION



Arlington
Heights
SCHOOL DISTRICT 25

VISION

Embracing Today - Inspiring Tomorrow

MISSION

Arlington Heights School District 25 cultivates innovative learners within a nurturing and collaborative community to thrive in an ever-changing world.

BROAD GOALS

1. BROADEN BEST PRACTICES

2. EXPLORE PROGRAM EXPANSION

3. STRENGTHEN COMMUNITY RELATIONS

4. ENHANCE STAFF SUPPORT

5. MAINTAIN & ENHANCE HIGH QUALITY FACILITIES

Increase University Clinical/Student Teaching Partnerships



- National Teaching Shortage
- D214 Educator Prep Program
- Harper College
- University of Illinois
- Illinois State University
- Northern Illinois University
- Southern Illinois University
- North Central College
- Governors State University
- DePaul University
- Elmhurst College

Education

America has a teacher shortage, and a new study says it's getting worse



Expansion of the Arlington Heights District 25 Substitute Teacher Pool

- National Substitute Teacher Shortage
- RIVS Digital Video Interviews
- Evening/Weekend Processing Times
- Summer Substitute Orientation
- Substitute University Classes
- Increased Marketing
- Increased Salary to Compete with Market Conditions



Substitute University Workshops 2017-2018

(Literacy) Substitute University Description

This session will focus on teaching reading in the K-5 classroom. You will learn the nuts and bolts of reading workshop and the structure of D25's 90-minute elementary reading block. Please join us!

September 12, 2017 : 4:00pm-5:00pm

(New Math Curriculum: Math In Focus) Substitute University Description

This session will focus on teaching math in the K-5 classroom. You will learn about the new District 25 math curriculum "Math in Focus." Please join us to learn more about math!

October 3, 2017 : 4:00pm-5:00pm

(Advanced Learning Strategies) Substitute University Description

This session will focus on meeting the needs of advanced learners in the K-8 classroom. Topics will include differentiation, documentation and reflection, questioning, feedback, and self-assessment.

November 16, 2017 : 4:00pm-5:00pm

(Resume Building & Interviewing Skills) Substitute University Description

Learn about effective interview strategies and how to construct a solid resume that will properly display your skill set. Hear from Jake Chung: Assistant Superintendent for Personnel and Planning as he talks about how you can get yourself ready for the upcoming interview season.

January 24, 2018 : 4:00pm-5:00pm

Aspiring Administrators Cohort #2

- We are facing a shortage of quality administrators
- There is a strong need to grow administrative talent internally
- We have developed a 'Future Administrators' Cohort in Arlington Heights School District 25

This is Cohort #2



Aspiring Administrators Academy 2017 Cohort #2

September 18, 2017	4:00pm-5:30pm	Dunton
October 16, 2017	4:00pm-5:30pm	Dunton
November 13, 2017	4:00pm-5:30pm	Dunton
December 11, 2017	4:00pm-5:30pm	Dunton

The goal of the four classes is to help prepare individuals to become future administrators. Individuals should already be enrolled or already graduated from an Administration/Leadership program. Each participant will receive a copy of the book, *The First 90 Days: Proven Strategies for Getting Up to Speed Faster and Smarter, Updated and Expanded*.

Explore Further Opportunities to Increase Professional Development Time

- One of the interests from the last collective bargaining negotiations with the Arlington Teachers' Association was to investigate additional ideas for collaboration
- Committee has been formed
- Investigating best practices
- Researching what other school districts are doing
- Creating plausible models
- Determining what is in the best interests for Arlington Heights School District 25

Retention Data

- Over 50% of all new teachers quit the teaching profession after four years
- Arlington Heights District 25 prides itself on the teachers that we hire
- Retention rate is over 90% over a three year span
- Further data is being evaluated to look for trends and common themes

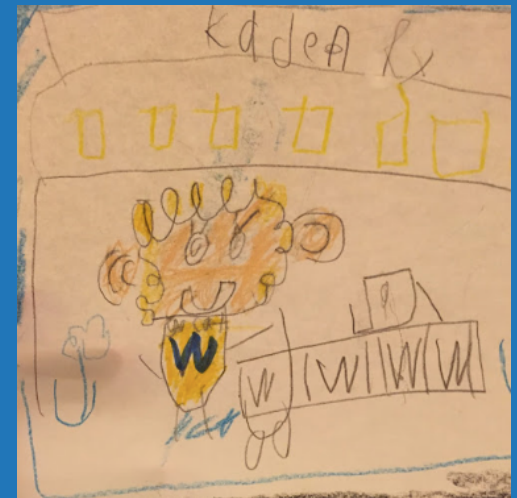
Non Tenured Staff Programming

- New teacher week
- Mentor training
- 1st year monthly mentee meetings
- 2nd year mentee meetings
- Evaluation data
- Survey data



Organizational Health

- One measure of any successful school district is how the organization health is determined
- 5 Essentials Data
- Survey Data
- Constant communication with all of our different work groups (ATA, TCARN, Custodians/Facilities, Food Service, ESP)
- Extraordinary recognition Award Program
- Principal recognition
- Board of Education recognition
- Further Opportunities for growth



This is a picture of Mrs. Fabrizio

Organizational Health



NOMINATE YOUR COWORKERS...

Do you know of a staff member in Arlington Heights School District 25 that deserves some extraordinary recognition for something they have done in our school district to make a difference for others? Please fill out this form to have this staff member recognized for their extraordinary accomplishment.

B-Extraordinary!