

Insight

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

NEWSLETTER

COVID-19 REFLECTIONS

What our students
taught us this year!

page 8

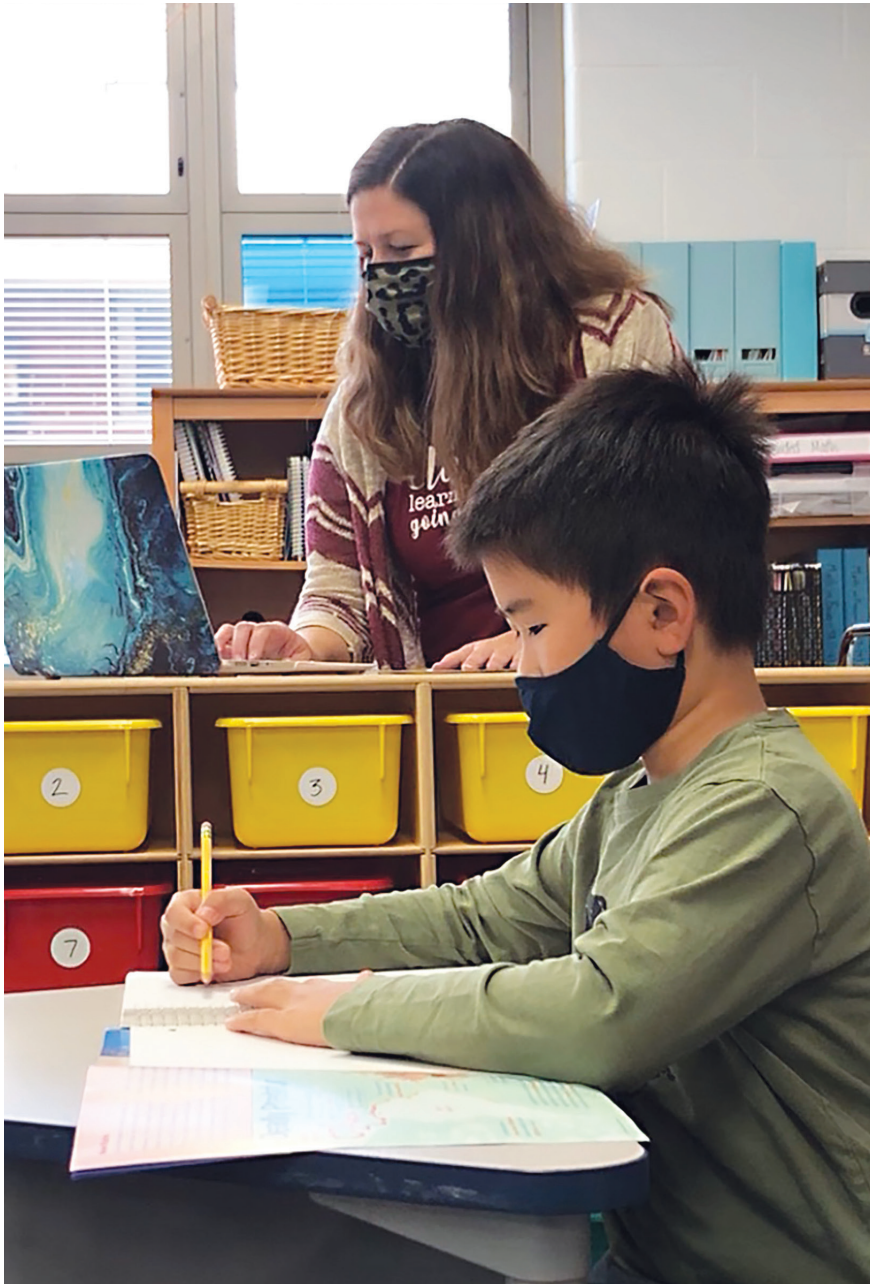


TOGETHER TODAY TO ↘
TRANSFORM
↙ **TOMORROW!**

Catching you up on the progress of our Strategic Plan



ARLINGTON HEIGHTS
SCHOOL DISTRICT 25



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This is Community. This is Personal.
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The Overview, and The Impact
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CONNECT WITH US

WWW.SD25.ORG

 @AHS25

 FACEBOOK.COM/AHS25

Check out what's happening in D25 at www.sd25.org/stories

IMAGE AT LEFT: A teacher at Olive-Mary Stitt instructing in the hybrid format with students on zoom and in-person.

D25
BY THE
NUMBERS

JUNE, 2021 ENROLLMENT

5,130

848
STAFF MEMBERS

9 SCHOOLS
IN THE DISTRICT
7 ELEMENTARY / 2 MIDDLE SCHOOLS

19.8 STUDENTS
PER CLASS
KINDERGARTEN - 5TH

\$12,183.50 PER PUPIL
EXPENDITURE

5,366 JUNE, 2020
ENROLLMENT



Dear Arlington Heights School District 25 Community:

The Insight Magazine is our way of connecting with the entire District 25 community. This year, we are eager to share our Strategic Plan journey with you as it was created by members of our community - educators, parents, community leaders, and high school students. We appreciate the input of so many people from the Village of Arlington Heights. Together, we have set an ambitious and positive direction for teaching and learning which will greatly benefit our students today and into the future.

This past school year has been one of the most challenging experiences for everyone. I have been incredibly impressed with the collaborative work of our parents, students, and educators. The connections they maintained during a year when nothing looked the same, and things changed numerous times are why Arlington Heights is such an incredible place to learn, live, and work. Thank you for demonstrating what it truly means to be a community.

Now, we are excited to move forward together. Our vision is to cultivate a personalized environment of excellence that prepares every learner, every day, for a better tomorrow. It is imperative that we highlight the importance of diversity, equity, and inclusion as we implement our Strategic Plan. Arlington Heights School District 25 can be a leader in this area as we empower an inclusive, diverse community of learners to innovate and thrive as global citizens.

Please join me for Superintendent's Open Door from 2:00pm - 4:00pm during one Tuesday each month, or reach out at any time. I look forward to connecting with you as we support our students, their families, our staff, and our community.

Together today to transform tomorrow,

Lori D. Bein, Ed.D. – Superintendent
#d25ItsPersonal

IMAGE ABOVE: Dr. Bein is entering her eighth year as Superintendent of Arlington Heights School District 25.

THE STRATEGIC PLAN

The COVID-19 virus put our lives on halt. Plans, activities, holidays, get togethers, sporting events, movies, restaurants, and celebrations, suddenly all were cancelled as the virus kept us indoors.

As rough of a time as it was, something beautiful came from it. Appreciation for family time, appreciation for doctors and nurses, appreciation for teachers and education, and an overall appreciation for what we have.

As we all return to our lives as normal, we return with a new perspective. Here in District 25 we plan to apply that perspective to our families, students, staff, community, and education in general, and it all started with the creation of our new Strategic Plan | 21-25.

PLANNING PUT ON HALT.

The process to create our new strategic plan was set to begin in March 2020. COVID-19 hit and the process was pushed back to the October of 2020. Bummer, right? Maybe not...

A BLESSING IN DISGUISE?

District 25 had the unique, once-in-a-lifetime opportunity to create a strategic plan, the foundation for the District's direction for the next four years, with the perspective of a pandemic front of mind.

Education looked completely different in 2020-2021. The District, its teachers and staff members, its students and parents, and its community in general, had to re-learn how to learn on the fly. Because of the pandemic, District 25 had to take a look at how we approach education and adapt it to make it work for everyone (teachers, students, staff members) during a pandemic.

The pandemic shined a bright light on where our District truly excels and where our District needs to refocus its energy for improvement. Our strategic planning team dove right in, using the feedback from the pandemic as a way to help guide discussion and focus the District for the next four years.

THE TEAM

STUDENTS

Maggie Coneva, CJ Dahlgren, Nathan Georg, Xavier Lipani, Mollie Lumsden, Charlie Morrison

FAMILIES & COMMUNITY

Nicole Barbieri, Colby Burke, Shannon Distel, Jamila Fielder, Carrie Fullerton, Shannon Kersemeier, Lisa Kusumpa, Liz Nierman, Alexandra Ovington, Anisha Ismail Patel, Ann Poyer, Randy Recklaus

STAFF

Brittany Baker, Christina Dastice, Cathy Humbert, Kelly Loch, Lana O'Brien, Linda Pelczynski, Lauren Salsinger, Katie Stanhope, Casey Whitaker

ADMINISTRATORS

Dr. Lori D. Bein, Ann Buch, Chris Fahnoe, Dr. Becky FitzPatrick, Adam Harris, Scott Kaese, Dr. Jim Morrison

As a past D25 student, I was honored to be chosen to serve on the Strategic Planning Committee. It was interesting to analyze data and information while working to find ways to make D25 even better than it is already. The team was enthusiastic, dedicated, and committed to develop a plan with goals and ideas we felt were realistic and attainable. I enjoyed the process and felt we accomplished what the committee set out to do. I'm hopeful to hear that many of our ideas are accepted and implemented in the coming years! - Mollie Lumsden

It was a privilege to serve on the strategic planning team with a great group of people committed to the education and development of the students in our community. Through the input from many constituents and the work of this team, District 25 has a great plan moving forward. The future of our schools is very bright! - Colby Burke

The strategic planning process was a very collaborative effort where everyone's opinion and insight was valued. We engaged in deep and meaningful conversations about the current state of our district and the goals we have for the future. The team was very invested in making sure we set goals that would continue to improve our wonderful district and best serve the amazing students we get the pleasure of working with. - Brittany Baker

The strategic process was such an amazing experience as it included a variety of voices, reflections and reminders of what makes D25 such a wonderful place to be a part of on a daily basis. It was a great reminder of what a supportive community District 25 is and how much everyone values creating the best learning environment for each student. - Scott Kaese





THE PROCESS



ORIENTATION

October 28, 4:00 pm - 6:00 pm

Essential Question: Who is in the room and what are we charged to do? The Orientation is for team members to get to know one another. It is an opportunity to be familiar with the strategic plan process. It is an opportunity to review commitments plan team members must make.



DATA RETREAT

November 16, 17, and December 1, 4:00 pm - 6:00 pm

Essential Questions: Where are we now? How would you describe what is working and what needs attention in the past and present? What are the strengths, weaknesses, opportunities and threats as described by data, information and perceptions? What does the data picture look like today?



VISION RETREAT

December 9, 14, and 16, 4:00 pm - 6:00 pm

Essential Questions: Where do we want to be? What are our best hopes for the future? How do we want to be different in 5 years? What is the preferred future?



SETTING DIRECTION RETREAT

January 11 and 20, 4:00 pm - 6:00 pm

Essential Questions: How will you get from where you are to where you want to be? What will everyone do differently to get improved results? What research-based strategies will everyone implement with fidelity? How will what we do drive professional development, planning, and implementation? How will what we do drive the use of district resources?



FINAL MEETING

February 18, 4:00 pm - 6:00 pm

Essential Questions: What final changes need to be made in the plan to reflect patterns of stakeholder feedback? What will make the plan better? What will make the plan clearer? What changes should be made that are supported by data and evidence?



OUR MISSION

What we aim to do each and every day.

OUR MOTTO

What we live by day-to-day. It represents who we are in one breath.



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 VISION

How we will get there.

OUR VALUES

What we all live by.

OUR GOALS & STRATEGIES

Our goals and strategies ensure the District's implementation of the plan. There are five goals, listed below. Each icon is a visual representation of its goal. Each goal has a Strategic Plan Action team made up of parents, community members, employees, and administrators. These teams were formed via an application process that opened and closed in May of 2021.

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.

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.

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.

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.



OUR TEAMS

These Action Teams will meet throughout the life of the plan (21-25) and District 25's Administration will report on the progress of each goal at Board of Education meetings.

The schedule for reporting on these goals can be found on our website or at the link below.



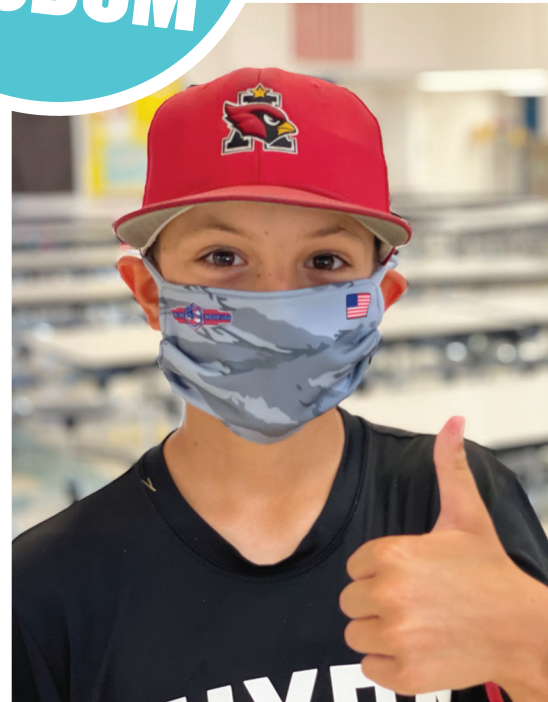
*Indicators, measures and targets for each goal and strategy will be developed at a later date to ensure it is a SMART Goal.

MOVING FORWARD TOGETHER!

It takes a community. All of us. Working together to transform tomorrow.



STUDENT
WORDS
OF
WISDOM



COVID-19 REFLECTIONS: WHAT OUR STUDENTS TAUGHT US

Our students have wisdom, and often much more than the world gives them credit for. In the Spring of 2021, District 25 asked nine students (one from each school) what they learned from experiencing the COVID-19 pandemic. What lessons, thoughts, feelings, and/or perspectives will our students take into the rest of their lives after this past year? Their answers were simple, yet complex, easy to understand, yet deep and full of meaning.

Throughout this year, there has been one constant, and that is our youth. This two page spread is dedicated to them and how their experiences this past year will help shape who they are and the world for years to come.

See all the interviews on our website (www.sd25.org/COVIDReflections)

Rosemary | South Middle School

Main Takeaway: We are all connected

“Everything is connected in some way and things can change really fast. If you think on the bright side of what COVID has given us, it’s that sense of understanding that we are all going through the same thing, especially in schools because we are all in the same place together. Although we might be learning some different material in different classes, we are all going through the same thing so we have that connection.”

Anna | Dryden

Main Takeaway: This too shall pass

“I’ve learned how to be patient. Even through the tough times, having to be on Zoom most of the time...[if you just pay attention] and learn, then you get to come back and be ready to go. Don’t give up. Hard work definitely pays off.”

Dane | Olive-Mary Stitt

Main Takeaway: Family time

“We had more family time because of the pandemic. We [now] have family game night. Spending time with your family is really nice, because you get to laugh every once in a while because we talk about funny things and play games.”

IMAGES ON OPPOSITE PAGE: Top Row: Emerson (Greenbrier), Rosemary (South), Brooklynn & Annie (Windsor); Middle Row: Will (Patton), Anissa (Westgate), Matthew (Thomas); Bottom Row: Lydia (Ivy Hill), Anna (Dryden), and Dane (Olive-Mary Stitt)

Lydia | Ivy Hill

Main Takeaway: Gratitude and presence

“I learned how lucky we are to be back in school. Around the world it’s [been] a lot harder for people to be back [in school] and deal with the COVID-19 pandemic. We had a fundraiser for [the people of] India, I learned that they are having a harder time than us and it makes me feel grateful that we are where we are.”

Emerson | Greenbrier

Main Takeaway: Always prepared for change

“I feel like this was the perfect dose of medicine for the world. It taught all of us that we can get through things if we actually try. It gave me a break from school to relax and think about life, and then come back to school and realize the true joy in school that I have. One of the main things that I learned is that I have the ability to get through anything and I think a lot of people know that now.”

Anissa | Westgate

Main Takeaway: Appreciation for medical professionals

“We’ve realized that doctors help our world in making it a better place. Doctors and nurses help our community to be a better place. We haven’t really thought about them before COVID. Also, not just nurses and doctors, it’s people who make the medicine and fight the diseases. We can do it all together. It’s not just one person for themselves. And when I get older I’m going to think that I can do anything and we can all do it together.”

Will | Patton

Main Takeaway: Savor the moments

“I’ll savor that time I have with someone. If you are with one person, but you are doing something else...you need to savor the time you have with the people that you are spending time with.”

Matthew | Thomas Middle School

Main Takeaway: Pursue a passion

“I think people should embrace it [quarantine] instead of close the door to it. I’ve started learning how to code because COVID gave me the time to do so. I think people should start embracing their interests.”

Brooklynn and Annie | Windsor

Main Takeaway: Meet people where they are at

Brooklynn: “I’ve learned to listen to what people’s perspectives are, and support them. If they say they are a little bit more scared of COVID [than I am], then I will support that and comfort them.”

Annie: “I’ve learned to think more about what I’m doing. COVID has really made me more aware of my surroundings and how other people feel about it.”

CORONAVIRUS RELIEF

GETTING BACK TO IN-PERSON

The Cares Act (ESSER I), The Coronavirus Response and Relief Supplemental Appropriations Act (ESSER II), and the American Rescue Plan (ESSER III), provided substantial resources to help schools resume in-person instruction as expeditiously as possible, and to address the urgent academic, social-emotional, and mental health needs of our students.

District 25 has an opportunity with this influx of funding to alter the educational trajectory of our most vulnerable students. As much as possible, District 25 believes these funds are best utilized to enhance in-person instructional time for students, especially those at risk of not being prepared for the next grade level. That could mean expanded summer school, before or after-school programs, and high-impact tutoring.

The District’s plans for these various funding sources are shown in the charts to the right.

If you have any comments or reflections on the District’s planned use of these resources, please submit public comment to the Board of Education (www.sd25.org/BoardAgenda).

ESSER I D25 FUNDING PRIORITIES		\$200,439
Expansion I: Technology to include K-8		\$162,310
Microphones and speakers were provided in some classrooms to assist with sound for dual modality teaching		\$22,828
Nonpublic Share		\$15,301

funds available through 9/30/21

ESSER II D25 FUNDING PRIORITIES		\$675,717
Interventionist personnel costs		\$281,072
Literacy Resources		\$214,345
2021 Summer U personnel costs & materials		\$173,300
Literacy Resources		\$7,000

funds available through 9/30/23

ESSER III D25 FUNDING PRIORITIES		\$1,516,831
Interventionist personnel costs		\$592,181
2022 Summer U personnel costs & materials		\$101,000
Tutoring Opportunities		
• In-District personnel costs & materials		\$265,780
• Outsourcing as needed		
Literacy Resources		\$250,000
Unallocated Funds		\$115,420
Math Resources		\$91,000
SEL Facilitator stipend & pension costs		\$101,450

funds available through 9/30/24

WE REPRESENT YOU!

The School Board is the guardian of the public trust and our board members take that job to heart. Through the policies they make and guidance they give the District, our School Board is essential in establishing the standards and philosophies by which District 25 is run.

Elected by the residents of Arlington Heights to ensure that District 25 is adding value to this Village, our board makes decisions and guides this District to be of service. District 25's Board of Education affirms the unique role of public

education, whereby each community collectively pools its resources for the common good through the education of its students. Therefore, our Board seeks to uphold and improve public education for Arlington Heights.

District 25's Board of Education is dedicated to connecting with the entire Arlington Heights community. There are many ways to get in touch with the District 25 Board of Education as well as stay up to date on happenings at the Board of Education meetings. We welcome you to be as involved as you would like via the ways highlighted on this page.

NAMED IN FULL COMPLIANCE BY THE ILLINOIS STATE BOARD OF EDUCATION



Scott Filipek – *President*



Brian Cerniglia – *Vice President*



Anisha Ismail Patel – *Secretary*



Chad Conley – *Member*



Gina Faso – *Member*



Rich Olejniczak – *Member*



Greg Scapillato – *Member*

CONNECT ONLINE

Live Broadcast of Meetings: The District 25 Board of Education meetings are broadcasted live via YouTube. The link to each meeting is available the week of the meeting on our website (www.sd25.org/BoardAgenda) and is posted on our social media platforms (fb.com/ahsd25 & twitter.com/ahsd25).

boARDBuzz Meeting Recap: After each meeting, District 25's Department of Communications compiles and emails a recap of the happenings at the Board of Education meeting. To view these recaps visit our website (www.sd25.org/CatchUpOnMeetings), or to sign up to receive these recaps, email our Head of Communications & Storytelling, Adam Harris (aharris@sd25.org).

Meeting Recordings: The recordings of the meetings are archived on our website (www.sd25.org/CatchUpOnMeetings).

Email us: Sending an email to BoardFeedback@sd25.org will reach the entire Board at once. The Board President will respond to emails and phone calls on behalf of the Board of Education.

CONNECT IN PERSON

Attending a Meeting: All of the Board of Education meetings are located at the Dunton Administration Building (1200 S. Dunton Avenue). The meeting calendar is located on the website (www.sd25.org/BOE).

Coffees with the Board: Come meet a Board member and discuss different topics over coffee!

September 11, 2021, 2:30 - 4:30 pm,
Ivy Hill Elementary School Commons

December 11, 2021, 8:00 - 10:00 am,
Windsor Elementary School Commons

March 12, 2022, 8:00 - 10:00 am,
Patton Elementary School Commons

June 11, 2022, 1:00 - 3:00 pm,
Westgate Elementary School Commons

ADMINISTRATION

Dr. Lori Bein
Superintendent

Dr. Brian Kaye
*Asst. Superintendent for
Personnel & Planning*

Chris Fahnoe
Director of Technology

Adam Harris
*Head of Communications
& Storytelling*

Coletta Hines-Newell
Director of Food Services

Dr. Peg Lasiewicki
*Asst. Superintendent for
Student Services*

Stacey Mallek
*Asst. Superintendent for
Business / CSBO*

Dr. Becky FitzPatrick
*Asst. Superintendent for
Student Learning*

Ryan Schulz
*Director of Facilities
Management*

SCHOOL BOARD

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Chad Conley
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Gina Faso
Member

Richard Olejniczak
Member

Greg Scapillato
Member



A
25
**GUEST
TEACHER**

**WE ARE HIRING!
SUBSTITUTE
TEACHERS**

\$112 PER DAY

FLEXIBLE SCHEDULE
Select the days you want to work.

CONTACT KASIA KOSINSKA
847-758-4912 or kkosinska@sd25.org