



PROSPECT HEIGHTS  
SCHOOL DISTRICT #23

# STRATEGIC PLAN

2023-2028




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## MESSAGE FROM THE SUPERINTENDENT TO THE DISTRICT 23 COMMUNITY

Dear Prospect Heights District 23 Community,

It is my honor to present this Strategic Plan as the culmination of a collaborative and intense effort this school year. Setting the vision for the future of the School District is the most important task a Board of Education accomplishes because that sets the course of action and direction for years to come. As we close out the previous plan, we renewed the process of investigating the strengths, needs and desires of our community. This resulting plan guides the decision making and planning of our District to ensure alignment with this vision for the future. The strategic plan also provides the opportunity to reaffirm our beliefs, values, and expectations as a community and provides the foundation of who we aspire to be as a District.

I thank all of the various stakeholders who participated in the development and refinement of this plan. Whether through the online survey, focus groups, community forums, or work groups, your active participation gave voice and heart to the words within this plan. On behalf of the Board of Education, I thank the representatives from Silver Lining Learning LLC., who facilitated portions of this process and lent third-party, objective data collection and analysis. Lastly, I thank the members of District 23's Board of Education, Leadership Team, District Improvement Team, and Community members who contributed to the writing and revision of our Strategic Plan. I greatly appreciate the commitment of time, talent, and passion that you provided to the benefit of the students, families, faculty, and community of District 23. I am #Proud2BD23 to serve in a community that engages ALL students in experiences that inspire EACH to grow as a learner, individual, and community member.

Sincerely,

Donald S. Angelaccio Ed.D.  
Superintendent of Schools

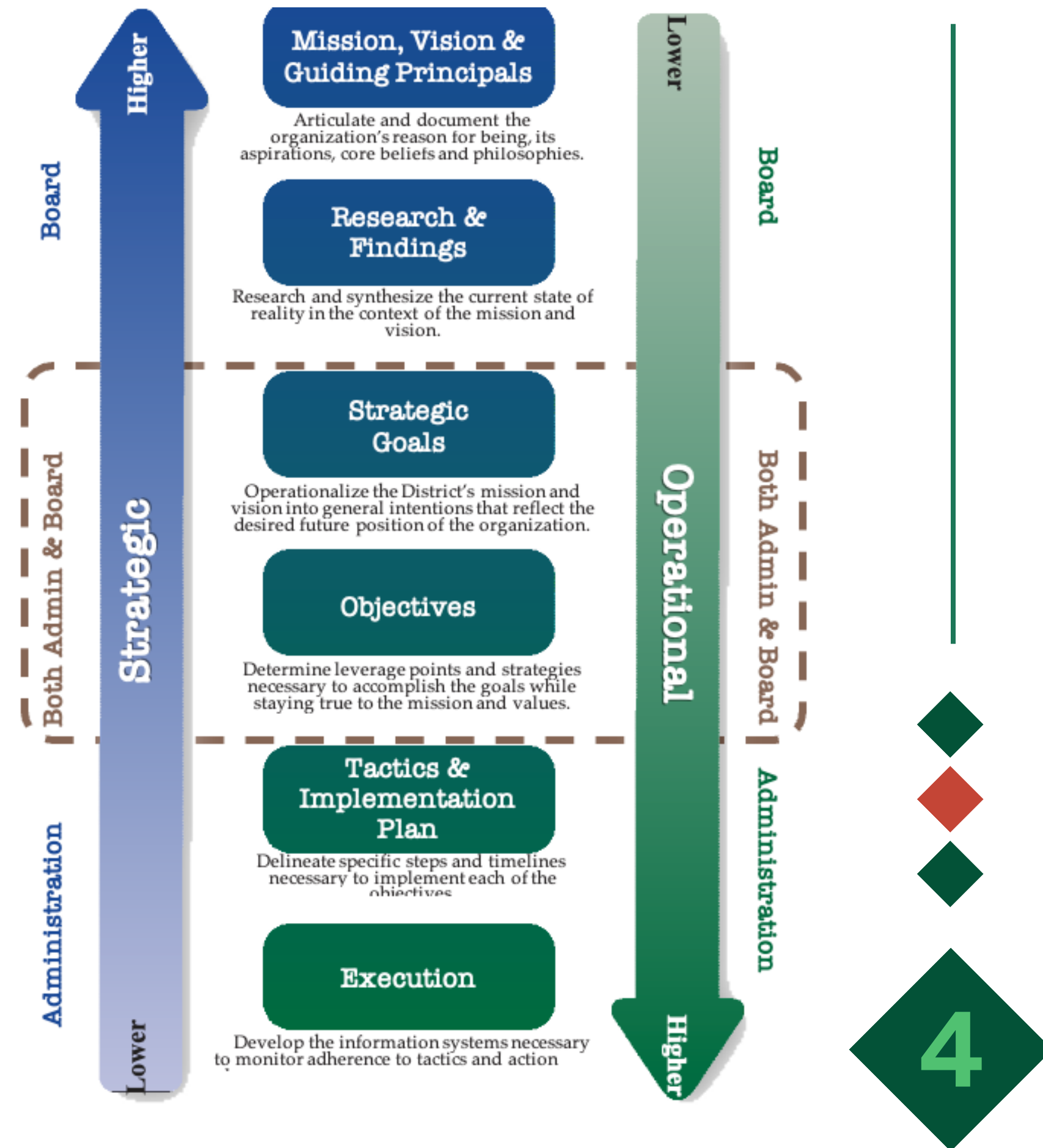




# INTRODUCTION

The strategic planning process in Prospect Heights School District 23 was designed to authentically engage our entire community – including students, parents, teachers, administrators, staff, and municipal leaders, in articulating District successes, values, and priorities for the future.

This document articulates the organization's mission, vision, guiding principles, and "Portrait of a graduate, as well as the goals and objectives needed to achieve the vision. It provides the framework and guidance for an organization to fulfill its mission with optimal impact and efficiency and defines the roles for strategic and operational responsibilities within the organization. This Strategic Plan provides a foundation from which progress can be measured, priorities established, resources allocated, and communications improved.





# MISSION STATEMENT

It is the mission of Prospect Heights School District 23 to:  
Engage ALL students in experiences that  
inspire EACH to grow as a learner,  
individual, and community member.



# VISION STATEMENT

District 23 is a place where:

Students are engaged, inspired, and empowered to collaborate, learn, and grow.

# GUIDING PRINCIPLES

Guiding principles are the beliefs that set the foundation for how an organization will operate. The principles are accepted guidelines that capture the District's values and priorities and provide direction for employees as they go about their daily work.

- Students learn best in a safe, respectful, and inclusive environment.
- Students grow as individuals when their learning is connected to the community through service.
- An engaging and collaborative learning environment is critical to supporting all students.
- We are committed to equity and celebrate our diversity as a strength that creates resilient, socially aware, compassionate community members.
- Social and emotional competencies foster a positive and healthy learning environment.
- Goals are accomplished when thoroughly planned, implemented, and supported.
- Growth is enhanced through inspiration, high expectations, and shared responsibility for student learning.
- Effective and strategic communication promotes transparency and trust.
- Quality instruction stems from a culture of continuous professional improvement, innovation and support.
- Community members and agencies are essential partners in the achievement of our mission.
- Focused and appropriately applied use of technology enhances teaching and learning.
- A commitment to stable and sustainable fiscal management strengthens our organization and community.



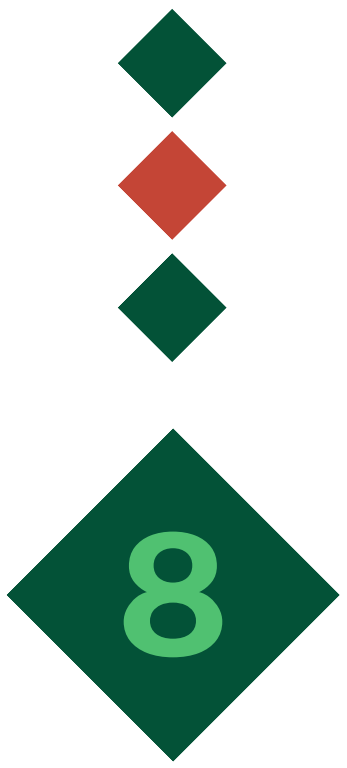
# PORTRAIT OF A DISTRICT 23 GRADUATE



Understanding that each student grows at their own rate and in their own time, we share in the goal of helping ALL students reach their fullest potential. We also believe that the definition of "successful" is broad and complex, unique to each individual.

Our "Portrait of a Graduate" provides a snapshot of the targeted and goal characteristics we strive to develop within our students.

Comprised of academic, social, and emotional elements, we believe that this profile embodies the well-rounded and balanced community members we hope our students will become. We see in them, our future!





## Student Success

Ensure ALL students are well rounded and emotionally and academically prepared for success in high school.

## Teaching, Learning & Innovation

Encourage a learning environment that emphasizes excellence and retains high-quality staff.

## Family & Community Partnerships

Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.

## Facilities & Financial Planning

Advance effective use of resources to support safe, learner ready facilities and to maximize student learning.



# STRATEGIC PLAN GOALS

Our Strategic Plan goals are the overarching intentions for the District. While modified slightly, these four goal areas remain largely unchanged since their development in 2017.

The goal areas focus our attention in serving the needs of the students, staff, families, and District. On the following page, each goal area is more fully developed by articulating the objectives to be achieved.

While interconnected, each goal and objective stands alone in the specific strategies and action steps we will implement to achieve growth.



## Student Success

Continuously evaluate and enhance the effectiveness of core curriculum, interventions, and supports for ALL students.

Ensure each student has access to engaging curriculum and instruction that matches their needs and inspires growth.

Support the whole child, including the development of social, emotional, and life skills.

Develop and enhance programs and curriculum to support the needs of students of all abilities.

Enhance and expand access to extra-curricular and exploratory experiences.



## Teaching, Learning, & Innovation

Recruit, develop, and retain highly qualified, diverse, professional staff and leaders.

Identify gaps in student learning and instruction, and then develop and implement resources and strategies to meet the needs of EACH student.

Develop and communicate an aligned curriculum map of expected learning standards.

Provide a variety of professional development and coaching opportunities to support adult learning and growth.

Facilitate a positive and collaborative culture that enhances professional learning and practice.



## Family & Community Partnerships

Consistently engage parents and community by using relevant communication tools and methods.

Partner with parents to facilitate understanding of student learning standards and District priorities.

Identify, develop, and expand community partnerships.

Support positive and collaborative community culture that enhances equity, celebrates diversity, and builds connections among families.

Implement a community relations and engagement plan targeted to future District needs and priorities.



## Facilities & Financial Planning

Implement and consistently monitor a sustainable long-range financial plan that includes instruction, professional growth, technology, and facilities.

Enhance spaces to support collaborative learning experiences.

Ensure safe and secure learning environments in collaboration with first responders and District partners.

Engage all partners in the development of effective uses of District resources.

Explore extended-term, cooperative procurement, and shared service opportunities to identify potential for cost savings.