



PROSPECT HEIGHTS

SCHOOL DISTRICT 23

**STRATEGIC
PLAN
2018 - 2023**



ECRA Group
Education | Consulting | Research | Analytics



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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. In August of 2017, we began 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 Hazzard, Young and Attea and ECRA Group 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. Let's Grow Together as a community to create opportunities that inspire all students to grow as learners, individuals, and citizens.

Sincerely,

Donald S. Angelaccio Ed.D.
Superintendent of Schools

Let's Grow Together!

Engage
Envision
Enact

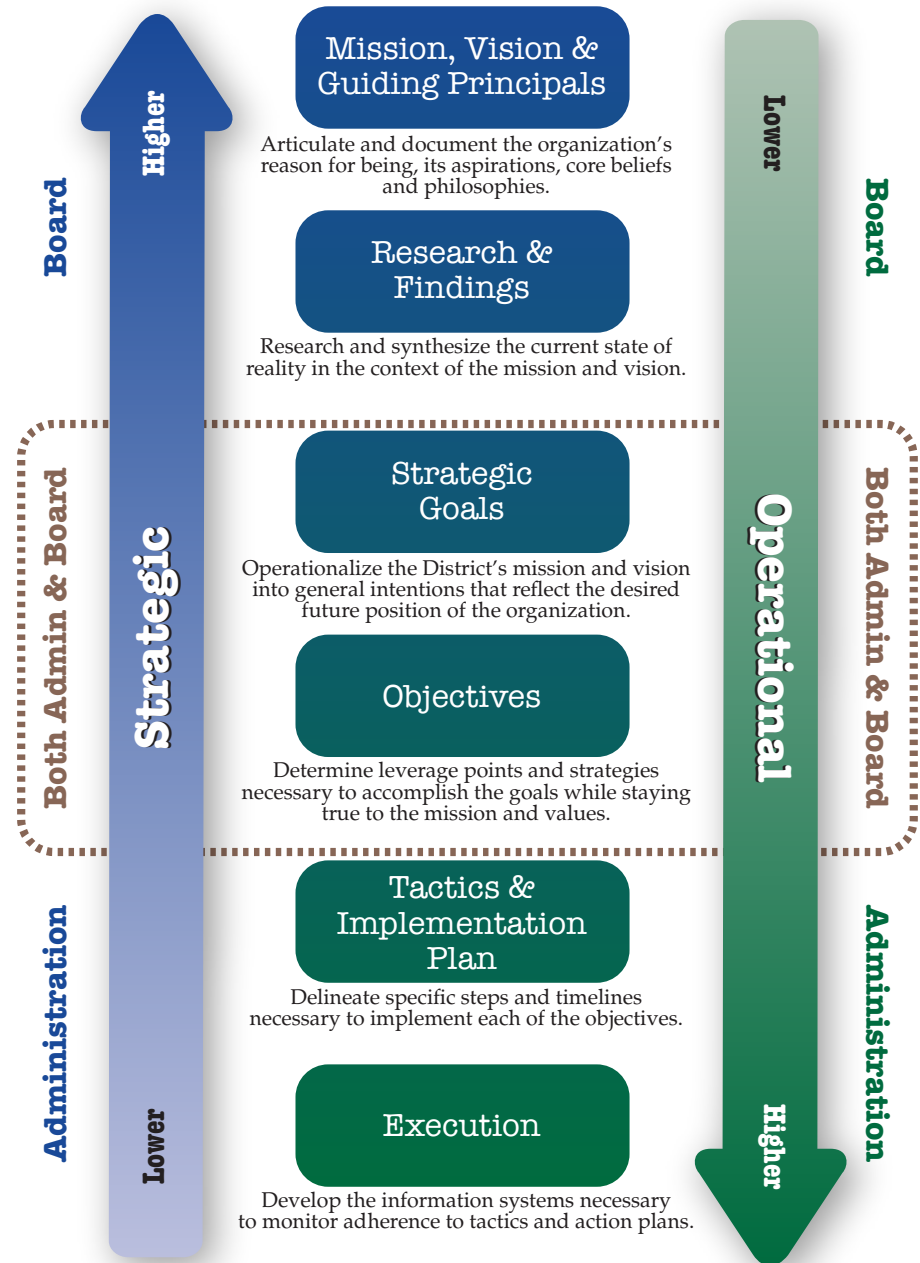




Introduction

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

This document articulates the organization’s mission, vision, guiding principles, 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 among all stakeholders.





Mission Statement

A mission statement is a statement of the overall purpose of an organization. The mission should say what you do, for whom you do it, and the benefit.

Mission Statement

**It is the Mission of Prospect Heights
School District 23 to:
Create opportunities that inspire all students
to grow as learners, individuals, and citizens.**



Vision Statement

A vision statement reflects the District's preferred future. Vision statements describe how the future will look if the organization achieves its ultimate aims.

Vision Statement

**Prospect Heights School District 23 is a place where:
Inspiration and dedication lead to student growth.**

Inspiration + Dedication = Growth



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.

We Believe:

Students learn best in a safe, respectful, and inclusive environment.

An engaging and collaborative learning environment is critical to supporting all students.

Social and emotional competencies foster a positive and healthy learning environment.

Growth is enhanced through inspiration, high expectations, and shared responsibility for student learning.

Quality instruction stems from a culture of continuous professional improvement, innovation, and support.

Focused and appropriately applied use of technology enhances teaching and learning.

Students grow as citizens when their learning is connected to the community through service.

Our diversity is a strength that creates resilient, socially aware, compassionate citizens.

Goals are accomplished when thoroughly planned, implemented, and supported.

Effective and strategic communication promotes transparency and trust.

Community members and agencies are essential partners in the achievement of our mission.

A commitment to stable and sustainable fiscal management strengthens our organization and community.



Portrait of a District 23 Graduate

Inspiring ALL Students to be:



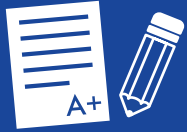


Strategic Goals





Strategic Goals with Objectives



Student Success

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

1. Further develop and examine the effectiveness of core curriculum, interventions, and supports for all student groups.
2. Ensure all students have access to curriculum and instruction that matches their skills and inspires growth.
3. Support the whole child including the development of social/emotional and life skills.
4. Evaluate program development and innovations including ELL, Special Education, At-Risk students and optimal length and start of the school day..
5. Explore accessibility and expansion of extra-curricular and foreign language experiences.



Teaching, Learning & Innovation

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

1. Continue to seek and retain high quality professional staff and leaders.
2. Identify gaps in student learning and develop instructional approaches to meet the needs of all students.
3. Develop and communicate an aligned curricular map of expected learning standards.
4. Provide job-embedded professional development aligned to 21st Century learner needs.
5. Support positive and collaborative culture that enhances professional learning and practice.



Family and Community Partnership

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

1. Use relevant, on-going communication tools and methods to engage parents and community.
2. Assist parents with understanding student learning standards, expectations and district priorities.
3. Expand community partnerships.
4. Support positive and collaborative community culture that enhances connections between families.
5. Develop a community relations and engagement plan targeted to future school district needs and priorities.



Sustainable Resources

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

1. Develop a long-range financial plan that includes instruction, professional growth, technology, and facilities.
2. Provide spaces that support collaborative learning opportunities.
3. Ensure safe and secure learning environments in collaboration with first responders.
4. Engage stakeholders in the development of effective use of resources.
5. Explore shared service opportunities, cost-saving consortiums and ventures.