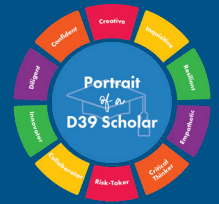


Strategic Plan Progress Report

(October 2023)



In September 2021, the District 39 Board of Education approved a five-year strategic plan to give the district a road-map for the future that focuses on the most essential, key initiatives leading to collective excellence for its students. The information below serves as a progress report from year two of the plan while also outlining our action steps for the 2023-24 academic year. Please visit our [Strategic Plan website](#) for more information and to access our [Key Performance Indicator dashboard](#).



GOAL 1

Student Achievement and Growth

Ensure a differentiated education that provides a strong foundation of rigorous academic learning.

2022-23 Accomplishments

- ✓ Multi-Tiered System of Support (MTSS) established and implemented
- ✓ Special education teachers (LBS) trained in research-based strategies and resources
- ✓ Structured data meetings focused on grade- and student-level analysis for support and/or enrichment planning
- ✓ Primary reading instruction strengthened
- ✓ Professional development provided for student growth, goal-setting, and communicating progress with families
- ✓ Differentiated professional development opportunities

2023-24 High-Priority Action Steps

- ▶ Building MTSS Teams will analyze student data and track progress to determine intervention needs
- ▶ New intervention services will be implemented by teachers or other staff in supportive roles
- ▶ Special education teachers trained in research-based strategies for instruction
- ▶ General education teachers will engage in continuous learning in research-based strategies for reading and math and implement approaches
- ▶ Literacy curriculum materials will undergo a review to align with student needs
- ▶ Students will engage in goal-setting as a class and/or an individual in line with developmental level



GOAL 2

Supportive Community

Cultivate a supportive and inclusive learning community that is responsive to the social, emotional, and behavioral needs of each student.

2022-23 Accomplishments

- ✓ Foundations Behavior Teams created at each building
- ✓ Tier 1 social-emotional systems of support implemented districtwide
- ✓ Grade- and classroom-level data meetings were established to plan SEL interventions
- ✓ Student sense of belonging in grades 5-8 – gaps identified and plan developed to address
- ✓ Tier 2 and Tier 3 problem-solving guidance and interventions for social-emotional learning identified
- ✓ Structures created to connect in-school social-emotional learning with home support

2023-24 High-Priority Action Steps

- ▶ Building Foundations Teams will implement Tier 1 procedures for identified common areas (*halls, cafeteria, playground*)
- ▶ Social-emotional curriculum pilot at grades 5-8 and professional development differentiated
- ▶ Recommended grades 5-8 schedule to include time for social-emotional skill instruction
- ▶ Home-school reporting system for social-emotional learning
- ▶ Implement aligned process for SEL problem solving
- ▶ Build staff capacity and responsiveness around diversity, equity, inclusion, and belonging (DEIB)



GOAL 3

Professional Community

Foster a professional community that values, supports, develops, and retains highly effective staff.

2022-23 Accomplishments

- ✓ District Strategic Advisory Team of stakeholders implemented review and guidance process
- ✓ Staff community building events encouraged an increased sense of belonging
- ✓ Staff feedback, shared decision-making and engagement opportunities expanded
- ✓ Meeting norms established and implemented districtwide
- ✓ Culturally responsive teaching/cultural competency learning opportunities provided for all instructional staff

2023-24 High-Priority Action Steps

- ▶ 2023-24 District Strategic Advisory Team meets regularly
- ▶ District committee members will represent various disciplines and experience
- ▶ Seek and publicize staff feedback regarding personal/professional needs and priorities to plan for future training
- ▶ A committee of faculty, staff and administrators will make recommendations to target and address culture/climate needs based on newly collected survey data
- ▶ Training for productive conversations regarding student needs
- ▶ Diversity, Equity, Inclusion, and Belonging (DEIB) Task Force recommendations for hiring and retaining employees of color



GOAL 4

Family Partnerships

Strengthen partnerships by connecting, collaborating, and communicating with families and communities to advance teaching and learning.

2022-23 Accomplishments

- ✓ Delivery of D39 strategic communications plan
- ✓ Parent education events calendar created and monthly events evaluated for effectiveness
- ✓ Social media communications training completed
- ✓ Website redesign for district and schools in final stages
- ✓ Implemented, evaluated and improved transition from 4th to 5th grade
- ✓ Transition plan developed and initially implemented for students moving from 6th to 7th grade

2023-24 High-Priority Action Steps

- ▶ Increase social media following and engagement, partially through advertising
- ▶ Complete the redesign of district and school websites.
- ▶ District will choose an online newsletter tool that provides consistency in look, ability to be embedded in email, and valuable analytics for all teachers and schools
- ▶ Increase communication for parent understanding and learning around diversity, equity, inclusion, and belonging
- ▶ Development of a comprehensive transition plan from grade 6 to 7 that aligns with identified areas of need from student and parent surveys
- ▶ Deliver academic pathways document



GOAL 5

Stewardship of Resources

Ensure the effective use of resources to sustain practices that promote growth.

2022-23 Accomplishments

- ✓ Five-year capital improvement and building-based planning accomplished
- ✓ Air conditioning renovations for classrooms at Central, Harper, Romona, and Highcrest
- ✓ MEC water pipes replaced and two bathrooms renovated
- ✓ Legislative adjustments monitored for potential impact on District 39 availability of resources
- ✓ Grades 5-8 scheduling committee launched
- ✓ Size and staffing patterns across non-homeroom instructional environments were explored

2023-24 High-Priority Action Steps

- ▶ Bi-Annual review of five-year capital improvement plan
- ▶ Prioritize scheduling of building-based capital improvements
- ▶ Monitor legislative adjustments and their potential impact on D39 finances/planning
- ▶ Implement a process to evaluate class size and staffing of non-homeroom instructional environments and align with new, recommended 5-8 master schedule