

Strategic Planning

Welcome!



ELIZABETH MEYER
SCHOOL



JOHN MIDDLETON
ELEMENTARY



OLIVER McCracken
MIDDLE SCHOOL



Board President Emily Miller

Welcome and Introduce Board members



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Agenda

Welcome

Land Acknowledgement

Celebrate members of our school community

Highlight successes of our SY2018-SY2023 Strategic Plan

Explain the Strategic Planning Process for developing the Strategic Plan SY2024 - SY2029



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Skokie School District 73.5 Land Acknowledgement Statement

At Skokie School District 73.5, we respectfully acknowledge that we are on the lands of the Sioux, Ho-Chunk and Winnebago, Myaamia (Miami), Potawatomi, Peoria, and Kickapoo Nations. These Nations were forcefully removed from their traditional territories and these lands continue to carry the stories of these Nations and their struggles for survival and identity.

As a public institution committed to “building a foundation for learning, leadership, and life” and educating our students to be critical thinkers who want to make the world a better place, we have a particular obligation to recognize the peoples of these lands and the histories of dispossession upon which our schools rest.

As educators, we recognize that by being silent, we are complicit in the ongoing oppression of Indigenous peoples and we take this first step in fulfilling our responsibility to critically look at colonial histories and their present-day implications as we pay respect to the keepers of the land, and the land itself.



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Strategic Planning

Strategy **helps us define our business, gives it a set of values, and gives it purpose.** It helps us understand what success actually looks like. It provides a roadmap for our business, shows us our destination, and identifies useful stopping points along the way.



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Celebration:

Strategic Plan 2018-2023



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2018-2023 Strategic Plan Topics

1. Academics
2. Community Engagement
3. Fiscal Responsibility
4. Learning Environment
5. Whole Child



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STRATEGIC PLAN 2018-2023

ACADEMICS: NURTURE, EMPOWER, AND PREPARE STUDENTS TO MAXIMIZE THEIR POTENTIAL IN A GLOBAL COMMUNITY.

COMMUNITY ENGAGEMENT: ENGAGING A COMMUNITY IN WHICH RELATIONSHIPS ARE CULTIVATED TO FOSTER A SAFE, SUPPORTIVE, RESPECTFUL, AND INCLUSIVE ENVIRONMENT WHERE EVERY STUDENT WILL THRIVE.

FISCAL RESPONSIBILITY: MAINTAIN FISCAL RESPONSIBILITY WHILE PROVIDING STUDENT CENTERED, INNOVATIVE EDUCATIONAL PROGRAMS IN A SAFE, HEALTHY ENVIRONMENT



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STRATEGIC PLAN 2018-2023

LEARNING ENVIRONMENT: ENGAGING A COMMUNITY IN WHICH RELATIONSHIPS ARE CULTIVATED TO FOSTER A SAFE, SUPPORTIVE, RESPECTFUL, AND INCLUSIVE ENVIRONMENT WHERE EVERY STUDENT WILL THRIVE

WHOLE CHILD: CONTINUE TO FOSTER A SAFE, SUPPORTIVE, AND STIMULATING LEARNING ENVIRONMENT THAT ENCOURAGES ALL STUDENTS AND STAFF TO WORK COLLABORATIVELY AND CREATIVELY TO LIVE, LEARN AND LEAD IN A RAPIDLY CHANGING AND DIVERSE GLOBAL SOCIETY



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STRATEGIC PLAN 2018-2023

ACTION STATEMENTS

<u>ACADEMICS</u>	<u>ACTION STATEMENT</u>
NURTURE, EMPOWER, AND PREPARE STUDENTS TO MAXIMIZE THEIR POTENTIAL IN A GLOBAL COMMUNITY	REVIEW, REVISE, AND MAKE RECOMMENDATIONS RELATED TO STEAM OPPORTUNITIES PREK-8 EXPLORE WAYS TO INTEGRATE STE(A)M INTO THE PREK-5 SCHOOL DAY.
	DEVELOP A SYSTEMIC PROCESS FOR STUDENTS PREK-8 TO ANALYZE AND RESPOND TO THEIR GROWTH AND LEARNING
	PROMOTE EQUITY BY EVALUATING, IDENTIFYING, AND BEGINNING TO ADDRESS CURRENT BIASES IN CURRICULUM, INSTRUCTION, ASSESSMENT, AND MATERIALS
	ANALYZE INQUIRY STANDARDS AND INCREASE OPPORTUNITIES FOR STUDENTS TO PROBLEM SOLVE VIA REAL WORLD SCENARIOS.
	CONTINUE TO SUPPORT, MONITOR, AND/OR EVALUATE THE OUTCOMES OF THE 2013-2018 STRATEGIC PLAN.

INITIATIVES

<u>INITIATIVE</u>
REVIEW AND MAKE RECOMMENDATIONS RELATED TO STEAM OPPORTUNITIES PREK-8: EXPLORE WAYS TO INTEGRATE STE(A)M INTO THE PREK-5 SCHOOL DAY.
BASED UPON APPROVED RECOMMENDATIONS, REVISE STEAM PROGRAMMING.
DEVELOP A SYSTEMIC PROCESS FOR STUDENTS PREK-8 TO ANALYZE AND RESPOND TO THEIR GROWTH AND LEARNING.
PROVIDE PROFESSIONAL DEVELOPMENT AND SUPPORT TO STAFF WHO WILL IMPLEMENT THE SYSTEMIC PROCESS.
EVALUATE AND IDENTIFY EQUITY WITHIN THE CURRICULUM, INSTRUCTION, ASSESSMENT, AND MATERIAL IN OUR DISTRICT
BASED ON THE OUTCOMES OF THE ABOVE INITIATIVE, BEGIN TO ADDRESS CURRENT BIASES IN OUR CURRICULUM, INSTRUCTION, ASSESSMENT, AND MATERIALS, AS IT RELATES TO EQUITY.
ANALYZE INQUIRY STANDARDS AND INCREASE OPPORTUNITIES FOR STUDENTS TO PROBLEM SOLVE VIA REAL WORLD SCENARIOS.
PROVIDE PROFESSIONAL DEVELOPMENT AND SUPPORT TO STAFF WHO WILL IMPLEMENT THE STANDARDS.
CONTINUE TO SUPPORT, MONITOR, AND/OR EVALUATE THE OUTCOMES OF THE 2013-2018 STRATEGIC PLAN.

Committee Members | 2018 - 2019

Academics	Community Engagement	Learning Environment	Whole Child
Becky Mathison Amanda Dunakin Marty Behm Jim Bruton Sara Denaro Carrie Eccleston Concetta Rebecca	Alison Gordon Annie Bhurya Aasia Shahid Marty Heffner Tom O'Brien Katie Wilbur	Nate McBride Nancy Ariola Samantha Kessler Asma Ahmed Brittany Granquist Annie Monk Jon Shay Laura Williams	Kristen Moore Stephanie Newman Ashtar Nahhas Lillian Yawanis Kristen McCann Kristen McCann Katie Pellish

Committee Members | 2019 - 2020

Academics	Community Engagement	Learning Environment	Whole Child
Becky Mathison Courtney Goodman Amanda Dunakin Helen Wei Lyla Nissan Lynn Chambers Molly Domingo Kimberly Davis Laura Kasten Louis Kotvis Jennifer Tarr	Marty Heffner Marty Behm Taylor Dickinson Aasia Shahid Sarah Hampton Cathy Lau Martha Orso Katie Sater Samia Sharief Tiffany Voight Katie Wilbur	Nate McBride Nancy Ariola Samantha Kessler Colleen Marvinac Allison Acevedo Megan Loera Whitney Kaimakis Hetal Thakkar Asma Ahmed Brittany Granquist Annie Monak	Dean Pappas Stephanie Larenas Ashtar Nahhas Stephanie Dickstein Lillian Yawanis Kristen McCann Anne Bond Margaret Burke Erin Gregg

Committee Members | 2019 - 2020 (Continued)

Academics	Community Engagement	Learning Environment	Whole Child
Lynn Tucker Jim Bruton Sara Denaro Carrie Eccleston Concetta Caringella Nina Slefo Erin Hamilton Nina Slefo	Sarah Berkey Susan DeStefano	Laura Williams	Katie Hollenberg Mollie Olson Diane McWherter Deb Shawver Keri Williams Joy DiZillo Katie Pellish

Committee Members | 2020 - 2021

Academics	Community Engagement	Learning Environment	Whole Child
Dawn Green Sammy Kessler Helen Wei Christine Clark Diana Paquin Morel Hetal Thakkar Lynn Chambers Laura Kasten Lynn Tucker Molly Domingo	Marty Behm Taylor Dickinson Aasia Shahid Kim Scurek Cathy Lau Martha Orso Samia Sharief Tiffany Voight Wendy Maa Stephanie Larenas	Nate McBride Hannah Saibert Allison Acevedo Megan Loera Whitney Kaimakis Asma Ahmed Brittany Granquist Annie Monak Laura Williams Maggie Price	Erica Berger LaTonya Wilks Lillian Yawanis Deb Shawver Katie Hollenberg Kathleen Schieber Keri Williams Mollie Olson Nikki Barnold

Committee Members | 2020 - 2021 (Continued)

Academics	Community Engagement	Learning Environment	Whole Child
Marcia Klita Jennifer Tarr Jim Bruton Sara Denaro Erin Hamilton Concetta Caringella Lynn Catanus	Sarah Berkey Tori Gammeri	Nancy Ariola	Erin Gregg Erica Berger LaTonya Wilks Joy DiZillo Melissa Arkin

Committee Members | 2021 - 2022

Academics	Community Engagement	Learning Environment	Whole Child
Dan Swartz Amanda Dunakin Helen Wei Lynn Chambers Christine Clark Laura Kasten Lynn Tucker Jim Bruton Erin Hamilton Nancy Ariola Annie Monak	Marty Behm Stephanie Larenas Cathy Lau Martha Orso Kim Scurek Samia Sharief Tiffany Voight Wendy Maa Taylor Dickinson Stephanie Larenas Tori Gammeri	Allison Acevedo Priya Amin Hannah Saibert Sarah Kinsella Hetal Thakkar Asma Ahmad Laura Williams Maggie Price Priya Amin	Angela DeMay Kristen McCann Debbie Chen Nikki Barnold Erin Gregg Katie Hollenberg Vicky Salas Keri Williams Jenny Walsh Moriah Berry

Committee Members | 2022 - 2023

Academics	Community Engagement	Learning Environment	Whole Child	
Priya Amin	Marty Behm	Sam Peterson	Angela DeMay	Vicky Huerta
Helen Wei	Stephanie	Richard McDonald	Lyla Nissan	Lauren Lancioni
Nancy Ariola	Larenas	Hannah Saibert	Asma Ahmad	Sally Alvarado
Rachel Douglas	Torrie LaBarbera	Baylie Ellis	Kristen McCann	Sarah Berkey
Jenn Conn	Samia Sharif	Lisa Repp	Heather	Lynn Catanus
Lynn Chambers	Tiffany Voight	Carrie Eccleston	Haggerty	John Wash
Allison Acevedo	Cathy Lau	Maggie Price	Erin Gregg	Moriah Berry
Jim Bruton	Martha Orso	Jody Ehrenberg	Archana K	
Erin Hamilton	Tori Gammeri			
Annie Monak	Joy DiZillo			
Kate Magnuson	Karen Hayes			

Academics

Accomplishments:

Opportunities to engage in STEAM-based learning is available for all students K-8.

Recommitted and refined our Standards Referenced Grading Practices to ensure all teachers receive strong Professional Learning

Ongoing Work:

DELT Teaching & Learning and Academics Committee are refining our curriculum framework tool to support the work of teachers providing more culturally and linguistically relevant instruction.

Engage in professional development that builds teacher capacity for providing inquiry based learning experiences and student goal setting.



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Community Engagement

Accomplishments:

Established relationships with NEIU, NIU, NNHS. Host student teachers.

Teachers and Admin partnered with Teach Plus to assess hiring practice needs.

McCracken students tutored Middleton students, as a pathway to encourage our students to consider a career in education.

Increased communication with our families who speak Arabic, Assyrian, Spanish, Tagalog, Urdu, Vietnamese. most languages, The district has Language Ambassadors, and partners with the ELL Parent Center.

Ongoing Work:

Continue to host student teachers. Increase number of universities with large populations of diverse education majors. relationships.

Increase in school and home connection by teachers and staffs increased communication to home with use of technology: SeeSaw, Google classroom, and Google meets for all assignments. (COVID accelerated this initiative)

District Equity Leadership Team (DELT) hosts Community Roundtables where district staff and community member analyzed district policies and systems around equity. This process was used to create the District's Equity Mission Statement.



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Fiscal Responsibility

Accomplishments:

Implemented a Finance committee what includes a member of the community with open monthly meetings and encouragement for all staff to attend.

Present monthly to the Board of Education financial budget updates including updates

Resolved 75% of priority code a and b issues from our last ten-year life safety report

Explore Grant Opportunities

Ongoing Work:

Creating an updated long range facility plan

Update Business Office Manual

Attend IASBO Delegate Advisory Assembly Meetings

Attend ED-RED meetings regularly

Meet with Niles Township CSBO'S quarterly to discuss cost sharing opportunities



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Learning Environment

Accomplishments:

Creation of a comprehensive digital citizenship scope and sequence for grades K-8

School beautification was completed and some furniture that was available is arriving soon!

District has engaged with Dearborne Consulting to assess the safety and security of our school grounds.

Ongoing Work:

A considerable amount of the gen ed furniture options were unavailable so the committee is working to determine next steps to completing the classroom furniture updates.

A pilot for the digital citizenship will need to be identified to begin the implementation phase.

We are awaiting a report from the Dearborne Consulting firm so we can determine alignment with the District Crisis Plan and develop a dialog for any recommendations.



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Whole Child

Accomplishments:

Explored SEL curricular options

Secured anti-bias training and learning opportunities for members of the school community

Created and provided opportunities for students to increase connections with peers within and between schools

Provided trauma and crisis training to members of our school community

Ongoing Work:

Expand learning opportunities in the community

Assess the implementation, integration, and overall effectiveness of our social and emotional learning curriculum

Assess current curricular programming for teaching students about healthy choices, and make recommendations for additional or alternative options



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THEMES EMERGED ABOUT OUR DISTRICT

- Collaboration
 - Across schools
 - Among our DIVERSITY AND EQUITY LEADERSHIP TEAM (DELT AND DISTRICT LEADERSHIP TEAM (DLT)
- Learning
 - Teachers engaged in learning to implement virtual learning
 - Created learning environments that embraced STEM classes and Robotics
- Innovation
 - Expanded two-way communication through the use of technology
 - Instruction
 - Scheduling conferences
 - Accessing the student portal for instruction
- Persistence
 - Expanding student groups focused on diversity, equity, and inclusion
 - Developing opportunities for teaching students to identify equity by evaluating, identifying, and beginning to address current biases in curriculum, instruction, and assessment
- Engages the larger community
 - Created student between Middleton and McCracken
 - Expanded university partnerships



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THANK YOU FOR
MAKING THE
DISTRICT
INITIATIVES A
REALITY!



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DEVELOPING STRATEGIC PLAN SY2024 - SY2029

1. Welcoming Environment
2. Hiring and Retention
3. Acceleration of Learning
4. Fiscal Responsibility
5. Infrastructure



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PRIORITIES

WELCOMING ENVIRONMENT: Our community must feel welcomed. We are intentional about our engagement with our students, parents, families, community, and staff.

HIRING & RETENTION: We deliberately seek to diversify our high-quality staff, with a focus & commitment on retention and development.

ACCELERATION OF INSTRUCTION: Our focus is on accelerating student learning. Our staff is committed to teaching grade-level standards with supports to mitigate unfinished teaching or unfinished learning.

INFRASTRUCTURE: Our physical space must accommodate the programs we desire for our students' instructional needs, extracurricular activities, and community meeting spaces.

FISCAL RESPONSIBILITY: Creating, maintaining, and optimizing a balanced budget.



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DOCUMENTS ON THE TABLES

- ❑ PRIORITIES
- ❑ VISION STATEMENT
- ❑ RESOLUTION ON SYSTEMIC RACISM, AND RACIAL INEQUALITIES
- ❑ STATEMENT OF SUPPORT FOR 73.5 ASIAN AMERICAN PACIFIC ISLANDER COMMUNITY
- ❑ LAND ACKNOWLEDGEMENT STATEMENT
- ❑ EQUITY MISSION STATEMENT
- ❑ LITERACY AUDIT

Vision Statement SY24-SY29

Skokie School District 73½ is a district with a diverse population of students, families, and community members that offers a unique environment for our students to learn with and from one another. Our goal is to recruit and retain exemplary instructors and staff who both embrace and reflect our community. We believe by creating a welcoming environment for all members of our community, hiring and retaining exemplary teachers and staff, and accelerating our students' instruction, our students' high-quality education and their authentic multicultural experiences position them to be leaders for a better humanity.



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Resolution on Systemic Racism and Racial Equity

On **July 14, 2020**, the Skokie School District 73.5 Board of Education unanimously adopted a very significant resolution on Racism and Racial Equity, signifying the district's commitment to provide high-quality education to all of our students and to respect and honor the racial and ethnic background of all of our students. That resolution is attached.

District 73.5 is a place where all students matter and we are proud of and support our diversity — and consider it a strength.



Statement of Support for SD73.5 Asian American and Pacific Islander Community

On [April 15, 2021](#) - “We will not tolerate racism or bigotry in any form”.

- Our Board of Education **acknowledged that there has been an alarming increase of violence toward Asian Americans and Pacific Islanders since the onset of the COVID-19 pandemic** through a statement of support the board vehemently condemned any and all racially motivated and xenophobic acts of harassment and violence.
- The Skokie School District 73.5 **condemns all forms of violence, bias and racism against fellow AAPI community members.**



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Land Acknowledgement Statement

At Skokie School District 73.5, we respectfully acknowledge that we are on the lands of the Sioux, Ho-Chunk and Winnebago, Myaamia (Miami), Potawatomi, Peoria, and Kickapoo Nations. These Nations were forcefully removed from their traditional territories and these lands continue to carry the stories of these Nations and their struggles for survival and identity.

As a public institution committed to “building a foundation for learning, leadership, and life” and educating our students to be critical thinkers who want to make the world a better place, we have a particular obligation to recognize the peoples of these lands and the histories of dispossession upon which our schools rest.

As educators, we recognize that by being silent, we are complicit in the ongoing oppression of Indigenous peoples and we take this first step in fulfilling our responsibility to critically look at colonial histories and their present-day implications as we pay respect to the keepers of the land, and the land itself.



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District 73.5 Equity Mission Statement

We believe that inclusivity and belonging are the foundation for equity.

All children can learn, at high achievement levels, when equity is infused into every aspect of education.

At District 73.5, we acknowledge the systemic inequities present in school systems and recognize the impact they continue to have on marginalized communities. We commit to teaching, learning, and growing in order to identify and dismantle inequitable systems and to create a community where barriers are removed so that everyone can reach their full potential.

We believe that students succeed when they can see themselves represented in our staff, curriculum, opportunities, and our shared environment. We accomplish this through professional development, curriculum revision, community engagement, and systems evaluations.

We recognize the need to teach our students to identify the origins of unjust systems and empower them to use their critical thinking skills and agency to responsibly disrupt the policies and practices that perpetuate inequalities.



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Literacy Audit

Literacy Audit Report

For:
Skokie School District 73.5
2021-2022 School Year



Audit conducted, analyzed, and authored by The Educator Collaborative.

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Strategic Plan Kickoff SY24 - SY29



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2024 - 2029 Strategic Plan Topics

1. Welcoming Environment
2. Hiring and Retention
3. Acceleration of Learning
4. Fiscal Responsibility
5. Infrastructure

Aligning our priorities and goals



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Strategic Planning Dates and Topics

- October 19th: ***Welcoming Environment***
- October 25th: ***Hiring & Retention***
- November 2nd: ***Acceleration of Learning***
- November 9th: ***Infrastructure and Fiscal Responsibility***
- November 16th: ***Create Goals and Strategies for Initiatives***



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Three Prong Approach to Communication

- Community embedded events to include voices of those unable to attend and survey to all parents and staff
- Round Table meetings October 19, October 25, November 2nd and November 9th
- District website update on progress



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Questions

