



# Glenview District 34 2019-2024 Strategic Plan

## Mission

Empower all learners to:

**Aspire** to reach their highest potential

**Explore** their passions and interests

**Discover** their pathway to success

**Connect** with each other, the community, and the world

## Vision

District 34 will be an inclusive, equitable school system that provides comprehensive, authentic learning experiences to develop the whole child. □

### All learners will: □

- Build skills as critical and creative thinkers and communicators
- Show confidence, resilience and self-direction in pursuing their interests, tracking their progress, and sharing their learning and growth □
- Be citizens of character who contribute to their community and embrace diversity and individual differences

### All staff will: □

- Commit to student academic growth and social-emotional well-being
- Value learner voice and choice and provide consistent instruction in a welcoming, flexible, innovative, and motivational environment □
- Pursue professional learning, collaboration and collective inquiry as learners themselves

### All families and the community will: □

- Collaborate with the District to foster student academic growth and social-emotional well-being □
- Partner with the District to provide authentic, extended learning experiences □
- Demonstrate pride in and understanding of the District's work, successes, opportunities, and needs □

## Core Values





District 34's core values guide behaviors, actions and decisions.

**Growth & Aspirations:** We are forward-focused on the academic and social-emotional growth of students and the professional growth of staff, and on creating the best future for our community.

**Diversity, Inclusion & Equity:** We embrace and welcome the differences of each member of our community and provide equitable resources to meet the needs of all learners.

**Relationships & Respect:** We build collaborative, respectful relationships through trust, open communication, and shared responsibility and accountability.

**Stewardship:** We are diligent stewards of our resources.

Goals	Strategies	Suggested Measures
<p><b><i>Student Success &amp; Well-Being:</i></b> Provide a comprehensive education that supports deep learning and social-emotional growth.</p> 	<ul style="list-style-type: none"> <li>● Redefine student success to open doors for students to explore varied pathways</li> <li>● Ensure articulation and programming that facilitates smooth social, emotional, and academic transitions from school to school</li> <li>● Use data to provide differentiated instruction to meet the academic needs of each learner, improve overall growth and achievement, and narrow achievement gaps</li> <li>● Provide opportunities for the earliest learners to establish a strong academic and social-emotional foundation</li> </ul>	<ul style="list-style-type: none"> <li>● Early learning readiness</li> <li>● Student growth and achievement in reading, math and social-emotional learning</li> <li>● Achievement gaps</li> <li>● Student satisfaction</li> <li>● Student attendance</li> <li>● Student engagement</li> <li>● Co-curricular participation</li> </ul>
<p><b><i>Educator Growth &amp; Support:</i></b> Attract, retain, and support quality, collaborative staff who demonstrate content expertise and provide consistent, impactful instruction.</p> 	<ul style="list-style-type: none"> <li>● Foster a positive climate, culture and competitive compensation to attract, support, and retain high-quality staff</li> <li>● Maximize the return on the investment of resources for staff collaboration, professional learning, and shared leadership</li> <li>● Create innovative opportunities that allow students and teachers to co-facilitate and explore their interests, use technology, and interact with problem-based, real-world application</li> </ul>	<ul style="list-style-type: none"> <li>● Staff performance</li> <li>● Staff retention</li> <li>● Staff satisfaction</li> <li>● Staff compensation</li> <li>● Certifications in identified areas of need</li> <li>● Staff diversity</li> </ul>
<p><b><i>Parent &amp; Community Partnerships:</i></b> Build strong partnerships with families and the community to create a system of care, support, and extended learning opportunities for students.</p> 	<ul style="list-style-type: none"> <li>● Provide parents with tools, resources, and relevant, consistent information to connect with the school and support their child's progress</li> <li>● Ensure clear and accurate communication so all community members can understand District programs, initiatives and performance</li> <li>● Increase partnerships to provide students with authentic learning experiences, service-learning opportunities, and exposure to career pathways</li> </ul>	<ul style="list-style-type: none"> <li>● Parent and community awareness of District initiatives, successes, opportunities and needs</li> <li>● Parent satisfaction</li> <li>● Parent engagement</li> <li>● Community satisfaction</li> <li>● Community and volunteer partnerships</li> </ul>
<p><b><i>Resource Stewardship:</i></b> Demonstrate effective and responsible use of resources.</p> 	<ul style="list-style-type: none"> <li>● Address aging facilities and deferred maintenance to provide safe, clean, and well-maintained facilities</li> <li>● Equitably and responsibly allocate resources of time, space and scheduling to enhance programming and best instructional practices and meet the needs of all learners</li> </ul>	<ul style="list-style-type: none"> <li>● ISBE annual recognition status</li> <li>● Annual audit</li> <li>● Annual budget</li> <li>● Condition of facilities</li> <li>● Long-range facility plan</li> </ul>



## Strategic Plan 2015-2020

### MISSION

To inspire a passion for learning that empowers all students to achieve **personal excellence**

### VISION

Students will achieve **personal excellence** when everyone demonstrates:

- Commitment to continuous improvement
- High expectations for academic, social, emotional and behavioral growth
- Effective collaboration, communication, critical thinking and creativity
- Ownership, responsibility and accountability for growth and development

### GOALS

- Continuous Student Growth & Achievement
- Supportive Learning Environment
- High Quality Workforce
- Family and Community Partnerships
- Efficient and Effective Use of Resources

### CORE VALUES/COMMITMENTS

We believe students learn in **different ways and at different rates.**

We believe it is our responsibility to guide students towards **self-sufficiency, ownership, responsibility and accountability for their own learning.**

We believe in providing a **safe and secure environment** in order to foster a community of collaborative learners.

We value **continuous improvement through teamwork, collaboration and shared leadership** at all levels.

We believe a **high quality staff** is essential to a high-achieving school system.

We believe that **corroborative partnerships and effective communication** among the community, home and school accelerates student success.

We believe the District must be a **good steward** of community resources.

Antioch  
School District 34

964 Spafford Street  
Antioch, IL 60002  
847-838-8401

Antioch  
Elementary School

817 N. Main Street  
Antioch, IL 60002  
847-838-8901

Hillcrest  
Elementary School

433 E. Depot Street  
Antioch, IL 60002  
847-838-8001

Oakland  
Elementary School

818 E. Grass Lake Road  
Lake Villa, IL 60046  
847-838-8601

W.C. Petty  
Elementary School

850 Highview Drive  
Antioch, IL 60002  
847-838-8101

Antioch Upper  
Grade School

800 Highview Drive  
Antioch, IL 60002  
847-838-8301



# STRATEGIC PLAN

The 2017-2018 strategic planning process called Forward 47 was driven by stakeholders — engaging parents, community members, board members, staff, administrators, and former students in a collaborative effort. The new plan is intended to help shape the District's focus moving forward, build on existing strengths, and provide opportunities for growth over the next five years. In January 2018, the District 47 Board of Education approved the new strategic plan, establishing a set of priorities based on guiding principles designed to improve learning for all students.

## OUR VISION

### Where We Are Headed

Learners are empowered when they:

- Demonstrate academic growth by being independent and strategic learners.
- Apply the life skills of collaboration, communication, citizenship, character, critical thinking, and creativity in real world situations.
- Set goals, monitor progress, and recognize improvement.
- Learn in an environment that is safe, engaging, and collaborative.
- Are supported by high-quality educators committed to meeting individual needs through relevant and differentiated instruction.
- Are supported by collaborative partnerships that engage families and the community.

## OUR VALUES

### What We Stand For

- Collaborative and respectful relationships
- Equitable and timely resources
- Engaged and innovative instruction
- Growth and continuous improvement
- Recognizing and accepting individual differences
- Responsible and accountable stakeholders
- Safe, secure environment
- Social, emotional, and physical well-being

## OUR MISSION

Why We Exist

**EMPOWERING ALL STUDENTS**

*Learners Today-Leaders Tomorrow*

## OUR GOALS AND STRATEGIES

What We Will Achieve

What Is Our Priority Work



Student Growth and Achievement



Learning Environment



Work Environment



Family and Community Partnerships



Resource Efficiencies

For more information, visit [www.d47.org/forward47](http://www.d47.org/forward47). #D47pride



# EMPOWERING ALL STUDENTS

*Learners Today-Leaders Tomorrow*



## OUR GOALS AND STRATEGIES

What We Will Achieve  
What Is Our Priority Work

### Student Growth and Achievement

Ensure maximum development, growth, and achievement for all students

- Align and adjust curriculum and assessment to reflect rigor, relevance, and the 6 C's — critical thinking, collaboration, character, citizenship, creativity, and communication
- Meet the learning needs of all PreK-8 students and close achievement gaps through an improved differentiated instruction, intervention, and enrichment system



### Learning Environment

Cultivate a supportive learning environment that is safe, inclusive, innovative, and engaging

- Assess and support the social and emotional needs of all students
- Assess and support PreK through grade 2 early learners who are delayed in their readiness



### Work Environment

Cultivate a supportive, positive, and productive work environment that attracts, develops, and retains high-quality staff

- Develop an aligned data system for making informed decisions, monitoring progress, and reporting results
- Provide time, tools, and clear expectations to ensure effective staff collaboration
- Provide time, tools, devices, and clear expectations to integrate technology into teaching and learning



### Family and Community Partnerships

Engage families and the community as vital partners in the learning process

- Investigate and utilize effective tools and strategies to engage families, businesses, and the community as vital partners in the learning process



### Resource Efficiencies

Align resources within a balanced budget to accomplish priorities and ensure equity within the District

- Ensure equity in allocating fiscal and program resources across the District to address variances in individual school needs
- Address facility needs in a timely manner to ensure an optimal teaching and learning environment



For more information, visit [www.d47.org/forward47](http://www.d47.org/forward47). #D47pride

TODAY'S LEARNERS ARE TOMORROWS LEADERS

**ACADEMIC SUCCESS**

All students will demonstrate continuous academic growth to ensure college, career, and life success.

**SUPPORTIVE CULTURE**

All students will attend school in a safe, supportive, and engaging environment.



**RESOURCE EQUITY & EFFICACY**

District 105 will make effective and efficient use of its resources to ensure the educational success of our students.

**FAMILY & COMMUNITY CONNECTIONS**

District 105 will enhance learning partnerships by connecting schools, families, and communities to extend learning opportunities and resources.

**STAFF & ORGANIZATIONAL EFFECTIVENESS**

Empower staff to use data and other evidence to make important decisions in learning and teaching.

## OUR MISSION

WHY WE EXIST

Empower students to make a difference in our world by assisting them to be self-directed, passionate, lifelong learners.

## OUR VALUES

WHAT WE STAND FOR

- Continuous improvement
- Well-being
- Real world application
- Transparency
- Individual differences
- Collaboration
- Engagement
- Integrity
- Character

## OUR VISION

WHERE WE ARE HEADED

District 105 strives to be a high performing school district that celebrates the importance of each individual student.

Each student will be a valued member of the school community prepared for future academic, career, and life success.

Each staff member will make a positive difference in the lives of students.

Each family and our communities will feel pride in our work and express confidence that we are good stewards of their resources.