



Exhibit A



2022-2027 STRATEGIC PLAN FOR SUCCESS

MISSION AND VISION

MISSION STATEMENT

District 300 will provide engaging and inclusive educational experiences that empower and equip all students to discover, innovate, and succeed now and in the future.

VISION STATEMENT

District 300 will empower and equip each student to reach their highest potential in their chosen pathway.

FOCUS AREAS



GOAL 1: DEVELOP THE WHOLE CHILD

Provide engaging and inclusive educational experiences that empower and equip all students to discover, innovate, and succeed now and in the future.



GOAL 2: ENSURE INDIVIDUAL STUDENT GROWTH & ACHIEVEMENT

Ensure all students have the ability to access coursework that aligns with their individual strengths, interests, and needs.



GOAL 3: DEVELOP & RETAIN GREAT STAFF

Ensure staff have the resources, professional development, and opportunities needed to perform at their highest ability.



GOAL 4: ENGAGE ALL STAKEHOLDERS

Ensure all parents, guardians, students, staff members, community members, and taxpayers have a voice in guiding our decision-making.



GOAL 5: USE DISTRICT RESOURCES EQUITABLY & EFFICIENTLY

Ensure every student receives sufficient resources to have the same opportunity to succeed.

CORE VALUES AND GUIDING PRINCIPLES

COMMUNITY

We believe in creating and maintaining an emotionally and physically safe environment where all individuals feel a sense of belonging. Therefore, we will uphold a welcoming culture where we listen to understand and respect the viewpoint of each stakeholder.

COURAGE

We believe it is vital to innovate and make decisions framed by what is best for all students. Therefore, we challenge what we do and how we do it to make needed changes.

EXCELLENCE

We believe it is imperative to cultivate an environment where everyone strives to be their best. Therefore, we will hold ourselves to high expectations where failing and excuses are not an option but serve as an opportunity for growth.

GROWTH MINDSET

We believe it is essential to create an environment where we are open to new ideas, change, and the belief that we are always learning. Therefore, we will approach challenges with curiosity and remain open to all ideas and solutions to accomplish our goals.

TEAMWORK

We believe building trust and working together with integrity, intentionality, and collaboration is essential to achieving desired outcomes. Therefore, we will break down barriers to engage with all stakeholders using an active listening mindset, where collaboration and engagement are our top priorities.

2023-2024 PRIORITY TASKS

GOAL 1: DEVELOP THE WHOLE CHILD

Priority Task 1A	Develop systems and processes to reduce the number of chronically absent students and office discipline referrals.
Priority Task 1B	Increase student and staff understanding of cultural diversity and develop ways to increase to increase student sense of belonging.
Priority Task 1C	Formalize the process for identifying and addressing building level safety improvements and hold building training with all building safety teams to improve school safety and protective actions response times.

GOAL 2: ENSURE INDIVIDUAL STUDENT GROWTH & ACHIEVEMENT

Priority Task 2A	Increase students' proficiency / growth on their English Language Arts (ELA) state tests.
Priority Task 2B	Increase students' proficiency / growth on their math state tests.
Priority Task 2C	Increase the student attendance rate in Tier 3 supports.
Priority Task 2D	Expand and enhance our current pathway programs to (ISBE) College and Career Pathway Endorsements and improve student participation in career, college and advanced credit coursework, for all student groups.

GOAL 3: DEVELOP & RETAIN GREAT STAFF

Priority Task 3A	Develop an overall plan to attract and retain diverse, high quality candidates.
Priority Task 3B	Institutionalize staff morale work as a means to identify opportunities to address staff issues and improve organizational trust.
Priority Task 3C	Develop and utilize a comprehensive professional development plan.

GOAL 4: ENGAGE ALL STAKEHOLDERS

Priority Task 4A	Formalize a process to review, evaluate, and improve stakeholder channels and groups to promote effective two-way communications.
Priority Task 4B	Increase parents awareness of key events, processes and terminology.
Priority Task 4C	Increase stakeholder awareness of the strategic plan goal areas, priority tasks, and KPIs.

GOAL 5: USE DISTRICT RESOURCES EQUITABLY & EFFICIENTLY

Priority Task 5A	Develop Educational Return On Investment (EROI) process and recommended outcome to maximize district-wide professional development.
Priority Task 5B	Develop EROI process and recommended outcome to enhance and improve the effectiveness of technology tools and resources.
Priority Task 5C	Update and refine the district Master Facility Plan aligned to basic maintenance, capacity, safety, energy efficiency, and programmatic needs.

To see how we're progressing on the Strategic Plan, please visit d300.org/NewStrategicPlan.

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