



Strategic Framework 2023-24

OUR MISSION

D230 IS
AN INTERCONNECTED
LEARNING COMMUNITY
THAT INSPIRES
**INNOVATION,
EMPATHY &
LEADERSHIP**

OUR VISION

WE EMPOWER
YOUNG ADULTS
TO IMPACT
THEIR COMMUNITIES

OUR PILLARS

**AUTHENTIC LEARNING
EXPERIENCES
COMMUNICATION
& ENGAGEMENT
EQUITY, DIVERSITY
& INCLUSION
RESPONSIVE
CURRICULUM
SOCIAL-EMOTIONAL
DEVELOPMENT**

Authentic Learning

Goal 1: D230 will promote innovative instructional experiences to provide students real world opportunities.

Increase alternative learning opportunities for students through expanded unique course offerings.

- *Develop a district model to initiate additional forms of alternative course offerings to increase access to electives and career pathway courses.*
- *A 10% increase in courses offered via alternative instructional models for FY25.*

Implement performance based learning experiences to enhance real world skills for students.

- *D230 will redefine the characteristics of an empowered learner and create a next generation educational leader profile.*
- *Through the curriculum development process (UbD-Stage 2), courses set for review will develop at least one performance based assessment strategy such as internships, portfolios, and/or project-based learning experiences*

Goal 2: D230 will increase the number of students who complete courses which gain college credit or industry credentials/ certifications.

Increase enrollment in course offerings that provide opportunity for students to gain post-secondary credit.

- *3% increase in students enrolled in Advanced Placement courses for 2024-2025*
- *3% increase in students enrolled in dual credit courses for 2024-2025*

Improve student performance in courses that afford post-secondary credit.

- *Increase the AP Excellence and Equity percentage to 33% for the graduating class of 2025*
- *Maintain Dual Credit Performance at 90% or higher for students earning a C or better in eligible courses*

Increase industry certification attainment by students.

- *Increase by 10% the number of students who earn an industry-recognized credential*

Communication & Engagement

Goal 3: D230 will implement a differentiated communication plan to support district and stakeholder needs.

Leverage new resources to strengthen two-way communication and engagement among all audiences.

- *Execute Phase 1 of ParentSquare as key communication platform for all stakeholders*
- *Conduct a review of best practices within education in alignment with INSPRA to determine effective communication strategies and a baseline regarding stakeholder engagement with district social media platforms*

Mitigate barriers for family engagement in district communications.

- *Conduct a root cause analysis for families who are not engaged in district/school functions*
- *Increase parent/guardian participation in the 5Essentials Survey to 33%*
- *Improve the performance on the school outreach indicators on the 5 Essentials surveys as noted below:*
 - *Improve Invitations by 3%*
 - *Maintain Awareness at 90% or above*
 - *Improve Opportunities to make Decisions by 3%*

Goal 4: D230 will increase two-way interaction with our community to engage with our academic, co-curricular and post-secondary preparation programs.

Implement opportunities to increase engagement with families who communicate in languages other than English.

- *Perform an analysis of families who indicate a language other than English to determine current levels of engagement with district and building communications*
- *Develop a collaborative communication plan with local business, community and religious organizations to expand our communication outreach*

Implement communication tools that provide real-time translation in preferred languages to increase understanding and engagement.

- *Conduct a comprehensive language audit to improve services for families related to PPS communication, Parent-Teacher Conferences, and other similar events*
- *Each campus will offer a translated presentation for families specific to 8th grade registration, post-secondary informational events, and the annual course registration processes*

Diversity, Equity & Inclusion

Goal 5: D230 will reduce achievement gaps.

Coordinate a multi-tiered system of support (MTSS) to increase academic achievement, improve attendance, and reduce discipline gaps.

- *Refine current interventions to formalize and communicate a MTSS model to increase teacher efficacy in supporting struggling students*
- *Increase student performance as follows:*
 - *2% increase in Freshman On Track*
 - *0.03 point increase in unweighted GPA*
 - *2% reduction in Chronic Absenteeism*
 - *2% reduction in disciplinary referrals*

Increase understanding of the factors that contribute to achievement gaps in identified subgroups and strengthen related classroom strategies, interventions and supports.

- *Perform a root cause analysis to understand barriers to subgroup performance*
- *Identify evidence-based classroom strategies, interventions and supports to address uncovered root causes*

Strengthen existing program models for English Learners (EL) and students with Individualized Education Plans (IEP).

- *Perform a review of identified instructional support programs to improve student outcomes*
- *Increase student access in the least restrictive learning environment and cocurricular programs*
- *Increase student awareness of and eligible for post-secondary opportunities*

Goal 6: D230 will enhance enrichment and leadership opportunities to reach all student populations.

Increase participation of students with varied backgrounds and interests in co-curricular programs.

- *Reduce co-curricular participation gap by 3% in subgroups of low SES, EL indicator, and students with IEPs*

Enhance student voice by encouraging students to work with peers and school personnel to expand cultural responsiveness.

- *Conduct a five year longitudinal study of student demographics within organizations that influence school and district decision making*

Conduct a review of our co-curricular programs with a focus on practices and programs that ensure equity among schools and is responsive to student needs.

- *Evaluate current programming from a lens of equitable opportunities among our three schools in order to modify cocurricular programs to address gaps in participation*
- *Revise practice including onboarding/offboarding of current programs, including the current pilot process*

Responsive Curriculum

Goal Statement 7: D230 will strengthen college and career pathways through course selection, co-curricular programs, and service learning.

Align D230 courses, service learning and co-curricular programs to career pathways programs.

- *Conduct a gap analysis of the top ten (10) careers of interest as identified by students in SchoolLinks and review opportunities presently available through the course selection process*
- *Establish a staff focus group to research career opportunities and review the related pathways available in D230 that will prepare students for post-secondary training.*

Connect students to specific courses, co-curricular programs, and service learning opportunities based on career interests, passions, and talents.

- *100% of students of the class of 2027 will identify a career pathway through the SchoolLinks program by February 2024*
- *Improvement in 5 Essentials survey data within the categories of School-wide Future Orientation by 3 points*

Goal Statement 8: D230 will enhance our curriculum, assessment, and instructional practices to promote classroom experiences that empower students to impact their communities.

Implement a cohesive instructional framework focused on building collective efficacy.

- *Design an implementation plan for the instructional framework that includes direct connections to professional learning communities and professional learning experiences which aligns to a greater degree of teacher voice and engagement*
- *Improve the category Program Coherence on the 5Essentials survey by 3 points*
- *Improve the category of Mission Conscious on the Humanex Survey by .05*

Implement a well-designed professional learning structure that is flexible, sustainable, and responsive.

- *Ensure 10% of our certified staff participate in two Professional Learning Experiences aligned to the D230 Instructional Framework*
- *Implement a non-tenured induction program that is aligned with the instructional framework*
- *Improve the Professional Development indicator on the 5Essentials Survey by 3 points*

Social Emotional Development

Goal 9: D230 will support all students to develop personal characteristics and skills that will help them to succeed during and after high school.

Develop and deliver professional development focused on trauma informed instructional practices directed at improving emotional security and positive relationships with and among students.

- *Improvement in scores on Panorama student feedback survey within the subcategories of supportive relationships, positive feelings, challenging feelings, and emotional regulation by 1% in each category while maintaining or improving our scores relative to national averages*
- *Increase successful completion of staff participation in the D230 Trauma Informed Cohort by 10%*

Implement safety practices that create a stronger school community through improved communication and a greater understanding of protocols.

- *Execute the 2022-23 safety plan implementation which includes strengthened enforcement of protocols related to school crisis management, threat assessment, and reporting protocols*
- *Improve 5Essentials survey data within the category of safety by 3 points*

Improve current structures to increase teacher engagement in programs, protocols, and practices that directly support students through high school.

- *Increase alignment of Advisory curriculum to ISBE social and emotional learning standards and opportunities for growth identified in Panorama data*
- *Modify our alternative programming models for students struggling with success in a traditional high school environment due to behaviors, emotional stress, or school attendance*

Goal 10: D230 will improve staff satisfaction, professional relationships, and engagement within the school community.

Enhance building and district recognition programs.

- *Create personal and authentic recognition opportunities for all staff*
- *Improve categories School Commitment, Collective Responsibility & Collaborative Practices on the 5Essentials survey by 3 points*
- *Improve Recognition on the Humanex Survey by .05*

Increase the level of Teacher Voice through authentic feedback opportunities

- *Building leaders implement the two-way communication process by enhancing communication and engagement practices*
- *Improve categories Teacher-Principal Trust & Teacher-Teacher Trust on the 5Essentials survey by 3 points*
- *Improve categories Communication on the Humanex Survey by .05*