

Priority	Goal	Indicators	Strategies	Targets: 2022-2023	Targets: 2023-2024	Targets: 2024-2025	Targets: 2025-2026	Targets: 2026-2027
Post-Secondary	Career Development Experiences			Analyze currently available career development opportunities via an organized framework. Evaluate career communication methods and information provided to students, parents, and staff. Identify baseline of how many students participate in a career development experience.	Provide professional development to staff regarding career development experiences. Communicate updated information to students and parents about the scope of career development experiences. Increase the number of students participating in a career development experience by 2% over baseline.	Ensure that there is at least one career development experience available to students in each pathway. Increase the number of students participating in a career development experience by 3% over previous year.	Ensure that there are at least two career development experiences available to students in each pathway. Increase the number of students participating in a career development experience by 3% over previous year.	Ensure that there are at least three career development experiences available to students in each pathway. Increase the number of students participating in a career development experience by 3% over previous year.
		Business Partnerships		Identify and re-engage current District 211 business and organizational partnerships. Identify and engage potential new partnerships in emerging fields.	Provide opportunities for staff and business leaders to collaborate regarding curriculum and industry relevance in four career pathways. Provide opportunities for staff and business leaders to collaborate regarding curriculum and industry relevance in four additional career pathways.	Implement changes to curriculum based on recommendations from the collaboration between staff and business leaders. Provide opportunities for staff and business leaders to collaborate regarding curriculum and industry relevance in four additional career pathways.	Implement changes to curriculum based on recommendations from the collaboration between staff and business leaders. Provide opportunities for staff and business leaders to collaborate regarding curriculum and industry relevance in four additional career pathways.	Formalize systematic process for incorporating feedback and recommendations into curriculum on an ongoing basis. Formalize a systematic process for collaborating with business leaders to ensure rigor and relevance in curriculum.
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Excellent Staff	Goal 8: All students will have exceptional learning experiences through the attainment and development of a highly effective staff.	Professional Development and Growth		Finalize plan for a prospective teacher program for District 211 students that includes curricular and co-curricular programs focused on preparing students for a career in education. Examine opportunities to create a pathway for select District 211 teacher assistants through an application process, to earn their Professional Educator License.	Finalize plan for a prospective teacher program for District 211 students that includes curricular and co-curricular programs focused on preparing students for a career in education. Identify and recruit rising 11th and 12th grade students to participate in the prospective teacher program for the 2023-2025 school year. Launch the program for teacher assistants to earn their Professional Educator License.	Implement the prospective teacher program in at least two District 211 schools. Develop a post-secondary plan to maintain connection and support for participants in the prospective teacher program. Monitor academic and professional progress of teacher assistants working toward their Professional Educator License.	Implement the prospective teacher program in all District 211 schools. Equip the prospective teacher program to include co-curricular opportunities and involvement for students in all public.	Continue to implement the prospective teacher program in all District 211 schools. Monitor academic and professional progress of teacher assistants working toward their Professional Educator License.
				Develop professional growth and skill development plan for the following non-licensed employee groups: office workers, technology workers and teacher support services. See goal 6.5 for licensed staff.	Deliver professional development opportunities for the following non-licensed employee groups: office workers, technology workers and student support services. Develop professional growth and skill development plan for the following non-licensed employee groups: transportation, operations and maintenance, and food services. See goal 6.5 for licensed staff.	Deliver professional development opportunities to all non-licensed employee groups. See goal 6.5 for licensed staff.	Deliver professional development opportunities to all non-licensed employee groups. See goal 6.5 for licensed staff.	Deliver professional development opportunities to all non-licensed employee groups. See goal 6.5 for licensed staff.
		Staff Wellness Support Systems		Collaborate with staff to develop informational materials and professional development for new District 211 staff to ensure they have knowledge of support systems and resources. Collaborate with school-based staff to develop a communication plan and informational resources for staff regarding available support systems.	Implement staff surveys regarding social-emotional wellness. Analyze staff survey data to identify areas of improvement.	Evaluate the utilization of staff wellness support systems. Host focus groups of staff members that focus on support systems and overall wellness.	Implement recommendations from staff focus groups. Monitor the utilization of staff wellness support systems to determine impact of modifications.	Formalize an ongoing process of professional development, monitoring the use of resources, and gathering recommendations from staff to improve support.
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Fiscal and Financial	Goal 9: All District 211 students will experience enhanced safety, wellness and learning through the completion of annual facilities and technology improvements enabled by financial stability.	Debt-Free Operations		Develop an annual budget that allows the District to prioritize instructional programs and operations while maintaining a level of fund balance that adheres to Board policy. Utilize annual operating budget and/or operating reserves to fund all operational needs without the need to issue debt.	Develop an annual budget that allows the District to prioritize instructional programs and operations while maintaining a level of fund balance that adheres to Board policy. Utilize annual operating budget and/or operating reserves to fund all operational needs without the need to issue debt.	Develop an annual budget that allows the District to prioritize instructional programs and operations while maintaining a level of fund balance that adheres to Board policy. Utilize annual operating budget and/or operating reserves to fund all operational needs without the need to issue debt.	Develop an annual budget that allows the District to prioritize instructional programs and operations while maintaining a level of fund balance that adheres to Board policy. Utilize annual operating budget and/or operating reserves to fund all operational needs without the need to issue debt.	Develop an annual budget that allows the District to prioritize instructional programs and operations while maintaining a level of fund balance that adheres to Board policy. Utilize annual operating budget and/or operating reserves to fund all operational needs without the need to issue debt.
		Innovative & Secure Technology Solutions		Begin migration to Windows 11 and Office 21 (pilot program). Evaluate the efficiency and begin migration of latest version of software to a cloud version (SaaS). Replace 10-year old voice over IP telephone system. Modify WAN to support multiple communication paths between schools from multiple vendors with zero downtime. Provide ongoing expanded training and certification opportunities for IT employees. Complete All Center MDF (data center) remodel.	Continue migration of all users to Windows 11 and Office 21. Continue evaluation and migration of latest version of software to a cloud version (SaaS). Replace 10-year old voice over IP telephone system. Replicate/upgrade Board room audio and video platforms. Ongoing analysis related to automation of emails, safety software and forms approval to improve process efficiencies and effectiveness. Establish strategy for improved collaboration between applications team and end-user managers.	Complete migration of all users to Windows 11 and Office 21. Complete analysis related to automation of emails, safety software and forms approval to improve process efficiencies and effectiveness. Implement strategy for improved collaboration between applications team and end-user managers. Implement new version of Infinite Campus Messenger.	Complete migration of all users to Windows 11 and Office 21. Review results of analysis related to automation of emails, safety software and forms approval to improve process efficiencies and effectiveness. Conduct cost/benefit analysis of migrating Infinite Campus to cloud service.	Complete migration of all users to Windows 11 and Office 21. Complete migration of all users to Windows 11 and Office 21.
				Implement Privileged Access Management (PAM) toolset. Perform 4-6 phishing simulations per year and provide security awareness training follow-up. Subscribe to BitSight continuous on-scanner rating systems in preparation for cyber liability insurance evaluations. Institute annual penetration testing.	Evaluate applicability and pilot of the Center of Internet Security (CIS) endpoint analysis tool. Engage architects and engineers to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Engagement of architect in development of a 10-year master facility plan and completion of year 4 life safety projects.	Complete projects in year 7 of the current 10-year facility plan. Possible school safety enhancement solution implementation following research conducted in 2022-2023. Architects and engineers continue to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Years 1-5 of the master facility plan completed. Completion of year 5 life safety projects and conduct next life safety survey.	Complete projects in year 8 of the current 10-year facility plan. Architects and engineers continue to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Years 6-10 of the master facility plan completed. BBE approval of life safety survey with projects to begin summer 2024. Complete year two of approved life safety projects.	Complete projects in year 9 of the current 10-year facility plan. Architects and engineers continue to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Communication and implementation of the final master facility plan. Complete year two of approved life safety projects.
		Facility Enhancements		Complete projects in year 6 of the current 10-year facility plan. Evaluation of possible school safety enhancement solutions. Engage architects and engineers to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Engagement of architect in development of a 10-year master facility plan and completion of year 4 life safety projects.	Complete projects in year 7 of the current 10-year facility plan. Possible school safety enhancement solution implementation following research conducted in 2022-2023. Architects and engineers continue to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Years 1-5 of the master facility plan completed. Completion of year 5 life safety projects and conduct next life safety survey.	Complete projects in year 8 of the current 10-year facility plan. Architects and engineers continue to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Years 6-10 of the master facility plan completed. BBE approval of life safety survey with projects to begin summer 2024. Complete year two of approved life safety projects.	Complete projects in year 9 of the current 10-year facility plan. Architects and engineers continue to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing improvements designed to enhance energy efficiency. Communication and implementation of the final master facility plan. Complete year two of approved life safety projects.	Complete projects in year 10 of the current 10-year facility plan. Architects and engineers continue to design improvements and bids for applied technology cooling, public address system improvements, and audio/visual renovations and complete projects according to scheduled timeline. Ongoing implementation of the final master facility plan. Complete year three of approved life safety projects.
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Communications	Goal 10: All District 211 students, families and the community will receive relevant communication in a timely manner utilizing multiple methods and languages.	Diverse Stories & Platforms		Conduct audit of all content produced annually. Launch department chair meetings to identify diverse story options that can be used across media platforms. Engage a Community Advisory Group to identify preferred methods and content for communication. Perform audit of social media sites and establish baseline from which to track schools and monitor growth. Investigate possibility of District 211 app. Fully onboard Blackboard mass communications tool.	Implement archiving of videos in English and Spanish. Identify new and diverse media platforms, including blogs and foreign language publications. Build repository of diverse student success stories and share across all platforms. If app is possible financially and logistically, identify applicable content and begin creation. Explore new options for providing information to parents and students, including video series with info they need or a "Survival Guide" by year in school.	Identify opportunities for repositioning content (primarily at school open houses, etc.) allowing for broader exposure to all stories. Review school District communications and ensure all are reaching target audience and resonating appropriately in terms of messaging. Launch podcast (or other appropriate media) series to connect with parents, students and our community. Create content backlog and increase engagement on social media by 25 percent over year before. Implement app at base level.	Publish at least five stories a month across all stories. Engage potential for District 211 radio station to proactively share stories and information to our stakeholders need. Seek increased engagement through purposeful social media by 25 percent over year before. Increase engagement on social media by 15 percent over year before.	Complete several communications audits to measure progress and identify next steps going forward. Host events that generate community involvement and create press opportunities, like signing for teacher or teacher preparation program. Engage use of mobile app.
				Engage quarterly with Equity Team to determine new opportunities for messaging, gaps in communication methods, content and audiences. Initiate targeted effort to tell stories of diverse students as series of captions promoting opportunities throughout all schools, including AP classes, internships and leadership in business simulation.	Conduct audit of all materials with eye on equity based on priorities set in 2023-2024.	Launch equity campaign with logs, helping team and content to showcase work of Equity Team.	Review story placements and conduct equity audit to identify next steps in further broaden diverse storytelling.	
			Student Created Content		Launch Student Media Corps with a focus on writing and photography. Use journalism to work with students to tell District 211's story in assembly format.	Form Student Advisory Team to identify low students or their families how they would prefer to get their communication and what information they want. Expand Student Media Corps to include video and external podcast work. Use students conducted interviews to tell District video stories. Engage regularly with student groups for content ideas.	Expand Student Media Corps to include graphic design work. Implement at least one student-suggested new tactic for communication.	Review story to date and perform audit of new materials to identify gaps and opportunities.