



# Bensenville

## School District 2



Strategic Plan  
2022 - 2027

## Vision

**Our Vision is to be an exemplary school system that empowers individuals to engage, grow and succeed.**

## Mission

**Igniting a lifelong desire to learn and succeed in an ever-changing world.**



## Beliefs

1. The whole child is at the heart of all decisions.
2. We value and invest in exemplary, dedicated educators.
3. The curriculum is relevant, innovative and promotes rigor to fuel a passion for lifelong learning.
4. Instructional practices engage and optimize the unique learning style of each child.
5. Collaborative relationships are developed and nourished across school, family and community.

# Strategic Priorities



## Academic

We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.

## Diversity and Social Emotional Well-Being

Diversity and social emotional well-being will be incorporated in all decision making.

## Climate and Culture

We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.

## Staff

We will hire, retain and support exemplary staff.

## Resources

We will ensure effective use of resources through fiscal planning and responsiveness.



## Bensenville School District 2 Strategic Plan 2022-2023

### Curriculum

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Responsible Person
<b>We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.</b>	Data will be analyzed for growth and progress using MAP, IAR, ACCESS, DLM, EDL	Align our curricular resources.	Utilize ELA and Math frameworks and scope and sequence resources to provide guaranteed and viable learning experiences districtwide	Teaching & Learning Department, School Admin Team
		Utilize instructional strategies to engage all students	Provide targeted professional development in math and literacy to develop strong articulation of instructional practices  Support delivery of Tier II interventions within general classroom setting  Develop District Math Leadership Team (DMLT) to begin investigating Math Practices and cycles of inquiry work	Teaching & Learning Department, Consultants   Interim Director of Teaching & Learning, DLT Team



## Bensenville School District 2 Strategic Plan 2022-2023

### Curriculum

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Responsible Person
		Provide diverse learning experiences with a challenging curriculum	Infuse authentic communication throughout all content areas	Interim Director of Teaching & Learning, Dr. Jeff Zwiers, School Admin Team, Instructional Coaches
			Continue to develop the dual language programming to promote biliteracy and to embrace multiculturalism	Director of Multilingual Services, Consultant, Instructional Coaches
			Implement ACE & STEAM Program to reach more students with rigor and challenge	Department of Teaching & Learning, Department of Student Services
		Further develop the Bensenville balanced assessment system	Utilize the MAP Growth, EDL/DRA data and resources to analyze data and inform instruction by grade level	MTSS and Assessment Coordinator, District and School Admin Teams



## Bensenville School District 2 Strategic Plan 2022-2023

### Climate & Culture

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<b>We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.</b>	Data to track building/district communications and meetings	Streamline effective and timely communication for staff	Regular communication from Superintendent	Throughout the school year	Superintendent
			Weekly communication from principals to staff	Weekly	Principal
			Monthly staff meetings in the buildings	Monthly (all scheduled before school begins)	Principal & AP
			Communicate internal openings for district vacancies	As Vacancies arise	Human Resource Coordinator
			Identify talking points/actions steps after administrator and building meetings so that consistent messages are articulated across the district	During each administrator meeting	Administration
	Increase open rate of social media and communication tools	Streamline effective and timely communication for families	Communicate with families by limiting the language barriers	Throughout 2022-23 school year	Communicators Director/Language Director
			Create timelines for communications to limit the number of communications that need to go out	Throughout 2022-23 school year	Administration/Communication Director
			Principals send newsletter to parents (timeline)	First Friday of every month	Principals
		Streamline effective and timely communication for Community	Streamline the highlights and happenings of the district to one monthly newsletter	Monthly	Communication Director



## Bensenville School District 2 Strategic Plan 2022-2023

### Climate & Culture

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<b>We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.</b>	Staff & Student 5 Essentials Data	Recognize and value all staff	Recognition event to highlight retirees, years of service, and those that excel	Spring 2023	District & Building Administration
			Highlight Happenings within buildings and across the district	Beginning August 2022	District & Building Administration/ Communication Director
			Opportunities for staff to recognize each other	Beginning August 2022	Building Administration & Staff
			Celebrate staff personal/professional accomplishments and life events	Beginning August 2022	District & Building Administration
	Student Panorama data	Prioritize staff and student wellness	Implement an SEL class at K-5 and Advisory at 6-8	Continue throughout 2022-23	District & Building Administration & Staff
	Staff Exit Interview data		Develop a plan to train and, support classified staff (i.e. instructional aides, lunch supervisors, clerical, bus drivers)	2022-23	District & Building Administration



## Bensenville School District 2 Strategic Plan 2022-2023

### Climate & Culture

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<b>We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.</b>	Parent 5 Essential Data-Involved Families		Identify a plan to promote wellness activities and events for staff	2022-23	District & Building Administration
		Cultivate strong parent, student and community relationships to promote student success	Continue to increase partnerships with organizations to provide diverse and targeted support/resources to our families	2022-23	District & Building Administration
			Develop systems and supports to promote the value of school and provide resources and support to reduce school refusal and truancy	2022-23	District & Building Administration & Parent Mentors
<b>School Safety and Security</b>	Safety Audit Data 5 Essentials-Safety Measure	Provide a safe and secure learning and working environment for all stakeholders	Complete a Safety and Security audit by the Regional Office and determine action steps accordingly	August 2022-June 2022	Superintendent
			Develop Safety Checklists to annually check alarms and procedures	2022-23 School year	Superintendent
			Complete a technology audit	2022-23 School year	Technology Director
			Develop opportunities to collaborate throughout the school year to provide proper procedures, drills, and trainings for students and staff	2022-23	Superintendent & District Administration
			Collaborate with Village, Police and Fire Departments to ensure to school safety	2022-23	Superintendent & District Administration





## Bensenville School District 2 Strategic Plan 2022-2023

### Climate & Culture

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
Staff Evaluations	5 Essentials- Effective leaders & Collaborative Teachers	Improve the evaluation processes and procedures for certified and classified staff	Provide certified and non- certified staff an evaluation platform and training that promotes two way communication around learning and growing together		District & Building Administration
			Begin drafting universal evaluation forms specific to certified and classified staff that promotes dialogue, collaboration, and next steps		
			Design more consistent evaluation timelines & procedures		



## Bensenville School District 2 Strategic Plan 2022-2023

### Staff Retention

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
<b>We will hire, retain and support exemplary staff.</b>	* Staff Attendance/Retention data  * 5 Essentials data - Climate & Culture	Recruit and hire quality staff	Implement consistent hiring practices (i.e. district interview team; interview questions, etc.) and procedures (communication before, during, and after hiring)  Develop a hiring forecast plan  Focus student teacher placements in areas of need  Engage in job fairs to attract diverse candidates	Begin Implementation in 2022-23 School year	Human Resource Coordinator /Superintendent
		Increase training for certified and classified staff	Develop a new hire training and mentor program  Develop a classified staff Handbook	Begin Implementation in 2022-23 School year	Human Resource Coordinator/Director of Teaching & Learning/Director of Student Services
		Provide targeted professional development	Adapt and design professional development to	Begin Implementation in	Director of Teaching & Learning/Director of Student Services



## Bensenville School District 2 Strategic Plan 2022-2023

### Staff Retention

Strategic Priority	Strategic Indicator*	Strategic Objective	Actions**	Timeline	Responsible Person
			specific job needs of certified and classified staff	2022-23 School year	
		Celebrate the Years of service and identify incentive plans to retain certified and classified staff	Develop and implement a recognition and pay structure for years of service	Begin Implementation in 2022-23 School year	Human Resource Coordinator /Superintendent/Chief Business Official



## Bensenville School District 2 Strategic Plan 2022-2023

### Finance and Resources

Strategic Priority	Strategic Indicator	Strategic Objective	Actions	Timeline	Responsible Person
<b>We will ensure effective use of resources through fiscal planning and responsiveness.</b>	Renovation Plan for Blackhawk Middle School	Develop plans for current and future facility needs	Develop possible spending ranges with the Board.	October and November 2022	Chief Financial Officer & Superintendent
			Develop design options within spending ranges using feedback from students, staff, and administration.	December 2022 - March 2023	Chief Financial Officer & Superintendent
			Select specific projects and begin Construction Design drawings	May - June 2023	Chief Financial Officer & Superintendent
	Health Life/Safety annual inspection by Regional Office of Education	Maintain safe schools in collaboration with Climate and Culture Action Plan	Implement recommendations in annual ROE report and in Ten-Year reports.	November 2022 - June 2023	Chief Financial Officer & Superintendent
	Ten-Year Safety Survey by architects				
	Maintain S&P rating of AA+ and a balanced budget	Develop short- and long-term planning for assets in order to maintain healthy reserves and fiscal strength	Align the annual budget to the 2022-27 strategic plan goals	Yearly	Chief Financial Officer
			Identify options for Mohawk Park	2022-23 School year	Chief Financial Officer & Superintendent
		Investigate options and plan for programs and	Plan for scheduled expiration of Full Service	2022-2023 School year	Community Schools Director, Chief



## Bensenville School District 2 Strategic Plan 2022-2023

### Finance and Resources

Strategic Priority	Strategic Indicator	Strategic Objective	Actions	Timeline	Responsible Person
		services of expiring grants	Community Schools grant on 9/30/2023.		Financial Officer & Superintendent
			Explore possible renewal of 21st Century After-School grant effective 7/1/2023.	2022-2023 School year	Community Schools Director, Chief Financial Officer & Superintendent
		Define and plan for more effective payroll and purchasing processes and procedures.	Develop a timeline to roll out E-timesheets	2022-23 School Year	Chief Financial Officer & HR Coordinator
			Create a priority-based criteria/rubric for purchasing and discarding resources	2022-23 School Year	Chief Financial Officer & Superintendent
	Award 2023-24 food service contract	Provide healthy affordable lunch options to students	Create contract package that meets ISBE guidelines; award contract	March 2023	Chief Financial Officer