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TO: Board of Education  
FROM: Dr. Patrick McGill, Superintendent  
DATE: April 13, 2026  
RE: Approval of the Strategic Plan

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## **BACKGROUND**

This year, the District formed a Strategic Plan Team that met multiple times, both in person and virtually, to develop a five-year strategic plan. The process was intentional and inclusive, creating opportunities for students, staff, parents, board members, and administrators to have their voices heard. This approach ensured the plan reflects the priorities, values, and dreams of the Benjamin SD25 community.

## **SUMMARY:**

The Strategic Plan outlines clear goals and strategies for Benjamin SD25 over the next five years. It establishes priorities and goals that will help guide decision-making across the District. This work reflects a strong commitment from all stakeholders to shape the future of Benjamin SD25.

**Mission:** We empower every student with high-quality learning experiences that cultivate character, a passion for learning, personal growth, and civic responsibility.

**Vision:** Benjamin District 25 envisions a future in which every student reaches their full potential and is prepared to thrive in an evolving world.

**Motto:** Achieving Excellence - Each Student, Each day

## **Core Values**

### **1. Collaboration**

Fosters shared learning, community connection, and communication of ideas.

### **2. Critical Thinking**

Supports high-quality learning, problem solving, and adaptability.

### **3. Innovation**

Encourages creativity, engagement, and meaningful application of learning.

### **4. Ethical Citizenship**

Grounds students in responsibility, integrity, and fairness to contribute positively to society.

### **5. Resilience**

Builds the confidence, grit, and perseverance needed for lifelong learning.

### **6. Curiosity**

Ignites passion for learning and sustains inquiry beyond the classroom.

## Portrait of a Graduate

Benjamin SD25 Graduates will be...

### 1. Critical & Creative Thinkers

Graduates analyze complex problems, think creatively, and apply knowledge to new situations.

### 2. Effective Communicator & Collaborators

Graduates express ideas clearly and respectfully, while working together with multiple perspectives and individuals.

### 3. Self-Directed & Adaptive Learners

Graduates take ownership of learning, demonstrate curiosity, and adapt in an evolving world.

### 4. Ethical & Responsible Decision-Makers

Graduates act with integrity, make responsible choices, and consider the impact of their actions on others.

### 5. Resilient & Well-Balanced Individuals

Graduates demonstrate perseverance, emotional intelligence, and personal well-being.

### 6. Innovative & Visionary Leaders

Graduates lead with empathy, creativity, and a commitment to positive change.

## Strategic Planning Goals and Strategies to Improve Performance

**Goal 1: Student Achievement:** Advance student achievement for every learner through rigorous, relevant, and engaging instruction that fosters academic growth, critical thinking, and real-world readiness.

- Strengthen Literacy and Mathematics instruction to maximize student growth and achievement.
- Evaluate, align, and communicate Pre-K through 8th grade curriculum.
- Implement a district data dashboard and framework to inform instructional decisions.
- Monitor and improve student performance in all student subgroups.

**2. Learning Environment:** Cultivate a healthy and inclusive district culture that promotes well-being, belonging, and engagement so every student feels safe, supported, and empowered to learn at high levels.

- Improve Multi-Tiered Systems of Supports (MTSS) to ensure student interventions are effective.
- Evaluate and improve enriched and accelerated learning opportunities.
- Monitor and enhance student well-being, belonging, and culture.

- Plan for judicious use of technology to enhance teaching and learning.

**3. Working Environment:** Empower and sustain a diverse, high-performing workforce by fostering leadership, continuous improvement, and a supportive culture of collective responsibility focused on student success.

- Strengthen staff recruitment, retention, leadership opportunities, and professional development.
- Enhance articulation and collaboration between the elementary, middle, and high schools.

**4. Family and Community Partnerships:** Strengthen authentic, trust-based partnerships with families and the community that elevate student voice, value diverse perspectives, and foster shared responsibility for student success.

- Improve communication, collaboration, and education with families and community.

**5. Resources:** Ensure long-term district and school stability through strategic planning, operational efficiency, and responsible stewardship of financial and human resources.

- Ensure good stewardship of resources and alignment to strategic plan goals.

**RECOMMENDATION(S):**

That the Board of Education approve the Benjamin SD25 Strategic Plan as presented.