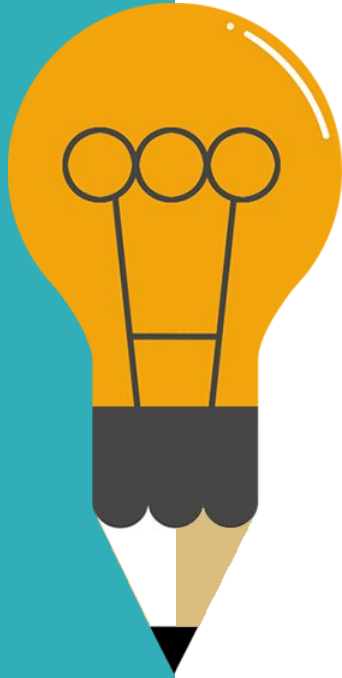




Prospect Heights SD# 23

Board of Education and Leadership Team Workshop
Saturday, April 11, 2026

Agenda



1

Introductions and Purpose

2

Governance and Leadership

3

Celebrating our Growth

4

The Road Ahead

5

Strategic Planning for 2026-27

Inclusion Activity

- Identify ONE “favorite thing” about D23 that is new in the past three years.
- Introduce yourself and share your “favorite thing”.

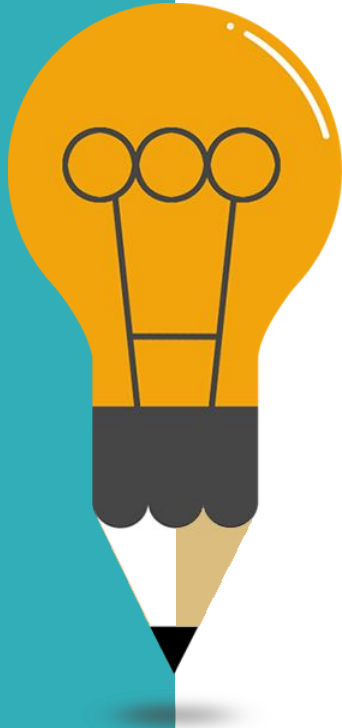


Purpose

Each year, the Board of Education and the District 23 Leadership Team collaborate to review the Strategic Plan and articulate areas of focus and new initiatives. This pairing of Governance and Leadership supports the transparency in prioritizing the use of limited resources (time, energy, and finances) and clarifies the mission and vision for the year ahead.



Strategic Planning Questions



What things have we been able to accomplish?



What things have we not been able to do yet?



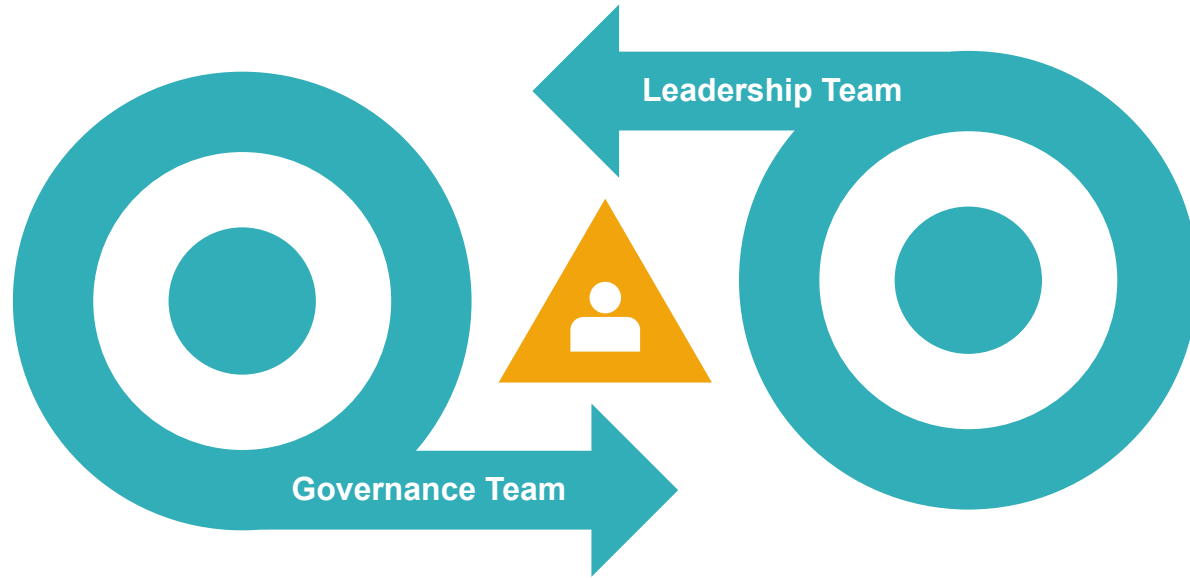
What strategies are missing that are related to our goals?



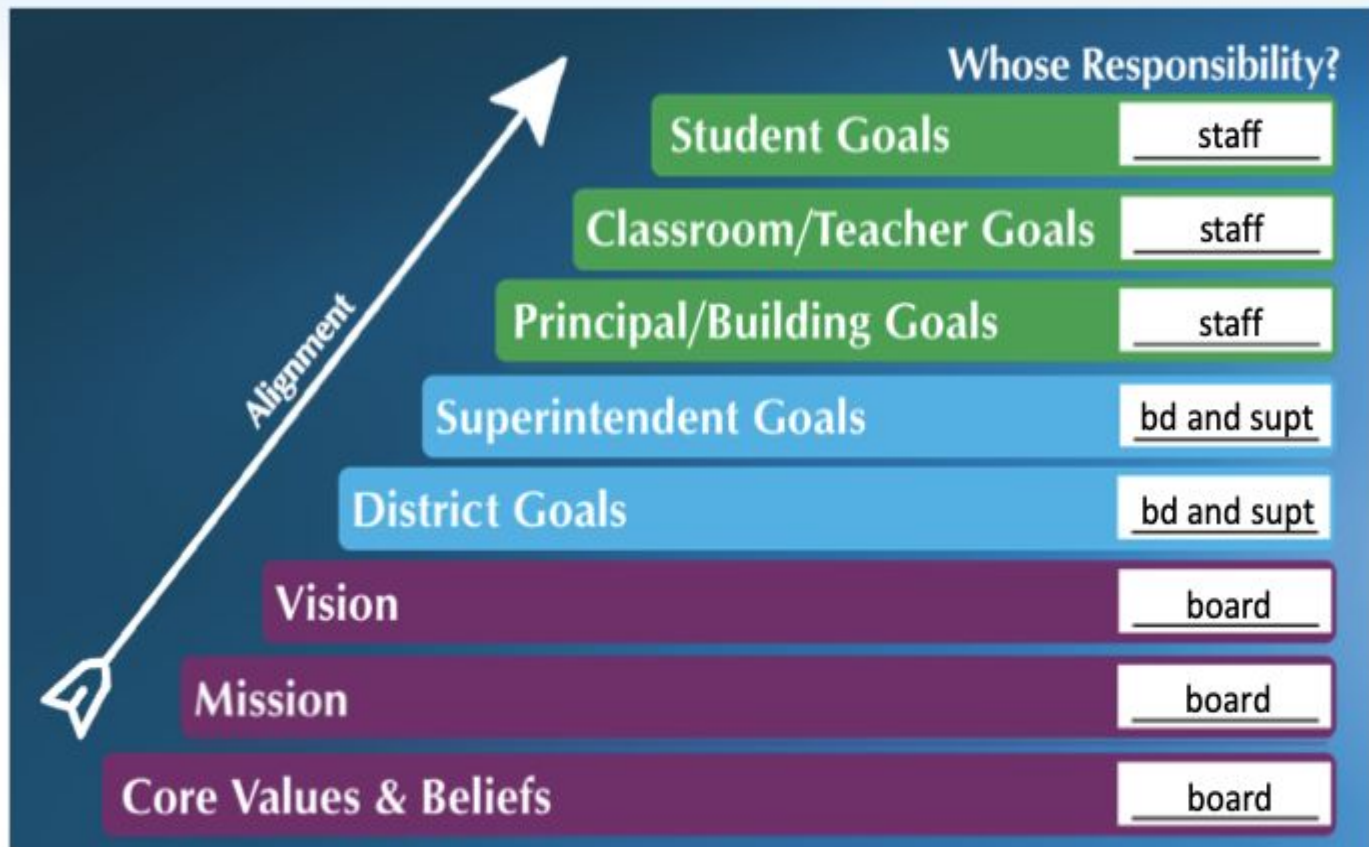
Based on the missing strategies, what is your top priority?

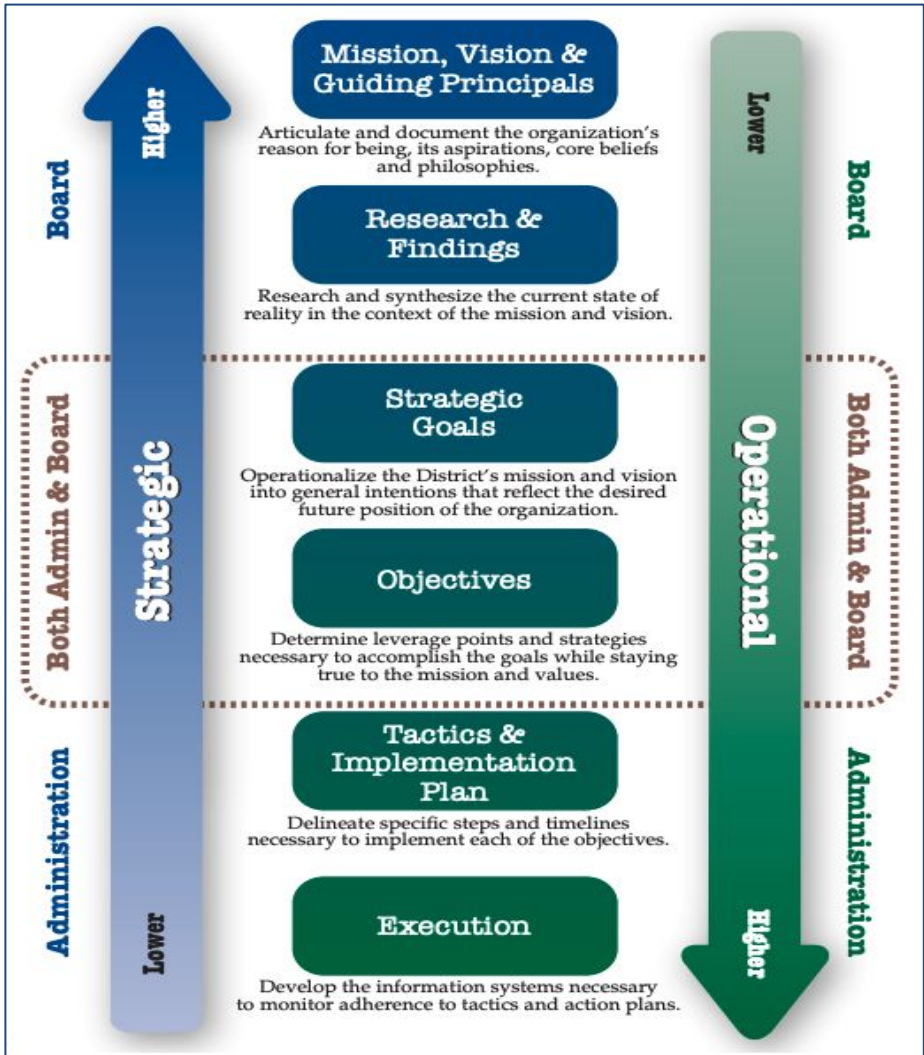


Governance and Leadership: How are we connected to each other?



Stair Step Model





MISSION STATEMENT

It is the mission of Prospect Heights School District 23 to:

Engage ALL students in experiences that inspire EACH to grow as a learner, individual, and community member.

VISION STATEMENT

District 23 is a place where:

Students are engaged, inspired, and empowered to collaborate, learn, and grow.

Student Success

Ensure ALL students are well rounded and emotionally and academically prepared for success in high school.

Teaching, Learning & Innovation

Encourage a learning environment that emphasizes excellence and retains high-quality staff.



Family & Community Partnerships

Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.

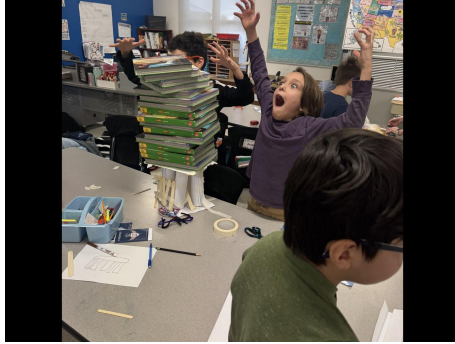
Facilities & Financial Planning

Advance effective use of resources to support safe, learner ready facilities and to maximize student learning.

10 Minute BREAK and Gallery Walk

Celebrating our Growth

- What brings you **PRIDE** in D23?
- What have we accomplished that stands out to you?
- How have we grown as a District?





PROSPECT HEIGHTS SCHOOL DISTRICT 23

1. Student Success: Ensure all students are well rounded and emotionally and academically prepared for success in high school.

5 Objectives

1.1 Continuously evaluate and enhance the effectiveness of core curriculum, interventions, and supports for ALL students.

11 Strategies ^

100% 

Implement Science and Early Childhood Curricula

Details

100% 

Investigate Math and Alternate Math standards, including curricular materials, in preparation for implementation in 2025-26.

Details

100% 

Investigate Library Media standards, including curricular materials and program review, in preparation for implementation in 2025-26.

Details

100% 

Develop and articulate Career Pathways curriculum and programming for Grades 6-8th by January 2025.

Details



5 Minute BREAK

The Road Ahead

Succession/Leadership

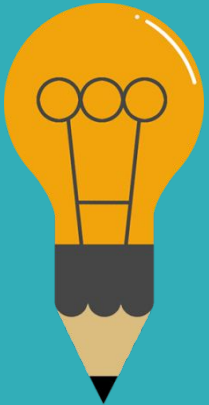
Strategic Planning

Finances

Curriculum, Instruction, and

Programs

Labor Relations



The Road Ahead

	March	April	May	June	Jul-26	August	September	October	November	December	January 2027	February	March	April	May	June
Succession Planning			* Superintendent Profile Survey and Focus Groups				* Post Superintendent Vacancy - Search * Board Candidate Forum		* Close Supt. Applications - SCREEN and 1st Round	* Superintendent Final Round Interviews, Selection and Negotiation * BOE Candidate Paperwork Due	* Announce New Superintendent and Transition Plan			* Consolidated Election	* Seat New Board	
Strategic Planning	* Sullivan Improvement Plan Presentation * Trimester 2 Strategic Plan Update	* Ross Improvement Plan Presentation * Admin/Board Retreat	* District Improvement Team Review of 26-27 Goals * Admin/Board Retreat	* 2026-7 Strategic Plan Presented * Sullivan SIP Plan Approved * Admin Retreat	* Trimester 3 Strategic Plan Update	* Administrative Advance		* MacArthur School Improvement Plan Presentation	* Trimester 1 Strategic Plan Update * ECRA Student Growth and Achievement Report	* Sullivan Improvement Plan Presentation	* Superintendent Goals	* Ross School Improvement Plan Presentation	* Trimester 2 Strategic Plan Update	* Like School Improvement Plan Presentation	* Admin/Board Retreat	* 2027-28 Strategic Plan Presented * Admin Retreat
Financial Planning	* Preliminary Financial Guidelines and Assumptions * Grants Update	* Review NSSEO Budget * Review Insurance Costs * Sustainable Financing - Part III	* Approve NSSEO Budget * Referendum Discussion and Investigation	* Pre-Audit * Referendum Discussion and Investigation	* Finance Update	* Tentative Budget Approval * Vote to Place Referendum Question on November Ballot	* Conduct Audit * Public Budget Hearing * Adoption of Budget * Referendum - Information Campaign	* Categorical Grants * Annual Budget Calendar * Referendum - Information Campaign	* Audit Approved * Approval of Tentative Levy * Schedule Public Hearing on Levy * Election Day - Referendum Question	* Approve EDP Fees * Student Fees Proposed * Resolution to Authorize Budget Development and Parameters * Financial Projections	* Public Hearing on Levy * Adopt Levy * EDP Fees Proposed	* Student Fees Approved	* Preliminary Financial Guidelines and Assumptions * Finance Update * Grants Update	* Review NSSEO Budget * Review Insurance Costs	* Approve NSSEO Budget	* Pre-Audit
Curricula Planning		* Curriculum Adoption - SEU/Specials	* ESY Program * Summer Curriculum		* Curriculum Update	* Professional Development Plan * Instructional Materials Update	* Curriculum Investigations	* Programs and Services Overview		* Curriculum Update	* Assessment Update	* Professional Development Update		* Curriculum Adoption	* ESY Program * Summer Curriculum	
Labor Relations Planning	* Non-PHEA Compensation * Staffing Plan Update	* Insurance Committee * Labor Management Committee	* LTE Workgroup * Staffing Plan Update			* Enrollment and Staffing Plan Update	* Introduction of New and Tenured Teachers * Labor Management Committee * DRAFT Financials for Negotiations * Labor Negotiations Team * Closed Session Review of Contract Language and Goals	* Insurance Committee * Labor Management Committee	* Labor Management Committee	* Staffing Plan Presented	* Labor Management Committee * Negotiations	* Insurance Committee * Negotiations	* Non-PHEA Compensation * RIF Part Time and Probationary Staff * Labor Management Committee * Negotiations	* RIF ESP Staff * Insurance Committee * Negotiations	* Labor Management Committee * Ratify Contract/BOE Action	
Facilities Planning	* Award like Bids * Mac Construction start	* Building and Grounds Spring/Summer Projects and timeline * Rental Agreements	* Rental Agreements * Like Project Begins	* Summer Projects Begin * Like Groundbreaking Ceremony	* Spring/Summer Projects Update * Construction Update	* Certify Buildings * Mac Project Completed	* Building and Grounds Review * Construction Update		* Building and Grounds Spring/Summer Projects and timeline * Kick-off 10yr Life Safety * Construction Update		* Construction Update		* Construction Update		* Building and Grounds Review * Rental Agreements * Construction Update	* Summer Projects Begin

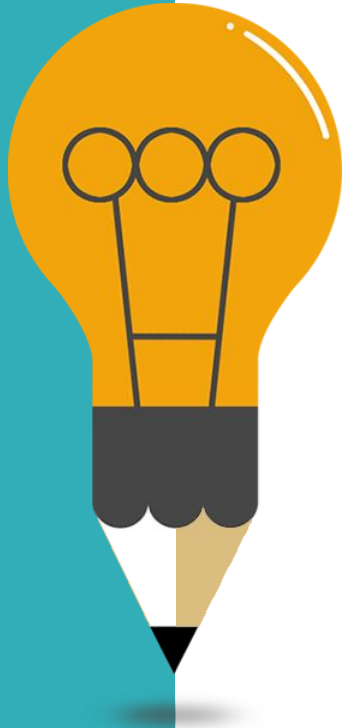


5 Minute BREAK

Table Brainstorm

Enhancements

Needs



Recruitment/Hiring

Professional Development

Budgeting

Capital Improvements

Schedule

Course Offerings

Instructional Programs

Community Connections

Student Success

Ensure ALL students are well rounded and emotionally and academically prepared for success in high school.

Teaching, Learning & Innovation

Encourage a learning environment that emphasizes excellence and retains high-quality staff.



Family & Community Partnerships

Actively engage and communicate with all families to foster collaborative relationships that benefit student learning and understanding of district priorities.

Facilities & Financial Planning

Advance effective use of resources to support safe, learner ready facilities and to maximize student learning.

New Initiatives

Investigating

Growing

Continuing



**Thanks to all for your
engaged participation!**