

**Joliet Public Schools: District 86**  
**Draft Strategic Plan**  
**Created October 24-26, 2022**

**Beliefs: The fundamental values of our organization. Beliefs are a statement of the organization's fundamental convictions, its values, its character.**

We Believe:

- High quality schools are essential to the quality of life for the whole community.
- Our greatest resource is people.
- Diversity is a strength to be acknowledged, embraced, engaged, and celebrated.
- Everyone possesses inherent worth, and we strive to enhance those skills, talents, and experiences.
- All people are entitled to a safe, caring, and respectful environment.
- High expectations within a supportive environment prepare students and staff socially, emotionally, mentally, academically, and physically for success.
- With the right tools, all people can be life-long learners and thrive in a continuously changing world.
- Change is necessary for growth and improvement.
- Students and staff deserve equitable access to high quality programs and resources.
- Collaboration, trust, and transparent communication with all stakeholders are critical to meet the District's goals.
- Character-building is the shared responsibility of the student, family, staff, and community.
- Emotional intelligence is foundational to healthy relationships and behavioral accountability.
- Compassion, kindness, empathy, humility, awareness, and accountability are essential to the educational learning environment.
- Public education is the shared responsibility and investment of the entire community.

**Parameters: Strict pronouncements that established the boundaries and limits within which the organization will accomplish its mission.**

- We will always make student-focused, data-driven decisions.
- We will always recognize, respect, value, embrace, engage, and celebrate the diversity of our school community and will leverage its benefits to enrich and strengthen our programs.
- We will always improve our self-awareness and cultural competence, and strive to eliminate implicit and explicit bias from decision-making.
- We will not tolerate discrimination, hostile behavior, or negative actions that diminish the self-worth of any student, staff, marginalized group, or community member.
- We will always listen for understanding and create opportunities for feedback from stakeholders.
- We will always communicate effectively and transparently with students, staff, families, community; and strive to do so in preferred languages.
- We will attract, develop, retain, and support a highly qualified staff reflective of our diverse community who are dedicated to achieving our mission and objectives.
- We will always support the whole child while being fully responsive to individual student needs.
- We will always support students in setting and achieving challenging educational and college/career goals tailored to their abilities, interests, and aspirations.

- We will collaborate with neighboring schools and community organizations to provide resources to students and families.
- We will always work in partnership with families and the community to provide educational opportunities.
- We will always implement District policies, procedures, and practices with fidelity, inclusivity, and equity.
- We will provide our students with a rigorous future-ready education, including high quality, equitable instructional resources and supports.
- We will always invest in high quality curriculum and resources that support the academic and social-emotional needs of all students, including emerging signs and symptoms of mental illness.
- We will only accept or retain a program or service consistent with the strategic plan, the benefits clearly justify the cost, and provisions are made for staff development with sufficient time for effective implementation and program evaluation.
- We will identify barriers and address known obstacles to ensure equitable access for all students and staff.
- We will always prioritize the physical and digital safety/security of our school community by creating aligned policies and practicing procedures.
- We will always operate safe, caring, supportive, and functional environments to ensure student learning.
- We will always embrace change that will benefit the progress of our District.

**Mission: The loftiest aspiration of the organization.**

Joliet Public Schools District 86 provides a high-quality, inclusive, and equitable education for students to grow, lead, and thrive by empowering staff, collaborating with families, and embracing our diverse community.

**Objectives: An expression of the desired measurable, observable, or demonstrable results for the organization.**

- The achievement gap among all student groups will decrease annually as measured by district assessments.
- Overall performance on district and state assessments will increase annually.
- Each student will achieve their growth targets as measured by district and state assessments.
- All students will exemplify behaviors and attendance necessary for personal excellence, character development, and responsible citizenship.
- Family and community engagement will increase annually through participation in district and school activities, events, and programs that continue to celebrate our overall diversity.

**Strategies: The broadly stated means of deploying resources to achieve the organization's mission and objectives.**

1. In partnership with families and community, we will operationalize the work of cultural responsiveness, equity, and restorative educational experiences to dismantle disproportionality among student groups.
2. We will ensure that our curriculum, instruction, and assessments are implemented with fidelity and make data-driven decisions to address gaps in student achievement.
3. We will develop and implement plans for student and family engagement to reduce absenteeism.
4. We will create and implement plans to recruit, develop, support, and retain highly qualified staff to better meet the needs of our diverse student population.
5. We will develop and implement plans to improve our facilities and provide innovative spaces.