



Lincolnshire-Prairie View School District 103

Memo

To: Board of Education
From: Katie Reynolds, Ed.D.
Date: 8/14/2026
Re: Strategic Planning Update

As we begin developing the next District 103 Strategic Plan Goals, it is important that the process reflects the voices of our students, staff, families, community members, and Board of Education while remaining focused on the future. The proposed process is designed to build consensus through a series of structured phases that include gathering stakeholder input, analyzing current strengths and future trends, identifying long-term strategic priorities, and defining what success will look like for our district over the next two decades.

The timeline outlined below provides a roadmap for this work from August 2026 through February 2027. Throughout the process, the Board will have multiple opportunities to review progress, provide guidance, refine priorities, and ultimately approve the District's long-term Strategic Plan Goals. The consultant will facilitate stakeholder engagement and synthesize feedback, while the Board will provide governance and strategic direction to ensure the final plan reflects the District's mission, vision, and values.

To illustrate the intended outcome of this process, a sample strategic goal is included at the end of this memo. The example demonstrates how the District's 20-year Strategic Goals will be supported by 7–10-year Indicators of Success and ultimately translated into 1–2-year Strategic Priorities that guide implementation. Following the Board's adoption of the Strategic Plan Goals in February 2027, the administrative team will develop the initial Strategic Priorities for Board consideration. Once approved, these priorities will become the foundation for District 103's annual administrative goals and work plans, ensuring that day-to-day initiatives remain aligned with the Board's long-term strategic direction.

D103 Strategic Planning Process: Timeline & Action Plan

I. Data Collection and Initial Analysis

- **AUGUST 24-SEPTEMBER 2:** Stakeholder Input Survey
 - Distribute district-wide surveys to students, staff, parents, and community members. (Superintendent)
 - Invite community members, staff, and students to participate in Strategic Planning Sessions. (Superintendent)
 - Survey closes on **September 2**.

- Notify Strategic Planning Session participants on **September 4.** (Superintendent)
- **SEPTEMBER 9: Consultant Data Analysis**
 - Analyze stakeholder survey results.
 - Identify overarching patterns, trends, and themes across stakeholder groups.
 - Prepare a summary of key findings to inform the Strategic Planning Sessions.
 - Provide the summary to the Board of Education and the administration team. (Superintendent)

II. Strategic Planning Sessions

- **Session 1: Understanding the Landscape** (Led by Consultant)
 - Participants: Community Members, Staff, and Students
 - Date/Time: **MONDAY, SEPTEMBER 14, 6:00-8:00** (Board Meeting would then start at 8:00)
 - Objectives:
 - Examine future workforce trends, skills, and competencies needed over the next 10–20 years.
 - Review and discuss the consultant's summary of stakeholder survey results.
 - Synthesize survey findings and workforce trends through cross-stakeholder table discussions.
 - Finalize review of District's Core Values
 - Prepare and send an update to the staff and community on **September 22.** (Superintendent)
- **Session 2: Identifying Strategic Priorities** (Led by Consultant)
 - Participants: Community Members, Staff, and Students
 - Date/Time: **SEPTEMBER 29, 6:00-8:00** (Board Meeting would then start at 8:00)
 - Objectives:
 - Identify the themes emerging from Session 1.
 - Establish consensus around priority areas (e.g., curriculum, facilities, finance, student well-being).
 - Develop recommended strategic priorities for Board consideration.
- **Board Discussion**
 - Date/Time: **OCTOBER 13 Board Meeting 7:00 PM**
 - Objectives:
 - Review the consultant's synthesis of stakeholder feedback and recommended strategic priorities.
 - Provide guidance and refinement of the proposed strategic priorities.
 - Prepare and send an update to the staff and community on **October 22.** (Superintendent)
- **Session 3: Defining Success** (Led by Consultant)

- Participants: Community Members, Staff, and Students
- Date/Time: **OCTOBER 27, 6:00-8:00 (Board Meeting would then start at 8:00)**
- Objectives:
 - Review the Board-refined strategic priorities.
 - Develop a shared understanding of each priority.
 - Define the observable "look-fors" and "feel-fors" that will indicate successful implementation.

III. Strategic Plan Goals Final Review

- Board Discussion
 - Date/Time: **NOVEMBER 17 Board Meeting 7:00 PM**
 - Objectives:
 - Review the draft Strategic Plan Goals, including strategic goals and indicators of success.
 - Provide final refinements to the Strategic Plan.

IV. Strategic Plan Goal Adoption

- Board Discussion
 - Date/Time: **JANUARY 12 Board Meeting 7:00 PM**
 - Objectives:
 - Review final Strategic Plan Goals, including strategic goals and indicators of success.
 - Approve Strategic Plan Goals, including strategic goals and indicators of success.
 - Prepare and send an update to the staff and community on **January 15.** (Superintendent)

Following the January Board meeting, the administrative team will begin developing the initial 1–2-year Strategic Priorities aligned to the Board-approved Strategic Plan Goals. These priorities will identify the key initiatives and actions to launch the implementation of the district's long-term vision. The proposed Strategic Priorities will be presented to the Board for review and approval in spring 2027. Once approved, they will serve as the foundation for the District 103 administrative goals, ensuring that annual leadership work plans are directly aligned with the Board's strategic direction and focused on advancing the district's long-term goals.

Sample Goal

Strategic Goal (20-Year Goal: <i>The aspirational destination</i>)	
Cultivate an inclusive, supportive learning environment where every student and staff member feels valued, connected, and empowered to thrive.	
Indicators of Success (7–10 Year Indicators of Success: <i>What the district should look like if it's making substantial progress</i>)	
Look-Fors	Measures

● Students report having trusted adults at school. ● Classrooms reflect inclusive and welcoming learning environments. ● Students demonstrate respectful collaboration and positive peer relationships. ● Staff intentionally build relationships with students and families.	● Increase student belonging survey results. ● Reduce behavioral referrals. ● Increase positive climate survey results.	
Initial Strategic Priorities (<i>1–2 Year Priorities/Action Steps: The foundational work that builds momentum toward the long-term goal.</i>)		
Priority	Planning	Notes
Priority 1: Establish a Districtwide Vision for Belonging Tasks ● Develop a shared definition of belonging that is reflected across all schools. ● Identify common expectations for relationship-building and inclusive classroom practices. ● Communicate the district's vision and expectations to staff, students, and families.		
Priority 2: Strengthen Adult-Student Connections Tasks ● Establish systems to ensure every student has a trusted adult at school. ● Implement intentional relationship-building strategies across all grade levels. ● Develop structures for monitoring and		

supporting students who may feel disconnected.		
Priority 3: Build Staff Capacity Tasks ● Provide professional learning focused on inclusive practices, relationship-building, and culturally responsive instruction. ● Share effective practices across schools.		
Priority 4: Monitor Student Belonging Tasks ● Establish baseline measures for student belonging and school climate. ● Regularly review survey, attendance, behavior, and engagement data. ● Use data to identify trends and inform school improvement efforts.		
Priority 5: Strengthen Family Partnerships Tasks ● Increase opportunities for meaningful family engagement. ● Improve communication practices to ensure all families feel welcomed and informed.		

● Gather ongoing feedback from families regarding school climate and belonging.		
Success Benchmarks for the First Two Years By the end of Year 2, the district will have: ● A clearly articulated districtwide framework for belonging. ● Consistent relationship-building expectations are implemented across all schools. ● Professional learning completed by all staff. ● A system for monitoring student belonging and responding to data. ● Annual climate and belonging data informing school improvement plans. ● Initial improvements in student belonging and climate survey results.		