

## District 120 Strategic Plan

<h3 style="margin: 0;">Goal 1</h3> <p style="margin: 0;"><i>Facilitate student growth and achievement through a comprehensive framework that upholds high academic standards, establishes robust systems of support, promotes culturally responsive teaching, and embraces diversity in hiring.</i></p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Student Growth and Achievement</p>
<h3 style="margin: 0;">Action Steps</h3>	
<ul style="list-style-type: none"> <li>Increase diversity in hiring by utilizing recruitment, onboarding, development, and retention practices.</li> <li>Increase enrollment and success of historically marginalized students in Honors, AP, and dual credit courses</li> <li>Ensure that our curriculum is culturally responsive and reflects students' lives and identities.</li> <li>Increase the use of culturally responsive teaching strategies aimed at maintaining a positive and empowering classroom climate.</li> <li>Increase availability, including types of supports and interventions in all tiers of MTSS</li> </ul>	
<h3 style="margin: 0;">Goal 2</h3> <p style="margin: 0;"><i>Foster an inclusive school environment that values student identities, amplifies their voices, and builds connections with staff, families, and the Mundelein community.</i></p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Identity and Connection</p>
<h3 style="margin: 0;">Action Steps</h3>	
<ul style="list-style-type: none"> <li>Continue to expand social-emotional supports and build awareness of supports among the student body.</li> <li>Implementation of restorative practices in the classroom and within our discipline policies and procedures</li> <li>Increase the number and diversity of students involved in extracurricular activities through barriers to participation.</li> <li>Increase visibility to boost student awareness and accessibility to school information and events in order to improve involvement and connection to the school community.</li> <li>Diversify the manner in which we represent the cultures within our classrooms and throughout the building to promote acceptance and visibility of student groups that historically have not been represented</li> <li>Provide learning opportunities for families and community members on Diversity, Equity, and Inclusion in an educational system</li> <li>Consolidate and improve multilingual communication between MHS, and our families and all community</li> <li>Publically celebrate the successes of our students through social meeting and school communication</li> </ul>	

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<p style="margin: 0;"><b>Goal 3</b></p> <p style="margin: 0;"><i>Develop career pathways that equip students with the skills, knowledge, and workforce experiences necessary to succeed in their chosen careers.</i></p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Future Readiness And Innovation</b></p>
<p style="margin: 0;"><b>Action Steps</b></p>	
<ul style="list-style-type: none"> <li>Establish a systemic approach to career exploration activities integrated in our career-focused learning experiences into the existing curriculum across various subject areas.</li> <li>Enhance college and career counseling services to provide individualized guidance and support for students' post-high school plans.</li> <li>Ensure that all students have a well defined and actionable post secondary plan through the successful implementations of comprehensive career pathways.</li> <li>Provide students with diverse career options and post-secondary pathways.</li> <li>Expose students and families with a robust range of post-secondary college and career options they pursue and provide resources and guidance in the development of their post-high school plans.</li> </ul>	
<p style="margin: 0;"><b>Goal 4</b></p> <p style="margin: 0;"><i>Achieve long-term financial sustainability and fiscal responsibility while maximizing educational resources and opportunities for students</i></p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Fiscal Responsibility</b></p>
<p style="margin: 0;"><b>Action Steps</b></p>	
<ul style="list-style-type: none"> <li>Collaborate with community partners to provide the resources necessary to provide our students with a holistic high quality education                             <ul style="list-style-type: none"> <li>Establish a committee of benefactors including representatives across both districts include student activities</li> </ul> </li> <li>Develop strategies to ensure that resources are available and effectively managed</li> <li>Develop, utilize, and maintain facilities that provide the necessary infrastructure to meet the needs of students both effectively and efficiently.</li> </ul>	