

September 18, 2024

**RESOLUTION REGARDING APPROVAL OF NEW FIVE-YEAR  
TRANSFORMATIONAL STRATEGIC PLAN, SY25-SY29**

**WHEREAS**, at its September 28, 2023 Board Meeting, the Board directed the CEO to present a new five-year Strategic Plan for SY25-SY29 by Summer 2024 that would include goals within specified parameters; and

**WHEREAS**, the CEO and District leadership have engaged in an extensive process of community engagement, engaging almost 14,000 stakeholders, including students, parents, families, community members, and staff to develop a comprehensive plan that addresses the challenges and opportunities facing Chicago Public Schools; with a particular emphasis on addressing long-standing inequities and transforming the daily learning experience for all students; and

**WHEREAS**, the Strategic Plan is centered on the historical and present conditions that our students, families, and communities face, and works to create anti-racist solutions that address systemic disinvestment, harm, and lack of access to opportunities; and

**WHEREAS**, the Strategic Plan outlines four critical transformational shifts in the District's philosophy:

1. **How We Define Student Success:** Moving from a narrow set of metrics to robust and holistic measures of learning and well-being aligned with the CPS Graduate Profile.
2. **Our Approach to Accountability and How We Support Schools:** Shifting from ranking and labeling schools to a shared ownership of student success between the District and schools. Schools are not ranked, and there is shared accountability for student success between the District and schools. The District provides equitable resources and ongoing support to schools so that schools can create the necessary conditions to improve student learning experiences.
3. **How We Invest in Schools and Communities:** Shifting from a culture of schools competing for students and resources to a model ensuring every community will be anchored by high-quality pathways from preschool to high school in neighborhood schools, while ensuring equitable access to a range of programmatic offerings across different school types, which is supported by targeted investments in disinvested communities. This commitment includes a focus on resource equity, which means consistently prioritizing and allocating people, time, and money to align with levels of need and opportunity
4. **How We Make Major Decisions:** Moving from unilateral decision-making to authentic collaboration where decisions are informed through intensive stakeholder engagement; students, families, staff, and communities are engaged in the design of policies and practices.

**WHEREAS**, the Strategic Plan is anchored in the new Continuous Improvement and Data Transparency (CIDT) policy, which replaces the previous School Quality Rating Policy with a transformative new approach centered on the daily student experience, focusing on the supports and resources the District should provide in order for schools to create the conditions for high-quality learning experiences for every student, ensuring the District is being responsive to the needs of school communities while involving them in decision-making processes; and

**WHEREAS**, the Strategic Plan outlines the five year vision of success for the district by naming ambitious District-wide Universal Practice Goals and targets on key indicators of Evidence of Student Learning and Well-Being, in addition to naming targeted subgoals under each priority area, all of which aim to accelerate growth and improve the daily learning experience for students furthest from opportunity; and

**WHEREAS**, the Strategic Plan is organized around three key focus areas and builds on the successful practices implemented as CPS emerged from the COVID-19 Pandemic, while naming key strategies to address critical priority areas in order to ensure that every student, in every school, in every community has a rigorous, joyful, and equitable daily learning experience:

1. Every student has a rigorous, joyful, and equitable learning experience.
  - a. **Black Student Success:** Develop and implement a plan to improve daily learning experiences for Black students and eliminate opportunity gaps.
  - b. **Multilingual Pathways:** Offer multiple pathways for students to become proficient in more than one language.
  - c. **Students with Disabilities:** Ensure the rightful presence of every student with disabilities so they can fully engage in high-quality instruction at their grade level.
  - d. **Early Learning:** Create high-quality and comprehensive learning experiences for students in preschool through 2nd grade that are aligned to their future learning.
  - e. **Postsecondary Success:** Increase opportunities to earn college credit and advanced certifications in high school.
  - f. **Connectedness and Well-being:** Create robust support systems and align resources to meet students' diverse needs, ensuring a safe and supportive school community.
2. Every school creates the conditions for success, and the District provides equitable resources for schools.
  - a. **Exceptional and Diverse Talent:** Recruit, retain, support, and develop exceptional and diverse talent at all levels.
  - b. **21st Century Learning Environments:** Co-design and implement the Educational Facilities Master Plan (EFMP) with input from the community to create modern, efficient, healthy, green, safe, and equitable conditions for 21st-century learning.
  - c. **Modernization of Technology and Systems:** Modernize existing technology and systems using feedback from students, educators, and families to enhance daily learning experiences.
  - d. **Equitable Funding Model:** Refine, through analysis of strengths and weaknesses, the funding model methodology implemented in SY2025 that aims to prioritize and allocate people, time, and money to align with levels of need and opportunity to create quality experiences for all students, incorporating educator, family, and student voices.
3. Every community has inclusive and collaborative partnerships for thriving schools;
  - a. **Community Schools:** Provide the resources and support needed to transform schools to be the anchors of their neighborhoods through community schools models, including the expansion of Sustainable Community Schools.
  - b. **Preschool to High School Pathways in Neighborhood Schools:** Develop and implement a comprehensive strategy for improving preschool to high school graduation pathways in neighborhoods across the city;

**WHEREAS**, the Strategic Plan aligns with the Board's commitment to equity, academic excellence, and community partnership as outlined in the December 14, 2023 Board resolution Regarding Values and Parameters for a New Five-Year Transformational Strategic Plan, SY25-SY29, and places the daily student experience at the center of all District efforts;

**NOW THEREFORE, BE IT RESOLVED**, that upon the adoption of this Resolution, the Chicago Board of Education hereby approves the new Five-Year Strategic Plan; Together we Rise, as presented by the CEO; and

**BE IT FURTHER RESOLVED**, that the Board directs the CEO to:

1. Implement the strategies outlined in the Strategic Plan with fidelity and urgency;
2. Provide regular updates to the Board and public on progress towards the five-year goals outlined in the plan, with particular attention to closing opportunity gaps and improving outcomes for students furthest from opportunity;
3. Continue to engage students, families, educators, and community members, especially those historically disenfranchised from the decision-making process, in the ongoing implementation and refinement of the plan;
4. Align District resources, policies, and practices to support the full implementation of the Strategic Plan, ensuring that every decision is made through an equity lens and with consideration of its impact on students' daily learning experiences;
5. Collaborate with city, state, and community partners to advocate for the resources and support needed to fully realize the vision outlined in the plan.