

LaGrange Highlands SD 106

2026-2031 Strategic Plan



Committed to every student's academic and personal success through cultivation of strong character, individual growth, and caring relationships.

A Framework for Excellence

2026-2031 Strategic Plan

LaGrange Highlands SD106 has developed a five-year strategic plan built on six collective commitments that are essential to the success and wellbeing of our students and staff. This framework is designed to elevate student achievement, strengthen community within the school, and build upon the district's history of excellence.

Essential to this plan is the belief that every student is capable of learning and growing, and that excellence is achieved through intentional relationships, a strong culture, and the strategic use of resources.

Six Collective Commitments - The district is dedicated to student **learning** - equipping every student to achieve high levels of academic growth. This is supported by an intentional focus on building positive, caring **relationships**, recognizing that meaningful connections between students and staff are essential to student success. Beyond academics, the district commits to teaching and modeling the social, emotional, and **personal skills** students need for life, understanding that true preparation goes far beyond the classroom.

Central to all of this is a **culture** rooted in kindness, respect, perseverance, and growth, where every person is treated with unconditional regard and encouraged to do their best. Internally, the district is committed to strengthening **organizational health** by communicating openly, making data-informed decisions, and operating as a unified team. Finally, all of these commitments are sustained through the strategic use of **resources** - our talent, time, and money - with Highlands families and the broader community recognized as vital partners in the district's shared mission.



At the heart of this plan is our belief in the importance of our work as educators and the way it positively impacts our students' lives. It is both our privilege and our responsibility to make Highlands a place where every student achieves their fullest potential and feels a strong sense of belonging.

The Components of our Framework for Excellence

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Six Collective Commitments

The six foundational areas of our strategic plan and why we believe these things are vitally important.

LaGrange Highlands Framework for Excellence Six Collective Commitments	
Learning	
We are committed to equipping students to achieve high levels of growth and academic achievement.	
We believe every one of our students:	
• Is capable of learning and growing.	
• Deserves the opportunity and support to achieve at high levels and reach their future potential.	
Relationships	
We are committed to being a staff who is student focused and intentionally builds positive and caring relationships.	
We believe:	
• The work we do as staff is the strongest measure of the significant impact on our students' lives.	
• Positive and caring relationships are essential for success and ensure meaningful efforts.	
Personal Skills	
We are committed to teaching and modeling the social, emotional, and personal skills needed for success.	
We believe:	
• Equipping our students for future success goes beyond academics.	
• Social interaction and modeling of social-emotional and personal skills is an important part of students acquiring these skills.	
Culture	
We are committed to fostering a culture where kindness, respect, perseverance, and growth are exemplified.	
We believe students and staff will thrive in a learning environment in which each person:	
• Is treated with unconditional kindness and respect.	
• Perseveres in their growth so they can be and do their best.	
Organizational Health	
We are committed to strengthening organizational health through clarity and cohesion.	
We believe students and staff will benefit from the organizational health of our district where there is:	
• Clarity through clear communication and strategic decision-making.	
• Cohesion through working in teams, using a common vision being heard, and ensuring positive intent.	
Resources	
We are committed to supporting the District's Framework for Excellence through the strategic use of our resources.	
We believe:	
• Our ability to fulfill these commitments will be enhanced or limited by how we allocate our talent, time, and money.	

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Strategies for Success

The specific strategies we will utilize to fulfill our six common commitments.

LaGrange Highlands Framework for Excellence Strategies for Success	
Learning	
Establish best practice guidelines on student use of technology as a tool for learning.	
Develop a system of monitoring student learning that provides meaningful feedback and accurately reflects students' growth and achievement.	
Provide greater levels of support and rigor through well-developed systems and practices such as MTSS, differentiation, accelerated/advanced programming, etc.	
Refine current assessment frameworks to facilitate responsive instruction and reflective practice by staff and students.	
Align curriculum to state standards to ensure high school preparedness and college- and career-readiness.	
Relationships	
Establish systems and practices that foster positivity.	
Foster strong relationships in all interactions (adult-to-adult, adult-to-student, student-to-student).	
Establish common practices that build meaningful connections between students and staff.	
Culture	
Employ inclusive practices that provide equity and access in a strong sense of belonging, safety, and community.	
Cultivate an environment that values risk-taking, inquiry, and productive dialogue.	
Nurture a school culture that values positive interactions and constructive feedback.	
Establish meaningful traditions to celebrate student and staff efforts and accomplishments.	
Monitor the consistent and effective implementation of programs designed to foster a positive culture.	

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Action Plans

The specific action steps, measures of success, and projected timeline for each strategy.

LaGrange Highlands Framework for Excellence Action Plans	
Learning	
Strategies for Success	
1. Establish best practice guidelines on student use of technology as a tool for learning.	
Action Plan	
1. Establish a student group to participate in this work.	
2. Establish a system of monitoring student learning that provides meaningful feedback and accurately reflects students' growth and achievement.	
3. Provide greater levels of support and rigor through well-developed systems and practices such as MTSS, differentiation, accelerated/advanced programming, etc.	
4. Refine current assessment frameworks to facilitate responsive instruction and reflective practice by staff and students.	
5. Align curriculum to state standards to ensure high school preparedness and college- and career-readiness.	
Measures of Success	
1. Student learning outcomes improved by 20% by the end of the 2020-21 school year.	
Projected Timeline	
1. Summer 2020 and the throughout the 2020-21 school year.	
Culture & Relationships	
Strategies for Success	
1. Establish systems and practices that foster positivity and celebrate students and staff.	
2. Foster strong relationships in all interactions.	
3. Establish common practices that build meaningful connections between students and staff.	
Action Plan	
1. Establish a student group to participate in this work.	
2. Establish a system of monitoring student learning that provides meaningful feedback and accurately reflects students' growth and achievement.	
3. Provide greater levels of support and rigor through well-developed systems and practices such as MTSS, differentiation, accelerated/advanced programming, etc.	
4. Refine current assessment frameworks to facilitate responsive instruction and reflective practice by staff and students.	
5. Align curriculum to state standards to ensure high school preparedness and college- and career-readiness.	
Measures of Success	
1. Student learning outcomes improved by 20% by the end of the 2020-21 school year.	
Projected Timeline	
1. Summer 2020 and the throughout the 2020-21 school year.	

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Timeline & Dashboard

An overview of each strategy, it's current status, projected timeline, and links to important documents.

LaGrange Highlands Framework for Excellence Timeline & Scorecard			
Strategy for Success	Projected Timeline	Status	Notes/Links
Learning	Establish best practice guidelines on student use of technology as a tool for learning.		
	Develop a system of monitoring student learning that provides meaningful feedback and accurately reflects students' growth and achievement.		
	Provide greater levels of support and rigor through well-developed systems and practices such as MTSS, differentiation, accelerated/advanced programming, etc.		
	Refine current assessment frameworks to facilitate responsive instruction and reflective practice by staff and students.		
	Align curriculum to state standards to ensure high school preparedness and college- and career-readiness.		
Relationships	Establish systems and practices that foster positivity.		
	Foster strong relationships in all interactions (adult-to-adult, adult-to-student, student-to-student).		
	Establish common practices that build meaningful connections between students and staff.		

LaGrange Highlands Framework for Excellence

Six Collective Commitments

Learning

We are committed to equipping students to achieve high levels of growth and academic achievement.

We believe every one of our students:

- Is capable of learning and growing.
- Deserves the opportunity and support to achieve at high levels and reach their fullest potential.

Relationships

We are committed to being student-focused and intentionally building positive and caring relationships.

We believe:

- The work we do is of the utmost importance and has significant impact on our students' lives.
- Positive and caring relationships are essential for success and require intentional effort.

Personal Skills

We are committed to teaching and modeling the social, emotional, and personal skills needed for success.

We believe:

- Equipping our students for future success goes beyond academics.
- Explicit instruction and modeling of social, emotional, and personal skills is an important part of students acquiring these skills.

Culture

We are committed to fostering a culture where kindness, respect, perseverance, and growth are exemplified.

We believe students and staff will thrive in a learning environment in which each person:

- Is treated with unconditional kindness and respect.
- Perseveres in their growth so they can be and do their best.

Organizational Health

We are committed to strengthening organizational health through clarity and cohesion.

We believe students and staff will benefit from the organizational health of our district when there is:

- Clarity through clear communication and strategic decision making.
- Cohesion through working as a team, seeking to understand above being heard, and assuming positive intent.

Resources

We are committed to supporting the District's Framework for Excellence through the strategic use of our resources.

We believe:

- Our ability to fulfill these commitments will be enhanced or limited by how we allocate our talent, time, and money.
- Our Highlands families and community are tremendous resources and vital to our success.

LaGrange Highlands Framework for Excellence

Strategies for Success

Many of the strategies listed below are not new; they reflect and build upon current practices we are already utilizing. As part of our implementation, we will refine and strengthen these strategies to maximize their effectiveness.

Learning

Establish best-practice guidelines on student use of technology as a tool for learning.

Refine our system of monitoring student learning that provides meaningful feedback and accurately reflects students' growth and achievement.

Provide proper levels of support and rigor through well-developed systems and practices such as MTSS, differentiation, accelerated/advanced programming, etc.

Refine current assessment framework to facilitate responsive instruction and reflective practice by staff and students.

Monitor alignment of curriculum to state standards to ensure high school preparedness and college and career readiness.

Relationships

Build upon our systems and practices that foster positivity.

Foster strong relationships in all interactions (adult <> adult, adult <> student, student <> student).

Establish common practices that build meaningful connections between students and staff.

Culture

Strengthen our use of inclusive practices that provide equity and build a strong sense of belonging, safety, and community.

Cultivate an environment that values risk taking, inquiry, productive dialogue, and constructive feedback.

Monitor the consistent and effective implementation of programs designed to foster a positive culture.

Establish meaningful traditions to celebrate student and staff efforts and accomplishments.

LaGrange Highlands Framework for Excellence

Strategies for Success

Many of the strategies listed below are not new; they reflect and build upon current practices we are already utilizing. As part of our implementation, we will refine and strengthen these strategies to maximize their effectiveness.

Personal Skills

Partner with families to ensure targeted personal skill expectations are supported and communicated across all settings.

Define common language and practices that bring clarity and consistency to the implementation of our paradigms and programs.

Continue to develop the teaching and reinforcement of executive functioning skills.

Establish district-wide expectations and protocols for teaching, modeling, and reinforcing targeted personal skills such as kindness, respect, perseverance, self-regulation, politeness, etc.

Organizational Health

Provide clear expectations and rationale for practices and initiatives.

Clearly communicate strategic plan progress and initiatives with the staff, school board, and community.

Make strategic and data-informed decisions that consider the input of stakeholders when applicable.

Foster organizational health by engaging in practices such as assuming positive intent, seeking to understand before seeking to be heard, and working as a team rather than individual groups.

Resources

Utilize systems of sound fiscal management to achieve balanced budgets, responsible debt management, and proactive facility maintenance.

Recruit and retain top talent through the use of strategic hiring and meaningful professional development.

Make efficient and effective use of student and staff time through strategic scheduling and the intentional allocation of teacher professional development time.

Collaborate with families and organizations to build partnerships that can be used to support the success of our students.

LaGrange Highlands Framework for Excellence

Action Plans

EXAMPLE

Learning

Strategy for Success

Study of current D106 practices and recent research to establish best-practice guidelines on student use of technology.

Action Plan

1. Establish stakeholder group to participate in this work
2. Evaluate current D106 practices
3. Review relevant research regarding healthy levels of technology consumption for school-aged children
4. Review relevant research regarding best practices in the use of technology as a tool for learning
5. Establish best-practice guidelines for student use of technology in D106

Measure of Success

Clear communication and successful implementation of recommended guidelines.

Predicted Timeline

Summer 2026-Spring 2027

Culture & Relationships

Strategies for Success

- Partner with staff to establish systems and practices that foster positivity and celebrate students and staff
- Prioritize the fostering of strong relationships in all interactions
- Implement systems and practices that build a strong sense of belonging, safety, and community
- Nurture a positive school culture through the collective efforts of all staff groups

Action Plan

1. Provide professional learning and dialogue through facilitated book studies.
 - a. The Happiness Advantage by Shawn Achor. **The Happiness Advantage** reveals that happiness is not the result of success, but rather its precursor, and that a positive mindset fuels greater motivation, creativity, and productivity.
 - b. Strong Ground by Brené Brown. **Strong Ground** offers an uplifting reminder that staying rooted in our values helps us lead, teach, and connect with greater clarity and courage. This book invites us to reflect on resilience, vulnerability, and grounded leadership, while creating space to share, connect, and walk away with practical ways to support not only our students, but each other as well.
2. Collaborate with staff to implement practices and paradigms learned through the book studies.

Measures of Success

Number of completed book studies and successful implementation of learned strategies and mindsets.

Predicted Timeline

Offered during the 2026-27 school year.

LaGrange Highlands Framework for Excellence

Timeline & Scorecard

	Strategy for Success	Projected Timeline	Notes / Links
Learning	Establish best-practice guidelines on student use of technology as a tool for learning		
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	Provide proper levels of support and rigor through well-developed systems and practices such as MTSS, differentiation, accelerated/advanced programming, etc.		
	Refine current assessment framework to facilitate responsive instruction and reflective practice by staff and students		
	Monitor alignment of curriculum to state standards to ensure high school preparedness and college and career readiness		
Relationships	Build upon our systems and practices that foster positivity		
	Foster strong relationships in all interactions (adult <> adult, adult <> student, student <> student)		
	Establish common practices that build meaningful connections between students and staff		

LaGrange Highlands Framework for Excellence

Timeline & Scorecard

	Strategy for Success	Projected Timeline	Notes / Links
Culture	Strengthen our use of inclusive practices that provide equity and build a strong sense of belonging, safety, and community		
	Cultivate an environment that values risk taking, inquiry, productive dialog, and constructive feedback		
	Monitor the consistent and effective implementation of programs designed to foster a positive culture		
	Establish meaningful traditions to celebrate student and staff efforts and accomplishments		
Personal Skills	Partner with families to ensure targeted personal skill expectations are supported and communicated across all settings		
	Define common language and practices that bring clarity and consistency to the implementation of our paradigms and programs		
	Continue to develop the teaching and reinforcement of executive functioning skills		
	Establish district-wide expectations and protocols for teaching, modeling, and reinforcing targeted personal skills such as kindness, respect, perseverance, self-regulation, politeness, etc.		