



SUMMER 2023

District Administration

Dr. Paul Gordon
Superintendent

Justin Attaway
Chief Operating Officer

Jarrod Buxton
Executive Director of
Elementary Education

David Chiszar
Executive Director
of Assessment &
Accountability

Dr. Audra Christenson
Executive Director of
Secondary Education

Marci Conlin
Chief Human Resources
& Administrative Services
Officer

Scott Harvey
Chief Communications
Officer

Dr. Christine Iggoe
Chief Academic Officer

Laurel O'Brien
Executive Director
of Student Services

Matt Smith
Executive Director
of Technology

Amanda Stuber
Executive Director
of Facilities

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District 303

REPORT TO THE

COMMUNITY

NEW STRATEGIC PLAN

To identify a strong organization is to recognize its constant desire to elevate performance. That theme is embedded within District 303's newly approved five-year Strategic Plan, which takes effect to begin the 2023-2024 school year.

A Strategic Plan is a long-term guide for how an organization prioritizes decisions in order to effectively do business, serve others, and achieve desired outcomes. For District 303, the process began in September 2022 with the creation of the Strategic Plan Development Committee, comprised of nearly 20 individuals, including two Board members, two students, District administrators and staff. Work from the Equity Committee was later integrated into the Strategic Plan based on the 2022 equity audit findings.

The story of the Strategic Plan begins with the District's Core Values of Belonging, Perseverance and Achievement. "They're reflected throughout every aspect and truly encompass what it means to be a part of District 303," said committee member and St. Charles North High School senior Sabreena Kapadia. The Committee spent many meetings deliberating on the definitions to ensure that "they could be applied to every person, regardless of their background."

The Core Values are reflected throughout every aspect and truly encompass what it means to be a part of District 303.

The Core Values are reflected in District 303's Commitment Statement, "Together building pathways to excellence," a forward-facing, succinct, and memorable statement that drives decision-making.

The plan's Strategic Priorities - Effective Collaboration, Instructional Coherence, and Culture of Dignity - are the building blocks of the plan, each with its own set of outcomes and action steps.

As with any long-term plan, there will be routine assessments of performance along the way to measure and monitor

the health of the District. These Success Indicators will be achieved by focusing on the ABCs of learning - attendance, behavior, and content - which are broken down by grade level groups. "We wanted every parent and student to see themselves in the success indicators," said Gina Shaw, Principal at Davis Primary School and committee member.

Additionally, the Strategic Plan includes a Theory of Action, which explains how actions will impact one another when a set of strategies is implemented.

As the new school year begins this fall, the District looks forward to launching its new Strategic Plan and together building pathways to excellence over the next five years.



*Together Building
Pathways to Excellence*



A MESSAGE From Dr. Gordon

The process of developing, finalizing and implementing a strategic plan is extensive. It requires a committee of diverse voices, continuous feedback loops and communication, buy-in from stakeholders, and unwavering dedication to student success. That's because the District 303 Strategic Plan is the road map for how to effectively support those we serve, and we are committed to its implementation. To elevate District 303, we must reach higher in our service to students, colleagues, and our community.

Already, we're seeing the impact of these priorities in our considerations of key initiatives. They have routinely surfaced in our Facility Master Plan discussions, challenging yet necessary reviews of how our buildings are utilized in order to provide equitable learning experiences for each student. Our new teachers contract also leans into these priorities, ensuring time and resources for Professional Learning Communities (PLCs), which is group learning within a particular subject area.

I'm pleased that our staff had tremendous support for many sections of our plan, especially our Core Values. These values – coupled with our Commitment Statement, Strategic Priorities, and Success Indicators – represent how we will prioritize decisions to elevate District 303. There were also a few questions about how it will serve all students and be implemented. Let me be clear; the Strategic Plan Development committee took each student, staff member and educational service into consideration when developing this plan, and all will be served by its implementation.

You can review the entire plan on the District website at district.d303.org/about/strategic-plan.

I want to express my appreciation to the Strategic Plan Development Committee for their thoughtful deliberation on this plan, which has always been done with the best interest of students at the forefront. Thank you very much to those who have also shared feedback on this plan. Keep in mind this is a five-year plan, and in order to realize this plan's full potential, District 303 will be methodical in its complete implementation.

Each of our staff plays an important role in the lives of our students, their colleagues and our community, and our families and community members are integral partners in this work. By committing to the new Strategic Plan, we champion its values, priorities, and outcomes, and collectively elevate District 303.

Dr. Paul Gordon
Superintendent



STUDENT ACHIEVEMENTS

BOWLING

Lida Burgos 1st, Girls Bowling

SKILLSUSA

Jack Borri 1st, Job Skills Demo

Audric Serador 1st, Computer Programming

Joey Varco 2nd, Customer Service
2nd, Job Interview
3rd, Extemporary Speech

SWIMMING

Leo Czerwinski 3rd, AWD 200 Freestyle
3rd, AWD 100 Freestyle
3rd, AWD 100 Breaststroke
3rd, AWD 50 Freestyle

WRESTLING

Wrestling Team 1st, Overall Team
Jayden Colon 1st, 145 Pounds
Ben Davino 1st, 126 Pounds
Dom Munaretto 1st, 106 Pounds
Tyler Guerra 126 Pounds
AJ Marino 120 Pounds

SPECIAL OLYMPICS

BASKETBALL

Clive Newman Gold, Basketball Skills
Myra Cacini Gold, Basketball Skills
Ola Boniak Silver, Basketball Skills

BOWLING

Mitchell Hahn, Marion Miller Gold, Unified Doubles

SUMMER GAMES

Grant Catizone Gold, Bocce
Mitchell Hahn Bronze, Bocce
Grant Catizone, Clive Newman Bronze, Bocce
Clive Newman Unified Team



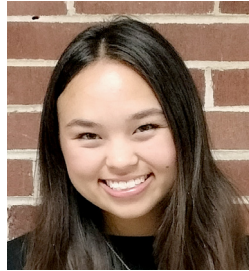
Matthew Hall
National Merit
Scholar Finalist



Andrew Nesterov
National Merit
Scholar Finalist



Nathan Throneburg
National Merit
Scholar Finalist



Sarah Izumi
National Scholastic Silver,
Photography

ART

Hannah Srdanovich IHSAE Silver, Drawing

JOURNALISM

Addie Grimm IJEA All-State Team

DECA

Carley Abi-Rached Silver, Team iConnect
Aliya Clayton 3rd, Role Play
Tristan Melton 3rd, Retail Merchandising Series

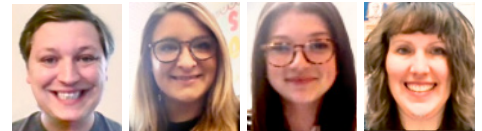
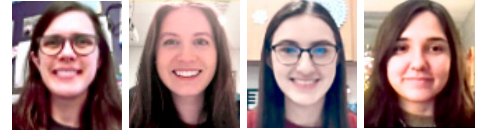
SWIMMING

Swim Team 3rd, Overall Team
Ellie Bawolek, Izzy Beu, Enya Linson, Tess Stavropoulos 1st, 400 Relay

Maya Townsend 1st, AWD 100 Freestyle Relay
1st, AWD 50 Freestyle

Tess Stavropoulos 1st, 50 Freestyle
Izzy Beu 2nd, Individual Medley

STAFF ACHIEVEMENTS



Elementary General Music PLC
Team Award of Meritorious Service
Illinois State Board of Education



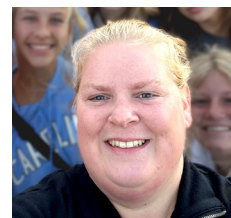
Neil Currie
Regional Superintendent
Award,
Kane County
Regional Office
of Education



Michael Smith
Early Career
Educator
of the Year,
Kane County
Regional Office
of Education



Rob Rooney
Hall of Fame,
Illinois Swimming
and Diving
Association



Susan Brenner
Assistant Coach
of the Year,
Illinois High School
Tennis Coaches
Association



Andrew Johnson
Civic Image
Award,
St. Charles Area
Chamber of
Commerce

IN 2022-2023, THE SCHOOL BOARD:

- Approved a new five-year Strategic Plan to guide the long-term direction of the District.
- Supported the Facility Master Plan process, including the hiring of a demographer to provide enrollment and capacity studies, implementation of minimum elementary space standards, and reviews of building use.
- Approved new multi-year contracts with the unions representing teachers, support professionals and transportation and maintenance employees.
- Approved multi-year contracts for new literacy resource materials for grades K-5 and 6-8, and new dual language literacy resource materials for grades K-5.



Top, Left to Right: Becky McCabe, Matthew Kuschert, Kate Bell, Thomas Lentz. Bottom, Left to Right: Joe Lackner (Secretary), Heidi Fairgrieve (President), Ed McNally (Vice President)



DISTRICT 303

201 South 7th Street
St. Charles, IL 60174

NON-PROFIT
POSTAGE
PAID
ST. CHARLES, IL
PERMIT NO. 104

ECRWSS
Postal Patron

FINANCIAL UPDATE

District 303 is committed to maintaining responsible and transparent stewardship of taxpayer resources in alignment to the strategic priority of effective collaboration. It starts by frequently communicating on and planning around short- and long-term needs.

In recent months, the District's Facility Master Plan work has focused on alleviating building overcrowding in order to more equitably support student learning. To address this challenge, Administration and the Board have been exploring options to repurpose how some buildings and their services are utilized. A timeline of the facility planning work and answers to frequently asked questions are available on the District's website.

The District reviews all projects with a critical eye on the financials, ensuring that any funding model has minimal impact on stakeholders while positively impacting the student experience. Spending conservatively and leveraging available resources are key to District 303's long-term financial health, and are reflected in part in our credit rating and available savings. Currently, District 303 holds the second highest score of AA+ based on the Standard & Poor's credit worthiness rankings, and maintains a six-month year-end fund balance.

REVENUE

83% Property Tax

Generated by taxpayers within the District

7% State Funds

Includes transportation reimbursement and Evidence Based Funding

4% Federal Funds

Includes Medicaid, special education funds, food service reimbursement, and other grants

6% Other

Fees and investments

EXPENDITURES

70% Instruction and Student Services

Educational services for all students in PreK-12+

13% Support Services

Includes food service, technology, transportation, human resources, and business services

11% Facilities

Building operations and maintenance

6% Admin

School and District admin support

For information on the Facility Plan, visit
district.d303.org/facility-plan