



PLEASANT HILL CUSD #3

STRATEGIC PLAN

2025-2028

Our Roadmap to a Stronger Future



STUDENT
ACHIEVEMENT



COMMUNITY
ENGAGEMENT



PROGRAMS



FINANCIAL
STEWARDSHIP



FACILITIES &
OPERATIONS

ONE TEAM. ONE PURPOSE.

District Mission

Provide students with the skills and education necessary for success.

Core Beliefs

As a Board of Education, we believe every decision should be guided by what is in the best interest of students while supporting the long-term success of Pleasant Hill CUSD #3.

We believe our students...

- deserve continuous learning opportunities, including alternative instructional methods when traditional classroom settings are unavailable, to ensure academic progress and achievement.
- deserve a safe, supportive learning environment where they are valued, respected, and inspired to reach their full potential.
- deserve access to high-quality, standards-aligned curriculum, effective instruction, and modern technology and resources that prepare them for future academic and career success.

We believe our employees...

- deserve safe, supportive, and collaborative work environments that foster effective teaching, learning, and service to students.
- should be provided with quality resources, professional learning opportunities, and well-maintained facilities that enable them to perform at their highest level.
- are most successful when they work collaboratively with shared purpose, mutual respect, and a commitment to continuous improvement.
- should demonstrate professionalism, integrity, and ethical conduct while serving as positive role models for students.

We believe our families and community...

- are essential partners in educating our students and helping them develop strong character, responsibility, and citizenship.
- play a vital role in extending learning beyond the classroom and reinforcing the value of education.

- strengthen our schools through open, honest, transparent, and ongoing two-way communication built on trust and mutual respect.
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Goal Area 1: Student Achievement & Curriculum

District Goal 1.1

Use multiple data sources to inform instructional decisions and improve student achievement.

SMART Sub-Goals

- By Spring 2026, establish a district-wide data review cycle (minimum three times per year).
- By Spring 2027, increase the percentage of students meeting or exceeding growth targets in ELA and math by 5%.

Key Actions

- Implement regular data team meetings.
- Provide professional development on data-informed instruction.
- Expand targeted interventions and enrichment.

Indicators & Monitoring

- Local benchmark assessments
 - Illinois Assessment of Readiness (IAR)
 - Quarterly board reports
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District Goal 1.2

Align curriculum vertically and horizontally to ensure consistency, rigor, and relevance.

SMART Sub-Goals

- By December 2026, complete a full curriculum audit in all core content areas.
- By August 2027, update and board-approve curriculum maps for all grades.

Key Actions

- Conduct curriculum gap analysis.
- Update instructional materials and pacing guides.
- Balance technology use with direct instruction

Indicators & Monitoring

- Approved curriculum maps
 - Classroom walkthrough data
 - Annual curriculum status report
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Goal Area 2: Community & District Relations

District Goal 2.1

Increase meaningful community engagement and input in district decision-making.

SMART Sub-Goals

- By 2026, implement at least two annual community feedback opportunities (survey, forum, or poll).
- Increase participation in community engagement activities by 10% by 2027.

Key Actions

- Develop annual engagement calendar.
- Use surveys and listening sessions.
- Share results and actions publicly.

Indicators & Monitoring

- Participation data
 - Survey results.
 - Annual engagement report
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District Goal 2.2

Improve the clarity, consistency, and accessibility of district communication.

SMART Sub-Goals

- By Fall 2025, audit all communication tools and protocols.
- By 2026, implement a standardized notification and messaging system.

Key Actions

- Update communication protocols.
- Improve emergency and cancellation notifications.
- Provide multilingual access where needed.

Indicators & Monitoring

- Communication audits
 - Parent feedback
 - Website and messaging analytics
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Goal Area 3: Programs & Services

District Goal 3.1

Provide a diverse and sustainable range of academic, extracurricular, and athletic programs.

SMART Sub-Goals

- By 2026, complete a program inventory and participation analysis.
- By 2027, expand or refine programs based on student interest and access.

Key Actions

- Analyze participation and equity.
- Address transportation and scheduling barriers.
- Align programs with student needs.

Indicators & Monitoring

- Program participation rates.
 - Student and family feedback
 - Annual program review
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District Goal 3.2

Ensure equitable access to cooperative programs and services.

SMART Sub-Goals

- By 2026, review all cooperative agreements for equity and access.
- By 2027, address identified gaps in opportunity.

Indicators & Monitoring

- Cooperative participation data
 - Equity analysis
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Goal Area 4: Finances

District Goal 4.1

Maintain financial stability through responsible budgeting and planning.

SMART Sub-Goals

- Annually adopt a balanced budget aligned to district priorities.
- Maintain targeted fund balance levels.

District Goal 4.2

Increase supplemental funding through grants and alternative revenue sources.

SMART Sub-Goals

- Submit at least three grant applications annually.
- Track and report grant outcomes yearly.

Indicators & Monitoring

- Annual financial audits
 - Budget reports
 - Grant tracking logs
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Goal Area 5: Facilities

District Goal 5.1

Develop and implement a long-term facilities maintenance plan.

SMART Sub-Goals

- By 2026, complete a district-wide facilities condition assessment.
- By 2027, adopt a 10-year maintenance plan.

District Goal 5.2

Address short-term safety, ADA, and learning-environment needs.

SMART Sub-Goals

- Annually prioritize and complete critical safety and compliance projects.

Indicators & Monitoring

- Facilities reports.
 - Project completion timelines
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Governance & Monitoring

- Monthly board monitoring aligned to goals.
 - Annual strategic plan progress report
 - Budget and policy alignment to district priorities
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One-Page Strategic Summary (for Community Use)

Focus Areas: Student Achievement, Community Engagement, Programs, Finances, Facilities

Outcome: Safe schools, strong academics, fiscal responsibility, and a connected community.

Adopted by the Pleasant Hill CUSD 3 Board of Education

Board vs. Administration Monitoring Calendar (Monthly)

This calendar clarifies **what the Board monitors (ENDS)** versus **what Administration manages and reports (MEANS)**, aligned to Policy 3:10.

July

Board Monitoring (ENDS)

- Prior-year student achievement trends
- Facilities readiness for upcoming year

Administration Monitoring (MEANS)

- Summer facilities project execution
 - Grant planning and budget assumptions
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August

Board Monitoring (ENDS)

- Instructional readiness and curriculum alignment status
- Enrollment and staffing stability

Administration Monitoring (MEANS)

- Staff assignments and schedules
 - Communication systems implementation
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September

Board Monitoring (ENDS)

- Student achievement baseline data
- Community engagement plan progress

Administration Monitoring (MEANS)

- Assessment administration
 - Transportation and program access logistics
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October

Board Monitoring (ENDS)

- Curriculum audit progress
- Program participation and access.

Administration Monitoring (MEANS)

- Curriculum mapping work
 - Extracurricular coordination
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November

Board Monitoring (ENDS)

- First-quarter student progress
- Financial stability indicators

Administration Monitoring (MEANS)

- Grant submissions and reporting
 - Budget tracking and forecasts
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December

Board Monitoring (ENDS)

- Mid-year strategic plan progress
- Community perception and feedback

Administration Monitoring (MEANS)

- Survey deployment and analysis.
 - Facilities winter preparedness
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January

Board Monitoring (ENDS)

- Second-quarter student achievement trends
- Curriculum alignment status

Administration Monitoring (MEANS)

- Curriculum revisions
 - Budget development work
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February

Board Monitoring (ENDS)

- Program equity and cooperative access.
- Long-term facilities planning direction.

Administration Monitoring (MEANS)

- Cooperative agreement analysis
 - Facilities assessments
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March

Board Monitoring (ENDS)

- Student growth patterns
- Resource allocation effectiveness

Administration Monitoring (MEANS)

- Staffing projections
 - Grant planning for next fiscal year
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April

Board Monitoring (ENDS)

- Alignment of preliminary budget to strategic goals
- Capital planning priorities.

Administration Monitoring (MEANS)

- Budget and staffing plan development
 - Facilities project timelines
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May

Board Monitoring (ENDS)

- End-of-year student outcomes.
- Program effectiveness.

Administration Monitoring (MEANS)

- Program evaluations.
 - Community engagement reporting
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June

Board Monitoring (ENDS)

- Annual strategic plan effectiveness
- Budget adoption aligned to goals.

Administration Monitoring (MEANS)

- Strategic plan revisions
- Board planning and transition support.