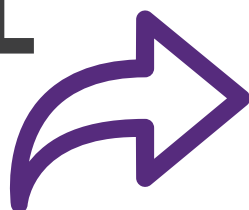




**FUTURE**  
**FOCUSED**

**FUTURE**  
**READY**



**DISTRICT 99**

**NORTH HIGH**  
**SOUTH HIGH**  
**T99**

**2022-23 ACADEMIC YEAR**

## Welcome to the 2022-23 School Year!

The basement at the ASC is filled with old records, relics and documents. Something we recently unearthed from it are the minutes from the February 17, 1923 Board of Education meeting. It was at this meeting when members officially established **Community High School District No. 99**. That means we're heading into our 99th year of existence!

As we near this almost-a-century milestone, we are also at a crossroads in history. The pandemic continues to impact our lives in large and small ways. On top of that, there is much turmoil in the world—politically, socially and economically. Our high hopes for a “normal” 2021-22 school year were dashed, as it held continued challenges. Our schools have become a microcosm of the world, with battles being played out regularly. The future seems uncertain.

We may never return to the way things used to be, and this opens our minds to new opportunities and offers us a chance to create a new normal as we move forward. Our new 5-Year Strategic Plan, approved by the Board on May 16, 2022, sets the stage for our future and a chance to reignite our passion for education.

**Future Focused, Future Ready**, the title of our Strategic Plan, describes how we want every student to graduate from District 99 knowing what they want and how to pursue it. Everything we work on this year and in the years to come will be tied to our plan and will prepare students for their futures.

### Each one of you is vital to the success of the plan.

For the next five years, we will be held accountable for our work and to the new state requirements that define “college and career ready.” The Hybrid Block schedule is one key to our success, and we value and need your support in implementing it.

**Future Focused,  
Future Ready  
describes how  
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they want  
and how to  
pursue it.**



When we were kids the all-knowing Magic 8 Ball helped us peer into the future. As a fun way to prepare for this school year, we've provided you with one to serve as a reminder: Question what the future holds, but know that ultimately **you're** in charge. What do **you** want to accomplish? What changes from the past do **you** want to make? Likewise, we must teach our students to question **themselves**. What classes excite **them**? Where do **they** excel? What are **their** passions? **Their** answers will prepare them and lead them to **their** future.

District 99 has excelled for 99 years and we know that our community—our staff and our students—will excel for another 99 years and beyond!

Thank you for all that you do,  
Hank & Nancy



**Dr. Hank Thiele**  
Superintendent

**Dr. Nancy Kupka**  
President, District 99 Board of Education



# OUR MISSION

Every day, the District 99 community works to provide a foundation for students to confidently pursue a future of their choosing.

# OUR VISION

District 99 will graduate students who are equipped to realize their potential and positively impact their community and the larger world.

# OUR CORE VALUES

In collaboration and shared responsibility with students, families and the community, at District 99:

**We care.** We prioritize our connections and treat one another with dignity, striving to uphold and support the well-being and contributions of each member of the District 99 community.

**We trust.** We foster a culture of mutual respect and understanding, believing that each member of the community has the best interest of District 99 students at heart.

**We belong.** Everyone has a place and voice in District 99. We value and actively seek to understand the perspectives of those around us, shaping our practice to reflect what we've learned.

**We prepare.** Students will graduate with a sense of their connection to the global community, equipped with the ability to discover their passions and pursue a future of their choosing.

**We evolve.** We challenge ourselves to continuously question, adjust and improve in order to reach the highest level of achievement in everything that we do.



# Our Core Values in Action

## We care.

We prioritize our connections and treat one another with dignity, striving to uphold and support the well-being and contributions of each member of the District 99 community.

What are you proud of in how you've shown care in your workspace?

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What do you want to do more of to show care in your workspace?

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How will you commit to showing care in your workspace?

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## Our Core Values in Action

# We trust.

We foster a culture of mutual respect and understanding, believing that each member of the community has the best interest of District 99 students at heart.

How do you intentionally build trust in your workspace?

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Provide an example of when you felt trust in your workspace and how it made you feel.

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## Our Core Values in Action

### We belong.

Everyone has a place and voice in District 99. We value and actively seek to understand the perspectives of those around us, shaping our practice to reflect what we've learned.

**As the school year starts, what is one unique way you will intentionally build a positive environment in your workspace?**

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**Describe how it feels when you know you truly belong in a community.**

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## Our Core Values in Action

### We prepare.

Students will graduate with a sense of their connection to the global community, equipped with the ability to discover their passions and pursue a future of their choosing.

**How do you share your own community connections and passions with others (students and colleagues)?**

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**In what ways does your work create opportunities for students to advocate for themselves and for others?**

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## Our Core Values in Action

# We evolve.

We challenge ourselves to continuously question, adjust and improve in order to reach the highest level of achievement in everything that we do.

**We know that COVID changed our lives in tremendously difficult ways. What is one way you see yourself redefining (or evolving) something in either your personal life or professional practice in “this new normal” that we are in the process of creating?**

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**What is one way you see your practice evolving as you adjust to the new hybrid schedule? (It's okay if you aren't sure yet!)**

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View the full list, including the Board Approved Goals and Tasks at the QR Code.



# Our Strategic Direction and Expectations

In order to focus the district's efforts and better prepare students for college, career and life, District 99 will ensure the following:

## 1 An Equitable & Supportive Environment

**Ensure** safe and sustainable opportunities for all students and families, including access to district resources

**Develop** and communicate common expectations for students and staff

**Build** community, foster belonging and value the diverse perspectives of every member of our community

**Embed** social and emotional learning, equitable and inclusive practices and restorative practices into all learning environments

**Prioritize** open, two-way communication and authentic relationships by treating others with dignity, care and empathy

**MY ROLE:** \_\_\_\_\_

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## 2 Growth of Student Ownership & Agency

**Challenge** students and hold them accountable in developing self-advocacy skills as well as respectful and responsible actions

**Demonstrate** that students are valued partners by integrating student voice and choice in their learning and personal growth

**Help** students develop a broader understanding, context and purpose of what they are learning and why they are learning it

**Develop** experiences that foster an understanding of their role as global citizens

**Create** a culture where students are equipped and empowered to realize their full potential

**MY ROLE:** \_\_\_\_\_

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## 2 Increased Student Engagement in Post-Secondary Planning

**Help** students develop practical life and leadership skills for the future

**Engage** and support the role of families in post-secondary planning

**Increase** student awareness of and exposure to a variety of options for life after high school, including expanding community partnerships

**MY ROLE:** \_\_\_\_\_

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## 4 Recruitment, Retention and Support of High Quality Teachers & Staff

**Ensure** that staff understand, represent and reflect the diverse students and families served

**Provide** professional learning that aligns with teacher/staff needs and district mission/vision, and is focused on best practices to meet the needs of every student

**Ensure** that staff roles and responsibilities adapt to the diverse needs of students

**Nurture** a culture of support and collaboration among all staff

**MY ROLE:** \_\_\_\_\_

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# Strategic Plan Check-in Dates for 2022-23

Throughout the school year, we will deliver reports to you and the community about our progress on the Strategic Plan.

We also will review progress in person on institute days and during other professional learning opportunities.











# Community

HIGH SCHOOL District 99

