

**NEW  
TRIER  
2030**

**NEW  
TRIER**  
TOWNSHIP  
HIGH SCHOOL  
DISTRICT 203

New Trier 2030 is the culmination of a school- and community-wide effort involving parents, students, faculty, staff, alumni, and New Trier Township residents to chart a course for the future of New Trier High School. The six frameworks identified in this plan encompass the work of our District as a whole, and the goals developed for each framework are meant to prepare our students and our school to make an impact in the world over the next decade and beyond.

We will measure our growth in the framework areas through a planning process that establishes priority goals and strategies each year. The Board of Education will review and approve these goals and strategies every spring and publicly evaluate progress toward the goals throughout the year. Once approved, the annual goals and strategies will be posted on the District's strategic planning website.

For more information about New Trier 2030 and the strategic planning process, please visit <http://www.newtrier.k12.il.us/StrategicPlanning/>

**MISSION:**  
To commit minds to inquiry,  
hearts to compassion,  
and lives to the service of  
humanity.

**VISION:**  
By creating a culture in which  
students discover purpose  
in their intellectual, creative,  
social, and interpersonal  
endeavors, we will develop  
in every graduate the skills  
and dispositions to lead  
meaningful, compassionate,  
and impactful lives.



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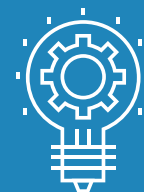
**STRATEGIC  
PLAN**



**ADOPTED JANUARY 22, 2019**  
New Trier District 203 Board of Education

# WE WILL DEVELOP IN EVERY GRADUATE the skills and dispositions to lead MEANINGFUL, COMPASSIONATE, AND IMPACTFUL LIVES.

## 1 Intellectual Engagement, Growth, and Readiness



Students should be exposed to a broad, comprehensive curriculum to develop critical thinking skills and dispositions that will prepare them for future challenges and opportunities. Students' mastery of knowledge deepens when their learning experiences are relevant and give them a sense of purpose and fulfillment.

### Core Values

- We believe in a comprehensive liberal arts education.
- We believe each and every student deserves access to rigorous and rich curricula and inspiring instruction.
- We believe each discipline has fundamental and important concepts and unique ways of thinking.
- We believe all disciplines should develop the essential skills of collaboration, communication, creativity, and critical thinking.
- We believe effective and inspiring instruction nurtures in students a greater sense of ownership over their learning.
- We believe intellectual growth enhances students' current and future ability to engage in a meaningful, compassionate, and impactful life.

### Goals

- To ensure every student has access to rigorous and rich curricula and inspiring instruction that promotes intellectual growth.
- To identify and cultivate the intellectual characteristics, qualities, and competencies of a New Trier graduate that will provide students with the best opportunity to lead meaningful and impactful lives.
- To promote the multiple post-high school pathways that can lead to a meaningful and impactful life and provide opportunities that prepare students for those various pathways.
- To provide opportunities for intellectual exploration, growth, and risk-taking.
- To connect unique concepts and innovative ways of thinking in the different disciplines through interdisciplinary, experiential, and exploratory learning experiences.

## 2 Student Personal Growth, Engagement, and Well-being



Students should feel secure in their physical, emotional, and social well-being in order to be fully engaged in their academic, personal, and social growth. Developing social-emotional skills such as self-awareness, compassion, resilience, self-management, social awareness, relationship skills, and responsible decision-making is critical to setting students on a path toward a meaningful future.

### Core Values

- We believe that students' social-emotional development is as important for future success as intellectual development.
- We believe that students must feel emotionally and physically safe to optimize their learning.
- We believe positive relationships and adult role modeling promote student growth.
- We believe personal growth best occurs when an individual reflects and thinks critically to make healthy choices.
- We believe that schools must value students as individuals and be responsive to their unique needs.
- We believe in encouraging students to take healthy risks and learn from their successes and failures.
- We believe engagement in activities outside the classroom is necessary for a student's personal growth.

### Goals

- To ensure students acquire and apply the social-emotional competencies of self-awareness, self-management, social awareness, relationship skills, and responsible decision-making to promote student wellness.
- To ensure staff has a deep understanding and instruction of social-emotional skills and characteristics and embeds the development of those skills throughout the school environment.
- To create a learning environment centered around empathy and understanding of diverse backgrounds and experiences that values student input, collaboration, and constructive dialogue.
- To have a school environment that encourages students to value their present experiences while preparing for their future.
- To develop students' connections to others through healthy, authentic relationships and humanitarian service.

## 3 Culture, Climate, and Equity



All people at New Trier must be welcomed, respected, supported, and valued so students can learn effectively, develop deeper understanding of the complex issues they face, and become empowered to contribute to the school community. This is possible when staff and students learn from and reflect on their own and others' diverse lived experiences.

### Core Values

- We believe an equitable, safe, inclusive, and welcoming climate is not only necessary for students to learn and supports student growth, but is ethically in alignment with our mission.
- We believe that an equitable, safe, inclusive, and welcoming climate:
  - » creates the conditions that allow individuals to reach their full potential.
  - » is built upon respect and the appreciation of differences.
  - » holds individuals accountable for their actions and creates access to justice.
- We believe that all students, no matter their race, religion, gender identity, sexual orientation, innate abilities, or academic levels, have the right to equitable opportunities to pursue their interests and have the right to a rigorous and rich curricula and inspiring instruction that promotes intellectual growth, exploration, and risk-taking
- We believe what makes our school better for the most vulnerable students makes the school better for all students.

### Goals

- To create a culture of equity that appreciates and celebrates differences across the school by exploring individual identities and the identities of others.
- To create a culture in which students define their identities more holistically beyond academic achievement and level placement.
- To create a culture that reduces stress and teaches students the strategies to effectively manage the stress they experience.
- To create learning environments and curricula that encourage empathy, create interpersonal connections, embrace diverse identities, and explore multiple perspectives.
- To create an environment in which each individual's needs are met and in which every person feels they belong.
- To identify and promote those parts of our culture that enhance learning and a sense of belonging, such as our dedication to service, compassion, critical thinking, and empathy.

## 4 Leadership Throughout the School



New Trier High School is a complex organization that requires the continuous development of courageous, innovative, committed, and exemplary leadership at all levels and from all constituencies, student and adult. The quality of leadership and the climate fostered by leaders have a direct impact and influence on all facets of our school community and beyond.

### Core Values

- We value the importance of cultivating leadership potential throughout the school community.
- We value a model of servant leadership that fosters compassion, service, and reflection.
- We value a shared leadership model that promotes formal and informal leadership, as well as titled and untitled leadership.
- We value the importance of seeking input, gathering multiple perspectives, and collaboration in the decision-making process.
- We believe New Trier can provide leadership in state, regional, and national conversations about the future of educational practice and policy.

### Goals

- To identify, develop, and recognize adult leaders throughout the school.
- To expose all students to leadership concepts, dispositions, and skills.
- To broaden opportunities for student leadership within the school.
- To expand our state, regional, and national influence in educational practice and policy.

## 5 Community Engagement, Partnerships, and Governance



New Trier High School is a crucial part of the fabric of New Trier Township, serving as a reflection of our community's strong commitment to inquiry, compassion, service, and leadership. The school district and its engaged and informed community of taxpayers, parents, students, alumni, and staff collectively benefit by working in partnership toward common goals.

### Core Values

- We value dialogue that is transparent, timely, and multi-faceted to engage and inform all constituencies served by our District.
- We believe in building community among the diverse villages that make up New Trier Township through our unique role as a hub where all of our communities come together.
- We believe in fostering and maintaining partnerships with organizations and individuals for the mutual benefit of our students and our community.
- We believe in providing an environment that welcomes, supports, and encourages community and alumni involvement.

### Goals

- To provide engagement opportunities and information about New Trier to younger students in the Township and their families.
- To create opportunities for alumni to engage with New Trier, each other, and the greater New Trier community.
- To engage and inform residents without children in the school about events, accolades, and the value of their investment in New Trier.
- To foster partnerships with community groups, local government agencies, and individuals to strengthen and maintain relationships with New Trier High School.
- To provide opportunities for community members to visit New Trier and involve New Trier in community events and organizations.

## 6 Finance, Facilities, and Human Resources



To serve the needs of students in their academic and extracurricular pursuits, New Trier High School depends on the financial commitment made by taxpayers to deliver a high-quality education marked by exceptional teaching and facilities. The District supports the school's mission and vision while acting as a responsible financial steward by developing budgets, facilities, and staffing plans that respect the community's investment.

### Core Values

- We believe that the community's trust and investment in the District compel New Trier to demonstrate effective, efficient, and transparent stewardship of resources for the benefit of current and future generations of students.
- We believe safe, well-maintained, and effective facilities are a critical component of creating opportunities and experiences for students that promote a culture focused on intellectual and personal development, allowing for the flexible and evolving needs of students and programs.
- We believe that a diverse and exceptional faculty and staff focused on teaching, advising, relationships, inquiry, and professional development is essential for creating a culture that best promotes students' intellectual and personal growth focused on respect and fairness.

### Goals

- To ensure strong financial stewardship and provide information that is accessible to all members of our community and demonstrates and promotes the value of a New Trier education.
- To develop a long-range facilities plan that ensures that facilities are operated in an efficient, well-maintained manner that meets current and emerging needs of the academic and extracurricular program.
- To recruit, develop, and retain a diverse and exceptional faculty and staff who put students at the center of learning and contribute to a collaborative culture that promotes their intellectual and personal growth.