

MEMORANDUM

TO: The Honorable JB Pritzker, Governor
The Honorable Emanuel “Chris” Welch, Speaker of the House
The Honorable Tony McCombie, House Minority Leader
The Honorable Don Harmon, Senate President
The Honorable John Curran, Senate Minority Leader

FROM: Dr. Tony Sanders 
State Superintendent of Education

DATE: June 8, 2026

SUBJECT: 2023-2024 Strategic Plan Status Report

The Illinois State Board of Education respectfully submits a status report on ISBE’s Strategic Plan to the Governor and General Assembly to fulfill the requirements of 105 ILCS 5/2-3.47a.

This report is transmitted on behalf of the state superintendent of education. For additional information, please contact the Governmental Relations Department at 217-782- 6510.

cc: Secretary of the Senate
Clerk of the House
Legislative Research Unit
State Government Report Center

Illinois State Board of Education

Strategic Plan 2023-24 Annual Status Report



Introduction

As required in 105 ILCS 5/2-3.47a, the State Board of Education shall develop and maintain a continuing comprehensive strategic plan for elementary and secondary education. The 2024-2027 Strategic Plan was approved by the State Board of Education on January 24, 2024. The plan consists of goals for equity, student learning, learning conditions, and elevating educators. The plan acknowledges that every district contains unique assets and requires different approaches to support and develop these assets.

The Strategic Plan leverages the wide range of talents and interests of ISBE staff, practicing educators, and stakeholders and considers how best to support agency work.

This report provides an update on the status of the 2024-2027 Strategic Plan from July 1, 2023, through June 30, 2024.

The goals identified in the 2024-2027 ISBE Strategic Plan are:

Equity Goal 1 – An Equity Impact Analysis Tool will guide all programmatic decisions and communications provided to stakeholders with special attention given to confronting and resolving historical inequities.

Equity Goal 2 – An Equity Journey Continuum will be used to publicly indicate where each Illinois school district is on its equity journey



**Goal 1:
Student
Learning –**

All students will receive a high-quality education with access to appropriate resources and supports to increase their knowledge, skills, and opportunities so they graduate equipped to pursue a successful future.



**Goal 2:
Learning
Conditions –**

In partnership with its stakeholders, ISBE will advocate for the necessary resources to create safe, healthy, and welcoming learning environments that meet the unique academic, social, and emotional needs of every student.



**Goal 3:
Elevating
Educators –**

Illinois' diverse student population will have educators who are prepared through multiple pathways and supported in and celebrated for their effectiveness in providing every child a high-quality education that meets their needs.

Goal
1.1**Illinois Comprehensive Literacy Plan**

ISBE will work with stakeholders to curate resources and develop instructional guides using evidence-based strategies to support the teaching of literacy in two or more languages.

**Internal Objectives****1.1.1**

By the end of FY 2025, ISBE staff will be trained on the literacy plan.

External Objectives**1.1.2**

By the end of FY 2024, ISBE, in partnership with stakeholders, will develop and post the following:

- A rubric to evaluate and select evidence-based, culturally inclusive core reading curriculum.
- A comprehensive, district wide literacy plan template.
- A guidance document on evidence-based practices for training and deploying equity-oriented literacy coaches.

FY24 Accomplishment

ISBE, in partnership with stakeholders, provided the following resources to support the [Illinois Comprehensive Literacy Plan](#):

- [Local Literacy Plan Template](#)
- [Coaching Guidance Presentation](#) and [Literacy Coaching Checklist](#)
- [Literacy-Specific Addendum to the Curriculum Evaluation Tool](#)

Goal
1.2**Statewide System of Support**

ISBE will work with stakeholders to develop a continuous improvement model and make resources available to support its implementation for all schools in Illinois.

**External Objectives****1.2.1**

By the end of FY 2024, ISBE will work with stakeholders to develop a continuous improvement model.

1.2.2

By the end of FY 2025, ISBE will promote the continuous improvement model through a road show modeled after the state literacy plan rollout.

1.2.3

By the end of FY 2025, in collaboration with the Illinois Association of School Boards, ISBE will develop training on continuous improvement and student outcomes for district school board members, available to anyone on demand.

1.2.4

By the end of FY 2026, ISBE will develop a menu of continuous improvement resources that are responsive to the unique needs of schools.

FY24 Accomplishment

ISBE gathered feedback from stakeholders to develop a continuous improvement model.

Goal
2.1**Student Safety
and Wellness**

ISBE will work with external stakeholders to create a developmentally appropriate Resiliency Toolkit.

**External Objectives****2.1.1**

By the end of FY 2024, ISBE, with assistance from external stakeholders and in partnership with ROEs/ISCs, will pilot the Resilient Schools Certification program.

2.1.2

By the end of FY 2025, ISBE will work with external stakeholders to create a developmentally appropriate Resiliency Toolkit for students and educators.

2.1.3

By the end of FY 2026, ISBE, in consultation with external stakeholders, will develop resources to support the implementation of mental health screenings in schools.

2.1.4

By the end of FY 2026, ISBE, in partnership with external stakeholders, will update the Illinois Learning Standards for Social-Emotional Learning.

FY24 Accomplishment

During the 2024–25 school year, nearly 400 Illinois schools participated in the pilot [RSSI](#).

Goal
2.5**IT/Infrastructure Investment**

ISBE will analyze current systems to improve efficiency and collaboration while prioritizing and investing in an IT infrastructure equipped to support the needs of districts, partners, and the agency.

**External Objectives****2.5.1**

By the end of fiscal year 2024, ISBE will conduct an internal assessment to identify redundancies and opportunities for improvement.

2.5.2

By the end of FY 2025, ISBE will develop a report that identifies redundancies and opportunities for improvement.

2.5.3

By the end of FY 2027, ISBE will have completed the first phase of a comprehensive business mapping process that will provide pathways to improve efficacy and efficiency within our systems.

FY24 Accomplishment

ISBE administered an internal assessment and then partnered with Illuminative Strategies Incorporated on system integration.

Goal
3.2**Professional Learning**

ISBE will work in collaboration with stakeholders to research, identify, and pilot innovative models of education preparation.

**External Objectives****3.2.1**

By the end of FY 2024, based on continuing research of educator preparation programs in other states, ISBE and stakeholders will recommend additional innovative educator preparation models.

3.2.2

By the end of FY 2025, ISBE will support apprenticeship pilots for institutions of higher education.

FY24 Accomplishment

ISBE advanced Illinois' educator pipeline by submitting legislation to enable community colleges to partner with institutions of higher education with approved educator preparation programs to support the transfer between institutions as well as articulation of 'Paraprofessional to PEL' programs through which individuals working as paraprofessionals can obtain a PEL to serve as a teacher of record. ISBE also engaged in a multi state community of practice to adopt effective preparation strategies, advertised other models of innovative models of educator preparation on the [ISBE website](#), and launched a grant to pilot teacher apprenticeship programs.

Goal
3.3**Teacher Vacancy Grant**

ISBE will partner with districts in need to highlight equitable practices in recruitment and retention of educators.

**External Objectives****3.3.1**

By the end of FY 2024, ISBE will continue to support districts participating in the Teacher Vacancy Grant with the implementation of equitable, evidence-based strategies through Communities of Practice.

3.3.2

By the end of FY 2025, ISBE will research effective practices among districts participating in the Teacher Vacancy Grant.

3.3.3

By the end of FY 2026, ISBE will share information on effective practices with districts throughout the state.

3.3.4

By the end of FY 2027, ISBE will provide evidence of a stronger teacher pipeline, as evidenced by the 2026 Educator Supply and Demand report.

FY24 Accomplishment

ISBE coordinated regular Communities of Practice and a Teacher Vacancy Grant Summit in order to support districts with the implementation of equitable, evidence-based strategies. The Teacher Vacancy Grant Summit took place on Wednesday, November 13, 2024, in Normal at the Illinois State University Bone Student Center.