

Data Findings from the CHSD 155 Strategic Planning Data Retreat

Our Strategic Plan Team Perceptions	
Strengths	Opportunities for Improvement
<ul style="list-style-type: none"> • Quality staff • Student/staff relationships • Robust programming • Community support and involvement • Student supports • Whole child programming • Financial stability • Extra-curricular offerings • Strong college preparation • Tradition and pride • High student achievement • College success 	<ul style="list-style-type: none"> • Future Resources /funding • Facilities • Social and emotional pressures • Reaching ALL students • Limited career, MCC, dual credit • Online learning opportunities • Changing society- impact on curriculum • Public perception • Decreasing enrollment • Staff diversity • Academic pressures • Transition to high school

Our Membership Perceptions	
Strengths	Opportunities for Improvement
<p>Student Survey Strengths (30% responded)</p> <ul style="list-style-type: none"> • 59% said quality stayed the same or improved • 50% said quality of staff above average • 75% said successful in preparing for developing good working habits and thinking critically across subject areas • 68% said excellent in preparing me to be a good citizen • 77% said school is interesting and challenging • 90% said they had the equipment, technology and materials necessary to support their learning. • Students expressed interest to increase or improve opportunities for blended learning, online learning, and internships • 75% said they receive support if they are struggling academically 	<p>Student Survey Opportunities (30 % responded)</p> <ul style="list-style-type: none"> • 80% report they feel pressure to do well in school • 55% said they are comfortable talking to an adult at school if stressed or having trouble with peers • Opportunities reported by significant number of responses: <ul style="list-style-type: none"> • Facilities • Safety • SEL awareness • Vocational/career internships • Start school later • Modified rules and policies • Transition from middle to high school • College, Career, and Life success preparation

Parent/Community Survey Strengths (39% responded)

- 58% said the quality has stayed the same or improved
- 76% said they felt there was high quality among district staff
- Parents and community members expressed interest to increase MCC partnerships, internships, and blended learning opportunities
- 77% said there was the district had quality facilities

Staff Survey Strengths (63% responded)

- 73% said they were satisfied with district efforts to keep them informed
- 90% said they were generally satisfied with being a staff member
- Staff expressed interest to increase or improve opportunities for blended learning, internships, dual credit courses, McHenry County College partnerships
- 76% are happy with the quality of school facilities
- 87% are happy with the social and emotional supports for students
- 90% are happy with the academic resources available to student

Parent/Community Survey Opportunities (39% responded)

- 39% said the district goes a good job listening and responding to community opinions
- Opportunities reported by significant number of responses:
 - Upgraded facilities
 - Lower property taxes
 - Decrease AP pressure
 - Improve communication
 - Improve coaching/sports inequities
 - Improve student services/ student transitions
 - Improve SEL bullying
 - College, career and life preparation and readiness
 - Quality instruction
 - Declining enrollment

Staff Survey Opportunities (63% responded)

- 58% said D155 does a good job listening and responding to staff opinions
- 60% said they were satisfied with professional growth opportunities made available
- Opportunities reported by significant number of responses:
 - Facilities
 - AP pressure
 - Involve staff in decisions
 - Preparing ALL students
 - Strengthen Professional Development
 - Improve social and emotional support
 - Safety
 - Reputation/ community
 - Student mental health, social media, drugs
 - Funding

Educational Services: Student Performance Report	
Strengths	Opportunities for Improvement
<ul style="list-style-type: none"> • 95% Freshmen on track • High SAT scores • Compare favorably with benchmark districts on SAT performance • Positive trend in dual credit and Advance Placement participation • Increased rigor with consistent performance • Workforce development committee • Creating more flexibility in schedule • Targets- Student success, Social and Emotional, Advance Placement, and EPAS (with measures) • Piloting online learning opportunities/Blended learning 	<ul style="list-style-type: none"> • What is C- or better dip telling us • Continue to provide SEL supports with increased student pressures • Reaching a balance with AP, dual credit, careers, courses • Credential/ career awareness • Achievement gaps among subgroup student populations • Increasing low income and EL student populations • College success data • Transition from middle to high school • Career preparation • Life preparation

Human Resources: Learning and Working Environments	
Strengths	Opportunities for Improvement
<ul style="list-style-type: none"> • Academic offerings • High teacher retention • Extra-curricular offerings • Teacher/student relationships • Teacher education level (master's degrees) and 17 National Board Certified Teachers • Language Academy for EL students AM at Central • 100% student Chromebooks • High percent of student with 2 or more extracurricular • High staff satisfaction • Staff performance all Proficient or Excellent • Mentor program for new staff 	<ul style="list-style-type: none"> • Diversity of staff • Declining enrollment for 10 years - course impact • Prediction of further student enrollment decline • Declining enrollment- staff recruitment and retention • General Ed class size increases • Structure of the Day / schedule • Fear of reduced programs for students and teacher/staff retention due to declining enrollment • Life skills

Business and Operations: Finances, Facilities, and Technology

Strengths

- Consistent in balanced budget last 4 years
- Highest state financial rating: Recognition for 15 years
- 50% Fund Balance (Savings)
- Well-designed facilities plan and forecast
- Well situated for technology- infrastructure, speed, hardware
- Tax rate down- good return on investment
- Operating expenditure per pupil low compared to benchmark districts and high school state average
- Energy efficiencies being measured
- School Dude to report, monitor and address maintenance and work custodial requests in a timely fashion
- Plenty of space available in all schools

Opportunities for Improvement

- Decrease custodial turnover
- Communicating with public
- Maximizing building efficiency
- Air conditioning
- Significant levels of deferred maintenance
- 21st century learning spaces- labs, investigations, STEM, etc.

Table Team Responses: SWOT Analysis

Table A	Table B	Table C	Table D	Table E	Table F
STRENGTHS					
<ul style="list-style-type: none"> • Quality staff • Financial stability • Strong community support • High academic achievement • Quality of options for classes and extra-curricular • Safe, positive school environment • Strong special ed supports • Technology hardware and infrastructure 	<ul style="list-style-type: none"> • Financial stability • Academic offerings • Quality staff • Extra-curricular offerings • Community support • Teacher/Student relationships • High student performance • High teacher retention • Tech infrastructure and hardware • Social and Emotional support 	<ul style="list-style-type: none"> • Quality staff • College readiness • Community support • Variety of course offerings • Fiscally responsible • Extracurricular offerings • Student success and achievement • Student/Staff relationships • School pride 	<ul style="list-style-type: none"> • High graduation rate • Balanced budget • High teacher job satisfaction • Expert teachers-high number of master degrees • Diverse offerings for students • Strong college prep • High student attendance rate • 1 to 1 Technology for students • All special programming, Language Academy, STRIVE, ECT, SCS, Culinary • Academic SEL Supports 	<ul style="list-style-type: none"> • Increased test scores • High graduation rate • Quality teachers and staff • Community support • ELL Program • Strong extra-curricular offerings • Balanced budget • Class offerings • Relationships 	<ul style="list-style-type: none"> • Quality staff – masters degrees and experience • Student supports • Community pride and tradition • Financial stability • Safe environment • Athletics and extra-curricular offerings • Academics quality and offerings • Future student success- planning for seniors and beyond • Good relationships between teachers and students

WEAKNESSES

<ul style="list-style-type: none"> • Post high school prep • Communication • Utilizing technology • Student achievement gaps among subgroup populations • Air conditioning • Community partnerships • Articulation and collaboration with feeder elementary districts (47, 26, 46 & 3) • Social and emotional support (bullying) 	<ul style="list-style-type: none"> • Trend toward C- or higher • Communication with public • Lack of attracting diverse staff • Flexible scheduling • Career preparation • Reaching balance dual credit, AP, careers, courses • Internships • School pride- all activities, clubs • Athletic facilities • Achievement gaps among subgroups 	<ul style="list-style-type: none"> • Facilities • Career readiness • Supporting our Latino/Hispanic population • Supporting low-income population • Internships • Maintaining an inclusive environment • Balance academic stressors • Social and emotional pressures • Intergovernmental cooperation • Social media 	<ul style="list-style-type: none"> • Lack of increase in academic subgroup performance • Flexible scheduling for students • Quality of facilities • Communication with community • Drug, alcohol, smoking awareness • Diversity in teaching staff • Providing internship experiences • Career pathway understanding • Lack of life ready curricular-student services 	<ul style="list-style-type: none"> • MCC relationships • Social and emotional support • Dual credit • Air conditioning • Finding balance-well-rounded student • Safe environment • Staff diversity • Facilities • Internships 	<ul style="list-style-type: none"> • Facilities • Middle school to high school transition • ELL support in the buildings • AP balance • Communication with public • Preparing all kids-achievement gaps • More PD for teachers • Structure of the day-6th major • More focus on trades and careers • Life choices programs- drugs, alcohol, etc.
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OPPORTUNITIES

<ul style="list-style-type: none"> • Retain, recruit more minority staff • Schedule, use of time • Keep the push for AP in balance • Balance our curricular choices to meet needs of all students at every level • Post graduate success/needs to adjust our programs to better meet their needs 	<ul style="list-style-type: none"> • Facilities- air conditioning • Partnership/ non-traditional funding • Emphasize soft skills • Service learning • Start time/ schedule • Balancing student needs with resources 	<ul style="list-style-type: none"> • Flexible scheduling • Blended learning • Business partnerships • Long-term tech plan • Student voice • Air conditioning • Diversity of staff • Fundraising partnerships/ sponsorships 	<ul style="list-style-type: none"> • Personalized learning • Collaboration with MCC • Alternative funding sources • Communicate the benefits of our communities • Collaboration with feeders • Health/wellness curriculum relevance • Development in Crystal Lake to get enrollment up 	<ul style="list-style-type: none"> • Evaluate the structure of school day • Homeroom hour • Lack of activity bus • Transition from middle to high school • Blended learning • Building efficiency • Student mental health • Cultural awareness/civic responsibility 	<ul style="list-style-type: none"> • Physical safety • Low-income and homeless students- addressing the whole student • Internships • Flexible learning/ creative scheduling • Partnerships with universities other districts • Send staff on site visits for PD • CLEP tests
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THREATS

<ul style="list-style-type: none"> • Decreasing enrollment • State financial crisis • Community misperceptions • Drugs • Business Climate • Housing Market • Tax rate/ affordability 	<ul style="list-style-type: none"> • State mandates • Declining enrollment • State financial situation • Mobility rate • Public perception/ misinformation • Teacher shortage 	<ul style="list-style-type: none"> • Decreased enrollment • Teacher retention • Drugs and alcohol • State and Fed funding • Pension crisis • Property taxes 	<ul style="list-style-type: none"> • Academic pressures • Pending teacher shortage • Declining enrollment • Increased competition to educate students • State funding • High property tax • Over ID of 504 supports • Increased competition to educate students 	<ul style="list-style-type: none"> • Decreasing enrollment • State budgeting • Teacher shortage • Social media • Teacher retention • Public perception • Security/weapons 	<ul style="list-style-type: none"> • Teacher shortage • State financial crises • Declining enrollment • Board of Ed turn over (shifting agenda) • Social media • Social and emotional/ safety • Unfunded state mandates • Community economics/ home turnovers • Increases in low income and EL students
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