

CHSD 155 Strategic Planning Process

The thirty-two member CHSD 155 strategic plan team held its first meeting on Wednesday, September 12 from 8:30-3:30.

CHSD 155 is in the process of defining a strategic plan to guide the organization's direction for the next 3-5 years. They identified this as a pivotal time to have clarity around its direction.

- There has been no plan for the past few years.
- Previous plans did not include a strong mission, vision, and core values.
- There is a need to prepare for the college, career, and life readiness standards that are a part of the Every Student Succeeds Act.
- There is a need to define what holds all four high schools together and defines district.
- The previous goals and targets were not developed with input from stakeholders.

The district reaffirmed its commitment to continuous improvement.

The planning team will meet three times. The first time was to address the essential question of, "Where are we now?" The team spent time looking at several data and information sources to define what is working well with the district and what are its challenges.

The team identified its own perceptions of strengths and opportunities for improvement. The team reviewed the district student, parent, and staff survey results from the start of this school year. The team learned about trend and comparative district data that describes its current performance. The data included defining student growth and achievement results, examining data from the learning and working environment that impacts student performance, and finance and facility information that reports use of resources.

After review of the data and information, the strategic plan team summarized their findings in a SWOT Analysis. The SWOT Analysis identified 10 or fewer of critical strengths, weaknesses, opportunities, and threats. These findings were shared with stakeholders. 337 high school students, 425 parents and community members, and 235 staff members responded.

The team met again on October 30 to review the stakeholder feedback and consider adjustments to the strengths, weaknesses, opportunities, and threats. Below is the final SWOT Analysis.

CHSD 155 FINAL SWOT ANALYSIS

<p>Strengths: What do we consider to be our strengths? What advantages do we have? What do others say our strengths are?</p>	<p>Weaknesses: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?</p>
<ul style="list-style-type: none"> • High student achievement results as reported on the SAT • Freshmen on target based on student academic data • Quality and dedication of staff and leaders • Financial stability with balanced budgets and highest state fiscal recognition • Vast array of course opportunities for students • Vast array of extra-curricular and co-curricular activities for students • Technology infrastructure and hardware: one-to-one Chromebooks • Student-centered relationships and culture • Community pride and support • High teacher job satisfaction • High graduation and attendance rates 	<ul style="list-style-type: none"> • Achievement gaps and performance among subgroup populations (low income, IEP students, EL students) • Middle to high school transition; articulation with feeder elementary districts • Earlier focus on trades, careers, life ready skills • Social and emotional support to address pressures, stress, bullying, rigorous push, balance with school and home, etc. • Facility updates and deferred maintenance/air conditioning • Communication and engagement with families and the extended communities • Meaningful professional development for staff • Maintaining an inclusive, safe, secure, learning environment • Use of time (day, year); schedule does not permit student interests and varied course opportunities • Student accountability and independence in their learning • Meaningful use of technology, blended learning, online course opportunities in the classroom
<p>Opportunities: What opportunities for improvement do we know about, but have not addressed? Where with a little work could we change a weakness into a strength?</p>	<p>Threats: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress?</p>
<ul style="list-style-type: none"> • Explore new ways to use time and space to advance mission and vision • Redefine student success to align with new college, career, and life readiness indicators • Integrate 21st century skills in classroom instruction: Problem based learning, projects, presentations, research, inquiry, real-life application • Partner with community business, agencies, and educational partners to provide opportunities for service learning, internships, career awareness • Opportunities for feedback to develop trust, engagement, and lasting relationships with all stakeholders • Provide professional development to assist staff in personalizing learning opportunities to increase student's ability to set goals, progress monitor and report progress • Following graduates to learn about their success and needs to make adjustment to programs and service offerings 	<ul style="list-style-type: none"> • Decreasing student enrollment • Community misunderstandings and perceptions • State financial crisis; pension reform • Teacher shortage- recruiting and retaining • Social media • Safety/ weapons • Community economics • Drugs, alcohol, smoking awareness and prevention • Property taxes