

**Recommended Changes to the DRAFT SWOT Strengths after Review of Stakeholder Feedback**

<b>Changes to Strengths</b>	<b>Changes to Strengths</b>	<b>Changes to Strengths</b>
<ul style="list-style-type: none"> <li>• Remove Diversity, Inclusion, Equity Continuous</li> <li>• Separate Belief in Continuous Improvement, Diversity, Inclusion and Equity to:                             <ul style="list-style-type: none"> <li>▪ Belief in Continuous Improvement</li> <li>▪ Belief in Diversity, Inclusion and Equity</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Change Diversity, Inclusion, Equity and Continuous Improvement to:                             <ul style="list-style-type: none"> <li>▪ Student &amp; Community Diversity</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Move Diversity, Inclusion, Equity, Continuous Improvement from a Strength to an Opportunity or a Weaknesses</li> <li>▪ Move Teacher-Student Trust from a Strength to an Opportunity</li> </ul>
<b>Changes to Strengths</b>	<b>Changes to Strengths</b>	<b>Changes to Strengths</b>
<ul style="list-style-type: none"> <li>• Change Diversity, Inclusion, Equity Continuous to:                             <ul style="list-style-type: none"> <li>• Student Diversity and Inclusion</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Move Diversity, Inclusion, Equity, Continuous Improvement from a Strength to an Opportunity or a Weaknesses</li> <li>▪ Move Teacher-Student Trust from a Strength to an Opportunity</li> </ul>	<ul style="list-style-type: none"> <li>▪ Change Diversity, Inclusion, Equity and C continuous Improvement to:                             <ul style="list-style-type: none"> <li>▪ Values Diversity, Inclusion, Equity &amp; Continuous improvement</li> </ul> </li> <li>▪ Change Belief in Continuous Improvement, Diversity, Inclusion and Equity to:                             <ul style="list-style-type: none"> <li>▪ Belief in Continuous Improvement in the areas of Diversity, Inclusion and Equity</li> </ul> </li> </ul>

**Facilitator Summary Changes to SWOT STRENGTHS**

**Graduation Rate**  
**Clarity and Variety in Academic and Course Offerings/Program Coherence**  
**Extracurricular Activities, Athletics, Clubs & Offerings**  
**Financial Stability and Stewardship**  
**State Highest Recognition for Finance Management**  
**Belief in Continuous Improvement**  
**Proud of Diversity and Inclusion**  
**High Student-Teacher Trust**  
**High Teacher Retention, Advanced Degrees and Talented Staff**  
**1:1 Technology**

**Recommended Changes to the DRAFT SWOT Weaknesses after Review of Stakeholder Feedback**

<b>Changes to Weaknesses</b>	<b>Changes to Weaknesses</b>	<b>Changes to Weaknesses</b>
<ul style="list-style-type: none"> <li>• Remove Math Instruction</li> <li>• Change Demographic Disparity Among English and Math Tracks with Rigor to:                             <ul style="list-style-type: none"> <li>▪ Demographic Disparity among English and Math Mobility/Offerings</li> </ul> </li> <li>▪ Add Discipline and Safety</li> </ul>	<ul style="list-style-type: none"> <li>▪ Change Math Instruction to:                             <ul style="list-style-type: none"> <li>▪ Math Track Inflexibility</li> </ul> </li> <li>▪ Add Discipline Events</li> </ul>	<ul style="list-style-type: none"> <li>▪ Change Math Instruction to:                             <ul style="list-style-type: none"> <li>▪ Math Flexibility</li> </ul> </li> <li>▪ Change Schedule Flexibility- 6 period day, clock schedules, opportunities to take electives, etc. to:                             <ul style="list-style-type: none"> <li>▪ Schedule Flexibility for top 10% or bottom 10% of student population, opportunities to take electives, etc.</li> </ul> </li> </ul>
<b>Changes to Weaknesses</b>	<b>Changes to Weaknesses</b>	<b>Changes to Weaknesses</b>
<ul style="list-style-type: none"> <li>• Change Math Instruction to:                             <ul style="list-style-type: none"> <li>• Math Scheduling</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Move Math Instruction from a Weakness to an Opportunity</li> <li>▪ Move Community and Family Involvement &amp; Partnerships from a Weakness to an Opportunity</li> </ul>	<ul style="list-style-type: none"> <li>▪ Change Math Instruction to:                             <ul style="list-style-type: none"> <li>▪ Math Clarity and Course Opportunities</li> </ul> </li> </ul>

**Facilitator Summary Changes to SWOT WEAKNESSES**

**Student Achievement Gaps- Low Income and Black vs Others**  
**Math Course Offering Flexibility**  
**Demographic Disparity among English and Math Tracks with Rigor**  
**Career Education and CTE Options**  
**Student Discipline**  
**Demographic Disparity among Behavioral Referrals, In-School Suspensions, & Tardiness**  
**Chronic Absenteeism**  
**Schedule Flexibilities/Opportunities for Electives**  
**Student Perception of Importance of High School**  
**Student Perception of Family Supportiveness**

**Recommended Changes to the DRAFT SWOT Opportunities after Review of Stakeholder Feedback**

<b>Changes to Opportunities</b>	<b>Changes to Opportunities</b>	<b>Changes to Opportunities</b>
<ul style="list-style-type: none"> <li>• Change Collaboration with SIU and JALC to:                             <ul style="list-style-type: none"> <li>▪ Collaboration with SIU, JALC, and SIH</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Address Equity and Inclusion taking advantage of our diversity</li> <li>▪ Change Collaboration with SIU and JALC to:                             <ul style="list-style-type: none"> <li>▪ Collaboration with SIU, SALC, SHI and other community partnerships</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Add Student Voice</li> <li>▪ Add Safety</li> <li>▪ Add Restructuring Master Schedule and Day</li> <li>▪ Change Collaboration with SIU and JALC to:                             <ul style="list-style-type: none"> <li>▪ Collaboration with SIU, JALC Community and Families</li> </ul> </li> </ul>
<b>Changes to Opportunities</b>	<b>Changes to Opportunities</b>	<b>Changes to Opportunities</b>
<ul style="list-style-type: none"> <li>• Add Mental Health and Substance Abuse Supports</li> <li>• Add Address Equity and Continuous Improvement</li> <li>• Add Pathways to Algebra Track</li> </ul>	<ul style="list-style-type: none"> <li>• Add Math Instruction</li> <li>• Add Community and Family Involvement &amp; Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

**Recommended Changes to the DRAFT SWOT Opportunities after Review of Stakeholder Feedback**

**Reimagine Student Academic Interventions to Achieve Equity, Inclusiveness & Continuous Improvement**

**Reimagine Student Behavior Interventions & Consequences to Achieve Equity, Inclusiveness & Continuous Improvement**

**Recruit and Hire a More Diverse Workforce**

**Enhance Communication, Collaboration, & Alignment with all Feeder Elementary Districts**

**Enhance Collaboration & Partnerships with SIU, JALC, SIH and other Community Partners**

**Use of Space, Building Upgrade Plans**

**Enhance Professional Learning Leading to Innovation, Project-based, Real Work Relevance, High Quality Student Discussion & Student Voice**

**Expand Learning Opportunities for Students, Staff & Families Beyond the Day and Year**

**Increase Inquiry-based 3-year Science Instruction for Graduation**

**Recommended Changes to the DRAFT SWOT THREATS after Review of Stakeholder Feedback**

<b>Changes to Threats</b>	<b>Changes to Threats</b>	<b>Changes to Threats</b>
<ul style="list-style-type: none"> <li>▪ None</li> </ul>	<ul style="list-style-type: none"> <li>▪ Add Drugs- Increased availability due to legalization</li> </ul>	<ul style="list-style-type: none"> <li>▪ Add Drugs and Violence</li> </ul>
<b>Changes to Threats</b>	<b>Changes to Threats</b>	<b>Changes to Threats</b>
<ul style="list-style-type: none"> <li>▪ Add Drugs, Violence, Fights, Discipline, &amp; Safety</li> </ul>	<ul style="list-style-type: none"> <li>▪ Add Discipline, Safety, Drugs and Violence (Fights)</li> </ul>	<ul style="list-style-type: none"> <li>▪ None</li> </ul>

**Facilitator Summary Changes to SWOT THREATS**

**False Perceptions of CCHS**  
**Increases in Low Income & Mobility within Student Population**  
**Equalized Assessed Valuation decreasing and Tax Rate Increasing**  
**Business Development and Residential Attraction**  
**Covid Slide and Recovery**  
**Teacher Shortage, Substitute Shortage**  
**Stata & National Funding and Stability/Political Climate**  
**Safety, Drugs and Violence**

## Greatest Hopes, Dreams, Aspiration for District 165

<ul style="list-style-type: none"> <li>▪ Embedded SEL for Students &amp; Staff</li> <li>▪ Diverse Workforce</li> <li>▪ Engaging Curriculum for ALL Students</li> <li>▪ School Day to Increase what we Value for All Students- Equity</li> <li>▪ More CTE career focused Opportunities</li> <li>▪ Graduates that can Succeed in Multiple Avenues</li> <li>▪ The Destination High School for Southern Illinois</li> <li>▪ Growth in Student Population</li> <li>▪ More Hours in the schedule</li> <li>▪ Another Strategic Plan group in Place to Keep Continuously Improving</li> <li>▪ Evolve with Changing Technology</li> <li>▪ Students Graduate with Practical Tools &amp; Knowledge to be Successful, Financially Stable, Productive Adults</li> <li>▪ Students Feel Empowered and a Sense of Self-Worth that Motivates Them Post High School</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increasing graduation rate</li> <li>▪ Guided by Student Interest &amp; Values</li> <li>▪ Open &amp; Trusting Communication between Staff, Students and Parents</li> <li>▪ School Becomes a Model for State, Region</li> <li>▪ Faculty represents Student Body Demographically</li> <li>▪ Change &amp; Innovation with Learning &amp; Teaching</li> <li>▪ Real World Application of Instruction for the Future</li> <li>▪ More Career Focused</li> <li>▪ Better Use of Technology</li> <li>▪ Efficient and Effective Collaboration Across School and Community</li> </ul>	<ul style="list-style-type: none"> <li>▪ Staff Diversity</li> <li>▪ All Stakeholders Are Inspired Daily to Improve Themselves 7 Others</li> <li>▪ Students have More Opportunities All Year to have Job Shadowing and on the Job Graining</li> <li>▪ CCHS becomes the Standard of Student Achievement and Equity</li> <li>▪ Students have full access to All Resources Built into the Day</li> <li>▪ More Programs and Classes where Students are Creators not Consumers</li> <li>▪ Each Student Feel Valued, Heard, and Seen</li> <li>▪ Measurable Improvement in Student Health and Well Being</li> <li>▪ Reduced gaps and inequities</li> <li>▪ Stronger Relationships with Community</li> <li>▪ Moe Outreach Opportunities for Students</li> <li>▪ Partner with Feeder Districts</li> <li>▪ Provide more Relevant Life Experiences into our Learning</li> <li>▪ Student Focused and Responsive</li> <li>▪ Optimized Collaboration to Meet Student Social and Emotional Needs</li> <li>▪ CCHS becomes a Local Leader in Innovation and Technology</li> <li>▪ More CTE, Career Enhancing Learning Opportunities</li> <li>▪ Prepare Students for Their Outside Life</li> </ul>
<ul style="list-style-type: none"> <li>▪ Graduation Rate and Those Going to College exceeds all schools in region</li> <li>▪ Community and Family engagement is high</li> </ul>	<ul style="list-style-type: none"> <li>▪ Elimination of Demographic Disparities in Course Placement</li> <li>▪ Feeder District Collaboration and Articulation</li> </ul>	<p>Note: Only Five Teams Turned in Charts for this Activity.</p>

<ul style="list-style-type: none"> <li>▪ Diversity in Staff</li> <li>▪ Realize a different environment may help all kids thrive</li> <li>▪ SIU provide free teacher ed to faculty wanted to teach dual credit</li> <li>▪ Offering more CTE, career courses and opportunities</li> <li>▪ Partnership between feeder and High School</li> <li>▪ Diversity of students in higher track courses.</li> <li>▪ Create a high school community that all students feel accepted and valued</li> <li>▪ We become a model for high academics and innovative practices</li> </ul>	<ul style="list-style-type: none"> <li>▪ Excellent ESSA Rating</li> <li>▪ Stronger Advocacy and Supports for under-represented groups in our curriculum</li> <li>▪ Bigger Sense of Community Pride</li> <li>▪ All Students want to come to school</li> <li>▪ Forward Thinking and Innovation in Curriculum</li> <li>▪ Everyone Feels Equal</li> <li>▪ Get Back to Being Great</li> <li>▪ All Teachers are Passionate every day</li> <li>▪ Our Facility and the People in It serve as a Safe Space for all Students to Feel Motivated and Supported</li> </ul>	
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**Note: The Facilitator pulled out some Hopes, Dreams and Aspirations that might be helpful in developing the Mission Statement**

- **Destination High School for Southern Illinois**
- **Recognized by Peers as a Model for 21<sup>st</sup> Century Practices and Innovation**
- **Champion for Diversity, Inclusiveness and Equity**
- **Preparing College, Career and Life Ready Students**
- **Partners with Community Business, Agencies and Educational Organizations**
- **Students are Engaged Creators not Consumers**
- **More Opportunities for Dual Credit Courses, CTE, Career Learning Opportunities**
- **Real Life Applications of Learning**
- **Recognition of the Importance of trusting, ethical, caring relationships**

## Homework Assignment: Key Concepts from Articles Read and High School Highs Visited

<p><b><i>10 Principles of Modern Learning</i></b></p>	<ol style="list-style-type: none"> <li>1. Student interest and needs guides the curriculum</li> <li>2. Efficient and Effectiveness</li> <li>3. Instructors put learners first and content second</li> <li>4. Disconnect from old way of learning to newer, better ways</li> <li>5. Bridge the gap between school and parents and community</li> </ol>
<p><b><i>Purdue Polytechnic High School</i></b></p>	<ol style="list-style-type: none"> <li>1. No matter the design, inspiration and empowerment is the key</li> <li>2. Student interest and needs directs the teaching and learning</li> <li>3. 21<sup>st</sup> century skills- problem solving and solution orientation</li> <li>4. Teachers are coaches, facilitators, guides, motivators, and classes promote engagement, teamwork</li> <li>5. Power of Delivery</li> </ol>
<p><b><i>9 Elephants in the Classroom that Should “Unsettle” Us</i></b></p>	<ol style="list-style-type: none"> <li>1. Learners need more control over learning</li> <li>2. The inertia of the system keeps tradition- tests, grades, assessments, etc.</li> <li>3. Low problem-solving skills</li> <li>4. Students not prepared for life after high school</li> <li>5. What educator’s know is not put into practice</li> </ol>
<p><b><i>Washington Leadership Academy</i></b></p>	<ol style="list-style-type: none"> <li>1. Computer Literacy</li> <li>2. Student control over learning</li> <li>3. Students are creators, not consumers</li> <li>4. Students have a sense of belonging and purpose</li> <li>5. Self-pacing and internal motivation</li> </ol>
<p><b><i>Forging the Future of Learning</i></b></p>	<ol style="list-style-type: none"> <li>1. Relationships are KEY above all else</li> <li>2. Relevancy of student voice, choice, ownership, responsibility</li> <li>3. Holistic Supports: Mental Health &amp; Academics</li> <li>4. Flexible, Inviting &amp; Intentional Learning Environment</li> <li>5. Inclusive &amp; Sensitive Culture &amp; Climate</li> </ol>
<p><b><i>Iowa Big</i></b></p>	<ol style="list-style-type: none"> <li>1. Real-world and Community Partnerships</li> <li>2. Learning Catered to Student Choice and Passion</li> <li>3. Emphasis on Collaborative Problem Solving</li> <li>4. Value Placed on Student Voice</li> <li>5. Meet the Needs, Values, and Goals of Today’s Students</li> </ol>

## Table Team Ideas for Graduate Portrait

<ul style="list-style-type: none"> <li>▪ Skilled Communicator</li> <li>▪ Problem Solver</li> <li>▪ Growth Mindset</li> <li>▪ Personally Responsible</li> <li>▪ Culturally Aware</li> <li>▪ Adaptable &amp; Resilient Learner</li> <li>▪ Team Player</li> <li>▪ Passionate &amp; Empathetic</li> </ul>	<ul style="list-style-type: none"> <li>▪ Adaptable &amp; Resilient Learner</li> <li>▪ Resilient Mind, Healthy Body</li> <li>▪ Empowered &amp; Self-Sufficient</li> <li>▪ Personally Responsible</li> <li>▪ Ethical Character</li> <li>▪ Critical Thinkers</li> <li>▪ Engaged Citizens</li> <li>▪ Skilled Communicators</li> <li>▪ Curious</li> <li>▪ Internal Regulation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Creative Thinker</li> <li>▪ Flexible and Engaged Life-Long Learner</li> <li>▪ Engaged Collaborator</li> <li>▪ Civic, Community and Global Contributor</li> <li>▪ Digitally Literate</li> <li>▪ Accepting &amp; Understanding of Others</li> <li>▪ Self-Sufficient</li> </ul>
<ul style="list-style-type: none"> <li>▪ Empowered &amp; Self-Sufficient</li> <li>▪ Collee, Career, Life Ready</li> <li>▪ Civic and Global Contributor</li> <li>▪ Creative Thinker</li> <li>▪ Adaptable &amp; Resilient Learner</li> <li>▪ Skilled Communicator</li> <li>▪ Digitally Literate</li> <li>▪ Self-Sufficient</li> </ul>	<ul style="list-style-type: none"> <li>▪ Critical &amp; Creative Thinker</li> <li>▪ Problem Solver</li> <li>▪ College &amp; Career Ready</li> <li>▪ Growth Mindset</li> <li>▪ Culturally Aware</li> <li>▪ Skilled Communicator</li> <li>▪ Digitally Literate</li> <li>▪ Ethical Character</li> <li>▪ Engaged Community &amp; School Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>▪ Problem Solvers</li> <li>▪ Personally Responsible</li> <li>▪ Perseverant &amp; Patient</li> <li>▪ Digitally Literate</li> <li>▪ College &amp; Career Ready</li> <li>▪ Team Player</li> <li>▪ Confident in Their Abilities</li> <li>▪ Open Minded &amp; Culturally Aware</li> <li>▪ Adaptable &amp; Resilient Learners</li> <li>▪ Ethical Character</li> </ul>

### Facilitator Synthesized Graduate Portrait Characteristics

**College, Career & Life Ready**  
**Creative & Critical Thinker**  
**Skilled Communicator & Engaged Collaborator**  
**Digitally Literate**  
**Adaptable & Resilient Learner**  
**Empowered, Self-Sufficient Learner**  
**Personally Responsible with a Growth Mindset**



## Table Team Ideas for Adult Portrait

<ul style="list-style-type: none"> <li>▪ Love Teaching &amp; Learning</li> <li>▪ Perseverant &amp; Patient</li> <li>▪ Respectful of Student &amp; Parents</li> <li>▪ Engaged Collaborators</li> <li>▪ Sense of Human</li> <li>▪ Culturally Aware</li> <li>▪ Personally &amp; Collectively Responsible</li> <li>▪ Skilled Communicators</li> <li>▪ Digitally Literate</li> </ul>	<ul style="list-style-type: none"> <li>▪ Adaptable &amp; Resilient Mind</li> <li>▪ Ethical &amp; Trusting Character</li> <li>▪ Digitally Literate</li> <li>▪ Passionate &amp; Empathetic</li> <li>▪ Skilled Communicator</li> <li>▪ Engaged Collaborator</li> <li>▪ Loves Teaching &amp; Learning</li> <li>▪ Culturally Aware</li> <li>▪ Inclusive &amp; Sensitive</li> </ul>	<ul style="list-style-type: none"> <li>▪ Student-Centered Life-Long Learner</li> <li>▪ Passionate and Empathetic</li> <li>▪ Loves All Kids</li> <li>▪ Ethical &amp; Trusting Character</li> <li>▪ Culture &amp; Equity Advocate</li> <li>▪ Adaptive Forward Thinker</li> </ul>
<ul style="list-style-type: none"> <li>▪ Culturally Aware</li> <li>▪ Digitally Literate</li> <li>▪ Love Teaching &amp; Learning</li> <li>▪ Skilled Communicator</li> <li>▪ Caring</li> <li>▪ Growth Mindset</li> <li>▪ Ethical &amp; Trusting Character</li> <li>▪ Sense of Humor</li> <li>▪ Engaged Collaborator</li> <li>▪ Adaptable &amp; Resilient Learner</li> </ul>	<ul style="list-style-type: none"> <li>▪ Growth Mindset</li> <li>▪ Culturally Aware</li> <li>▪ Skilled Communicator</li> <li>▪ Digitally Literate</li> <li>▪ Respectful of Students &amp; Parents</li> <li>▪ Team Player</li> <li>▪ Love of Teaching &amp; Learning</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ethical and Trusting</li> <li>▪ Culturally Aware</li> <li>▪ Love Teaching &amp; Learning</li> <li>▪ Respectful of Students and Parents</li> <li>▪ Servant Leader</li> <li>▪ Sense of Humor</li> <li>▪ Forgiving</li> <li>▪ Unbiased, not prejudice</li> <li>▪ Engage Collaborators</li> <li>▪ Creator and Innovator</li> </ul>

### Facilitator Synthesized Adult Portrait Characteristics

**Love Teaching and Learning**  
**Respectful of Students & Parents**  
**Culture & Equity Advocate**  
**Adaptive, Forward-Thinking Team Player**  
**Digitally Literate**  
**Skilled Communicator and Engaged Collaborator**  
**Ethical & Trusting Relationship Builder**

## Table Team Ideas for System Portrait

<ul style="list-style-type: none"> <li>▪ Promote Continuous Improvement</li> <li>▪ Ensure Consistent Policies &amp; Procedures</li> <li>▪ Clear Purpose with Focus</li> <li>▪ Value Its Staff</li> <li>▪ Value Diversity &amp; Be Culturally Aware</li> <li>▪ Civic Contributor</li> <li>▪ Foster Clear Communication and Collaboration</li> <li>▪ Value Shared Decision-making</li> <li>▪ Develop Sense of Belonging and Community</li> <li>▪ Growth Mindset</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promote Cohesion Working Toward Common Goals</li> <li>▪ Values Shared Decision-making</li> <li>▪ Promote Digital Literacy</li> <li>▪ Develop Sense of Belonging &amp; Community</li> <li>▪ Sense of Humor</li> <li>▪ Value Diversity &amp; Be Culturally Aware</li> <li>▪ Excellent Stewards of Resources</li> <li>▪ Adaptable &amp; Resilient Partner</li> <li>▪ Foster Clear Communication</li> </ul>	<ul style="list-style-type: none"> <li>▪ Value Shared Decision-making</li> <li>▪ Clear Purpose with Focus</li> <li>▪ Community Stewardship</li> <li>▪ Value Diversity and be Culturally Empathetic</li> <li>▪ Purpose Driven Shared Values</li> <li>▪ Teaching and Learning Toward a Real World, Digital Future</li> <li>▪ Supports Student-Centered Learning Experiences</li> <li>▪ Promote Cohesion</li> </ul>
<ul style="list-style-type: none"> <li>▪ Value Diversity &amp; Be Culturally Aware</li> <li>▪ Promote Cohesion Working Toward Common Goals</li> <li>▪ Foster Clear Communication</li> <li>▪ Foster Collaboration</li> <li>▪ Value Shared Decision-making</li> <li>▪ Develop Sense of Community &amp; Belonging</li> <li>▪ Promote Digital Literacy</li> <li>▪ Promote Continuous Improvement</li> <li>▪ Value Ethical &amp; Trusting Relationships</li> <li>▪ Excellent Stewards of Resources</li> </ul>	<ul style="list-style-type: none"> <li>▪ Value Its Staff</li> <li>▪ Growth Mindset</li> <li>▪ Develop Sense of Community &amp; Belonging</li> <li>▪ Clear Purpose and Focus</li> <li>▪ Value its Diversity</li> <li>▪ Foster Clear Communication</li> <li>▪ Respectful of Students, Parents and Staff</li> <li>▪ Promote Continuous Improvement</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promote Digital Literacy</li> <li>▪ Value Shared Decision-making</li> <li>▪ Value Inclusiveness and equal representation</li> <li>▪ Value Ethical &amp; Trusting Relationships</li> <li>▪ Continuous Improvement</li> <li>▪ Develop Sense of Community and Belonging</li> <li>▪ Respectful of Students, Parents, Staff</li> <li>▪ Foster Collaboration</li> <li>▪ Value Its Staff</li> <li>▪ Transparency</li> </ul>

### Facilitator Synthesized System Portrait Characteristics

**Clarity of Purpose & Focus**

**Value Its Staff**

**Promote Growth & Continuous Improvement**

**Value Shared Decision-making & Collaboration**

**Develop a Sense of Community & Belonging**

**Promote Cohesion in Working Toward Common Goals**

**Fosters Clear, Two-way Communication**

## Excellent Steward of Resources

### Table Team Ideas for MISSION

<ul style="list-style-type: none"> <li>▪ Verbs: Educate, Empower, Inspire, Support, Aspire, Achieve</li> <li>▪ Nouns: Learner, Student</li> <li>▪ Full Potential, Diverse, Community</li> </ul>	<ul style="list-style-type: none"> <li>▪ Verbs: Engage</li> <li>▪ Nouns: Learner, Mentor</li> <li>▪ Good Life, Inclusive, intentional, equity, growth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Verbs: Engaged, Committed, Empowered, Educate</li> <li>▪ Nouns: Student, CCHS</li> <li>▪ Future, Civic &amp; Global Contributors, inclusive, well-rounded</li> </ul>
<ul style="list-style-type: none"> <li>▪ Verbs: Empower, Educate</li> <li>▪ Nouns</li> <li>▪ Relationships, Community, Learner</li> <li>▪ Communicator, Collaboration, Diversity, Succeed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Verbs: Inspire</li> <li>▪ Nouns: Student, Community, CCHS</li> <li>▪ Growth, Voice, Success, Respectful</li> <li>▪ Collaborative, Innovative</li> </ul>	Verbs: Empower, Illuminate Nouns: Community, All students Good to Great, Growth Mindset, Collaborative, Innovation, Applicable, Illuminate Endless Opportunities

### Facilitator Thoughts and Ideas for Mission

- **Be the Destination High School in Southern Illinois in preparing ALL students for success.**
- **Champion College, Career and Life Readiness for every student.**
- **Ensure each student finds a personal pathway to a productive future.**
- **Ensure all students enjoy their learning, achieve their potential, and become self-sufficient life-long learners.**
- **Provide a safe, innovative, nurturing environment that promotes social, emotional, cognitive and physical growth for each learner.**
- **CCHS acknowledges, accepts, values, and meets each student's needs.**
- **Lead and support our learning community to ensure each student finds a personal pathway to a productive future.**

### Table Team Ideas for CORE VALUES

<ul style="list-style-type: none"> <li>▪ Equity</li> <li>▪ Inclusive</li> <li>▪ Empathy</li> <li>▪ Communication</li> <li>▪ Collaboration</li> <li>▪ Growth Mindset</li> </ul>	<ul style="list-style-type: none"> <li>▪ Equity</li> <li>▪ Adaptability</li> <li>▪ Responsibility</li> <li>▪ Inviting Learning Environment</li> <li>▪ Growth Mindset</li> <li>▪ Positive, Trusting, Meaningful Relationships</li> </ul>	<ul style="list-style-type: none"> <li>▪ Team Player</li> <li>▪ Empathetic</li> <li>▪ Goal Oriented</li> <li>▪ Problem Solver</li> <li>▪ Reassuring</li> <li>▪ Flexibility</li> <li>▪ Stewardship</li> </ul>
<ul style="list-style-type: none"> <li>▪ Student-Centered</li> <li>▪ Character</li> <li>▪ Continuous Improvement</li> <li>▪ Working towards a Common Goal</li> <li>▪ 21<sup>st</sup> Century Learning</li> <li>▪ Trusting Relationships</li> </ul>	<ul style="list-style-type: none"> <li>▪ Collaboration</li> <li>▪ Empowerment</li> <li>▪ Problem Solving</li> <li>▪ Student Centered</li> <li>▪ Ethical</li> <li>▪ Critical Thinker</li> </ul>	<ul style="list-style-type: none"> <li>▪ Equity</li> <li>▪ Student-Centered</li> <li>▪ Continuous Improvement</li> <li>▪ Trusting Relationships</li> <li>▪ Preparation for College &amp; Career</li> <li>▪ Personal Responsibility</li> <li>▪ Resilience</li> </ul>

### Facilitator Thoughts and Ideas for Core Values

**Equity**  
**Continuous Improvement**  
**Communication & Collaboration**  
**Trusting Relationships/Partnerships**  
**Individual Differences**  
**Responsibility**  
**Innovation**