

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

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

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

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

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

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

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

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

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

<ul style="list-style-type: none"> ▪ Diversity in Staff ▪ Realize a different environment may help all kids thrive ▪ SIU provide free teacher ed to faculty wanted to teach dual credit ▪ Offering more CTE, career courses and opportunities ▪ Partnership between feeder and High School ▪ Diversity of students in higher track courses. ▪ Create a high school community that all students feel accepted and valued ▪ We become a model for high academics and innovative practices 	<ul style="list-style-type: none"> ▪ Excellent ESSA Rating ▪ Stronger Advocacy and Supports for under-represented groups in our curriculum ▪ Bigger Sense of Community Pride ▪ All Students want to come to school ▪ Forward Thinking and Innovation in Curriculum ▪ Everyone Feels Equal ▪ Get Back to Being Great ▪ All Teachers are Passionate every day ▪ Our Facility and the People in It serve as a Safe Space for all Students to Feel Motivated and Supported 	
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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 21st 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><i>10 Principles of Modern Learning</i></p>	<ol style="list-style-type: none"> 1. Student interest and needs guides the curriculum 2. Efficient and Effectiveness 3. Instructors put learners first and content second 4. Disconnect from old way of learning to newer, better ways 5. Bridge the gap between school and parents and community
<p><i>Purdue Polytechnic High School</i></p>	<ol style="list-style-type: none"> 1. No matter the design, inspiration and empowerment is the key 2. Student interest and needs directs the teaching and learning 3. 21st century skills- problem solving and solution orientation 4. Teachers are coaches, facilitators, guides, motivators, and classes promote engagement, teamwork 5. Power of Delivery
<p><i>9 Elephants in the Classroom that Should “Unsettle” Us</i></p>	<ol style="list-style-type: none"> 1. Learners need more control over learning 2. The inertia of the system keeps tradition- tests, grades, assessments, etc. 3. Low problem-solving skills 4. Students not prepared for life after high school 5. What educator’s know is not put into practice
<p><i>Washington Leadership Academy</i></p>	<ol style="list-style-type: none"> 1. Computer Literacy 2. Student control over learning 3. Students are creators, not consumers 4. Students have a sense of belonging and purpose 5. Self-pacing and internal motivation
<p><i>Forging the Future of Learning</i></p>	<ol style="list-style-type: none"> 1. Relationships are KEY above all else 2. Relevancy of student voice, choice, ownership, responsibility 3. Holistic Supports: Mental Health & Academics 4. Flexible, Inviting & Intentional Learning Environment 5. Inclusive & Sensitive Culture & Climate
<p><i>Iowa Big</i></p>	<ol style="list-style-type: none"> 1. Real-world and Community Partnerships 2. Learning Catered to Student Choice and Passion 3. Emphasis on Collaborative Problem Solving 4. Value Placed on Student Voice 5. Meet the Needs, Values, and Goals of Today’s Students

Table Team Ideas for Graduate Portrait

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

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

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

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"> ▪ Verbs: Educate, Empower, Inspire, Support, Aspire, Achieve ▪ Nouns: Learner, Student ▪ Full Potential, Diverse, Community 	<ul style="list-style-type: none"> ▪ Verbs: Engage ▪ Nouns: Learner, Mentor ▪ Good Life, Inclusive, intentional, equity, growth 	<ul style="list-style-type: none"> ▪ Verbs: Engaged, Committed, Empowered, Educate ▪ Nouns: Student, CCHS ▪ Future, Civic & Global Contributors, inclusive, well-rounded
<ul style="list-style-type: none"> ▪ Verbs: Empower, Educate ▪ Nouns ▪ Relationships, Community, Learner ▪ Communicator, Collaboration, Diversity, Succeed 	<ul style="list-style-type: none"> ▪ Verbs: Inspire ▪ Nouns: Student, Community, CCHS ▪ Growth, Voice, Success, Respectful ▪ Collaborative, Innovative 	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"> ▪ Equity ▪ Inclusive ▪ Empathy ▪ Communication ▪ Collaboration ▪ Growth Mindset 	<ul style="list-style-type: none"> ▪ Equity ▪ Adaptability ▪ Responsibility ▪ Inviting Learning Environment ▪ Growth Mindset ▪ Positive, Trusting, Meaningful Relationships 	<ul style="list-style-type: none"> ▪ Team Player ▪ Empathetic ▪ Goal Oriented ▪ Problem Solver ▪ Reassuring ▪ Flexibility ▪ Stewardship
<ul style="list-style-type: none"> ▪ Student-Centered ▪ Character ▪ Continuous Improvement ▪ Working towards a Common Goal ▪ 21st Century Learning ▪ Trusting Relationships 	<ul style="list-style-type: none"> ▪ Collaboration ▪ Empowerment ▪ Problem Solving ▪ Student Centered ▪ Ethical ▪ Critical Thinker 	<ul style="list-style-type: none"> ▪ Equity ▪ Student-Centered ▪ Continuous Improvement ▪ Trusting Relationships ▪ Preparation for College & Career ▪ Personal Responsibility ▪ Resilience

Facilitator Thoughts and Ideas for Core Values

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