



Carbondale Community High School District 165 Strategic Plan 2022-2026

Mission: *Provide students a personal pathway to a productive future.*

Motto: *Every student matters, every moment counts*

Vision: This Portrait serves as a *“North Star” for the district and school transformation.* This collection vision provides strategic direction for the improvement of the overall education experience for CCHS District 165 students. It **invigorates and engages students, staff, and community stakeholders.** This destination describes ***where the district aspires to be by 2030.***

Graduate Portrait: Each Graduate becomes:

- Life, College, & Career Ready
- A Problem Solver/Critical Thinker
- A Creator, Communicator & Collaborator
- Digitally Literate
- An Adaptable, Resilient, Empowered & Self-Sufficient Learner
- Personally Responsible with a Growth Mindset
- A Cultural and Equity Advocate
- An Empathetic Citizen

Adult Portrait: Each Employee demonstrates:

- A Passion for Learning & Teaching
- Clear Communication & Engaging Collaboration
- Respectful, Ethical, & Trusting Relationships
- Cultural & Equitable Advocacy
- Adaptive & Progressive Team Player Skills
- Innovation, Digital Literacy and Real-World Applications
- Responsibility & Accountability
- Student Agency Promotion

The System supports and provides:

- Clarity of Purpose & Focus
- Optimal Respect & Value of its Students, Staff, & Community
- A Growth & Continuous Improvement Mindset
- Opportunities for Shared Decision-making, Voice, & Feedback
- A Sense of Community & Belonging
- Cohesion in Working Toward Common Goals
- Clear, Two-way Communication
- Excellent Stewardship of Resources

Core Values: the following values will guide behaviors and actions.

- Equity & Fairness
- Diversity & Inclusion
- Growth & Continuous Improvement
- Communication & Collaboration
- Trusting Relationships & Partnerships
- Responsibility & Accountability
- Innovation & Future Focus

Long Range Goal Statement	Aligned Strategies
<p>Student Growth and Achievement: Prepare all students for college, career, and post-secondary success.</p>	<ol style="list-style-type: none"> 1. Improve equity and overall student achievement while providing the necessary level of support to <i>ensure the academic success among all student group populations.</i> 2. <i>Enhance with student input the overall student day and year</i> through reimagining the daily schedule, course offerings, electives, periods in the day, extra-curricular activities, and other afterschool and summer learning opportunities. 3. <i>Improve communication, collaboration, and alignment with all PK-8 feeder elementary districts</i> to ready all students for high school.
<p>Learning Environment: Promote an environment that is respectful, innovative, inclusive, and supportive.</p>	<ol style="list-style-type: none"> 4. Reimagine opportunities to <i>enhance student life skills, address student social emotional needs, and improve student behaviors, and attendance.</i>
<p>High-Quality Workforce: Recruit, develop, and retain a high-quality workforce to ensure and strengthen workplace competencies, collaboration, and satisfaction.</p>	<ol style="list-style-type: none"> 5. <i>Recruit and retain a high-quality staff that exemplifies diversity, collaboration, and satisfaction.</i> 6. Enrich certified staff professional learning that leads <i>to innovation and project-based, real-world learning that is responsive to student voice and choice.</i>
<p>Family and Community Partnerships: Cultivate partnerships with families and the community to support and expand learning opportunities for students.</p>	<ol style="list-style-type: none"> 7. <i>Strengthen relationships with families</i> through increased education, engagement, and outreach. 8. <i>Enhance Life, College, and Career Readiness</i> through enhanced relationships with SIU, JALC, SIH, and other community businesses and partners.
<p>Resources: Make effective and efficient use of resources to maximize educational success.</p>	<ol style="list-style-type: none"> 9. Continue to <i>make facility and technology upgrades and provide better space utilization</i> to improve learning and teaching.