



Community Consolidated

School District 181

Strategic Plan



Vision Statement

A vision statement reflects the District's preferred future.

To be a community school district where students develop the skills they need to change the world and the confidence they need to do it.

Mission Statement

A mission statement is a statement of the overall purpose of an organization.

To provide a premier educational experience that teaches students to be critical thinkers and enables them to achieve their full potential – academically, socially, and emotionally.



Community Consolidated
School District 181



Strategic Plan

Vision: To be a community school district where students develop the skills they need to change the world and the confidence they need to do it.

Academic Success

Organizational Excellence

Operational Integrity

Culture of Community & Safety

Mission: To provide a premier educational experience that teaches students to be critical thinkers and enables them to achieve their full potential - academically, socially, and emotionally.

Community Consolidated School District 181 Strategic Plan 13

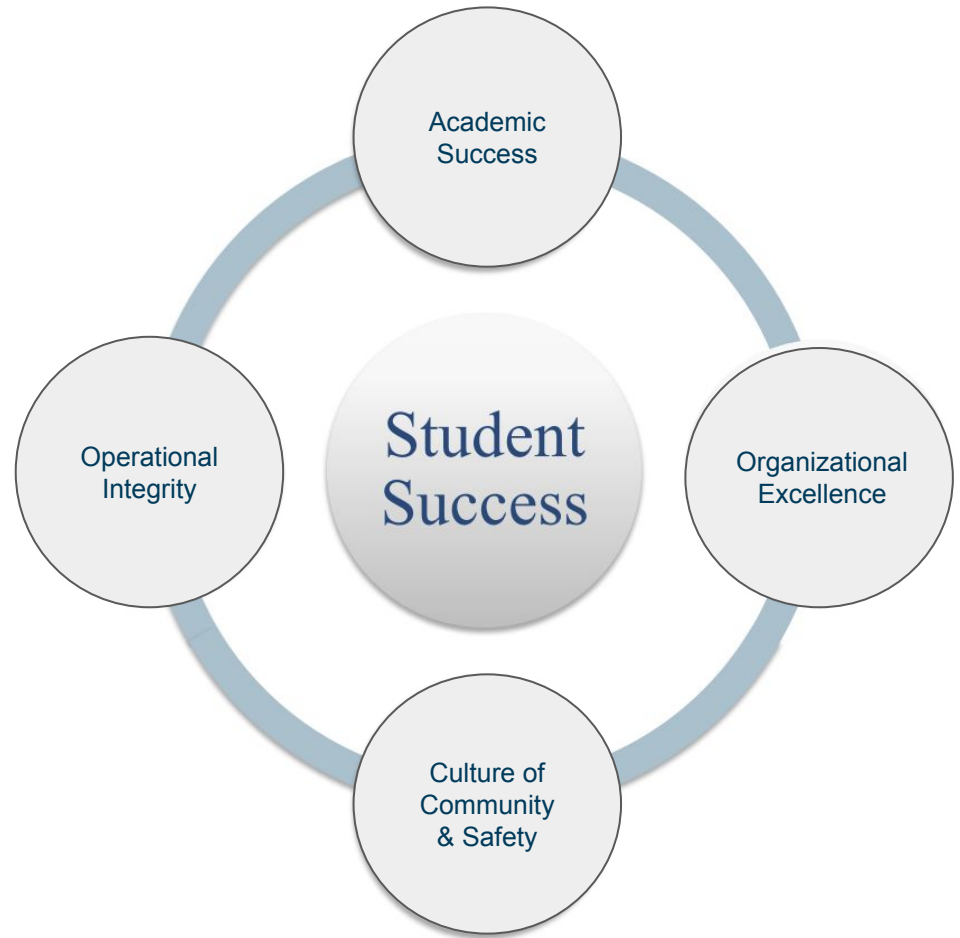
Strategic Goals
The objectives under each goal area are presented below. The objectives are based on the research findings and are aligned with the District's proposed mission, vision, and guiding principles.

<p>Academic Success <i>Maximize the academic and social-emotional growth of each student.</i></p>	<p>Organizational Excellence <i>Attract, develop, and retain high quality staff.</i></p>	<p>Operational Integrity <i>Ensure fiscal stability and appropriate resources for programming and facilities.</i></p>
<p>1. Provide a high quality curriculum that enables all students to achieve their full academic potential and develop 21st century skills.¹</p> <p>2. Offer a continuum of services that considers student development and learning readiness and provides all students an appropriate level of academic challenge in a supportive environment.</p> <p>3. Identify and address curriculum and cohort strengths and weaknesses.²</p> <p>4. Design and implement a meaningful and balanced assessment system to monitor individual and cohort student growth and inform continuous improvement.³</p> <p>5. Provide adequate and equitable resources and targeted professional development to support teaching and learning.⁴</p> <p>6. Develop processes and procedures necessary for continuous improvement.</p>	<p>Continue to hire and retain high quality staff to address organizational needs and build in-house expertise.⁵</p> <p>Establish an environment of trust and exemplary professional practice.⁶</p> <p>Culture of Community <i>Engage all stakeholders through transparency, respectful communication and collaboration.</i></p> <p>1. Enhance respectful communication, dialogue, and transparency with all stakeholder groups.⁷</p> <p>2. Continue to enhance partnerships with parents and the community.⁸</p> <p><small>¹The Board used the rubric, 21st Century Skills, and local studies to be incorporated in the curriculum and the objective is to ensure that students are prepared to succeed in the workforce and college.</small> <small>²The Board used the data generated from the data review to make the best use of resources and address all programs.</small> <small>³The Board used the data generated from the data review to make the best use of resources and address all programs.</small> <small>⁴In high school as well as the middle of the school year.</small> <small>⁵The Board used the data generated from the data review to make the best use of resources and address all programs.</small> <small>⁶The Board used the data generated from the data review to make the best use of resources and address all programs.</small> <small>⁷The Board used the data generated from the data review to make the best use of resources and address all programs.</small> <small>⁸The Board used the data generated from the data review to make the best use of resources and address all programs.</small></p>	<p>1. Align financial budgets with the goals established in the strategic plan.</p> <p>2. Evaluate the return on investment of programs and expenditures as it relates to student outcomes.⁹</p> <p>3. Maintain balanced and sustainable short and long-term budgets.¹⁰</p> <p>4. Maintain quality facilities that support student learning.</p> <p>5. Continue to stay informed about potential state and federal impacts on funding, and represent District needs and community expectations where possible.¹¹</p>

Strategic Goals & Objectives

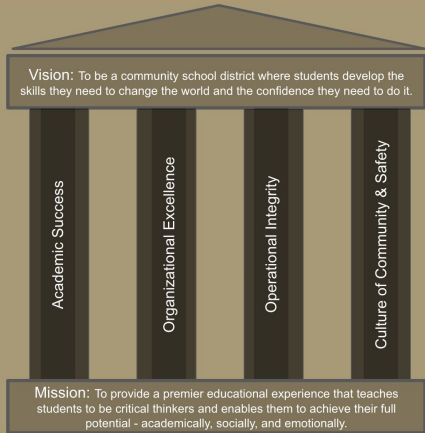
The goal areas presented below are based on the themes that emerged throughout the strategic planning process. The four areas that emerged are academic success, organizational excellence, culture of community, and operational integrity.

The figure visualizes the proposed goals with student success presented as the central focus.





Strategic Goals & Objectives



	<u>Student Success</u>	<u>Organizational Excellence</u>	<u>Operational Integrity</u>	<u>Culture of Community & Safety</u>
Strategic Goals	Maximize the academic and social-emotional growth of each student	Attract, develop, and retain high quality staff	Ensure fiscal stability and appropriate resources for programming and facilities	Engage all stakeholders through various communication efforts and collaboration. Closely monitor the safety of students and staff.
Objectives	<ul style="list-style-type: none"> - Provide a viable and guaranteed curriculum. - Ensure a balanced assessment system that informs instruction and academic supports. - Maintain a formal process of interventions and support. - Ensure appropriate social emotional support. 	<ul style="list-style-type: none"> - Anticipate and respond to initiatives with various recruitment efforts & appropriate staffing levels. - Continue to hire and retain high quality staff to address needs and build in-house expertise. - Enhance internal collaboration to improve student outcomes and staff effectiveness. - Maintain an environment of trust and exemplary professional practice. 	<ul style="list-style-type: none"> - Align financial budgets with the goals established in the strategic plan - Maintain balanced and sustainable short and long term budgets. (5-year plan) - Maintain quality facilities that support student learning. (5-year plan) 	<ul style="list-style-type: none"> - Ensure high-quality communication, dialogue, and transparency with all stakeholder groups. - Maintain a strong partnership with parent and the community organizations. - Work closely with safety agencies. - Continuously monitor and ensure that safety procedures are in place.

Academic Success: Maximize the academic and social-emotional growth of each student

<i>Strategic Goals</i>	<i>2.0 Updates</i>	<i>Overarching Goals</i>
Provide a high quality curriculum	Provide a viable and guaranteed curriculum	Process: <ol style="list-style-type: none"> 1. Execute on the 5 yr. Curriculum Review Process 2. Establish a 5 yr. MTSS review process that monitors and addresses academic and social-emotional support needs Key Indicators of Success: <ol style="list-style-type: none"> 1. MAP performance 2. State assessment 3. Student survey data (CSCI) 4. Teacher PD feedback
A continuum of services that provides an appropriate level of academic challenge.	Ensure a balanced assessment system that informs instruction and academic supports	
Identify and address curriculum and cohort strengths and weaknesses.		
A balanced assessment system that monitors individual and cohort growth and achievement	Maintain a formal process of interventions and support	
Adequate resources to support teaching and learning.	Ensure appropriate social-emotional support	

Organizational Excellence: Attract, develop, and retain high quality staff.

<i>Strategic Goals</i>	<i>2.0 Updates</i>	<i>Overarching Goals</i>
Continue to hire and retain high quality staff to address organizational needs and build in-house expertise.	Anticipate and respond to initiatives with various recruitment efforts and appropriate staffing levels	Process: <ol style="list-style-type: none"> 1. Establish 5 yr. staffing plan 2. Develop and continuously update a recruitment and retention plan 3. Enhance collaboration efforts among staff members focused on student learning Key Indicators of Success: <ol style="list-style-type: none"> 1. Staffing levels - Consistent with priorities and student enrollment 2. Staff retention rates 3. Teacher survey data (CSCI)
	Continue to hire and retain high quality staff to address needs and build in-house expertise.	
Establish an environment of trust and exemplary professional practice.	Enhance internal collaboration to improve student outcomes and staff effectiveness	
	Maintain an environment of trust and exemplary professional practice.	

Operational Integrity:

Ensure fiscal stability and appropriate resources for programming and facilities.

<i>Strategic Goals</i>	<i>2.0 Updates</i>	<i>Overarching Goals</i>
Align financial budgets with the goals established in the strategic plan	Align financial budgets with the goals established in the strategic plan.	Process: <ol style="list-style-type: none">1. Continuously update the 5 yr. financial budget plan2. Continuously update the 5 yr. Maintenance and Facilities plan Key Indicators of Success: <ol style="list-style-type: none">1. Sustainable Budget2. Fund Balance Policy and Fund Balance Strategy3. Illinois Financial Profile score4. ROE Inspection reports
Evaluate the return on investment of programs and expenditures as it relates to student outcomes	Maintain balanced and sustainable short and long term budgets.	
Maintain balanced and sustainable short and long term budgets.		
Maintain quality facilities that support student learning.	Maintain quality facilities that support student learning.	
Continue to stay informed about potential state and federal impacts on funding.		

Culture of Community & Safety:

Engage all stakeholders through transparent, respectful communication, and collaboration.

<i>Strategic Goals</i>	<i>2.0 Updates</i>	<i>Overarching Goals</i>
Enhance respectful communication, dialogue, and transparency with all stakeholder groups.	Ensure high-quality communication, dialogue, and transparency with all stakeholder groups.	Process: <ol style="list-style-type: none">1. Establish and update the Strategic Communications Calendar2. Establish yearly goals in collaboration with the D181 Foundation, Hinsdale Rotary club, and school PTOs3. Work closely with safety agencies.4. Continuously monitor and ensure that safety procedures are in place.
Continue to enhance partnerships with parents and the community.	Maintain a strong partnership with parents and community organizations.	
(None)	Closely monitor the safety of students and staff as it relates to facilities and procedures.	Key Indicators of Success: <ol style="list-style-type: none">1. Website optimization2. Social media metrics3. Parent survey data (CSCI)