Strategic Plan Update
July 18, 2022

In 2020, the Board recommended only minor changes to categories, aspirations, and priorities

Since 2020, also identified the need for more direct alignment with Equity Plan and increased focus on climate and culture

Thematic Category	Aspirations	Priorities
1 Student Achievement / Success	We will educate the whole student by providing an enriched, high quality experience that empowers all graduates to be competitive members of the global society.	1. We will implement and support a challenging, standards based curriculum across all content areas. 2. We will coordinate our efforts to provide a nurturing and safe learning experience and a flexible approach in meeting the academic, social, and emotional needs of each student.
2 Effective and Engaged Staff	We will value, develop and recruit a forward-thinking, highly qualified, and diverse workforce. *and retain*	3. We will value our collective differences, and develop and recruit a high quality workforce that honors and reflects the diversity of our students. 4. We will encourage collaboration and provide differentiated support to all staff members to grow as professionals throughout their career.
3 Community Engagement	We will engage in meaningful and effective relationships with all families and the greater community.	5. We will partner with families and the greater community to foster shared ownership and aligned support for our priorities. 6. We will support and empower schools to be welcoming centers of family and community engagement.
4 Efficiency, Excellence and Accountability	We will advocate for and utilize systems and resources that promote operational excellence, efficiency and accountability.	7. We will allocate resources efficiently, equitably, and transparently to accomplish our priorities. 8. We will clearly and effectively communicate our use of resources to the greater community.

2

Feedback from the Board of Education in our work sessions in 2020 on reporting metrics

Student Success	Effective, Engaged Staff	Community Engagement	Efficiency, Excellence, Accountability
Address achievement gap more explicitly	Staff that feels valued, respected	Schools as welcoming, comfortable places	Equitable access to resources
Academic, SEL metrics	Diverse staff that reflects our students	Communication that is accessible and easily understood	Transparency
Early childhood	Cultural proficiency	Diverse representation on parent committees	Efficient use of district resources
More student choice	Student voice		

Following work with Board members Noland, Martin in 2022, set of proposed metrics and reporting schedule for each pillar

Student Success

Enrollment
Student attendance
In-progress grades
Discipline data
(monthly, disaggregated by student group)

Equitable access to Gifted, AP, Dual Credit (annually)

U-46 Rising Rigor Walk and Rigor Diagnostics
(bi-monthly).

Panorama student survey results (annually)

Effective, Engaged Staff

Workforce proportionality (annually)

Gallup Q^{12} survey results (annually)

Update on staff professional development opportunities (annually)

Community Engagement

Let's Talk updates (quarterly) including trending topics the Board may want to address

Unite U-46 and ongoing facilities plan updates (quarterly)

5essentials survey results (annually)

Efficiency, Excellence, Accountability

District finance updates (monthly during school year)

Operational efficiencies update (annually)

Site-based expenditure reporting (annually)

Fiscal equity in establishing school budgets (annually)

Will also continue to monitor and report graduation rate and scores on IAR, PSAT, SAT and other standard assessments. If we've chosen the right leading indicators, success on these items should lead to improved student outcomes on more traditional lagging indicators as well

Indicates alignment with equity plan

4

Strategic Plan Metrics - Reporting Dashboards

- My Data Zone dashboard for Board of Education
  - Access to real-time data - enrollment, attendance, grades, discipline
  - All metrics can be disaggregated by student group
- District Intelligence
  - Link to school profile page from "our schools" on the district website
  - Will include data available on state report card site for each school, as well as other elements like Panorama student equity and inclusion survey results, DLR facility condition index score, projected enrollment, building utilization rate, etc.
- Gallup Q^{12} survey for staff members
  - Proprietary survey to measure the 12 most important elements of employee engagement.
  - Includes professional services and analytics platform to interpret results to drive positive impact, provide training and coaching sessions for administrators, principals.

My Data Zone Access for the Board of Education

My Data Zone

hoonuit

School District U-46

Welcome to My Data Zone (formerly Edvantage) where you can gain insights to make meaningful improvements in education.

Login with your credentials, using any modern browser, and begin exploring, interacting, and learning using all your agencies data.

Username:

Password:

••••••••

Login

Accounts created for Board of Education members using same U-46 network login and password.

My Data Zone Dashboard for the Board of Education
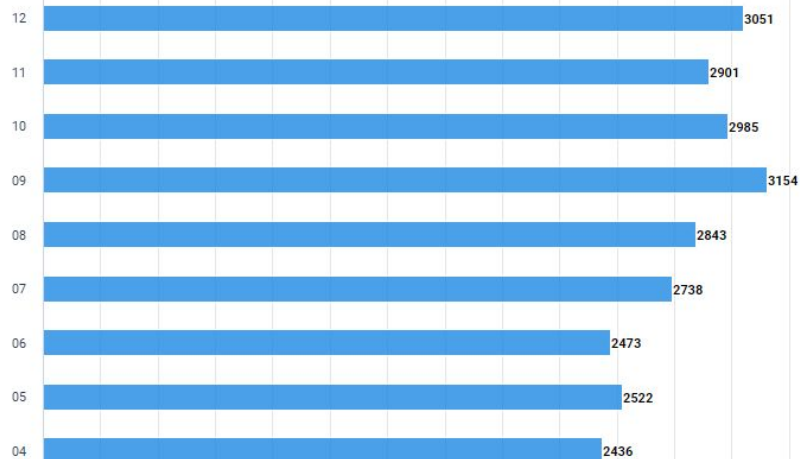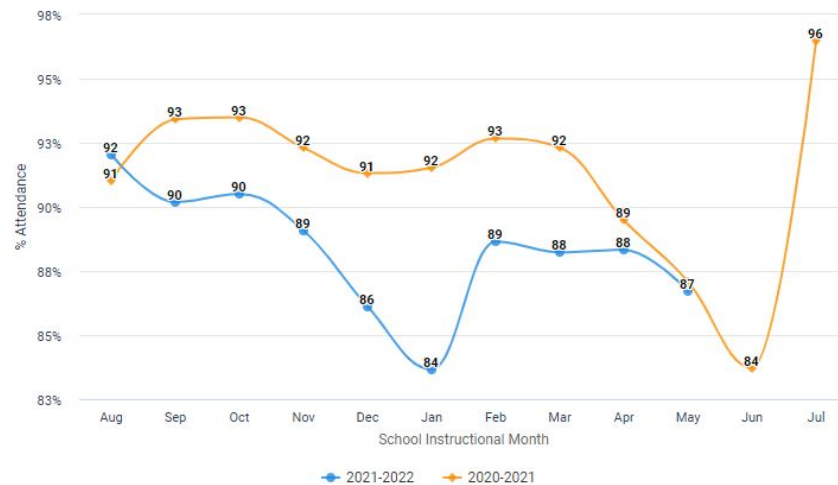
My Data Zone Filters Available to Disaggregate Data

My Data Zone Summary of Grades for Secondary
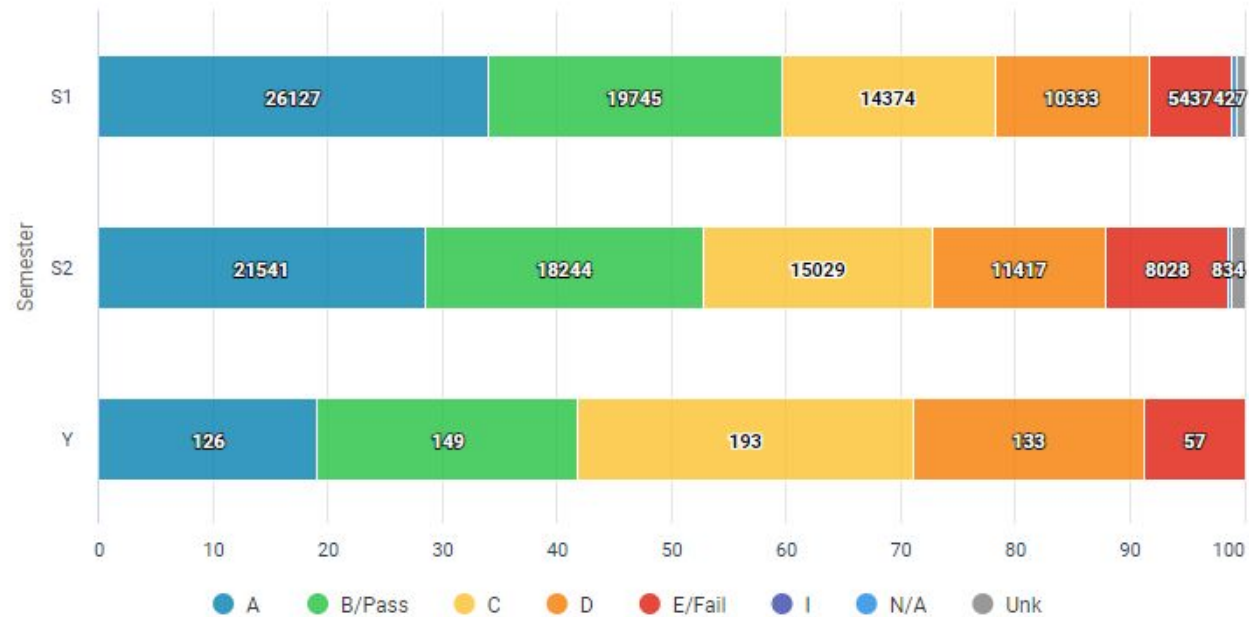
My Data Zone Summary of Discipline Data
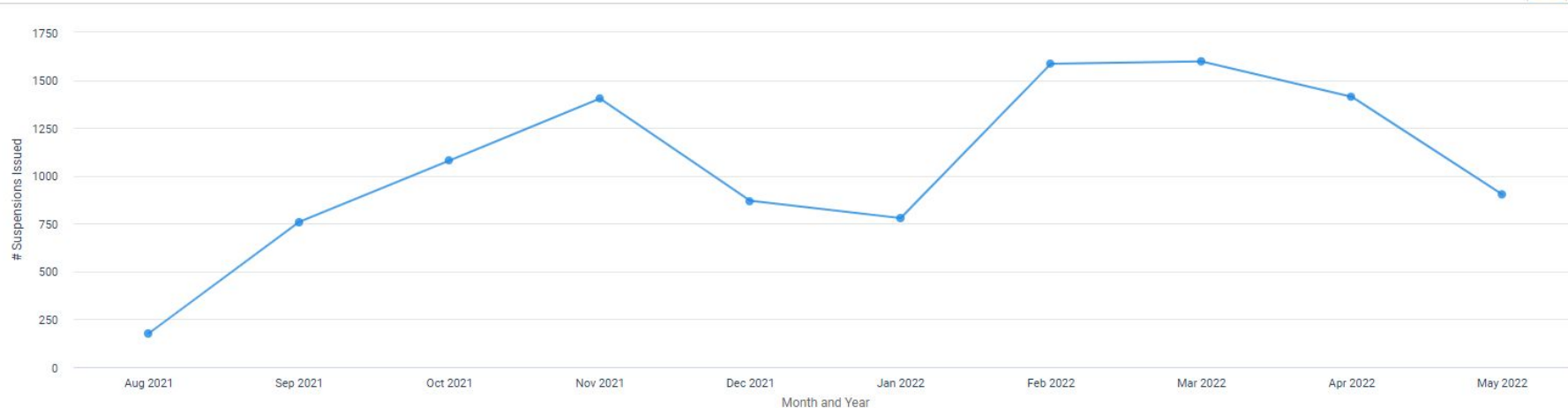
My Data Zone Summary of 9th Graders on Track

Freshmen On-Track

BARTLETT HIGH SCHOOL
- On Track: 512
- Off Track: 40
- Not Enough Data: 12

School	On Track	Off Track	Not Enough Data
BARTLETT HIGH SCHOOL	512	40	
CENTRAL SCHOOL PROGRAMS		11	
ELGIN HIGH SCHOOL	573	87	
GIFFORD STREET ROE		2	
LARKIN HIGH SCHOOL	428	104	13
SOUTH ELGIN HIGH SCHOOL	614	96	
STREAMWOOD HIGH SCHOOL	362	68	

● On Track   ● Off Track   ● Not Enough Data
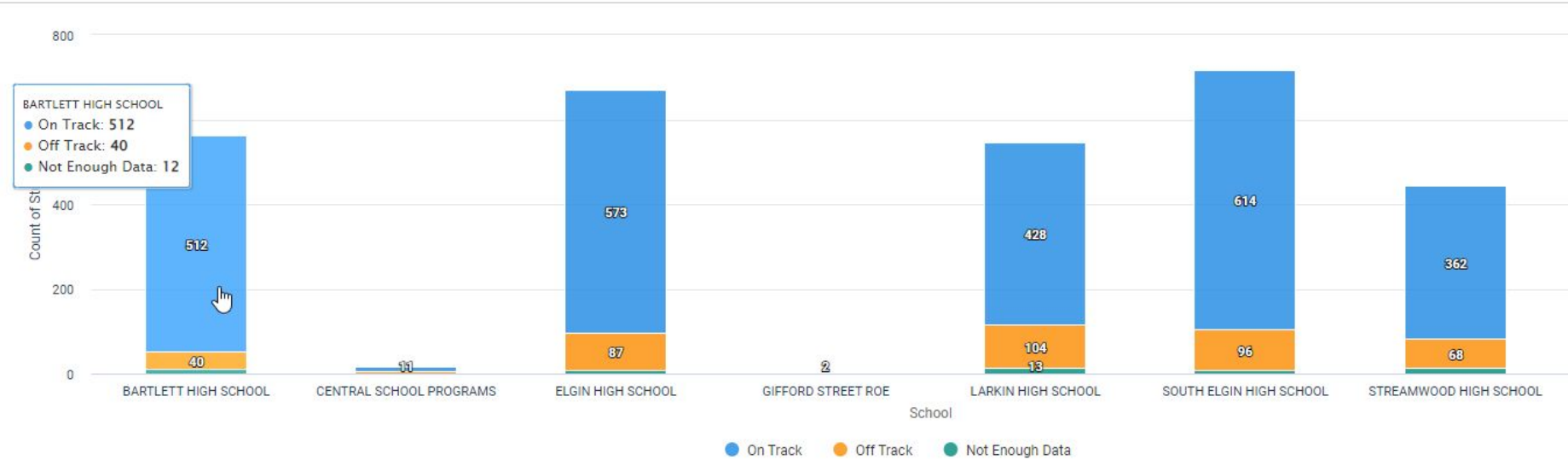
District Intelligence Profiles for Each School

Abbott Middle
SCHOOL PROFILE

Bartlett Elementary
SCHOOL PROFILE

Bartlett High
SCHOOL PROFILE

Canton Middle
SCHOOL PROFILE

Centennial Elementary
SCHOOL PROFILE

Central School Programs
SCHOOL PROFILE

Century Oaks Elementary
SCHOOL PROFILE

Channing Elementary
SCHOOL PROFILE

Clinton Elementary
SCHOOL PROFILE

Coleman Elementary
SCHOOL PROFILE

Will be accessible from the "Our Schools" page of the district website

District Intelligence Profiles for Each School

Ronald D. O'Neal Elementary
SCHOOL PROFILE

Ronald D. O'Neal Elementary

510 Franklin Blvd., Elgin, IL 60120

PRINCIPAL: Marcie Marzullo
ASSISTANT PRINCIPAL: Darlynn Terry
PHONE: (847) 888-5266

[THIS TEXT AREA CAN BE CUSTOMIZED FOR EACH SCHOOL.]

About This School

Grade Structure and Programs Offered

Grade Structure: K - 6
Programs Offered: Spanish Dual Language, Community Programs and Fine Arts

The grade range of this school, and the program(s) available.

External Links

DLR Building Snapshot Report
Illinois Report Card

Click on a link to access other sources of school data (pages are hosted outside of District Intelligence).

Average Class Size

23.4

The average number of students in each class at this school.

Average Daily Attendance
District Average: 92.4%
State Average: 92.5%

92.7%

The average daily attendance at this school. Source: Illinois School Report (April 2022)

Illinois Report Card

Summative Designation

Targeted

A measure of progress in academic performance and student success into the following categories:
Exemplary – Schools performing in the top 10 percent of schools statewide with no underperforming student groups.

Student Mobility 2021
District Average: 7.1%

8.0%

A school's student mobility rate is the percentage of students who experienced at least one transfer in or out of the school between the first school day of October and the last school day of the year, not including graduates. Source: Illinois Report Card

School Finances
Change from Previous Year: +6.51%

$12129

School spending per student in the FY2021. Source: Illinois Report Card (April 2022)

Students with an IEP
Change from Previous Year: 0%

14.0%

Proportion of students designated an IEP. Source: Illinois Report Card (April 2022)

District Intelligence Profiles for Each School

Ronald D. O'Neal Elementary

SCHOOL PROFILE

Illinois Report Card

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Proportion of students designated an IEP. Source: Illinois Report Card (April 2022)

Low Income Students (%)
Change from Previous Year: -11.7%

78.4%

The proportion of students, at this school, eligible to receive free or reduced-price lunches, live in substitute care, or whose families receive public aid. Source: Illinois Report Card (April 2022)

Chronic Absenteeism
District Average: 22%
State Average: 21%

25%

The proportion of students who miss 10% percent or more of school days in 2020-21, either with or without a valid excuse. Source: Illinois Report Card (April 2022)

Teacher Retention
District Average: 87.4%
State Average: 87.1%

88.0%

The district average for the 3-year average percentage of teachers returning to work at the same school. Source: Illinois Report Card (April 2022)

District Intelligence Profiles for Each School

Ronald D. O'Neal Elementary

SCHOOL PROFILE

Enrollment

Total Enrollment 2021-22

479

Number of pupils attending the school. The graph represents up to 6 years of total enrollment history at the school.

Utilization

123%

Proportion of the school's capacity currently in use.

Projected Utilization in 5 years
(Projected Enrollment)

102% (397)

Proportion of the school's capacity projected to be in use 5 years from now.

Cross Boundary Regular Program Inflow
(% of Enrollment)

2 (2%)

Number of pupils in the Regular program who attend the school, but live in another school's boundary.

Cross Boundary Regular Program Outflow
(% of Residents)

4 (3.0%)

Number of pupils in the Regular program who live in a school's boundary, but choose to attend another school.

Net Cross Boundary Regular Program

+/−

-2

A calculated result of the relationship between Inflow vs. Outflow.

Residents Enrolled in District Programs
(District Average)

70.6% (38.8%)

The percentage of pupils residing within this school's boundary that are enrolled in a district program at any school within the jurisdiction.

Integrated Special Education
(District Average)

4.6% (13.7%)

The proportion of the total enrollment made up of pupils with Special Needs designations who are in Regular classrooms.

English Language Learners
(District Average)

62.6% (27.9%)

The percentage of the school's enrollment receiving ELL services/instruction/funding.

District Intelligence Profiles for Each School

Ronald D. O'Neal Elementary

SCHOOL PROFILE

Equity & Inclusion

Cultural Awareness and Action
District Average: 58%

70%

How often students learn about, discuss, and confront issues of race, ethnicity, and culture in school. Source: Panorama Equity and Inclusion Survey 2021

Diversity and Inclusion
District Average: 76%

71%

How diverse, integrated, and fair school is for students from different races, ethnicities, or cultures. Source: Panorama Equity and Inclusion Survey 2021

Sense of Belonging
District Average: 49%

61%

How much students feel that they are valued members of the school community. Source: Panorama Equity and Inclusion Survey 2021

U-46 Student Summit
District Average: 73%

81%

Derived from feedback from our high school students to better understand student experience at U-46. Source: Panorama Equity and Inclusion Survey 2021

Additional Enrollment Details

Dual Language (Students)
(District Average)

64.5% (49.2%)

Proportion of enrollment that has indicated they are dual language. Source: Sept. 30th 2021 SIS Extract.

Food Service - Free and Reduced Lunch
(District Average)

67.0% (48.6%)

Proportion of students identified as being a part of either the free, or reduced fee, lunch program at the school. Source: Sept. 30th, 2021 SIS Extract.

Ethnicity

Black/African American: 3.3%
Hispanic/Latino: 85.6%
White: 8.4%
Multi-Racial: 1.5%

Student ethnicity breakdown. Source: Sept. 30th, 2021 SIS extract.

Ethnicity - Black/African American
(District Average)

3.3% (7.5%)

Proportion of students of Black/African American ethnicity. Source: Sept. 30th, 2021 SIS extract.

Ethnicity - Hispanic/Latino
(District Average)

85.6% (57.0%)

Ethnicity - White
(District Average)

8.4% (23.5%)

Ethnicity - Multi-Racial
(District Average)

1.5% (3.3%)

Ethnicity - American Indian or Alaskan
(District Average)

1.3% (1.1%)

District Intelligence Profiles for Each School

Ronald D. O'Neal Elementary

Facility

Site Details

Year of Construction: 1973
Building Footprint: 46808
Sq. Ft. per Student: 88
Site Acreage: 2.60
Recommended Site Acreage: 10.29

Note: Date of construction refers to the original structure and does not include additions that may have occurred since that time. Site Acreage recommendation based on enrolment by the State of Illinois.

Facility Statistics

Spacial Education Adequacy: 6.5 out of 10
Water Usage: 9.4 Gal./Sq. Ft./Year
Energy Usage: 62.1 BTU/Sq. Ft./Year

Source: DLR Building Snapshot Report, January 2021.

Facility Condition Index
Letter Grade: C

14%

FCI indicates the overall repair needs of the school building compared to the replacement cost of the building. Generally speaking, a lower % FCI represents an overall better building condition compared to a higher % FCI.

Facility Grades

Aggregated Facility Grade: C-
Spacial Educational Adequacy: C
Building Allocation: F
Water Usage: B
Energy Usage: D

Educational Adequacy grades were determined by a survey issued to staff. Square Foot/Student grades were determined by building area and enrollment. Facility grades are determined building assessments. Water grades were determined by comparing

Gallup's Employee Engagement Survey: Ask the Right Questions With the Q^{12} Survey

01. I know what is expected of me at work.

02. I have the materials and equipment I need to do my work right.

03. At work, I have the opportunity to do what I do best every day.

04. In the last seven days, I have received recognition or praise for doing good work.

05. My supervisor, or someone at work, seems to care about me as a person.

06. There is someone at work who encourages my development.

07. At work, my opinions seem to count.

08. The mission or purpose of my company makes me feel my job is important.

09. My associates or fellow employees are committed to doing quality work.

10. I have a best friend at work.

11. In the last six months, someone at work has talked to me about my progress.

12. This last year, I have had opportunities at work to learn and grow.

Gallup Q^{12}

- Identify pain points
- Establish measurements
- Train leaders and managers
- Implement best practices
- Create cultural change
- Improve outcomes

Why the Gallup Q^{12}?

When Gallup researchers began refining and validating its Q^{12} model of employee engagement, they analyzed responses to hundreds of survey questions to identify the common factors inherent to productive workplaces and the survey items that best measured these factors — that is, items to which the best performers strongly agreed and the rest did not.

Gallup's process led to groundbreaking, sometimes counterintuitive insights. Traditional employee survey questions about pay, bonuses, benefits and perks, while important topics, were insufficient indicators of strong workplaces. Instead, Gallup found that answers to 12 survey items — each of which lends itself to actionable improvements in behavior — offered the sharpest distinction between high- and low-performing groups.

Since the creation of the Q^{12}, Gallup's ongoing validation studies have confirmed that employers with a culture of engagement and managers who focus on action items based on their Q^{12} results see consistent improvements in critical business outcomes.
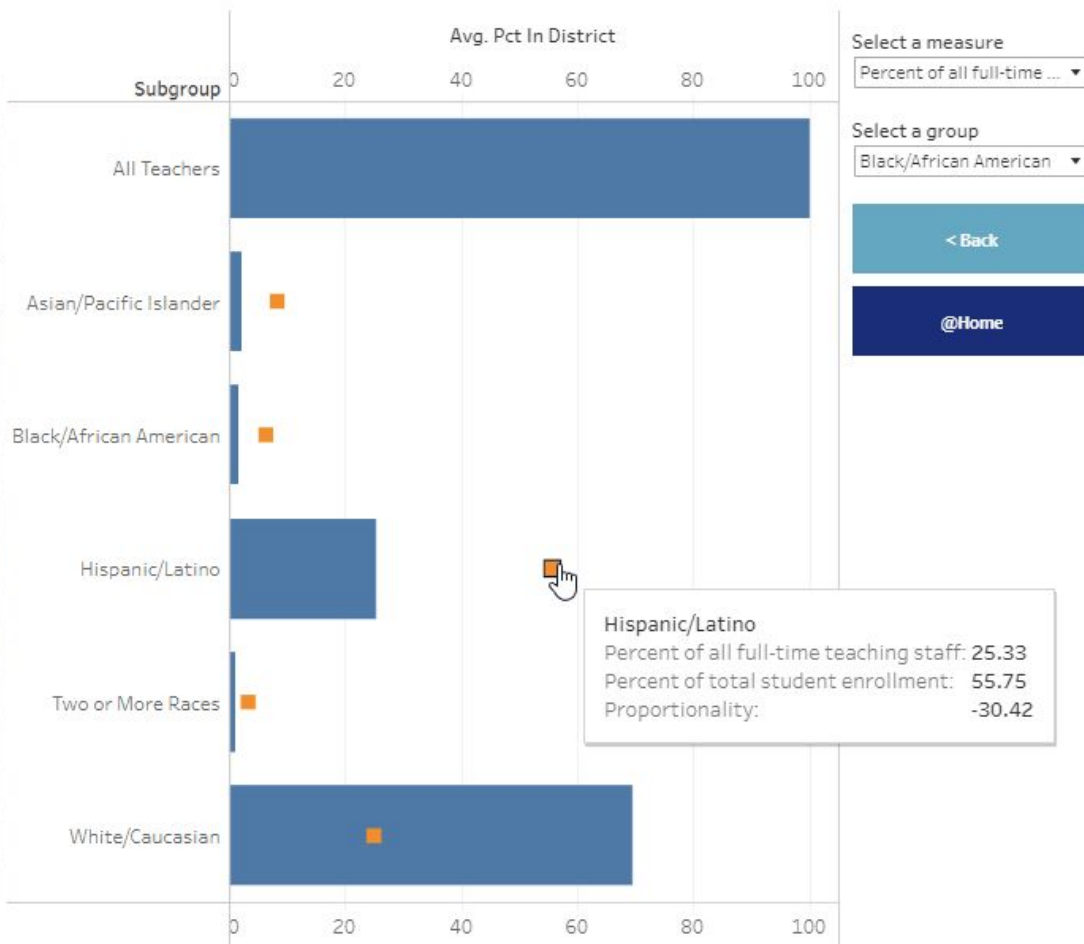
Workforce Proportionality Data

Questions or Feedback?