

Moving Forward As One!™

An Introduction to the Process

Student-centered Strategic Planning

School District U-46 Board | May 20, 2024



Presented by: **Performance fact, Inc.**

Lead Facilitator: Mutiu O. Fagbayi (*President/CEO*)



Facilitators



Mutiu O. Fagbayi
President/CEO

"Moo-tee-oo Fa-gb-ayee"



Lauren Klaffky
VP/Chief Program Officer

Valerie Balanon, *Creative Specialist*

Kaye Jadrych, *Director of Operations*

Rose Wagner, *Senior Associate*

Amreet Waters, *Director, Client Relations & Project Management*

A **facilitator** is a guide. A guide does not command or control.

However, a facilitator does direct, leaving it up to you to follow.



Yoruba Greeting

Awọn ọmọ n'kọ?

"HOW ARE THE CHILDREN?"

Awọn ara ile n'kọ?

"HOW IS YOUR HOUSEHOLD?"



A Profile of Our Students

2022-2023 SY



6.2% African American

57.0% Hispanic/Latino

23.9% White

8.4% Asian

3.3% Two/More Races



A Profile of Our Students

2022-2023 SY



18.2% Students with
Disabilities

41.6% English Learners

49.9% Socioeconomically
Disadvantaged

2.2% Homeless



SNAPSHOT of STUDENT DATA | How are the children?

Illinois Assessment of Readiness | English Language Arts/Literature (# of students out of every 20, Meeting/Exceeding State Standards)

District	2023	Total # Students Enrolled	White	Black	Hispanic	Asian	American Indian	Pacific Islander	Two or More	Economically Disadvantaged	English Learner	Students with Disabilities	Homeless
Abbott Middle School	2023	5	7	3	3	10	4	8	6	3	3	2	2
Bartlett Elementary School	2023	2	5	1	2	12	*	*	3	1	1	0	2
Bartlett High School	2023	8	9	5	2	13	*	*	9	5	6	2	0
Canton Middle School	2023	7	9	0	3	11	*	*	11	4	6	4	*
Centennial School	2023	5	5	3	3	10	*	*	7	3	2	2	*
Century Oaks Elementary School	2023	9	9	*	7	11	*	*	15	7	8	5	*
Channing Memorial Elementary School	2023	2	5	1	2	*	*	*	*	2	2	0	0
Clin Elementary School	2023	1	4	2	1	*	*	*	*	1	1	0	0
Columbia Elementary School	2023	4	6	3	3	4	*	*	0	3	3	1	*
Columbia District	2023	2	7	*	1	*	0	*	*	1	1	1	0
Columbia District	2023	2	4	3	2	*	*	*	2	2	1	1	1
Columbia District	2023	8	8	5	5	11	*	*	6	4	5	5	5

Abbott Middle School	2023	4	7	1	2	10
Bartlett Elementary School	2023	1	2	1	3	12
Bartlett High School	2023	8	9	0	4	10
Canton Middle School	2023	5	7	4	1	10
Centennial School	2023	3	4	0	3	8
Channing Memorial Elementary School	2023	9	4	1	2	9
Coleman Elementary School	2023	2	10	*	1	*
Creekside Elementary School	2023	1	5	0	1	7
Eastview Middle School	2023	4	4	0	4	*
Elgin High School	2023	3	6	2	1	9
	2023	6	5	0	2	*
	2023	6	1	2	3	*
	2023	6	4	3	4	9
	2023	6	4	3	4	10

Graduation Rate 4-Year Cohort Graduation Rate (# of students out of every 20)

District	2023
Elgin High School	2023
Larkin High School	2023
South Elgin High School	2023
Streamwood High School	2023

Total # Students Enrolled	White	Black	Hispanic	Asian	American Indian	Pacific Islander	Two or More	Economically Disadvantaged	English Learner	Students with Disabilities	Homeless
17	19	16	16	19	17	*	*	17	16	14	15
17	18	17	17	19	*	*	*	20	16	15	16
16	19	16	18	*	*	*	*	18	16	14	16
17	18	17	17	19	*	*	*	20	16	14	15



The Performance Fact Premise

Cause & Effect

"All students will learn at high levels when instruction meets their needs. What a student has not learned well **yet**, is something they have **not** been taught well **yet**."

Student learning, then, is an "*effect*" whose "*cause*" lies in the quality and effectiveness of educational **PRACTICES**.

If we want improved outcomes for students, the starting point must be the **continuous improvement of teaching practices, leadership practices and organizational practices**, because they are the precursors to student learning."

Mutiu O. Fagbayi (2006)



ABOUT Performance Fact



*... aligning our **external**
perspective with your
internal vision for your
students, schools, and
community*



Why Us? __The Performance Fact Advantage

OUR EXPERIENCE

**25+ Years of
Experience**

100+ School Districts

Across 21 States

OUR APPROACH

**Alignment of multiple community
perspectives and diverse voices**

**Expert facilitation and consensus-
building processes**

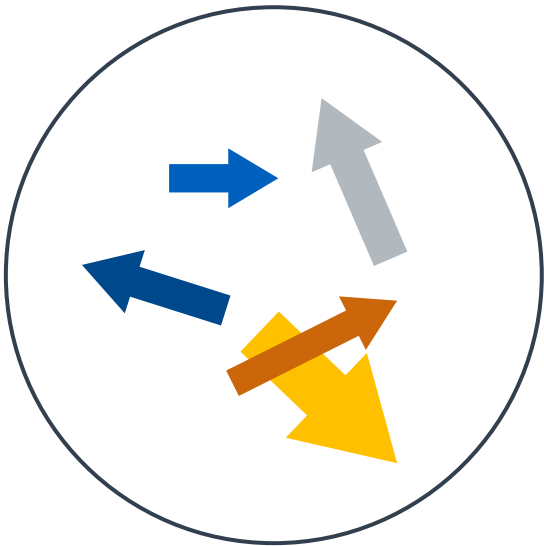
**Data-informed analyses, research-
based solutions**

**Implementation tools, technical
assistance, and coaching**

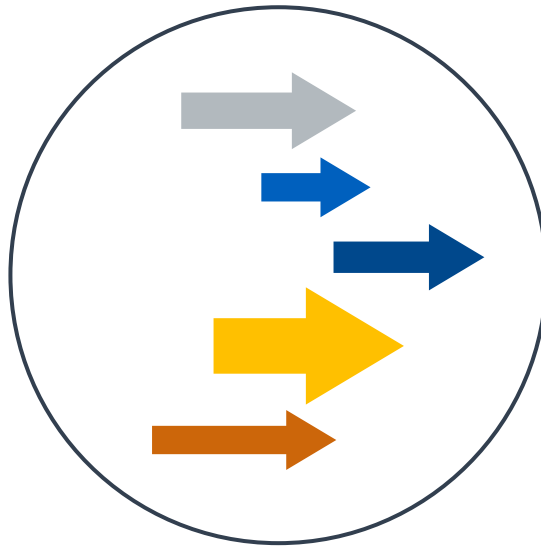


Why Plan?

Misalignment



Alignment



A primary aim of
planning
is unity of purpose, or
alignment

Alignment: getting people, process, program and structure on the same page, going in the same direction.



Embracing Diverse Voices & Perspectives

*Meaningful engagement
strengthens understanding,
appreciation and commitment.*



Two Types of Indicators in 7 Domains



Domain A: Kindergarten Readiness

Domain B: K-12 Learning and Engagement

Domain C: Educational Attainment

Domain D: Extent of Racial, Ethnic, and Economic Segregation

Domain E: Equitable Access to High-Quality Early Learning Programs

Domain F: Equitable Access to High-Quality Curriculum and Instruction

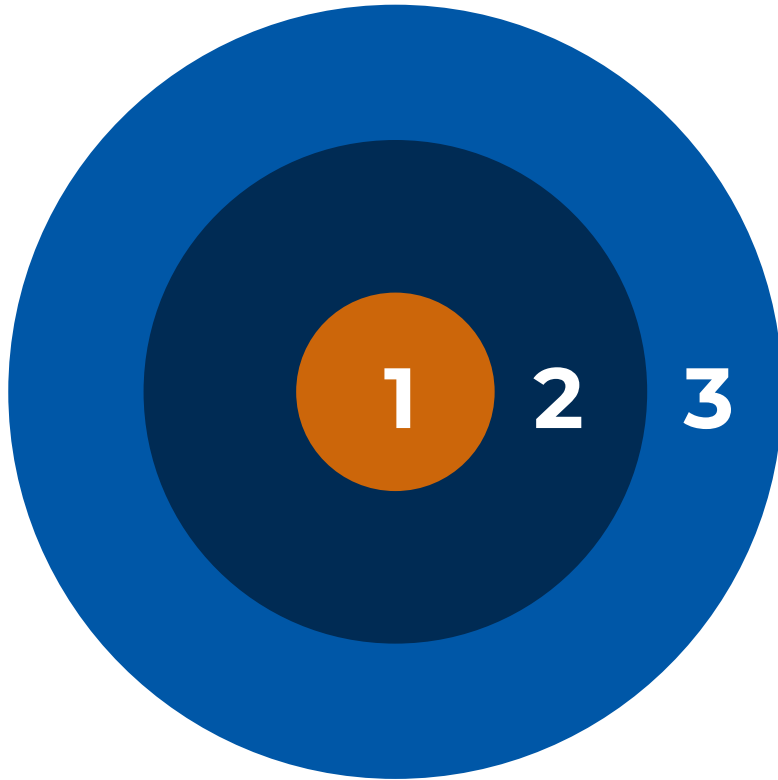
Domain G: Equitable Access to Supportive School and Classroom Environments

Reference: [Monitoring Educational Equity](#) | The National Academies of Sciences, Engineering, and Medicine



Student-centered Strategic Plan

"Keeping ends and means in proper sequence."



1. Student Learning

Organizing Principles

- Promise | Core Values
- Vision/Mission | Equity Commitment

Portrait of a Graduate

Outcomes for Students

- Aspirational Goals
- Measures of Student Progress
- Equity Indicators & Excellence Targets

2. Instructional Effectiveness

Instructional Vision

Professional Practices for Effective Instruction

Strengthening the Standards Aligned instructional Program

3. Empowering Infrastructure

Strategy Map

- Signature Strategies Method
- Four Pillars Method

Key Actions

Roadmap for Disciplined Implementation





STRATEGIC PLAN

AUG 2022 Revised



Student Success

It is our responsibility to ensure all students are engaged in rigorous learning, receive quality core instruction, and can develop the skills they need for better life chances and opportunities. By helping students develop self and peer agency, they will develop a growth mindset as they learn to expand their perspectives.

Effective & Engaged Staff

We will value, develop, recruit, and retain a forward-thinking, highly qualified, and diverse workforce. We will establish a robust process for measuring employee engagement to identify and proactively address employee engagement issues.

Culture, Climate & Community

We will engage in meaningful and effective relationships with our students, families and the greater community and will ensure that our schools are welcoming and inviting places for all of our U-46 students and families. We will become a choice district that inspires families to join us.

Excellence, Efficiency & Accountability

We will advocate for and utilize systems and resources that promote fiscal equity, operational excellence, efficiency and accountability. It is our moral imperative to change until all our systems measurably work for all students.



“Without foundation,
nothing is secure.”



Criteria for Selecting the "Four Pillars"



"Teaching
and
Learning"



"Schools
Can't Do
It Alone"



"Investing
in
People"



"Managing
the
Whole"



At least one Pillar must address each of the four criteria



ROADMAP

for Disciplined Implementation

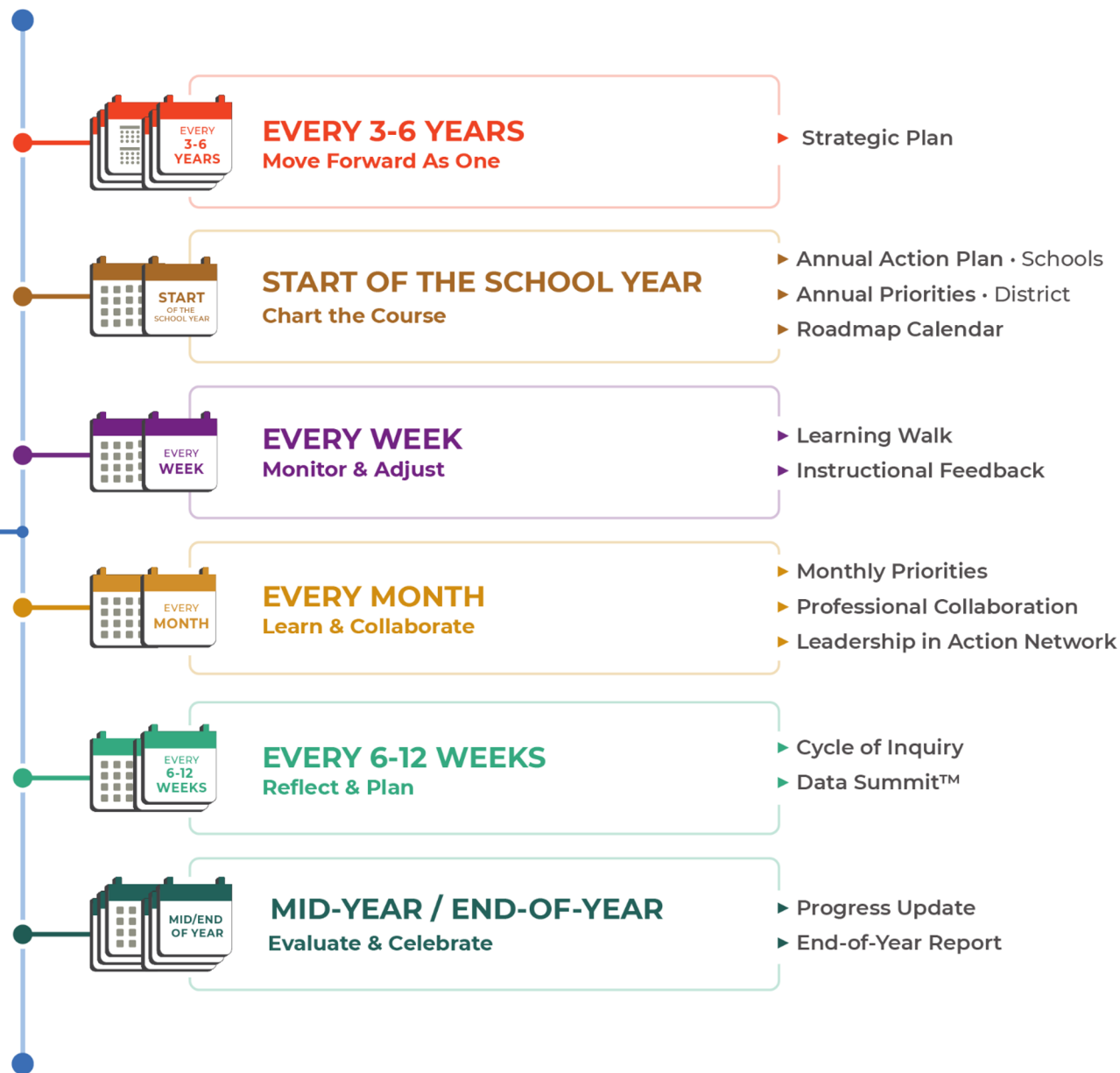
- A results-focused plan is the first step towards realizing desired outcomes for student learning and achievement. However, without disciplined implementation, a plan flounders and may not live up to its promise. Therefore, after you “plan the work,” then, you must “work the plan” to achieve desired results.
- The Roadmap for Disciplined Implementation is a step-by-step process for implementing action plans. By dividing the work into discrete, calendar-driven chunks, leaders and practitioners can significantly reduce the “implementation gap” often associated with improvement plans.



Roadmap for Disciplined Implementation

ANY TIME
Motivate & Facilitate
with Data

- ▶ Student Voice
- ▶ Vital Signs Scorecard™
- ▶ CPR Card™
(Continuous Progress Report Card)



*After you
“plan the work,”
then, you must
“work the plan”
to achieve
desired results.*

Vital Signs Scorecards

Centennial School District
PATRICK LYNCH ELEMENTARY SCHOOL

Student Learning
Vital Signs Scorecard

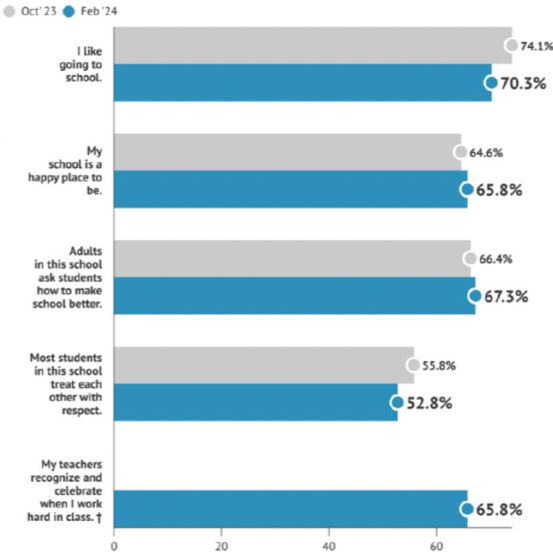
Strategic Plan Goal: 2, 3
STUDENT VOICE & ENGAGEMENT

Lens 1: Growth Lens 2: Consistency Lens 3: Equity Lens 4: Standards

Overall % Favorable Ratings – All Students (Agree + Strongly Agree)

Student Survey	% favorable rating		
	Oct '23	Feb '24	%-pt change
# of respondents	147		
I like going to school.	74.1%	70.3%	-3.9
My school is a happy place to be.	64.6%	65.8%	1.2
Adults in this school ask students how to make school better.	66.4%	67.3%	0.9
Most students in this school treat each other with respect.	55.8%	52.8%	-3.0
My teachers recognize and celebrate when I work hard in class.†	NA	65.8%	NA

† New survey question in Feb '24.

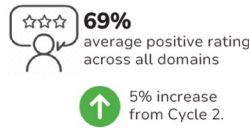


CENTENNIAL SCHOOL DISTRICT

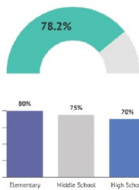
Student Learning
Vital Signs Scorecard

Strategic Plan Goal: 2, 3

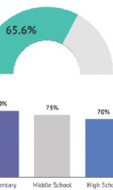
STUDENT VOICE



Belonging



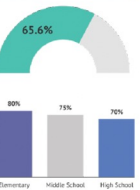
Inclusion



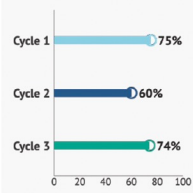
Engagement



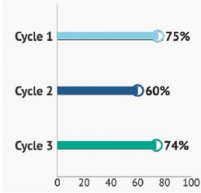
Student Voice



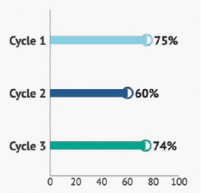
Students are treated fairly by adults in this school.



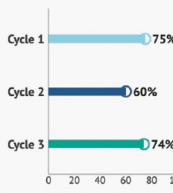
When something is really bothering me, there is at least one adult I can go to and talk about the problem.



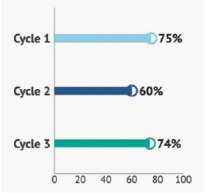
My school is a welcoming and safe place to be.



I can learn anything if I try hard enough.



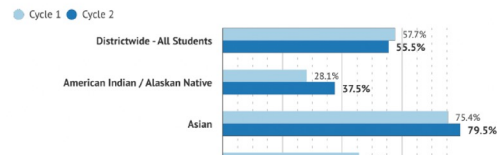
My teacher(s) check to make sure I understand what we are learning.



Strategic Plan Goal: 2, 3

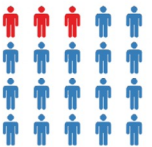
STUDENT ENGAGEMENT

STUDENTS WITH 95% ATTENDANCE RATE



SUSPENSION RATE*

15% suspension rate



3 out of every 20 students with at least one suspension.

