Activity One: Reflect on Preferred Future Statement

District Mission: Provide students a personal pathway to a productive future. **Current Athletic Department Mission:** To prepare student-athletes to become leaders and champions by placing the highest values on integrity, character, academics, sportsmanship and victory.	**A. Future Mission:** Provide athletes a personal pathway to become leaders and champions in the classroom, on the field, and in life. Or **B. Future Mission:** Cultivate excellence, integrity, and teamwork empowering student athletes to excel on and off the field. **Other**
Motto: Every student matters, every moment counts. **Motto:** Reflect the excellence of the CCHS District 165 Way and fully deliver on its promise for all our student-athletes	**Future Motto:** A. Provide athletes a personal pathway to a productive future B. Compete in the classroom, in the sport, and in life **Other** ● Unleash the champion within ● Embrace excellence, embody greatness ● Elevate you game to a new dimension ● Master the sport, define your destiny ● Embrace the challenge, embody victory ● Bold moves, brilliant results! ● Inspired by tradition, defined by excellence ● Class above the rest, success beyond measure
District Vision: Each graduate will be: • College, Career & Life Ready •A Critical & Creative Thinker •A Skilled Communicator & Engaged Collaborator •Digitally Literate •An Adaptable & Resilient Learner •An Empowered & Self-Sufficient Learner • Personally Responsible with a Growth Mindset **Current Athletic Department Vision:** Athletics are an integral part of our American culture. Each student-athlete at Carbondale Community High School will develop positive attitudes and traits to prepare them to be positive citizens in the future. ● Athletes must appreciate the value of discipline and dedication. ● Athletes must value academic success. ● Coaches and families must provide a means of teaching desired values and goals that can aid in developing individuals into positive citizens in society. ● Coaches must provide a positive arena to help out athletes learn the meaning of teamwork and develop a great work ethic, which will be a positive asset to their future. ● The Athletic Department must ensure the opportunity for participation in a wide variety of student-selected activities as a vital part of the student's educational experiences.	**A. Future Vision:** Provide an athletic program that is a source of pride and is a connective rallying point for the Carbondale community through: ✔ Academic Success ✔ Athletic Success ✔ Coaching Excellence ✔ Responsibility & Accountability ✔ Community Engagement ✔ Finance & Funding/Resource Support **Or** **B. Future Vision:** Be an athletic program that is a source of community pride that strives for excellence in the classroom and on the field by providing our student athletes support in their physical, mental and emotional well-being while preparing them for their future after graduation. ✔ Develop personally responsible student athletes with a growth mindset. ✔ Field athletic teamwork and a strong work ethic that consistently achieves success ✔ Promote academic success within student athletes while promoting leadership and personal achievement **OTHER:**

District Core Values: Equity and Fairness . Diversity and Inclusion . Growth and Continuous Improvement. . Communication & Collaboration . Responsibility & Accountability . Trusting Relationships & Partnerships . Innovation . Future Focus	**A. Future Core Values:** **Go Terriers!** Teamwork Energy Respect Responsible Integrity Excellence Resilience Sportsmanship	**B. CCHSD AD** Communication & Collaboration Commitment & Character Humility & Hard Work Sportsmanship & Self-Discipline Achievement & Accomplishment Determination and Desire	**OTHER TERRIERS ARE GREAT!** Good conduct and character Respectful with resilient sportsmanship Equity and energy Academic excellence Tenacity and Timeliness

Activity Two: Investigate the importance of being bold and reinvesting, reimagining necessary change.

Visioning Reminders	Draft Design Principles
1. Consistent and Clear Standards and Values 2. The Team Members Feel a Collective Responsibility to Learn and Follow the Team Values 3. Master Teachers – Master Motivators 4. Positive Role Models 5. All Roles are Valued 6. Positive Rites of Passage 7. Consistent Performance Feedback 8. Trust 9. Sense of Urgency 10. Impact the Player's Lives 1. Culture 2. Communication - Collaboration 3. Leadership 4. Dedication to Strength and Conditioning 5. Community Involvement 1. Strong Mission, Vision and Culture	

2. **Meaningful Engaged Learning-focus on Achievement and Academics** 3. **Meaningful Engaged Behaviors- focus on Physical, Social and Emotional Well-being** 4. **Caring, Trusting, Respectful Relationships** 5. **Athlete Voice, Choice and Engagement** 6. **Community Partnerships** 7. **Smart Use of Time, Tech and Space** 8. **High Quality Coaching** 9. **Respectful Family Relationships** 10. **Optimal facilities and equipment** **Aligned to mission and vision revisions from Activity One**	

Activity Three B: Long-Range Goals

District Long Range Goals:

Goal 1 - Prepare all students for college, career, and post-secondary success.

Goal 2 - Promote an environment that is respectful, innovative, inclusive & supportive.

Goal 3 - Recruit, develop, and retain a high-quality workforce to ensure and strengthen workplace competencies, collaboration, and satisfaction.

Goal 4 - Cultivate partnerships with families and the community to support and expand learning opportunities for students.

Goal 5 - Make effective and efficient use of resources to maximize educational success.

Current Athletic Department Long Range Goals:

- **Student-Athlete Welfare, Sportsmanship, and Competition:** Provide each student-athlete with the opportunity to grow personally and enjoy a positive athletic experience at CCHS 165 and within the community. On and off the field of competition our staff, athletes and fans will respect the sport, themselves and others.
- **Academics:** Assist and encourage CCHS student-athletes to reach their full academic potential.
- **Diversity, Equity and Accountability:** Provide opportunities for individuals on the basis of merit in a non-discriminatory manner. Provide appropriate facilities and resources equitably and inclusively. Achieve fiscal success and accountability

Proposed Long-Range Goals:

Academic Success: Ensure that athletics is a model department striving to support athletes achieve a high level of academic success.

Competitive Quality: To be the best athletics program in the conference and among public high schools.

Coaching Excellence: To recruit, developing and retain a high-quality coaching staff.

Optimal Facilities: Provide student-athletes an opportunity to practice and compete in first class facilities with first class equipment and other essential program materials.

Family and Community Engagement: Enhance engagement with athletes' families and community organizations, and alumni to enlist support.

Financial Accountability: Increase annual revenue, maximize all available financial resources and operate within budget parameters to best meet the needs of athletes, coaches, and other department needs.

Other:

Activity Four: Suggestions for Indicators for Long-Range Goals	
Current Goals	**Suggested Indicators/Measures**
GOAL ONE: Academic Excellence: Ensure that athletics is a model department achieving a high level of academic success	● Annually achieve a graduation rate that is higher than the rate of the whole student body. ● Achieve a student-athlete GPA that is higher than the student body each semester. ● Achieve a student-athlete GPA that is higher than 2.8 on a 4.0 scale. ● Annually achieve an SAT score that is higher than the student body each semester. ● Annually achieve an SAT mathematics score that is higher than _____ ● Annually achieve an SAT reading score that is higher than _____ ● Annually be the best public high school is Jackson County.
GOAL TWO: Equity, Diversity and Inclusion: Foster a culture that values equity, diversity, and promotes inclusion.	● Be in full compliance with Title IX. (participation, scholarships, Treatment). ● Meet or exceed expectations on annual student-athletes and department survey results reporting feedback on existing culture, climate, and success of the Athletic Department. ● Enlarge the pool of applicants to include all protected classes and ensure representation is maintained throughout the search process. ● Attract and retain diverse student-athletes and coaches and staff who are integrated into the campus community. ● Exceed equity, diversity and inclusion expectations of IHSA. ● Report the donations and contributions to the program from alumni and booster organizations.
GOAL THREE: Competitive Excellence: To be the best athletics program in the conference and among public high schools.	● Be listed in Illinois Best High Schools for student-athletes. ● Win the conference in at least two sports. ● All teams finish in the top three within the conference. ● Have at least 3 athletes participate in post-secondary athletics annually.
GOAL FOUR: Dedication to Strength and Conditioning: Great programs value the importance of strength and conditioning to maximize training.	● No. of student compliant, committed or compelled in Squat performance each semester ● No. of student compliant, committed or compelled in Push performance each semester ● No. of student compliant, committed or compelled in Pull performance each semester ● No. of student compliant, committed or compelled in Hinge performance each semester
GOAL FIVE: Facilities: Provide student-athletes an opportunity to practice and compete in first class facilities with first class equipment and other essential program materials.	● Ensure athletic facilities are safe, and secure. ● Ensure athletic facilities meets or exceeds programmatic needs. ● Ensure athletic equipment is safe and secure. ● Ensure athletic equipment meets or exceeds programmatic needs. ● Ensure replacement equipment and supplies meets or exceeds programmatic needs.
GOAL SIX: Community Engagement: Enhance engagement with community organizations, alumni, and families throughout the Carbondale area.	● Meet or exceed expectations on annual student-athletes family survey results reporting feedback on existing culture, climate, and success of the Athletic Department. ● Report the number of high school student-athletes who complete a minimum of 200 volunteer hours each academic year. ● Increase the booster club membership.

GOAL SEVEN: Financial Accountability: Increase annual revenue, maximize all available financial resources and operate within our budget parameters.	● Increase the number of season tickets sold in each sport ● Increase the average ticketed attendance in each sport ● Increase the overall ticket revenue ● Annually operate within the parameters of the Athletic Department Budget ● Explore and secure new sources of revenue for the department's ongoing budget ● Increase cash donations to the scholarship fund.

Activity Six: Urgent Strategies

DRAFT Long Range GOALS	**Aligned Strategies:** What will be done to address what needs to be better/ideas for change?
GOAL ONE: Academic Excellence: Ensure that athletics is a model department achieving a high level of academic success.	● Ensure understanding, clarity and consistency in Academic, Social, and Emotional Eligibility.
GOAL TWO: Equity, Diversity and Inclusion: Foster a culture that values equity, diversity, and promotes inclusion.	● Cultivate an equitable and diverse culture to offer the best environment for all athletes.
GOAL THREE: Competitive Excellence: To be the best athletics program in the conference and among public high schools.	● Track and report individual and collective success of the Athletic Department. ● Make appropriate changes to strengthen and improve the conference.
GOAL FOUR: Dedication to Strength and Conditioning - Great programs value the importance of strength and conditioning to maximize training.	● Provide a high-quality strength & conditioning component to the program.
GOAL FIVE: Optimal Facilities: Provide student-athletes an opportunity to practice and compete in first class facilities with first class equipment and other essential program materials.	● Make appropriate space & facility upgrades. ● Adjust schedules to better meet the needs of the program, athletes, athletes' families and coaches.
GOAL SIX: Community Engagement: Enhance	● Enhance collaboration & communication with feeder elementary districts.

engagement with community organizations, alumni, and families throughout the Carbondale area.	● Improve relationships work SIH, SIU, and the Clubs.
GOAL SEVEN: Financial Accountability: Increase annual revenue, maximize all available financial resources and operate within our budget parameters.	● Ensure financial support to achieve mission, vision and goals.