Athletic Department
Carbondale High School District 165



Strategic Planning
Setting Direction Retreat
February 14, 2025

Welcome and Introductions

- **Who** is in the room?
- **What** are we here to do?
- **Why** is this an important event?







Strategic Plan Team Schedule

Meeting	Purpose/Essential Questions	Date	Time
Orientation	Who are we and what are we charged to do?	Step 11	6-8 Virtual
Data Retreat	Where are we? What is working well and what is not working well?	Step 12	9-3
Vision Retreat	Where do we want to be? How do we want to be different?	Oct 25	9-3
Setting Direction Retreat	How will we get from where we are to where we want to be?	Jan 24	9-3
Recommendation	What will we recommend to the Board of Education to set future direction?	Feb 14	1-3 Virtual

Provide Athletes a Personal Pathway to a Productive Future

TABLE 1	TABLE 2
Thomas - CCHS Admin	Booth - CCHS Admin
T. Anderson - Park District	Pimental - Jr. Sports
Deanne Miller - Coach	Jimi Bradley - Coach
Jill Bloodworth- Parent	Barke - Coach/Parent
Gary- Coach	Ragan- Coach
Kelly Taylor - DeSoto Principal	Caleb Cobb - CMS AD
Riley McElveen - Student	Davin Wooley - Student
Will Lehman - Student	Toni Tabor - GCS AD
Davis- Coach	Phillips - UP Coach/Parent
TABLE 3	**TABLE 4**
Viernum- Parent	Belcher- Coach
Webster- Park District	Rania Dababneh - CCHS Board/Parent
H Karayiannis - Coach	Grant - Coach
Richards- Coach	Storm- Coach
Stamp- Coach	Raney- Coach
Baughman - Parent	Gray - Parent
Lauren Clough - DeSoto AD	Mary Beth Goff - UP Admin/Parent
Sophie Krupa - Student	Danni Wooley - Student
Witkowski - GCS Parent/Coach	
TABLE 5	**TABLE 6**
Poore - CCHS Admin	Linda Flowers - CCHS Board
Webster- Park District	J. Karayiannis - Parent/Booster Club/Coach
Jim Miller - Coach	Lee - Coach
Hansen- Coach	Clark-Kittleson - Coach
Wheeler- Coach	Hill- Coach
Daly - Parent	Matzenbacher - CES/Parent
Tim Ward - UP AD/Coach	Jaxon Marlow-Evans - Student
Shelby Dierks - Student	Jasmine Martin - Student



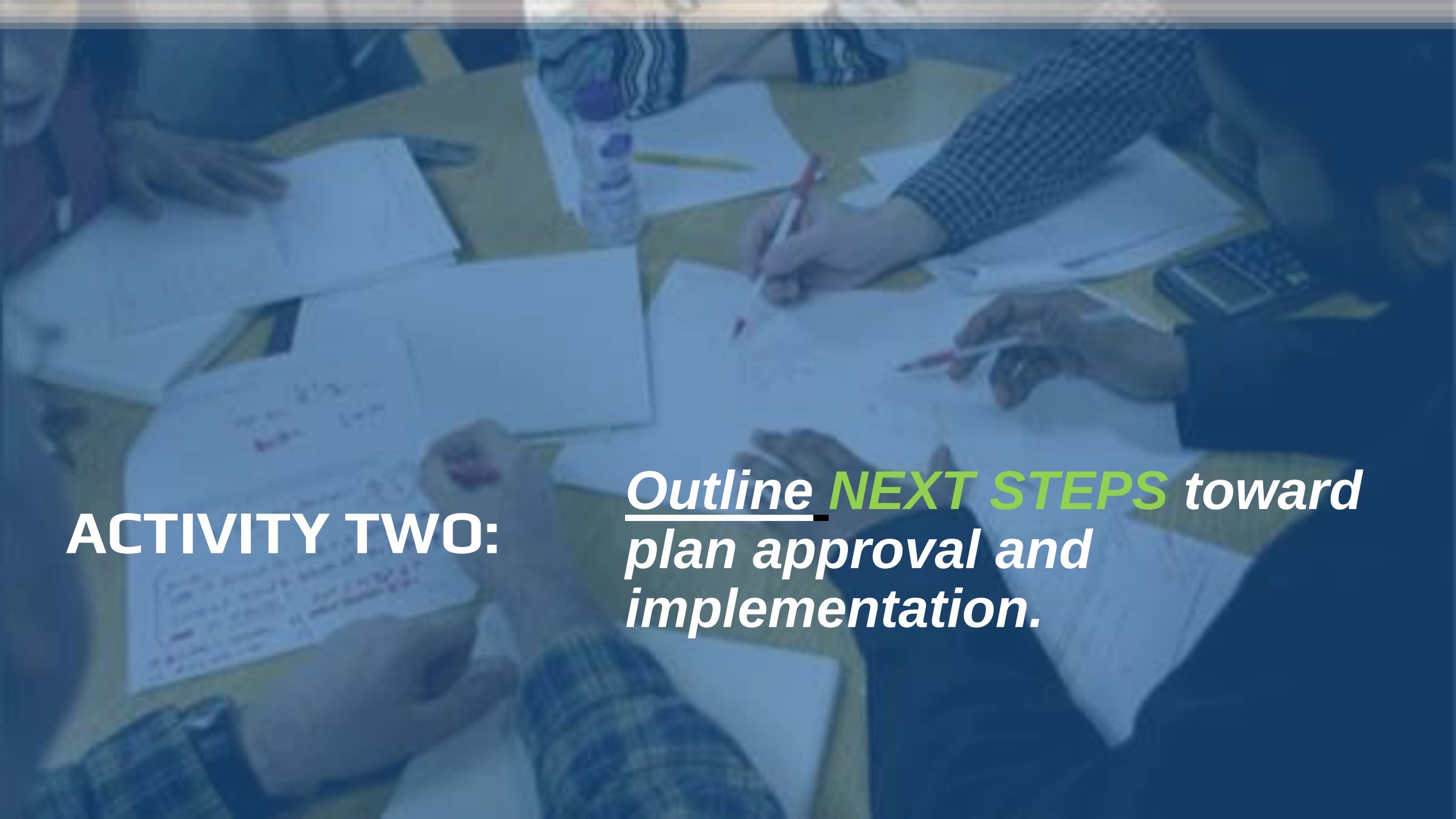
FINAL MEETING OUTCOMES

Answer the question ***"What will be our final recommendation to set forth a new Athletic Dept Strategic Plan?"***

Reflect ***on STAKEHOLDER FEEDBACK to revise the DRAFT of the strategic plan from our work at the Setting Direction Retreat.***

- ***Mission-Motto***
- ***Vision-Portraits***
- ***Core Values***
- ***Long-Range Goals***
- ***Urgent Strategies for Improvement***

Outline NEXT STEPS toward plan approval and implementation



ACTIVITY TWO:

Outline NEXT STEPS toward plan approval and implementation.

Deliverables

- One Page Strategic Plan- Vision, Mission, Core Values, Goals & Aligned Strategies
- Support Document containing details related to the One-Page Plan







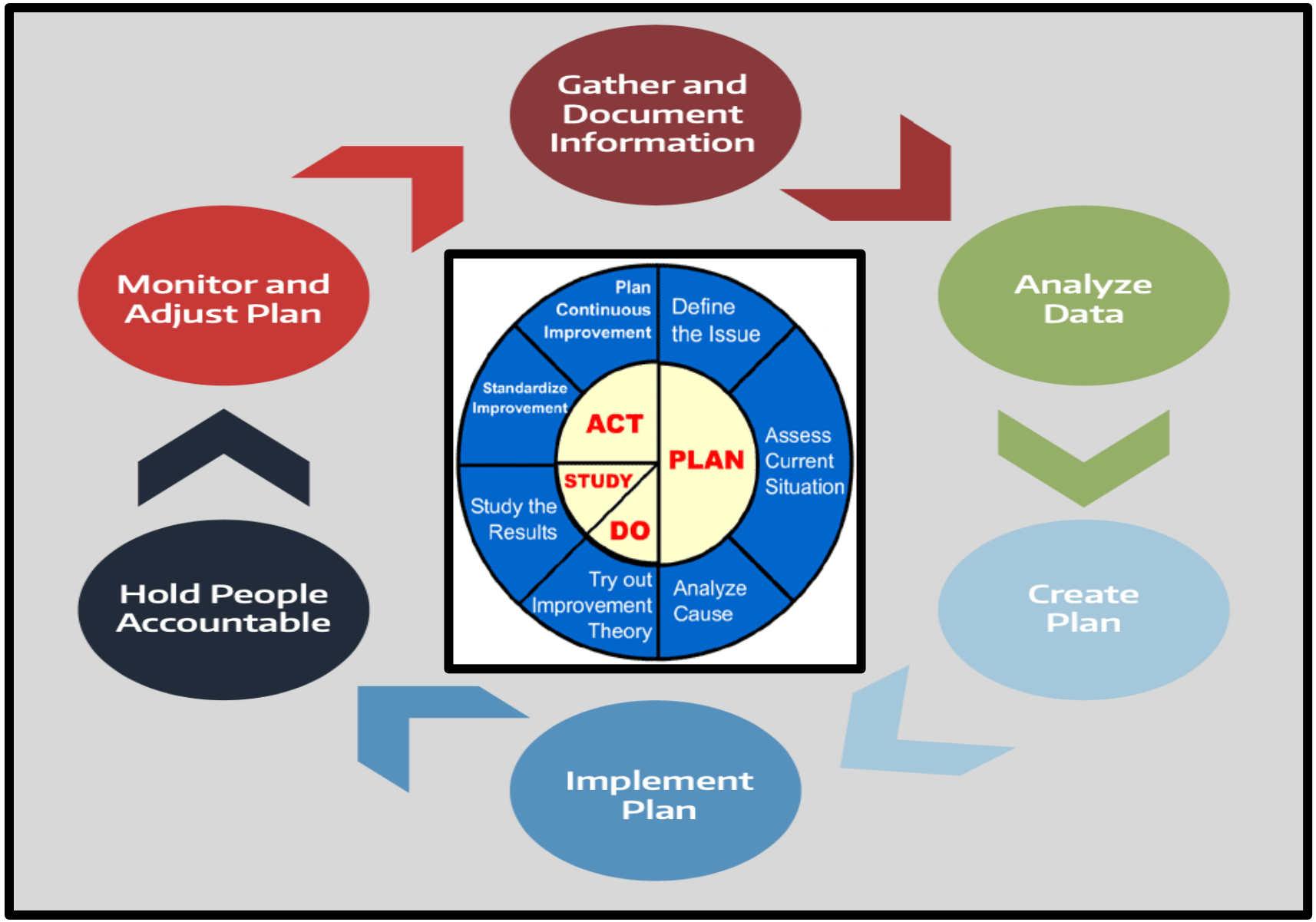
LIVING THE PLAN

Align goals and strategies to a data system	• **Identify key indicators, measures, and targets for all goals and strategies**
Align the data system to a progress monitoring and reporting system for all stakeholders.	• **Progress monitor and report growth and achievement while making adjustments to ensure improved results**
Align the Plan to individual and team performance and program evaluation	• **Align individual, team, school, and program goals and feedback to the data system**
Align the Plan to the work structures and shared decision-making processes	• **Align the plan to school, team, department and program structures and processes to ensure ownership, responsibility and accountability**
Align the Plan strategies to PDSA action plans	• **Make sure strategy actions plans follow a consistent SMART process *to develop a two-way collaborative communication system***
Align the Plan to resources of time and money	• **Align budget and meeting agendas to the Plan *to ensure focus and priority.***

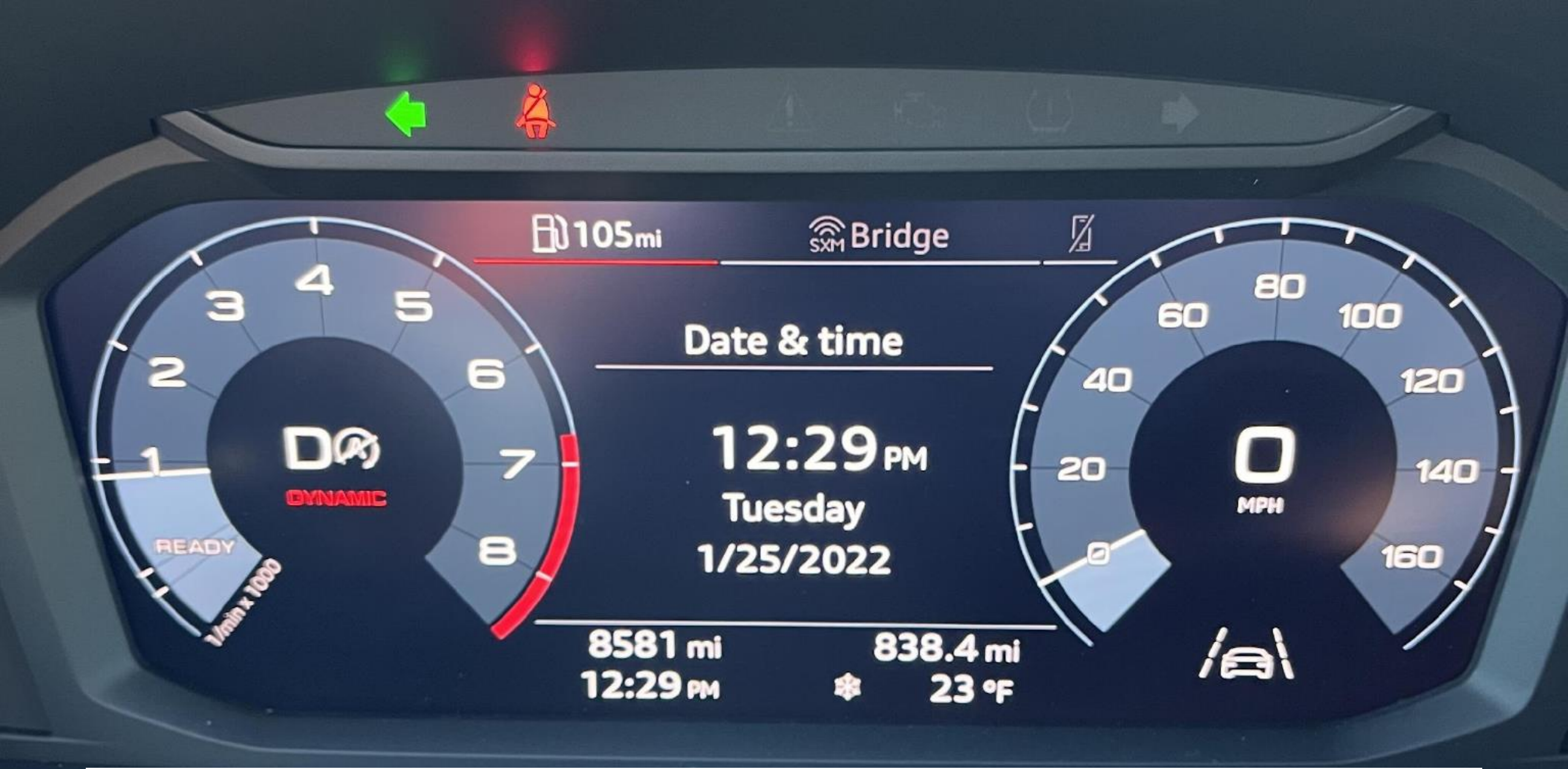


Athletic Department

Action Plan Training


Gather and Document Information
Analyze Data
Create Plan
Implement Plan
Hold People Accountable
Monitor and Adjust Plan
Plan Continuous Improvement
Define the Issue
Assess Current Situation
Analyze Cause
Try out Improvement Theory
Study the Results
Standardize Improvement
ACT
PLAN
STUDY
DO


BALANCED
SCORECARD



What are the key instruments (KPIs) on the dashboard of your car?

Community High School District 155
Online Scorecard

MISSION: Inspire. Empower. Nurture. Enter with promise. Leave with purpose.

KEY

- Meets or Exceeds
- Approaching
- Not Improving
- No Target Set
- Trending Up
- Trending Down
- Meets or Exceeds
- Does Not Meet

Expand All

Goal 1 Student Success

Provide a comprehensive, innovative education for each student to promote life, career, and postsecondary success.

Freshmen on Track

Percent of Freshmen on Track by earning at least five-course credits without failing more than .5 course credits in their core subjects annually

Baseline: 93.8%
Updated: 2019
Target: 94%

94.1%

Grade Point Average

Percent of 9-12 students with a cumulative Grade Point Average of 2.8 or higher each semester

Baseline: 65%
Updated: 2019
Target: 65

65.4%

SAT ELA Performance

Average score of the English Language Arts portion of the SAT annually

Baseline: 540.1
Updated: 528.9
Target: 480

528.9

SAT Math Performance

Average score of the Math portion of the SAT annually

Baseline: 549.9
Updated: 538.1
Target: 530

538.1

Advance Placement, Dual Credit, Capstone Course

Percent of graduates who have taken at least one Advance Placement, Dual Credit, or Capstone Course during their four years reported each semester

Baseline: 76.6%
Updated: 2019
Target: 80%

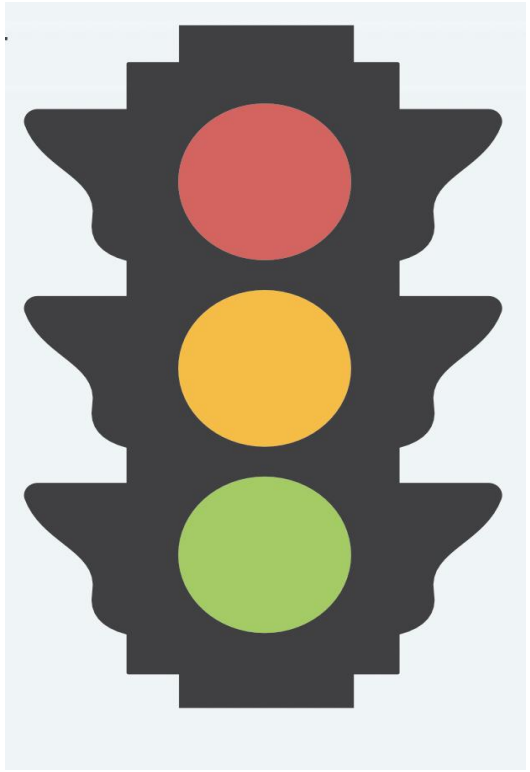
77.8%

Mathematics Course beyond Algebra II

Percent of students taking a mathematics course beyond Algebra II reported each semester

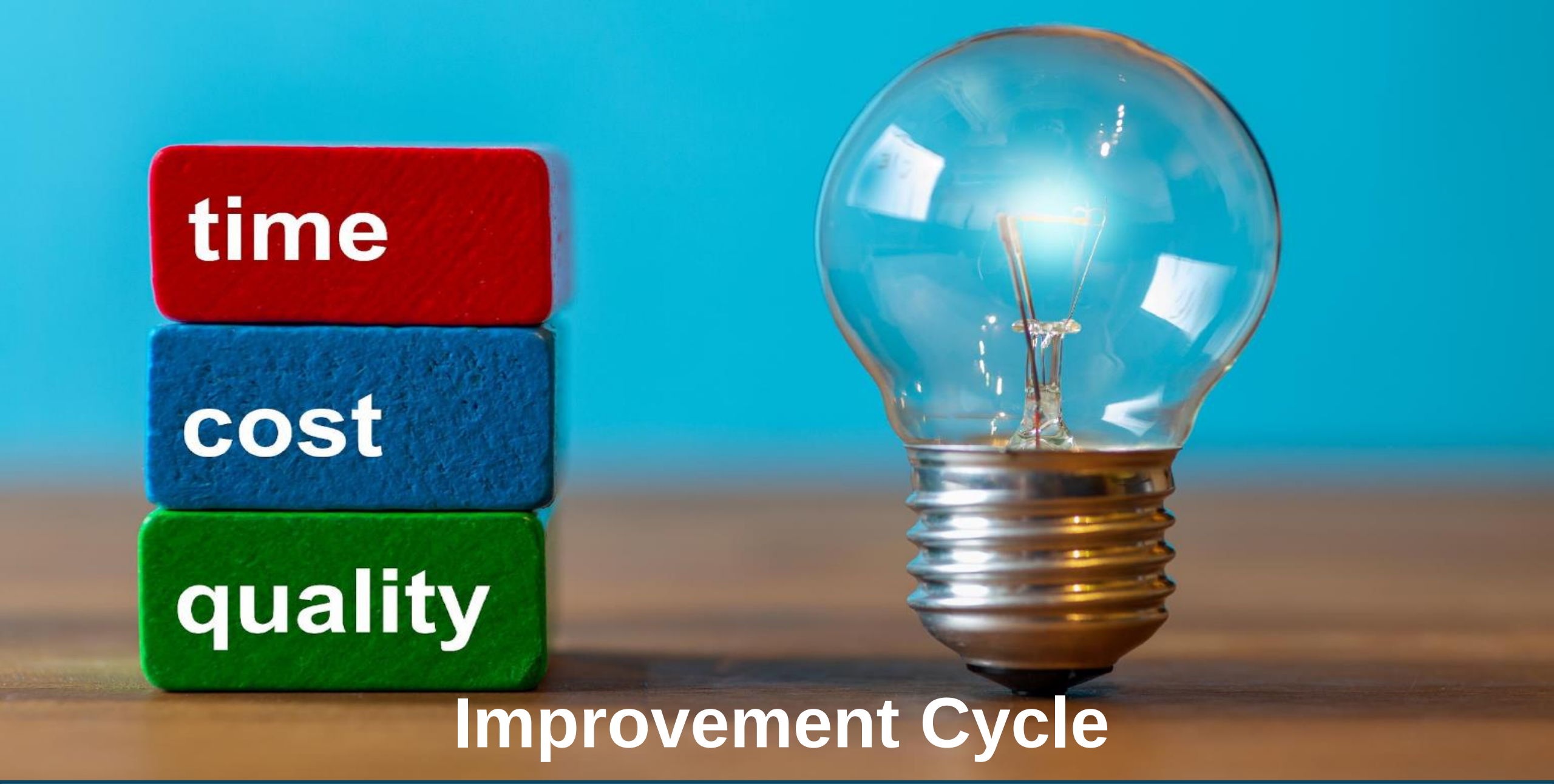
Baseline: 82.6%
Updated: 2019
Target: 80%

83.5%





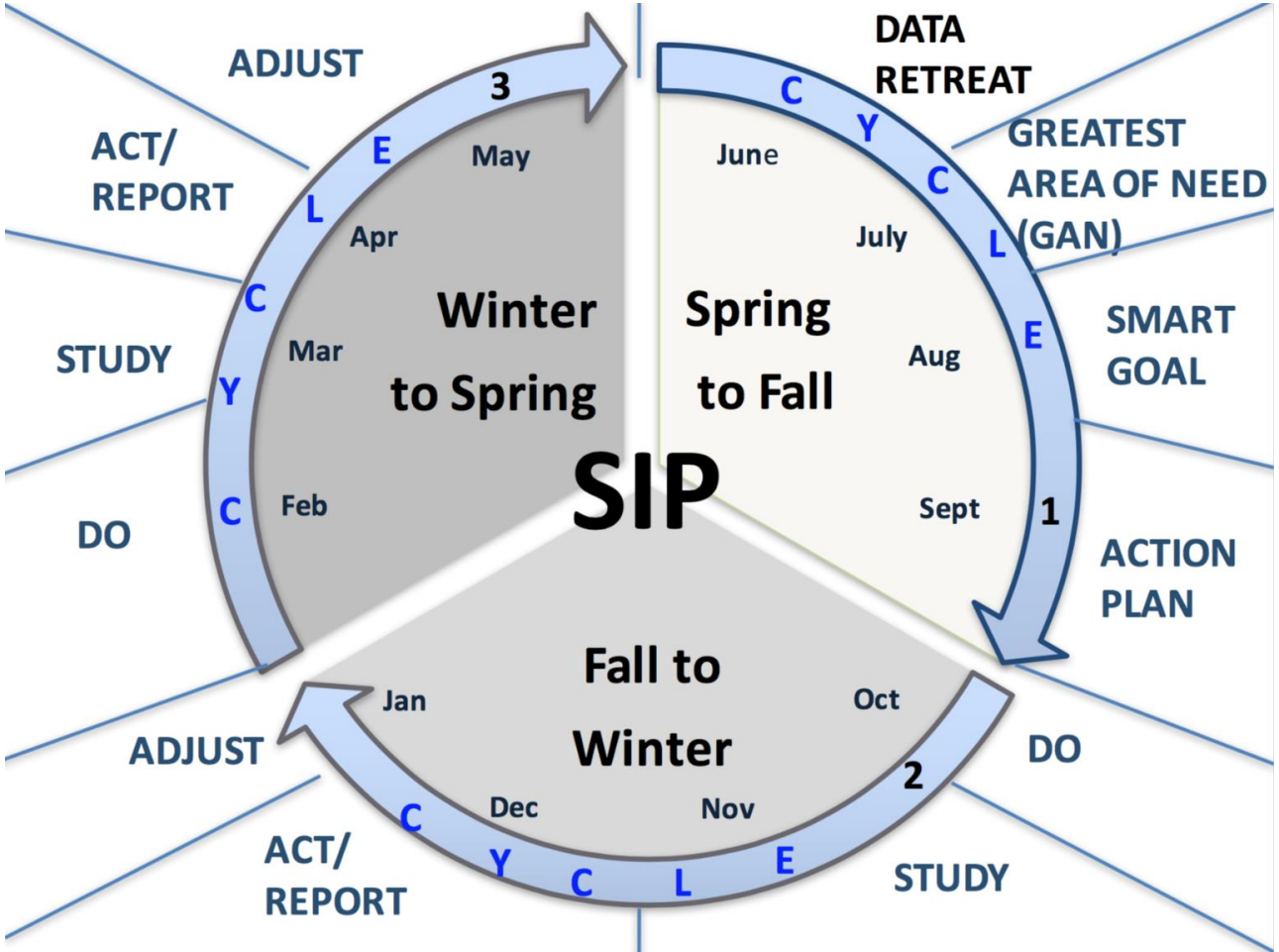
USING A COLOR TO EVALUATE— LIKE RED, YELLOW, OR GREEN—IS A SIMPLE AND HELPFUL APPROACH TO QUICKLY UNDERSTANDING YOUR MEASURES' PERFORMANCE



Improvement Cycle

FIDELITY . . . EFFECTIVENESS . . . IMPACT

WHAT GETS MEASURED GETS DONE!



Cycle 1 Spring to Fall
PLAN

Cycle 2 Fall to Winter
DO-STUDY

Cycle 3 Winter to Spring

DO-STUDY-ACT

Living the Plan Session

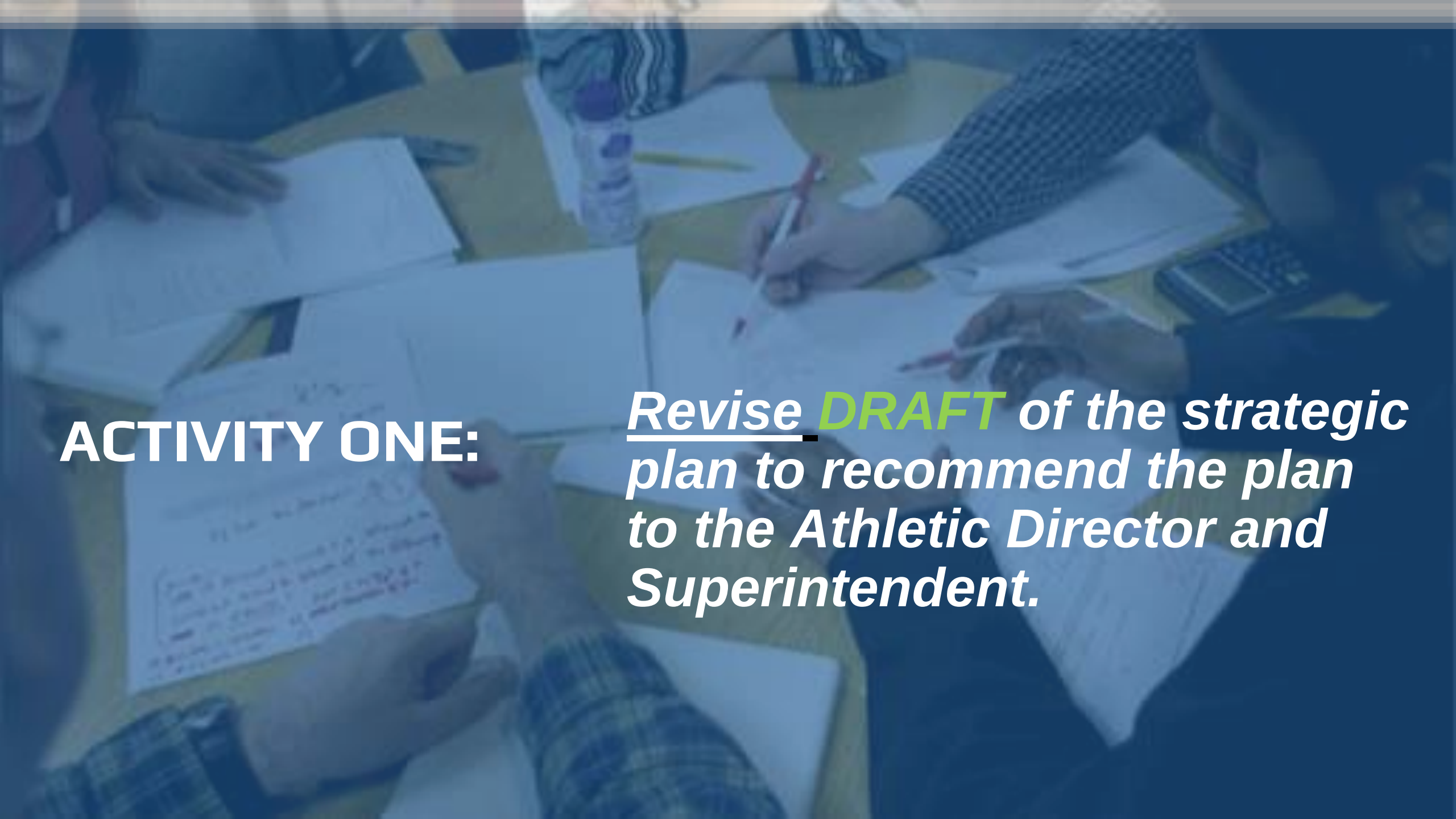
Action Plan Training

Scorecard Training



Thanks to the Strategic Plan Team





ACTIVITY ONE:

Revise DRAFT of the strategic plan to recommend the plan to the Athletic Director and Superintendent.



Strategic Plan Stakeholder Feedback Survey



Administrator/Board	9
Faculty/Staff	49
Student	36
Parent/Guardian	121
Non Faculty/Staff Coach	13
Other	7

Component	Percent of Support	Number Support	Number Not Support
Mission	94%	222	14
Motto			
Option A	36%	86	
Option B	61%	144	
Neither	3%	7	
Vision	98%	232	4
Core Values	97%	228	8

Goal One and Aligned Strategy	96%	227	10
Goal Two and Aligned Strategy	93%	214	17
Goal Three and Aligned Strategy	98%	227	5
Goal Four and Aligned Strategy	98%	224	5
Goal Five and Aligned Strategy	98%	228	5
Goal Six and Aligned Strategy	96%	221	10

Feedback Comments:

Mission	I prefer "Cultivate achievement, integrity and teamwork to excel in the classroom, in sports, and in life". I whole heartedly feel that faculty/coaches themselves do not and would not adhere to this mission statement It doesn't seem like an academic setting should put so much emphasis on sports. Extracurriculars in general I could see, but sports only seems exclusionary and irrelevant. Needs some punctuation. Cultivate excellence, integrity, and teamwork in order to excel in the classroom, in sports, and in life. It's not inclusive of all extra-curricular activities. Not everyone is an athlete. Sports are given way too much emphasis in American society. Connect mission and vision to PATHWAY
Motto	Athletics better than sports B is it as it covers all the rest Add to B. Driven by excellence, Guided by integrity, Committed to success in school, sports, and life Success in every arena (picture of three arenas one labeled school, one labeled sports or athletics, one labeled life. Excel as a person, in the classroom and in sports
Vision	Responsibility and Accountability should be #1

After you are inside your room:

- Pick a **timekeeper**
- Pick a **recorder**
- Have the recorder **clink on the team link** sent to you earlier today. Recorder can share screen with team members
- Any problem, **have only the recorder return to the main room for assistance.**
- **Record your changes on the document for each component.**
- **When you are finished your team is done for the final meeting.**



Add or Delete

- Is there any other urgent action that we left out as we review the SWOT Analysis and the Preferred Future Statement?
- If so, add it.
- Is there any strategy listed that is not urgent? Remember less is more.
- If so, delete it.





Table Google Docs. Final Meeting

Table 1:

https://docs.google.com/document/d/1CYcKV2mubRelidH3ZdQcmGar7anKSABLUaD2PjpXkLk/edit?tab=t.0

Table 2:

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Table 3:

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Table 4:

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Table 5:

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Table 6:

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Carbondale Community High School 165
Athletic Department Strategic Plan Draft
Final Meeting
Participant Handout

Draft of Plan	Final Recommendation
Mission: Cultivate excellence, integrity and teamwork empowering student athletes to excel on and off the field.	
Motto: Compete in the classroom, on the field, and in life.	
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	

Recorder change in left column or write in right column



Select 1-2-3-4-5 or 6- your assigned table number to go into your team room

—

- Return to home if any troubles
- Complete your team task
- When completed your work is done.
- **Thank you.**