

Board of Education - Data Presentation

December 16, 2025



Agenda & Overview

The Value of Data	State Report Card	Strategic Plan & Action Teams	Data Dashboard
<ul style="list-style-type: none">• Why is it important?• How can we leverage it to improve student outcomes?	<ul style="list-style-type: none">• Change in test & updated metrics• Student Growth Percentile	<ul style="list-style-type: none">• Review strategic plan• Action teams present goals and progress	<ul style="list-style-type: none">• Review metrics & data• Understand state percentile rankings

The Value of Data

Gain Perspective

- Historical data provide us with valuable insight to help build upon what is working for our students and where we can improve.

Shared Understanding

- Establishing clear and consistent metrics provide for a deeper understanding and a common focus for future planning.

Set Direction

- Collaborating around consistent and reliable data creates a future focused environment.

Monitor Progress

- Clearly defined benchmarks allow us to progress monitor more effectively and intervene in a timely manner.



What is the Illinois School Report Card?

Why is it important?

- **SAT to ACT (state percentile rankings)**
- **Student Growth Percentile (SGP)**
- **District 94 Rating**

Student Growth Percentile (SGP)

What is it?

- SGP compares a student's growth to their academic peers.
- SGP measures speed more than percentage.
 - WeGo Example:
 - **ELA (SGP)= 48.6%** - On average, our students are growing faster than 48.6% of their academic peers.
 - **Math (SGP)= 49.4%** - On average, our students are growing faster than 49.4% of their academic peers.
- Moving forward, we will be able to use the 2025 SGP as a baseline to see if we are learning faster than previous years.

Student Growth Percentile (SGP)

What is a “good” Student Growth Percentile (SGP) for schools?

Excellent = 60 and above

Above Average = 54-60

Average = 50 (+/- 3)

Room for improvement = 40-44

Concerning = 40 or less

WeGo ELA = 48.6%

WeGo Math = 49.4%

Report Card - Summative Designation

The Illinois State Report card data was officially released on October 30. Included in this data is an overall summative designation which the state uses to annually measure the performance of each public school. The summative designation includes the following ratings;

1. **Exemplary** - top performing 10% of schools
2. **Commendable** - All schools that fall below exemplary, but above comprehensive, intensive, and targeted.
3. **Comprehensive** - identifies a) schools in the lowest-performing 5% and b) schools with overall performance above the lowest-performing 5% that have one or more individual student groups who remain Targeted, even after completing a full Targeted school improvement cycle.
4. **Intensive** - identifies schools that remain in the lowest-performing 5%, even after completing a full Comprehensive Support school improvement cycle.
5. **Targeted** - recognizes schools with overall performance above the lowest-performing 5% but with individual student groups performing similarly to the lowest 5%

Report Card - Summative Designation

2023-24

Overall Index Score
65.74
Commendable

Weighted Index = Indicator Score x Effective Weight.

<p>ELA Proficiency 3.37/7.50%</p>	<p>Graduation Rate 39.89/50.00%</p>	<p>9th Grade On Track 4.97/8.33%</p>	<p>Science Proficiency 5.00/5.00%</p>
<p>Math Proficiency 3.51/7.50%</p>	<p>ELPvP 1.66/5.00%</p>	<p>Chronic Absenteeism 4.46/10.00%</p>	<p>Climate Survey 2.88/6.67%</p>

Indicator Weight Distribution



2024-25 (+6.27)

Overall Index Score
72.01
Commendable

Weighted Index = Indicator Score x Effective Weight.

<p>ELA Proficiency 6.75/7.50%</p>	<p>Graduation Rate 40.46/50.00%</p>	<p>9th Grade On Track 4.87/8.33%</p>	<p>Science Proficiency 3.58/5.00%</p>
<p>Math Proficiency 5.88/7.50%</p>	<p>ELPvP 1.49/5.00%</p>	<p>Chronic Absenteeism 4.31/10.00%</p>	<p>Climate Survey 4.66/6.67%</p>

Indicator Weight Distribution



Strategic Plan - WEGO 2030

COMMUNITY HIGH SCHOOL DISTRICT 94
STRATEGIC PLAN



MOTTO
LEARNING.
LEADING.
LIVING.

MISSION
Ignite a passion for learning, foster leadership & responsibility, & empower all learners to live their personal best.

VISION
Today's Wildcats will become tomorrow's leaders, designers, & builders by

- C**ontributing to an ever-changing & challenging world.
- H**onoring individual & cultural differences & well-being.
- S**triving to achieve personal growth through a pathway leading to academic excellence.
- D**emonstrating responsibility & accountability for their own learning & success.



GRADUATE PORTRAIT

- Critical Thinkers
- Inclusive Collaborators
- Effective Communicators
- Responsible Decision-makers
- Self-Directed & Confident Learners
- Empathetic & Resilient Friends

EDUCATOR PORTRAIT

- Student-Centered Advocates
- Team Players & Collaborators
- Lifelong Learners
- Ethical Decision-makers
- Problem Solvers
- Empathetic & Resilient Mentors

SYSTEM PORTRAIT

- Continuous Improvement
- Relationships & Safety
- Innovation & Relevance
- Learner Interests, Voice & Choice
- Collaboration & Engagement
- Stewardship & Accountability

CORE VALUES

- W**ell-being & cultural awareness
- E**xcellence in all endeavors
- G**rowth through respect, service, & trust
- O**pportunities for innovation & exploration



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Goal 1
Student Growth & Achievement

Ensure all students have a personal pathway to academic success.

Strategy:
Equip students, staff, and families with programs, procedures, and practices to close academic achievement gaps.

Strategy:
Build a competency-based curriculum to establish student pathways that leads to success after high school.

Goal 2
Student Sense of Belonging & Accountability

Provide all students with a relevant, rigorous, respectful, & reflective learning environment.

Strategy:
Provide students with programs, procedures, & practices to close current social, emotional, & physical non-academic gaps.

Strategy:
Improve attendance, chronic absenteeism, engagement, & motivation through the identification, training, & support for using innovative instructional practices, programs, & services.



Goal 3
Employee Sense of Belonging & Accountability

Nurture a workplace where employees feel connected, motivated, & accountable.

Strategy:
Retain our most successful employees through competitive compensation, career development, professional growth, & recognition.

Strategy:
Enhance the use of data collection, analysis, & reporting to communicate with students, staff, families, & the community to understand changes in performance over time.

Goal 4
Communication, Engagement, & Partnerships

Partner with families & the community to provide all learners with support & real-world experiences.

Strategy:
Provide opportunities for families & the community to engage with the school & district.

Strategy:
Partner with associate elementary school districts to ensure students are ready for high school.

Goal 5
Fiscal Stewardship & Resource Alignment

Commit to effective operations & use of resources to align with the district's focus on student success.

Strategy:
Reimagine the use of time, space, technology, & financial resources to better meet future needs of students & enhance both teaching & learning.

Photos courtesy of the Wikloar Chronicle. Special thanks to photographers JaNyah Villa and Aly Dusing.

CHS D94
Community High School District 94

District #94 - Portraits

Community High School District 94 Portraits

Ignite

a passion for learning,
foster leadership
& responsibility,
& empower all learners
to live their personal best.

Graduate

Critical Thinker
Inclusive Collaborator
Effective Communicator
Responsible Decision-maker
Self-directed & Confident Learner
Empathetic & Resilient Friend

Educator

Student-centered Advocate
Team Player & Collaborator
Lifelong Learner
Ethical Decision-maker
Problem Solver
Empathetic & Resilient Mentor

System

Continuous Improvement
Relationships & Safety
Innovation & Relevance
Learner Interests, Voice, & Choice
Collaboration & Engagement
Stewardship & Accountability



Action Planning

Definition: Process utilized to create a concrete framework or detailed steps to move an organization from its “current reality” to the achievement of its strategic goals

Action Teams: A group of faculty, staff, and administrative volunteers who are responsible for the implementation, analysis, monitoring and adjustment of strategic planning goals, metrics, strategies, and collaborative work

Goals: SMART goals outline a **S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**ime-bound objectives that are results-oriented and clarify the criteria for success

Metric: Data point, (the “M” or “measurable” component of the SMART goal,) used to track progress and determine the amount or level of progress toward meeting or exceeding a goal.

Action Planning

Progress: Movement toward achievement of SMART goals that is evaluated through ongoing data analysis and review

Action Teams determine progress through

- data collection:** gathering SMART goal and performance metrics results;
- data evaluation:** assessing the extent to which the results align with the expected targets;
- gap analysis:** evaluating the gaps or discrepancies between the goals and outcomes.

After completing this process, the Action Teams determine if the action steps have been successful, require revision, or are in need of reenvisioning to achieve the Strategic Plan goals. Then, the Action Planning process begins again.

Outcomes:

- Progress toward or achievement of Strategic Goals
- Data-based decision making and continuous improvement
- Capacity-building, organizational improvement, and a shift in district culture

Goal #1: Student Growth & Achievement

Team Members: Mary Howard, Dr. Limaris Pueyo, Nick Kempfski, Scott Albright, Steve Balhan, Brittney Bauer, Emily Brown, Dave Clarke, Dawn Erickson, Erica Gutesha, Jim Karas, Megan Payleitner, Katelyn Robb, Lauren Stewart, Dr. Juan Suarez, Jen Ward, Lisa Willuweit, and Joe Zeman

Goal: *Ensure all students have a personal pathway to academic success.*

Strategy #1: Equip students, staff, and families with programs, procedures, and practices to close academic achievement gaps.

Metrics:

Data Source	Data Updates	SMART Measures	2024-2025 (Baseline)	2025-2026
ACT Secure	Annual, Summer	Increase the percentage of juniors who meet or exceed the Illinois ACT ERW proficiency benchmark by 2.5% annually for a total of 12.5% over five years.	43%	46%
ACT Secure	Annual, Summer	Increase the percentage of juniors who meet or exceed the Illinois ACT Math proficiency benchmark by 2.5% annually for a total of 12.5% over five years	35%	38%

Goal #1: Student Growth & Achievement

Progress/Data:

Semester 1

- Tier 1: Juniors engage in ACT English, math, and science preparation in core classes
- Collaboration: English, math, science, specialized services, and Multilingual DHs/ Directors—planned Tier 1 ACT review for juniors including self-contained and ESL classes
- Collaboration: Faculty member(s) and English, math, and science DHs—planned and developed materials and implemented lessons
- Resources: ACT practice test book purchase and professional development

Second semester

- Tier 1: Enhanced focus on question types, student metacognition, and tracking growth
- Tier 2: Target enrichment by score band during Den Time
- Building-wide professional development and strategy instruction to build and access student background knowledge as an authentic means to support Common Core and NGSS skill-development, which is assessed on the ACT.

Goal #1: Student Growth & Achievement

Goal: *Ensure all students have a personal pathway to academic success.*

Strategy #2: Build a competency-based curriculum to establish student pathways that leads to success after high school.

Data Source	Data Updates	SMART Measures	2024-2025 (Baseline)	2025-2026
College Board	Annual, Summer	Increase the percentage of 12th grade students who earn a 3 or higher on an AP test at any time during their high school career by 1.5% annually for a total of 7.5% over five years.	22%	24%
TCD & D94	Annual, Summer	Increase the percentage of 12th grade students who earn dual credit on campus at any time during their high school career by 5% annually for a total of 25% over five years.	14%	19%
ISBE & D94	Annual, Summer	Increase the percentage of 12th grade students who earn a certification, College and Career Pathway Endorsement, meet or exceed ASVAB AFQT requirements, enlist, complete an internship, or otherwise demonstrate access to a non-college postsecondary pathway by the end of their senior year by 5% annually for a total of 25% over five years.	4%	9%

Goal #1: Student Growth & Achievement

Goal: *Ensure all students have a personal pathway to academic success.*

Strategy #2: Build a competency-based curriculum to establish student pathways that leads to success after high school.

Progress/Data:

- Creation of PaCE Framework
- Collaboration to monitor identification of four year planning
- Expansion of dual credit offerings
- Adoption of additional dual credit and AP courses
- Implementation of SchoolLinks lessons in Den
- Documentation of career exploration data in SchoolLinks
- Adoption of YouScience career interest and aptitude CCR platform
- Expansion of Den Speaker program
- Production of course sequence documents by career cluster
- Initial internship program planning
- Implementation of Athletic Training Pathway (SimRated certifications)
- Microsoft and CompTIA+ industry certifications
- ServSafe Industry Certifications

Goal #2: Student Sense of Belonging & Accountability

Team Members: Dave Pater, Jenna Windt, Dawn Erickson, Ari Coss, Christina Sladek, Janet Hurtado, Jeff Anderson, Michelle Walters, Nick Parry, Nicole Stadler, Steve Balhan, Regina Pauli

Goal: *Provide all students with a relevant, rigorous, respectful and reflective learning environment*

Strategy #1: Provide students with programs, procedures and practices to close current social, emotional and physical non-academic gaps.

Metrics:

- **Supportive Environment:** 5 Essentials Survey
 - Students feel safe in and around school. They find teachers trustworthy and responsive to their academic needs and they are well-supported in planning for college and other post-high school experiences
 - Measures: student-teacher trust, school-wide future orientation, safety, expectations for postsecondary education.
 - Historically we have scored low/weak in Safety, Expectations for Post Secondary Education and School-Wide future orientation
 - Baseline: 24-25: Score of 45 (out of 100) 25-26: Target 48

Goal #2: Student Sense of Belonging & Accountability

Strategy #2: Improve attendance, chronic absenteeism, engagement and motivation through the identification, training and support for using innovative instructional practices, programs and services

Metrics:

- **Student Engagement:** % of students in a club, activity, or sport
 - 24-25: 61%
 - 25-26: Fall Athletic Numbers increased a bit with the addition of Girls Flag Football.
 - Target 62%
- **Chronic Truancy:** % of students who miss 5% or > in a school year **without** valid cause (9 days)
 - 24-25: 25%
 - 25-26: YTD 20.5%
 - Target 24%

Goal #2: Student Sense of Belonging & Accountability

Progress / Data:

- **Student Engagement:**
 - Increasing Athletic/Activity exposure (Social Media, communications, etc)
 - Increasing access to activities and athletics
 - Current focus on 8th Grade Open House and Step up Days with incoming Wildcats
- **MTSS**
 - Attendance PLT
 - Family Engagement & Outreach
- **Chronic Truancy:**
 - ROE SEAT Tool Assessment- November 24, 2025
 - Attendance Specialists
 - Increased Communication with Parents & Students
 - Weekly Tardy Emails
 - Monthly Attendance & Tardy Emails

Goal #3: Employee Sense of Belonging & Accountability

Team Members: Jennifer Carrillo, Len Egan, Kerry Foderaro, Mary Fremeau, Paul Lichy, Blanca Ruiz, Krysta Schoenbeck, Beth Schuck & Lisa Willuweit

Goals & Metrics:

Strategy #1 - Retention Data - Annually improve a three-year retention average of teachers by 10% over five-years, with a focus on their first five years of employment.

2022/23, 2023/24 & 2024/25	Baseline 88.4%
2027/28, 2028/29 & 2029/30	Target Goal 98.4%
2019/20, 2020/21 & 2021/22	Previous recent high 95.6%

Progress/Data: Stay Interviews, Exit Interviews, Staff Recognition, New Teacher Meetings, Appreciation Opportunities, etc.

Goal #3: Employee Sense of Belonging & Accountability

Goals & Metrics:

Strategy #2 - 5Essentials Survey - Annual

Improve staff perceptions of being valued and recognized, as measured by annual survey data, with an enhanced Supportive Environment over five-years

2024/25 Baseline - “Neutral” rating

2025/26 Progress - “Neutral” rating

2029/30 Target Goal - “Very Strong” rating

Ratings - “Very Weak, Weak, Neutral, Strong & Very Strong”

Progress/Data: Mentoring Programs, Broader participation and opportunities in decision making, Stay Interviews, etc.

Goal #3: Employee Sense of Belonging & Accountability

Goals & Metrics:

Strategy #3 - Advanced Degrees Data - Annual

Increase the number of licensed employees with advanced degrees by 15% over five years

2024/25 Baseline 57%

2025/26 Progress 61%

2029/30 Goal 72%

Progress/Data:

Communications, Partial Reimbursement, Alternative Reimbursement Options, Contract Negotiations, etc.

Goal #4: Communication, Engagement, & Partnerships

Team Members: Limaris Pueyo, Teresa Ocon-Olhagaray, Nick Parry, Dave Jennings, Brittany Abdishi, Erika Bibian, Leslie Fireman, Nick Kempski, Vivi Cuautle, Adam Chavez, Juan Suarez, Heather Novak, Julie Hensley

Goals & Metrics:

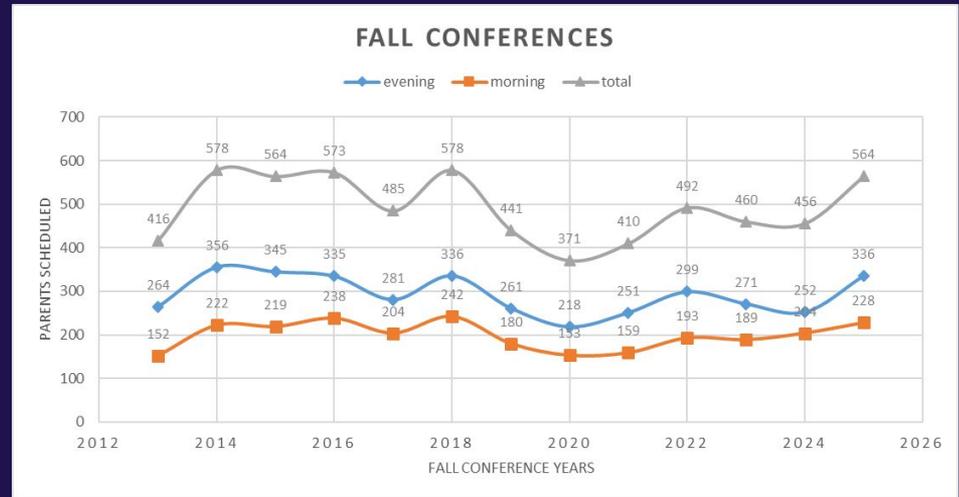
Strategy #1: Provide opportunities for families and the community to engage with the school and district.

- Collect baseline data for parent/guardian participation at key events (8th Grade Family Night, College & Career Fair).
- Increase the number of parents/guardian who register for the for the Fall and Spring 2025-26 Parent Teacher Conferences by 2%.
- Increase athletic event attendance by 3%.
- BPAC will independently plan and organize at least two BPAC events, following a gradual release of responsibility model.
- Increase the Involved Families score on the 5Essentials Survey by 3%.
- Develop a communication and marketing strategy to promote visibility, engagement, and participation.

Goal #4: Communication, Engagement, & Partnerships

Progress/Data:

- Parent teacher conference participation increased by 23.6% from Fall 2024 to Fall 2025.
- 2,952 tickets were sold during the Fall athletics season (goal: 4,353), accounting for 69.8% of the goal.
- The BPAC held six events with increased participation, finalized its bylaws, and is actively working toward strengthening the group's autonomy.
- Currently developing a rubric to assess our communication practices and will use the data to create a marketing and communication plan.



Goal #4: Communication, Engagement, & Partnerships

Goals & Metrics:

Strategy #2: Partner with associate elementary school districts to ensure students are ready for high school.

- Increase the percentage of students who report feeling “Very prepared” or “Prepared” to transition to high school by 2% as measured by the Freshmen Preparedness Survey.
- Collaborate with feeder districts to hold at least 5 joint curriculum articulation meetings to improve curricular alignment and transitions for incoming 9th grade students.

Progress/Data:

- 8th-grade teachers from Leman, Benjamin, and Winfield will participate in three scheduled visits in January to observe freshmen courses and debrief with our division heads.

Goal #5: Fiscal Stewardship & Resource Alignment

Team Members: Dan Oberg, Dave Pater, Megan Payleitner, Michelle Slezak, Joe McCollum, Mike Day, Sergio Espinoza, Bob Schmidt, Conor Zaputil, James Kleffner, and Laura Berins

Goals & Metrics:

- D94 will maintain a rating of 3.50 or greater as assigned by ISBE's Financial Recognition Status
- EL Expense compared to Overall Budget Expense
- Salary and Benefit Expense compared to Overall Budget Expense (Funds 10, 20, 50)
- Updated Financial Website using ClearGov
- Operating Capacity - room utilization
- Work Order Efficiencies - Maintenance and Technology

Goal #5: Fiscal Stewardship & Resource Alignment

Progress/Data:

- For the Fiscal Year 2025, the District continues to have a financial rating of greater than 3.5 per the ISBE Financial Recognition Status (4.0)
- EL Expense compared to Overall Budget Expense is expected to be 2.6% for the Fiscal year 2025 (Initial baseline was at 2.36% based on budget)
- Salary and Benefit Expense compared to overall budget expense (Fund 10, 20, 50)
FY 25 - Baseline = 63.31% - FY26 Budget = 66.6%
- District Website Financial Portion Updated - As we move through the school year and into next year's budget, website will be updated utilizing ClearGov
- Investigating operating capacity and room utilization
- Investigating work order efficiencies for maintenance and technology

ECRA Report (State Percentile)

CHSD 94

Illinois Report Card Analysis

Table 1. Student Achievement

* The state value columns report values at the 50th percentile across the state.

Indicator	State Value*	2024		State Value*	2025		Change 2024 to 2025	
		District Value	District Percentile		District Value	District Percentile	District Value	District Percentile
ELA Proficiency	39.8%	19.0%	9	54.4%	42.9%	25	23.9%	+16
Math Proficiency	25.7%	18.4%	29	36.8%	35.1%	45	16.7%	+16
Science Proficiency	56.9%	59.3%	57	45.6%	43.9%	46	-15.4%	-11
HS Assessment ELA Growth Percentile	-	-	-	47.4	48.6	58	-	-
HS Assessment Math Growth Percentile	-	-	-	48.6	49.4	58	-	-
9th Grade on Track	91.6%	86.5%	26	93.0%	86.1%	21	-0.4%	-5
HS 4-Year Graduation Rate	89.6%	86.7%	35	91.1%	87.5%	30	0.8%	-5
Graduates Enrolled in College Within 12 Months	60.9%	61.1%	51	60.7%	62.2%	55	1.1%	+4
Graduates Enrolled in College Within 16 Months	61.6%	62.4%	53	61.4%	63.8%	57	1.4%	+4
Community College Remediation	19.7%	16.2%	41	28.9%	22.8%	31	6.6%	-10

ECRA Report (State Percentile)

CHSD 94

Illinois Report Card Analysis

Table 3. Student Demographics

* The state value columns report values at the 50th percentile across the state.

Indicator	State Value*	2024		State Value*	2025		Change 2024 to 2025	
		District Value	District Percentile		District Value	District Percentile	District Value	District Percentile
White	81.1%	20.4%	8	79.5%	20.1%	8	-0.3%	0
Black	4.8%	2.1%	28	5.4%	2.4%	28	0.3%	0
Hispanic	11.5%	71.2%	97	12.3%	71.8%	97	0.6%	0
Asian	3.1%	4.0%	57	3.6%	3.3%	49	-0.7%	-8
English Learner (EL)	8.9%	33.1%	90	12.5%	38.3%	91	5.2%	+1
Individual Education Plan (IEP)	15.7%	11.6%	13	15.9%	11.6%	11	0.0%	-2
Low Income	47.0%	38.0%	34	46.4%	47.6%	53	9.6%	+19
Homelessness	2.7%	5.3%	75	2.7%	7.6%	83	2.3%	+8

Board Metrics / Data Dashboard

Metrics:	23-24	24-25	Change (+/-)	25-26 (Goal)	29-30 (Goal)
Graduation Rate - 4yr	86.7%	87.5%	+8	90%	92%
Freshman On-Track	86.5%	86.1%	-.4	90%	92%
ACT English Proficiency(% of students scoring 18+)	19% (SAT)	43% (ACT)	+16 (State %tile)	45%	50%
ELA - SGP (Student Growth Percentile) *NEW	N/A	48.6%	N/A	50%	54%
ACT Math Proficiency (% of students scoring 19+)	18% (SAT)	35% (ACT)	+16 (State %tile)	37%	50%
Math - SGP (Student Growth Percentile) *NEW	N/A	49.4%	N/A	50%	54%
Science Proficiency	59%	44%	-11 (State %tile)	46%	50%

Board Metrics / Data Dashboard

Metrics:	23-24	24-25	Change (+/-)	25-26 (Goal)	29-30 (Goal)
Post Secondary Plan - % of graduates with a post secondary plan	N/A	65%	N/A	75%	98%
Post Secondary Success - % of graduates that completed AP or DC course, or received career certification	N/A	67%	N/A	68%	72%
Student Engagement - % of students in a club, activity, or sport	54%	61%	+7	62%	67%
Chronic Truancy	24%	25%	+1	24%	17%
Decrease racial disproportionality rate in student discipline (OSS)	5.58	3.58	-2.0	4.0	2.0

Board Metrics / Data Dashboard

Metrics:	23-24	24-25	Change (+/-)	25-26 (Goal)	29-30 (Goal)
5 Essentials - Supportive Environment (Students)	45	45	-	48	60
5 Essentials - Collaborative Practices (Staff)	42	43	+1	62	75
ISBE Financial Status (>3.5)	3.9	4.0	+1	3.9	3.9

2024-25 Comparisons

% Meeting Benchmark	ELA (18)	Math (19)	Science (19)	Composite (19)
Addison Trail HS	45.4	28.3	37	46
Argo High School	43.6	35.2	37.1	44
Bremen HS	32.8	16.2	32	33.2
Dundee-Crown HS	37.8	22.7	34.3	37.7
Elgin High School	33.5	19.3	31	33.7
Fenton High School	44.8	32.8	38.6	44.8
Wheeling High School	47.9	33.2	41.5	48.5
West Chicago HS	42.9	35.1	43.9	43.4

Board of Education - Data Presentation

Thank you!

