

Lyons Township High School District 204

2027-32 Strategic Plan Refresh Team Orientation
6:00pm-8:00pm





ORIENTATION **OUTCOMES**

*Our first step toward
refreshing our strategic plan.*



VIRTUAL: ZOOM
[Click to Join Meeting](#)

DATE: AUGUST 26
TIME: 6:00 – 8:00 PM

OUTCOME



**Who are we and what
are we here to do?**

ACTIVITY



ACTIVITY 1: Welcome.
Identify who is in the room and what
is the charge to the plan team.

Who, What, Where, When...

-
- **Team Roster:** Students, Staff, Leadership, Families & Community
 - **Meeting Schedule**
 - **District Leaders/Facilitator**
 - **Roles and Responsibilities**
 - **Strategic Plan Refresh**

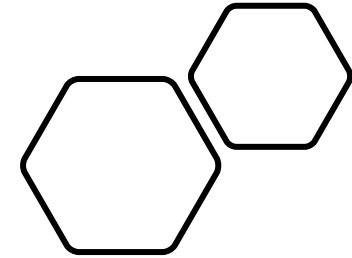


Lyons Township District 204 Strategic Plan Team Schedule

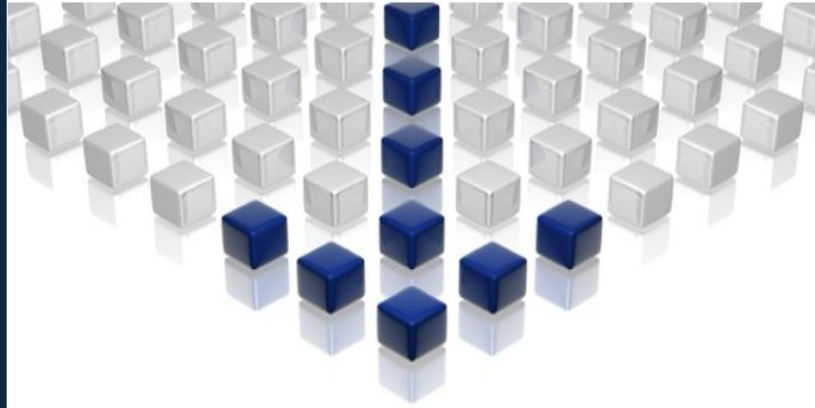
Meeting	Purpose/Essential Questions	Date	Time
Orientation	Who we are and what we are charged to do?	August 26	6:00-8:00 pm Virtual
Data Retreat	Where are we now? What is working well and what isn't?	September 24	8:00-12:00 Face-to-Face
Vision Retreat	Where do we want to be? How will we be different 5-10 years from now?	October 21	12:00-4:00 Face-to-Face
Setting Direction Retreat	How will we get from where we are now to where we want to be 5-10 years from now?	December 9	6:00-8:30 Face-to-Face
Final Meeting of Plan Team	What will we recommend to the Board of Education to set future direction?	January 11	3:30-5:30 pm Virtual

Strategic Planning Team Member Roles & Responsibilities

- 1. Represent Stakeholders**
Bring the perspectives, experiences, needs, and aspirations of the group you represent while keeping the interests of the **entire district** in mind.
- 2. Engage and Contribute**
Attend meetings prepared, participate actively, share ideas, ask thoughtful questions, and contribute your expertise and experience.
- 3. Study the Evidence**
Review district data, stakeholder feedback, trends, research, and current practices to help the team understand **where we are now and what the future may require**.
- 4. Think Strategically**
Focus beyond immediate issues. Help answer the larger questions: **Where are we now? Where do we want to go? How will we get there? How will we know we are making a difference?**
- 5. Challenge Assumptions**
Be willing to respectfully question current practices, conventional thinking, and proposed solutions. Ask, **"Is this still the right thing to do?"**
- 6. Build Consensus**
Listen to differing perspectives, seek common ground, and help the team make decisions that reflect shared priorities rather than individual preferences.
- 7. Shape the Strategic Plan**
Help develop and refine the district's **Preferred Future, strategic priorities, long-range goals, indicators of success, and strategies for improvement**.
- 8. Serve as a Communicator**
Help others understand the planning process, share accurate information, listen to questions and concerns, and bring stakeholder feedback back to the team.
- 9. Champion the Plan**
Once decisions are made, support the collective direction of the team and help build understanding, ownership, and commitment throughout the organization.
- 10. Keep the Focus on Impact**
Continually ask: **"How will this improve the experience and success of our students?"** Help ensure the final plan is not merely a collection of activities, but a commitment to measurable results.



REFRESH



Soldwedel Consulting, LLC
104 Greencroft Dr.
Champaign, IL 61821

To restore strength and animation - **REVIVE**
To freshen up – **RESTORE**
To maintain by renewing. **REPLENISH**
To make like new – **REJUVENATE**
To make something good even better - **RENEW**

REVIVE, RESTORE, REPLENISH, REJUVENATE, RENEW mean to make like new.

**Soldwedel Consulting, LLC
104 Greencroft Dr.
Champaign, IL 61821**



Soldwedel Consulting, LLC

REFRESHING THE STRATEGIC PLAN

Reflect. Reconnect. Refocus. Renew.

ARE WE STILL HEADED IN THE RIGHT DIRECTION?

WHY REFRESH?



REFLECT

Celebrate accomplishments and learn from the journey.



RECONNECT

Engage students, staff, families, and community members.



REFOCUS

Align priorities with today's realities and tomorrow's opportunities.



RENEW

Ensure the plan remains relevant, meaningful, and actionable.

THE FOUR STRATEGIC PLANNING QUESTIONS

- 1 Where are we now?
- 2 Where do we want to go?
- 3 How will we get there?
- 4 How will we know we're making a difference?



Refreshing the Strategic Plan Isn't About Starting Over.

IT'S ABOUT RENEWING OUR DIRECTION.

www.soldwedelconsulting.com



WE ARE LT



— TOGETHER, WE REFLECT, REIMAGINE, —
AND REFOCUS TO RENEW OUR PATH TO SUCCESS.

OUR REFRESH PROCESS & JOURNEY



1 ORIENTATION
Introduce the refresh process and establish a shared understanding of our work ahead.
2 HOURS | VIRTUAL



2 DATA RETREAT
Develop a shared understanding of our current reality and complete a draft SWOT analysis.
4 HOURS | FACE-TO-FACE



3 VISION RETREAT
Define our Preferred Future Statement and articulate our long-term aspirations.
4 HOURS | FACE-TO-FACE



4 SETTING DIRECTION RETREAT
Translate our vision into a draft strategic plan with goals, indicators, and strategies.
4 HOURS | FACE-TO-FACE



5 RECOMMENDATION
Review feedback, refine the plan, and prepare the final recommendation for Board approval.
2 HOURS | VIRTUAL

THE FOUR STRATEGIC PLANNING QUESTIONS

1

Where are we now?

What does the evidence tell us about our current reality—our strengths, challenges, opportunities, and needs?

2

Where do we want to go?

What is our preferred future, and what do we want students, staff, families, and our community to experience?

3

How will we get there?

What priorities, strategies, actions, resources, and responsibilities will move us from our current reality to our preferred future?

4

How will we know we are making a difference?

What evidence, indicators, measures, and targets will demonstrate progress and impact, and how will we use what we learn to continuously improve?

REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER.



IT'S ABOUT RENEWING OUR DIRECTION.

Partners in the Process!





LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

Learners Today. **Leaders Tomorrow.**



ORIENTATION OUTCOMES

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refreshing our strategic plan.*



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OUTCOME		ACTIVITY	
	Who are we and what are we here to do?		ACTIVITY 1: Welcome. Identify who is in the room and what is the charge to the plan team.
	Discuss the homework articles.		ACTIVITY 2: Thinking about the future of education. Identify key concepts that will help guide our thinking as we set a new direction for our district.
	Review the four questions for strategic planning and the process.		ACTIVITY 3: Set the framework and pathway. Understand the four strategic planning questions and the journey we will take together.
	Review the current district strategic plan.		ACTIVITY 4: Status of the current plan. Hear about our progress, impact, and next steps from our current plan.

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OUTCOME		ACTIVITY	
	Learn about the need for strategic planning.		ACTIVITY 5: Why it matters. Explore the importance of strategic planning for our students and our future.
	Preview visioning and strategic plan survey.		ACTIVITY 6: Creating a Bold Vision for Tomorrow. Learn about visioning, hopes, dreams, aspirations, and what we heard from our community.
	Preview vision surveys.		ACTIVITY 7: Review the student, family and staff vision surveys. See the questions we will use to gather input from our community.
	Preview the Data Retreat and close with appreciations.		ACTIVITY 8: Looking Ahead. Preview the Data Retreat agenda and assignments and share appreciations.

» REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER. | IT'S ABOUT RENEWING OUR DIRECTION. »



Pause and Reflect



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OUTCOME



**Discuss the homework
articles.**

ACTIVITY



ACTIVITY 2:

Thinking about the future of education.
Identify key concepts that will help guide
our thinking as we set a new direction
for our district.

» **REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER.** | **IT'S ABOUT RENEWING OUR DIRECTION.** »



**SOLDWEDEL
CONSULTING, LLC**
Transform Tomorrow

The Importance of Thinking About the **Future**

The future is not something that happens to us.
It's something we create.



PREPARES US FOR CHANGE

Anticipating the future helps us see what's coming—so we can adapt, remain relevant, and thrive in a changing world.



GIVES US DIRECTION

A clear vision of the future helps us set meaningful goals and make today's decisions with purpose and focus.



INSPIRES INNOVATION

When we imagine what's possible, we open the door to creative ideas, new solutions, and bold thinking.



UNITES PEOPLE AROUND A SHARED VISION

A compelling future brings people together with a shared sense of purpose and commitment.



DRIVES BETTER RESULTS

Organizations that focus on the future align their strategies, invest in what matters, and achieve stronger, more sustainable outcomes.



BUILDS RESILIENCE

Thinking ahead helps us identify risks, seize opportunities, and build the resilience to overcome challenges.



The future favors the prepared.

Great leaders don't just respond to tomorrow—
they shape it.

“ *The best way to predict the future is to create it.* **”**

— Peter Drucker



LEADERS THINK FUTURE.

They ask better questions.
They see beyond today.
They build a better tomorrow
for students, staff, and communities.

Let's think bold. Let's lead forward.

Article 1

~~Charting a~~ New Course for Education





Key takeaways

- **Core Idea**

Strategic planning can no longer focus on maintaining the status quo. Leaders must use foresight to create a bold vision for the future. Educational leaders must begin thinking beyond incremental change and start preparing for transformational change.

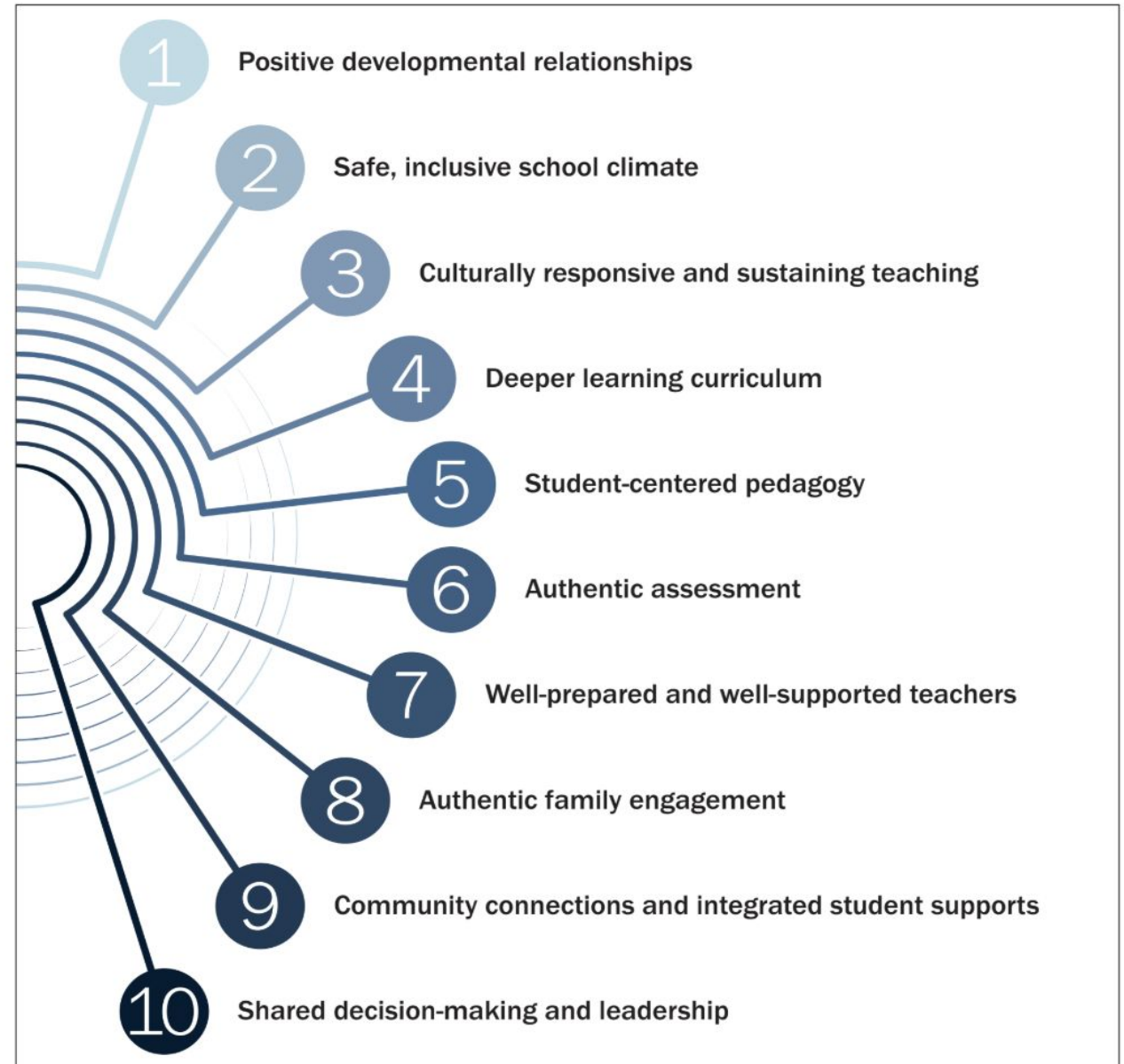
What the Study Found

- **AI will transform education more rapidly than most leaders expect.**
- **Schools must become more resilient and adaptable because disruption will become the norm.**
- **Public education will need to rebuild trust while competing in an increasingly diverse educational marketplace.**
- **Student voice, agency, well-being, and relevance must become central design principles rather than secondary considerations.**
- **Strategic planning can no longer focus on maintaining the status quo. Leaders must use foresight to create a bold vision for the future.** This finding aligns closely with your own strategic leadership framework: **Creating a Bold Vision for Tomorrow → Shaping Our Preferred Future → Defining Our Strategic Priorities → Implementing from Strategy to Results → Reporting Our Results.**

Article 2

~~Redesignin~~ g High School

Figure 2. 10 Features of Successfully Redesigned Schools



Source: Learning Policy Institute. (2024).



Key takeaways

Core Idea

The report concludes that **we already have examples of schools that work**. The challenge is not discovering what to do; it is redesigning policies, schedules, staffing models, accountability systems, budgets, and district structures so that successful practices can be implemented and sustained.

We must move from a **factory model** built on standardization to an **empowering model** built on relationships, personalization, deeper learning, equity, and student agency.

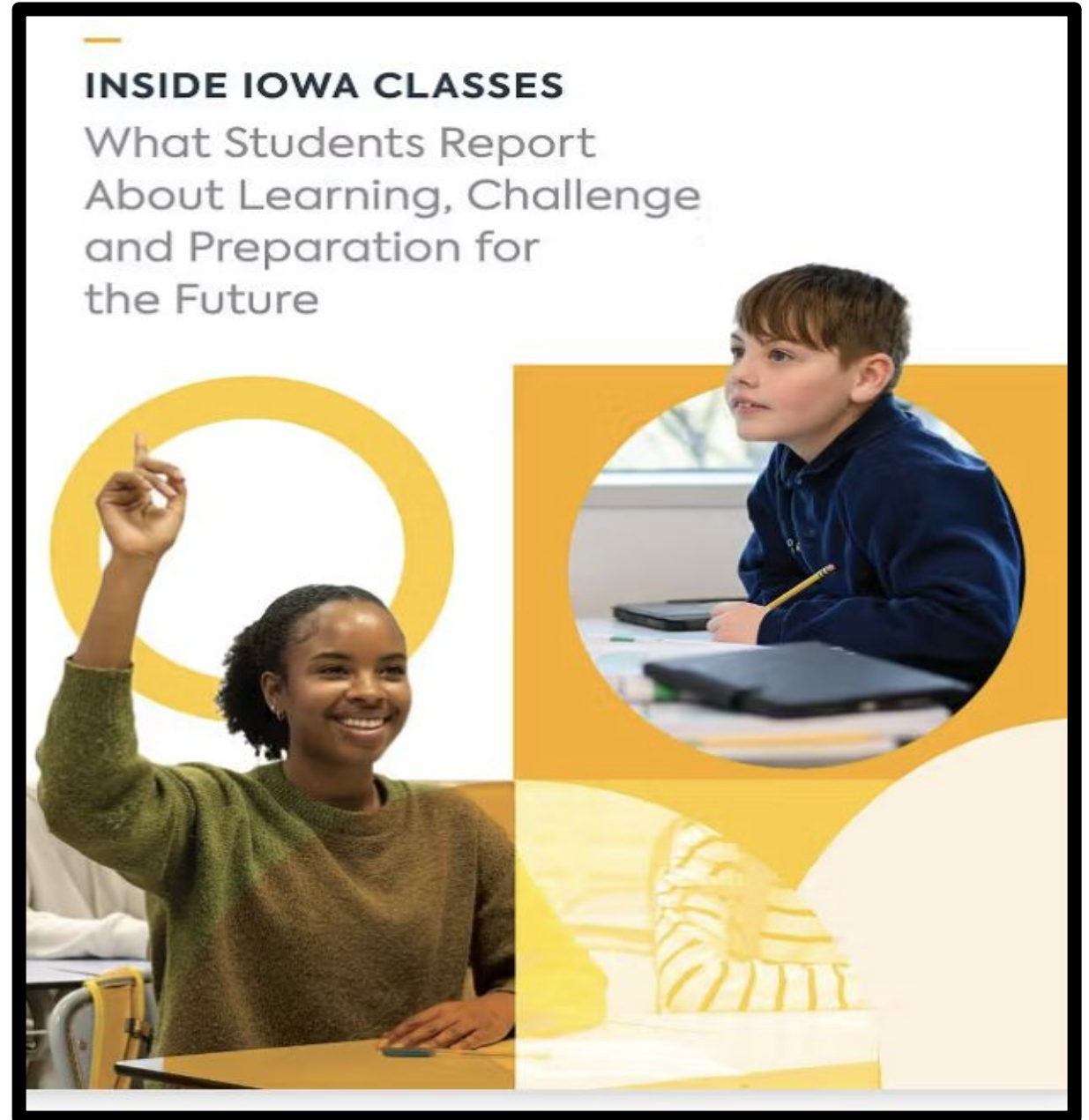
What the Study Found

1. Positive Developmental Relationships
2. Safe, Inclusive School Climate
3. Culturally Responsive and Sustaining Teaching
4. Deeper Learning Curriculum
5. Student-Centered Pedagogy
6. Authentic Assessment
7. Well-Prepared and Well-Supported Teachers
8. Authentic Family Engagement
9. Community Connections and Integrated Student Supports
10. Shared Decision-Making and Leadership

Article 3

What
Students
Report about
Learning,

~~Challenge,~~&
Preparation
for the
Future





Key takeaways

Core Idea

Iowa students told Gallup that they want learning experiences that are challenging, meaningful, engaging, and connected to their future while giving them opportunities to develop the knowledge, skills, and relationships they need to succeed in life.

What the Study Found

Students said they want classrooms that...

Challenge them

Think deeply and solve problems

Engage them

Make learning interesting and interactive

Prepare them

Develop future-ready skills

Empower them

Give them voice and ownership

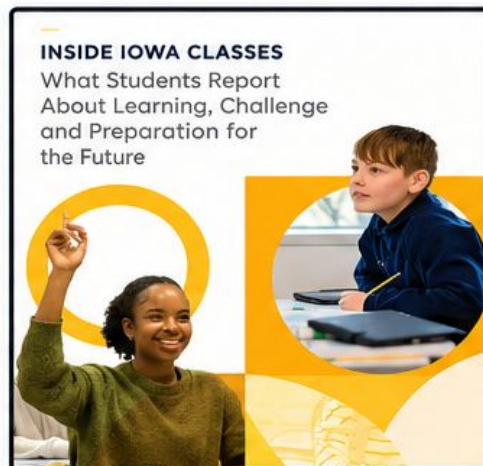
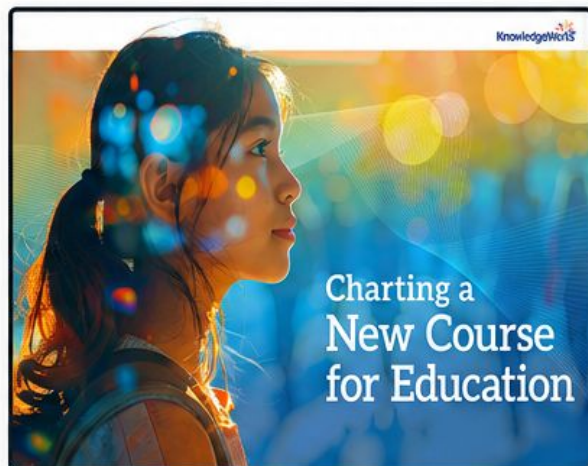
Connect with them

Build strong relationships

3 ARTICLES. 1 PURPOSE.

SHAPING OUR FUTURE TOGETHER.

Read. Discuss. Discover. Share.



OUR GOAL

Explore key ideas from three important articles to strengthen our thinking as we shape the future of our students and our schools.



OUR FOCUS

- ✓ Learn from research
- ✓ Understand student perspectives
- ✓ Identify what matters most
- ✓ Apply insights to our strategic planning work



OUR ACTIVITY

1



READ

Read the article assigned to your group.

2



DISCUSS

Talk together about the key ideas and what stood out.

3



IDENTIFY

Agree on the 5 most important takeaways from your article.

4



PREPARE

Get ready to share your 5 takeaways with others.

5



SHARE & LEARN

Share your takeaways with the group and learn from one another!



REMEMBER

The future is not something that happens to us.

It is something we create together.

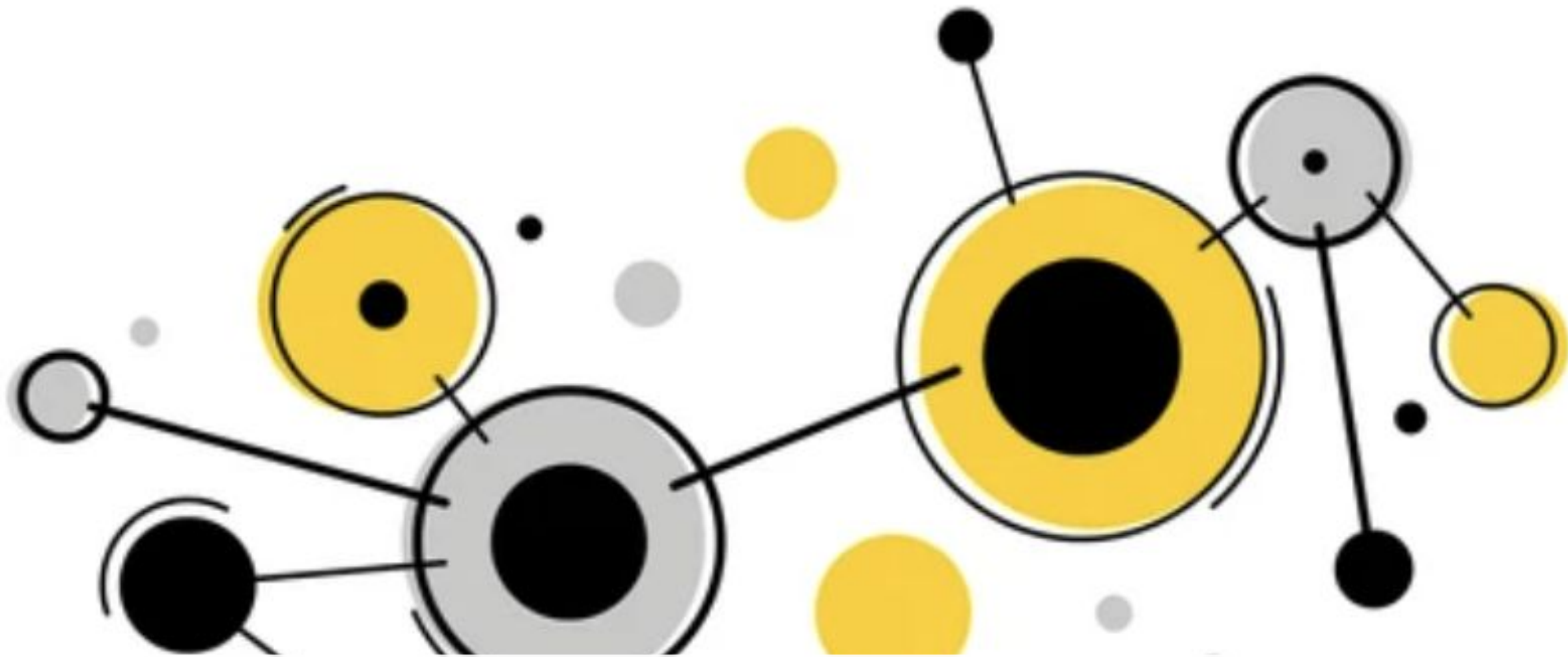
Directions

For each article, please **identify five important takeaways** that you would share with others who did not read the article to summarize what you learned that you feel will help you and others as you do your work as a strategic plan team member crafting future direction.

- 1
- 2
- 3
- 4
- 5

Be ready to share





Themes

Themes are the major ideas, patterns, and aspirations that emerge from what we hear and learn, capturing what matters most about the future we want to create.

A theme doesn't tell us exactly what we will do. It tells us what we believe should matter in our future.

That makes themes powerful during visioning because they help a group move from **hundreds of individual voices to a small number of shared ideas about the future.**



Get ready to select your room.

If you read Charting a New Course for Education Select Room 1, 2 or 3

If you read Redesigning High Schools Select Room 4, 5 or 6

If you read What Students Report They are Learning Select Room 7, 8, 9

When in your room discuss with your colleagues the article you read and identify 5-7 points to share with others who have not read the article.

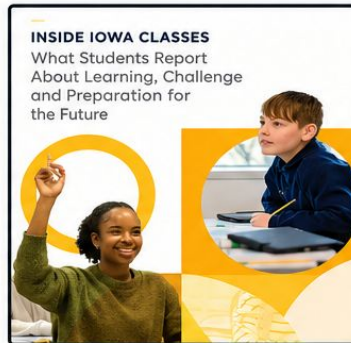
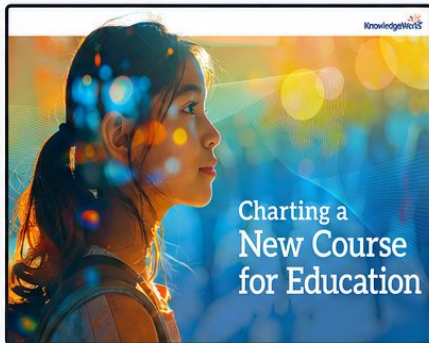
Be ready to SHARE.



Here We Go!

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BETTER THINKING TODAY → BETTER DIRECTION TOMORROW → BETTER FUTURES FOR ALL

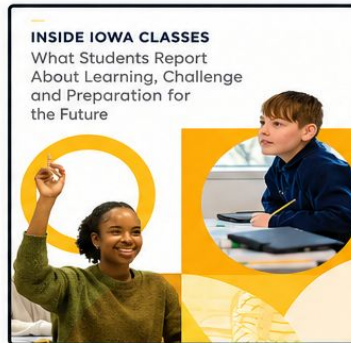
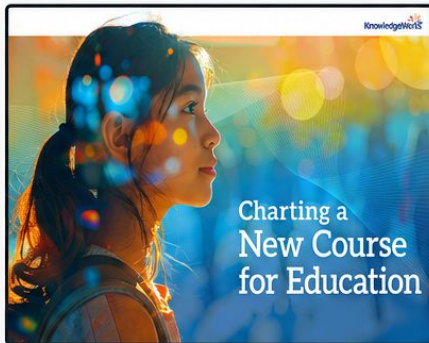


Together, we are creating a new and better place for **STUDENTS.**

Welcome Back!

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BETTER THINKING TODAY → BETTER DIRECTION TOMORROW → BETTER FUTURES FOR ALL



Together, we are creating a new and better place for **STUDENTS.**

Now it's time to share

You will select your table/room assignment

1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11 or 12

You will be with other students, staff, leaders, parents, community members. You will start with Article 1 and share with others your 5-7 key points. Move on to Articles 2 and then 3. When finished everyone will know the 5-7 key ideas for the three articles read

You will time, about 5 minutes for each article to record the points.

You will receive the list and a poster for each article.

Be ready to SHARE.

1

DESIGN THE FUTURE, DON'T JUST REACT TO IT

Uncertainty is not a reason for fear—it is an opportunity for leadership and innovation.

REACT TO CHANGE

SHAPE THE FUTURE

 Anticipate change
 Lead with bold ideas
 Collaborate across sectors
 Create the future we want

Everyone can influence the future, even if no one can control it.

2

OUR CURRENT MODEL WAS BUILT FOR A DIFFERENT ERA

Powerful societal forces are challenging the assumptions that shaped our schools.



- Climate change
- Artificial intelligence
- Political polarization
- Social fragmentation
- Declining trust in institutions

These forces are reshaping the world—and the environment in which our schools operate.

3

THE TIME TO REDESIGN EDUCATION IS NOW

We must move from maintaining the status quo to building systems that truly serve learners and communities.



- Humanity
- Joy
- Academic Growth
- Human Development

- Learner Agency
- Student Choice
- Equity
- Community Partnerships

Reimagine and redesign structures that no longer serve students, families, and communities.

4

ARTIFICIAL INTELLIGENCE WILL TRANSFORM EDUCATION

AI will fundamentally change teaching, learning, assessment, relationships, and human cognition.



- As widespread as the internet
- From answering questions to performing tasks
- May equal or surpass human intelligence
- Learning partner and social-emotional companion
- Redefines knowledge, mastery, and assessment

If AI can think, create, tutor, and collaborate, what knowledge and skills should schools continue to prioritize?

5

DISRUPTION WILL BECOME THE NEW NORMAL

Disruptions are no longer rare events—they are a constant part of our reality.



- Climate events
- Cyberattacks
- Migration
- Public health crises
- Technological change
- Social media controversies

Schools must build adaptability, resilience, and flexibility to respond and thrive.

6

SCHOOLS MUST REBUILD TRUST AND REDEFINE THEIR ROLE

Public trust in institutions, including public education, continues to decline.



INCREASING PRESSURES

- Financial constraints
- Political polarization
- Competition for funding
- Expanding school choice
- Privatization efforts

THE FUTURE INCLUDES

- Public schools
- Private schools
- Hybrid models
- Alternative pathways

Public education must evolve while maintaining equity, access, and trust in every community.

7

THE RELEVANCE GAP MUST BE CLOSED

Students want learning that is meaningful, engaging, and connected to their lives.



- Listen to student voices
- Connect learning to real life
- Prioritize well-being
- Build future-ready skills
- Empower students as co-creators

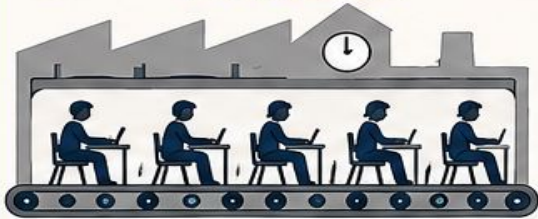
When students see relevance, feel well, and have agency, they show up and thrive.



REDESIGNING HIGH SCHOOLS: 7 FEATURES FOR SUCCESS

Transforming the High School Experience for Today's Learners

1 THE FACTORY MODEL IS OUTDATED



Traditional high schools were designed more than 100 years ago to sort and standardize students rather than prepare them for a rapidly changing world.

It's time for a new model.

2 WE ALREADY KNOW WHAT WORKS

Students thrive when schools provide:

- Strong Relationships
- Safe and Supportive Environments
- Rich Learning Experiences
- Explicit Development of Skills and Mindsets
- Integrated Support Systems

The challenge isn't discovering new ideas.
The challenge is implementation.

3 RELATIONSHIPS ARE THE FOUNDATION OF LEARNING



- Positive relationships improve attention and memory.
- Students learn more effectively when teachers know them well.
- Adolescents need connection, belonging, and a strong sense of identity.

There is no "average" learner.
Schools must move toward personalization.

4 SHIFT FROM STANDARDIZATION TO PERSONALIZATION



Successful schools organize learning around students.

Key practices include:

- Smaller learning communities
- Flexible learning pathways
- Individualized supports
- Advisory programs
- Universal Design for Learning

Instruction should adapt to students—not the other way around.

5 CREATE DEEPER, MORE AUTHENTIC LEARNING

Move beyond memorization and toward:



- Inquiry-based learning
- Project-based learning
- Real-world applications
- Interdisciplinary learning

Future-ready graduates can: Think • Solve • Collaborate
Communicate • Apply knowledge in authentic situations.

6 REDEFINE ASSESSMENT

Students should demonstrate learning, not simply take tests.



- Create
- Present
- Defend
- Apply

Performance assessments provide stronger evidence of what students actually know and can do.



7 BUILD PARTNERSHIPS BEYOND THE SCHOOL WALLS



- Treat families as partners.
- Connect students with community resources.
- Provide academic, social, health, and mental health supports.
- Share leadership with students, teachers, families, and community members.

Student voice, family engagement, and community partnerships are essential for school redesign.

THE BIG IDEA

We must move from a factory model built on **standardization** to a new model built on **relationships**, **personalization**, **deeper learning**, **equity**, and **student agency**.



These findings align with the themes of effective strategic planning:



BELONGING FOR ALL



STUDENT VOICE AND CHOICE



FUTURE-READY GRADUATES



ENGAGING LEARNING



STRONG COMMUNITY PARTNERSHIPS



LEARNING WITHOUT LIMITS



WHAT STUDENTS REPORT THEY ARE LEARNING

7 TAKEAWAYS FROM GALLUP'S IOWA CLASSROOM STUDY



Listening to Students to Transform Teaching and Learning

1 STUDENTS WANT TO BE CHALLENGED

Challenge doesn't mean more work. Students want learning that is meaningful, interesting, and worth the effort.

- ✓ Expect high-quality work
- ✓ Encourage critical thinking
- ✓ Solve complex problems
- ✓ Explain their thinking
- ✓ Go beyond memorization



Key Message: Students want to be challenged intellectually, not overwhelmed with assignments.

2 STUDENTS WANT LEARNING TO BE RELEVANT

Students ask: Why are we learning this? They want learning connected to:

- 🌍 Real-world situations
- 👥 Community issues
- 💼 Careers
- ❤️ Personal interests
- 🧩 Authentic problems



Key Message: Relevance increases engagement.

3 STUDENTS WANT OWNERSHIP OF THEIR LEARNING

Students want to participate in their learning, not just receive information.

- ✓ Make choices
- 🎯 Set goals
- 👤 Work independently
- 👥 Collaborate with classmates
- ★ Explore topics that interest them



Key Message: Student voice and choice increase motivation.

4 STUDENTS WANT TO BE PREPARED FOR THE FUTURE

Students believe school should prepare them for life, not simply for tests.

Future-ready skills students say they need:

- 🗨️ Communication
- 🤝 Collaboration
- 🧠 Critical Thinking
- 💡 Creativity
- 🔧 Problem-Solving
- 👦 Leadership
- 🔄 Adaptability



Key Message: Students want preparation for college, careers, citizenship, and life.

5 RELATIONSHIPS ARE THE FOUNDATION OF LEARNING

Students learn more when they feel known, supported, and encouraged.

- ❤️ Build relationships
- 👍 Encourage them
- ★ Believe in their potential
- 🗣️ Listen to their ideas
- 👥 Create a positive classroom culture



Key Message: Students learn best when they know their teachers care about them.

6 ENGAGEMENT DECLINES AS STUDENTS GET OLDER

Gallup found that engagement often decreases from elementary school to high school.

Contributing factors include:

- 👤 Fewer opportunities for choice
- 👤 Less authentic learning
- 👤 Increased emphasis on compliance
- 👤 Fewer opportunities for creativity



Key Message: Schools must intentionally design learning experiences that sustain engagement across all grade levels.

7 WHAT STUDENTS SAY THEY WANT FROM THEIR CLASSROOMS



CHALLENGE



Think deeply and solve problems.

ENGAGEMENT



Make learning interesting and interactive.

PREPARATION



Develop future-ready skills.

EMPOWERMENT



Have voice and ownership of learning.

CONNECTION



Build strong relationships that matter.

THE BIG IDEA

Students want learning experiences that are **challenging**, **meaningful**, **engaging**, and **connected to their future** while giving them opportunities to develop the knowledge, skills, and relationships they need to succeed in life.



ALIGNING WITH A BOLD VISION FOR HIGH SCHOOLS



Student Voice and Choice



Engaging and Innovative Learning



Future-Ready Graduates



Belonging for All



Strong Relationships



Learning Without Limits

GALLUP®

Source: What Students Report About Learning, Challenge, and Preparation for the Future in Iowa Classrooms



Pause and Reflect



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

Learners Today. **Leaders Tomorrow.**



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ORIENTATION OUTCOMES

*Our first step toward
refreshing our strategic plan.*



VIRTUAL: ZOOM
[Click to Join Meeting](#)

DATE: AUGUST 26
TIME: 6:00 – 8:00 PM

OUTCOME



**Review the four questions
for strategic planning
and the process.**

ACTIVITY



ACTIVITY 3:

**Set the framework and pathway
for the strategic planning process.**

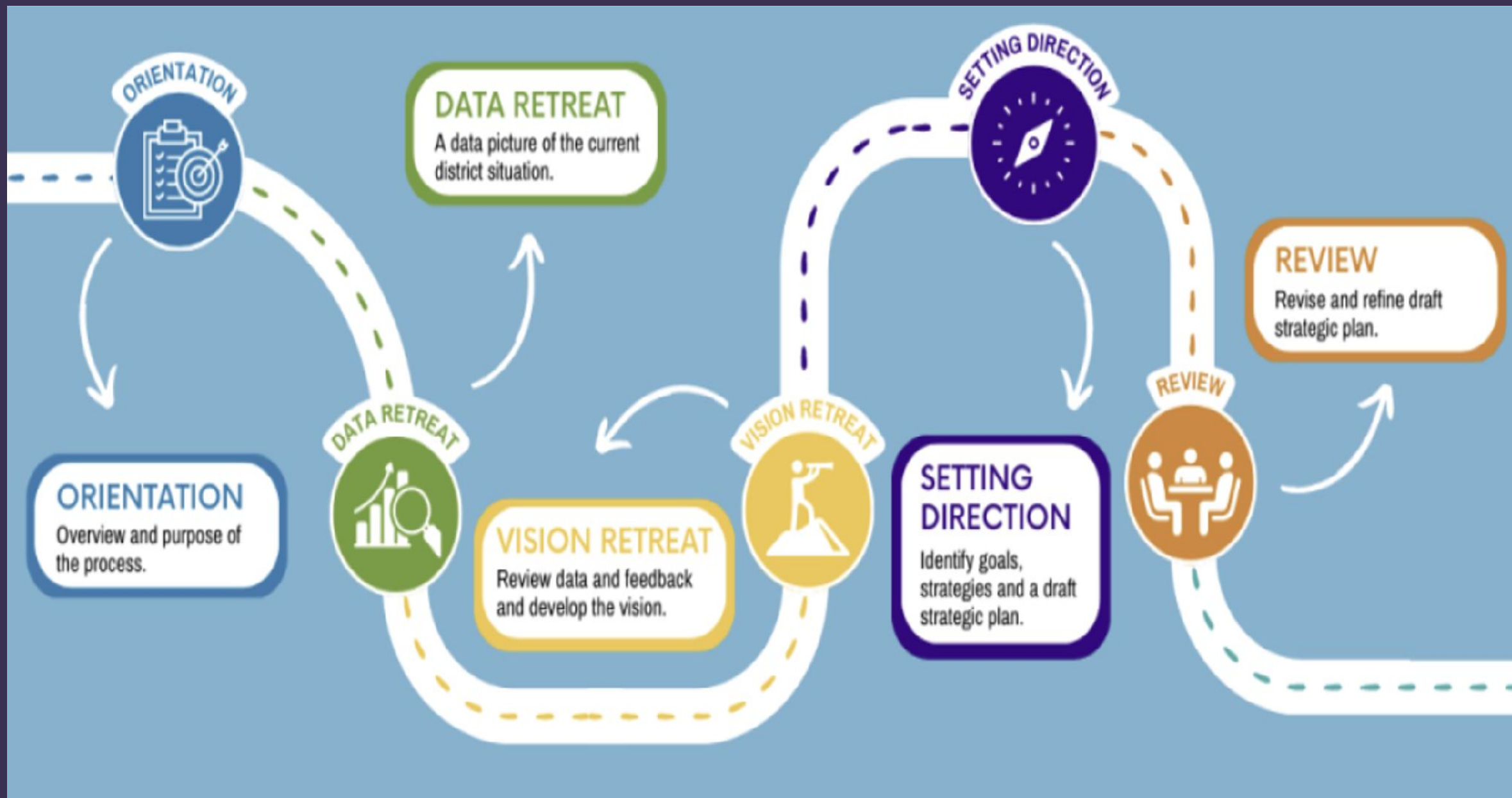
Review the 4 strategic planning questions.
Team members will understand the journey we are
on and what our time together will look like
leading up to a draft of the strategic plan.



REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER.

IT'S ABOUT RENEWING OUR DIRECTION.







**WHERE DO WE WANT
TO BE?**

**HOW DO WE GET FROM
WHERE WE ARE TO
WHERE WE WANT TO BE?**

WHERE ARE WE NOW?

It is good to
have an end to
journey toward;
but it is the
journey that
matters in the
end.

Ursula K. LeGuin 1999

CONTINUOUS IMPROVEMENT

Four Strategic Plan Questions

Where are we now?
Where do we want to go?
How will we get there?
How will we know we are
making a difference?





**SOLDWEDEL
CONSULTING**

*Helping Leaders Lead the **RIGHT** Things*

The Soldwedel Strategic Leadership Journey

From Vision to Results Through Continuous Improvement



*Strategic Leadership is not a one-time event. It is a continuous journey of focus, action, and results. Lead the **RIGHT** Things. Make a Lasting Difference.*



Pause and Reflect



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

Learners Today. **Leaders Tomorrow.**



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

Learners Today. **Leaders Tomorrow.**



ORIENTATION OUTCOMES

*Our first step toward
refreshing our strategic plan.*



VIRTUAL: ZOOM
[Click to Join Meeting](#)

DATE: AUGUST 26
TIME: 6:00 – 8:00 PM

OUTCOME



**Review the current
district strategic plan.**

ACTIVITY



ACTIVITY 4: Status of the current plan.

Hear about our progress, impact, and
next steps from our current plan.
Introduce the Accomplishments,
Impacts, and Next Step document.
Learn about the journey the district has
taken living the current plan.

» REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER. | IT'S ABOUT RENEWING OUR DIRECTION. »

Soldwedel Consulting, LLC

From Vision to Results Through Continuous Improvement

REPORTING OUR PROGRESS

SHARE OUR STORY • CELEBRATE SUCCESS • LEARN AND LOOK AHEAD

GUIDING QUESTION:

How do we communicate our accomplishments, impacts, and next steps to build trust and inspire action?

WHY REPORTING MATTERS

-  Builds trust through transparency and accountability
-  Celebrates success and inspires our community
-  Turns data into insights for better decisions
-  Keeps stakeholders informed and engaged
-  Drives continuous improvement and greater results

OUR PROGRESS REPORTING FRAMEWORK



ACCOMPLISHMENTS

What we did.

The key actions, initiatives, and milestones we implemented to advance our strategic priorities.

Focus:
Activity and outputs



IMPACTS

What changed.

The difference our work made for students, staff, families, and the community.

Focus:
Outcomes and results



IMPLICATIONS FOR THE FUTURE

What's next.

What we learned, what it means, and how it will shape our priorities moving forward.

Focus:
Insights and next steps

LEADERSHIP QUESTIONS TO GUIDE OUR REPORTING

- ? What are we most proud of accomplishing together?
- ? What impact are we having on student success?
- ? What have we learned that will improve our future?
- ? Where do we see opportunities or challenges ahead?
- ? What do our stakeholders need to know next?

WHO WE INFORM



Sharing our progress with all who have a stake in our success.

WHAT WE SHARE



Clear, meaningful information that tells our story.

HOW WE SHARE



Multiple channels. Consistent messages. Timely updates.

SUCCESS LOOKS LIKE

- ✓ Stakeholders understand our progress.
- ✓ Our data drives informed decisions.
- ✓ Our successes are celebrated.
- ✓ Our challenges lead to action.
- ✓ Our community is engaged and inspired.

Transparent today. Stronger tomorrow.



The Soldwedel Strategic Planning Series
From Vision to Results Through Continuous Improvement

POSTER
5
OF 5



www.soldwedelconsultingllc.org



psoldwedel@gmail.com



309.241.6476

Five Strategic Plan Long-Range Goals & Aligned Strategies

- Accomplishments
- Impacts
- Next Steps

*Where we are now? Data
Retreat*

*How we get to where we
want to be? Setting
Direction Retreat*



REPORTING OUR PROGRESS

Excellence • Innovation • Empowerment

OUR PROGRESS REPORTING FRAMEWORK

ACCOMPLISHMENTS

What we did.

The key actions, initiatives, and milestones we implemented to advance our strategic priorities.

Focus:
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What changed.

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IMPLICATIONS FOR THE FUTURE

What's next.

What we learned, what it means, and how it will shape our priorities moving forward.

Focus:
Insights and next steps





LYONS TOWNSHIP HIGH SCHOOL

GOAL ONE STRATEGIC PLAN SUMMATIVE REPORT

Student Growth & Achievement: Provide a comprehensive, innovative education for every student to ensure all students grow and achieve.

Learn more



2021-2026

ACCOMPLISHMENTS Key Areas of Progress	IMPACT What did we accomplish?	EVIDENCE/METRICS How do we know?	NEXT STEPS What will we do next?
Continued Academic Progress and Growth	LT has achieved steady gains in student growth and academic achievement while ensuring that all students have the opportunity to succeed.	2025 Governor's Blue Ribbon Recognition 2024 ISBE Exemplary Rating 2025 Graduation Rate: 95.3% 2025 AP/Dual Credit Enrollment: 72.3% 2025 AP/DC Opportunity Gap: 12.5% 2025 Grade Point Average over 2.8: 79.5% 2025 ACT Performance in ELA: 73.9% 2025 ACT Performance in Mathematics: 63.3% 2025 ACT Achievement Gap in ELA: 24.1% 2025 ACT Achievement Gap in Math: 32.2%	Ensure standardized assessment benchmark proficiency aligns with the graduation rate to open more post-secondary doors for graduates Focus staff learning on differentiation to lower the existing achievement gap in ELA, Math, and Science Create a 4-year scope and sequence integrating targeted ACT prep in coursework to provide early exposure to key concepts
Designed Coherent Professional Learning Systems	LT has designed a comprehensive professional learning system that aligns learning opportunities across Professional Learning Communities (PLCs), Institute Days, School Improvement Days (SIP), and the curriculum review process.	Through the Implementation of a Formal Curriculum Review Cycle, there is more transparency around grading practices and living out the LT Grading Philosophy. Core courses have all completed Phase 1 of the curriculum review process with an emphasis on equitable and engaging instructional practices.	Phase 2 of the curriculum review process will focus on teams developing and improving vertical alignment in the core subject areas (Math, Science, English, and Social Science). Elective courses will continue to cycle through Phase 1 to ensure all singleton courses have engaged in auditing curricula and instructional practices.
Narrowed the Opportunity Gap	LT has intentionally redesigned systems to broaden participation, expand access, strengthen student supports, and ensure that rigorous learning opportunities are accessible to all students.	10% reduction in Opportunity Gap from 2017 Overall ACT Proficiency of 73.9% in ELA and 63.3% in Mathematics.	Attain at least 70% participation goal for identified underserved demographic groups. Below is the actual number of students from each identified group needed to reach the 70% participation goal-- <i>Black Low-Income: 3</i> <i>Black Med-High Income: 4</i> <i>Latino Low-Income: 21</i> <i>Latino Med-High Income: 22</i> <i>White (Non-Hispanic) Low-Income: 1</i> Launch of ACCESS LT to expand the original reach of EOS to include increasing access across course levels Improve composite proficiency among identified student groups
Increased Advanced Placement, Dual Credit, and Career Pathway Participation and Success	Growth in AP, Dual Credit, and Career Pathways demonstrates LT's commitment to ensuring that all students, not just a select group, can engage in courses that prepare them for success after high school as well as graduate with college credit, industry-aligned skills.	1,121 AP Students (2021) vs. 1,530 AP Students (2026) 6 Dual Credit Courses (2006) vs. 32 Dual Credit Courses (2025)	Support AP teachers in ongoing professional development. College Board offers custom Achieving Equity in AP Workshops designed for educators and administrators to improve course access and participation among underrepresented students to build inclusive classrooms and expand access. Grow career internship programming by establishing more external partnerships that will provide internship opportunities for our students.



LEARN MORE AT WWW.LTHS.NET/STRATEGICPLAN



LYONS TOWNSHIP HIGH SCHOOL

GOAL TWO STRATEGIC PLAN SUMMATIVE REPORT

Learning Environment & Supports: Provide a safe, positive, inclusive and engaging learning environment.

Learn more



2021-2026

ACCOMPLISHMENTS

Key Areas of Progress

IMPACT

What did we accomplish?

EVIDENCE/METRICS

How do we know?

NEXT STEPS

What will we do next?

Established a More Responsive and Coordinated System of Student Support

Redesigned Student Services around a proactive, tiered MTSS framework, shifting from primarily responsive supports to a coordinated system of prevention and early intervention (2022–2026).

Staffing ratios for counselors, social workers, psychologists, and nurses are now in alignment with best practice, professional organization, and ISBE recommendations.

Student Sense of Belonging (Panorama) increased from 45% (2021) to 61% (2026)

90% reduction in out of school suspensions from 83 in 2021/22 to 8 in 2025/26

Move from implementation to continuous improvement through common data systems and intervention effectiveness monitoring

Transformed Inclusive Learning Through Co-Teaching and Adaptive Courses

Initiated and Scaled Co-Teaching from Zero Courses to Full Grades 9–12 Implementation in Four Years.

Over 400 students receiving Special Education or Multilingual services are enrolled in at least one co-taught or adaptive course.

All graduation requirements are offered in a co-taught ML or Special Education option.

EL Exit Rate increased from 1% (2021) to 13% (2025.)

Now that access has been achieved, the focus must shift to program evaluation and improved academic and functional outcomes for all students. This will be achieved through strong data review and decision-making frameworks as well as an emphasis on the delivery of Specially Designed Instruction.

Built a Restorative Culture that Strengthens Belonging, Relationships, and Accountability

Restorative Intervention Room (RIR) launched at both campuses August 2024, staffed by Restorative Intervention Specialist and Paraeducator.

Annually, all students participate in Welcome Week and AP Talks to understand and participate in conversation about behavior expectations. Related updates have been integrated into the Code of Conduct as well.

All staff receive training on Tier 1 Restorative Practices to be used in all spaces, including classrooms.

LTHS went from Top 20% Exclusionary Discipline to below the suspension threshold in 2025.

Out-of-school suspensions: 79 (2023-24) → 9 (2024-25) — 89% reduction in one year

RIR served 141 students across 200 events — students remain academically engaged while repairing harm.

Accountability through the RIR rather than exclusionary consequence; treatment-based approach for substance-related incidents

Student Behaviors (0–1 referrals): 92% baseline → 84.34%; target 94% — active focus

Name "Restorative Culture of Belonging" as an explicit strategic priority.

Set explicit racial disproportionality reduction targets — not just overall rates.

Sustain RIR staffing and community partnerships across the next plan cycle.



LEARN MORE AT WWW.LTHS.NET/STRATEGICPLAN



LYONS TOWNSHIP HIGH SCHOOL

GOAL THREE STRATEGIC PLAN SUMMATIVE REPORT

High-Quality, Diverse Staff: Invest in staff and culture to ensure innovation, collaboration and accountability.

Learn more



2021-2026

ACCOMPLISHMENTS Key Areas of Progress	IMPACT What did we accomplish?	EVIDENCE/METRICS How do we know?	NEXT STEPS What will we do next?
Recruiting, Hiring, Supporting, and Developing Exceptional Staff	Increased collaboration and confidence in hiring decisions. Strengthened our ability to recruit employees who reflect and support the diverse needs of our students and community. Strengthened candidate screening and interview practices.	% of Staff Diversity increased for Certified (7% in 2022 to 10% in 2026) and Non-Certified (22% in 2022 to 26% in 2026)	Continue refining recruitment strategies. Expand efforts to attract diverse candidate pools. Evaluate long-term employee retention and mentoring outcomes through Insight Interviews and other feedback mechanisms.
Supporting Employee Growth and Professional Excellence	Improved support for new employees as they transition into the district. Increased consistency across departments and employee groups. Improved access to meaningful feedback and professional development.	Staff Members Holding LBSI, ESL-Bilingual, Reading Specialist Endorsement increased from 17% in 2022 to 27% in 2026	Complete implementation of the paraeducator appraisal system. Continue refining evaluation practices based on employee feedback. Align professional learning with evaluation outcomes and district priorities.
Strengthening Staff Culture, Belonging, and Employee Voice	Strengthened relationships and collaboration across employee groups. Increased opportunities for employees to share their perspectives and help shape district initiatives. Fostered a greater sense of belonging and connection among staff members.	10% increase from 2022 to 2026 in favorable feedback regarding Feedback and Coaching (Panorama Survey)	Expand opportunities for employee engagement and feedback. Continue monitoring trends from Insight Interviews. Use employee voice to inform future strategic planning efforts.



LEARN MORE AT WWW.LTHS.NET/STRATEGICPLAN



LYONS TOWNSHIP HIGH SCHOOL

GOAL FOUR STRATEGIC PLAN SUMMATIVE REPORT

Family & Community Partnerships: Partner with families and the community to support and expand learning opportunities for all students

Learn more



2021-2026

ACCOMPLISHMENTS

Key Areas of Progress

IMPACT

What did we accomplish?

EVIDENCE/METRICS

How do we know?

NEXT STEPS

What will we do next?

Communication as an Invitation for Engagement

We streamlined communications into three consistent channels: Weekly Principal Updates, Monthly Board Brief Updates, and Quarterly Superintendent Updates.

We launched a redesigned website, resulting in clearer navigation, improved translation and accessibility tools, and quicker access to the resources most utilized.

Principal Message Open Rate (82%)
Board Brief Open Rate (65%)
Increased Social Media Presence by 20%

We will finalize implementation of a mobile app platform (e.g., ParentSquare) to improve the translation capabilities available to our audience.

We will strengthen the communication medium we currently utilize to increase accessibility and engagement.

Introduced Career Pathways (ISBE)

We expanded our approved Career Pathway course offerings.

We initiated a framework for student internships (2026-27) aligned to these pathways and grew partnerships with local businesses and organizations.

We increased visibility of these programs in the community through guest speakers, Incubator judges, and other showcases.

Addition of Career Pathways in Education, Entrepreneurial Studies, Computer Programming, Aviation and Professional Pilot, and Health Sciences (Nursing Assistant)

Pursue additional career pathways in Cosmetology, EMT, Automotive Technology and Engineering, Fashion, Radio and Television, and Culinary Arts.

Strengthen the student internship program, formalize the internship-placement system, and increase the number of students who participate in an internship experience.

Redesigned the 8th Grade to 9th Grade Transition Process

Incoming freshmen and their families now have clearer, more consistent expectations going into high school, and associate school staff have better tools to prepare students before they arrive at LT.

Enhancements to Future Freshman Night, Freshman Experience Day, Kickoff, and the Associate School RoadShow .

Continued focus on high school readiness throughout the transition process.

Grow participation in transition events and use ongoing Freshman Preparedness Survey data to identify and close remaining readiness gaps.



LEARN MORE AT WWW.LTHS.NET/STRATEGICPLAN



LYONS TOWNSHIP HIGH SCHOOL

GOAL FIVE STRATEGIC PLAN SUMMATIVE REPORT

Resource Effectiveness & Efficiencies: Allocate necessary resources to maximize educational success for all students.

Learn more



2021-2026

ACCOMPLISHMENTS

Key Areas of Progress

IMPACT

What did we accomplish?

EVIDENCE/METRICS

How do we know?

NEXT STEPS

What will we do next?

Continued Fiscal Stability

The careful and conservative financial planning in the District allowed for surplus funds to be used for Capital Projects.

The District used almost \$19.0 million of fund balance for a total investment of \$60 million in facilities renovations since 2021.

The District has been recognized for strong history of financial health and sustainability.

FY25 Fund Balance Ratio - 50.4%
State Financial Profile Score - 4/4

Continue to make responsible expenditure to revenue decisions to maintain the 50% target going forward.

Continue to present balanced budgets each fiscal year in light of evolving funding/expenditure challenges.

Renovation of Facilities (\$50 million over 3 years)

The quality of educational space is critical and has a direct impact on ensuring that our students graduate prepared for life, career, and college success.

50 million in Facilities Improvements since 2024
Annual distribution of 950 chromebooks to students as part of 1:1 device distribution program.

Continue to find additional funding sources for future projects and prioritize those projects based on community engagement and input.

Advances in Technology Utilization

Immediate access to phone services from classrooms and other spaces that previously had no phone access.

Improved student learning opportunities through use of new technology and Chromebooks.
Improved security in District facilities.

All classrooms now have phones and are utilized by staff for communication.
Annually, 950 students are provided Chromebooks when entering as Freshman and utilize them for all four years at LT.
Roughly 100 additional security cameras have been added.

Look for opportunities to integrate technology with other District systems, increasing functionality.



LEARN MORE AT WWW.LTHS.NET/STRATEGICPLAN

Data Reports

Goals One and Two: Learning

Goals Three and Four: Teaching & Partnering

Goal Five: Finance, Facilities, & Technology

Where we are? How we compare with others? How we compare over time?

What is working? Points of Pride
What is NOT working. Opportunities for Improvement.



SWOT Analysis

- **Examine the DRAFT SWOT**
- **Reflect on Data Reports and other Information**
- **As a team make collective changes to the SWOT**
- **No more than 10 Strengths, 10 Weaknesses, 10 Opportunities, 10 Threats**





Pause and Reflect



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

Learners Today. **Leaders Tomorrow.**



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

Learners Today. **Leaders Tomorrow.**



ORIENTATION OUTCOMES

*Our first step toward
refreshing our strategic plan.*



VIRTUAL: ZOOM

[Click to Join Meeting](#)

DATE: AUGUST 26

TIME: 6:00 – 8:00 PM

OUTCOME



**Learn about the need
for strategic planning.**

ACTIVITY



ACTIVITY 5: Why It Matters

Explore the importance of
strategic planning for our
students and our future.



REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER.

IT'S ABOUT RENEWING OUR DIRECTION.



Need for Strategic Planning Transformation

- Education is rapidly changing.
- School districts must establish a clear direction.
- Alignment is essential. Connections. Coherence.
- Resources are limited.
- Evidence and impact guides decision making.
- Stakeholders expect transparency and accountability.
- Create continuity and sustainability.
- Improves student outcomes





Laying the Foundation for Transformational Change in Education

Are we preparing students for our past—or their future?

Improvement = Doing what we currently do better.

Innovation = Finding new ways to achieve better results.

Transformation = Rethinking what we do, why we do it, and what is possible.





★ CREATE AN EXTRAORDINARY HIGH SCHOOL EXPERIENCE



What would we change if our goal were not simply to improve high school—
but to **create an extraordinary learning experience for every student?**

FROM

TO



COMPLIANCE



OWNERSHIP

Students take responsibility and lead their learning.



PASSIVE LEARNING



ACTIVE, ENGAGED LEARNING

Students participate, collaborate, create and think deeply.



ONE-SIZE-FITS-ALL



PERSONALIZED PATHWAYS

Students have choice and multiple routes to their future.



LEARNING SUBJECTS



SOLVING AUTHENTIC PROBLEMS

Students apply learning to real-world challenges that matter.



SCHOOL AS THE CLASSROOM



SCHOOL + COMMUNITY + WORKPLACE

Learning connected to community partners, real-world experiences and future opportunities.



EARNING CREDITS



DEMONSTRATING READINESS FOR LIFE

Students demonstrate knowledge, skills, character and experiences that prepare them for what's next.

IMAGINE A HIGH SCHOOL WHERE...



**EVERY STUDENT IS
KNOWN.**

- Strong relationships
- Belonging and inclusion
- Mentoring and support
- Safe and caring



**EVERY STUDENT IS
ENGAGED.**

- Relevant and meaningful
- Student voice and choice
- Authentic problem solving
- Real-world connections



**EVERY STUDENT IS
FUTURE-
READY.**

- Academic excellence
- Essential skills and mindsets
- Career and college readiness
- Multiple pathways

WHY TRANSFORMATIONAL CHANGE IN PUBLIC EDUCATION MATTERS



The world students are entering **has changed faster** than the system designed to prepare them.



1 THE TRADITIONAL MODEL WAS BUILT FOR A DIFFERENT ERA.



Many structures—age-based grades, fixed schedules, isolated subjects, seat time, and standardized pathways—were designed for efficiency and consistency, not for personalization, creativity, collaboration, or student ownership.

2 STUDENTS NEED DIFFERENT CAPABILITIES FOR THEIR FUTURE.



Academic knowledge remains essential, but graduates also need critical thinking, problem-solving, communication, collaboration, adaptability, technological fluency, creativity, and resilience.

3 ENGAGEMENT MUST BECOME A CENTRAL MEASURE OF SUCCESS.



Students learn more deeply when they see purpose in their learning, have meaningful choices, build strong relationships, and can connect school to their lives and futures.

4 EQUITY REQUIRES MORE THAN IMPROVING THE EXISTING SYSTEM.



Persistent achievement, opportunity, attendance, and belonging gaps suggest that simply doing today's work better will not be enough. Sometimes the system itself must be redesigned.

5 TECHNOLOGY AND AI ARE CHANGING LEARNING AND WORK.



Schools must move beyond asking, "How do we use new technology in our current classrooms?" toward asking, "What should learning look like now?"

6 THE DEFINITION OF STUDENT SUCCESS IS EXPANDING.



Test scores matter, but they are not the entire outcome. Schools must prepare students to learn, think, create, contribute, lead, and thrive.

7 CONTINUOUS IMPROVEMENT IS NO LONGER ENOUGH IN SOME AREAS.



Improvement asks, "How can we make what we do better?" Transformation asks the bigger question: "If we were designing public education today for the students and world of tomorrow, what would we create?"



Transformation is not about changing schools for the sake of change.

It is about redesigning the student experience so every learner is prepared for the world as it is becoming.

THE DISTINCTION THAT MATTERS

IMPROVEMENT



Doing what we currently do **BETTER**.



INNOVATION



Finding **NEW WAYS** to achieve better results.



TRANSFORMATION



Rethinking **WHAT WE DO**, **WHY WE DO IT**, and **WHAT IS POSSIBLE**.

ARE WE PREPARING STUDENTS FOR OUR PAST—OR **THEIR FUTURE?**



BOLD LEADERSHIP. INSPIRED LEARNING. BRIGHTER FUTURES FOR **ALL**.



SOLDWEDEL
CONSULTING, LLC

www.soldwedelconsulting.com

STRATEGIC MANAGEMENT

Moving From a Strategic Plan to a Strategic Way of Leading

**BOLD VISION.
FOCUSED ACTION.
BETTER RESULTS.
BRIGHTER FUTURES
FOR ALL.**



Strategic planning asks:
Where are we going and
how will we get there?



Strategic management asks:
How do we continuously align our leadership,
people, resources, processes, and decisions
to achieve the future we have envisioned?



THE SHIFT



FROM:
A strategic plan we
periodically create
and report on.



TO:
A strategic organization that continuously
learns, aligns, acts, measures, and improves.



STRATEGIC MANAGEMENT IS NOT AN EVENT. IT IS HOW WE LEAD THE ORGANIZATION EVERY DAY.



CLEAR DIRECTION
We know where
we are going.



FOCUSED PRIORITIES
We focus on the
right things.



ENGAGED PEOPLE
We empower and
develop our people.



EVIDENCE & IMPACT
We use data to drive
better decisions.



COLLABORATION
We work together
to achieve more.



BETTER RESULTS
We create lasting
impact for students.

The background of the slide features a collection of light-colored wooden blocks, some of which are stacked. Many of the blocks have a dark grey arrow printed on their top surface, pointing in various directions. A prominent blue line, resembling a path or a route, is drawn across the blocks, starting from the left and winding its way towards the right side of the frame. The overall composition suggests a journey or a process of building something step-by-step.

Strategic Management: The Bigger Picture of Strategic Planning

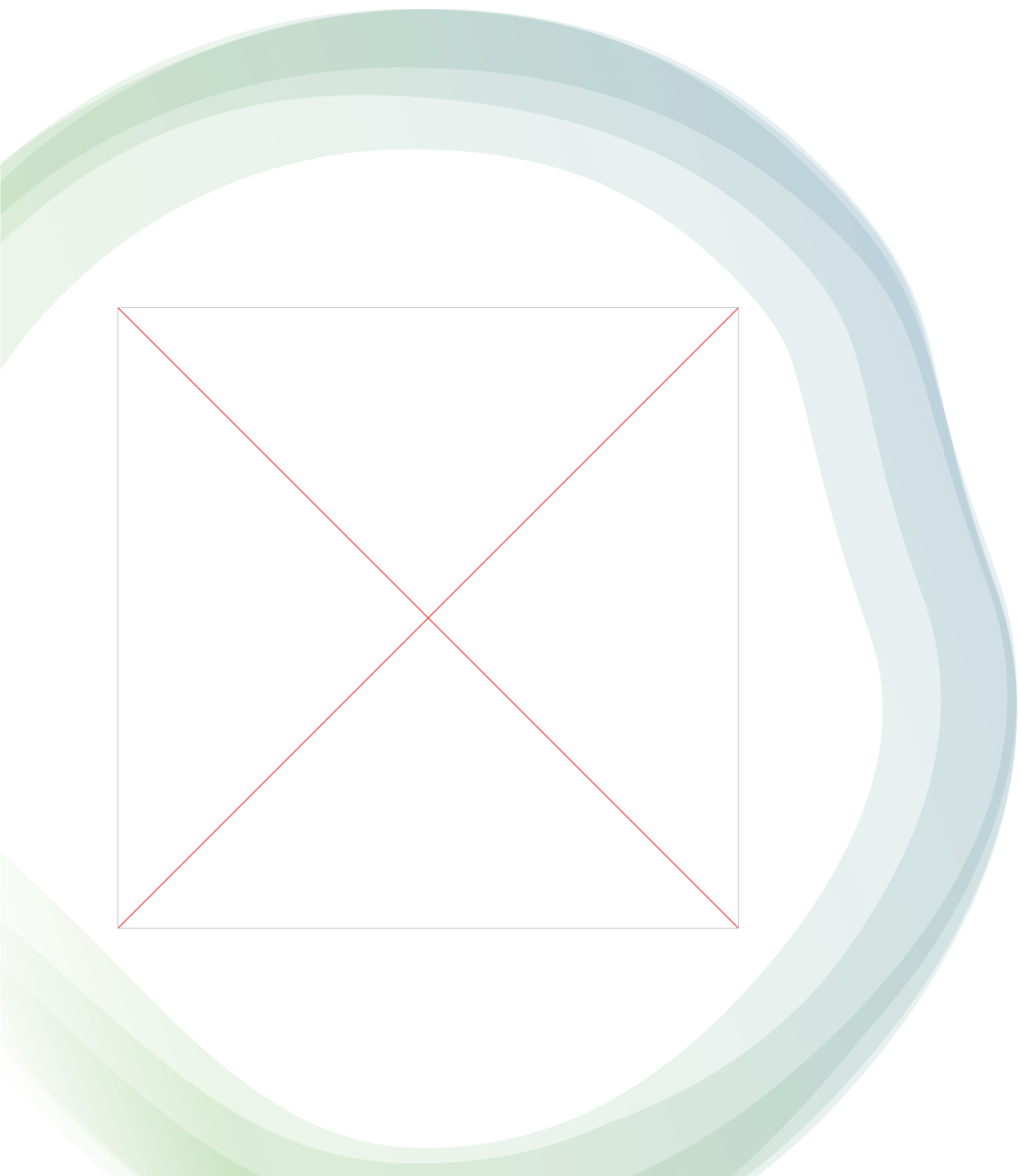
- Strategic planning is an event. Strategic management is an ongoing process.
- A strategic plan is a document. A strategic management system is a culture.
- The real challenge begins after the plan is approved and implementation begins.

Strategic Planning	Strategic Management
Creates the roadmap	Guides the journey
Defines priorities	Aligns the entire organization
Establishes goals	Executes goals
Develops strategies	Monitors implementation
Identifies measures	Analyzes performance
Produces a plan	Creates a management system
Often occurs every 3–5 years	Occurs every day

Strategic Management answers a much larger set of questions:

- How will we implement our plan?
- How will we align our resources?
- How will we monitor progress?
- How will we report progress?
- How will we know whether our strategies are working?
- How will we adjust when circumstances change?
- How will we sustain improvement over time?





A strategic plan is a document.

A strategic management system is a culture.

- **A strategic plan asks: *"What is our destination?"***
- **Strategic management asks: *"How do we ensure that we arrive there?"***



**SOLDWEDEL
CONSULTING, LLC**
From Vision to Results
Through Continuous Improvement

DOING THINGS RIGHT BEFORE DOING THE RIGHT THINGS



*Excellence in execution matters. But **alignment to what matters most** matters more.*

DOING THINGS RIGHT

Focus on **HOW** we work.



EFFICIENCY

We follow processes and procedures.



ACCURACY

We minimize errors.



CONSISTENCY

We do things the same way every time.



COMPLIANCE

We meet requirements and standards.



PRODUCTIVITY

We get more done.

*These are important.
They help us do our work well.*

THERE IS A DIFFERENCE.

If we focus only on doing things right,
we risk achieving the wrong results.



DOING THE RIGHT THINGS

Focus on **WHY** and **WHAT** we do.



CLARITY OF PURPOSE

We focus on our mission, vision, and values.



STRATEGIC PRIORITIES

We focus on what matters most for students and our future.



MEANINGFUL IMPACT

We measure what makes a difference.



WISE ALLOCATION

We invest our time, talent, and resources where it counts.



SUSTAINABLE RESULTS

We create results that last and improve lives.

*These determine our impact.
They move us toward our future.*



LEADERSHIP SEQUENCE THAT MATTERS

1. DOING THINGS RIGHT → 2. DOING THE RIGHT THINGS

First, build the discipline to execute well.

Then, align that discipline to what matters most.



DON'T JUST DO THINGS.

- Busy is not the same as productive.
- Activity is not the same as impact.
- Doing things right without doing the right things is wasted effort.



START WITH THE RIGHT QUESTIONS.

- What is our purpose?
- What outcomes matter most for students?
- What should we stop, start, and continue?
- How will we know we are making a difference?



THEN MOVE TO ACTION.

- Align our goals, strategies, and actions.
- Engage our people and build capacity.
- Monitor progress, learn, and adjust.
- Celebrate impact and continue improving.

Doing things right is how we work.

Doing the right things is why we exist.



**FOCUSED LEADERSHIP.
STRATEGIC ACTION.
BRIGHTER FUTURES FOR ALL.**



Pause and Reflect



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ORIENTATION OUTCOMES

*Our first step toward
refreshing our strategic plan.*



VIRTUAL: ZOOM
[Click to Join Meeting](#)

DATE: AUGUST 26
TIME: 6:00 – 8:00 PM

OUTCOME



**Create a bold vision
for tomorrow.**

ACTIVITY



ACTIVITY 6: Our Aspirations

Imagine what is possible for
our students, our schools,
and our community.

» **REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER.** | **IT'S ABOUT RENEWING OUR DIRECTION.** »

***"The best way to
predict the future
is to create it." —***

**Often attributed to
Peter Drucker**





A school district
vision is not
just a
statement—*it is a
unifying force
that shapes
culture, strategy,
and student
success over
time.*



BOLD

Future-focused

Aspirational

Student-Centered

Inclusive

Innovative

Action-Oriented

BOLD	Meaning
B	Brave enough to challenge the status quo
O	Opportunity-focused and open to new possibilities
L	Learner-centered in every decision
D	Driven by a clear purpose and a commitment to excellence



Transforming High Schools

Traditional High School	Transformed High School
Teacher-centered instruction	Student-centered learning
One-size-fits-all learning	Personalized learning
Memorization of content	Application of knowledge
Passive learning	Active learning
Isolated subjects	Interdisciplinary learning
Limited student voice	Student choice and ownership
Grades as the primary measure of success	Multiple measures of student growth
College preparation	College, career, and life readiness

Some of the most common areas of high school transformation include:

Future Ready
Learning

Student
Ownership of
Their
Learning

Flexible
Pathways

Authentic
Learning
Experiences

Belonging
and Equity

Technology
and
Innovation

THE FUTURE OF EDUCATION

— A Bold Vision. Five Big Promises. Endless Possibilities. —



Our future is not something that happens to us. It is something we design together.



1 LEARN DIFFERENTLY

Learning that is personalized, flexible, and designed around how students learn best.

1 ∞

Learning Without Limits

Learning becomes challenging, relevant, engaging, flexible, how meaningful for every student.

2 Person with star

Student Agency & Ownership

Students own their goals, choices, learning, progress, and future.

3 Location pin with path

Personalized Pathways

Students have multiple ways to learn, demonstrate mastery, and pursue their interests and aspirations.

4 Clock

Mastery Over Seat Time

Progress is based on demonstrated learning rather than time spent in class.



2 BELONG & THRIVE

Every student is known, valued, supported, and empowered to thrive.

5 Two people

Every Student Known, Valued & Belonging

Every student has meaningful relationships, feels safe, and knows they matter.

6 Mountain with flag

Purpose, Passion & Possibility

Students discover who they are, what matters to them, and how their talents can impact the world.



3 PREPARE FOR TOMORROW

Students graduate ready to thrive in a changing world with choices and confidence.



Future-Ready Graduates

Students leave with the knowledge, skills, character, and confidence to thrive in an unpredictable future.



Human Skills in an AI World

Creativity, empathy, communication, collaboration, curiosity, and ethical judgment are our greatest advantages.



Multiple Pathways to Success

Students have meaningful options for college, careers, entrepreneurship, service, and beyond.



4 CONNECT TO THE WORLD

Learning is connected to real people, real places, and real impact.

10 Three people

Community Without Walls

Families, businesses, organizations, and partners are active in students' learning and success.

11 Globe

Learning Beyond the Classroom

The world becomes the classroom through experiences, internships, travel, and global connections.

12 Heart with hands

Learning for Impact

Students use what they learn to solve real problems, create meaningful products, and improve communities.



5 CREATE WHAT'S NEXT

We innovate, empower people, and build a system that keeps getting better.

13 Lightbulb

Innovation With Purpose

Technology, AI, and new learning models are used intentionally to expand what's possible for students.

14 Three people

Empowered Educators

Educators are designers, collaborators, innovators, learners, and leaders.

15 Circular arrows

A System Built to Continuously Reinvent Itself

We anticipate change, experiment, learn, adapt, and constantly improve for the future.



If we were designing education today for the world our students will inherit tomorrow, what would we **keep**, what would we **change**, and what would we **create** that does not yet exist?



BOLD IN OUR VISION.



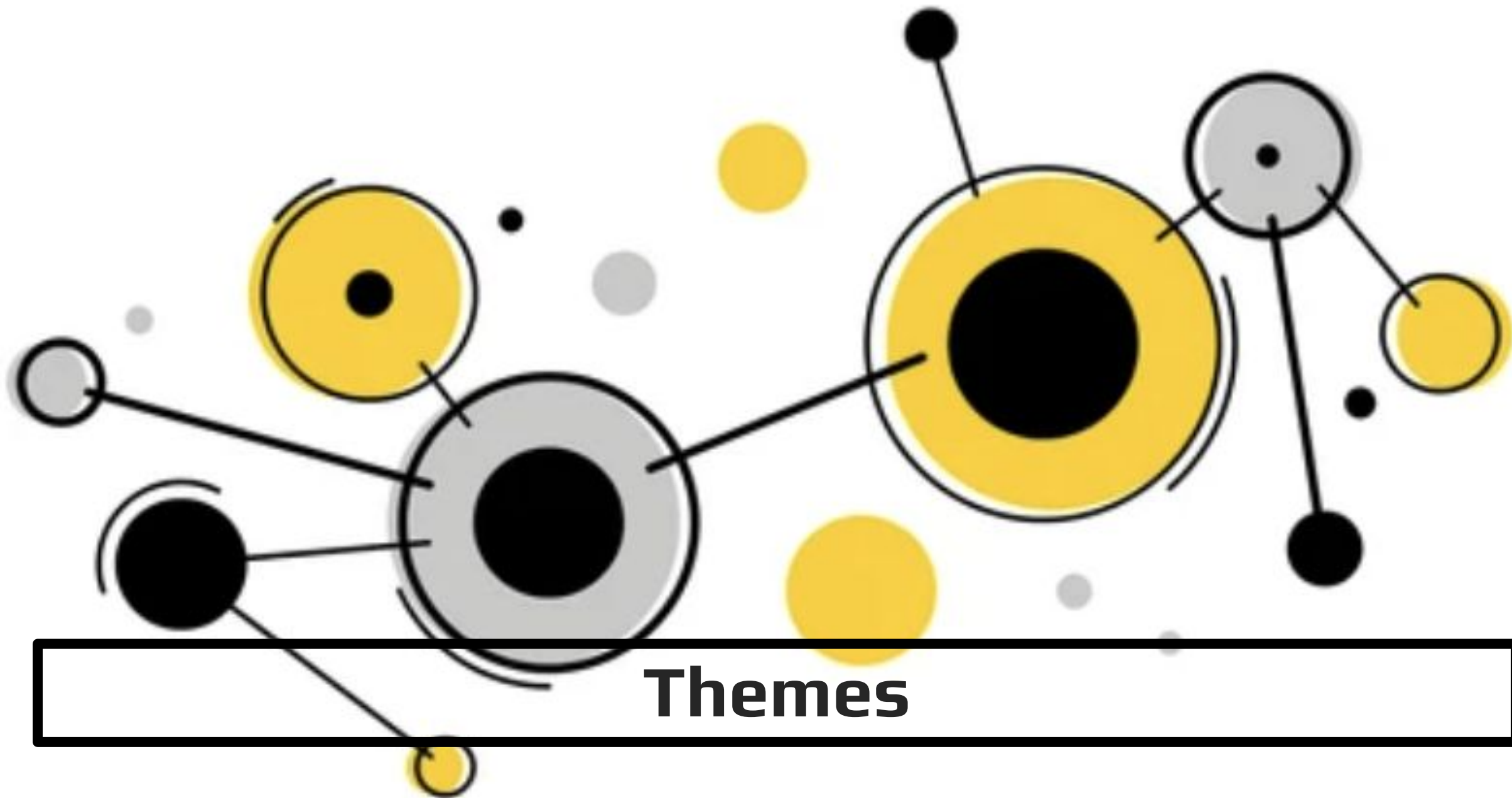
COURAGEOUS IN OUR ACTION.



BOUNDLESS IN OUR IMPACT.



TOGETHER, WE SHAPE WHAT'S NEXT.



Themes

A theme doesn't tell us exactly what we will do. It tells us what we believe should matter in our future. That makes themes powerful during visioning because they help a group move from hundreds of individual voices to a small number of shared ideas about the future.





Pause and Reflect



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204
Learners Today. **Leaders Tomorrow.**



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204

Learners Today. **Leaders Tomorrow.**



ORIENTATION OUTCOMES

*Our first step toward
refreshing our strategic plan.*



VIRTUAL: ZOOM
[Click to Join Meeting](#)

DATE: AUGUST 26
TIME: 6:00 – 8:00 PM

OUTCOME



**Preview visioning and
strategic plan survey.**

ACTIVITY



**ACTIVITY 7: Develop an understanding
of the vision surveys and how they
will be used in our process.**

» **REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER. | IT'S ABOUT RENEWING OUR DIRECTION.** »

Staff, Student, Parent Vision Surveys

Lyons Township High School Student Vision Survey

Thank you for taking the time to provide your feelings into the district's strategic planning process. As part of the process, we will be envisioning a future for our school district. Currently our vision is *"to ensure all students graduate prepared for life, career, and college success."* The vision for a school system can and often does change over time. As a school system evolves, its needs, priorities, and understanding of its community's needs can shift, necessitating adjustments to its vision to remain relevant and effective. How will we be different in 2032? We need your opinion. We are asking you to take the time to provide your opinion related to a series of visioning questions.

Answering these questions will provide our strategic plan team with the collective thinking of every one of our stakeholders to expand that vision. Please answer **Yes, Somewhat, No, or Uncertain** to each question. Results will not be individually reported. Results will only be collectively reported. There are three open-ended questions at the end.

Response	Definition
Yes	The statement is consistently true or evident in the high school experience.
Somewhat	The statement is partially true or inconsistent across students, programs, schools, or experiences.
No	The statement is generally not true or not adequately evident in the high school experience.
Uncertain	The respondent does not have enough information, experience, or confidence to answer the question accurately.

Category 1: Student Success & Future Readiness

Question	Yes	Somewhat	No	Uncertain
Do you feel the high school prioritizes students' academic, social-emotional, and career readiness development?	☐	☐	☐	☐
Do you believe students are developing the skills needed for success after high school?	☐	☐	☐	☐
Do you feel students are being prepared for college, careers, military service, trades, and life responsibilities?	☐	☐	☐	☐
Do students have meaningful opportunities to explore career interests and future pathways?	☐	☐	☐	☐
Do you feel students are developing the confidence and independence needed for adulthood?	☐	☐	☐	☐
Do you believe students graduate with the knowledge and skills necessary to thrive in a rapidly changing world?	☐	☐	☐	☐

Lyons Township High School Parent Vision Survey

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Category 1: Student Success & Future Readiness

Question	Yes	Somewhat	No	Uncertain
Do you feel the school district prioritizes students' academic, social-emotional, character, and life development?	☐	☐	☐	☐
Do you feel the school district equips students with the skills needed for college, careers, and life success?	☐	☐	☐	☐
Do you believe students are developing critical-thinking, communication, collaboration, and problem-solving skills?	☐	☐	☐	☐
Do you feel your student is being prepared for a rapidly changing and technology-driven future?	☐	☐	☐	☐
Do you feel your student is developing independence, responsibility, and confidence?	☐	☐	☐	☐
Do you understand how the school district defines and measures student success?	☐	☐	☐	☐

Lyons Township High School Staff Vision Survey

Thank you for taking the time to provide your feelings into the district's strategic planning process. As part of the process, we will be envisioning a future for our school district. Currently our vision is *"to ensure all students graduate prepared for life, career, and college success."* The vision for a school system can and often does change over time. As a school system evolves, its needs, priorities, and understanding of its community's needs can shift, necessitating adjustments to its vision to remain relevant and effective. How will we be different in 2032? We need your opinion. We are asking you to take the time to provide your opinion related to a series of visioning questions.

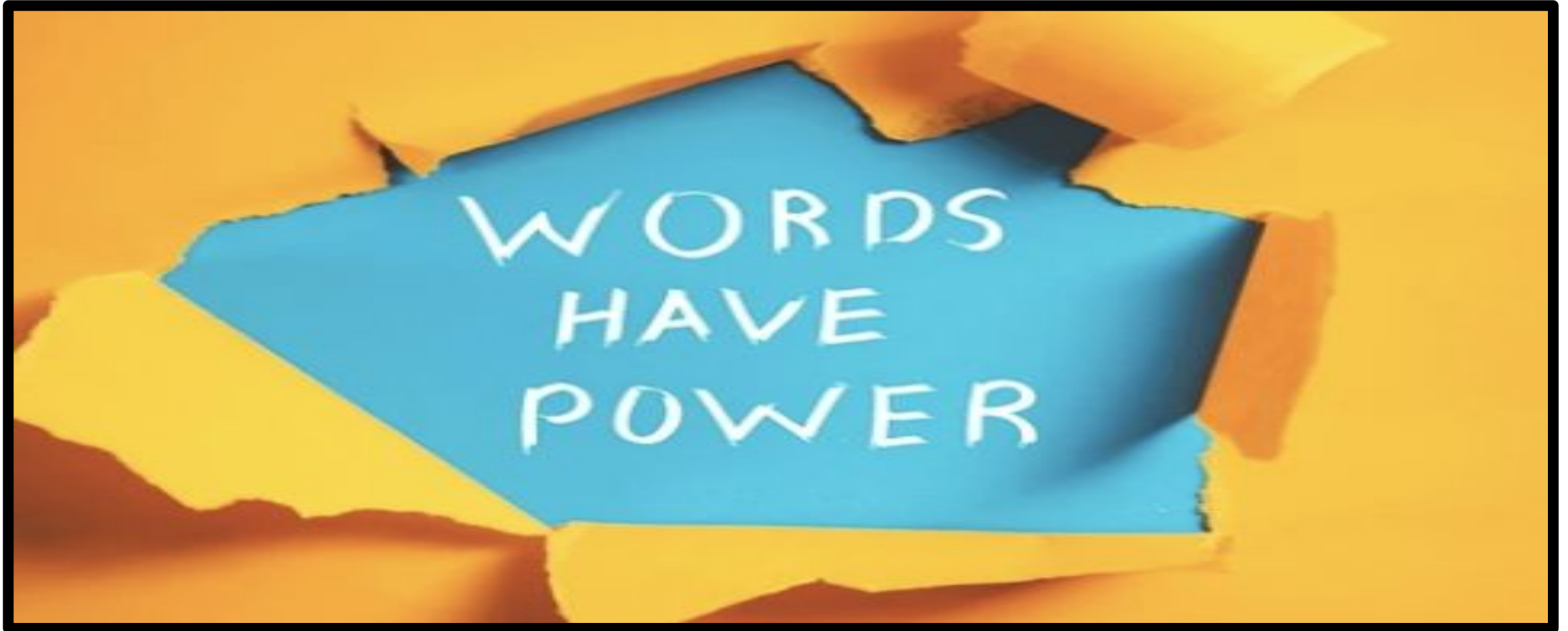
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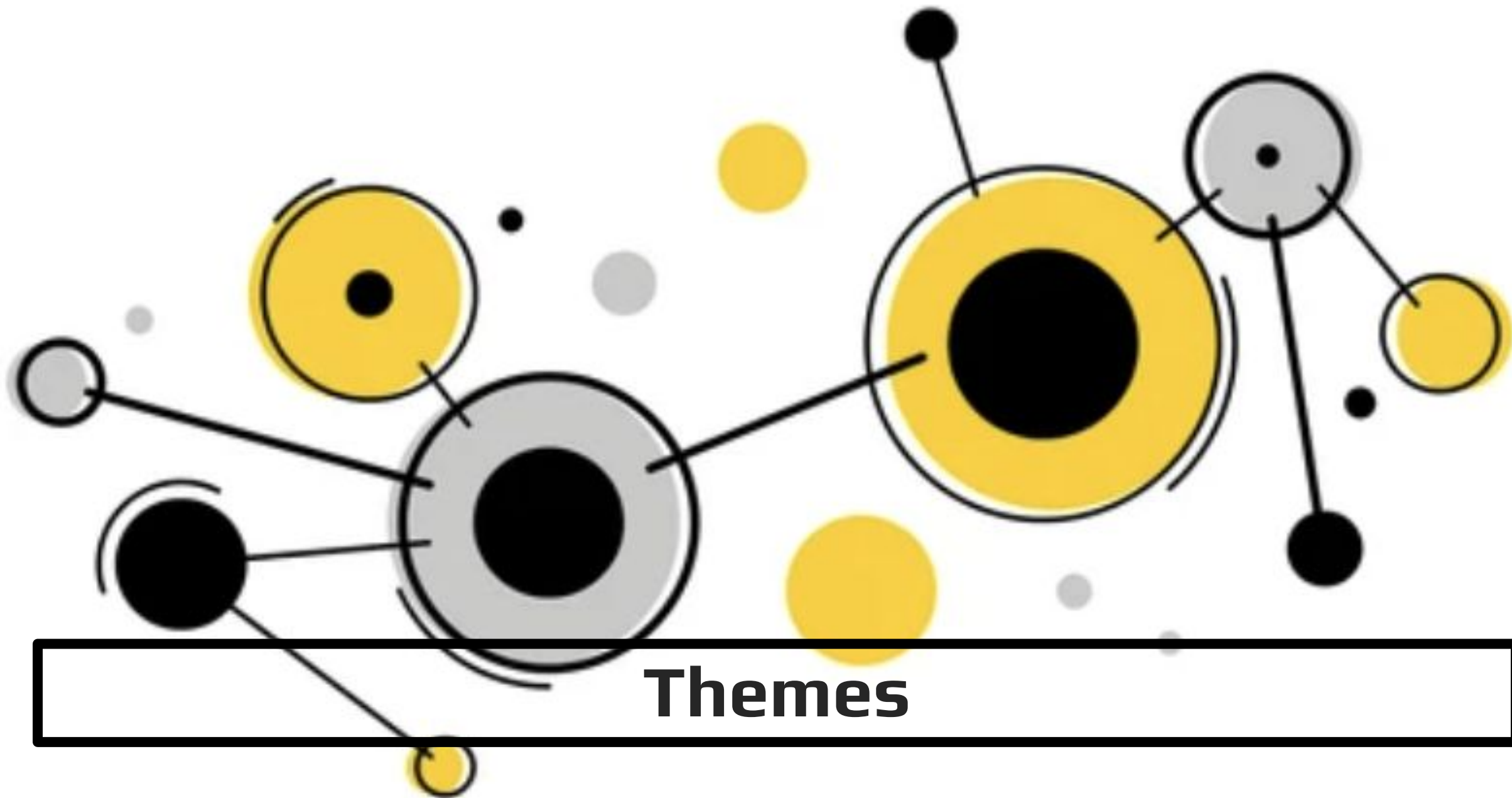
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Category 1: Student Success & Future Readiness

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Do you feel the high school prioritizes students' academic, social-emotional, and career readiness development?	☐	☐	☐	☐
Do you believe students are developing the skills needed for success after high school?	☐	☐	☐	☐
Do you feel students are being prepared for college, careers, military service, trades, and life responsibilities?	☐	☐	☐	☐
Do students have meaningful opportunities to explore career interests and future pathways?	☐	☐	☐	☐
Do you feel students are developing the confidence and independence needed for adulthood?	☐	☐	☐	☐
Do you believe students graduate with the knowledge and skills necessary to thrive in a rapidly changing world?	☐	☐	☐	☐

**What did we learn from the vision surveys
to help us update our Bold Vision for
Tomorrow?**





Themes

A theme doesn't tell us exactly what we will do. It tells us what we believe should matter in our future.



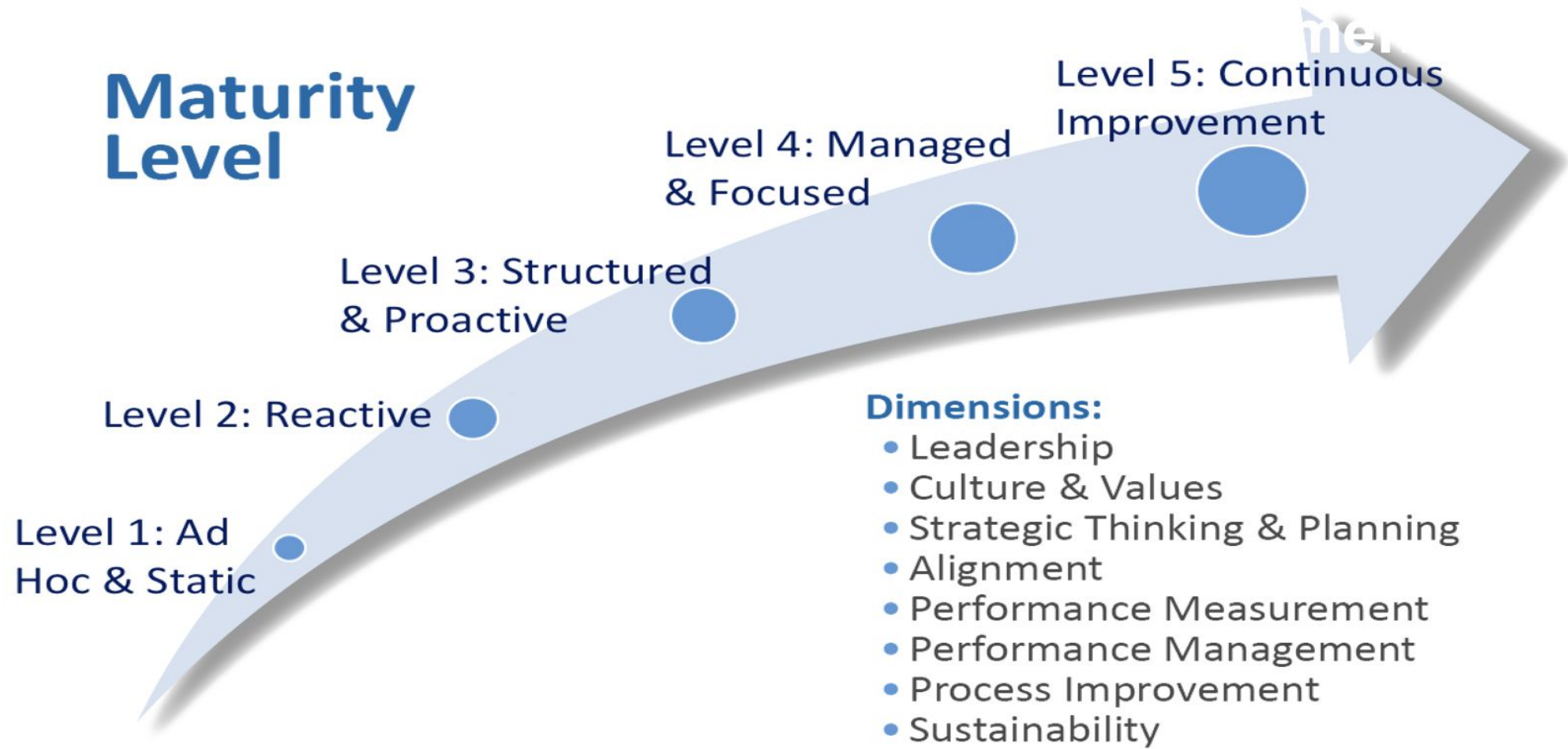
Strategic Management Survey

Board of Education, Management Team, Building Leaders, Union Leaders, Parent Leaders, Community Partners, District Leadership Team, School Leadership Teams, Teacher Leaders

Eight Dimensions of a Strategic Management System



Maturity Level



DIMENSION	Fall 2024 N= 54	Jan 2022 N=8	Difference +46
Leadership	3.60	3.25	Grew 0.35
Culture & Values	3.90	2.50	Grew 1.40
Strategic Thinking & Planning	3.83	1.38	Grew 2.45
Alignment	3.31	2.50	Grew 0.81
Performance Measurement	3.73	1.88	Grew 1.85
Performance Management	3.31	2.63	Grew 0.68
Process Improvement	3.10	1.62	Grew 1.48
Sustainability	3.40	1.50	Grew 1.90

What did we learn from the Strategic Management Survey to help us update our Bold Vision for Tomorrow?





Pause and Reflect



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ORIENTATION OUTCOMES

*Our first step toward
refreshing our strategic plan.*



VIRTUAL: ZOOM
[Click to Join Meeting](#)

DATE: AUGUST 26
TIME: 6:00 – 8:00 PM

OUTCOME



**Preview the Data Retreat
and close with appreciations.**

ACTIVITY



ACTIVITY 8: Looking Ahead.

Preview the Data Retreat agenda
and assignments and
share appreciations.



REFRESHING OUR STRATEGIC PLAN ISN'T ABOUT STARTING OVER.

IT'S ABOUT RENEWING OUR DIRECTION.



Next Steps

- Share **Outcomes** of the Orientation with stakeholders
- Identify **Themes** from the Orientation Activities
- Complete Student, Parent, Staff **Vision Surveys**
- Prepare a draft of the **BOLD Vision**
- Prepare the **Data for the Data Retreat**
- Draft the **SWOT Analysis** for the Data Retreat





#WeAreLT

DATA *Retreat*

UNDERSTAND TODAY. **PLAN BOLDLY.** CREATE TOMORROW.

A collaborative time to examine our data, celebrate our strengths, identify our challenges, and chart our course for student success.



DATE: September 24, 2026



TIME: 8:00 AM – 12:00 PM



LOCATION: Lyons Township High School

WHY OUR DATA RETREAT MATTERS



INFORMED DECISIONS

We use data to see clearly, ask better questions, and make choices that improve outcomes for every student.



SHARED PERSPECTIVES

We bring diverse voices together to understand our strengths, address challenges, and build a shared path forward.



FOCUSED PRIORITIES

We identify what matters most so our goals, strategies, and resources are aligned for maximum impact.



ACCOUNTABILITY TOGETHER

We hold ourselves to high standards and commit to measurable progress for our students and community.



STRONGER FUTURE

Our deliberate work today creates opportunities, expands potential, and builds a legacy of excellence.

OUR FOCUS AREAS

- ✓ Student Achievement & Learning Environment
- ✓ Family & Community Partnerships
- ✓ High Quality Staff
- ✓ Stewardship of Resources: Finances & Facilities

Look at the Data. Learn Together. Lead the Way.



COLLABORATE. • ANALYZE. • PLAN. • ACT. • SUCCEED.

When we understand our data, we empower every student to thrive.



District website:

<https://www.lths.net/board-of-education1122/strategic-plan>

Board Home

Board Agendas / Minutes

Board Briefs

Board Members

Board Policy Manual

Freedom of Information Act
Request for Documents

General Agenda Information

Strategic Plan

OUR COMMUNITY'S STRATEGIC PLAN

Excellence, Innovation, Empowerment

In June, 2022, the Lyons Township High School District 204 Board of Education adopted a long-term, comprehensive Strategic Plan. The Strategic Plan was developed with engagement from our entire school community, and identified past performance, core values, needs, and future trajectory for the district. On this page, you will find an overview of the five goals that make up our community's Strategic Plan, a District scorecard used to help measure progress. Our tradition of academic excellence will continue to be at the heart of all that we do to foster *innovation* and cultivate student empowerment for a strong future.

Got a question? 🙋

Let's find the answer together!



Pause and Reflect



LYONS TOWNSHIP HIGH SCHOOL DISTRICT 204
Learners Today. **Leaders Tomorrow.**



SOLDWEDEL CONSULTING, LLC

Building Leadership Systems That Transform Schools and Improve Outcomes for Every Student



Perry Soldwedel

Leadership. Systems. Results.
Better Futures for Students.



OUR MISSION

We empower school leaders to build high-performing systems that transform vision into action, develop leadership at every level, and improve outcomes for every student.



OUR VISION

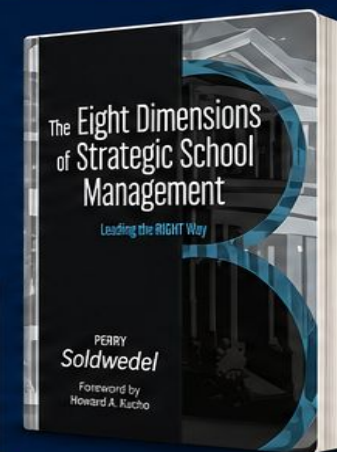
Every school district becoming a model of continuous improvement where visionary leadership, disciplined execution, and a relentless focus on students create extraordinary futures.

WHAT DRIVES PERRY

- Helping leaders grow
- Making complex simple and significant
- Asking bold questions
- Learning every day
- Creating better futures for students

WHAT IS THE SOLDWEDEL DIFFERENCE

- Building leadership systems that last
- Turning vision into measurable results
- Aligning people, priorities, and resources
- Equipping leaders—not creating dependence
- Building district capacity for continuous improvement



THE EIGHT DIMENSIONS OF STRATEGIC SCHOOL MANAGEMENT

A practical guide for school leaders who want to focus on the RIGHT things and build systems that drive results.

- 1 Leadership & Governance
- 2 Performance Culture & Change Management
- 3 Strategic Thinking & Planning
- 4 Alignment & Operationalizing Strategy
- 5 Performance Reporting, Analyzing & Informing
- 6 Strategic Project & Portfolio Management
- 7 Process Improvement
- 8 Sustainability

SEE THE BOOK →



WHAT I BELIEVE

- Every student can learn at high levels.
- Clarity, alignment, and accountability drive achievement.
- Data is our flashlight, not our hammer.
- Continuous improvement is a leadership mindset.
- People, relationships, and culture are the foundation of success.
- Hope for the future: Every district can be better tomorrow than today.



WHAT I DO

Through Soldwedel Consulting, I help school districts:

- ✓ Build community-owned strategic plans
- ✓ Develop Graduate Portraits
- ✓ Align resources to strategic priorities
- ✓ Create leadership systems and dashboards
- ✓ Move from strategy to measurable results
- ✓ Build capacity for continuous improvement

I don't just deliver plans. I help build the systems and capacity to sustain results.



A PROVEN IMPACT

- Supported districts across Illinois and beyond
- Guided hundreds of leaders through strategic planning and execution
- Known for making complex ideas simple and actionable
- Helping districts create clarity, alignment, and lasting impact

STRATEGIC LEADERSHIP. SYSTEMS THAT WORK. RESULTS THAT MATTER.



104 Greencroft Dr.
Champaign, IL 61821



soldwedelconsultingllc.org



309.241.6476

BETTER LEADERS • STRONGER SYSTEMS • BRIGHTER FUTURES

A close-up photograph of four hands of different skin tones (light, medium, dark, and medium-dark) all giving a thumbs-up gesture. The hands are arranged in a row, with the thumbs pointing upwards. The background is blurred, showing parts of people's clothing. The text "THANKS to the Refresh Strategic Plan Team" is overlaid in white, bold, sans-serif font at the bottom of the image.

**THANKS to the
Refresh Strategic Plan Team**