D94
Learning. Leading. Living.

Strategic Plan

Quarterly Community Update

October 2026

WEST CHICAGO COMMUNITY HIGH SCHOOL
Celebrating 100 Years

FROM THE SUPERINTENDENT

Our Strategic Plan is taking shape in classrooms, programs, and partnerships across District 94. This quarterly update highlights measurable progress toward our five strategic goals and shares the next steps as we continue building a stronger future for every Wildcat. Thank you for your continued partnership and support as we move this important work forward together.

Dr. Kurt Johansen
Superintendent

01 Student Growth & Achievement

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

Key Progress This Quarter

- Identified three building-wide instructional focuses: building student background knowledge, integrating "oracy," speaking and listening strategies, and developing cross-curricular literacy skills
- Professional Learning Teams are writing and revising Common Formative Assessments and learning how to analyze data from CFAs
- A "Guiding Coalition" of faculty leaders completed a SWOT analysis of our current PLT implementation
- Professional Development Committee is designing teacher-led professional learning sessions focused on assessment writing, data use, and high-leverage instruction. New faculty completed training on building background knowledge in September and Common Formative Assessments in October.
- Administered the PreACT 8/9 to freshmen & the PreACT to juniors

Next Steps

- Targeted Professional Development:
  - Faculty-led sessions aligned to Question 2
  - Deepening understanding of PLC practices
  - Developing Guiding Coalition knowledge and role
  - Continuing specialized PLC training for new faculty
- Focus on PLC Question 2: "How do we know if they learned it?"
  - Implementing District criteria and data protocols for CFAs
  - Writing, administering, and analyzing CFAs
- Data Review:
  - Reviewing PreACT data and planning future instruction
  - 9th & 11th graders completing self-reflection on PreACT data

02 Student Sense of Belonging & Accountability

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

Key Progress This Quarter

- Created a team that meets weekly to improve student supports and interventions through MTSS
- Reviewing current clubs and activities to better align with student interests
- Continuing to practice and review school safety procedures
- Updating attendance measures to align with the state's new reporting system (Chronic Truancy to Consistent Attendance)
- Sharing attendance data with departments and providing weekly updates to students, staff, and families

Next Steps

- Establish criteria for student supports & interventions
- Survey students about their interest in clubs and sports
- Use the 5-Star app to gain accurate sport & club attendance
- Host Safety Week focused on school safety topics and practices
- Monitor and communicate department attendance and daily attendance
- Implement Attendance Incentive Program

03 Employee Sense of Belonging & Accountability

Goal Focus: Nurture a workplace where employees feel connected, motivated, and accountable.

Key Progress This Quarter

- The retention rate goal for high-performing certified employees is 89.4%. The focus is staff recognition, employee support, and consistent HR practices.
- The goal for licensed employees with advanced degrees is 59.5%. Efforts focus on clarifying graduate coursework requirements, salary advancement procedures, and tuition reimbursement opportunities.
- Conducting stay interviews with 22 staff members representing a cross-section of employee groups across the district. Volunteers have been identified.
- Designated categories to compare 5Essentials data with Panorama to establish a consistent through line for measuring changes in staff perceptions over time

Next Steps

- Collect data from the stay interviews and mentor meeting feedback, along with the creation of process documents for consistent practice to continue to increase retention
- Check ELIS records for completed degrees that have not yet been recorded, and remind employees how to update their credentials.
- Review stay interview data with the committee at the next meeting on November 5, 2026
- In the category of Collaborative Teachers, we will determine how to reconcile the data between the two surveys.

04 Communication, Engagement, & Partnerships

Goal Focus: Partner with families and the community to provide all learners with support and real-world experiences.

Key Progress This Quarter

- Reached 45.5% of the 2026–27 GoFan ticket sales goal as of October
- Established Parent University, with sessions on vaping and school refusal. First bilingual session scheduled for October 29, with childcare available.
- Conducting targeted phone and email outreach to families of students earning Ds or Fs to encourage Parent-Teacher Conference participation
- Began curriculum alignment with District 33 to provide eligible Leman students the opportunity to earn high school Spanish credit by the end of 2026–27
- Developed a Marketing & Communications Strategy centered on three priorities: Tell the WeGo Story, Strengthen the WeGo Brand, and Enhance the Digital Experience
- Developed the District 94 Brand Kit to promote consistent branding and communication

Next Steps

- Promote athletic teams and upcoming events through social media
- Promote Parent University sessions through school communications and targeted family outreach
- Continue District 33 collaboration on SNS1 curriculum alignment and coordinate middle school visits to observe high school instruction
- Launch a WCCHS Instagram account and develop a year-round storytelling calendar highlighting students, staff, and programs
- Advance the district website redesign to improve accessibility, navigation, and user experience
- Continue the CHSD94 Review & launch quarterly Strategic Plan updates

05 Fiscal Stewardship & Resource Alignment

Goal Focus: Commit to effective operations and use of resources to align with the district's focus on student success.

Key Progress This Quarter

- FY26 Audit: Working with auditors to complete the annual audit
- EL Resources: Added a Family Liaison, allocated EL staffing and expanded parent engagement.
- Staff Compensation: Implemented the new teacher CBA and reviewed health insurance enrollment, while maintaining the District's salary and benefit target.
- Financial Transparency: Development of ClearGov financial reporting
- Work Orders: Reinforced electronic work order procedures with staff and achieved over 90% completion rates for FMX and IT requests.
- Space Utilization: Reviewed classroom usage (most above 80%) and collaborated with architects and construction managers to plan additional classrooms

Next Steps

- FY26 Audit: Complete audit by November; target financial recognition score of 3.5 or higher.
- EL Resources: Expand parent engagement and align resources with EL needs
- Staff Compensation: Maintain salaries and benefits at the 70% target through intentional Appendix A and B staffing and compensation decisions
- Financial Transparency: Launch the ClearGov Transparency page on D94 website.
- Work Orders: Maintain completion rates over 90% while continuing to improve responsiveness and staff confidence in systems.
- Space Utilization: Evaluate building space and advance planning for the CNA and Incubator classrooms