

Strategic Planning Update

February Board of
Education Meeting



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

- **ACADEMIC ACHIEVEMENT** - *Improve equity and overall student achievement while providing the necessary level of support to ensure academic success among all student subgroup populations.*
 - Benchmark Testing & Intervention - STAR/Freckle Pilot with 45 9th grade students this year.
 - Next Year – Implementing STAR testing for all 9th grade students in English and Math. Analyzing data with teachers and determining how to use it.
- **PATHWAYS** - *With student input, enhance the overall student day and year through reimagining the daily schedule, course offerings, electives, periods in the day, extra-curricular activities, and other afterschool and summer learning opportunities.*
 - New Courses for 23-24 – Welding 1, Heritage Spanish 1, Hon/AP Psychology
 - New Courses for 24-25 – Cosmetology 1, Welding 2 & 3, Financial Algebra 2, Heritage Spanish 2
- **ARTICULATION** - *Improve communication, collaboration, and alignment with all PK-8 feeder elementary districts to ready all students for high school.*
 - Focus on Personal Responsibility & Growth Mindset pieces of Student Portrait
 - Signage posted around CCHS and all feeders
 - Class meetings, morning announcements, Terrier Time discussions

Provide students a personal pathway to a productive future.

Goal 1 KPIs	22-23	23-24	Target	Definitions of KPIs
Graduation Rate	80%	82.3% on track after Sem 1	86%	% of students graduating in 4 years
Grade Point Average	60.5%	Semester 1 – 62%	Maintain/Improve	% of students earning at least a 2.75 GPA in their courses per semester
9th Grade on Track	84%	87.5% of freshmen passed all classes in Sem1	88%	% of freshmen passing 5 credits
SAT English	30%	33% of sophomores (69/208) scored 490 or better on the PSAT10 in 22-23	No Target Set	% of students 540 or above in SAT Math
SAT Math	25%	27% of sophomores (56/208) scored 490 or better on the PSAT10 in 22-23	No Target Set	% of students 540 or above in SAT English
AP/CTE/DC/Hon Enrollment	62%	74.8%	Maintain/Improve	% of students enrolled in adv courses

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

Re-imagine opportunities to advance student life skills, address student emotional needs, and improve student behaviors and attendance.

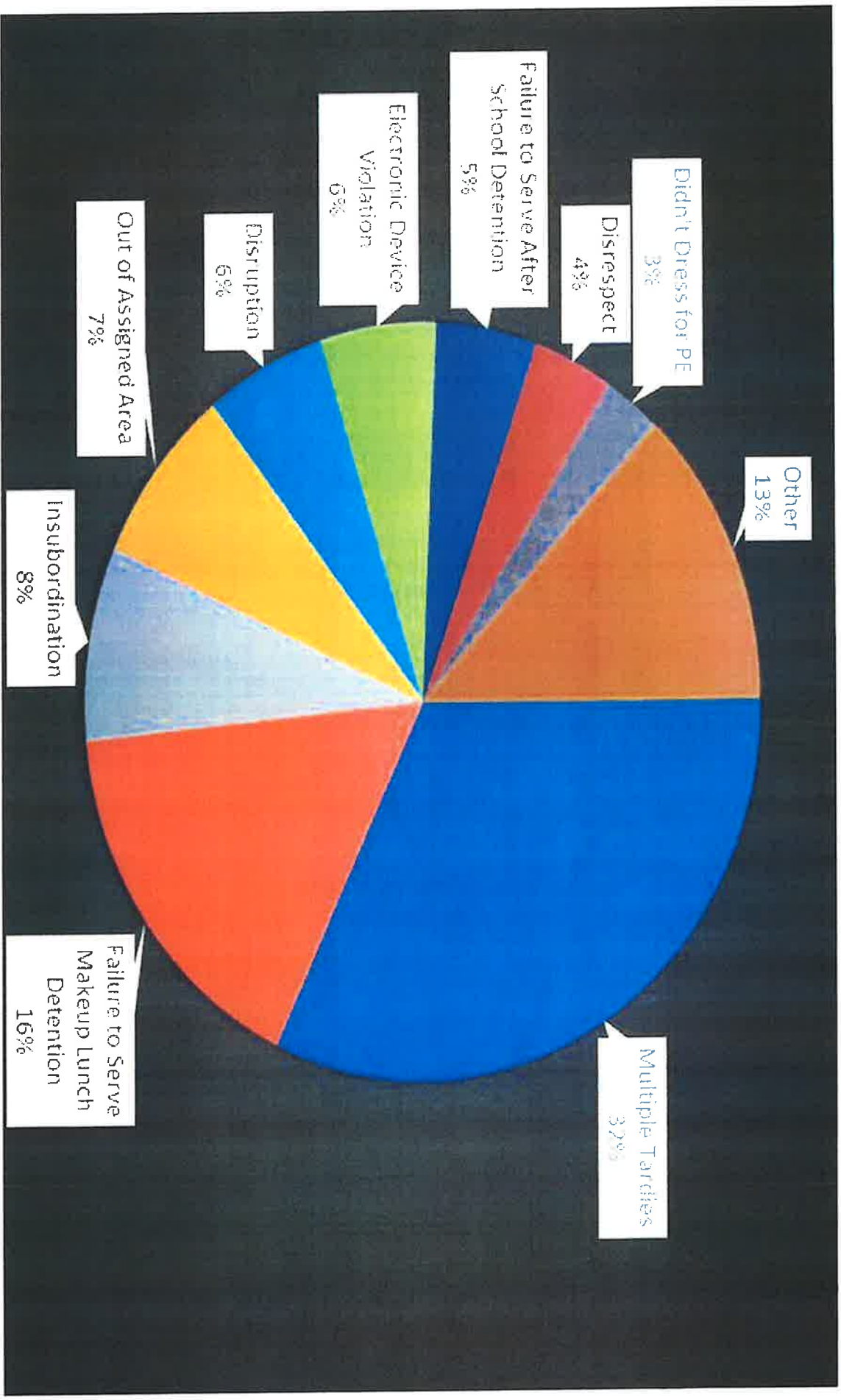
- Terrier Time
 - Provide professional development to staff to increase awareness and understanding of the social emotional and behavioral needs of students.
- PBIS
 - Develop/Implement a school wide system to reward students on a monthly, quarterly and semester basis.
 - Develop/Implement a process to reward Tier 2/3 students on behavior and attendance improvements.
- Other Supports
 - Institute a Freshman Support Program.
 - Expand Freshman Orientation
 - Increase Freshman Mentors involvement by them meeting monthly with freshman during Terrier Time.
 - Monitor and implement current/new policies and procedures in regards to discipline and attendance.
 - Develop/Implement an After-school Program.
 - Develop/Implement an Alternative to Suspension Program.

Goal 2 KPI's		22-23	23-24	Targets	Definitions of KPI's
Attendance	68.3%	73.2%	70%	% of students at or above 91% attendance	
Tardiness	81.5%/81.6%	82%	Maintain/ Improve	% of students with zero tardy referrals per semester	
Student Behaviors	77.8%	86%	80%	% of students with 5 or less referrals for the year	
Discipline Referrals	5899	3520	< 5900	total number of behavior referrals	
ISS	1596	548	< 1450	number of In-School Suspension (ISS)	
OSS	115	12	< 58	number of Out of School Suspension (OSS)	
ASP	(New KPI)	43	Baseline Year	number of Alternative Suspension Program(ASP)	

2023-24 School-Wide Goals Progress (1st Semester)

- **Grade Point Average (GPA) – 60% of students earn a 2.75 GPA or higher in Semester 1**
 - 562 students earned a 2.75 GPA or higher in Semester 1 = 61%
- **Attendance – 70% of students at or above 90% attendance rate**
 - Attendance – 70% of students at or above 90% attendance rate
 - 73.2 students at or above 90% attendance rate
- **Disciplinary Referrals – Less than 5900 referrals**
 - Current – 3520 Referrals
 - Pace – 42/Day, 7300 Total
- **Tardies – Less than 8000 tardies**
 - Current – 5179
 - Pace – 61.7/Day 10790 Total

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Alternative Suspension Program

	17-18	18-19	19-20	20-21	21-22	22-23	23-24 SEM 1	23-24 PACE
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ISS	1104	1200	1118	21	2011	1596	548	1096
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OSS	140	49	38	5	87	115	12	24
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ASP							43	86
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After-School Detention Implementation

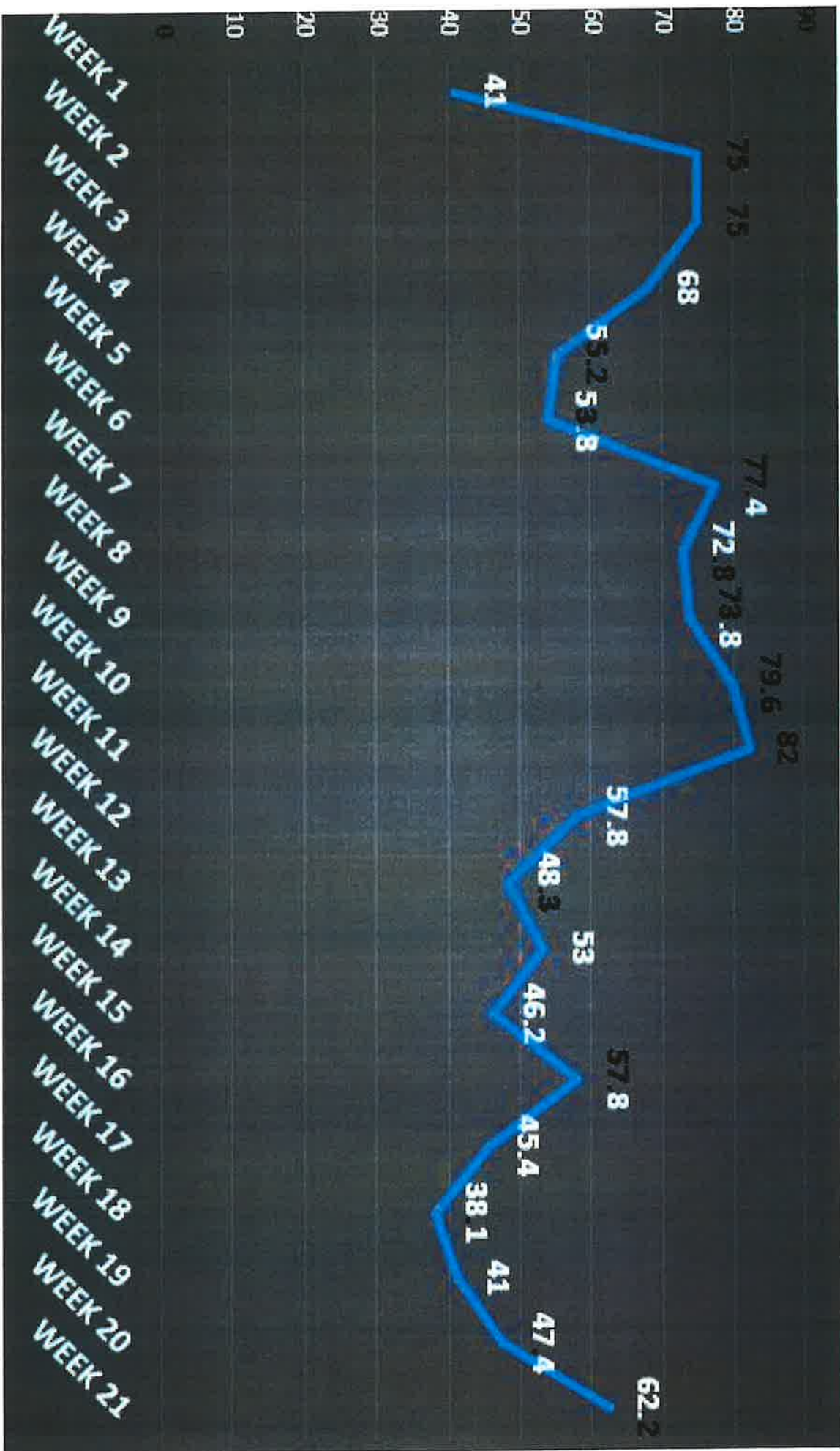
- 517 After School Detentions issued
- 347 ASD served
- 170 Failure to Serve ASD resulted in ISS

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Student Behaviour Referral Data (1st semester)

- **711 students had 0 behavior referrals (65%)**
- **122 students had 1 referral (11%)**
- **115 students had 2-5 referrals (10%)**
- **150 students had 6 or more referrals (14%)**

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

- *Strengthen workplace diversity, competencies, collaboration, and satisfaction to continue to retain high quality staff.*
- *Enrich certified staff professional learning that leads to innovation and project based, real world learning that is responsive to student voice and choice*
 - Developed and launched Terrier Spotlight to highlight our faculty and staff including recognition on social media, throughout our building, and present them with Terrier gear.
 - Researched digital application programs and are currently in the process of transitioning our job postings to Frontline AppliTrack which will allow potential candidates to view and apply digitally to our job openings.
 - Launched Illinois Affinity Group Network a network designed to support and retain teachers of color.
 - Enhance our New Teacher Orientation programming to focus on support through mentoring and peer-to-peer observations.

Goal 3 KPI's		22-23	23-24	Targets	Definitions of KPI's
Staff Demographics - Admin	40%	40%	Maintain/Improve	% of non-white administrators (demographic gaps)	
Staff Demographics - Faculty	6%	7%	Maintain/Improve	% of non-white teachers	
Staff Demographics - Staff	28%	28%	Maintain/Improve	% of non-white staff	
Faculty Retention	97%	TBD	90%	% of teachers returning (excluding retirements)	
Faculty Performance Evaluation	98%	TBD	100%	% of teachers with Proficient or Excellent	
Staff Exit Survey	100%	TBD	100%	% of employees that receive an exit survey when they leave the district	

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

- Strengthen relationships and satisfaction with families.
 - Hosted our second Community Meet and Greet/Open House in August (400 individuals and 150 families attended.)
 - Held Parent Teacher Conferences in October and increased attendance
 - Second semester conferences scheduled for first time this March
 - Freshman parent orientation held February 13
- Enhance life, college, and career readiness exchanging resources with SIU, JALC, SIH, and other community businesses and partners.
 - Launched SIH Career Exploration Program every Thursday during Terrier Time
 - CCHS will continue to plan and expand the CCHS Job Fair during the 2023-24 school year by preparing more students to attend and recruiting more employers to participate.

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Goal 4 KPI's	22-23	23-24	Targets	Definitions of KPI's
Parent 5Essentials Completion	27.0%	TBD	Maintain/ Improve	% of parents completing 5Essentials
Donations Received	\$63,162	\$105,405	\$100,000	\$ raised by Foundation
Job Fair Community Partners	(New KPI)	TBD	Baseline Year	Number of Community Partners at the Job Fair
Parent Access to Infinite Campus	(New KPI)	57.8%	>50%	% of parents/guardians who have logged into IC
Parent Teacher Conference Attendance	16%	Oct 17.3% (167)	> 16%	% of families that make an appointment for Parent Teacher Conferences

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

- IT/Maintenance Help Desk
 - Our IT and maintenance departments have been working diligently to ensure that all tickets are resolved in a timely manner to keep us on pace to hit our targets this year
- Health Life Safety Compliance
 - The District is 100% complete with our 10 – year HLS projects and will be in compliance until 2026
- Cleanliness of Facility
 - Our custodial staff is staying vigilant with completing one of the most important jobs in the District, which is making sure we have a clean and presentable facility by adapting to the needs of the District and being consistent. Our survey results have increased by 14% year-over-year

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Goal 5 KPI's	22-23	23-24	Targets	Definitions of KPI's
Days Cash on Hand	274	TBD	200	days CCHS can meet operating expenditures
Financial Profile - Overall Rating	4	TBD	3.54	overall financial profile rating
Maintenance Help Desk	72%	68%	75%	% of Maintenance Help Desk tickets completed in 5 days
IT Help Desk	89%	91%	90%	% of IT Help Desk tickets completed in 3 days
Custodial Cleanliness	2.92	3.32	3.0	overall cleanliness survey results out of 5
Life Safety Compliance	85%	100%	100%	% of Life Safety Requirements met
Material Audit Findings	0	TBD	0	Number of Material Audit Findings