

# Findings of the Willow Springs District 108 Setting Direction Retreat

## Mission

- |  |  |   |
|--|--|---|
| <ul style="list-style-type: none"> <li>Cultivate an inclusive community empowering students to develop a curiosity of learning, discover their interests, and become lifelong learners.</li> </ul> | <ul style="list-style-type: none"> <li>Empower a community of learners to become successful citizens, critical thinkers, and problem solvers.</li> </ul> | <ul style="list-style-type: none"> <li>Empower students to discover their interests, develop strong ethical character, and grow in their love of learning.</li> </ul> |
|--|--|---|

**Facilitator Consensus Recommendation:** Empower a community of learners to develop a curiosity of learning, discover their interests, and become successful lifelong learners.

## Motto

- |  |  |  |
|--|--|--|
| <ul style="list-style-type: none"> <li>Where a Love of learning grows</li> </ul> | <ul style="list-style-type: none"> <li>Where a Love of learning grows</li> </ul> | <ul style="list-style-type: none"> <li>Where a Love of learning grows</li> </ul> |
|--|--|--|

**Facilitator Consensus Recommendation:** Where a Love of learning grows every day!

## Vision: North Star

- |   |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>We work together providing skills, knowledge, and resources ensuring an innovative and engaged environment for excellence in education.</li> </ul> | <ul style="list-style-type: none"> <li>We work together to provide skills, knowledge, and resources to ensure an innovative and inclusive environment for excellence in education.</li> </ul> | <ul style="list-style-type: none"> <li>We work together to provide skills, knowledge, and resources to ensure an innovative and engaged environment for excellence in education.</li> </ul> |
|---|---|---|

**Facilitator Consensus Recommendation:** We work together to provide skills, knowledge, and resources to ensure an innovative and engaged environment for excellence in education.

## Student Portrait

- |   |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>Critical thinking &amp; Problem solving</li> <li>Adaptable &amp; Resilient</li> <li>Responsible &amp; Accountable</li> <li>Ethical Character</li> <li>Self-Motivated</li> <li>Empowered &amp; Self-Sufficient</li> <li>Healthy, Happy &amp; Confident</li> </ul> | <ul style="list-style-type: none"> <li>Critical Thinkers &amp; Problem Solver</li> <li>Adaptable &amp; Resilient Learner</li> <li>Responsible &amp; Accountable Citizen</li> <li>Ethical &amp; Moral Character</li> <li>Self-Motivated Learner</li> <li>Empowered &amp; Self-Sufficient Individual</li> <li>Healthy, Happy &amp; Confident Student</li> </ul> | <ul style="list-style-type: none"> <li>Critical Thinkers &amp; Problem Solver</li> <li>Adaptable &amp; Resilient Learner</li> <li>Responsible &amp; Accountable Citizen</li> <li>Ethical &amp; Moral Character</li> <li>Self-Motivated &amp; Empowered Learner</li> <li>Healthy, Happy &amp; Confident Student</li> </ul> |
|---|---|---|

**Facilitator Consensus Recommendation:** Students possess the knowledge, skills, character, and mindsets that they need to thrive in life.

- Critical Thinker & Problem Solver

- **Adaptable & Resilient Human Being**
- **Responsible & Accountable Citizen**
- **Ethical & Moral Character**
- **Self-Motivated & Empowered Learner**
- **Healthy, Happy & Confident Individual**

## Adult Portrait

- |   |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>• Approachable &amp; Trusting Role Responsible Model</li> <li>• Student-Centered Lifelong Learner</li> <li>• Equity Advocate</li> <li>• Inclusivity Champion</li> <li>• Dedicated Professional</li> <li>• Empowering Collaborator</li> <li>• Perseverant &amp; Patient Educator</li> <li>• Real World Relevance</li> </ul> | <ul style="list-style-type: none"> <li>• Approachable &amp; Trusting</li> <li>• Student-Centered &amp; Lifelong Learner</li> <li>• Equity Advocate &amp; Inclusivity Champion</li> <li>• Dedicated Professional &amp; Effective Collaborator</li> <li>• Perseverant &amp; Patient Professional</li> </ul> | <ul style="list-style-type: none"> <li>• Approachable &amp; Trusting Role Responsible Model</li> <li>• Student-Centered Lifelong Learner</li> <li>• Equity Advocate</li> <li>• Inclusivity Champion</li> <li>• Dedicated Professional</li> <li>• Empowering Collaborator</li> <li>• Perseverant &amp; Patient Communicator</li> </ul> |
|---|---|---|

**Facilitator Consensus Recommendation: Adults use these attributes to assist all students be successful.**

- **Approachable & Trusting Role Model**
- **Student-Centered & Lifelong Learner**
- **Equity Advocate & Inclusivity Champion**
- **Dedicated Professional & Effective Collaborator**
- **Perseverant & Patient Communicator**

## District Portrait

- |  |   |   |
|--|---|---|
| <ul style="list-style-type: none"> <li>• Put Students First</li> <li>• Value Students, Staff, &amp; Families</li> <li>• Foster Ethical &amp; Trusting Relationships</li> <li>• Empower Diversity &amp; Individual Differences</li> <li>• Develop a Sense of Community &amp; Belonging</li> <li>• Promote Consistent Policies, Procedures, &amp; Practices</li> </ul> | <ul style="list-style-type: none"> <li>• Put Students First</li> <li>• Value Students, Staff, &amp; Families</li> <li>• Develop Ethical &amp; Trusting Relationships</li> <li>• Respect Diversity &amp; Individual Differences</li> <li>• Real World Relevance</li> <li>• Develop a Sense of Community &amp; Belonging</li> <li>• Promote Consistent Policies, Procedures, &amp; Practices</li> </ul> | <ul style="list-style-type: none"> <li>• Value Students, Staff, &amp; Families</li> <li>• Value Ethical &amp; Trusting Relationships</li> <li>• Value Diversity &amp; Individual Differences</li> <li>• Value Real World Relevance</li> <li>• Value a Sense of Community &amp; Belonging</li> <li>• Promote Consistent Policies, Procedures, &amp; Practices</li> </ul> |
|--|---|---|

**Facilitator Consensus Recommendation: The district embraces these attributes to support employees in assisting all students to be successful.**

- **Relationships & Collaboration**
- **Equity, Diversity & Inclusion**

- **Responsibility & Accountability**
- **Empathy & Respect**
- **Critical Thinking & Problem Solving**

## Core Values

- **Relationships & Collaboration**
- **Equity, Diversity & Inclusion**
- **Responsibility & Accountability**
- **Empathy & Respect**
- **Critical Thinking & Problem Solving**

- **Relationships & Collaboration**
- **Equity & Diversity**
- **Responsibility & Accountability**
- **Empathy & Respect**
- **Critical Thinking & Problem Solving**


- **Relationships & Collaboration**
- **Equity & Diversity**
- **Responsibility & Accountability**
- **Empathy & Respect**
- **Critical Thinking & Problem Solving**

**Facilitator Consensus Recommendation: D87 Core Values express the principles and beliefs that guide our behaviors and actions in realizing mission, vision, and goals.**

- **Relationships & Collaboration**
- **Equity, Diversity & Inclusion**
- **Responsibility & Accountability**
- **Empathy & Respect**
- **Critical Thinking & Problem Solving**

Scroll down to see revised Preferred Future Statement

# Willow Springs District 108 Preferred Future Statement

Mission		Motto
<p>Empower a community of learners to develop a curiosity of learning, discover their interests, and become successful lifelong learners.</p>		<p>Where a <b>Love</b> of learning grows every day!</p>
<p><b>Vision - We work together to provide skills, knowledge, and resources to ensure an innovative, engaged, and inclusive environment for excellence in education.</b></p>		
Student Portrait	Adult Portrait	District Portrait
<p>Students possess the knowledge, skills, character, and mindsets that they need to thrive in life.</p> <ul style="list-style-type: none"> <li>• Critical Thinker &amp; Problem Solver</li> <li>• Adaptable &amp; Resilient Human Being</li> <li>• Responsible &amp; Accountable Citizen</li> <li>• Ethical &amp; Moral Character</li> <li>• Self-Motivated &amp; Empowered Learner</li> <li>• Healthy, Happy &amp; Confident Individual</li> </ul>	<p>Adults use these attributes to assist all students be successful.</p> <ul style="list-style-type: none"> <li>• Approachable &amp; Trusting Role Model</li> <li>• Student-Centered &amp; Lifelong Learner</li> <li>• Equity Advocate &amp; Inclusivity Champion</li> <li>• Dedicated Professional &amp; Effective Collaborator</li> <li>• Perseverant &amp; Patient Communicator</li> </ul>	<p>The district embraces these attributes to support employees in assisting all students to be successful.</p> <ul style="list-style-type: none"> <li>• Relationships &amp; Collaboration</li> <li>• Equity, Diversity &amp; Inclusion</li> <li>• Responsibility &amp; Accountability</li> <li>• Empathy &amp; Respect</li> <li>• Critical Thinking &amp; Problem Solving</li> </ul>
<p><b>Core Values: These Core Values will guide our behaviors and actions.</b></p>		
<p>Relationships &amp; Collaboration Equity, Diversity &amp; Inclusion Responsibility &amp; Accountability Empathy &amp; Respect Critical Thinking &amp; Problem Solving</p>		

## Long Range Goals

<ul style="list-style-type: none"> <li>• Maximize student achievement to promote life, career, and postsecondary success.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a comprehensive, innovative education for each student to promote success through lifelong learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a comprehensive, innovative education for each student to promote life, career, and postsecondary success.</li> </ul>
--	--	--

<ul style="list-style-type: none"> <li>• Provide a safe, equitable, and high-quality environment that supports student learning.</li> <li>• Attract, support, and retain committed and effective staff and leaders.</li> <li>• Cultivate partnerships with families and the community to build trust, commitment, and respect.</li> <li>• Ensure effect, equitable, and efficient use of our resources to maximize educational opportunities for every student.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a safe and high-quality environment that supports student learning and ensures learners are socially and emotionally fulfilled.</li> <li>• Hire, develop, and retain highly effective staff to ensure innovation, responsibility, and accountability.</li> <li>• Cultivate partnerships to engage all stakeholders within the district.</li> <li>• Ensure effective and efficient use of our resources to maximize educational opportunities for every student.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a safe and high-quality environment that supports student learning and ensures learners are socially and emotionally fulfilled.</li> <li>• Engage staff and leaders and strengthen workplace pride through effective internal communication and collaboration.</li> <li>• Communicate and collaborate with families and the community to build trust, commitment, and respect.</li> <li>• Ensure effective and efficient use of our resources to maximize educational opportunities for every students</li> </ul>
--	---	--

**Facilitator Consensus Recommendation: Long-Range Goal Statements set organizational focus and direction and identify what we strive to achieve over time to reach our mission and vision.**

- **Goal 1: Provide a comprehensive, innovation education for each student to promote life, career, and postsecondary success.**
- **Goal 2: Provide a safe, equitable, and high-quality environment that supports student learning and ensure learners are socially and emotionally fulfilled.**
- **Goal 3: Attract, hire, develop, and retain committed and effective staff and leaders.**
- **Goal 4: Cultivate partnerships with families and the community to build trust, commitment, respect, and engagement.**
- **Goal 5: Ensure effective, equitable, and efficient use of our resources to maximize educational opportunities for every student.**

## Suggested Changes to Presented Indicators and Measures

Teams reviewed the suggested indicators and measures. Teams understood that the Indicators and Measures suggested are critical to ensuring SMART Goals. The final list of indicators and measures will be recommended by the superintendent and approved by the board.

**Facilitator Consensus Recommendation:**

Goal One:

**Facilitator Consensus Recommendation:**

Goal Two:

<ul style="list-style-type: none"><li>Kindergarten readiness</li><li>State Assessments in ELA and Mathematics</li><li>Annual growth targets in ELA and Mathematics</li><li>Reading at Grade Level entrance to intermediate and middle school</li><li>No. of 8<sup>th</sup> grade students enrolled in Algebra</li><li>9<sup>th</sup> Grade on Track</li><li>High School Readiness Course Placement</li><li>English Language Proficiency</li><li>Grade Point Average middle school</li><li>5E Ambitious Instruction</li></ul>		<ul style="list-style-type: none"><li>Student Enrollment</li><li>Attendance/Chronic Absenteeism</li><li>Class Size</li><li>Student Behaviors Data</li><li>Demographic Diversity Data</li><li>5E Supportive Environment</li><li>Student Engagement</li><li>Survey Participation Rates</li><li>Mobility Data</li><li>Extra-Curricular Participation</li></ul>	
<b>Facilitator Consensus Recommendation:</b> <b>Goal Three:</b> <ul style="list-style-type: none"><li>Staff Enrollment by Diversity</li><li>Staff Education</li><li>Staff Retention</li><li>Staff Attendance</li><li>Staff Performance Evaluation</li><li>National Board-Certified</li><li>Staff Satisfaction 5E Survey</li><li>Staff Exit Survey</li><li>Salaries &amp; Benefits</li><li>Professional Development</li><li>Bilingual Certification</li></ul>		<b>Facilitator Consensus Recommendation:</b> <b>Goal Four:</b> <ul style="list-style-type: none"><li>Parent Attendance/ Conferences</li><li>Volunteerism</li><li>Parent Satisfaction</li><li>External Community Satisfaction</li><li>Parent Use of Digital Reporting</li><li>Community Engagement</li><li>No. of Community Partners</li><li>Survey Participation Rates</li><li>Middle school service-learning opportunities</li></ul>	
<b>Facilitator Consensus Recommendation:</b> <b>Goal Five:</b> <ul style="list-style-type: none"><li>Fund Balances</li><li>Expenditures</li><li>Equalized Valuation/Tax Rate</li><li>State Financial Profile</li><li>Operating &amp; Instructional Expense</li><li>Audit Findings</li><li>Grant/Other Resources</li><li>Space Utilization</li><li>Life Safety Compliance</li><li>Long-Range Facility Plan on Track</li><li>Safety and Security</li></ul>			
<b>Strategies for Action</b>			
<ul style="list-style-type: none"><li>Student achievement results</li><li>Ambitious Instruction</li><li>Student social and emotional needs</li></ul>	<ul style="list-style-type: none"><li>21<sup>st</sup> century curriculum</li><li>Student achievement results</li><li>Special education</li></ul>	<ul style="list-style-type: none"><li>Student academic performance/readiness</li><li>Achievement gaps</li><li>Student social and emotional needs</li></ul>	

<ul style="list-style-type: none"> <li>• Chronic Absenteeism</li> <li>• Staff and Substitute shortages</li> <li>• Employee morale</li> <li>• Engage community knowledgeable about district performance</li> <li>• Involved families</li> <li>• Use of time and space/overcrowding</li> <li>• School lunches</li> </ul>	<ul style="list-style-type: none"> <li>• Student social and emotional needs</li> <li>• Low-income learner supports</li> <li>• Employee morale</li> <li>• Engaged community</li> <li>• Involved families</li> <li>• Use of space</li> <li>• Long range facility plan</li> </ul>	<ul style="list-style-type: none"> <li>• Learner support system</li> <li>• Culture of learning</li> <li>• Employee morale (salaries, benefits, satisfaction, pride, shortages)</li> <li>• Involved and satisfied families</li> <li>• Engaged community</li> <li>• Long range facility plan (space, overcrowding, security, 21<sup>st</sup> century instruction)</li> <li>• Equitable funding streams</li> </ul>
--	--	---

**Facilitator Consensus Recommendation: Strategies address the gaps in the goals that need immediate attention to move the district to a high level of performance.**

**Goal 1 Strategies:**

- Clearly define and communicate 21<sup>st</sup> century PK-8 learning outcome, readiness expectations and success criteria to students, their families, and all educators.
- Improve student performance in reading and mathematics and close achievement gaps in state identified student populations.

**Goal 2 Strategies:**

- Improve learning and social emotional needs through student voice, engagement, belonging, responsibility, motivation, and satisfaction.
- Impact student success through better use of time, schedule, interventions, and enrichments.

**Goal 3 Strategies:**

- Improve employee morale through salaries, benefits, professional development, leadership opportunities, voice, and satisfaction.
- Enhance staff performance using technology, innovation, content resources, Instructional strategies, and data to drive decision-making.

**Goal 4 Strategies:**

- Provide opportunities for families and the community to understand student, school, and district performance to improve transparency and enhance opportunities/expectations for partnerships.
- Improve family and community pride, perceptions, and satisfaction.

**Goal 5 Strategies:**

- Ensure equitable, efficient, and effective use of resources.
- Develop and execute a long-range facility plan to address security, space, 21<sup>st</sup> century learning and teaching practices, facility upgrades.

## OUR GOALS AND STRATEGIES

Goal One: Student Growth & Achievement	Goal Two: Learning Environment & Supports	Goal Three: High-Quality, Diverse Staff	Goal Four: Family & Community Partnerships	Goal Five: Resource Effectiveness & Efficiencies
<i>Provide a comprehensive, innovation education for each student to promote life, career, and postsecondary success.</i>	<i>Provide a safe, equitable, and high-quality environment that supports student learning and ensure learners are socially and emotionally fulfilled.</i>	<i>Attract, hire, develop, and retain committed and effective staff and leaders.</i>	<i>Cultivate partnerships with families and the community to build trust, commitment, respect, and engagement.</i>	<i>Ensure effective, equitable, and efficient use of our resources to maximize educational opportunities for every student.</i>
<b>Goal 1: Key Performance Indicators</b> <ul style="list-style-type: none"> <li>Kindergarten readiness</li> <li>State Assessments in ELA and Math</li> <li>Annual growth targets in ELA and Mathematics</li> <li>Reading at Grade Level</li> <li>No. of 8<sup>th</sup> grade students enrolled in Algebra</li> <li>9<sup>th</sup> Grade on Track</li> <li>High School Readiness Course Placement</li> <li>Grade Point Average</li> </ul>	<b>Goal 2: Key Performance Indicators</b> <ul style="list-style-type: none"> <li>Student Enrollment</li> <li>Attendance/Chronic Absenteeism</li> <li>Class Size</li> <li>Student Behaviors Data</li> <li>Demographic Diversity Data</li> <li>SE Supportive Environment</li> <li>SE Ambitious Instruction</li> <li>Student Engagement</li> <li>Survey Participation Rates</li> <li>Mobility Data</li> <li>Extra-Curricular Participation</li> </ul>	<b>Goal 3: Key Performance Indicators</b> <ul style="list-style-type: none"> <li>Staff Enrollment by Diversity</li> <li>Staff Education</li> <li>Staff Retention</li> <li>Staff Attendance</li> <li>Staff Performance Evaluation</li> <li>National Board-Certified</li> <li>Staff Satisfaction SE Survey</li> <li>Staff Exit Survey</li> <li>Salaries &amp; Benefits</li> <li>Professional Development</li> <li>Bilingual Certification</li> </ul>	<b>Goal 4: Key Performance Indicators</b> <ul style="list-style-type: none"> <li>Parent Attendance/ Conferences</li> <li>Volunteerism</li> <li>Parent Satisfaction</li> <li>External Community Satisfaction</li> <li>Parent Use of Digital Reporting</li> <li>Community Engagement</li> <li>No. of Community Partners</li> <li>Survey Participation Rates</li> <li>Middle school service-learning opportunities</li> </ul>	<b>Goal 5: Key Performance Indicators</b> <ul style="list-style-type: none"> <li>Fund Balances</li> <li>Expenditures</li> <li>Equalized Valuation/Tax Rate</li> <li>State Financial Profile</li> <li>Operating &amp; Instructional Expense</li> <li>Audit Findings</li> <li>Grant/Other Resources</li> <li>Space Utilization</li> <li>Life Safety Compliance</li> <li>Long-Range Facility Plan on Track</li> <li>Safety and Security</li> </ul>
<i>Clearly define and communicate 21<sup>st</sup> century PK-8 learning outcome, readiness expectations and success criteria to students, their families, and all educators.</i>	<i>Improve learning and social emotional needs through student voice, engagement, belonging, responsibility, motivation, and satisfaction.</i>	<i>Improve employee morale through salaries, benefits, professional development, leadership opportunities, voice, and satisfaction.</i>	<i>Provide opportunities for families and the community to understand student, school, and district performance to improve transparency and enhance opportunities/ expectations for partnerships.</i>	<i>Develop and execute a long-range facility plan to address security, space, 21<sup>st</sup> century learning and teaching practices, facility upgrades.</i>
<i>Improve student performance in reading and mathematics and close achievement gaps in state identified student populations.</i>	<i>Impact student success through better use of time, schedule, interventions, and enrichments.</i>	<i>Enhance staff performance using technology, innovation, content resources, instructional strategies, and data to drive decision-making.</i>	<i>Improve family and community pride, perceptions, and satisfaction.</i>	<i>Ensure equitable, efficient, and effective use of resources.</i>