



Data Retreat Participant Handout

Data Retreat Purpose

The Data Retreat starts with existing elements, building on what is currently in place. Throughout the retreat, the strategic plan team understands a data picture of the current reality of the association. It answers the question: "Where are we now?"

The product of the retreat is the SWOT analysis that is then shared with all the stakeholder groups represented on the strategic plan team for feedback between the Data Retreat and the Vision Retreat.

Common Vocabulary

Competitive Advantage	A statement that explains what areas the association does best. It describes what you do that is unique. It is what sets you apart from others.
Customers	The direct beneficiaries or end-users of the associations' services or products.
Environmental Scan	External and internal analyses of the associations' competitive position, policies and regulations, governance, markets, capacity and capability, customers and stakeholders.
Performance Measure	Provide objective evidence aligned to indicators and measures of progress toward a strategic goal and are an analytical basis for decision-making.
Perspective	A view of organizational strategic performance through a particular "lens." Typical perspectives include financial

	stewardship, district's service, capacity for learning and growth, internal processes, etc.
Process Measure	Performance drivers measure what is happening in the system or process that produces a specific output (efficiency, quality, timelines, waste).
Stakeholders	Individuals or groups with an interest in the association, including: students, families, employees, member districts, community leaders, partners, etc.
SWOT Analysis	An acronym for Strengths, Weaknesses, Opportunities and Threats. They include inhibitors and drivers of association success.
Target	The desired level of performance for the reporting period in question.

ACTIVITY ONE: PERCEPTIONS Review	
What are we MOST PROUD about?	What are our GREATEST CHALLENGES for the Future?

ACTIVITY TWO: Learning about PERCEPTIONS of Others through:

- **5ESSENTIALS STUDENT AND TEACHER SURVEY**
- **INSIGHTeX CLIMATE SURVEY**

Strengths

INVOLVED FAMILIES
SUPPORTIVE ENVIRONMENT
SAFETY
ACADEMIC PERSONALISM
PARENT INFLUENCE AND INVOLVEMENT
STUDENT-TEACHER TRUST
PEER SUPPORT FOR ACADEMIC WORK AND RELATIONSHIPS
CLASSROOM RIGOR
STUDENT RESPONSIBILITY
CLASSROOM DISRUPTIONS
RIGOROUS STUDY HABITS
INSIGHTeX. Pride, Engage, Inspire, Quality, Relationships, Satisfaction, Continuous Improvement, Talent/Fit
I am fully engaged in the work that I do I feel great pride in the work I do In my role I have the opportunity to do things that I both do well and enjoy. I am driven to contribute to the success of our school I demonstrate effort in building a positive workplace

OPPORTUNITIES

COLLABORATIVE TEACHERS
EFFECTIVE LEADERS
AMBITIOUS INSTRUCTION
TEACHER-TEACHER TRUST
INSTRUCTIONAL. LEADERSHIP
SCHOOL COMMITMENT
COLLECTIVE RESPONSIBILITY
TEACHER INFLUENCE
TEACHER-PRINCIPAL TRUST
QUALITY PROFESSIONAL DEVELOPMENT
INNOVATION AND COURSE CLARITY
INSIGHTeX. Recognition. Performance Planning, Mission Conscious, Support equip, Training and Development, Innovation, Career Development
I have received meaningful recognition in the past 10 days In the past three months my supervisor has discussed my success and progress with me Business decisions made are consistent with our mission and core values I am provided the opportunity to spend quality time with my supervisor Our school provides the right training for me to excel in my role

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ACTIVITY THREE DATA REPORT: STUDENT ACHIEVEMENT RESULTS and LEARNING ENVIRONMENT

What did you learn about the student achievement and growth data that informs how the District is performing? Performing compared to others? Performing compared to the past?

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

ACTIVITY THREE DATA REPORT: HIGH QUALITY STAFF and FAMILY AND COMMUNITY GOALS

What did you learn about the learning and work environments that informs how the District is performing? Performing compared to others? Performing compared to the past?

1.

2.

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10.

ACTIVITY THREE DATA REPORT: STEWARDSHIP of RESOURCES. Finance and Facilities GOAL

What did you learn about the finances, facilities and technology that informs how the District is performing? Performing compared to others? Performing compared to the past?

1.

2.

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9.

10.

REFRESH DRAFT SWOT ARLINGTON HEIGHTS 25

Strengths

INVOLVED FAMILIES

SUPPORTIVE ENVIRONMENT

SAFETY

ACADEMIC PERSONALISM

PARENT INFLUENCE AND INVOLVEMENT

STUDENT-TEACHER TRUST

PEER SUPPORT FOR ACADEMIC WORK
AND RFELATIONSHIPS

CLASSROOM RIGOR

STUDENT RESPONSIBILITY

CLASSROOM DISRUPTIONS

RIGOROUS STUDY HABITS

INSIGHTeX. Pride, Engage, Inspire, Quality,
Relationships, Satisfaction, Continuous
Improvement, Talent/Fit

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I feel great pride in the work I do
In my role I have the opportunity to do things that I
both do well and enjoy.
I am driven to contribute to the success of our school
I demonstrate effort in building a positive workplace

Weaknesses

COLLABORATIVE TEACHERS

EFFECTIVE LEADERS

AMBITIOUS INSTRUCTION

TEACHER-TEACHER TRUST

INSTRUCTIONAL. LEADERSHIP

SCHOOL COMMITMENT

COLLECTIVE RESPONSIBILITY

TEACHER INFLUENCE

TEACHER-PRINCIPAL TRUST

QUALITY PROFESSIONAL
DEVELOPMENT

INNOVATION AND COURSE
CLARITY

INSIGHTeX. Recognition.
Performance
Planning, Mission Conscious,
Support
equip, Training and Development,
Innovation, Career Development

I have received meaningful
recognition in the past 10 days

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Student Academics and Learning Environment Strengths

- Differentiated professional learning opportunity focused on foundational literacy instruction
- Addition of Advanced Learning Specialists, Instructional Coaches, and Student Services Specialists provide differentiated support that helps both students and teachers grow
- Development of a robust program review process that pairs curriculum-based professional learning with high-quality instructional materials

Current High Quality Staff and Community Partnerships Strengths

- Teacher Retention
- Teacher Education- master degree or above
- Teacher Evaluation Rating
- Student-Staff Ratio
- I enjoy what I do and want to do it here
- Involved Families
- Parent Involvement in Schools
- Teacher-Parent Trust

Current STEWARDSHIP OF RESOURCES Strengths

- Highest state financial rating: RECOGNITION
- Strong record of financial stability over time – 32 years Certificate of Excellence
- Triple A. BOND rating
- Healthy Fund balance- savings

Student Academics and Learning Environment Opportunities

- Expanding the consistent implementation of the curriculum
- Increase the cohesiveness of the continuum of services provided to all students including subgroups
- Continued focus on continuous school improvement
- Continued work on building based instructional leadership
- Increase the cohesiveness of the continuum of services provided to all students including subgroups

Current High Quality Staff and Community Partnerships Opportunities

- Teacher Attendance
- Teacher Demographics similar to Student Demographics
- Teacher certified salary approaching state average when in past higher than state average
- Student-Teacher Trust

<ul style="list-style-type: none"> • Short term borrowing • Expenditures to Revenue Ratio • District 25 spends \$2,304 less than the average of the other D214 feeder district • Safety and Mandatory , Preserve Schools and Grounds ,Extend Life of Schools and Grounds ,Capital Improvements, Improve Efficiency , Enhancements PRIORITY FACILITIES • Long range facility plan- prioritized by facility, projected costs and timelines 	<ul style="list-style-type: none"> • Supportive Environment • Human and Social Community Resources <p>Current STEWARDSHIP OF RESOURCES Opportunities</p> <ul style="list-style-type: none"> • Long term borrowing • EAV increasing thus residents picking up more of the district tax bill. • Future costs
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ACTIVITY FOUR: DRAFT STRENGTH AND WEAKNESSES OF THE SWOT ANALYSIS	
<u>STRENGTHS</u>	<u>WEAKNESSES</u>

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Next Steps/Preview of Vision Retreat

Next Steps:

Feedback on Revised SWOT

- Families
- Staff

Vision Retreat:

- Mission
- Vision
- Portraits
- Core Values

Draft of the Preferred Future Statement