



# CCSD93 2023-2028 Strategic Plan

## Key Performance Indicators

The purpose of this document is to define a set of key performance indicators (KPIs) related to the strategic priorities and objectives to support board governance and administrative leadership, and to align the school improvement process. All indicators will be reported at a district level on CCSD93's public-facing online Strategic Dashboard. Data disaggregated by building, grade level, and/or student groups will be reviewed by CCSD93's educators, as appropriate.

### Strategic Priority 1: Student Success

*To fulfill our Portrait of a CCSD93 Graduate, we inspire each student to grow academically, socially, and emotionally through evidence-based practices.*

The following objectives guided the development of the KPIs proposed in this document.

- Maximize the academic growth of each student to ensure mastery of essential skills and content
- Support student social and emotional well-being to enhance learning
- Provide all students a variety of pathways to identify and explore their passion and purpose
- Empower students to take ownership of their learning
- Promote inclusiveness and appreciation of diverse perspectives

The following indicators will serve as the outcomes that will be monitored and reported in grades K through 8 and are aligned to Strategic Priority 1, Student Success.

### Academic Growth

The academic growth indicator measures the degree to which students are demonstrating personal growth on objective assessments. It reports the degree to which students scored above or below their personalized projection in ELA, reading, and math. Personalized projections are set using a student's prior assessment history to project the most probable score on an assessment. Academic growth is reported in grades 3-8 via the Illinois Assessment of Readiness (IAR) and grades 1 through 8 via iReady assessments.

- **Indicator:** Percentage of students demonstrating expected or higher than expected growth
- **Benchmark:** >84% of students will demonstrate expected or higher than expected growth
- **Updated:** Annually in summer when data are available

## Academic Proficiency

The academic proficiency indicator measures the percentage of students that have demonstrated grade-level proficiency in ELA and math as measured by objective assessments. Academic proficiency is reported in grades 3-8 via the Illinois Assessment of Readiness (IAR).

- o **Indicator:** Percentage of students meeting or exceeding state proficiency benchmarks
  - o **Benchmark:** Outperform the projected proficiency
  - o **Updated:** Annually in summer when data are available
- 

## Social and Emotional Behavioral Health (Wellness)

The SEL indicator measures the percentage of students that agree or strongly agree that social and emotional needs of students are being addressed. Student perceptions are measured on an annual survey designed to monitor progress/improvement on the strategic priorities.

- o **Indicator:** Percentage of 4th-8th grade students that agree their social and emotional needs are being addressed
- o **Benchmark:** 75% favorable ratings (agree or strongly agree)
- o **Updated:** Annually when survey is administered

## Strategic Priority 2: Engaged Employees

*Create and support a workforce that is inspired and engaged to fulfill the Portrait of a CCSD93 Graduate, demonstrate the district's values, and meet the objectives of the Strategic Plan.*

The following objectives guided the development of the strategic indicators proposed in this document.

- Attract, develop, retain and recognize high-quality staff who embody CCSD93 values and represent the diversity of the community while serving the unique needs of all students
- Engage staff and student voices to ensure appropriate collaboration in decision-making and collective responsibility of the culture and climate of our schools and classrooms
- Ensure staff uphold high expectations for all students
- Utilize systems of collaboration surrounding data analysis to ensure sound decision making resulting in evidence-based practices
- Assist all staff to continuously grow and improve in their professional practices

### Employee Satisfaction

The employee satisfaction indicator measures the percentage of favorable employee ratings on an annual survey.

- **Indicator:** Percentage of satisfied employees
  - **Benchmark:** 75% favorable ratings
  - **Updated:** Annually when survey is administered
- 

### Teacher Retention

The teacher retention indicator measures the percentage of teachers returning to CCSD93 from the previous year (excludes retirees).

- **Indicator:** Percentage of teachers returning from previous year
  - **Benchmark:** 90% of teachers return to the district
  - **Updated:** Annually in fall
- 

### Quality of Professional Learning

The quality of professional learning indicator measures the percentage of favorable employee ratings on an annual survey.

- **Indicator:** Percentage of teachers rating professional learning favorably
- **Benchmark:** 75% favorable ratings
- **Updated:** Annually when survey is administered

## Strategic Priority 3: Operational Excellence

*Responsibly manage resources to support the vision for students set forth by the Portrait of a CCSD93 Graduate in alignment with strategic priorities.*

The following objectives guided the development of the strategic indicators proposed in this document.

- Maintain safe schools for all students, staff and visitors
- Leverage resources effectively to ensure financial sustainability
- Invest in infrastructure that supports learning
- Uphold sustainable and responsible environmental practices
- Produce ongoing strategic communications

### School Safety

The school safety indicator measures the percentage of favorable ratings on an annual survey that district schools are safe (includes students, parents and staff).

- **Indicator:** Percentage of favorable ratings
  - **Benchmark:** 75% favorable ratings
  - **Updated:** Annually when survey is administered
- 

### Facility Maintenance

The facility maintenance indicator measures the percentage of favorable ratings on an annual survey that facilities are well maintained (includes students, parents and staff).

- **Indicator:** Percentage of favorable ratings
  - **Benchmark:** 75% favorable ratings
  - **Updated:** Annually when survey is administered
- 

### Fiscal Health

The fiscal health indicator measures the overall fiscal health of the district (4.0 is a perfect score)

- **Indicator:** Profile score from annual financial report
- **Benchmark:** 3.5
- **Updated:** Annually when district financial report is released (December)