



West Chicago Elementary School District 33

312 E. Forest Avenue
West Chicago, IL 60185

TO: Board of Education
FR: Lea Deluca, Department for Teaching and Learning
DA: April 18, 2024
RE: Strategic Management Training and Consulting

This memo is:

Information only.

Information with a recommendation, and a request for Board consent.

X Information with a recommendation and a request for Board approval by vote.

Date by which a Board decision is needed: _____

Basic information

The Department for Teaching and Learning is requesting board approval to work with Perry Soldewell of Soldewell Consulting, LLC to provide strategic management development training and coaching to district administrators, principals, and staff.

Background Information

In April-June of 2021, the D33 Board of Education and district administration came together with staff, students, and parents, to develop a strategic plan that clarifies the district's mission, vision, values, and goals for students in District 33. The plan was board-adopted and shared on June 12, 2021. The district has been administering the Strategic Management Survey to administrators, board members, and teachers to assess the district's progress toward enacting the plan. This is a written response survey, where participants select from a choice of responses provided. The survey was developed by the Strategic Management Institute, a worldwide organization that trains businesses and not-for-profits, including education, in organizational excellence practices. There are eight dimensions that the survey assesses:

- Leadership
- Culture & Values
- Strategic Thinking & Planning
- Alignment
- Performance Management
- Performance Measurement
- Process Improvement
- Sustainability

We use the survey results to:

- Allow benchmarking across districts or departments within a district to compare and learn from one another
- Assess the growth and performance of the district
- Identify improvements to help us get to the next level of systems-based continuous improvement
- Guide leaders to identify what specific dimensions of strategic management have higher priority for school improvement initiatives

Over the past three years of administration, we have seen significant growth and improvement in all dimensions, particularly in the areas of leadership, culture and values, alignment, and performance measurement. The areas we are seeing inconsistent growth are performance management and sustainability. We are requesting board approval to work with Perry Soldewell of Soldewell Consulting LLC who has been trained by the Strategic Management Group to assist schools and organizations in strategic management. Attached is his [biography](#) that highlights his credentials. Also attached, is the [contract](#) outlining the scope of the work agreement.

Deliverables

Some of the work that will be completed by partnering with Soldewell Consulting LLC

- Aligning expectations to performance evaluation (performance management)
- Using scorecards and dashboards across all buildings and central administration
- Training our data specialist in the eight dimensions and in supporting and coaching principals in data management and scorecards (sustainability)

Title II Grant Funds that are specific to professional development will be used to support this work.