



LAKE BLUFF SCHOOLS  
DISTRICT 65



The Road  
to  
*success*

STRATEGIC PLAN

## Mission:

Ensure academic achievement and personal growth for all students through innovative and engaging educational opportunities.



## Motto:

Excellence in Education,  
Enthusiasm for Life, Every  
Student, Every Day.



## Vision:

An inclusive community of motivated learners who are inspired to change the world through exploration and collaboration.

# Outcomes for this Presentation:

1. Humanex Climate and Culture Results
  - a. Staff
  - b. Students
  - c. Families
2. GiveThx Trends
3. Strategies for Improvement



# Our New Metrics:

**Goals 2 and 4:** By June 30, 2025 the percentage of staff reporting high levels of engagement and satisfaction with their employment in District 65 as measured by the Humanex culture and climate survey data will increase from 77.7% to 84%.

**Fall Humanex Staff Results: 85.12% (Industry Average: 60%)**

**Goal 3:** By June 30, 2025 the percentage of families reporting high levels of school pride and quality service in District 65 as measured by the Humanex survey data will increase from 64.5% to 67%.

**2024-25 Family Results: 65.28%**

**Goal 4:** By June 30, 2025 the percentage of students reporting high levels of satisfaction and engagement in District 65 as measured by the Humanex survey data will increase from 38% to 40%.

**2024-25 Student Results: 25.77% Industry Average: (27% - Range: 18%-46%)**

# Staff Top Items:

Question	Dimension	Mean	
4. I feel great pride in the work I do.	Pride	4.73 +0.03	📄
2. I am fully engaged in the work that I do.	Engage-Inspire	4.73 +0.13	📄
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.70 +0.09	📄
8. I am driven to contribute to the success of our organization.	Engage-Inspire	4.68 +0.07	📄
85. I am committed to achieving my potential through learning and growing.	Career Development	4.64 +0.02	📄
45. I feel great pride in the team of which I am a part.	Pride	4.64 +0.11	📄
46. I am satisfied being a part of our team.	Satisfaction	4.64 +0.12	📄

# Staff Bottom Items:

Question	Dimension	Mean	
82. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.33 -0.06	📄
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.69 +0.04	📄
9. I have received meaningful recognition in the past 10 days.	Recognition	3.69 -0.02	📄
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.69 -0.41	📄
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.86 0.00	📄
81. Our organization provides the "right" training for me to excel in my role.	Training & Development	3.86 +0.12	📄








# Staff Action Items:

- Technology Committee
- Financial Advisory Committee
- Choice Sessions with Administrators
- Enrichment Programming Expansion for Release Time



# Student Top Items:

Question	Dimension	Mean	
2. When I enter my child's school, the front office staff is helpful.	School Environment	4.70 +0.08	
9. The school is clean and well-maintained.	School Environment	4.63 -0.01	
3. My child feels welcome in school.	School Environment	4.62 -0.01	
21. Teachers treat me with respect.	Teachers	4.58 -0.07	
22. Teachers treat my child with respect.	Teachers	4.53 +0.01	



# Family Bottom Items:

Question	Dimension	Mean	
26. My child's teachers reach out to me regularly with feedback about how my child is doing in school.	Teachers	3.40 -0.03	📄
10. The cafeteria provides high-quality meals.	School Environment	3.41 +0.56	📄
42. I feel comfortable approaching the school superintendent with a question or concern.	Superintendent	3.86 -0.07	📄
38. This school district does an excellent job of communicating with me personally.	School District	3.89 -0.04	📄
25. The expectations in different teachers' classrooms are consistent throughout the day.	Teachers	3.90 -0.02	📄

# Family Action Items:

- Parent Communication Audit
  - PT Conferences
  - Sending Work Home
  - Newsletters/Pictures
- Curriculum Release Time
- Inclusive Practices Work
- Summer Reading and Neighborhood Coffees

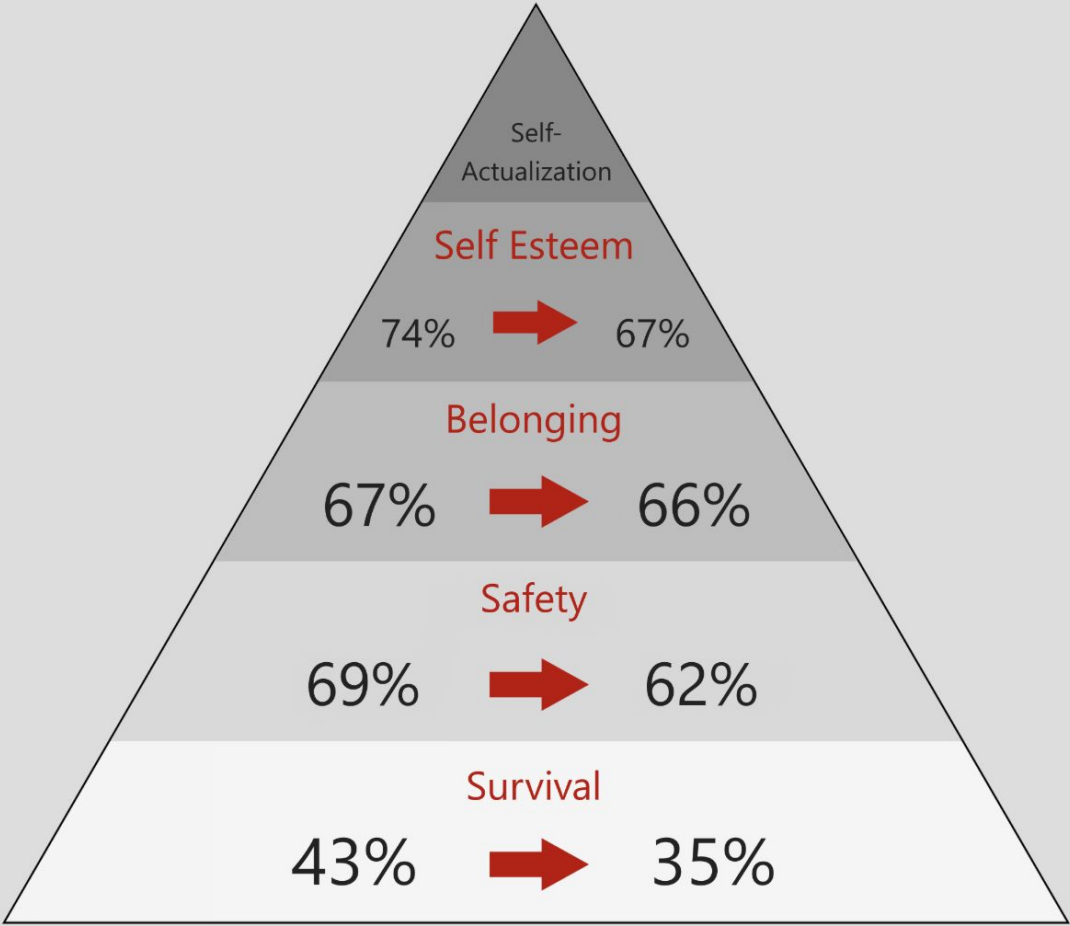


# Student Top Items:

Question	Dimension	Mean	
13. I have friends at school who care about me.	Self Esteem	4.46 +0.02	📄
15. My teachers want me to be a successful person.	Self Esteem	4.39 -0.14	📄
56. My principal is doing a great job leading our school.	Perceptions of Principal	4.36 -0.05	📄
6. My teachers care about my health.	Survival Needs	4.33 -0.16	📄
23. My teachers care about me.	Belonging	4.28 -0.12	📄

# Student Bottom Items:

Question	Dimension	Mean	
33. In class, I get to choose the activities I work on.	Choice	2.83 -0.13	📄
3. I have a lot of energy at the start of the school day.	Survival Needs	2.84 -0.31	📄
36. I get to make decisions about how I learn in the classroom.	Choice	3.09 -0.29	📄
37. My teachers ask me to help create classroom rules or expectations.	Choice	3.15 -0.28	📄
25. I look forward to being in school each day.	Satisfaction	3.15 -0.26	📄



## Student Action Items:

- Student Focus Groups
- Focus on Joy
- Curriculum Release Time
- Inclusive Practices Work

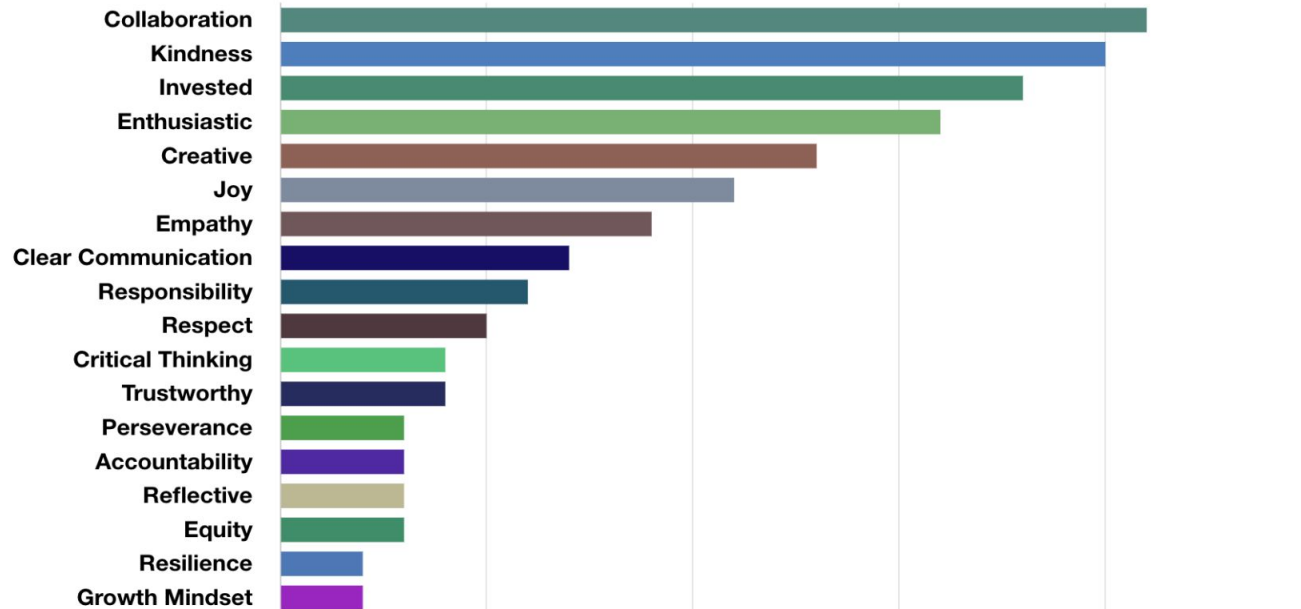


# GiveThx Trends:

## Thx Notes & Skills

Which skills were recognized most in Thx notes?

*Tags associated with Thx notes recognize positive behavior traits exhibited by students and staff*





A stylized illustration of a road curving through green hills under a bright sun with rays of light. The sun is positioned on the horizon, casting a wide, fan-shaped glow of light rays across the sky. The rays are a mix of light and medium blue, creating a sense of brightness and optimism. The road is dark grey with yellow dashed lines, curving from the bottom left towards the center. The hills are a vibrant green, and the overall scene is clean and modern.

Questions?