

# **The Pulse of Lake Bluff: 2025 Comprehensive Stakeholder Review**

A deep dive into the feedback from Staff, Students, and Families.

This report synthesizes the voices of the entire Lake Bluff community. It identifies the 'Golden Thread' of pride and safety that binds the district together, while isolating the specific barriers impeding information flow and personal agency.



# EXECUTIVE SNAPSHOT: STRONG HEART, DISCONNECTED FLOW

## THE HEART IS STRONG

- Staff Pride: **4.78**  
(Exceptionally High)
- Student Safety: **4.14**  
(Physically Safe)
- Family Welcome: **4.68**  
(Front Office Helpfulness)

## FLOW IS CONGESTED

- Communication: Gaps in personal feedback loops across all groups.
- District Visibility: Family rating of personal communication **(3.72)**.

## OPERATIONAL FRICTION

- Student Energy: **2.91**  
(Start of day energy).
- Student Choice: **2.90**  
(Activity selection).
- Staff Coaching: **3.43**  
(Supervisor relationship).



# Staff pride and engagement anchor the district

# 4.78

**Pride in work**  
(Mean Score)

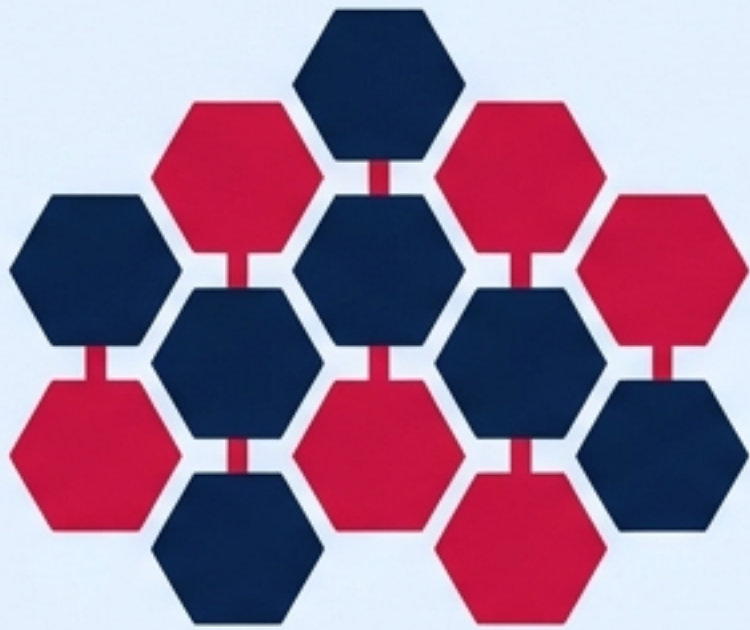
- ✓ I feel great pride in the work I do: **4.78** (+0.15 change)
- ✓ I am fully engaged in the work that I do: **4.71**
- ✓ I am driven to contribute to the success of our organization: **4.71**

**Insight:** The data proves that the workforce is not just present, but emotionally invested. The **“Engage-Inspire”** dimension (**4.46**) is a dominant strength.



# THE DISCONNECT: PEER TRUST VS. SUPERVISOR COACHING

## HIGH PEER CONNECTION



I trust my teammates to follow through: **4.58**

My teammates demonstrate commitment to helping: **4.66**

## THE COACHING GAP



Supervisor reinforces a coaching relationship: **3.43**

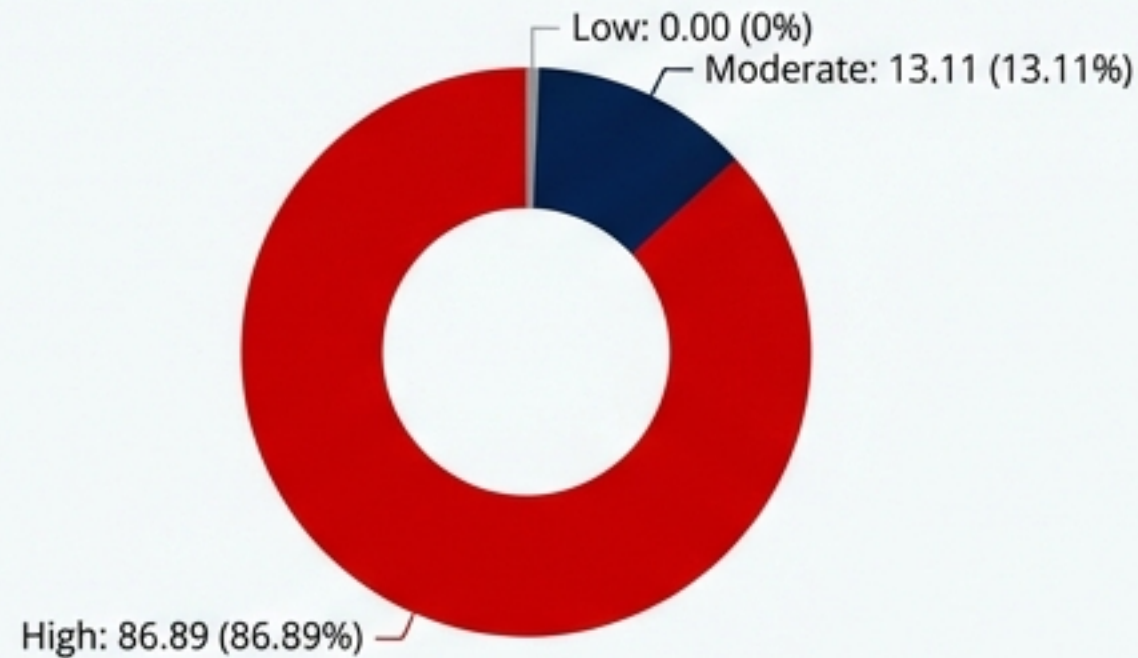
Opportunity to spend quality time with supervisor: **3.29**

Supervisor recognizes me for a job well done: **3.80**

**HORIZONTAL BONDS ARE STRONG; VERTICAL BONDS NEED REPAIR.**



# Strong cultural values clash with business execution



## The Ideal

- Commitment to anti-bias culture: **4.81** (Highest Score)
- Ownership of growth mindset: **4.64**

## The Execution

Business decisions made are consistent with our mission and core values: **3.13**

This is the lowest staff score in the survey, indicating a gap between belief in the mission and trust in the decisions made to support it.





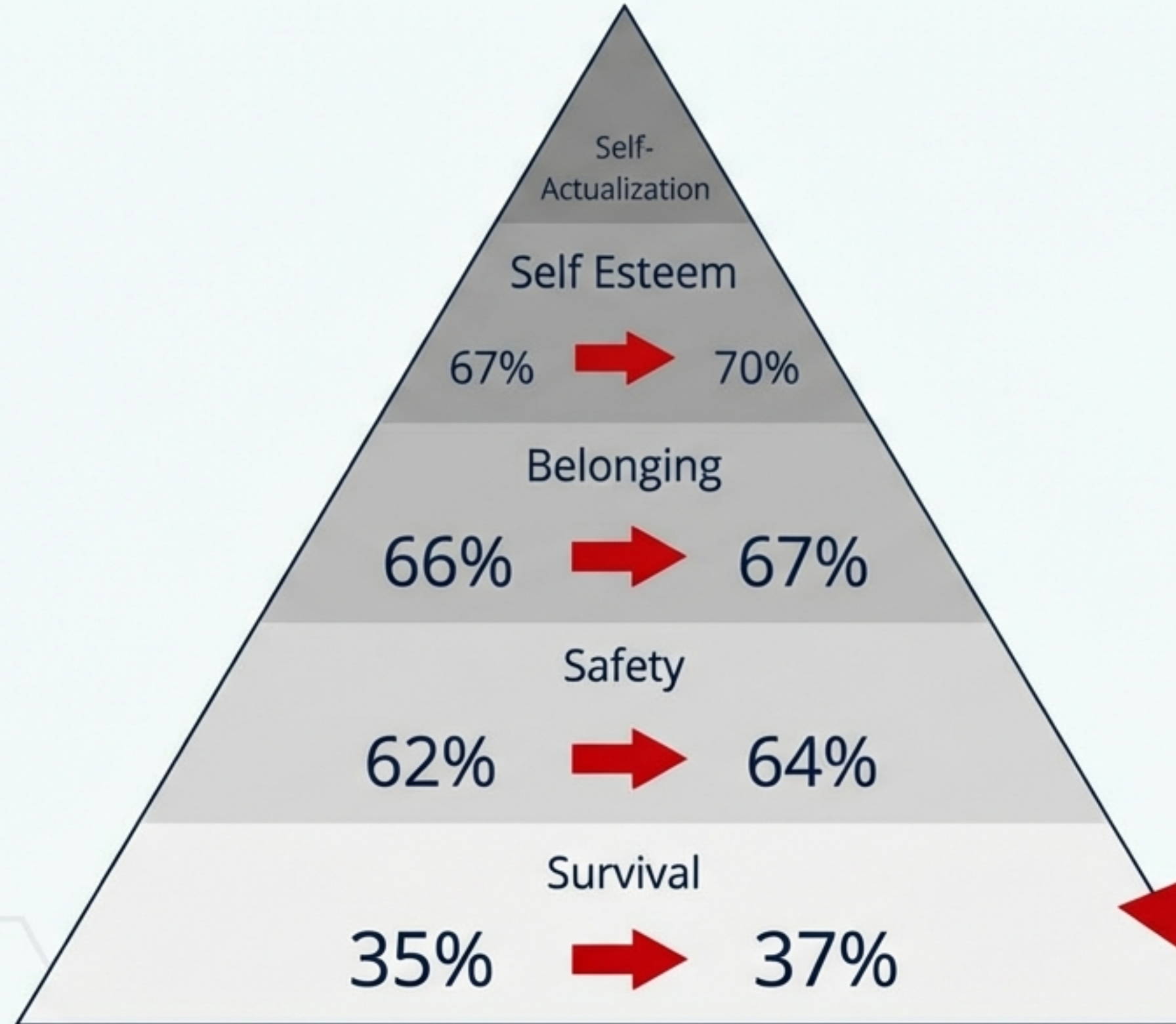
# Students feel physically safe and interpersonally supported



Environment is highly relational. Belonging and Self Esteem are top-tier dimensions.



# The Hierarchy of Needs: High Self-Esteem, Low Energy



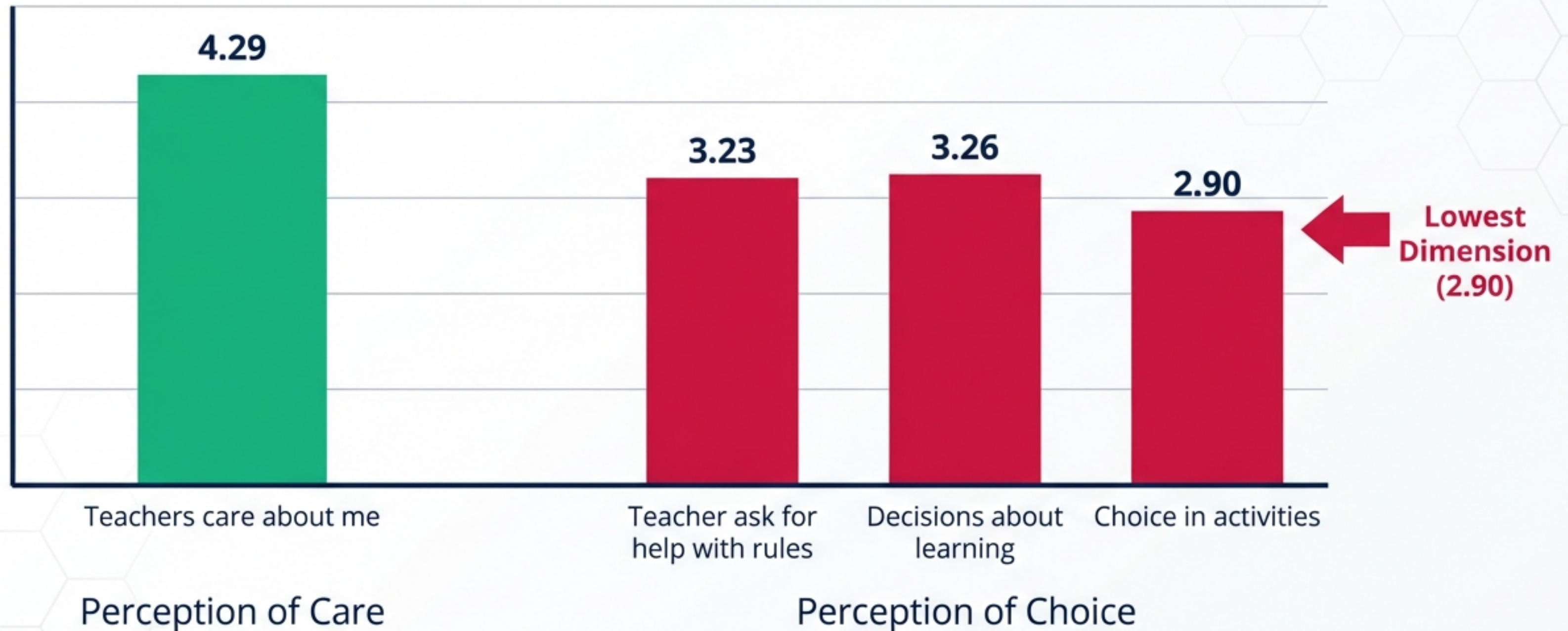
I have a lot of energy at the start of the school day: **2.91**

I get enough to eat at school: **3.79**



# Students feel cared for, but lack autonomy

Engagement is passive, not active.





# Families trust the “Front of House” experience implicitly



The immediate, face-to-face interactions are generating immense goodwill.



# The “Personal Touch” fades at the District level

## Mass Communication



**4.15**

District use of  
website/social media

Superintendent Performance (3.93) vs Principal Leadership (4.20)

## Personal Connection



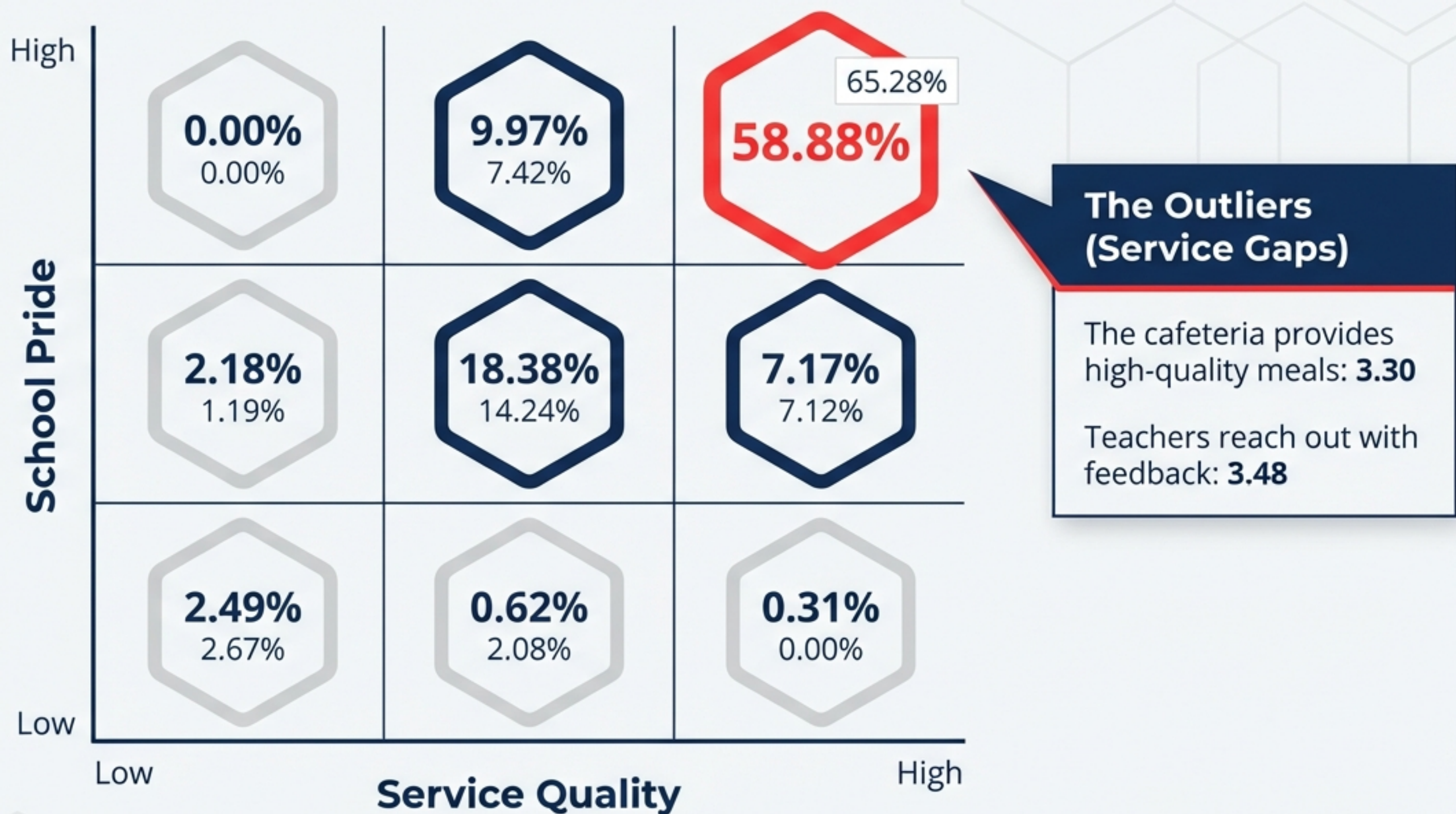
**3.72**

District communicates  
with me PERSONALLY

Families validate the digital strategy but crave a personalized connection.



# High pride coexists with specific service demands





# The Golden Thread: A Unified Culture of Safety and Respect



No matter who you ask, Lake Bluff is defined by a safe, respectful, and proud environment.



# The Fray: Where connection and agency stall





# Three Strategic Opportunities for 2026

## Empower Student Agency

**Metric:** Current Choice Score: **2.90**

**Action:** Integrate student-led decision making in classrooms.



**Target:  
Growth**

## Close the Coaching Loop

**Metric:** Current Supervisor Time: **3.29**

**Action:** Shift supervisor focus from management to mentorship.



**Target:  
Growth**

## Personalize Outreach

**Metric:** Current Personal Comm: **3.72**

**Action:** Move beyond newsletters to direct family engagement.



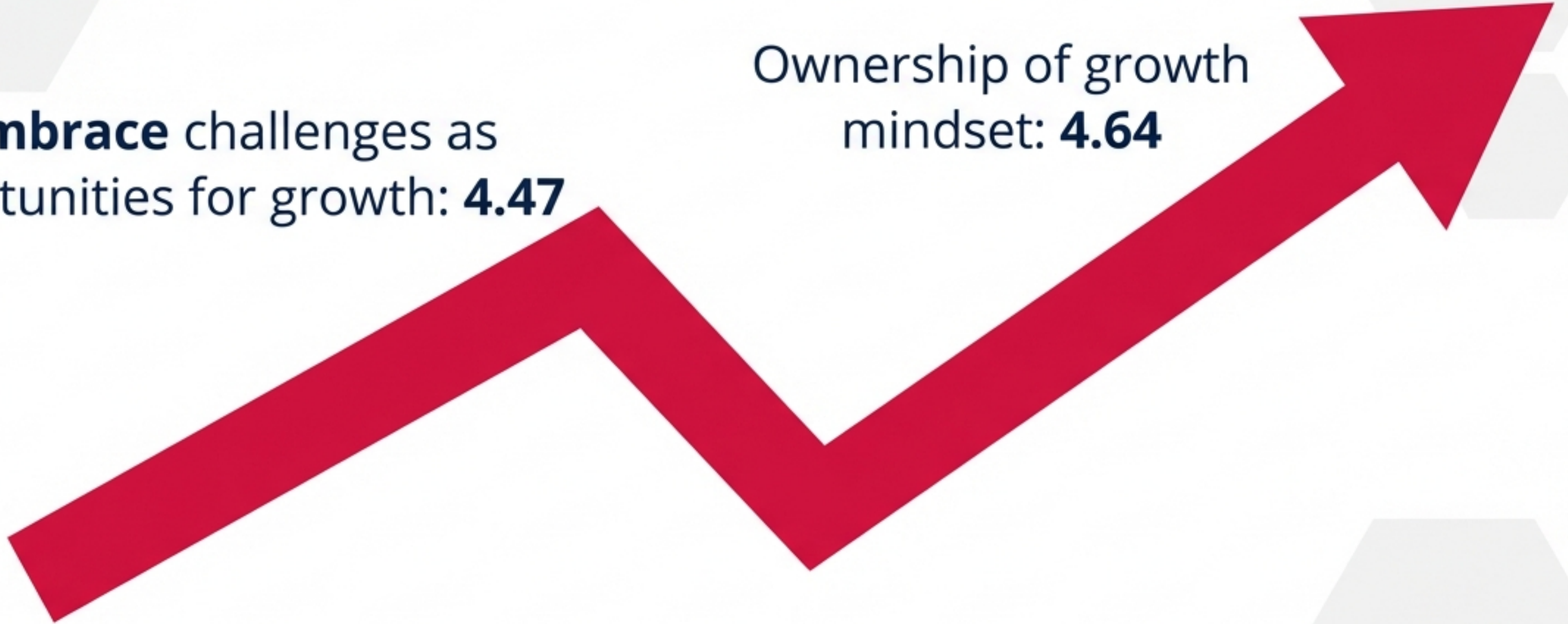
**Target:  
Growth**



# We have the mindset to meet these challenges

I **embrace** challenges as opportunities for growth: **4.47**

Ownership of growth mindset: **4.64**



**The data reveals a district with a strong heart and a willing spirit. Our staff is ready to connect the flow.**