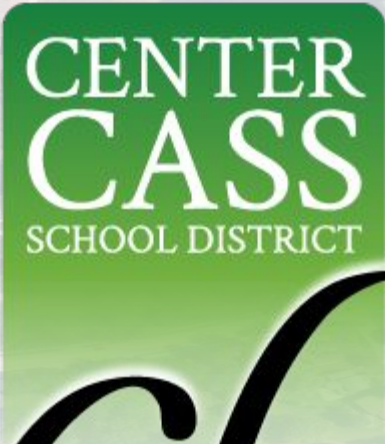




**CENTER
CASS**
SCHOOL DISTRICT

District Overview

Strategic Plan Kickoff Meeting
Thursday, August 13th

5:45 pm - 8:00 pm

Guest Wi-Fi network: Guest
No Password

Agenda

- Roll Call
- Pledge of Allegiance
- Introductions
- District Overview Slide Show and Review of Strategic Actions
- Review of Mission, Vision, and Values
- Creation of a Purpose Statement
- Goal Work (split into three groups)
- Review Take Home Survey
- Adjournment

Board	Brian Liedtke Board President	Tiffany Watson Board Vice President	Doug Wiley Board Treasurer	Adam Sage Board Secretary
Board	Megan DuPass Board Member	Steve Dlugo Board Member	Darren Spiegel Board Member	Andrew Wise Superintendent
Admin	Katie Matthews Asst Supt for Learning	Sean Rhoads Asst Supt for Student Services	Carrie Fitzgerald Elizabeth Ide Principal	Kim Liles Lakeview Principal
Admin-Office	Tom Tiede Director of Trans-Maint	Rusty Novotny Asst Director of Technology	Maria Gannon Admin Asst to Superintendent	Jessica Sage Community Relations & Communications
Teacher Leaders	Ali Beseth CCEA President - First Grade	Ashley Sanchez Elizabeth Ide Student Services	Kari Gemmell Prairieview Student Services	Megan Calhoun Lakeview Student Services
Teacher Leaders	Joy DeFors Instructional Coach - Parent	David Pittman Instructional Coach	Annie Diver Lakeview Math	Erika Myers Lakeview Encore
Teacher Leaders	Katie Finucane Prairieview 4th	Teagan Halik Prairieview Special Ed	Sam Tedeschi Band Director	Kim Workman ECE Teacher - Resident
Teacher Leaders	Kristina McHugh Lakeview ELA	Jordan Tamayo Urgello Lakeview Math	Jessica Grove Lakeview Science	Jessica Rost Prairieview - Parent
Staff and/or Parents	Stephanie Sorn Elizabeth Ide Office	Logan Bryant Coach-D99 Grad-BACC	Anna Martynaitis Paraprofessional-Parent	Kathy Barkauskas Team 66 - Parent
Community and/or Parents	Phil Januszewski Parent and Education Speaker	Patrick Fardy Dept Chair DGS-Parent	Brian Riegler Chief Financial Officer-Gower	Nikki Giancola-Shanks Policy Adv Lt Gov-Parent
Community and/or Students	Mary Coyle Sullivan Darien Alderperson Ward 5	Kimberly Clarke Woodridge Dir of Development	Alyssa O'Connor D99 Student	Chris Tomko D99 Student
Students	Madina Aly Lakeview Student	Maya Getchel Lakeview Student	Jack Scaccia Lakeview Student	

Building Connections



1. Pair Up

Find someone who represents a different stakeholder group than you. Take a moment to introduce yourselves before diving in!

- Name
- Role/Connection to the District



2. Find 2 Commonalities

You have exactly **two minutes** to discover two distinct things you both have in common.

Rule: These cannot be related to the school district! Think about favorite movies, weird food habits, or unique hobbies.



3. Introduce Each Other

Take turns introducing your partner to the wider group.

Share those fun facts and unique shared experiences you discovered during your chat!

[Survey Link](#) to Be Completed by Tuesday August 18

Strategic Plan Core Components

District 66 (2021-2022)



Mission Statement

District 66 will challenge, inspire, and empower each learner to thrive academically, socially, and emotionally - today and always.



Equity Statement

District 66 believes inclusion plays a vital role in high-quality educational opportunities for all students. We are committed to providing a safe and equitable learning environment, that fosters a mindset of empathy, respect, and belonging for all district 66 students and staff. By respecting each person's unique identity, perspective, and learning style, we create a stronger community. We honor differences including races and cultures, genders and sexual orientations, abilities and aspirations, identities and affiliations, socioeconomics, and world views. Valuing each individual's contributions and recognizing diversity prepares our students to thrive in an increasingly complex global community.



Core Values

- Integrity
- Safety
- Communication
- Growth
- Empathy
- Teamwork
- Critical Thinking
- Equity
- Open Mindedness
- Respectfulness
- Balanced Health
- Learning

Center Cass 66 By the Numbers

Community Appeal, Offerings and Services Keep Getting Better - Great Place to Raise A Family

Enrollment	1,119	Low Income	17.1%
Student Mobility	1.7%	Avg. Household Income (above DuPage Average)	\$112,000
English Language	8.8%	Owner Occupied Housing	90%
Students with IEP's	10.7%	Median Home Price (Approx.)	\$450,000
Students with 504's	5.1%	Mid Tier Single Family Home	\$650,000
Student Teacher Ratio	17:1	Local Revenue (as a portion of District budget)	90%
Average Class Size	20.8	Residential Property Taxes (as a % of Local Revenue)	90%
Languages Spoken	27	EAV (Doubled in the last 12 years)	\$753,000,000
3-4 Year Olds Serviced	70	Timbers Edge (last major housing development)	2016
White	67%	Next major housing developments (Woodridge)	2026 and beyond
Latino	13%	One of the lowest tax rates in DuPage County among Grade School Districts Center Cass School District 66: \$2.53 11th lowest out of 30 districts <i>Source: DuPage County - 1 <u>2025 Tax Rate Booklet</u></i>	
Asian	11%		
Black	5%		
Other	4%		

High-Level Timeline of Recent History

2015	First Year of Strategic Plan - Study showing over \$30 million worth of work needed in District
2016	Communications on Concerns with Elizabeth Ide as well as some safety concerns at LV and PV
2017	Passage of Referendum \$13 million at 51% - Bonds to Renovate Elizabeth Ide (75% went)
2018	Renovations to Elizabeth Ide- Demographic Begins to Change
2019	Entering Last Year of Plan - Interim Superintendents Here Until News Leadership Hired
2020	Pandemic Hits - Develop Technology Infrastructure to Accommodate Remote Learning - Started Creating Efficiencies
2021	Relying on Early Taxes and Warrants - Authored Strategic Plan - Community Communications -Citizen Engagement Committee
2022	Fall Passage of Referendum at 51% - Rate Increase of .40 cents (after .50 cents failed in Spring) - to Add Needed Staff, Address Curriculum, Establish Financial Stability, and Renovate PV and LV - Restored Cuts
2023	Focused on Eliminating Tax Anticipation Warrants and Reliance on Early Taxes -Added Key Personnel
2024	Addressed Personal - District Safety - Improved Curriculum, Systems, Efficiencies
2025	Board Took Out \$19 million in bonds-debt certificates to do work - Address Personal - HVAC, Electrical, Plumbing, Roofs, Fields (Rest Summer 2026 and 2027)
2026	Address Personal - Some Parking Lots, Sidewalks, and Gyms (Rest Summer 2027) - New Strategic Plan Committee Meets
2027	Housing Developments on the Rise - Address Space and Finish Renovations to PV-LV - Launch New Plan

Vision Statement for Learning (Goal 1) - 2021

District 66 will continue to adapt to the future by providing experiences that allow students to be innovators. Teachers and students work together to create learning experiences that include real-world applications. Students are encouraged to take risks, make mistakes, and be creative and passionate about what they are learning. Our assessment practices and learning outcomes allow for students to demonstrate the skills, dispositions, and knowledge needed to be continuous learners and future citizens.

Goal One Journey

2023-2024

Develop Competencies

- Identify measurable Competencies (skills) for students.
- Develop the learning targets necessary for students to achieve the Competency.
- Develop student friendly "I Can" statements for ownership.

(Goal 1-A)

2024-2025

Student Demonstration of Competencies

- Use the I Can Statements.
- Facilitate student demonstration of competencies.
- Develop assessments, rubrics, and reporting mechanisms.
- Create and share Competency Based Reports (CBR) based on outcomes, not percent or letter grades

(Goal 1-B/C)

2025-2026

Reporting

- Kick off Competency Based Reporting with Skyward as vehicle.
- Focus shifted due to integration issues
- Spent key time on assessments, internal understandings, and external communications.

(Goal 1-B/C)

2026-2027

Refinement

- Refine our CBE framework through targeted revision of priority standards.
- Ensure systematic alignment PreK-8,
- Extend active student ownership
- Align with Changes from the State and Strategic Planning Process.

(Goal 1-A/B/C)

Goal One Attainment



GOAL 1

District 66 will reach our Education Vision by:

Creating and Measuring Learning Outcomes

- Clear, documented, and understood learning outcomes at each level in which feedback can be provided from assessments



GOAL 1

District 66 will reach our Education Vision by:

Creating an Instructional Environment that is Engaging and Empowering

- Completed Learning cycle reviews in each focus area that are supported with development and resources
- Observable Personalized Learning



GOAL 1

District 66 will reach our Education Vision by:

Providing Feedback on the Demonstration of Learning

- System in which parents, students, and teachers track student progress toward demonstrating knowledge, skills, and/or dispositions (long term learning outcomes)

Learning Outcomes Created and Measured

100%

I Can Statements Developed for Each Grade Level/Subject

Learning Cycle Subject Every 5 years

76%

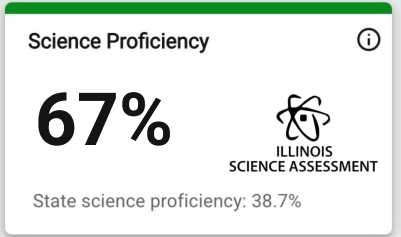
Once K-5 Math and K-8 Encore begin next year, we will be 100%

Personalized Feedback Provided

100%

Feedback process has started at each grade level-subject

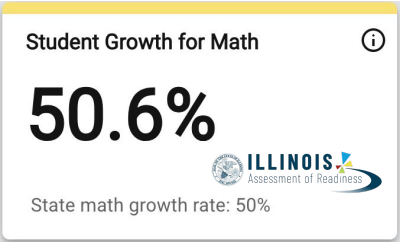
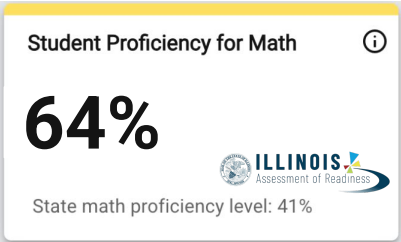
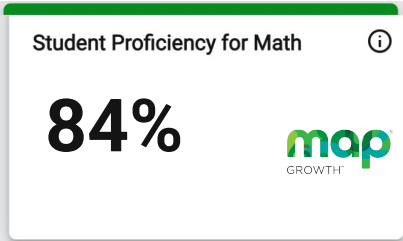
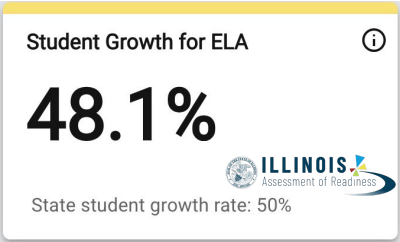
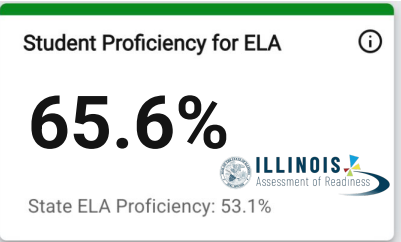
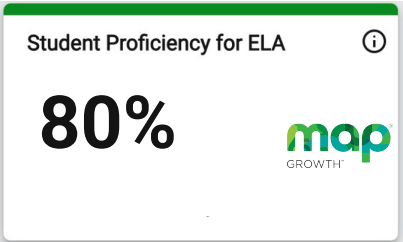
Goal One: State and District Benchmark Results



GOAL 1

District 66 will reach our Education Vision by:

Measurement of content knowledge assessments from classrooms, school level, district level, and/or state or national level



**State average results from 2024-2025*



Goal One: **Potential** Next Steps Based on Audit Results & Research



Core Curriculum / On-Grade Level Learning

The fundamental courses, lessons, and learning materials that **every student** is expected to receive.

Why: It ensures equity across the school district so that every student, regardless of which classroom or school building they attend, receives high-quality instruction aligned with state standards.



Appropriate, Timely, Targeted, and Purposeful Technology Usage

Educational technology use is the **intentional, safe, and balanced** use of tools that **enhances** and **empowers** student learning.

Why: Enhances, rather than replaces teachers, textbooks, and hands-on learning by using age-appropriate, targeted tools to shift students from passive consumers into active creators and future-ready problem solvers.



Future Ready Preparedness and Opportunities

Future Readiness means giving every student the **skills to adapt** (Preparedness) and the **doors to open** (Opportunities) so they graduate ready to succeed in college, careers, and community life.

Why: We don't just graduate students, we launch them. By building adaptable skills and opening real-world doors, we prepare every graduate to succeed in college, careers, and community life.



Reflect

Take a moment to process today's discussions. Think about key insights, opportunities, and how they align with our goals.



Share

Connect with colleagues nearby. Share your thoughts, exchange feedback, and capture collaborative ideas.



Take a Break

Recharge, grab a refreshment, or stretch. We will reconvene shortly to continue our journey together.

Vision Statement for Essential Educational Supports (Goal 2)

District 66 will empower well-rounded and thoughtful students who are prepared to adapt in an ever-changing world. This will be accomplished through a safe and supportive environment where everyone is valued, differences are celebrated, and life-long skills are fostered.

Goal Two Journey

2023-2024

Foundation & SEL

- Strengthened the foundation for Goal 2 by improving district and building communications, expanding community partnerships and student activities, and continuing District 66's equity journey.
- Continued developing whole-child supports through Student Services, MTSS interventions, SEL practices, and opportunities for student and family engagement.

2024-2025

Expansion & Exploration

- Expanded opportunities for student, family, and community engagement through the Student Services Parent Advisory Council, Multilingual Parent Council, Parent University, continued equity work, and increased partnerships.
- Explored Panorama Education as a tool to strengthen SEL and whole-child supports through professional learning and collaboration.

2025-2026

Full Implementation

- Fully implemented Panorama Education as part of District 66's system for understanding and responding to student needs, including SEL, school climate, and targeted interventions.
- Continued strengthening communication, engagement, and club participation while using data more intentionally to guide supports.

2026-2027

Continuous Growth

- Continue building upon lessons learned from the Strategic Plan, Student Services Audit, Panorama data, and stakeholder feedback to further strengthen a coordinated system of supports.
- Expand meaningful student opportunities, strengthen partnerships, and ensure students are prepared to thrive.

CENTER CASS SCHOOL DISTRICT 66 LEARNER CHARACTERISTICS

RISK TAKERS

Risk takers take on a challenge and see it through using a 'possibilities' mindset

INNOVATORS

Innovators create alternative ways of thinking. They unblock old patterns or habits of thinking leading to creativity. Innovation allows for non-linear thinking.

COLLABORATORS

The purpose of collaboration is to work together effectively and efficiently to meet a goal. Effective group members are interdependent, take on meaningful roles, and contribute meaningfully to the group.



SELF-DIRECTED

A self-directed learner sets goals and pursues them independently. They regularly self-assess and seek feedback to improve learning and performance

EMPATHETIC

An empathetic learner is one who strives to demonstrate sensitivity and empathy for others and can look at, understand, and appreciate differences between others.

CRITICAL THINKERS

Critical thinkers do not simply believe whatever they read, hear, or view. They remain skeptical, ask critical questions, and seek alternative points of view.

EFFECTIVE COMMUNICATORS

An effective communicator conveys their message thoroughly and is receptive and responsive to others.

Goal Two Attainment



GOAL 2
District 66 will reach our
Essential Supports Vision by:

Creating and Consistently Implementing a Communications Plan

- Streamlined and consistent plan to be measured via parent and/or community surveys



GOAL 2
District 66 will reach our
Essential Supports Vision by:

Developing Ongoing Partnerships with Parents, Organizations and Businesses

- Well established conduit (point person) between school and community to help build and sustain partnerships and programs



GOAL 2
District 66 will reach our
Essential Supports Vision by:

Ensuring Every K-8 Student is in a Before/After School Activity or Club

- Record of all students participating in a club or activity (school or community based)

Home School Connection

70%

of Parents Responded to the Annual Parent Survey

Goal Two Attainment



GOAL 2

District 66 will reach our Essential Supports Vision by:

Fostering a Culture Where Everyone is Valued and Differences and Celebrated

- Completion of 5 year ICS Equity Journey with implemented tools

Equity Elevating Educators

85%

Equity Student Learning

77%

Student Attendance

95.2%

average daily student attendance rate

Teacher Attendance

75%

teachers absent 10 or fewer days in a school year

Equity Learning Conditions

76%



GOAL 2

District 66 will reach our Essential Supports Vision by:

Committing to Develop the Whole Child by Teaching and Assessing SEL

- 85% or more of all students will demonstrate proficiency in SEL skills through the results of the exSELeator Benchmark Screener

PK-2 Student Climate and Culture

81%

of students scored favorably



3-5 Student Climate and Culture Survey

76%

of students scored favorably



6-8 Climate and Culture Survey

73%

of students responded favorably



SEL Universal Screener: PK-2

78%

Average favorable responses across all SEL domains



SEL Universal Screener: Gr. 3-5

74%

average favorable responses (%) across all SEL domains by students.



SEL Universal Screener: Gr. 6-8

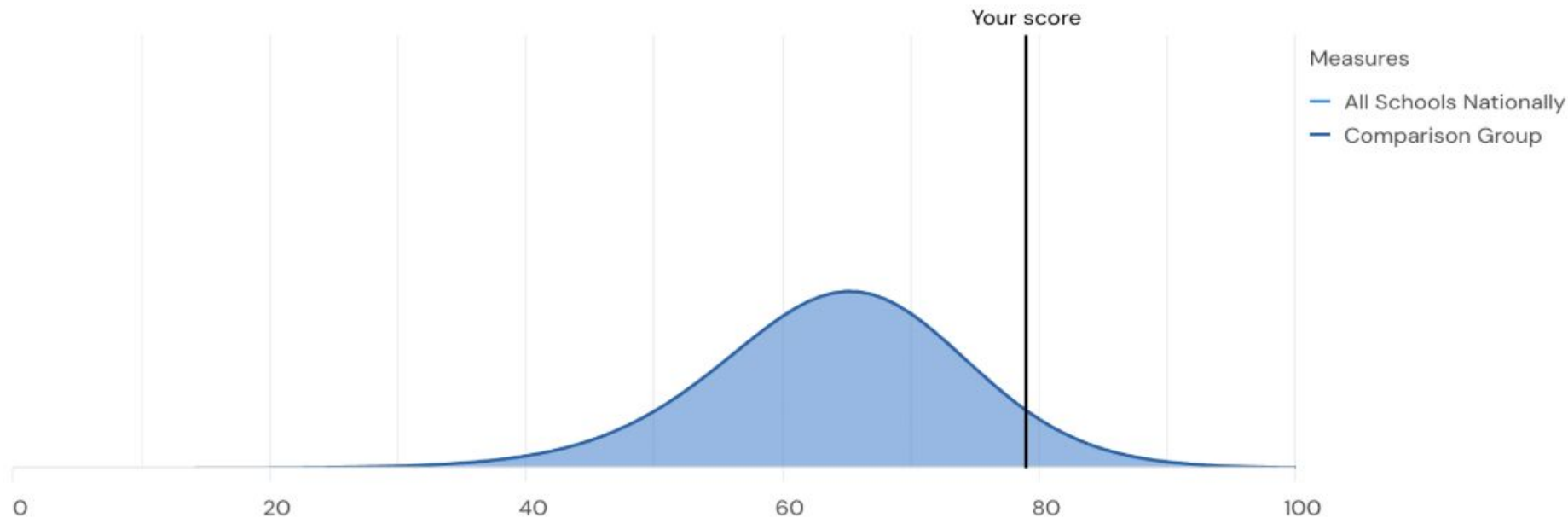
78%

Average favorable responses (%) across all SEL domains by students.



On average, this is where our students SEL scores land on the curve

Spring National Comparison



Goal Two: **Potential** Next Steps Based on Audit Results & Research



Building and Responding to Well Rounded Learners

Supporting students' academic, behavioral, social-emotional, and physical well-being through coordinated systems of support and before-after school opportunities.

Why: Whole-child supports and feedback helps every student learn, grow, and thrive



Programming (Strong Birth to Five & Out-of-School)

Providing high-quality early childhood and extended learning opportunities that support student growth and family engagement.

Why: Early and extended learning experiences build a strong foundation for lifelong success.



Student & School Connection with the Community

Building strong partnerships with families and the community to expand opportunities and strengthen student success.

Why: Connected schools foster trust, engagement, and meaningful learning experiences.



Equity, Inclusion & Professional Learning

Creating equitable, inclusive learning environments while strengthening educator knowledge and skills through ongoing professional learning.

Why: Every student deserves access, opportunity, and high-quality instruction.

Reflect and Share



Reflect

Individual Thought:

- Take a moment to process today's discussions. Think about key insights, opportunities, and how they align with our goals.



Share

Group Discussion:

- Connect with colleagues nearby. Share your thoughts, exchange feedback, and capture collaborative ideas.



Vision Statement for Environment (Goal 3)

District 66 will continuously grow and allow for our students to succeed, today and always.

Goal Three Journey

Over the past 5 years, we have achieved key milestones across four critical areas:



Staffing

- Added 6 Support Staff
- Added 15 Certified Staff Members
- Provided Development to All New



Facilities

- Completed HLS & Added Security
- Compressed Work - 10 to 5 years
- Transformed Spaces from Existing to Exciting each Summer



Salaries & Benefits

- Negotiated New CCEA Contract
- Support Staff Increases above CPI
- Able to Attract Again



Finances

- Eliminated reliance on early taxes and TAW
- Expense within means and adding to balances
- Financial Profile improved from 2 to almost 4

Goal Three Attainment



GOAL 3

District 66 will reach our Environmental Vision by:

Securing Adequate Revenue to Achieve District Goals

- Obtain enough new revenue each year to meet needs

Real Receipts as Percent of Adequacy

94.5%

Obtain enough new revenue each year to meet needs



GOAL 3

District 66 will reach our Environmental Vision by:

Regaining Financial Stability and Carry State Recommended Fund Balances

- Have 3-6 months cash on hand in each fund (not counting early taxes)

Financial Stability 

10%

Have 3-6 months of cash on hand in each fund - not counting early taxes



GOAL 3

District 66 will reach our Environmental Vision by:

Being Competitive in the Recruitment and Retention of Employees

- Above DuPage average or median compensation for each position in the district

Recruitment and Retention

TBA

Above DuPage median compensation for each position in district

Teacher Retention 

87.4%

Teacher retention in the state is 89.5% for returning teachers.

Goal Three Attainment



GOAL 3
District 66 will reach our Environmental Vision by:

Staffing Schools with Adequate Personnel to Achieve Mission

- Appropriate # of personnel to maintain a safe and enriching environment as defined by EBF model and area



GOAL 3
District 66 will reach our Environmental Vision by:

Maintain Safe Environments for Working and Learning

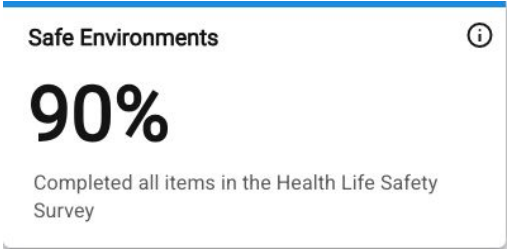
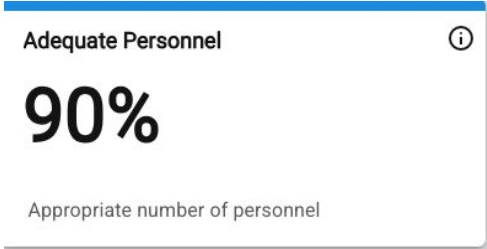
- Completed all the items in the Health Life Safety Survey, Audits, and Amendments



GOAL 3
District 66 will reach our Environmental Vision by:

Creating Future Focused Learning Spaces

- Proper infrastructure, resources, and learning spaces to meet outcomes defined in Goals 1 & 2



Goal Three Attainment



GOAL 3
District 66 will reach our Environmental Vision by:

Being Good Stewards of Tax Dollars by Becoming More Efficient

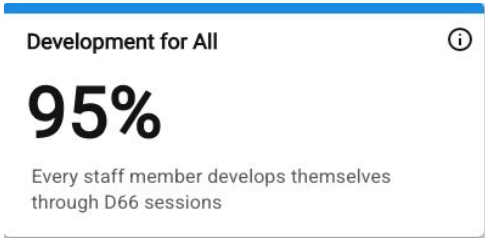
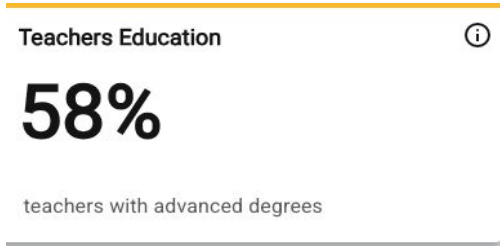
- Implement and share human and technological systems to become more efficient, effective, and proactive



GOAL 3
District 66 will reach our Environmental Vision by:

Providing Varied yet Targeted Development for All Employees

- Every staff member develops themselves through D66 sessions and other opportunities to meet Goals 1 & 2



Goal Three: Potential Next Steps Based on Audit Results & Research



Learning Spaces and Schedules that are Safe and Mirror Educational Mission and Goals

Research shows that the educational space impacts learning. Spaces and schedules should reflect the outcomes we want to occur in those spaces.

Why: Students and Employees are either limited by their schedules and space, or assisted by their schedules and space. When spaces or schedules are too tight, ill-equipped, or don't account for human needs, they hinder learning.



Establish Financial Stability Through Strong Practices and Building Fund Balances

Education is a people business. Salaries and benefits comprise 75-80% of the annual budget.

Why: The community supported us in providing adequate school funding for an adequate education. Having strong financial practices and building balances is paramount to a high functioning school district.



Recruiting, Retaining, and Developing High Quality Personnel

We are only as good as the personnel working with our students. As the world changes, so do our students, and so do their needs. A strong professional development program is vital to recruit, develop, and retain employees. A competitive wage and benefits package is becoming a necessity to employment in DuPage.

Why: You can't be an above average school district with below average or average employees.

Reflect and Share



Reflect

Individual Thought:

- Take a moment to process today's discussions. Think about key insights, opportunities, and how they align with our goals.



Share

Group Discussion:

- Connect with colleagues nearby. Share your thoughts, exchange feedback, and capture collaborative ideas.

Creating a Purpose Statement

What should the ideal learning experience look, sound, and feel like for learners in this community?



Look

What does the ideal learning experience look like in action?



Sound

What would each of our stakeholder groups hear from our students who are engaged in an ideal experience?



Feel

What does support, community, and safety feel like?

[Click Here to Collaborate](#)

Leverage AI Appropriately



Hi Claude:

Can you turn this list into a purpose statement that would guide our work as a school district?



Sample Purpose Statement We Might Receive & Tweak

As a district, we are committed to cultivating classrooms where student engagement, academic discourse, and ownership of learning are the norm — not the exception. This tool guides our collective work by naming the observable evidence of deep learning we seek across every school and classroom: students actively reasoning, questioning, and building on one another's ideas; visible thinking and productive struggle; and a culture of psychological safety where risk-taking and mistakes are part of the process. We use this shared language to align our coaching, professional learning, and instructional priorities, ensuring every student experiences classrooms that are rigorous, engaging, and truly theirs. Ultimately, this work drives our district's commitment to instructional excellence and equity of experience for every learner, in every classroom, every day.

Rough Working Sample of Our Purpose

We exist to create learning environments where every student feels safe, seen, and empowered to own their learning. In our classrooms, the noise is good noise — students questioning, collaborating, and celebrating each other's progress as they work toward personalized goals, with teachers facilitating rather than directing. We build the confidence to take risks, the perseverance to work through challenges, and the reflection to understand how and why growth happens.

We are a community — students, staff, families, and neighbors — where every person is valued, included, and given a genuine sense of belonging. We use technology purposefully, to create and explore rather than simply consume, and we keep learning connected to real skills for life beyond our walls.

We commit to flexible, welcoming spaces; consistent experience across our schools; and honest, accessible communication with the families we serve. Above all, we commit to a culture of curiosity and care, where students and staff alike are excited to walk through the door each day.

Goal Groups



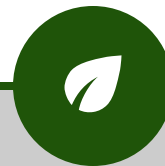
Goal One

Education
(LRC)



Goal Two

**Essential
Supports**
(Commons)



Goal Three

Environment
(STEM Room)

Board	Brian Liedtke Board President	Tiffany Watson Board Vice President	Doug Wiley Board Treasurer	Adam Sage Board Secretary
Board	Megan DuPass Board Member	Steve Dlugo Board Member	Darren Spiegel Board Member	Andrew Wise Superintendent
Admin	Katie Matthews Asst Supt for Learning	Sean Rhoads Asst Supt for Student Services	Carrie Fitzgerald Elizabeth Ide Principal	Kim Liles Lakeview Principal
Admin-Office	Tom Tiede Director of Trans-Maint	Rusty Novotny Asst Director of Technology	Maria Gannon Admin Asst to Superintendent	Jessica Sage Community Relations & Communications
Teacher Leaders	Ali Beseth CCEA President - First Grade	Ashley Sanchez Elizabeth Ide Student Services	Kari Gemmell Prairieview Student Services	Megan Calhoun Lakeview Student Services
Teacher Leaders	Joy DeFors Instructional Coach - Parent	David Pittman Instructional Coach	Annie Diver Lakeview Math	Erika Myers Lakeview Encore
Teacher Leaders	Katie Finucane Prairieview 4th	Teagan Halik Prairieview Special Ed	Sam Tedeschi Band Director	Kim Workman ECE Teacher - Resident
Teacher Leaders	Kristina McHugh Lakeview ELA	Jordan Tamayo Urgello Lakeview Math	Jessica Grove Lakeview Science	Jessica Rost Prairieview - Parent
Staff and/or Parents	Stephanie Sorn Elizabeth Ide Office	Logan Bryant Coach-D99 Grad-BACC	Anna Martynaitis Paraprofessional-Parent	Kathy Barkauskas Team 66 - Parent
Community and/or Parents	Phil Januszewski Parent and Education Speaker	Patrick Fardy Dept Chair DGS-Parent	Brian Riegler Chief Financial Officer-Gower	Nikki Giancola-Shanks Policy Adv Lt Gov-Parent
Community and/or Students	Mary Coyle Sullivan Darien Alderperson Ward 5	Kimberly Clarke Woodridge Dir of Development	Alyssa O'Connor D99 Student	Chris Tomko D99 Student
Students	Madina Aly Lakeview Student	Maya Getchel Lakeview Student	Jack Scaccia Lakeview Student	

Upcoming Meetings



SESSION 2

Aug 26th

Strategic Planning Meeting



SESSION 3

Sept 23rd

Strategic Planning Meeting



SESSION 4

Oct 21st

Strategic Planning Meeting