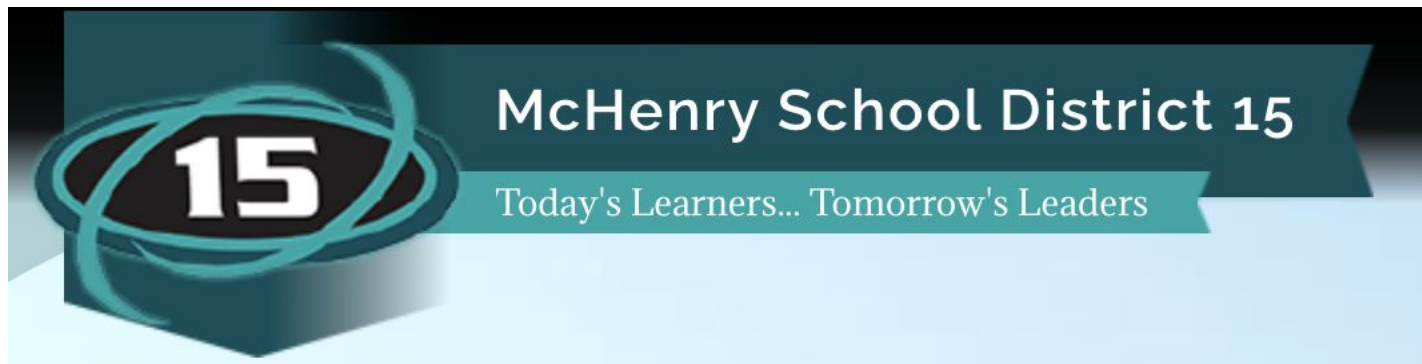




McHenry CCSD 15 Strategic Planning Process Presentation



December 7th, 2021

Dr. Gary Zabilka (gzabilka@edls.info)



Firm Overview

Mission

To assist school districts in finding and supporting exceptional leaders, developing quality strategic plans, and proactively utilizing data to improve educational opportunities for all students.

Beliefs

- Student success is dependent on school leaders focused on serving their districts.
- Successful districts and leaders proactively use data to make quality decisions.
- Staff, school boards, communities and most importantly - students - deserve school leaders who are responsive to their collective needs.
- Quality leaders have the best interests of the students at the heart of their leadership style, and strive for equal opportunities for all students, staff and community members.
- The effective use of data serves as the backbone of hiring quality leaders, developing quality strategic plans and addressing countless district matters with quality solutions.
- Continuous growth is a value-added benefit of mentoring and coaching quality leaders who earnestly desire to serve their districts at the highest levels.
- A quality evaluation instrument that incorporates professional standards and goals provides data-dependent accountability metrics for mutually beneficial feedback for the leader and supervisor(s).



Firm Overview

Services

- Administrator Searches
- Strategic Planning Facilitation
- Data Analysis
- Leader Coaching & Mentoring

Administrator Search



Strategic Planning



Data Analysis



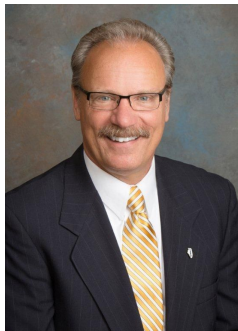
Leader Coaching & Mentoring





Firm Overview

- **Partners** (bios included in proposal)
 - Dr. Richard Voltz
 - Dr. Don White
 - Dr. Gary Zabilka



Associates (10)

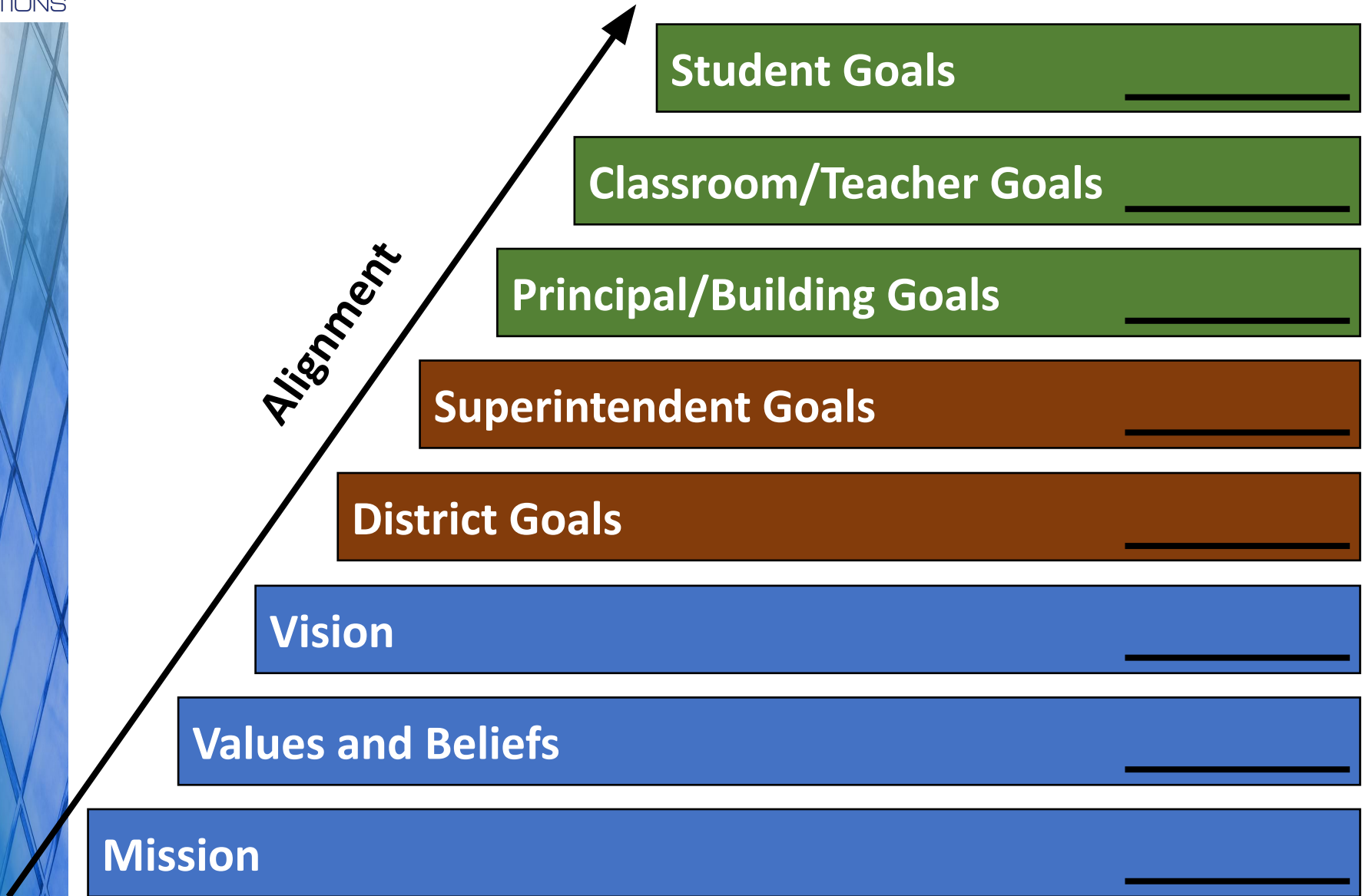
(bios on EdLS website: <https://edls.info>)

- Dr. Jon Bartelt (Bloomington School District 13)
- Dr. Carrie Hruby (O'Fallon District 90)
- Dr. Steven Isoye (Niles THSD 219)
- Dr. Michael Lubefeld (North Shore 112)
- Dr. Kimako Patterson (Prairie Hills 144)
- Dr. Nick Polyak (Leyden CHSD 212)
- Dr. Harry Rossi (Retired)
- Dr. Matt Seaton (Red Hill CUSD 10)
- Dr. Ken Spells (Hazel Crest 152 ½)
- Mr. Matt Stines (Grant CCSD 110)



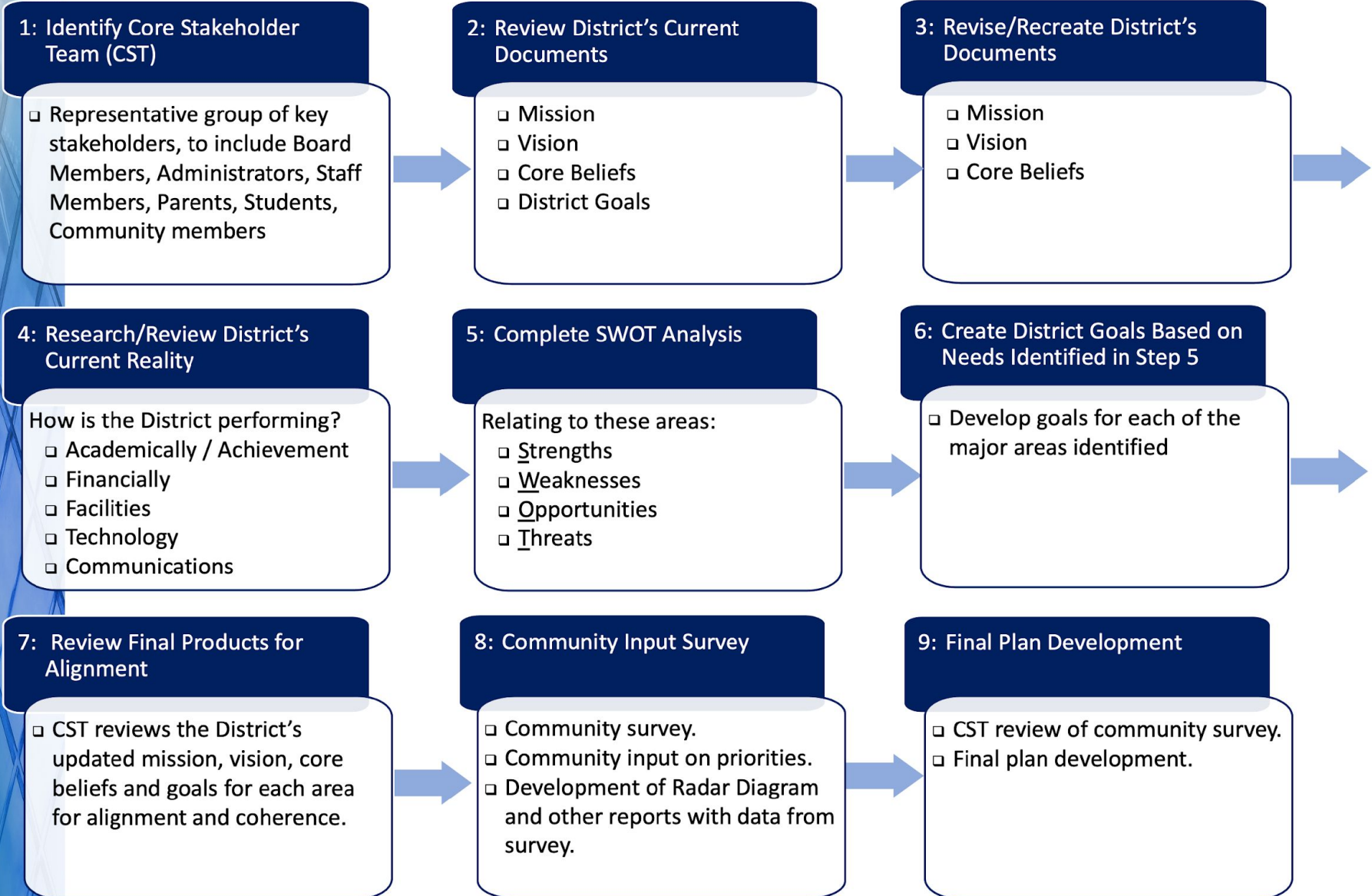
Stair Step Model

Everyone's Responsibility!





McHenry School District #15 Strategic Planning Process





Educational Leadership Solutions: Proposed Strategic Planning Process 12 Week Timeline

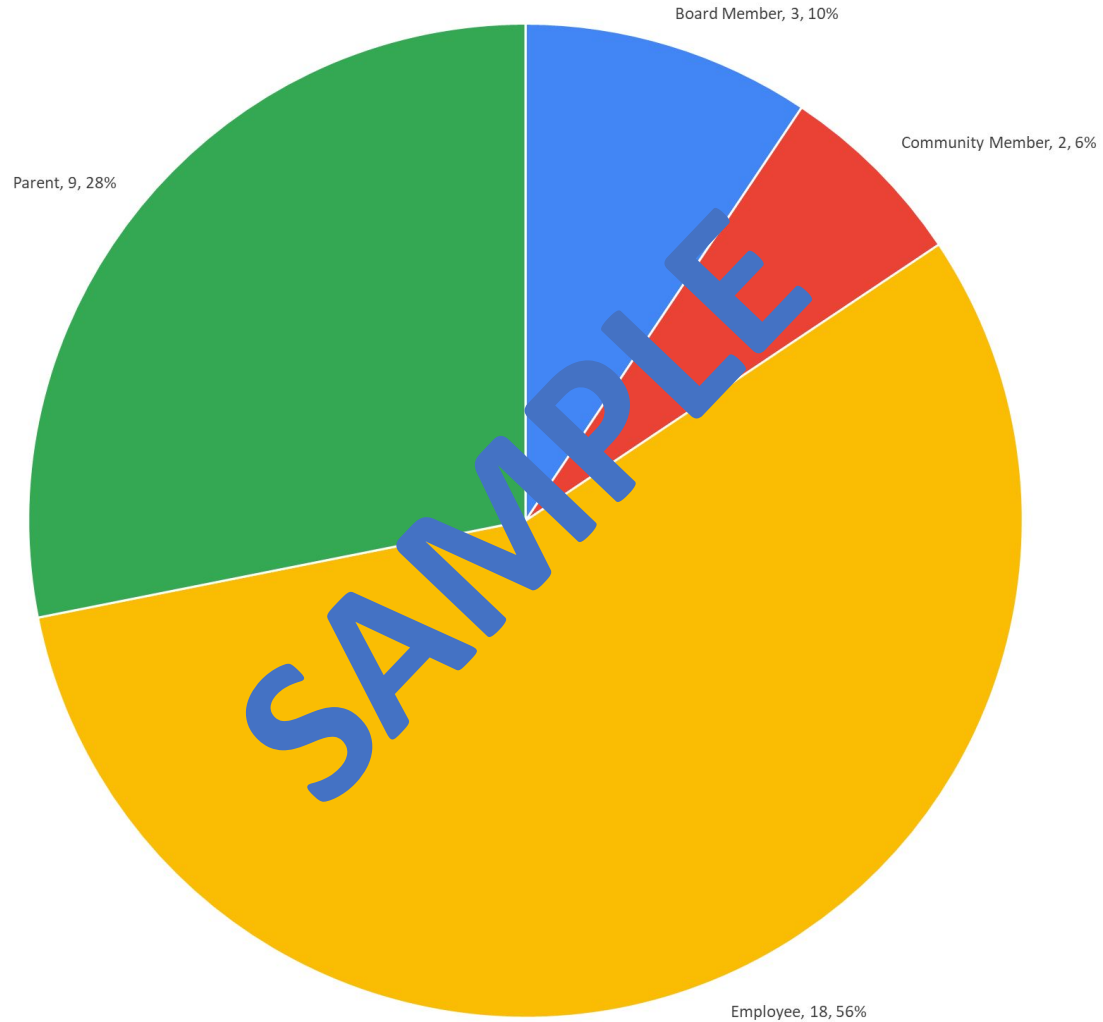
Week >>>	1	2	3	4	5	6	7	8	9	10	11	12
1. Identify Core Stakeholder Team (CST)	BOE & EdLS											
2: Review District's Current Documents												
3: Reivew/Recreate District's Documents												
4: Research/Review District's Current Reality												
5: Complete SWOT Analysis												
6: Create District Goals Based on Needs Identified in Step 5												
7: Review Final Products for Alignment												
8: Community Input Survey												
9: Final Plan Development												

This timeline is presented for discussion only. The final process and timeline will be determined in collaboration with the Superintendent.



Core Values Activity Responses

EdLS Strategic Planning Cores Values Activity - Grayslake CCSD 46 (N = 32)





Core Values Activity Results

SAMPLE



Ranked Core Values

EdLS Strategic Planning Core Values Activity - Grayslake CCSD 46

Row Labels	Sum of Count
Creativity - open to discovery of new ways, innovative	13
Belonging - being accepted and liked by others	12
Personal Growth - committed to a process of ever developing self-awareness and skills	10
Community - close involvement with neighbors	10
Knowledge - continuous learning, looking for intellectual stimulation	9
Integrity - your actions match your beliefs	9
Achievement - visible evidence of successfully completed endeavors	9
Respectful - regarding others with honor and consideration	9
Teamwork - collaborating with others to reach goals	9
Communication - open exchange of views	7
Tolerance - respecting those different than you	7
Fairness - treating everyone equally, with respect	6
Challenge - testing your limits	6
Courageous - standing up for what you believe in, even when risky	5
Safety - security, free from risk and worry	4
Adventure - taking risks, challenging yourself	4
Aesthetic - respect for beauty and artistry	4
Play - doing just for fun, spontaneity	3
Perseverance - staying with tasks through completion	3
Health - tending to physical and mental well-being	3
Advancement - wanting to move up	3
Appearance - taking care of looks, dressing well and keeping in shape	3
Family - attending to and enjoying time with love ones	2
Authority - steering the process, having power to direct events	2
Ecology - taking care of the earth	2
Self-Control - restraint, able to discipline self	1
Diplomacy - searching for common ground to resolve conflict	1
Friendship - on-going close relationships	1
Peace - end of war, non-violent conflict resolution	1
Competence - being good at what I do, capable, effective	1
Honesty - expressing only the truth	1
Helping - reaching out to meet others' needs	0
Self-Esteem - accepting and respecting yourself	0
Intimacy - solid and deep emotional relationship	0
Inner Harmony - seeking inner peace and integration	0
Stability - dependability, able to predict experience	0
Competition - "beating" others, coming in first	0
Forgiveness - capable of pardoning and moving on	0
Pleasure - seeking enjoyment and delight	0
Consensus - forming decisions everyone can support	0
Power - controlling others to bring about what I want	0
Spiritual Growth - connection to a higher purpose, divine presence	0
Prosperity - able to afford things you want, well-off	0
Neatness - having things clean and in order	0
Rationality - emotionally detached, clear logical thinking	0
Tradition - consideration for the way things have customarily been done	0
Recognition - having others notice good work	0
Intellectual Status - being seen as a knowledgeable expert	0
Grand Total	160

SAMPLE



Strategic Planning Facilitation Costs

Item	Description	Cost
General Fee	All-inclusive	\$8,900
Regular Expenses	Administrative Costs Not to Exceed Amount (e.g., copying, materials, travel, etc.)	\$1,000
Total Maximum Cost		\$9,900



Satisfaction Statement

- Educational Leadership Solutions is a firm that is **committed to excellence.**
- We will continue to **work for the district until you are satisfied with the Solution(s)** we have recommended.
- Once the Strategic Planning process is completed, EdLS will be glad to discuss **annual updates.**





References

Strategic Planning

- East Prairie School District 73
- Grass Lake School District 36
- Grayslake CCSD 46
- Morris School District 54
- Oakwood CUSD 76
- Paris Union School District 95

Administrator Search

- Effingham CUSD 40 - Superintendent
- North Shore Special Education District (NSSD) - Chief School Business Official (CSBO)
- River Forest School District 90 - Director of Student Services
- School Association for Special Education in DuPage County (SASED) - Chief School Business Official (CSBO)
- St. Clement / Sacred Heart - Principal

Data Analysis

- Big Hollow 38 - Salary Study
- DeKalb CUSD 48 - Salary Study
- Libertyville School District 70 - Non-Certified Employee Salary Study
- Paris Union School District 95 - Negotiations Preparation
- Paris Union School District 95 - Budget Tool



Questions & Discussion

Strategic Planning

Educational Leadership Solutions

Primary Contact:

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