



Minooka Community High School District #111

Strategic Plan 2025-2030

Mission Statement

In collaboration with stakeholders, empower all students to have high expectations and pride in their accomplishments by offering a comprehensive, student centered educational experience in a safe and caring environment.


Vision Statement

“High expectations and continuous improvement for all”

Areas of Focus

 Finance & Facilities

 Human Resources

 Curriculum / Instruction /
Assessment

 Student Focus

 Community & Public Relations

Community & Public Relations



Goal One: Community Collaborations

Expand and develop community collaborations resulting in positive relationships

Action Plan:

- Partner with local government entities of Minooka, Channahon, Shorewood and Joliet to share information.
- Coordinate and implement a Superintendent event open to community members.



Goal Two: Transparent Communication

Develop various transparent communications with stakeholders and send them out on a regular basis.

Action Plan:

- Create and implement an annual newsletter for community members.
- Ensure timely and effective crisis communications with stakeholders.

Recent Accomplishments



Coffee & Connection

Hosted three events with the Superintendent, inviting the community to foster open dialogue and engagement.



Community Sharing

Regularly shared content with the Village of Minooka and Shorewood Neighbors for inclusion in local newsletters.



Annual Newsletter

Successfully created and launched an annual newsletter specifically geared towards community members.

Future Focus



Continue a superintendent event open to community members



Continue Community Leaders Breakfast with government entities and area leaders



Host grand opening events inviting community members



Share annual newsletter online and distribute to key locations (i.e. libraries, village halls, etc.)



Cross train others on crisis communication to ensure timely and effective communication

Finance & Facilities



Goal One: Budgetary Focus

Focus on budgetary needs/resources for student learning

Action Plan:

- Develop department budget plans aligned with strategic educational goals, ensuring funding impacts student learning outcomes.
- Collaborate with teachers, dept. heads, and students to identify essential resources.



Goal Two: Modernization

Modernize/update classroom learning spaces

Action Plan:

- Evaluate critical infrastructure including HVAC, roofing, windows, and flooring.
- Develop a five-year action plan for facility and technology improvements.

Recent Accomplishments



Budget Strategy

Coordinated FY 27 budget review with department chairs, Curriculum, and Finance to ensure alignment with curriculum vision.



Enrollment Study

Conducted a comprehensive study to determine future enrollment levels and assess long-term infrastructure needs.



Campus Projects

Successfully coordinated and implemented critical construction projects at both the Central and South Campuses.

Future Focus



Resource Collaboration

Work with department chairs, teachers and students on identifying essential resources.



Infrastructure Evolution

Continue work on identifying future classrooms infrastructure needs.



Strategic 5-Year Plan

Develop 5 year plan that dovetails those needs with estimated enrollment and staffing levels with prioritization.

Human Resources



Goal One: Streamline Processes

Provide support for the HR department and streamline processes at all levels.

Action Plan:

- Create processes and assignments for management and onboarding.
- Provide evaluations resulting in universal expectations.
- Standardize onboarding, offboarding, and long-term management.



Goal Two: Attract & Retain Talent

Utilize innovative methods to attract and retain teachers, staff, and administrators.

Action Plan:

- Provide competitive salaries and benefit packages.
- Maintain visible presence in schools and on social media.
- Foster "home grown" attitude with students.

Recent Accomplishments



Streamlined Processes

Implemented Red Rover-standardized onboarding to establish transparent, consistent, and efficient management tools for the 26-27 school year.



Competitive Benefits

Maintained highly competitive healthcare coverage for all employees.

Future Focus



Contract Negotiations

Staying current on trends in contract negotiations



Benefits Excellence

Continue to deliver a high quality benefits package that is cost effective for staff and the district



Modern Recruitment

Research and implement up to date recruiting practices

Curriculum/Instruction/Assessment



Goal One: High Expectations

Create a culture of high expectations for all students.

Action Plan:

- Encourage high academic goals aligned with post-secondary expectations.
- Provide robust academic supports.
- Deliver staff professional development aligned with this goal.



Goal Two: Student Success

Prepare and empower students for post-secondary success.

Action Plan:

- Expand access to AP, dual credit, and CTE programs.
- Develop college partnerships to assist and aid students.
- Create mentorship programs connecting students with professionals.

Recent Accomplishments



CTE Growth

Increased CTE Course Options for Students to enhance career readiness.



Professional Growth

Developed and Implemented a Professional Development Process for staff.



Student Planning

Implemented Xello - Student Four Year Plans to guide academic pathways.



Strategic Partnerships

Increased Partnerships with Local Colleges and Businesses.

Future Focus



Data-Driven Insights

Increase the use of data to identify achievement gaps and inform strategic decision-making.



Academic Excellence

Increase academic supports while maintaining high expectations for all students.



College & Career Readiness

Further embed essential skills throughout the curriculum to ensure students are ready for the future.



Family Engagement

Connect families with resources to help them make informed decisions about colleges and careers.

Student Focus

Goal One

Assess and understand student needs

ACTION PLAN:

- Develop a plan to utilize the 3rd block on early release days to engage in activities to understand and address student needs.
- Establish an advisory group of students representing every grade.

Goal Two

Cultivate an environment of positive student experiences

ACTION PLAN:

- Review and analyze existing programs and develop a framework of events to increase student participation.
- Increase and improve cross curricular experiences in all departments.

Recent Accomplishments



Early Release Activities

Created and presented 5 early release activities for students.



Student Advisory Group

37 students representing all four grade levels focused on student needs.



5-Star Point System

Utilized to gather comprehensive data on student participation across campus.



Extracurricular Expansion

Established and implemented new extracurricular activities for the student body.

Future Focus



Feedback Analysis

Analyze feedback from students and staff to drive continuous improvement.



Advisory Growth

Expand student advisory groups and meet quarterly to deepen our understanding of needs.



Streamlined Events

Evaluate calendars and streamline processes for more effective student communication.



SIT Collaboration

Increase cross-curricular and cross-campus experiences through SIT partnership.



Questions?